

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

**Regular Meeting of the Board of Trustees
Tuesday, June 23, 2026
6:00 PM**

Members present

**Carol Harle, Laura Zapata, & Sonia Jasso,
David Salcido, Karen Freeman, Bobby Blount**

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 Darion Ramos, Zachry Magnet, Outstanding Civic Leadership
Darion Ramos, an upcoming 8th grader at Zachry Magnet, took matters into his hands to advocate for traffic-calming measures in his neighborhood, demonstrating a commitment to making his community safer for everyone. He was recognized at City Hall by Councilman Ric Galvan for his initiative.

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.

Dr. Craft highlighted a series of milestones and events that showcase the vibrant culture and academic excellence of our district. They included:

- Student artists honored: Brandeis High School students Kimberly Campbell and Daniela Vargas were recognized for taking first and second place, respectively, in the 20th Congressional Art District competition. In honor of their achievements, both students will receive a trip to Washington, D.C., and will have their artwork displayed in the U.S. Capitol.
- Video Moment. Raba Elementary School may be far from a pond or lake, but did you know they have a Fishing Club? The program launched with 10 fourth-grade participants and has grown, and even garnered some social media attention from a lure manufacturer, leading to an invitation to showcase their collaborations and casting skills at the San Antonio Rodeo Youth Day. [Click here](#) to learn more about this after-school program that is netting lots of fun and attention.

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.

3. Continuation of Board Member's Reports

- Trustee David Salcido attended the Rising Star's production of Matilda, Jr.
- Trustee Sonia Jasso noted her excitement regarding the gains shown in the district's preliminary STAAR results. She also shared that she enjoyed attending the Texas Association of School Boards' (TASB) Summer Leadership Institute (SLI), where she presented alongside fellow Trustee Zapata and San Antonio City Councilman Ric Galvan.
- Trustee Laura Zapata shared that she attended the initial Citizens Bond Committee (CBC) meeting and noted the positive energy among the participants. She also recognized the students, teachers, and district leaders for their efforts regarding the preliminary STAAR scores, which showed progress across the district.
- Trustee Carol Harle commended the district's Fine Arts staff and student performers involved in the Rising Stars production of Matilda, Jr., noting the high quality of the singing, dancing, acting, and student artwork displayed at the event. Additionally, she thanked fellow Trustees for attending TASB's Summer Leadership Institute (SLI) and recognized Trustees Jasso and Zapata for presenting at the conference. Finally, Harle acknowledged the district's successful graduation ceremonies, stating that seeing the graduates was the highlight of the events.
- Trustee Karen Freeman thanked community members and staff for participating in the initial Citizens Bond Committee (CBC) meeting. She noted that she looks forward to receiving the committee's feedback as the Board evaluates a potential Bond and VATRE election for November. The next CBC meeting is scheduled for July 14.

4. Reports

A. 2025-2026 School Health Advisory Council (SHAC) Annual Report

SHAC Chair John Carollo presented the end-of-year report from the 2025-2026 NISD School Health Advisory Council (SHAC) to the trustees. The SHAC is a group of individuals appointed by the school district who represent various segments of the community and provide recommendations to the District on coordinated school health programming and its impact on student health and learning.

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.

6. Consent Agenda

Consent Motion

Moved by: Karen Freeman; seconded by: Carol Harle

Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

Not Present at Vote: Karla Duran

Motion Approved 6-0

6. Continuation of Consent Agenda

- 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 May 2026.
- C. WAIVER: 26-27 Off-Campus PE
- D. WAIVER: 26-27 Staff Development Minutes
- E. WAIVER: 26-27 Optional Flexible School Day for Chavez Excel Academy
- F. WAIVER: Foreign Exchange Students
- G. 26-27 District Professional Learning Plan
- H. School District Teaching Permits (SDTP)
- I. Awarding of Bids, Request for Proposals, and Purchases over \$50,000
Bids and Requests for Proposals are presented to the Board in accordance with Board Policy CH (Legal) and CH (Local). There are no purchases over \$100,000 for approval.
- J. Resolution to Approve Waiver of Penalty and Interest on Tax Account: #50001-008-0630

The Board will consider for approval a waiver of penalty and interest under Section 33.011 of the Texas Property Tax Code.

