



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

Regular Board Meeting held on November 8, 2021 at 514 W. Quincy St., San Antonio, Tx. 78212  
Regular Board Meeting held on November 15, 2021 at 514 W. Quincy St., San Antonio, Tx. 78212

## Recognitions & Presentations

- ❖ The Board recognized students and teachers at Jefferson High School Theatre and Media Production for their bus safety video. SAISD celebrated National School Bus Safety Week with a student-produced video as part of a public education initiative to inform parents and students about bus safety in a fun, creative way. The video is a collaboration between the Transportation Department and the students of Jefferson High School Theatre and Media Production and is set to the tune “The Name Game”. The students acted, sang, filmed, and edited the video. This is the second year that the Transportation Department collaborated with students to produce a video.

### Theatre Students and Teacher:

- Jason Chissem
- Isaac Gallegos
- Savanna Sanchez
- Emily Travino
- Adia Escobedo
- Lucy Garza
- Ashlynn Valdez
- Harmonie Villarreal
- Briana Zaragoza
- Ana Funes

### Media Production Students and Teacher:

- Melanie Contreras
- Leah Cuellar
- Chris Hernandez
- Gerson Rodriguez
- George Salazar
- Will Callahan

- ❖ Trustees recognized the Student Winter Card Contest winners. The Fine Arts Department unveiled the official 2021 Winter Cards. Each year, the SAISD Fine Arts Department showcases student art through the Student Winter Card Contest. This is the 18<sup>th</sup> year of the contest. This year’s theme is “Animals in Winter.” The contest was facilitated by Laura Schultz, the Coordinator of Visual

Art for Fine Arts. The contest was introduced in September of this school year, and hundreds of entries were submitted for each grade level. A total of 17 students were recognized for their outstanding work. The contest winners are as follows:

**DIVISION I: Elementary, K-2**

1<sup>st</sup> Place:

Diego Juarez, First Grade, Arnold Elementary School  
Art Teacher: Monique Luna

2<sup>nd</sup> Place:

Paola Tierranegra, First Grade, Bonham Academy  
Art Teacher: Morgan Oliver

3<sup>rd</sup> Place:

Joseph Carrillo, Kindergarten, Baskin Elementary School  
Art Teacher: Sophia Niemeyer

Honorable Mention:

Ronan Barber, Kindergarten, Margil Elementary School  
Art Teacher: Katy Bleyl

**DIVISION II: Elementary, 3-5**

1<sup>st</sup> Place:

Miah Rodriguez, 4<sup>th</sup> grade, Beacon Hill Academy  
Art Teacher: Robin Rea

2<sup>nd</sup> Place:

Natalie Recinos, 5<sup>th</sup> grade, Arnold Elementary School  
Art Teacher: Monique Luna

3<sup>rd</sup> Place:

Desi Hernandez, 5<sup>th</sup> grade, Maverick Elementary School  
Art Teacher: Kathrine Johnson

Honorable Mention:

Fiona Drew, 3<sup>rd</sup> grade, Advanced Learning Academy at Euclid  
Art Teacher: Sonya Castro

**DIVISION III: Academy/Middle School**

1<sup>st</sup> Place:

Maya Aparicio, 8<sup>th</sup> grade, Advanced Learning Academy at Fox Tech  
Art Teacher: Jacqueline Hammond

2<sup>nd</sup> Place:

Lillie Young, 8th Grade, Rogers Middle School  
Art Teacher: Monica de Hoyos

3<sup>rd</sup> Place:

Elizabeth Krist, 8<sup>th</sup> grade, Advanced Learning Academy at Fox Tech  
Art Teacher: Jacqueline Hammond

Honorable Mention:

Envy Sandoval, 6<sup>th</sup> grade, Harris Middle School  
Art Teacher: Denise Rodriguez

**DIVISION IV: High School**

1<sup>st</sup> Place:

Gabrielle Moreno, 12<sup>th</sup> grade, Cooper at Navarro  
Art Teacher: Jolene Navarro

2<sup>nd</sup> Place:

Haylee Bayne, 11<sup>th</sup> grade, Brackenridge High School  
Art Teacher: Paige Gandara-Valderas

3<sup>rd</sup> Place:

Kaylee Lopez, 9<sup>th</sup> grade, Advanced Learning Academy at Fox Tech  
Art Teacher: Jacqueline Hammond

Honorable Mention:

Natalie Ramos, 12<sup>th</sup> grade, Brackenridge High School  
Art Teacher: Paige Gandara-Valderas

**GRAND PRIZE WINNER:**

Jared Beck, 11<sup>th</sup> grade, Edison High School  
Art Teacher: Dezarré Boone

