



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 June 16, 2025 at 5:30 PM, in the Boardroom on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas. Such meeting is a special 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>

- 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. Executive Director of Campus Administration
 - b. Principal of Hardy Oak Elementary
 - c. Principal of Royal Ridge Elementary
 - III. RECONVENE INTO OPEN SESSION
 - IV. MATTERS FROM EXECUTIVE SESSION
 - A. Personnel, including but not limited to Administrative Appointments pursuant to Government Code Section 551.074
 - 1. Possible Action Regarding Routine Personnel including but not limited to Administrative Appointments 3
 - Presenter:** Rudy Jimenez, Chief of Schools and Leadership
 - a. Executive Director of Campus Administration
 - b. Principal of Hardy Oak Elementary
 - c. Principal of Royal Ridge Elementary
- V. PRESENTATIONS
 - A. Campus Consolidation Update
 - B. Budget Study Session #3 4
- VI. NEW BUSINESS FOR POSSIBLE BOARD ACTION
 - A. Instruction and Campus Administration
 - 1. Possible Action Regarding Proposed Compensation Plan for 2025-2026 5
 - Presenter:** Rudy Jimenez, Chief of Schools and Leadership
- VII. 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 13th day of June, 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: June 16, 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: June 16, 2025

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

Subject: Budget Study Session #3

Related Page(s): None

PRESENTATION

BACKGROUND INFORMATION

The Board of Trustees is required to formally adopt the annual budgets of the General, Debt Service, and School Nutrition Services funds. As part of the annual budget process, staff prepare information for the Board of Trustees' review and consideration through a series of budget study sessions. This is the third budget study session for the 2025-2026 budget.

BOARD ACTION REQUIRED

None



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 16, 2025

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

Subject: Proposed Compensation
Plan for 2025-2026

Related Page(s): Pay Scales 2025-2026
Retention Supplement Resolution

ACTION ITEM

BACKGROUND INFORMATION

It is the goal of the North East Independent School District to maintain a pay system that allows the District to continue to recruit and retain quality personnel.

ADMINISTRATIVE CONSIDERATION

District Administration recommends the following Compensation Plan for the 2025-2026 School Year, which includes:

Classroom Teacher Pay Scales (based on a 10-month assignment):

- Texas Education Code § 5.001 defines “classroom teacher” as an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting
- Increase the starting salary for classroom teachers with 0 years of experience to \$57,500
- Place new-to-district classroom teachers with 25+ years of experience at the new maximum of \$70,700
- In accordance with House Bill 2, for returning classroom teachers who have earned a creditable year, grant the following pay increases:
 - 1 year of creditable experience = \$1,000 annually
 - 2 years of creditable experience = \$1,500 annually
 - 3-4 years of creditable experience = \$2,500 annually
 - 5+ years of creditable experience = \$5,000 annually
- Any employee paid on the teacher pay scale who does not meet the above definition of a classroom teacher, grant a 1.0% general pay increase equaling \$615 annually

Professional/Administrative (A, CS, E, PS and T) Pay Scales:

- Adjust the professional/administrative pay scale ranges (minimum, midpoint and maximum) to better align with current market for similar positions in Bexar County school districts
- For eligible professional/administrative employees, grant a 1.0% general pay increase based on the midpoint of the new 2025-2026 pay scales with additional targeted adjustments for nurses
- For returning professional/administrative employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2025-2026 pay scales

Classified (C, I, O, PS, D, CO, F and T) Pay Scales: ⁵

- Adjust the classified pay scale ranges (minimum, midpoint and maximum) to better align with current market for similar positions in Bexar County school districts

- For eligible classified employees, grant a 1.0% general pay increase based on the midpoint of the new 2025-2026 pay scales with additional targeted adjustments for specific positions, including but not limited to bus drivers, custodians, special education assistants, instructional assistants and police officers
- For returning classified employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2025-2026 pay scales

Retention Supplement

The administration of NEISD has determined funding is available to provide a one-time retention supplement for the first semester of the 2025-2026 school year to employees who are eligible for the 1.0% general pay increase. Classroom teachers and employees receiving greater than a 1.0% general pay increase will not be eligible for the retention supplement. This supplement is outside any employment contract and only applies to the first semester of the 2025-2026 school year as explained above.

In order to qualify, employees must have a hire date on or before October 1, 2025. If implemented, qualified employees will receive a supplement in accordance with the terms outlined in the attached resolution. The implemented supplement will be paid in November 2025 and will be conditioned upon the qualified employee being employed through the last day of the 2025 fall semester in good standing.

The Kid’s Involvement Network (KIN) assistants 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 are deemed eligible for the supplement. However, all other temporary and substitute employees are ineligible for the supplement.

