

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

**Called Meeting of the Board of Trustees
Tuesday, July 7, 2026
6:00 PM**

**Members present
Carol Harle, Karen Freeman, Laura Zapata, Bobby Blount,
Karla Duran, & Sonia Jasso**

**Staff Present
Dr. Craft, Dr. Fey, Dr. Jordan, Megan Bradley,
Barry Perez, Dr. Trevino, Valerie Sisk**

- 1. Business and Finance
 - A. FICA Alternative Plan PresentationType: 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.

The Board received a presentation regarding the implementation of a Social Security (FICA) Alternative Plan. Under this proposed plan, eligible employee groups, including substitute teachers, part-time staff, and seasonal workers, would be exempted from traditional FICA payroll taxes. Key details presented to the Board included:

- Cost Savings: The district would realize direct financial savings by eliminating the required district-matching portion of FICA payroll taxes for covered positions.
- Historical Context: Northside ISD paid approximately \$1.0 million in FICA matching contributions for substitute teachers alone during the previous fiscal year.

**Moved by: Karen Freeman; seconded by: Bobby Blount
Yes: Carol Harle, Bobby Blount, Karen Freeman, Karla Duran, Laura Zapata, and Sonia Jasso
No: David Salcido
Motion Approved 6-1**

- B. Fiscal Year 2027 Budget Planning
- Type: Discussion

Additional information used in building the proposed budgets will be reviewed. The administration will formally proposed the budgets and tax rates at the July 28 school board meeting.
2026-27 Budget Update July 7 2026 - including comp plan.pdf

The Board reviewed additional foundational information utilized in constructing the proposed Fiscal Year 2027 budgets. The presentation covered key elements, including:

- Debt Service Tax Rate Options: Options slated for presentation to the Citizen’s Bond Committee (CBC).
- Compensation Plan Allocations: Proposed compensation adjustments and their respective allocations across the General Fund, Child Nutrition Fund, and other district funds.

No formal vote was taken. The administration will formally propose the FY 2027 budgets and tax rates at the July 28 school board meeting.

- 2. Administration
 - A. First Reading of TASB Update 127Type: Discussion

First Reading of TASB Update 127
Dr. Fey presented the first reading of local board policy changes included in Texas Association of School Boards (TASB) Update 127, following detailed review by the Board Policy Committee on the preceding day.

- TASB Update 127 will be presented for a second reading and consideration of adoption at the July 28 school board meeting.

3. Superintendent
 - A. Slate of Candidates for TASB Board of Directors
Type: Discussion and Possible Action

Action must be taken no earlier than June 26 and no later than Aug. 21, 2026. Due to TASB on or before Aug. 21, 2026)

The Board discussed whether to formally endorse candidates from the slate running for the TASB Board of Directors, following the prior nomination of Dr. Duran.

- Following discussion, the Board consensus was to take no action and refrain from endorsing any candidates.

B. Future Agenda Items

Upcoming Agendas: The Board noted that the July 28 meeting agenda will be substantial, incorporating the formal budget proposals, tax rates, and associated items.

Information Request: Board members requested advance receipt of the Citizen's Bond Committee (CBC) list and presentation materials prior to the CBC meeting scheduled for July 14, 2026.

4. 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 6:04

A. Pursuant to Texas Government Code Section 551.071, attorney consultation regarding legal issues related to grievance process

B. Pursuant to Texas Government Code Section 551.074 and 551.0821, hear and consider Level Four parent grievance of Clifton Hall

5. 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 8:12 pm.

A. Consider and take possible action regarding the Level Four parent grievance of Clifton Hall
Action Item

Motion Language

I. I move to DENY the Parent's Level Four appeal and uphold the Administration's decision at Level Three.

Moved by: Karla Duran; seconded by: Bobby Blount

Yes: Bobby Blount, Karen Freeman, Karla Duran, and Sonia Jasso

No: Carol Harle, David Salcido, and Laura Zapata

Motion Approved 4-3

Recess was taken at 8:14 p.m., and the Board will convene back at 8:21 p.m. to address the remainder of the agenda starting with Business and Finance.

4. 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 8:55 pm.

- C. Attorney consultation regarding Dr. John M. Craft Voluntary Retirement Agreement.
***This item will no longer be addressed during the July 7 Board meeting, as the Board took action on this matter during the July 1 Board meeting.**
- D. Attorney consultation to discuss potential appointment of Interim Superintendent and Superintendent of Schools Hiring Process
- E. Appointment of Cable Elementary School Associate Principal
*** This item was pulled in Executive Session. No action will be taken in Open Session.**
- F. Appointment of Lieck Elementary School Associate Principal
- G. Appointment of Krueger Elementary School Associate Principal
- H. Appointment of Timberwilde Elementary School Associate Principal
- I. Appointment of Cole Elementary School Associate Principal
*** This item was pulled in Executive Session. No action will be taken in Open Session.**
- J. Appointment of Helotes/McAndrew Elementary Associate Principal
*** This item was pulled in Executive Session. No action will be taken in Open Session.**
- K. Appointment to Reed Elementary School Associate Principal
- L. Appointment of Luna Middle School Academic Dean
- M. Appointment of Bernal Middle School Principal
- N. Appointment of Brennan High School Assistant Principal
- O. Appointment of Marshall High School Assistant Principal
- P. Appointment of Stevens High School Assistant Principal
- Q. Appointment of Clark High School Assistant Principal
- R. Appointment of Health Careers High School Associate Principal
- S. Appointment of O'Connor High School Principal

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 10:04 p.m.

- C. Consideration of naming the Interim Superintendent
***Action Item- No action taken**

Consent Action

Moved by: Bobby Blount; seconded by: Carol Harle

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

Motion Approved 7-0

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6. Adjournment

There being no further business, the meeting was adjourned at 10:06 pm.

APPROVED AUGUST 25, 2026