- ❖ Trustees recognized Maria Guerrero, a first-generation college student at Texas A&M University-San Antonio. Maria is a graduate from Lanier High School, Class of 2019 and was part of the Principal's Cabinet. Maria is currently studying business marketing and is a recipient of TheDream.US Scholarship, one of the most prestigious scholarships for immigrant students. Maria immigrated to the United States from Sabinas, Coahuila, Mexico when she was six years old and recently received her U.S. citizenship. Maria volunteers at most Financial Aid completion events on evenings and Saturdays at Lanier High School to graduating seniors complete the FAFSA. As a proud TAMUSA Jaguar, she works with the Freshmen Mentorship program supporting first-time college students. She credits her family with setting college-going expectations despite immigration status barriers. After college, Maria aims to work with a nonprofit organization that either supports undocumented immigrants or women's rights.
- ❖ CPS Energy presented a check to SAISD for Participating in the 2021 Commercial Demand Response and Schools Conserving Resources (SCORE) programs. This past summer, SAISD participated in CPS Energy's Commercial Demand Response program to assist during peak demand events (typically 3:00 p.m. to 5:30 p.m.). By curtailing the electrical consumption during critical times,

the District assisted the entire City by avoiding electrical outages and hedging against higher future electricity prices. Incentives are paid based on the District's performance during the contract period (June-September). The District also received incentives for upgrades to HVAC and lighting equipment at several schools during 2021. CPS Energy calculated an incentive for SAISD's participation in both programs and presented a check to the Board of Trustees in the amount of \$612,474.58.

## Update on SAISD's Response to the Ongoing COVID-19 Crisis and Associated Expenditures

Trustees received an update on SAISD's Response to the Ongoing COVID-19 Crisis and associated expenditures. A report was presented by Toni Thompson (Associate Superintendent of Human Resources). The presentation focused on vaccine clinics and vaccine town halls.

## Substitute Pay Rates Approved

The Board approved the substitute pay rates. In an effort to ensure that classrooms have appropriate coverage for staff absences and vacancies, the District recommends increasing the rates of pay for substitutes covering teacher and instructional assistant classroom assignments during the 2021-2022 school year. The average fill rates for classroom teacher assignments is 61%. The average fill rate for classroom teacher assignments on Mondays and Fridays is 56-57 percent. We attribute most of the unfilled substitute positions to conditions associated with the pandemic. At the high school level, the fill rates are lower – 58 percent and 52-53 percent, respectively. Each time that a position is not covered by a substitute when a teacher is absent or when a vacancy exists means that students are not receiving high-quality instruction. Furthermore, positions that are not covered with a substitute impact general staffing on campuses, as other staff members must be pulled from their regular assignments, or classes must be combined to ensure proper supervision of students.

The proposed rates apply to classroom assignments only. The pay structure provides differentiated rates based on the following conditions:

- ❖ Certified in content area or related field for assignment in critical areas.
- ❖ Certified in content area or related field for assignment at the secondary level.
- ❖ Certified in content area or related field for assignment at the elementary level.
- ❖ Certified but not in assignment.
- ❖ Degreed but not certified
- ❖ Non-Degreed

The rates are further differentiated based on the following:

- ❖ Rates for substitutes covering assignments on Mondays and Fridays are higher than the rates for coverage on Tuesdays, Wednesdays, and Thursdays.
- ❖ Rates increase after a substitute has served for 10 consecutive days in the same assignment.
- ❖ Secondary teacher substitutes at Cooper Academy and in the Sam Houston

- and Lanier clusters will receive an additional \$25 per day.
- ❖ Rates for instructional assistants in both special education assignments and non-special education assignments will increase with special education coverage being compensated at a higher rate of pay.

## 2021-2022 Budget Update

The Board received a presentation covering an update on the 2021-2022 General Fund budget and the Elementary and Secondary School Emergency Relief (ESSER) budget. The discussion topics included a review of student membership and attendance, a revised revenue projection for the General Fund, and a review of the budget priorities that guided the development and approval of the 2021-2022 budget.

## SAISD's Planned Expenditures Under ESSER Fund Update

Trustees received a presentation that highlighted the status of the planned expenditures under the Elementary and Secondary School Emergency Relief (ESSER) Fund in the following investment categories: Social & Emotional Support, Additional Instructional Time, Additional Recovery Support, Staff Compensation, and Safety & Protection.

## Extra-Curricular Programs Update

The Board received an overview of the 5 Measures of Success for the following extra-curricular programs: Athletics, Fine Arts, and LOTC/ROTC. The 5 Measures of Success include attendance, discipline, academic performance, participation rates, and program performance.

