

**NORTHSIDE INDEPENDENT SCHOOL DISTRICT
5900 EVERS ROAD SAN ANTONIO, TEXAS 78238**

**Regular Meeting of the Board of Trustees
Tuesday, May 26, 2026
6:00 PM**

Members present

**Bobby Blount, Carol Harle, Karla Duran,
David Salcido, Laura Zapata, & Sonia Jasso**

Staff Present

**Dr. Craft, Dr. Fey, Dr. Jordan, Megan Bradley, Barry Perez, Ben Muir,
Deonna Dean, Jacob Villarreal, Dr. J. Woods, Jessica Palomares,
Dr. Trevino, Kris Trejo, Lori Gallegos, Valerie Sisk**

1. Recognitions

- A. Recognition of Sarah Olvera, VFW Smart Maher Award Winner
Sarah Olvera, a third-grade teacher at Braun Station ES, was selected by the Department of Texas Veterans of Foreign Wars as the K-5th Grade Smart/Maher Citizenship Education Teacher of the Year.

2. Superintendent's Report

- A. The Superintendent will report about current events, announce achievements or special recognitions, and share other information that may be of interest to Trustees or citizens. No action is required.
 - Student Voice Session: District leaders held the year's final session to gather feedback from graduating seniors across all comprehensive and magnet high schools.
 - Recognition & Retirement Event: The district hosted an event honoring retiring staff members and employees reaching years-of-service milestones.
 - Nellie Reddix Center Transition: The center held its annual event celebrating 71 young adults transitioning into the workforce, highlighting the collaborative efforts of students, parents, and staff.
 - 2026 Graduation Season: Health Careers High School kicked off the district's graduation season with the remaining 12 commencements to be held at the Alamodome later this week. Approximately 7,500 seniors will graduate this year.
 - Video Moment. Each year, students in the Construction Careers Academy program showcase and sell projects they have worked on throughout the year. This year, the Tiny Homes Showcased included a student-built tiny home that was awarded to a local female veteran and her child, part of the school's new "Home for a Hero" initiative. Click here to watch the emotional presentation.

3. Board Member's Report

- A. Board Members who wish to speak will report about current events, announce achievements or special recognitions, and share other information that may be of interest to Trustees or citizens. No action is required.

- Trustee David Salcido announced that this year's Rising Stars summer program is hosted at Stevens High School, where participating students will produce and perform the musical Matilda, Jr.
- Trustee Sonia Jasso met with Burke Elementary School Principal Dr. Marissa Pena, which led her to recognize Administrative Assistants Denise Sanchez and JoEllen Garcia-Deluna for their work and commitment. Both Sanchez and Garcia-Deluna serve in the Elementary Administration department.
- Trustee Karla Duran attended an event featuring the Holmes High School Mariachi group. She also attended the Northside ISD Police Department's recent swearing-in ceremony, where she expressed support for Chief Richard Palomo's goal to increase mental health training for frontline officers. Additionally, Duran welcomed the new and returning Student Ambassadors, thanked teachers and staff for completing the academic year, and recognized military veterans in observance of Memorial Day.
- Trustee Bobby Blount expressed appreciation for the community's extensive utilization of district campuses and fields. He recognized the Construction Careers Academy's Tiny Homes Showcase, noting the substantial scale and quality of the project. Additionally, Blount highlighted the increasing frequency of academic signing events being hosted across the district alongside traditional athletic signings. He specifically mentioned the recent signing day for construction in partnership with Marek Bros.
- Trustee Laura Zapata highlighted the annual Nellie Reddix Center Transition event, noting the confidence of the participating young adults and acknowledging the work of the campus staff. Additionally, Zapata expressed gratitude to district parents and students for their role in completing the school year and wished all staff members a restful summer break.
- Trustee Carol Harle highlighted several recent district events and achievements. She recognized the Nellie Reddix Center Transition event, highlighting the local partners who provide training and employment opportunities for students. She attended a Communities in Schools event at the Tobin Center—which featured a performance by the John Jay High School Rockin' Strings, but unfortunately missed the Health Careers High School graduation. Harle successfully presented a workshop for the H-E-B Excellence in Education state finalists and encouraged the community to nominate NISD educators for future awards. Additionally, Harle commended the Construction Careers Academy students for their work on a tiny home donated to a local veteran, congratulated the inaugural graduating class of CAST Teach High School, and attended the NISD Police Department Swearing-In and promotion ceremony. Finally, she met with the new cohort of Student Ambassadors and congratulated the Northside Education Foundation on its successful 5K event.

