

NORTHSIDE INDEPENDENT SCHOOL DISTRICT 5900 EVERS ROAD, SAN ANTONIO, TX 78238

**Regular Meeting of the Board of Trustees
Tuesday, June 24, 2025
6:00 PM**

Members present

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

Staff present

**Dr. Craft, Ray Galindo, Dr. Jordan, Megan Bradley, Tiffany Contreras,
Ben Muir, Jessica Palomares, Dr. J. Woods, Jacob Villarreal, Lori Gallegos**

1. Superintendent's Report

Information, Reports: 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.

Successful school year. Met with all the campus administrators recently and appreciation was given to the campus administrators for wrapping up a smooth 2024-25 school year.

- Graduations. More than 7,000 seniors graduated across 13 commencement ceremonies this month, earning more than \$167 million in scholarships.
- Northside Education Foundation. Met with the NEF Board during their annual planning retreat for some teambuilding and strategic planning.
- Convocation theme. The theme for this year's Convocation is Northside Unstoppable, and planning is underway for another great event.
- Open Enrollment launch. NISD launched an Open Enrollment initiative, Excellence Without Boundaries, inviting students from across the greater San Antonio area to enroll in a NISD campus.
- Legislative update. The Governor has called a Special Session for this summer to discuss the topic of regulating THC.
- Video Moment. This year, the Rising Stars Summer Theater Camp took on the production "Beetlejuice, Jr." The talented middle and high school students put on a wonderful production with only two weeks of rehearsal time. Click here to watch these amazing students.

2. Board Member's Report

Reports: 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 highlighted the Rising Stars program and the district's Beetlejuice summer theater production, noting how powerful it is that these opportunities are open to all students from Title I schools, including some who might have some special needs. He also celebrated an outstanding athletic achievement, congratulating Tate Taylor for taking first place in the 100-meter dash at the Nike Outdoor Nationals with an impressive time of 10.10 seconds.
- Trustee Sonia Jasso expressed her gratitude to the entire NISD team, administration, and staff for their support over the past few weeks as she transitions into her new role. She shared her excitement for what lies ahead and reflected on the honor of attending several graduation ceremonies. Dr. Jasso congratulated the Class of 2025 and extended heartfelt thanks to the teachers and support staff who make these milestone moments possible.
- Trustee Karla Duran expressed deep gratitude to the district's administrative team, applauding their commitment during graduation week. She thanked both new and returning board members for attending the TASB Summer Leadership Institute and officer training. She gave a shout-out to the Northside Education Foundation, highlighting the recent board retreat focused on closing opportunity gaps. Dr. Duran also extended heartfelt thanks to Ray Galindo, who supported her early in her teaching career, and to Coach Stan Laing for his exemplary leadership both on and off the field. She closed by expressing excitement about building a new board culture, embracing growth, and preparing for difficult decisions ahead - all while keeping students and Northside's legacy at the heart of their work.
- Trustee Bobby Blount shared that Ayshia Dillard, a recent Brennan High School graduate and member of the Student Voice group, will participate as the producer for 19 dancers from Brennan High School at the San Antonio Area African American Community Fund Renaissance held at the Tobin Center. He noted that Trustees Dr. Karla Duran, Karen Freeman, and Dr. Carol Harle recently attended a Bexar County School Boards Coalition meeting. He also highlighted a success shared by Lisa Kulka - third graders who made it into the Final Four Reading Contest bracket showed growth in one or more STAAR areas. Blount closed by thanking Ray Galindo for his dedicated service to the district and offered congratulations on his retirement.
- Trustee Laura Zapata thanked Dr. Craft and district staff - especially the technology team - for their support as she gets acclimated to her new role. She shared how much she enjoyed attending graduation ceremonies, noting the special energy and excitement in each one. While acknowledging the challenges of the current legislative session, she emphasized her readiness to work hard on behalf of the district. She also expressed appreciation for the district's recent retirees, thanking them for their service and wishing them well in their next chapter.
- Trustee Carol Harle began by recognizing Lisa Kulka from Library Services for her outstanding leadership and service as she heads into retirement. She also thanked Stan Laing and Ray Galindo for their leadership and congratulated them on their retirement. Dr. Harle applauded the newest board members for their strong start and expressed pride in the district's representation at the TASB Summer Leadership Institute and Leadership Northside. She gave recognition to Mateo Rawls, who will soon represent Cole

