



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 February 10, 2025. 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. EXECUTIVE SESSION

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

1. Routine Personnel including but not limited to Administrative Appointments

a. Head Coach/Athletic Coordinator of MacArthur High School

B. Discussion Regarding Intruder Detection Security Audit pursuant to Government Code Section 551.076

C. Consultation with Board's Attorney pursuant to Government Code Section 551.071

1. Pending and/or Possible Litigation

III. RECONVENE INTO OPEN SESSION

IV. WELCOME FROM THE BOARD PRESIDENT

V. INVOCATION AND PLEDGE OF ALLEGIANCE

A. Ed White Middle School

Presenter: Fernando Ruiz, Principal

VI. RECOGNITIONS

A. President's Acknowledgment of Special Calendar Events

VII. MATTERS FROM THE FLOOR

VIII. MATTERS FROM EXECUTIVE SESSION

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XIV. 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 7th day of February, 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: February 10, 2025

Presenter: Rudy Jimenez
Chyla Whitton, Executive
Director for Human
Resources

Subject: Employment of Personnel
New Hires

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

Policy DC (LOCAL) states: "The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in the following categories: central office administrator from the director level and above and campus administrator, including principals and assistant principals." Final authority for employment of contractual personnel in these categories shall be retained by the Board.

ADMINISTRATIVE CONSIDERATION

Campus personnel are recommended for employment by campus principals in accordance with TEC § 11.202(b). All other personnel are recommended by appropriate supervisors. In both cases, the candidate deemed "best qualified" has been selected.

BUDGETARY CONSIDERATION

New hires associated with replacement of personnel have been budgeted prior to the hiring process. New hires associated with recently established positions are covered by a contingency fund established by the Board for this purpose. Should the cost of such positions exceed the funds so budgeted, then a separate budget amendment is brought before the Board prior to additional positions being filled.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District approve the hiring of new personnel as presented.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2025

Presenter: Rudy Jimenez
Chyla Whitton,
Executive Director,
Human Resources

Subject: Teacher Incentive Allotment Update Related Page(s):

PRESENTATION

BACKGROUND INFORMATION

The Texas Education Agency's (TEA) Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB 3) during the 86th Texas Legislature to help recruit, retain, and reward highly effective teachers in all schools, particularly in high-needs and rural schools.

HB 3 established the TIA to recognize effective teachers on three different levels: Recognized, Exemplary, and Master. These teacher designations generate additional teacher-focused allotment funding for districts in order for them to reward their top performers.

Teachers earn designations through two different routes. First, National Board Certified teachers are eligible to earn a Recognized designation. Second, districts may designate their effective teachers when they are approved for a local teacher designation system. The development and approval of a plan is a multi-year process and includes the submission of a system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

Over the past several years, our District has been working with teachers, parents, principals, and District administrators to develop and design our local teacher designation system.

BOARD ACTION REQUIRED

None



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2025

Presenter: Dan Villarreal, Chief Financial Officer
Emma Kelly, Director of Health Services

Subject: Board Policy Update,
FFAC(LOCAL)

Related Page(s): FFAC(LOCAL)

ACTION ITEM

BACKGROUND INFORMATION

A limited number of stock medications and over-the-counter products are administered to students in NEISD school clinics in accordance with standing orders established by the District's medical adviser, a licensed physician. These medications are purchased by the District.

Administrative Regulation FFAC(R) describes a process by which campuses or departments may purchase certain stock medications to administer to students, with written parent/guardian consent, during overnight travel.

ADMINISTRATIVE CONSIDERATION

The proposed revisions to FFAC(LOCAL) would allow for the purchase of medications for overnight travel and clinic use.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the proposed revisions of FFAC(LOCAL).

BOARD ACTION REQUIRED

Approval/Disapproval

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription medication in accordance with legal requirements.
2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.
3. Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.

Medication Provided by District

Except as required by law and provided by this policy, the District shall not purchase medication to administer to a student.

Clinic Use

The District shall purchase certain medications and over-the-counter products to administer to students in accordance with standing orders established by the District's medical adviser, who must be licensed to practice medicine in the state of Texas. A parent or guardian may provide written notice to the school nurse if conditions exist in which their child should not receive these medications.

Overnight Travel

The District shall purchase certain medications to administer to students during overnight travel experiences and in accordance with protocols established by the District's medical adviser, who must be licensed to practice medicine in the state of Texas, and with written authorization from the student's parent or guardian.

Emergency Use

The District shall purchase certain medications to administer to students only on an emergency basis and in accordance with protocols established by the District's medical adviser, who must be licensed to practice medicine in the state of Texas.

A parent or guardian may provide written notice to the school nurse if conditions exist in which their child should not receive epinephrine or an opioid antagonist medication.

The Superintendent shall designate the employees who are authorized to administer medication under these protocols and permissions.

