

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

**Regular Meeting of the Board of Trustees
Tuesday, August 25, 2026
6:00 PM**

Members present

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

Staff Present

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

1. Superintendent's Report

- A. The Interim Superintendent will report on current events, announce achievements or special recognitions, and share other information that may be of interest to Trustees or citizens. No action is required.

- Great Kickoff: The first three weeks of school have gone exceptionally well. Palomares expressed enthusiasm for the opportunity to serve as Interim Superintendent.
- Convocations: NISD officially launched the new school year with six pep-rally-style convocation events featuring impressive student performances. Special thanks were extended to the fine arts teachers, participating students, and event organizers.
- Stinson MS Magnet Opening: The new magnet program at Stinson Middle School officially welcomed its inaugural cohort of 140 students focusing on Exercise Science and Sports Medicine.
- Athletes in Action: The return to school signals the start of a dynamic new athletics season, with competitive sports events slated to begin shortly.
- VATRE & Bond Campaign: District staff will lead educational community sessions over the coming weeks to inform voters about the upcoming Nov. 3 VATRE and Bond election.
- Gratitude for Families: Appreciation goes out to NISD families, whose flexibility, positivity, and patience helped ensure a smooth and successful start to the school year.

2. 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 Sonia Jasso commended Ross Middle School and its feeder schools for hosting a successful neighborhood opening event and recognized the strong energy displayed during this year's Convocation events. Additionally, Trustee Jasso visited Burke Elementary School to tour the campus and see students in their learning environment. She encouraged all campuses to continue inviting Board Trustees to upcoming campus activities and events.
- Trustee Karla Duran commended the district's Fine Arts Department and student performers for their work during the Convocation events. Duran also recognized Chief Richard Palomo and the NISD Police Department for their ongoing recruitment efforts encouraging qualified individuals to apply. Finally, she advised staff to prioritize their mental wellness and practice mindfulness throughout the school year.
- Trustee Bobby Blount recognized the contributions of organizations supporting public education, including Celebrating Public Schools and the Bexar County Education Coalition. Additionally, Blount referenced ongoing initiatives aimed at improving elementary literacy and reading performance.
- Trustee Laura Zapata extended a welcome back for the new school year, highlighting the leadership across Northside and thanking the campus and department leaders in attendance.
- Trustee Carol Harle commended the annual Convocation events and noted that the student performances reflect why the district earned the Texas Art Education Association District of Distinction honor for a seventh consecutive year. Trustee Harle announced that the Northside Education Foundation will host benefit nights at designated football games to support district high schools, alongside offering Innovation and Team grants for teachers. She encouraged staff to submit nominations for the annual H-E-B Excellence in Education Awards. Lastly, Harle recognized Garcia Middle School eighth grader Ava Cabalona for her state and national achievements in girls wrestling, including a number five national ranking in her weight class.
- Trustee Karen Freeman expressed gratitude to district staff and families for their hard work preparing for the first day of school.

3. Recognitions

- A. New Leaders Introduction
Campus and Department administrators who are new to their positions will be introduced to the Board.

4. 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.

- Terry Zablocki 4A -Keep boundary lines when we speak about Bond, do not put pressure on voters; importance of getting the message out, but respecting boundaries. Not to cross the lines as our roles in NISD and not projecting expectations regarding the Bond and VATRE
- Kristen Zachman- Consent agenda item.
Re: Commercial Window Shield, Kristen raised formal concerns regarding three Requests for Proposals (RFPs) for window security film. They alleged that the district prioritized a "lowest price" standard rather than a "best value" evaluation, noting that the winning vendor received all 35 available price points while all competing vendors received 0 points.

In response, Dr. Harle requested the removal of Consent Agenda Items G, H, and I for separate review. Mr. Salcido summarized prior discussions from the Building Committee, and Dr. Fey emphasized the critical timeline for completing the window film ahead of an upcoming District Vulnerability Audit.

Side note: The Board unanimously approved the amended Consent Agenda (excluding items G, H, and I). Following discussion, Dr. Harle moved to approve Items G, H, and I separately. The motion passed 6–1, with Mr. Blount voting in opposition.

Trustee Blount's only concern is having the opportunity to file a grievance since this information was found out one day prior to the Board meeting.

- Carmen Martinez 6A- Proposed Final Budget Amendment for Fiscal Year 2025-2026
Dual Administrative Contracts: She expressed strong opposition to allocating district funds to simultaneously support two administrative contracts—those for Dr. Craft and the Interim Superintendent.
Facility Conditions: She highlighted an ongoing disparity in resource allocation, pointing to operational issues such as air-conditioning failures across district schools while significant funds remain committed to both administrative salaries.
Staff Accountability Proposal: She recommended that Northside ISD adopt an accountability model similar to the one implemented in El Paso, where Senior Staff members are required to substitute in classrooms eight days per month to demonstrate hands-on leadership and oversight.