Elementary School at the National Spanish Spelling Bee. Dr. Harle highlighted the Rising Stars production of Beetlejuice, praising the lead performer for a show-stealing, professional-quality performance. She emphasized the talents of both on-stage and behind-the-scenes students and commended the collaboration among theater teachers. She also shared how a recent conference spotlighted the work of Cable and Westwood Terrace Elementary Schools, recognizing the powerful impact their efforts have on families and thanking their leadership teams for their dedication.

- Trustee Karen Freeman congratulated the new trustees and acknowledged the challenge of completing TASB training, thanking them for their commitment to learning. She reflected on the honor of attending graduation ceremonies, noting that handing a student their diploma is a powerful reminder of why trustees serve - working for student success. She closed by emphasizing the importance of preserving Northside's culture - and the board's culture - as both are vital to the district's future.

3. Reports

Action, Approval: A. 24-25 School Health Advisory Council (SHAC) Annual Report

The Northside ISD School Health Advisory Council (SHAC) is a group of individuals appointed by the Board of Trustees who represent various segments of the community. The SHAC provides recommendations to the District on coordinated school health programming and its impact on student health and learning. Texas law requires the establishment of a SHAC in each school district, as well as the presentation of an annual report to the Board of Trustees.

SHAC Chair John Carollo presented the end-of-year report from the 2024-2025 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.

4. Citizens to be Heard

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

Two citizens will speak during agenda item number 8.

5. Consent Agenda

Approval: 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.

- Action (Consent): B. Minutes from the Meetings of May
- Action (Consent), Approval: C. Awarding of Bids, Request for Proposals, and Purchases over \$50,000
- Action (Consent): D. School District Teaching Permits
- Action (Consent), Approval: E. Exterior Colors for Building Upgrades - John Jay/SEA HS - RFCSP #2024-109
- Action (Consent), Approval: F. Change Orders
- Action (Consent), Approval: G. 25-26 Off-Campus PE Waiver

Motion by Carol Harle, second by David Salcido.

Final Resolution: Motion Approved

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

6. Curriculum and Instruction

Action, Approval: A. 25-26 Optional Flexible School Day for Chavez Academy

The goal of the Optional Flexible School Day Program in NISD, the Chavez Excel Academy, is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or who are behind in core subjects. The provisions of the program and assurances are outlined in the attachments, as well as the student performance data. Approval is requested to submit the application. Annual applications must be submitted to TEA if districts plan to participate in the Optional Flexible School Day Program. Approval

Trustees approved an optional flexible school day for the Chavez Academy for the 2025-2026 school year. This annual application must be submitted to TEA if districts plan to participate in the Optional Flexible School Day Program. The goal of this program in NISD's Chavez Excel Academy is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or are behind in core subject courses. In addition, the Board approved a partnership with Graduation Alliance as part of an effort to expand support for students who are off track to graduate. This organization will coordinate with Chavez Academy to locate over-age/under-credited students who are not enrolled in school and provide a pathway to meet the criteria to become students at Excel and earn their high school diploma.

Motion by Bobby Blount, second by Karen Freeman.

Final Resolution: Motion Approved

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

7. Facilities and Operations

Action, Approval: A. Amendment #2 - GMP - Building Upgrades - John Jay/SEA HS - RFCSP #2024-109

Presenter: Jacob Villarreal

Budget Provisions: 2022 Bond Program

Committee: Building Committee - June 16, 2025

Recommended Action: Approval

Joeris General Contractors, Ltd. was awarded the Construction Manager-at-Risk Contract on September 24, 2024, for Building Upgrades at John Jay/SEA HS.