## One-time Employee Retention Stipend for 2021-2022 School Year Using ESSER Funds

Trustees approved the one-time employee retention stipend for the 2021-2022 school year using the Elementary and Secondary School Emergency Relief (ESSER) Funds. Due to COVID-19 pandemic interruptions, ESSER funds were given to the District and such funds may be used to stabilize and support the educator workforce, and (ii) provide reasonable premium pay or other reasonable additional compensation for teachers, principals and other school personnel, including school nutrition staff and custodians. Throughout the pandemic, SAISD staff provided, above and beyond normal expectations, additional valuable contributions to their campuses and/or departments and to the students of the District. In recognition of these contributions and to foster retention, SAISD would like to award a one-time stipend of \$500. The cost of this one-time \$500 stipend is \$4.1 million that will be paid out of ESSER funds. Eligibility for the \$500 stipend is as follows: the recipient must be a current fulltime, permanent District employee, hired on or before today, November 8, 2021. Contractual employees who do not remain with the District through the end of their current contract and non-contractual employee who do not remain with the District through the end of the current school year will be required to pay back the full stipend from their final check. The stipend will be paid out by a separate check in December 2021.

## SAISD Trustees Cast Votes for Election of Bexar Appraisal District Board of Directors for 2022-2023 Term

The Board approved to cast all 423 votes to Dr. Adriana Rocha Garcia for the Election of the Bexar Appraisal District Board of Directors for the 2022-2023 term. As required by Section 6.03(e), Texas Tax Code, the number of votes to which each taxing unit is entitled in this year’s selection process has been calculated. Each taxing unit authorized to vote may do so by Resolution of its governing body, one or more candidate for a position on the Bexar County Appraisal District Board of Directors. The San Antonio ISD is entitled to cast a total of 423 votes.

## Annual District Contribution to San Antonio Foundation for Excellence In Education, Inc. (SAISD Foundation) Approved

Trustees approved the Annual District Contribution to the San Antonio Foundation for Excellence in Education, Inc. also known as the SAISD Foundation. At the discretion of the Superintendent, and with approval of the Board, an annual financial contribution may be made to support the work of the Foundation, which is exclusively for the benefit of SAISD. The mutual obligations of the Foundation and SAISD are set forth in the Memorandum of Understanding (MOU) that was previously executed in 2020. This contribution, subject to review annually, shall be for the general operation expenses of the Foundation as well as to support funding of jointly sponsored projects or programs with the District. To date, the SAISD Foundation has stewarded contributions and made investments totaling more than \$30,000,000 in support of students, educators and staff in San Antonio ISD.

## Bond Program Presentation

The Board received a brief presentation on the status of Bond 2020 implementation, including Community Design Charrette feedback, information on projects timeline, and next steps.

## Human Capital Management Initiatives Presentation

Trustees received a presentation on the Human Capital Management initiatives. The 2021-2022 school year has presented numerous staffing challenges for school districts throughout the nation. These challenges have been particularly difficult for SAISD campuses to fill vacancies and provide coverage for classrooms. Additionally, teacher vacancies in astounding numbers have materialized during this school year. While teaching vacancies have created significant concerns, vacancies for other campus and department positions have also been a concern. The Human Capital Management Team is working diligently to provide coverage for campuses, particularly for classroom positions, and to ensure that quality candidates are secured for all vacant positions. The team is identifying strategies that will lead to positive outcomes for the immediate openings, for the second semester, and for the 2022-2023 school year.

## Items Approved

- ❖ Community-Based Work Based Learning Program (Agreements) between SAISD and various businesses in support of the Adult Years Vocational Program at the comprehensive high schools. The participating businesses include:

- Ft. Sam Houston Commissary
- Walgreens on Rigsby (two locations), Walgreens on San Pedro, Walgreens on Goliad
- La Quinta downtown, La Quinta on Blum
- Cici's Pizza on San Pedro (two locations)
- Peter Piper Pizza on West Commerce, Peter Piper Pizza on Fredericksburg
- HEB on North New Braunfels, HEB #8 on West Olmos, and HEB #189 on Culebra
- Roy Maas Thrift Store

High school and 18+ students enrolled in work-based learning courses will generalize skills learned in the work-based learning classroom and receive job related experience within the community. This experience will prepare them to enter the workforce in either paid or unpaid employment.

