



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 15, 2026 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.

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. Principal of El Dorado Elementary School

b. Principal of Regency Place Elementary School

2. Discussion Regarding Hire of Mr. Anthony Jarrett as the Superintendent of Schools

B. Discussion Regarding 3-Year TEA District Audit Report pursuant to Government Code Section 551.076

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

a. Principal of El Dorado Elementary School

b. Principal of Regency Place Elementary School

V. PRESENTATION

A. Budget Study Session #3

VI. NEW BUSINESS FOR POSSIBLE BOARD ACTION

A. Discussion and Possible Action to Hire Mr. Anthony Jarrett as the Superintendent of Schools and Approve the Superintendent's Contract

B. Instruction and Campus Administration

1. Possible Action Regarding Proposed Compensation Plan for 2026-2027

C. Operations

1. Possible Action to Approve the Commercial Contract to Sell Surplus Property

D. Consent

1. Operations

a. Temporary Construction Right-of-Way Agreement at Camp Henson

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.

Taxpayer Impact Statement

At any meeting where the Board will discuss or adopt a budget, this information below is included to comply with Texas Government Code 551.043(c)(2)

Fiscal Year (Tax Year)	Median-Valued Homestead	Tax Rate per \$100 of Value	Estimated Property Tax Bill
Fiscal Year 2026 (Tax Year 2025)	\$340,410**	\$0.9822	\$1,968.43
Fiscal Year 2027 (Tax Year 2026)	\$337,375**	\$0.9822***	\$1938.62

*Tax years begin on January 1; tax year 2026 began on January 1, 2026.

**Note that this is the median homestead value, not the average homestead value that is disclosed in the district's Notice of Public Meeting to Discuss Budget and Proposed Tax Rate (Form 50-280) published in the newspaper. Tax year 2026 median value is based on an estimate provided by the Bexar County Appraisal District.

***Tax rates aren't adopted until after the District receives the Certified Appraised Value from the Bexar Appraisal District, the Texas Education Agency provides the District with its Maximum Compressed Tax Rate, and the Texas Education Agency sends notice certifying the District's completion of certain Chapter 49 filings. The tax rate used here is a preliminary estimate. The actual tax rate will likely be lower if statewide property values end up higher than the prior year.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 9th 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 15, 2026

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 15, 2026

Presenter: Susan Lackorn

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 2026-2027 budget.

BOARD ACTION REQUIRED

None



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 15, 2026

Presenter:

Rudy Jimenez
Chyla Whitton,
Executive Director,
Human Resources

Subject: Proposed Compensation
Plan for 2026-2027

Related Page(s):

Pay Scales 2026-2027
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 2026-2027 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
- Maintain the starting salary for certified classroom teachers, with zero years of creditable experience, at \$57,500 with no increase for continuing teachers, except for those earning 3, 4 or 5 years of creditable experience.
- In accordance with House Bill 2, approved in the State of Texas 89th Legislative Session, for the 2026-2027 school year and each subsequent school year, a district must utilize the funds received under the Teacher Retention Allotment (TRA) to maintain the salary increase for teachers with 3 or 5 years of creditable experience. Therefore, for the returning classroom teachers who have earned a creditable year, grant the following pay increases:
 - 3 years of creditable experience = \$2,500 annually
 - 4 years of creditable experience = \$1,150 annually
 - 5 years of creditable experience = \$5,000 annually
- Place new-to-district classroom teachers with 25+ years of experience at the new maximum of \$70,350

Additionally, under House Bill 2, the Texas Education Code, Section 21.402, was amended to state a school district must pay to a classroom teacher with zero years of experience who holds a certificate under Section 21.0412(a)(1), (2), or (3) a minimum salary that is greater than the minimum salary paid to a classroom teacher with zero years of experience who does not hold a certificate under Section 21.0412(a)(1), (2), or (3). Therefore, it is recommended the starting salary for a non-certified teacher with zero years of experience be \$57,200.

All Other Pay Scales:

5

- Maintain pay ranges as they exist on the 2025-2026 pay scales
- Freeze salary for returning employees at the 2025-2026 rates

Retention Supplement

The administration of NEISD further recommends a one-time retention supplement for the first semester of the 2026-2027 school year. This supplement is outside any employment contract and only applies to the 2026-2027 school year.

