



# Board Meeting H I G H L I G H T S

Board Meeting A held on April 8, 2019 at 406 Barrera St., San Antonio, Tx. 78210  
Board Meeting B held on April 15, 2019 at 406 Barrera St., San Antonio, Tx. 78210

## Recognitions

- The Board recognized the City Public Service (CPS) Energy Poster Contest Winners. SAISD is an active participant in CPS Energy's energy conservation and energy efficiency offerings, available through the SCORE® program. This year, the District participated in the CPS Energy Poster Contest for the first time. This competition was open to all schools and art students were invited to create posters encouraging energy savings. The contest was introduced in February 2019 and 121 entries were received from six campuses in the elementary and middle school grade levels. Two District-wide winners and one Runner-Up were selected as well as a winner per campus. Posters from the District-wide winners and Runner-Up will be printed, courtesy of CPS Energy, so that they can be shared with all campuses. District-wide winners were Merina Garay (first place and a 6<sup>th</sup> grader at Japhet Academy), Alana Olguin (second place and a 5<sup>th</sup> grader at Hillcrest ES) and Genesis Mendez (runner-up and a 2<sup>nd</sup> grader at Collins Garden ES). Campus winners were Jocelyn Cervantes (Arnold ES), Caleb Andino (Collins Garden ES), Brianna Thomas (Davis MS), Shaily Llanas (Japhet Academy), December Garza (Hillcrest ES) and Nyla Skelton (Kelly ES).
- Trustees approved the Resolution in recognition of Teacher Appreciation Week on May 6, 2019 through May 10, 2019. Teacher Appreciation Week is observed annually throughout the United States. Observation of a National Teacher Day goes back as far as 1953, when Eleanor Roosevelt asked Congress to set aside a day to recognize educators. Further support for National Teacher Day came in 1980 from the National Education Association (NEA). In 1984, the National Parent Teacher Association (PTA) designated the first week in May as Teacher Appreciation Week, with the Tuesday of that week to serve as National Teacher Day. This year, National Teacher Day is May 7, 2019. Today, many schools and communities honor their teachers through special activities, tokens of appreciation, and other ways to recognize teachers' efforts, dedication, and commitment.
- The Board approved the Resolution in Recognition of School Nurse Day on May 8, 2019. The National Association of School Nurses has designated May 8, 2019 as National School Nurse Day with the theme "School Nurses: Advocates for 21st Century Student Health." First established in 1972, National School Nurse Day is designated to foster an understanding of the role of school nurses in the educational setting, celebrate and acknowledge the accomplishments of school nurses in their efforts to meet the healthcare needs of today's students. Nurses are an integral part of the student support team providing comprehensive health services for all students in SAISD. Individual campuses may use this day to honor the contributions of their school nurse. The Resolution serves as the Board recommendation to support the mission of providing comprehensive health services for all students in SAISD.

- Trustees received a presentation on the University of the Incarnate Word's (UIW) Girls in Engineering, Mathematics, and Science (GEMS) camps and clubs. The GEMS program hosts free Science, Technology, Engineering, Arts, and Mathematics (STEAM) and programming camps for middle school and high school females from Title I schools in San Antonio. There are two separate programs called MiniGEMS and MegaGEMS. MiniGEMS focuses on middle school female students in grades 6th to 8th. MegaGEMS focuses on high school female students in grades 9th to 12th. These GEMS camps are hosted on the campus of UIW during the summer. Additionally, GEMS support MiniGEMS and MegaGEMS clubs at select middle and high schools throughout the academic year to sustain a continuous relationship with both GEMS teachers and their students. GEMS provides financial and technical support for these clubs to participate in the FIRST Lego League competitions. This presentation discussed the successful relationship between GEMS and Tafolla Middle School's MiniGEMS Club and the experience of participating in their first FIRST Lego League Competition this past January.