4. Reports

A. PTA End of Year Report

Candy Baumann, President of the Northside ISD Council of PTAs, presented an end-of-the-year report on the status of PTAs in NISD.

Information:

- 27,291 Membership District Wide
- 117 Campus participation
- 980 Active volunteers
- Programs that develop the whole child
- Hosted: Texas PTA Straight Talk Event
- Invest in students' futures
 - J.C. Jordan scholarships- \$1250 each

B. TASB Salary Study

A representative from TASB will present a report of the proposed salary changes and related costs will be discussed with the board.

Compensation & Market Study

Northside ISD conducted a comprehensive market study evaluating its current compensation structures against peer districts and broader market sectors. As the largest district in Region 20 (\$101,095 students; \$13,592 FTEs), NISD generally maintains highly competitive teacher salaries (\$61,285 starting; tracking slightly above the local market median). However, significant market lag was identified in Central Administration (\$88\%\$ of market), Technology (\$88\%\$), Administrative Support (\$90\%\$), and Performing Arts stipends.

To address these gaps, improve operational efficiency, and maintain internal equity, an 11-point recommendation plan was established. The plan includes flattening organizational hierarchies, streamlining pay bands, standardizing stipends (with a \$1.97M "Hold Harmless" provision for current staff), and implementing a 2.0% General Pay Increase (GPI) alongside targeted market equity adjustments. The total projected financial impact is \$33,356,206 (a \$4.2 increase over current costs), with the largest equity investments targeted at correcting central administration, professional, and operations support market lag.

C. Board training for Bond and VATRE elections

Representatives from the law firm of Norton Rose Fulbright will provide information to guide communication regarding a potential Bond or VATRE election.

Bond & VATRE Election Communications Briefing

This legal briefing outlines the strict statutory boundaries governing Northside ISD communications during upcoming bond elections and Voter-Approval Tax Rate Elections (VATRE). Under Texas law, the District is legally mandated to run a strictly "information-only" campaign. While the District has a duty to inform the public, it is legally prohibited from using any public funds, resources, employee work hours, or internal communication networks to advocate for or against an election measure.

Compliance is heavily monitored by the Texas Ethics Commission (TEC) and the Texas Attorney General (AG), both of which have recently increased enforcement actions, focusing heavily on implicit bias, motivational slogans, or suggestive visuals (e.g., checkmarks on sample ballots). To mitigate risk, all District educational materials will undergo mandatory legal review by Bond Counsel (Norton Rose Fulbright) prior to release. Board Trustees and staff retain their First Amendment rights to express personal political opinions, provided they do so strictly outside of working hours, off district property, without utilizing district devices, and with explicit personal disclaimers on social media.

5. Citizens to be Heard

A. Citizens wishing to address the Board regarding matters not listed on the posted agenda will be heard at this time.

Melina Espiritu-Azocar – AFT President

Spoke in opposition to the ongoing CSG optimization initiatives.

Formally requested that the District commission an independent community audit.

Expressed strong concerns regarding potential staffing reductions, personnel displacements, and their subsequent impact on campus operations

Terry Zablocki, - Community Member

Addressed the Board regarding the critical need for a renewed, singular focus on measurable student academic achievement across all district campuses.