5. Consent Agenda

Motion: Carol asked President Jasso for G, H, and I to review before voting. Seconded by: Salcido

Moved by: Karen Freeman; seconded by: Carol Harle

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

Motion Approved 7-0

- 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 July 2026 meetings

7.1.26 LEGAL (C) MINUTES.pdf

7.7.26 LEGAL (C) MINUTES.pdf

7.19.26 LEGAL (C) MINUTES.pdf

7.21.26 LEGAL (C) MINUTES.pdf

7.28.26 LEGAL (R) MINUTES.pdf

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 August.pdf

- D. School District Teaching Permit
 - J. Torres_SOQ.PDF
 - Julia Torres_SDTP.PDF
 - F. Felan_SOQ.PDF
 - F. Felan_SDTP.PDF
- E. Contractor for Door Numbering - Districtwide - RFCSP #2026-085
- F. Contractor for Library Modernization - District Wide - RFCSP #2026-077
- G. Contractor for Window Security Film - Districtwide HS - RFCSP #2026-083

Jacob Villarreal presented a recommendation to award the contract for window security film to SafeHaven Defense US, LLC at a proposed cost of \$1,796,408, to be funded via 2018 Bond Savings.

The proposed award comes in significantly under the approved project budget of \$2.5 million (reflecting a \$703,592 budget surplus). Due to the lower-than-anticipated bids, district staff conducted additional due diligence to verify that the vendor calculated pricing using the correct square footage and confirmed that the vendor received a strong recommendation from the Texas Education Agency (TEA).

- H. Contractor for Window Security Film - Districtwide MS - RFCSP #2026-106

The recommendation is to award a contract for window security film to SafeHaven Defense US, LLC at a proposed cost of \$664,430, funded through 2018 Bond Savings.

The proposal comes in significantly below the allocated project budget of \$2.0 million, resulting in a favorable variance of \$1,335,570 in unallocated bond funds.

- I. Contractor for Window Security Film - Districtwide ES - RFCSP #2026-084

The recommendation is to award a contract to SafeHaven Defense US, LLC at a proposed cost of \$2,171,339, to be funded from 2018 Bond Savings.

The recommendation reflects a substantial cost efficiency against the approved project budget of \$5,500,000, resulting in a favorable variance of \$3,328,661 in remaining bond funds.

J. Change Orders

The recommendation is to approve a credit change order under the Construction Manager at Risk (CMAR) contract for the Colonies North Elementary School Building Upgrades.

The change order reflects a buyout savings credit of (\$866,027.00), which will reduce the total project cost. The project is co-funded through the 2022 Bond Program and 2018 Bond Savings.

6. Business and Finance

- A. Proposed Final Budget Amendment for Fiscal Year 2025-2026

Budget amendment number 3 for the 2025-2026 budget is presented for approval. Per section 44.006 of the Texas Education Code, and Section 2.6.2 of the Financial Accountability Resource Guide, a district may amend a budget and must do so prior to fully expending any functional category.
Recommended Action: Approval

One public speaker addressed the Board regarding district expenditures in the upcoming budget: Please see Citizens to be Heard.

Administrative Salaries:

- Raised concerns over dual compensation structure for an Interim Superintendent and Superintendent Emeritus.

Facilities:

- Highlighted ongoing campus air conditioning operational issues.

Staffing Accountability:

- Suggested requiring Central Office staff to serve as classroom substitutes, citing El Paso ISD practices.

Statutory Context & Financial Presentation

- Statutory Compliance: In accordance with Texas Education Code § 44.006 and Section 2.6.2 of the Financial Accountability Resource Guide (FARG), budget amendments must be executed prior to fully expending any functional category.
- General Fund Overview: Amended to show a net deficit of \$42,700,000. Key factors include adjustments for Teacher Retirement System (TRS) On-Behalf revenue and expenditure recording, alongside lower-than-projected property tax collections.
- Child Nutrition Fund Overview: Adjusted to a net deficit of \$676,000 due to reduced local revenue. Notably, the fund sustained an estimated \$350,000 loss directly attributable to districtwide school closures during the January ice storm.
- Debt Service Fund Overview: Finalized with a net deficit of \$8,300,000, reflecting cumulative reductions in tax collection revenues that had not been incorporated in prior interim amendments.

Financial Summary Table

Fund Name	Major Drivers / Impact Factors	Net Budget Status (FY 2025–2026)
General Fund	TRS On-Behalf accounting adjustments; lower tax collections	(\$42,700,000) Deficit
Child Nutrition Fund	Local revenue drop; ~\$350K loss from January ice storm closure	(\$676,000) Deficit
Debt Service Fund	Unamended cumulative property tax collection reductions	(\$8,300,000) Deficit

Action Item

Moved by: Karla Duran; seconded by: Carol Harle

I move to approve the proposed final amended budget for fiscal year 2025-2026 as presented

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

Motion Approved 7-0

B. Commitment of Fund Balance Resolution

Per Board Policy CE (Local) the board shall approve all fund balance commitments by formal action before the end of the fiscal year, with the final amount(s) determined subsequent to the end of the fiscal year.