Teacher Incentive Allotment

In accordance with the Teacher Incentive Allotment (TIA) approved under House Bill 3, State of Texas 86th Legislative Session, our District receives additional state funding for each designated teacher employed. For any funds received by North East ISD for a designated teacher under the TIA, 90% percent of the allotment will be spent on teacher compensation and other student instructional staff at the campus where the designated teacher works. The remaining 10% percent will be used for costs as permitted by the Texas Education Agency. Should our District receive funding for a designated teacher who resigns or retires, our District will forward payment to the resigned or retired teacher if the designated teacher fulfills his/her work schedule for the 2025-2026 school year. Such funds are not part of any employment contract.

The Board of Trustees may adjust the compensation reflected in this portion of the plan as necessary to utilize funds available under the TIA which were not known at the time this plan was initially adopted. Distribution of the TIA funds will comply with state law and Texas Education Agency guidance, as currently written or as hereafter may be amended by the Texas Education Agency.

BUDGETARY CONSIDERATION

The proposed Compensation Plan serves to provide eligible employees as described herein with a salary increase, to provide a one-time retention supplement in November, and to utilize possible Teacher Incentive Allotment funds received for the 2025-2026 school year. This proposal and its impact to the budget have been discussed in detail during the budget presentations.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the Compensation Plan for the 2025-2026 school year.

BOARD ACTION REQUIRED

Approval/Disapproval

**PROFESSIONAL/ADMINISTRATION
2025-2026 SCHOOL YEAR**

ADMINISTRATIVE/INSTRUCTION			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
A1	\$ 195.03	\$ 243.76	\$ 292.50
A2	\$ 256.03	\$ 320.02	\$ 384.03
A3	\$ 308.89	\$ 379.00	\$ 449.11
A4	\$ 319.55	\$ 392.08	\$ 464.62
A5	\$ 341.26	\$ 413.65	\$ 486.03
A6	\$ 374.00	\$ 450.48	\$ 527.19
A7	\$ 394.57	\$ 475.38	\$ 556.19
A8	\$ 416.26	\$ 501.53	\$ 586.80
A9	\$ 468.93	\$ 551.69	\$ 634.43

OTHER CAMPUS SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
CS1	\$ 275.13	\$ 343.91	\$ 412.70
CS2	\$ 318.02	\$ 390.21	\$ 462.40
CS3	\$ 327.38	\$ 401.69	\$ 475.99

EXEMPT - SALARIED			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
E1	\$ 200.02	\$ 243.92	\$ 287.83
E2	\$ 218.01	\$ 265.88	\$ 313.73
E3	\$ 252.89	\$ 308.41	\$ 363.92
E4	\$ 268.07	\$ 326.91	\$ 385.76
E5	\$ 300.27	\$ 359.61	\$ 418.95
E6	\$ 336.30	\$ 402.77	\$ 469.23
E7	\$ 376.66	\$ 451.10	\$ 525.53
E8	\$ 439.54	\$ 505.22	\$ 570.91
E9	\$ 527.45	\$ 606.26	\$ 685.08

POLICE & SAFETY			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
PS6	\$ 297.18	\$ 358.04	\$ 418.91
PS7	\$ 445.76	\$ 537.07	\$ 628.37

TECHNOLOGY SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
T4	\$ 240.39	\$ 287.90	\$ 335.40
T5	\$ 288.43	\$ 345.47	\$ 402.51
T6	\$ 311.51	\$ 373.12	\$ 434.71
T7	\$ 342.71	\$ 410.43	\$ 478.15
T8	\$ 383.76	\$ 451.46	\$ 519.18
T9	\$ 441.25	\$ 519.18	\$ 597.11
T10	\$ 519.16	\$ 586.63	\$ 654.10

**PARAPROFESSIONAL/AUXILIARY
2025-2026 SCHOOL YEAR**

ADMINISTRATIVE SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
C1	\$ 11.65	\$ 14.20	\$ 16.76
C2	\$ 13.02	\$ 15.90	\$ 18.79
C3	\$ 13.83	\$ 16.86	\$ 19.90
C4	\$ 14.65	\$ 17.86	\$ 21.08
C5	\$ 15.53	\$ 18.93	\$ 22.35
C6	\$ 16.48	\$ 20.07	\$ 23.66
C7	\$ 17.43	\$ 21.27	\$ 25.11
C8	\$ 18.48	\$ 22.55	\$ 26.62
C9	\$ 20.83	\$ 25.25	\$ 29.68
C10	\$ 24.31	\$ 29.28	\$ 34.27

INSTRUCTIONAL SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
I1	\$ 13.52	\$ 16.24	\$ 19.00
I2	\$ 14.47	\$ 17.43	\$ 20.38
I3	\$ 15.71	\$ 19.18	\$ 22.62
I4	\$ 17.30	\$ 21.09	\$ 24.87
I5	\$ 21.00	\$ 25.30	\$ 29.60
I6	\$ 24.77	\$ 29.85	\$ 34.62
I7	\$ 27.23	\$ 32.84	\$ 38.44