- ❖ Monthly Budget Reports and Amendments for November 2021.
- ❖ Waiver of penalty and interest for the real property accounts. SAISD received letters from Albert Uresti, Tax Assessor Collector for Bexar County, recommending SAISD Board approval to waive penalty and interest for the real property Tax Accounts, Camila Chapa. Texas Property Tax Code-Section 33.011 provides for the governing body to waive penalty and interest due to “an act or omission by an employee of the tax office or the Appraisal District”.
- ❖ District’s “Annual Financial Report” for the fiscal year beginning July 1, 2020 and ending June 30, 2021.
- ❖ Pure Storage to increase the SAISD storage for the two data centers. This will be for additional space to store District files at two data centers creating a resilient file storage infrastructure.
- ❖ General Contractor’s proposal amount to facilitate the installation of a new Video Surveillance Security systems at Advanced Learning Academy on Euclid, Cooper Academy at Navarro; Carvajal, Ball, Green, Huppertz, Storm, and Washington Elementary Schools; Carroll, Knox, and Tynan Early Childhood Education Centers; and Estrada Achievement Center.
- ❖ Minor General Contractor for the 2021 Head Start Playground Enhancements at Arnold, DeZavala, Hirsch, JT Brackenridge and Neal Elementary Schools.
- ❖ Purchase and installation of wrought iron fencing at Foster and Graebner Elementary Schools and Knox Early Childhood Education Center.
- ❖ Minor General Contractor for Outdoor Learning Enhancements at Foster, Graebner, Madison, and Maverick Elementary Schools and Knox and Nelson Early Childhood Education Centers.

- ❖ Renew the Memorandum of Understanding with Girl Scouts of Southwest Texas for the Gamma Sigma Girls and Gamma Sigma Pearls Programs.

## Contracts Approved

- ❖ Memorandum of Understanding (MOU) between SAISD and FIRST® LEGO League. The purpose of this agreement is to provide FIRST® LEGO League Qualifying Tournament events for FIRST® teams in SAISD. It is the FIRST® mission to inspire young people to be science and technology leaders by engaging them in exciting mentor-based programs that build science, engineering, and technology skills, that inspire innovation, and that foster well-rounded life capabilities including self-confidence, communication, and leadership. The qualifying tournament will include between 12-36 teams registered. In consideration of SAISD hosting the event, FIRST® in Texas agrees to reimburse SAISD in the amount of \$1,000.
- ❖ Memorandum of Understanding (MOU) between SAISD and St. Mary's University Upward Bound Program for college readiness and preparation services.
- ❖ Memorandum of Understanding (MOU) between SAISD and the National Hispanic Institute (NHI) for participation in the Student Leadership Program. NHI creates experiences that engage high school students in community leadership roles that help enrich our community and prepare them for postsecondary success.
- ❖ Memorandum of Understanding (MOU) between SAISD and Texas A&M University-Kingsville for College Enrollment, Persistence, and Completion initiatives. The purpose of this MOU is to expand programs, projects, and activities that support SAISD graduates attending Texas A&M University-Kingsville (TAMUK) and to address any college persistence and completion challenges.

## Bids, Proposals and Purchases for Goods Approved

- ❖ Increase the expenditure for 2021 Chiller Replacement at Briscoe ES.
- ❖ Replacement of computer equipment for the Construction and Development Services staff.
- ❖ Corrections to the list of awarded firms previously approved by the Board on January 19, 2021. These corrections include adding firms to the approved list submitted on time and included all required documents but were missed when the original list was compiled. Remove firms from the list submitted on time but did not include all required documents but were included on the original list. Lastly, correct the official name of firms to match potential contracts and PO's. There will be no change to the approved estimated contract cost of \$48,400,000.00 approved by the Board on January 19, 2021. These firms will be

called upon for various projects including 2020 Bond projects, deferred maintenance and other capital improvement projects as they arise.

- ❖ Purchase of Program Management Software. This purchase will be used to manage the program and track projects related to the 2020 Bond program in support of Master Plan 2030 for the Construction and Development Services staff.
- ❖ Purchase of Virtual Contracted Services to provide Speech Therapy for homebound and in-home learning services. Services will be used to fulfill current district needs for speech therapy for District-wide use.
- ❖ Purchase of Elevator and Wheelchair Preventative Maintenance, Repair and Installation Services for District-wide use on an “as needed” basis.
- ❖ Purchase of Locks, Keys, Repair Parts and Supplies for District-wide use on an “as needed” basis.
- ❖ Increase the expenditure for Online Learning Materials and Practice Tests to prepare for CTE Certification Testing.
- ❖ Purchase of Construction Audit Services for five (5) 2016 Bond projects at Bowden Academy, Fox Tech, Jefferson, Lanier and Sam Houston High Schools.

**Board of Education**

**Christina Martinez, President; Alicia Sebastian, Vice President;  
Arthur V. Valdez, Secretary; Ed Garza, Member; Patti Radle, Member;  
Leticia Ozuna, Member; Sarah Sorensen, Member;  
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