The resolution commits a portion of the General Fund's fund balance as well as commits special revenue fund balances from local sources for their stated purpose.
Fund Balance Commitments 08-31-2026.pdf
Recommended Action: Approval

The Board considered and unanimously approved a resolution regarding the General Fund committed balance, officially titled "Instructional Continuity" by Northside ISD.
As of August 31, 2025, the Instructional Continuity balance stood at \$90,179,231. The resolution formally establishes a dynamic formula for the fund balance commitment: the committed amount will be adjusted by taking the prior balance (\$90,179,231) and reducing it by the actual General Fund net results of operations for Fiscal Year Ending August 31, 2026, as verified by the district's independent external audit.

Breakdown

Fund Designation:

The designated General Fund commitment is officially titled "Instructional Continuity" by Northside Independent School District (NISD).

Beginning Committed Balance:

As of August 31, 2025, the audited balance of the Instructional Continuity commitment was \$90,179,231.

The approved resolution authorizes an adjustment methodology for the committed portion of the General Fund balance.

Calculation Methodology:
The committed balance will be calculated by reducing the previously committed amount (\$90,179,231) by the actual General Fund operating results for the fiscal year ending August 31, 2026 (FYE 8/31/26).

Audit Requirement:
Final adjustments are contingent upon and determined by the results recognized in the district's independent external financial audit.

Financial Summary

Metric / Parameter	Value / Details
Commitment Name	Instructional Continuity
Initial Balance (as of 8/31/2025)	\$90,179,231
Adjustment Factor	FYE 8/31/2026 Net Operating Results (Audited)
Verification Authority	Independent External Financial Audit

Action Item
Resolution as presented.
Moved by: Karen Freeman; seconded by: Bobby Blount
I move to approve the Commitment of Fund Balance
Resolution as presented.
Yes: Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso
Motion Approved 7-0

7. Administration

A. Discussion of Proposed DG (LOCAL) Policy
Type: Discussion only

The Board held a discussion regarding a proposed draft policy on lactation accommodations, which originated from a board member request and was previously reviewed by the Board Policy Committee on July 6.

Dr. Fey noted that while school principals requested clearer guidance on the topic, the Texas Association of School Boards (TASB) recommends addressing lactation accommodations through Administrative Regulations rather than formal Board Policy. Board members weighed policy versus regulation approaches:

Ms. Freeman and Dr. Duran supported placing the rules within administrative regulations. Ms. Zapata advocated for establishing a formal Board Policy to set a leadership standard for other organizations, suggesting specific wording changes to enhance employee support.

Mr. Blount recommended that the Board consider a formal resolution of support to express its commitment.

Outcome:
Dr. Fey will collaborate with legal counsel to finalize the language as an Administrative Regulation, incorporating the discussed adjustments.

8. Superintendent

A. Board Retreat Discussion

The Board held a discussion regarding upcoming agenda planning and governance priorities.

The group outlined four key focus areas for future board work:

- Board Operating Procedures
- Board / Superintendent Goals
- Team Building

- Naming of Facilities

To support these efforts—particularly around goals and team alignment—the group discussed hiring an outside facilitator, identifying the Texas Association of School Boards (TASB) as a primary option.

B. Enrollment Update

Debbie Mcnierney presented an enrollment update for Northside ISD as of August 24 (the 11th day of school). Total district enrollment reached 95,543 students, exceeding the base projection of 95,461 by 82 students. The district experienced strong growth of 4,264 students since the first day of school, with continued growth anticipated over the following weeks.

By level, secondary schools exceeded projections while elementary schools trailed:

- High School: +79 over projection
- Middle School: +97 over projection
- Elementary School: -103 under projection

Additionally, Ms. McNierney clarified that while specific grade levels at certain schools have reached capacity caps, no entire campus is capped. Dr. Duran noted the distribution of a promotional flyer targeted at kindergarten recruitment.

C. Future Agenda Items

9. 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 8:24 p.m.

David Salcido left early at 9:02 pm

- A. Pursuant to Tex Govt Code 551.071, Attorney consultation regarding the Superintendent Search process
- B. Appointment of Briscoe Middle School Assistant Principal
- C. Appointment of Hobby Middle School Associate Principal
- D. Appointment of Warren High School Assistant Principal

10. Executive Session Resources

Executive Attachments

11. 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 9:28 pm.

Action Item

Moved by: Karla Duran; seconded by: Carol Harle

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

Not Present at Vote: David Salcido

Motion Approved 6-0

- A. Appointment of Briscoe Middle School Assistant Principal
- B. Appointment of Hobby Middle School Associate Principal
- C. Appointment of Warren High School Assistant Principal

12. Adjournment

There being no further business, the meeting was adjourned at 9:29 pm.