Epinephrine	The District authorizes school personnel who have agreed in writing and been adequately trained to administer an unassigned epinephrine auto-injector in accordance with law and this policy. Administration of epinephrine shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing anaphylaxis.
<i>On Campus</i>	<p>Authorized and trained individuals may administer an unassigned epinephrine auto-injector at any time to a person experiencing anaphylaxis on a school campus.</p> <p>The District shall ensure that at each campus a sufficient number of authorized individuals are trained to administer epinephrine so that at least one trained individual is present on campus during all hours the campus is open. In accordance with state rules, the campus shall be considered open for this purpose during regular on-campus school hours and whenever school personnel are physically on site for school-sponsored activities.</p>
<i>Maintenance, Availability, and Training</i>	The Superintendent shall develop administrative regulations designating a coordinator to manage policy implementation and addressing annual training of authorized individuals in accordance with law; procedures for auto-injector use; and acquisition or purchase, maintenance, expiration, disposal, and availability of unassigned epinephrine auto-injectors at each campus.
<i>Notice to Parents</i>	In accordance with law, the District shall provide notice of the policy to parents regarding the epinephrine program, including notice of any change to or discontinuation of this program.
<i>Opioid Antagonist</i> <i>On Campus</i>	<p>This provision shall be applicable to every campus.</p> <p>The District authorizes school personnel who have been adequately trained to administer an opioid antagonist in accordance with law and this policy. Administration of an opioid antagonist shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing an opioid-related overdose.</p> <p>Each applicable campus shall have at least one individual who is authorized and trained to administer an opioid antagonist present during regular school hours.</p>
<i>Maintenance, Availability, Training, and Reporting</i>	<p>Each applicable campus shall have at least two unused, unexpired opioid antagonist doses available.</p> <p>All opioid antagonists shall be stored in a secure location and shall be easily accessible by individuals who are authorized and trained to administer an opioid antagonist.</p>

The Superintendent shall develop administrative regulations addressing acquisition, maintenance, expiration, and disposal of opioid antagonists in the District, as well as reporting, employee training, and emergency notification requirements.

**Medication for
Respiratory Distress**

The District authorizes school personnel who have been adequately trained to administer medication for respiratory distress in accordance with law and this policy. Administration of this type of medication shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing respiratory distress.

On-Campus

Authorized and trained individuals may administer medication for respiratory distress at any time a person is experiencing this type of distress on a school campus.

The District shall ensure that at each campus a sufficient number of authorized individuals are trained to administer this medication so that at least one trained individual is present on campus during regular school hours.

*Maintenance,
Availability, and
Training*

The Superintendent shall develop administrative regulations designating a coordinator to manage policy implementation and addressing annual training of authorized individuals in accordance with law; procedures for use; and acquisition or purchase, maintenance, expiration, disposal, and availability of medication for respiratory distress at each campus.

Notice to Parents

In accordance with law, the District shall provide notice of the policy to parents regarding the administration of medication to a person experiencing respiratory distress, including notice of any change to or discontinuation of these provisions.

Psychotropics

Except as permitted by law, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary.

DRAFT



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2024

Presenter: Rudy Jimenez
Nicole Lewis, Executive
Director, School
Administration, BranDe
Merriman, Director,
Performance & Planning

Subject: TIP Board Approvals

Related Page(s):

ACTION ITEM

BACKGROUND INFORMATION

This presentation will provide an overview of the state accountability data for campuses identified as Comprehensive Support and Improvement (CSI), for the 2024 -2025 school year, and the corresponding Targeted Improvement Plans (TIPs).

To identify schools for CSI, TEA annually ranks all Title I campuses based on Closing the Gaps scaled scores. First, TEA determines the bottom five percent of Closing the Gaps outcomes by rank ordering the scaled scores of Title I campuses by school type—elementary, middle, high school/ K–12, and alternative education accountability. TEA then determines which campuses fell in the bottom five percent for each school type. Title I campuses that rank in their school type’s bottom five percent are identified for CSI.

Texas Education Agency requires the Board of Trustees to approve the Targeted Improvement Plans if the district or campus is identified as CSI.

All plans are required to include:

1. ESF Diagnostic
2. School Improvement Statement of Strategy
3. Resource Allocation
4. Curriculum
5. Soliciting Public Feedback
6. Board Approval

ADMINISTRATIVE RECOMMENDATION

Administrative staff recommends that the Board of Trustees approve the Targeted Improvement Plans for Dellview Elementary, Ridgeview Elementary, and Wood Middle School, for the 2024-205 school year, as presented.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2025

Presenter: Dan Villarreal
Susan Lackorn, Executive Director
Finance and Accounting

Subject: School Consolidations

Related Page(s): Presentation

ACTION ITEM

BACKGROUND INFORMATION

At the Board meeting on December 9, 2024, the Board of Trustees were presented with a summary of the Efficiency Committee meetings and recommendations. After reviewing recommendations from the efficiency committee, administration presented 3 campuses for possible consolidation. Since this time, administration has met with campus staff and community members and developed plans for consolidation.

ADMINISTRATIVE CONSIDERATION

Beginning in the 2025-2026 school year, students from Wilshire Elementary, Clear Spring Elementary, and Driscoll Middle Schools would be relocated to neighboring schools.