- K. Resolution to Approve Waiver of Penalty and Interest on Tax Account: #18450-004-0660

The Board will consider for approval a waiver of penalty and interest under Section 33.011 of the Texas Property Tax Code.

- L. Resolution to Approve Waiver of Penalty and Interest on Tax Account: #05938-000-4250

The Board will consider for approval a waiver of penalty and interest under Section 33.011 of the Texas Property Tax Code.

7. Business and Finance

- A. FICA Alternative Plan Presentation

Type: Action

School districts can enter into a FICA Alternative Plan for specific employees (substitute teachers, part-time staff and seasonal workers) that exempts these employees from FICA (Social Security) payroll taxes. Entering into this type of plan saves the district money due to not matching the FICA taxes.

Chris Jamail -Presenter

Federal law requires part-time, seasonal, and temporary employees not covered by TRS to pay into Social Security.

- Substitutes, tutors, aquatic staff, Learning Tree staff, and similar roles
 - o Northside ISD SS-covered payroll: \$17,283,548
- The district pays 6.2% of that payroll directly to Social Security each year
 - o District Social Security payments (employer portion):
- 2023 - \$1,105,001 • 2024 - \$1,164,543 • 2025 - \$1,071,580

7. Continuation of Business and Finance

o Federal law allows school districts to set up and contribute to an “alternative plan” that will satisfy the requirement for those who do not qualify for the Texas Teacher Retirement System.

- The FICA Alternative plan is designed to provide an individual investment plan to part-time, seasonal, and temporary Northside ISD employees
- Substitutes, Tutors, Aquatic and Learning Center staff
- The FICA Alternative Plan is a direct savings alternative to paying into Social Security Employee Benefits:

- Over \$1 million in annual savings, kept in the district budget
- No cost and no administrative burden to the district
- Turn-key implementation handled by RAMS
- Ongoing compliance and regulatory support included
- Built-in guardrails to protect TRS eligibility • Fiduciary oversight and protection by a committee of public leaders (Supts & CFOs)

Benefits for Employees

- Employees contribute 7.5% of their Gross Pay to the FICA Alternative Plan account
 - Equivalent to 6% contribution rate at 20% tax bracket ~ equal to current Employee SS rates
- Upon final separation from Northside ISD, they are 100% vested in the account and have choices:
 - Leave the funds invested.
 - Withdraw all funds, pay the income taxes, and spend/save it.
 - Roll the funds into various other types of retirement accounts.

Action Item -- Zapata: **Motion to table and discuss at the July 7 Board meeting**

Moved by: Laura Zapata; seconded by: David Salcido

Yes: Carol Harle, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

No: Bobby Blount

Not Present at Vote: Karla Duran

Motion Approved 5-1

B. Submission of a Low Attendance Days Waiver to Texas Education Agency

Type: Action

TEA allows districts to request a Low Attendance Day waiver to excuse any instructional days from ADA calculations that have attendance figures that are at least 10 percent below the last school year's average daily attendance.

Waivers can be filed if attendance is low due to inclement weather, health, safety-related or other issues. The SY24-25 ADA was 93.6%. 73 instances of ADA below 83.6% were identified for the SY 25-26. 93.6 % 73 days fell below 83%. The Why - Protest Day - Bad weather, etc., 2ml revenue.

Continuation of 7.B. Submission of a Low Attendance Days Waiver to Texas Education Agency

Action Item

Moved by: Karen Freeman; seconded by: Laura Zapata

Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

Not Present at Vote: Karla Duran

Motion Approved 6-0

C. Fiscal Year 2027 Budget Planning

Type: Discussion

A review of previously provided information will be discussed along with items that may change prior to providing a proposed budget to the board in July.

The Board heard an update on budget planning for the next school year. The discussion included the projected results of operations for FY27 with and without a VATRE consideration.

D. 2026-2027 Contingent Compensation Plan Proposal

Type: Action

Continent on passage of a Voter Approved Tax Rate Election in November 2026, the recommended compensation package for consideration includes a 2% general pay increase for all employees, selected pay adjustments and proposed stipend adjustments to better align to market rates as recommended to the recent TASB salary and stipend studies. The estimated total cost of the proposed plan is \$35 million.

Action Item

Moved by: Carol Harle; seconded by: Laura Zapata

I move to approve the proposed compensation plan for all eligible employees and adjustments as presented, contingent upon the calling of and voter approval of an upcoming Voter Approved Tax Rate Election in November 2026.

Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

Not Present at Vote: Karla Duran

Motion Approved 6-0

8. Human Resources

RFP 2026-076 for Medical Third-Party Administration Services and Pharmacy Benefit Management Services

Type: Action

Leticia Ramirez summarized the evaluation process for RFP 2026-076 for Medical Third-Party Administration Services, recommending United Health Care, and for Pharmacy Benefit Management Services, recommending CVS Caremark.

A representative from Alliant Health Care provided an overview of the pharmacy carve-out and reviewed the anticipated prescription savings, estimated at \$34.5 million over three years. The next phase of the process will be the development of the employee health plan offerings. The Board unanimously approved the RFP recommendations as presented.

Action Item

Moved by: Bobby Blount; seconded by: Laura Zapata

Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

Not Present at Vote: Karla Duran

Motion Approved 6-0

9. Superintendent

A. Review of June 15, 2026 Citizen Bond Committee meeting

Dr. Craft reviewed the Community-Based Committee (CBC) presentation from the previous meeting and guided the Board through the corresponding information available on the District's website.

He emphasized the importance of clearly distinguishing between a Voter-Approval Tax Rate Election (VATRE) and a bond election, noting that while Maintenance and Operations (M&O) funds may be used for certain building-related expenditures, the District's General Fund cannot sustain those costs.

Dr. Craft also discussed the District's estimated bonding capacity of approximately \$800–900 million and explained that the CBC will be asked to prioritize approximately \$2.8 billion in potential bond projects.

Dr. Craft reported that the next CBC meeting is scheduled for July 14 and that the questions and responses from the first CBC meeting would be finalized during the week.

Trustee Freeman discussed the survey presented at the first CBC meeting and inquired about the timeline for scheduling community education meetings related to the bond election and VATRE.

Trustee Harle requested the development of a presentation tailored specifically for teachers to support communication and understanding of the bond and VATRE initiatives.

B. Future Agenda Items

A meeting is being called for July 7 that will include Board Operating Procedures and Budget Planning. Trustee Freeman recommended hosting a Board Retreat discussing the following:

- Board Operating Procedures
- The naming of an Interim Superintendent
- The process for hiring a new Superintendent.
-

The board discussed possibly having a called board meeting on June 30 or July 1 to discuss these 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 7:57 pm.

- A. Appointment of Meadow Village Elementary School Associate Principal
- B. Appointment of Locke Hill Elementary School Associate Principal
- C. Appointment of Forester Elementary School Associate Principal
- D. Appointment of Steubing Elementary School Associate Principal
- E. Appointment of Krueger Elementary School Principal
- F. Appointment of Aue Elementary School Principal
- G. Appointment of Ott Elementary School Principal
- H. Appointment of Neff Middle School Associate Principal
- I. Appointment of Luna Middle School Principal
- J. Appointment of Brennan High School Assistant Principal
- K. Appointment of O'Connor High School Assistant Principal
- L. Appointment of Brandeis High School Associate Principal
- M. Appointment of Holmgreen Associate Principal
- N. Appointment of NSITE Principal
- O. Appointment of Executive Director for Elementary Administration

11. Executive Session Resources

Executive Attachments

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 8:19 pm.

Consent Action

Moved by: Laura Zapata; seconded by: David Salcido

Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Laura Zapata, and Sonia Jasso

Not Present at Vote: Karla Duran

Motion Approved 6-0

- A. Appointment of Meadow Village Elementary School Associate Principal
- B. Appointment of Locke Hill Elementary School Associate Principal
- C. Appointment of Forester Elementary School Associate Principal

- D. Appointment of Steubing Elementary School Associate Principal
- E. Appointment of Krueger Elementary School Principal
- F. Appointment of Aue Elementary School Principal
- G. Appointment of Ott Elementary School Principal
- H. Appointment of Neff Middle School Associate Principal
- I. Appointment of Luna Middle School Principal
- J. Appointment of Brennan High School Assistant Principal
- K. Appointment of O'Connor High School Assistant Principal
- L. Appointment of Brandeis High School Associate Principal
- M. Appointment of Holmgreen Associate Principal
- N. Appointment of NSITE Principal
- O. Appointment of Executive Director for Elementary Administration

13. Adjournment

There being no further business, the meeting was adjourned at 8:20 pm.

APPROVED ON JULY 28, 2026