The project consists of two phases, and subsequent bids given the complexity of the project scope. This request is for the final amendment. This amendment (Amendment #2) is for a sum of \$52,981,448.00 for the necessary work associated with the final building package. The total GMP is \$57,609,547.00.

Approval of Amendment #2 to the GMP is recommended.

Motion by Karen Freeman, second by Sonia Jasso.

Final Resolution: Motion Approved

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

8. Business and Finance

Action, Approval, Discussion: A. 2025-2026 Compensation Plan

The 2025-2026 proposed Compensation Plan will be reviewed for approval to be included in the proposed 2025-2026 budget.

Trustees heard a proposal for the 2025-26 compensation package. Additional discussion will be held at a called meeting on July 15, with a vote expected on July 22.

Citizen to be Heard Item #8

Elizabeth Muchler - Occupational Therapist

Works at 7schools-

- committed to each child
- teamwork
- Lots of parent support

Ask: ALE/ECSCE needs more support and compensation for these positions

Melina Espiritu-Azocar -AFT Organization

- Compensation for hourly staff members
- Workers are paid too low and deserve living wages

Instead of a Finance Committee meeting, the Board has recommended a Called Board meeting for July 15 at 6 p.m.

9. Administration

Information: A. UIL Legislative Update - SB 401 Guidance

To have the policy clearly state that homeschool students can not participate in public school athletics.

10. Superintendent

Discussion and Possible Approval: A. Board Committees - Representative Assignments

No motion taken - All positions filled and undisputed.

Procedural: B. Future Agenda Items

11. Executive Session

Information: A. 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 Duran announced that, in accordance with Texas Government Code Section 551.071, the Board would convene in closed session at 9:25 p.m.

Discussion: B. Pursuant to Texas Government Code Sections 551.076 and 551.089, consider and discuss TxSSC intruder and detection audit

Discussion and Possible Approval: C. Appointment of Associate Principal at Martin Elementary School

Discussion and Possible Approval: D. Appointment of Associate Principal at John Jay High School

Discussion and Possible Approval: E. Appointment of Associate Principal at Westwood Terrace Elementary School

Discussion and Possible Approval: F. Appointment of Assistant Principal at Brennan High School

Discussion and Possible Approval: G. Appointment of Assistant Principal at Clark High School

Discussion and Possible Approval: H. Appointment of Assistant Principal at Warren High School

Discussion and Possible Approval: I. Appointment of Assistant Principal at Warren High School

Discussion and Possible Approval: J. Appointment of Executive Director for Student Services

12. Open Session

Information: A. 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 9:43 p.m.

Action, Approval: B. Consideration and Possible Approval and Adoption of a Resolution (i) authorizing the Superintendent and/or his designee to negotiate acceptable sale terms with TxDOT for a 0.6442 acre tract of land which is currently part of the Sam Rayburn Middle School campus and the subject of eminent domain proceedings initiated by TxDOT; and (ii) authorizing the President of the

Board of Trustees to execute a Deed conveying such property to TxDOT (or its designee. RECOMMENDED ACTION: APPROVAL AND ADOPTION OF RESOLUTION

- No action taken

Action, Approval: C. Appointment of Associate Principal at Martin Elementary School

Action, Approval: D. Appointment of Associate Principal at John Jay High School

Action, Approval: E. Appointment of Associate Principal at Westwood Terrace Elementary School

Action, Approval: F. Appointment of Assistant Principal at Brennan High School

Action, Approval: G. Appointment of Assistant Principal at Clark High School

Action, Approval: H. Appointment of Assistant Principal at Warren High School

Action, Approval: I. Appointment of Assistant Principal at Warren High School

Action, Approval: J. Appointment of Executive Director for Student Services

Motion by Sonia Jasso, second by Laura Zapata.

Final Resolution: Motion Approved

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

13. Adjournment

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 9:44 p.m.

APPROVED ON JULY 22, 2025