

**Item 3C: Discuss & Review Superintendent Recommendations
for additional cost reductions in the 2025-2026 FY**

Bring Back \$5 Million More Board Request

Proposals	Potential Cost Savings w Benefits
*Reduce 8 Counselors at Secondary (Recommended by Guidance & Counseling)	\$664,172
Reduction of 3 Days for 226+, but NOT 100 & 200 Pay Scale	\$293,607
*Reduction of 1 Day for 226+, but NOT 100 & 200 Pay Scale	\$97,869
*Reduce All Employees by 1 Day: December 19, 2025	\$1,140,974
*Reduction of 1 Day for employees on 200 – 220 Days (161)	\$71,354
Judson Middle School Closure	\$1,700,000
Franz Leadership Academy	\$850,000
Candlewood STEM (K, 1 st) and Candlewood Elementary (2-5 th)	\$850,000
Reduce 1 Assistant Principal at each Secondary Campus	\$948,612 (JECA can split)
*Reduce Associate Principal Positions (Not on LASO Grant)	\$353,329
Convocation	\$7,000 (we receive sponsorships)
*Reduce 4 Vacant Nursing Staff to LVN's (future vacancies as well)	\$41,000
*Shifting Graduation from Freeman & New Creation to Stadium	\$80,000
*DoI Teacher Reduction in Salary (Consider 5% = \$3,000)	\$531,000
*Vacancies Closed for Non-Teaching Positions (25 positions)	\$1,028,375
Postpone the Opening of New Schools (Selma and Cibolo Creek)	\$3,500,000
*Admin Recs Total = \$4,008,073	Total Savings \$11,863,685

Reduce 3 Days for 226 + Employees

- Reduce 226 + staff, except 100 (Police) and 200 (Auxiliary) Scale
 - **3 days = \$293,607**
- *Reduce 226 + staff, except 100 (Police) and 200 (Auxiliary) Scale
 - **1 day = \$97,869**
- *TOTAL if all District Shut Down for 1 day = **\$1,140,974**

Accounts Payable – Duty Day Comparison

District	Enrollment	Duty Days		
Alamo Heights ISD	4,722	235		
Lytle ISD	1,743	230		
North East ISD	59,830	230		
San Antonio ISD	47,000	230		
Kerrville ISD	4,900	228		
Utopia ISD	190	227		
Bandera ISD	2,375	226		
Boerne ISD	10,763	226		
Brackett ISD	532	226		
Center Point ISD	535	226		
Comal ISD	27,300	226		
Cotulla ISD	1,172	226		
Crystal City ISD	1,785	226		
Devine ISD	1,965	226		
Dille ISD	903	226		
Eagle Pass ISD	13,385	226		
Edgewood ISD-Bexar County	8,393	226		
Floresville ISD	4,051	226		
Fort Sam Houston ISD	1,639	226		
Harlandale ISD	12,055	226		
Ingram ISD	1,248	226		
Jourdanton ISD	1,570	226		
La Vernia ISD	3,503	226		
Lackland ISD	956	226		
Marion ISD	1,523	226		
Medina Valley ISD	7,749	226		
New Braunfels ISD	9,676	226		
Northside ISD-Bexar County	102,206	226		
Pleasanton ISD	3,384	226		
Poteet ISD	1,836	226		
Sabinal ISD	425	226		
San Antonio ISD	47,000	230		
Schertz-Cibolo-Universal City ISD	15,890	226		
Seguin ISD	7,064	226		
Somerset ISD	4,100	226		
Southside ISD	5,872	226		
Uvalde CISD	4,116	226		
Waco ISD	25,883	220		
Navarro ISD	2,145	220		
Poth ISD	930	220		

Data compiled by TASB survey.

Assistant Superintendent - Academics

Organization	Enrollment	Days
Alamo Heights ISD	4,722	235
North East ISD	59,830	230
Kerrville ISD	4,900	228
Bandera ISD	2,375	226
Boerne ISD	10,763	226
Cotulla ISD	1,172	226
Eagle Pass ISD	13,385	226
Edgewood ISD-Bexar County	8,393	226
Fort Sam Houston ISD	1,639	226
Harlandale ISD	12,055	226
La Vernia ISD	3,503	226
Medina Valley ISD	7,749	226
Navarro ISD	2,145	226
New Braunfels ISD	9,676	226
Northside ISD-Bexar County	102,206	226
Pleasanton ISD	3,384	226
Schertz-Cibolo-Universal City ISD	15,890	226
Somerset ISD	4,100	226
South San Antonio ISD	7,922	226
Southside ISD	5,872	226
Southwest ISD	13,277	226
Uvalde CISD	4,116	226
Judson	25,883	220

Assistant Superintendent of Operations

Organization	Enrollment	Days
Harlandale ISD	12,055	240
Navarro ISD	2,145	240
Uvalde CISD	4,116	240
Edgewood ISD-Bexar County	8,393	234
Medina Valley ISD	7,749	231
North East ISD	59,830	230
Boerne ISD	10,763	226
Eagle Pass ISD	13,385	226
Floresville ISD	4,051	226
La Vernia ISD	3,503	226
New Braunfels ISD	9,676	226
Northside ISD-Bexar County	102,206	226
Pleasanton ISD	3,384	226
Schertz-Cibolo-Universal City ISD	15,890	226
Judson	25,883	220
Marion ISD	1,523	220

Data compiled by TASB survey.