



North East Independent School District

8961 Tesoro Drive, San Antonio, Texas 78217

NOTICE OF MEETING OF THE BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the North East Independent School District will be held on October 25, 2021. The Board will convene in Open Session at 5:30 PM, then move into Executive Session and resume the public portion of the meeting no earlier than 6:15 PM. The Board will meet on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas 78217. Such meeting is a regular meeting.

The open session portion of the meeting is livestreamed, and members of the public may view the meeting by going to the North East Independent School District's YouTube channel. Click the link below or type it into your browser.

<https://www.youtube.com/c/NEISDtv>

Items will not necessarily be discussed or considered in the order they are printed. Anyone wishing exhibit information in accordance with Local Board Policy GBA, must contact the Public Information Officer.

MISSION STATEMENT

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

I. ESTABLISHMENT OF QUORUM AND CALL TO ORDER

II. NEW BUSINESS FOR POSSIBLE BOARD ACTION

A. Instruction and Campus Administration

1. Possible Action Regarding Retention Supplement for 2021-2022 School Year Amendment 3

Presenter: Rudy Jimenez, Chief of Schools and Leadership, Chyla Whitton, Executive Director, Human Resources

III. EXECUTIVE SESSION

A. Personnel, including but not limited to Administrative Appointments pursuant to Government Code Section 551.074

1. Interviews of Candidates for Director of Internal Audit Position

IV. RECONVENE INTO OPEN SESSION

V. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in an Executive or Closed Session, the Board will convene in such Executive or Closed Session in accordance with the Open Meetings Act, Texas Government Code, Section 551.071, 551.072, and 551.074.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 22nd day of October, no later than 5:30 PM, this notice was posted on a bulletin board located at a place readily accessible and convenient to the public

at the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio,
Texas.

The North East Independent School District does not discriminate
on the basis of race, color, religion, gender, national origin, age or disability



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: October 25, 2021

Presenter:

Rudy Jimenez
Chyla Whitton
Executive Director
Human Resources

Subject: Retention Supplement
for 2021-2022 School Year

Related Page(s):

Resolution Amendment

ACTION ITEM

BACKGROUND INFORMATION

The North East Independent School District is committed to the recruitment and retention of quality personnel. The District further recognizes our support staff is critical in supporting the students, staff and community.

ADMINISTRATIVE CONSIDERATION

On October 11, 2021, the Board of Trustees approved a one-time retention supplement for the 2021-2022 school year.

After further review of the funds available through the American Rescue Plan's Elementary and Secondary School Emergency Relief (ARP ESSER) federal grant, the administration proposes an amendment to the criteria previously presented and approved. The resolution amendment includes the following:

- The addition of Kids' Involvement Network (KIN) assistants as eligible for the retention supplement. KIN assistants do not meet all the supplement criteria but are regularly scheduled to work on all instructional school days and are eligible to earn retirement benefits through the Teacher Retirement System of Texas; therefore, they should be deemed eligible for the supplement
- For qualifying employees, the retention supplement amount will be 1% of their annualized pay grade midpoint with a minimum supplement payment of \$250

BUDGETARY CONSIDERATION

The retention supplement will be funded by the ARP ESSER federal grant. Such expenditure was included in the approved grant application and is included in the ARP ESSER Use of Funds Plan on the District website.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the amendment to the 2021-2022 School Year Retention Supplement.

BOARD ACTION REQUIRED

Approval/Disapproval

RESOLUTION AMENDMENT

**NORTH EAST INDEPENDENT
SCHOOL DISTRICT**

October 25, 2021

WHEREAS, on October 11, 2021, the Board of Trustees passed, approved, and adopted a resolution declaring that each full-time District teacher and librarian with a hire date on or before October 1, 2021 shall receive a one-time retention supplement of \$575, such amount to be payable in the month of November and that all other qualified employees of the North East Independent School District shall receive a retention supplement of one percent (1%) of the annualized pay grade midpoint under the employee's applicable 2021-2022 salary range. To qualify for the supplement, the employee must have a hire date on or before October 1, 2021. The supplement amount shall be paid in one payment in November. Temporary and substitute employees, along with employees employed for less than twenty (20) hours per week are ineligible for the supplement.

WHEREAS, the administration of NEISD has determined that certain qualifying employees that would receive a retention supplement of one percent (1%) of their annualized pay grade midpoint would receive what the administration deems to be an insufficient retention supplement amount, in some cases less than one hundred dollars (\$100); and

WHEREAS, the administration of NEISD has determined that Kids' Involvement Network (KIN) Assistants do not meet all criteria for the supplement but are regularly scheduled to work on all instructional days and are eligible to earn retirement benefits through the Teacher Retirement System of Texas, assuming they were hired on or before October 1, 2021;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby amends its October 11, 2021 resolution to include that all KIN Assistants shall also be eligible for one-time retention supplements according to the terms set forth in the October 11, 2021 resolution; and

BE IT FURTHER RESOLVED that the Board of Trustees hereby further amends its October 11, 2021 resolution to include that all qualifying District employees and KIN Assistants that would be eligible for retention supplements of one percent (1%) of the annualized pay grade midpoint under the employee's applicable 2021-2022 salary range shall receive retention supplements of no less than \$250.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE NORTH EAST INDEPENDENT SCHOOL DISTRICT, this 25th day of October, 2021.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the North East Independent School District during a properly noticed and scheduled meeting held on October 25, 2021. A quorum of the Board of Trustees being then present, it was duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7
Nays: _____
Abstentions: _____

To certify which, witness my hand and the official seal of the District this 25th day of October, 2021.

President, Board of Trustees

NORTH EAST INDEPENDENT SCHOOL DISTRICT

By: Shannon Grona
Shannon Grona, President, Board of Trustees

ATTEST:

By: Sandy Hughey
Sandy Hughey, Secretary, Board of Trustees