6. Consent Agenda

Moved by: Bobby Blount; seconded by: Carol Harle

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

- A. The Consent Agenda includes items that are considered routine and/or are of a recurring nature. All items listed under the Consent Agenda will be acted upon in one motion.
- B. Minutes from the Meetings of April 2026 and May 12, 2026
- C. Awarding of Bids, Request for Proposals, and Purchases over \$100,000
 - Bids and Requests for Proposals are presented to the Board in accordance with Board Policy CH (Legal) and CH (Local).
 - Purchases over \$100,000 are presented for approval.
 - Bids, RFP, and Purchases over \$100,000 for the Month of May.pdf
- D. School District Teaching Permits
- E. Library Book List
- F. Contractor for Electrical Improvements - Various Campuses - 2026 Summer Portables IDQ RFP #2022-143, Project #26-002-143
- G. Change Orders

7. Business and Finance

- A. Fiscal Year 2026 Budget Amendment #2

Budget Amendment No. 2 – 2025-2026 General Fund

Administration presented Budget Amendment No. 2 for the 2025-2026 fiscal year in accordance with Texas Education Code requirements. The amendment adjusts General Fund revenue and expenditure budgets to align with current projections and district operations while maintaining the originally adopted operating deficit of approximately \$38.8 million to be funded from the Unassigned Fund Balance.

The amendment reflects a net decrease of approximately \$1.4 million in both revenues and expenditures. Revenue adjustments include lower-than-anticipated local tax collections and interest earnings, offset by additional state funding received through the Teacher Incentive Allotment (TIA). Expenditure adjustments include increased instructional expenditures associated with TIA payments to eligible teachers, offset by reductions in several operational areas, including facilities maintenance, general administration, community services, data processing, and transportation.

Administration reported that the amendment has no net impact on the district's overall financial position. The projected General Fund deficit remains unchanged at \$38.8 million, while the Child Nutrition and Debt Service Funds remain unchanged. Staff also noted that budget projections continue to include a conservative reserve and that enrollment, state and federal funding adjustments, and property value audit payments will continue to be monitored through year-end.

Action Item

Moved by: Sonia Jasso; seconded by: Bobby Blount

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

B. Fiscal Year 2027 Budget Planning
Type: Informational

Administration presented an update on the Fiscal Year 2026-2027 budget, including revised budget assumptions, preliminary revenue and expenditure projections, and the budget and tax rate adoption calendar. Staff reviewed the financial impact of declining enrollment, projected reductions in state aid and local revenues, and anticipated increases in operational costs.

Administration discussed proposed expenditure reductions, including staffing and program adjustments designed to align expenditures with projected revenues while maintaining current student-to-teacher ratios. Staff also reviewed a potential Voter-Approval Tax Rate Election (VATRE) scenario and its projected impact on district revenues, employee compensation, and fund balance projections.

Additionally, the administration presented a proposed Program and Staffing Reduction Plan totaling approximately \$17.1 million. The proposed reductions include adjustments to administrative, instructional, technology, and operational positions, as well as selected program and departmental budgets, in response to declining enrollment and available revenues.

The Board discussed enrollment trends, budget projections, staffing reductions, and the potential impact of the proposed adjustments on district operations and student services. No action was taken.

8. Administration

A. First Reading of Policy Update FDB Local
Type: Information only

Background Information:

Current policy allows Continued Enrollment to extend to the end of the current school year only, except for rising seniors. We would like it to read, "Should circumstances warrant, the Principal may authorize an extension of the transfer duration." This would give principals the ability to approve continued enrollment for the "Level of Schooling" and keep the family enrolled in NISD without them having to apply for a transfer in addition to the paperwork for continued enrollment

9. Superintendent

A. District Optimization Priorities
Type: Approval

Background Information:

The Optimization Priorities were developed through a multi-layered engagement process, including a community survey with more than 5,000 responses from families, staff and stakeholders, individual conversations with trustees, and in-person engagement sessions with more than 300 district and school leaders. Proposed Framework The District Optimization

Priorities are organized into four domains:

1. Academic Achievement

2. Leadership & Staff
3. Student Experience
4. Resources & Facilities

Informed by these Priorities, the district will begin a structured analysis phase, including:

- Development of standardized campus profiles
- Systemwide analysis of academic, enrollment, staffing, and facility indicators
- Scenario planning to identify opportunities to reinvest in and strengthen school offerings

This framework will enable the district to proceed with continued stakeholder engagement, as well as a consistent and transparent approach to evaluating opportunities to strengthen school offerings, improve student outcomes, and better retain and serve students across the system.