## Talent Management Department Presentation

The Board received a presentation on the Talent Management Department - transition, priorities and progress. Dr. Matthew Weber, Deputy Superintendent for Talent Management, provided a presentation to the Board. Also contributing to the presentation were Ashleigh Dennis (Executive Director of Recruitment & Talent Management), Jill Rhodes-Pruin (Director of Educator Quality) and Kendra Banchy (Director of Recruitment & Talent Management). The report focused on the Talent Management Department's emphasis on recruiting, developing and retaining high quality talent. Talent Management has worked to align the practices for recruitment, onboarding, retention, career pathways, and analytics with the vision of the San Antonio Independent School District. The department's focus has been to develop systems and processes that provide quality service. An overarching goal is to move toward greater autonomy in the staffing at the campus level and to automate all requirements in the department with integrated electronic tools. Talent Management's report emphasized that high quality teachers, administration and staff will translate into a significant impact on student success.

## SAISD 2019-2020 Budget Update

The Board received an update on the SAISD budget from Larry Garza, Associate Superintendent of Financial Services and Business Operations. A preliminary update was given on the SAISD budget process for the 2019-2020 school year. Some of the key areas addressed in the budget presentation included school finance at the current Texas Legislative session, District student membership projections and trends, goals for the 2019-2020 budget, and upcoming dates in the budget calendar. The 2019-2020 General Fund Budget is scheduled for approval in June.

## Proposed 2019-2020 Internal Audit Department Reorganization and Budget Approved

The Board approved the proposed 2019-2020 Internal Audit Department Reorganization and Budget contingent upon the Board approving the final District budget in June. The Internal Audit Department is earnestly working towards becoming "Best in Class" and proposed a 2019-2020 reorganization plan and budget to ensure its success. The plan creates a job catalog to meet the current and future staffing needs of the department and a budget to support the changes in the coming fiscal year. As outlined in the Internal Audit Charter, the Chief Internal Auditor will keep the Board and senior management abreast of ongoing resource requirements.

## Updates and Changes to 2018-2019 Audit Plan Approved

Trustees approved updates and changes to 2018-2019 Audit Plan. The SAISD's Internal Audit Department's Charter requires the Chief Internal Auditor to communicate to senior management and the Board any significant changes to the internal audit plan. Updates and changes to the 2018-2019 Audit Plan outline the audit activities, status, action and proposed changes. The adjustments to the plan are a result of unplanned projects and unforeseen staffing changes.

## Annual SAISD School Board Member Training Report

The Board received the Annual SAISD School Board Member Training Report for 2018. All SAISD Board members are expected to meet the continuing education requirements by completing 11 or more training credit hours. Completing the annual required continuing education is a basic obligation and expectation of any sitting board member under the Texas State Board of Education rule.

## Board of Trustee Committee Reports

Debra Guerrero (Finance & Audit Committee), James Howard (Governance Committee), Ed Garza (Growth and Development Committee) and Art Valdez (Student Advisory Committee) provided reports.

## Items Approved

- Renewal of the Memorandum of Understanding (MOU) between SAISD and Relay Graduate School of Education for Master of Arts in Teaching Program. This professional growth initiative includes offering all required courses (up to 36 credits) associated with the 2019-2020 Master of Arts in Teaching degree to qualified participants. Since the partnership began in Spring 2017, Relay has graduated 45 teachers in English Language Arts (ELA), math, science and social studies. On February 27, 2019, the largest cohort of 30 teachers graduated. In summer 2018, SAISD enrolled another nine ELA teachers who are scheduled to graduate in fall 2019. This summer of June 2019, the District anticipates to enroll up to 15 ELA, science and math teachers in each track. This will be the fourth cohort of SAISD teachers working towards achieving their graduate degrees.
- Renewal of the Memorandum of Understanding (MOU) between SAISD and Our Lady of the Lake University (OLLU) for the Master's Degree opportunities for the 2019-2020 school year. This program requires 36 school credit hours over a three-year period. There are three tracks that teachers can choose from: Integrated Science, Reading Specialist, and Bilingual Education. The cohort size for OLLU is 14. Tuition support for graduate courses leading to degree completion, certification and a master's in education will be available through SAISD. Teachers selected must meet all OLLU admission criteria.
- Memorandum of Understanding (MOU) between SAISD and University Health System to establish two Health Centers (HCs), one at Tafolla Middle School (HC West) and one at Davis Middle School (HC East). SAISD and University Health System have collaborated in the development of a concept to offer health services for students and staff. Nationwide HCs help reduce the barriers to obtaining needed health services for students and contribute to increased student attendance thereby improving student achievement. Many businesses offer onsite health care convenient to staff to reduce barriers to preventive care and to reduce absenteeism.
- Monthly Budget Reports and Amendments for April 2019.