OPERATIONS / AUXILIARY			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
O1	\$ 11.15	\$ 13.93	\$ 16.72
O2	\$ 12.45	\$ 15.19	\$ 17.92
O3	\$ 13.70	\$ 16.71	\$ 19.72
O4	\$ 15.07	\$ 18.38	\$ 21.69
O5	\$ 16.86	\$ 20.31	\$ 23.76
O6	\$ 19.90	\$ 23.96	\$ 28.03
O7	\$ 22.55	\$ 26.83	\$ 31.13
O8	\$ 23.91	\$ 28.45	\$ 32.98
O9	\$ 28.05	\$ 33.00	\$ 37.94

POLICE			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
PS1	\$ 17.28	\$ 21.08	\$ 24.87
PS2	\$ 20.92	\$ 25.51	\$ 30.10
PS3	\$ 23.65	\$ 28.85	\$ 34.04
PS4	\$ 26.24	\$ 32.00	\$ 37.76
PS5	\$ 28.81	\$ 35.14	\$ 41.46
PS6	\$ 30.17	\$ 36.80	\$ 44.16

TECHNOLOGY SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
T1	\$ 19.34	\$ 23.58	\$ 27.82
T2	\$ 22.38	\$ 27.11	\$ 31.85
T3	\$ 27.15	\$ 32.91	\$ 38.66

CUSTODIAL			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
CO1	\$ 13.65	\$ 16.44	\$ 19.73
CO2	\$ 14.03	\$ 17.45	\$ 20.59
CO3	\$ 15.74	\$ 19.19	\$ 22.66
CO4	\$ 16.99	\$ 20.73	\$ 24.46
CO5	\$ 19.00	\$ 22.90	\$ 26.79
CO6	\$ 22.43	\$ 27.02	\$ 31.62

FOOD SERVICE			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
F1	\$ 14.11	\$ 17.64	\$ 21.17
F2	\$ 15.21	\$ 19.01	\$ 22.81
F3	\$ 16.57	\$ 20.72	\$ 24.86
F4	\$ 18.38	\$ 22.97	\$ 27.56
F5	\$ 21.47	\$ 26.84	\$ 32.20
F6	\$ 24.11	\$ 30.13	\$ 36.16

DRIVER			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
D1	\$ 13.01	\$ 15.86	\$ 18.73
D2	\$ 15.75	\$ 19.21	\$ 22.66
D3	\$ 16.81	\$ 20.01	\$ 24.23
D4	\$ 17.64	\$ 20.40	\$ 26.29

RESOLUTION

**NORTH EAST INDEPENDENT
SCHOOL DISTRICT**

June 16, 2025

WHEREAS, the North East Independent School District has always been and will remain committed to recruit and retain quality personnel,

WHEREAS, the administration of NEISD has determined funds are available to provide identified NEISD employees with a one-time retention supplement for the first semester of the 2025-2026 school year to further the educational purpose of helping retain its valued identified employees who ultimately provide students with quality educational services, such retention supplement being one and a half percent (1.5%) of the annualized pay grade midpoint under the employee's applicable 2025-26 salary range ; and

WHEREAS, the Board of Trustees finds that retention of employees throughout the course of the 2025-2026 school year is an important benefit to the District and that a retention supplement will promote employee morale and retention;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby declares that employees and Kids' Involvement Network (KIN) Assistants of the North East Independent School District in positions that are eligible only for the 1% general pay increase would be eligible for a retention supplement of one and a half percent (1.5%) of the annualized pay grade midpoint under the employee's applicable 2025-2026 salary range with a minimum supplement payment of \$375. To qualify for the supplement, the employee must have a hire date on or before October 1, 2025. The supplement amount shall be paid in one payment in November based upon the qualified employee's completion of their 2025 fall semester work schedule in good standing. Classroom teachers and employees receiving greater than a 1.0% general pay increase for the 2025-26 school year, as well as temporary employees and substitute employees are ineligible for the supplement.

BE IT FURTHER RESOLVED that any employee who receives the retention supplement and separates from employment prior to the last day of their 2025 fall work schedule will not have met the requirement to earn the retention supplement, and such employee will have then received an overpayment. For any employee who received the retention supplement and then fails to meet the requirements, the amount of the retention supplement will be deducted from their final paycheck or from their leave payout, or will otherwise be expected to reimburse the District the amount of the retention supplement.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE NORTH EAST INDEPENDENT SCHOOL DISTRICT, this 16th day of June, 2025.

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 June 16, 2025. 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:

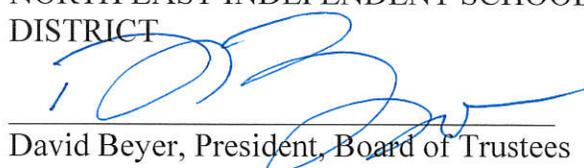
Ayes: 5
Nays: 0
Abstentions: 1

To certify which, witness my hand and the official seal of the District this 16th day of June, 2025.

President, Board of Trustees

NORTH EAST INDEPENDENT SCHOOL
DISTRICT

By:



David Beyer, President, Board of Trustees

ATTEST:

By:



Lisa Thompson, Secretary, Board of Trustees