Moved by: Sonia Jasso; seconded by: Carol Harle

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

- B. Nominations for TASB Board-Region 20, Position B
Type: Discussion and Possible Approval

MOTION: Karla Duran was nominated for the NISD Representative to TASB Board of Directors

Moved by: Sonia Jasso; seconded by: Carol Harle

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

- C. Reorganization of the Board of Trustees In Accordance with Policy BDAA
Type: Discussion and Possible Approval
Previous Committees and Representative Assignments:

The Board acknowledged that all trustees have successfully completed the required annual Continuing Education Credits (CECs). The Superintendent reported that all board members are in compliance with applicable continuing education requirements for the current reporting period.

Trustees elected Dr. Sonia Jasso as the President of the School Board, with Laura Zapata elected Vice President, and Dr. Karla Duran as Secretary.

Motion: For President

Moved by: David Salcido; seconded by: Laura Zapata

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

Motion: For Vice President

Moved by: Sonia Jasso; seconded by: David Salcido

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

Motion: Board Secretary

Moved by: David Salcido; seconded by: Laura Zapata

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

The Board discussed all positions; Board President made a motion, and all trustees were in favor of the following assignments:

NISD Representative to TASB Board of Directors

Rep: Karla Duran

Delegate to TASA/TASB Convention:

D: David Salcido A: Carol Harle

NEF Representative:

Rep: Carol Harle

B: Karla Duran

PTA President:

Rep: Bobby Blount

B: David Salcido

Safety & Security

President

Karla Duran

Chair/Assignments for Committees will be done by President Jasso.

- D. Continuing Education Credits Report Policy BBD
Type: Procedural

Annual Announcement - Continuing Education of Board Members.docx.pdf

The Board appreciates the commitment of its members to ongoing professional development and governance excellence through the completion of these training requirements.

- E. Future Agenda Items

10. Executive Session

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.084 of the Government Code (the Open Meetings Law). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

President Jasso announced that, in accordance with Texas Government Code Section 551.071, the Board would convene in closed session at 9:25 pm

- A. Pursuant to Texas Government Code Sections 551.076 and 551.089, consider and discuss TxSSC intruder and detection audit.
- B. Discussion of Superintendent Evaluation and Contract
- C. Appointment of Associate Principal at Fields Elementary School
- D. Appointment of Associate Principal at Linton Elementary School
- E. Appointment of Associate Principal at Mireles Elementary School
- F. Assignment of Principal at Glenoaks Elementary School
- G. Assignment of Principal at Howsman Elementary School
- H. Appointment of Principal at Locke Hill Elementary School
- I. Assignment of Principal at McDermott Elementary School
- J. Appointment of Principal at Meadow Village Elementary School
- K. Assignment of Principal at Myers Elementary School
- L. Assignment of Principal at Scarborough Elementary School
- M. Appointment of Principal at Briscoe Middle School
- N. Assignment of Principal at Neff Middle School
- O. Assignment of Principal at Rayburn Middle School
- P. Assignment of Principal at Passmore Elementary School
- Q. Appointment of Associate Principal at Stevens High School
- R. Appointment of Academic Dean at Folks Middle School
- S. Appointment of Executive Director of Elementary Administration
- T. Appointment of Director of Career and Technical Education (CTE)
- U. Appointment of Director of Safety and Security

11. Executive Session Resources

12. Open Session

Any required action by the Board concerning matters considered in closed meeting will be taken in open session.

The Board reconvened into open session at 10:30 pm.

Action Items A-S

Moved by: Bobby Blount; seconded by: Carol Harle

Yes: Carol Harle, Bobby Blount, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 6-0

- A. Appointment of Associate Principal at Fields Elementary School
- B. Appointment of Associate Principal at Linton Elementary School
- C. Appointment of Associate Principal at Mireles Elementary School
- D. Assignment of Principal at Glenoaks Elementary School
- E. Assignment of Principal at Howsman Elementary School
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- N. Assignment of Principal at Passmore Elementary School
- O. Appointment of Associate Principal at Stevens High School
- P. Appointment of Academic Dean at Folks Middle School
- Q. Appointment of Executive Director of Elementary Administration
- R. Appointment of Director of Career and Technical Education (CTE)
- S. Appointment of Director of Safety and Security

13. Adjournment

There being no further business, the meeting was adjourned at 10:41 PM

APPROVED ON JUNE 23, 2026