ADMINISTRATIVE RECOMMENDATION

Administrative staff recommends that the Board of Trustees approve the following:

- Consolidate Driscoll Middle School with Garner and Harris Middle Schools and Adjust boundaries for Garner and Harris Middle Schools
- Consolidate Wilshire Elementary School with Northwood and East Terrell Hills Elementary Schools and Adjust boundaries for Northwood and East Terrell Hills Elementary Schools
- Consolidate Clear Spring Elementary School with El Dorado, Serna, and Royal Ridge Elementary Schools and Adjust boundaries for El Dorado, Serna, and Royal Ridge Elementary Schools

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10,2025

Presenter: Anthony Jarrett

Subject: 2025-2025 Castle Hills and Academy of Creative Education (ACE) Calendars

Related Page(s): NEISD Website

CONSENT ITEM

BACKGROUND INFORMATION

As defined by the 84th Legislative session, all calendars comply with HB 2610 guidelines of including no less than 75,600 minutes of instruction for the school year. The calendars do not include the use of T.E.A. waiver days.

The proposed calendars for both Castle Hills Elementary and Academy of Creative Education (ACE) fall within the legal guidelines established by the State of Texas, the Texas Education Code, and NEISD legal policy. Daily student instructional minutes, academic priorities, bad weather days, and religious holidays were considered in the creation of the calendar options.

ADMINISTRATIVE CONSIDERATION

The proposed 2025-2026 year-round calendar for Castle Hills Elementary School is aligned with the board approved 2025-2026 NEISD District calendar. Campus staff and administration worked together on a recommended start date of July 16, 2025, and an intersession scheduled.

The proposed 2025-2026 calendar for the Academy of Creative Education (ACE) is aligned with the board approved 2025-2026 NEISD District calendar and was developed to allow for flexible scheduling, which includes a start date of July 21,2025 so we can meet the needs of the student population ACE serves.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the 2025 - 2026 proposed calendars for Castle Hills Elementary and the Academy of Creative Education as submitted by their respective staff.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2025

Presenter: Dan Villarreal
Valerie Rueda, Executive Director
Procurement & eCommerce

Subject: \$50,000 Purchases

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

Texas Education Code §44.031 requires all school district contracts, except contracts for the purchase of produce or vehicle fuel, valued at \$50,000 or more in the aggregate for each 12-month period shall be made by one of the methods listed in the Code providing the best value for the district. Board Policy CH (LOCAL) states, "The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services costing \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place."

ADMINISTRATIVE CONSIDERATION

The purpose of this consent item is to ask for Board authorization to expend funds for previously approved budgeted expenditures for 2024-2025, which meet or exceed \$50,000 from the attached listed vendors. The attachment reflects categories of purchases, vendor names, descriptions of goods or services and estimated 2024-2025 expenditures. These purchases comply with applicable bid laws. The attachment includes estimated aggregate expenditures exceeding \$50,000 during the school year.

By approving this consent item, each approved budgeted item will not have to be presented again, saving considerable time and resources.

BUDGETARY CONSIDERATION

The estimated expenditure amounts are budgeted in various District accounts which were approved at the Board of Trustees meeting on June 17, 2024. Funds being expended include general funds, bond funds, grant funds, special revenue funds, internal service funds and enterprise funds.

ADMINISTRATIVE RECOMMENDATION

The Superintendent recommends the Department of Procurement & eCommerce be authorized to expend funds listed in the attachment for fiscal year 2024-2025.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: February 10, 2025

Presenter: Deb Caldwell
Jorge Cabello, Executive Director
CM&E

Subject: 2025 Construction Prevailing
Wage Rates – Approval for
North East ISD Construction
Program

Related Page(s): Attachments
Appendix A – 2025 Prevailing Wage Rate
Appendix B – Comparison 2024 & 2025 Rates
Appendix C – Classification Descriptions

CONSENT ITEM

BACKGROUND INFORMATION

Board Policy CV (Legal) and Government Code 2258.021 stipulates that the Board of Trustees shall determine the general prevailing rate of per diem wages for each craft or type of worker needed to execute a construction contract by either conducting a survey of the wages received by classes of workers employed on projects of a character similar to the contract work in the district in which the public work is to be performed; or using the prevailing wage rate as determined by the U.S. Department of Labor in accordance with the Davis-Bacon Act.

The proposed 2025 Construction Prevailing Wage Rates is attached as Attachment 1 and if approved will be effective from February 11, 2025, to Feb. 9, 2026. The proposed 2025 Prevailing Wage Rates reflect labor rates relevant to the current labor market conditions in the San Antonio/Bexar County area. A comparison of the 2024 and 2025 is included as Attachment 2.

ADMINISTRATIVE CONSIDERATION

The board shall determine the general prevailing rate of per diem wages as a sum certain, expressed in dollars and cents and the board's determination of the general prevailing rates of per diem wages is final.

BUDGETARY CONSIDERATION

Funding for North East ISD construction project(s) could be provided from multiple approved sources, such as the District's Maintenance & Operations (M&O) and/or 2015 Bond Program.

ADMINISTRATIVE RECOMMENDATION

It is recommended for the Board of Trustees to adopt the 2025 Annual Construction Prevailing Wage Rates, as provided in Attachment 1 for the North East ISD Construction Programs.

BOARD ACTION REQUIRED

Approval/Disapproval