In order to qualify, employees must have a hire date on or before October 1, 2026. 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 2026 and will be conditioned upon the qualified employee being employed through the last day of the 2026 fall semester in good standing.

The administration also recommends the Board of Trustees approve a prospective retention supplement for the second semester in the event the District's total student enrollment exceeds the projected number of 51,088 by more than 750 students and/or the average student attendance rate is above 93.5% as of October 30, 2026. In order to qualify, employees must have a hire date on or before February 1, 2027. 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 May 2027 and will be conditioned upon the qualified employee's completion of their 2027 spring semester work schedule 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-facing instructional paraprofessionals 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 2026-2027 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 those eligible employees as described herein with a salary increase, to provide a one-time retention supplement in November, a prospective one-time retention supplement in May and to utilize possible Teacher Incentive Allotment funds received for the 2026-2027 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 2026-2027 school year.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 15, 2026

Presenter:

Deb Caldwell,
Chief Operations Officer

Related Page(s):

Attachment

Subject: Discussion and possible action to
approve commercial contract

ACTION ITEM

BACKGROUND INFORMATION

On September 8, 2025, under the authority granted by section 11.154 of the Texas Education Code, the Board of Trustees passed a resolution to declare 103 W. Rampart and 8438 Ahern Drive currently owned by NEISD as surplus property and authorize the superintendent to offer the properties for sale. The properties formerly housed the North East Alternative Center and North East Transition Services. All prerequisites for the sale of such real property have otherwise been met.

ADMINISTRATIVE CONSIDERATION

North East ISD has received an offer on the properties, and a contract has been prepared by the principal broker and reviewed by legal counsel.

BUDGETARY CONSIDERATION

The contract specifies a sales price of \$2,450,000. At the closing of the sale, NEISD will pay a fee of 2.5% of the sales price to the principal broker and 2.5% of the sales price to the cooperating broker. Other seller's expenses, such as preparation of the deed, are outlined in the contract.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the commercial contract to sell 103 W. Rampart and 8438 Ahern Drive currently owned by NEISD and authorize the Superintendent or his designee to proceed with closing documents, to include a deed signed by the Board President conveying the property to the buyer.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 15, 2026

Presenter: Deb Caldwell, COO
Jorge Cabello, Exec. Dir. CM&E

Subject: Temporary Construction/Right-of- Way Agreement at Camp Henson
Related Pages(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

CPS Energy has requested a temporary construction easement on North East ISD property on the south of Wurzbach Parkway, known as “Camp Henson,” to stage bore equipment to receive pipe for a gas main extension and tie into an existing gas main in an existing utility easement. This effort would require a 50’ x 50’ temporary construction easement with no tree clearing, but tree trimming on the lower canopy. The purpose of the easement is to connect gas for the Morgans Wonderland hotel project.

ADMINISTRATIVE CONSIDERATION

A temporary easement and right-of-way being fifty (50) feet x fifty (50) feet wide as depicted in the attached Exhibit A is needed to allow CPS to complete a gas main extension project.

BUDGETARY CONSIDERATION

There is no cost to NEISD. The executed Temporary Construction/Right-of-Way Agreement to CPS has no monetary or other material obligations to the Grantee. Additionally, there are no ongoing costs for future maintenance as it is a temporary agreement.

ADMINISTRATIVE RECOMMENDATION

The Executive Director of Construction Management & Engineering, in consultation with Legal Counsel for North East ISD, has reviewed the Grantee’s request and supporting documentation for the Temporary Construction/Right-of-Way Agreement and recommends that the Board of Trustees approve the dedication of the easement within the defined limited tract at Camp Henson to CPS Energy for the construction of an underground pipeline that will provide gas service to the hotel at Morgan’s Wonderland. It is further recommended that the Board of Trustees authorize the Superintendent, Chief Operations Officer (COO), or the Executive Director of Construction Management & Engineering to execute the temporary agreement on behalf of the District.

BOARD ACTION REQUIRED

Approval/Disapproval