- Firms to serve in the District's Underwriters Pool for a period of three (3) years, and to authorize the Superintendent to execute any documents necessary to effectuate this action and to amend the duration and/or composition of the pool as necessary.
- General Contractor for the Carvajal Early Childhood Education Center Restrooms and Site Work Remodel.
- Award for Additional Classroom Furniture for Young Women's Leadership Academy (YWLA) Primary at Page.
- Guaranteed Maximum Price 2 (GMP 2) for the Bond 2016 Project at Brackenridge High School.
- Proposed 2019-2020 SAISD Board Meeting Schedule.
- Acceptance of the Early Childhood Education (ECE) Eligibility Draft Audit Report as recommended by the Finance and Audit Committee.
- The purchase of Pre-Kindergarten Science Technology Engineering and Math (STEM) in Action Kits for the Carvajal Early Childhood Education Center.
- Award for classroom furniture for CAST Med High School - Phase 1 Renovations.
- The Guaranteed Maximum Price (GMP) for the 2016 Bond project at Edison High School and to authorize the Superintendent to execute all associated contracts.

## Bids, Proposals and Purchases for Goods Approved

- Approved the revised contract term for Classroom Instructional Furniture for Twain Dual Language.
- Kitchen cleaning products and supplies to support campus kitchens District-wide on an "as needed" basis.
- On-site abatement, air monitoring, and inspections to support the 2016 Bond project at Brackenridge High School.
- HVAC testing, and Adjust & Balance (TAB) to support the 2016 Bond project at Jefferson High School.
- Focused reading and math intervention kits to bridge the gap between students that are struggling and proficient in reading and math. This purchase will support summer reading and math enrichment programs for grades K-8 District-wide on an "as-needed" basis.
- Increase the expenditure amount approved for areas in Fine Arts: "Uniforms, Apparel & Accessories" and "Musical, Electronic, Art & Theatre" - Instruments, Equipment, Furniture, Supplies & Accessories, Repair Lab Parts, and Tools & Equipment. This purchase will provide supplies for the Fine Arts summer camps.
- Fountas and Pinnell Classroom Systems for grades Pre-Kinder through 5<sup>th</sup> grade students at Gates Elementary School. This purchase will guide teachers to create engaging lessons to

support struggling readers and help them become successful readers with engaging leveled books and fast paced, systematically designed lessons.

- Classroom furniture to include a classroom desk and small group instructional table. This purchase will support Kindergarten – 6<sup>th</sup> grade at Gates Elementary School.
- Revisions to a previously approved item. On March 25, 2019, the Board approved a contract award presented as “\$452,400 annually approximately”. The Board approved the revision of “\$400,000 annually approximately” and authorized the Superintendent or his designee to exercise any renewals or extensions of the contract term pursuant to the contract’s provisions.

**Board of Education**

**Patti Radle, President; Arthur V. Valdez, Vice President;  
Debra Guerrero, Secretary; Ed Garza, Member; James Howard, Member; Steve Lecholop, Member;  
Christina Martinez, Member; Pedro Martinez, Superintendent**

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