



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 May 11, 2026. The Board will convene in Open Session at 5:30 PM, then move into Executive Session and resume the public portion of the meeting no earlier than 6:15 PM. The Board will meet on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas 78217. Such meeting is a regular 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>

Items will not necessarily be discussed or considered in the order they are printed. Anyone wishing exhibit information in accordance with Local Board Policy GBA, must contact the Public Information Officer.

MISSION STATEMENT

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

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
 - 2. Discussion Regarding Non-Renewal of Probationary Contract Employee(s)
 - 3. Discussion Regarding Non-Renewal of Chapter 21 Term Contract Employee(s)
- B. Discussion Regarding Intruder Detection Security Audit pursuant to Government Code Section 551.072
- C. Deliberation Regarding Superintendent Position
- D. Purchase, Exchange, Lease, or Value of Real Property pursuant to Government Code Section 551.072
- E. Consultation with Board's Attorney pursuant to Government Code Section 551.071
 - 1. Pending and/or Possible Litigation

III. RECONVENE INTO OPEN SESSION

IV. WELCOME FROM THE BOARD PRESIDENT

V. INVOCATION AND PLEDGE OF ALLEGIANCE

- A. North East Transition Services

Presenter: Lorena Adkins, Director

VI. RECOGNITIONS

| | |
|--|----|
| A. President's Comments and Acknowledgment of Special Calendar Events | |
| B. CyberPatriot National Finalist, Johnson High School | |
| C. CyberPatriot National Finalist, All-Service Division, Roosevelt High School | |
| D. San Antonio Mayor's Cyber Cup Winners | |
| E. CTEC SkillsUSA State Winners | |
| F. DECA State and National Winners | |
| G. Region 20 Spanish Spelling Bee High School Champion | |
| H. UIL 6A State Wrestling Medalist | |
| I. UIL 6A State Swimming Medalists | |
| J. NEISD Student Volunteer of the Year | |
| VII. MATTERS FROM THE FLOOR | |
| VIII. MATTERS FROM EXECUTIVE SESSION | |
| A. Personnel Including but not Limited to Administrative Appointments pursuant to Government Code Section 551.074 | |
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| Presenter: Rudy Jimenez, Chief of Schools and Leadership | |
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| Presenter: Rudy Jimenez, Chief of Schools and Leadership | |
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| Presenter: Rudy Jimenez, Chief of Schools and Leadership | |
| IX. PRESENTATIONS | |
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| B. Academy of Creative Education(ACE) Update | 7 |
| Presenter: April Muzquiz, Interim Chief of Instruction | |
| X. SUPERINTENDENT COMMENTS | |
| XI. BOARD BUSINESS | |
| A. Possible Action Regarding Candidate Endorsement for the TASB Board of Directors, Region 20, Position A | 8 |
| Presenter: David Beyer, President, Board of Trustees | |
| XII. NEW BUSINESS FOR POSSIBLE BOARD ACTION | |
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| 1. Possible Action Regarding Approval of Employment Contracts | 9 |
| Presenter: Rudy Jimenez, Chief of Schools and Leadership | |
| 2. Possible Action Regarding TEA Homebound Instruction Waiver | 10 |
| Presenter: April Muzquiz, Interim Chief of Instruction | |
| 3. Possible Action Regarding Board Policy FD(LOCAL) Regarding Participation of Non-Enrolled Students in UIL Activities | 11 |
| Presenter: Rudy Jimenez, Chief of Schools and Leadership | |
| B. Consent | |
| 1. Business Services | |
| a. Waiver of Penalties & Interest | 12 |
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- 2. Instruction and Campus Administration
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 - b. Revisions to Board Policy FNCE(LOCAL) 15
- 3. Minutes from April 13, 2026 and April 27, 2026
- 4. End of Consent

XIII. REPORTS

- A. Interim Financial and Management Reports
- B. 3rd Quarter Investment Report
- C. Awarded Bid Report
- D. Federal Grant Report
- E. Closed PO Report
- F. Open Records Request Report

XIV. DISCUSSION AND POSSIBLE ACTION REGARDING BOARD MEMBERS' REQUEST(S) FOR ITEM(S) TO BE PLACED ON A FUTURE AGENDA AND/OR REQUEST(S) FOR REPORT(S) FROM THE ADMINISTRATION

XV. 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 5th day of May, 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: May 11, 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: May 11, 2025

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

Subject: Proposed Recommendation for
Nonrenewal of Probationary
Contract Employee(s)

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

In accordance with the Texas Education Code § 21.103(a) and Board Policy DFAB (LEGAL), a probationary contract employee may not be renewed at the end of the contract period if the Board determines that such termination will serve the best interests of the District.

ADMINISTRATIVE CONSIDERATION

The Board shall give the employee(s) notice of its decision to not renew the employment not later than the 10th day before the last day of instruction required under the Texas Education Code. The Board's decision to not renew probationary employee(s) at the end of a contract period is final and may not be appealed.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

In the best interests of the District, it is recommended that the Board of Trustees of the North East Independent School District approve the nonrenewal of the identified probationary contract employee(s).

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

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

Subject: Proposed Recommendation
For Nonrenewal of Chapter 21
Term Contract Employee(s)

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

Texas Education Code § 21.206(a) provides that a Board of Trustees may take action to not renew an employee's contract at the end of its term for one or more of the reasons set forth in Board Policy DFBB (Local). In order to start the process, the Board must first provide written notice of the proposed nonrenewal and the reasons for it to the affected employee. Once the employee receives the notice, he or she then has 15 days to request an evidentiary hearing before the Board to challenge the nonrenewal.

ADMINISTRATIVE CONSIDERATION

Formal approval of the proposed recommendation for nonrenewal of Chapter 21 Term contract employee(s) by the Board of Trustees is required.

BUDGETARY CONSIDERATION

Money is budgeted each year in the appropriate accounts for potential Chapter 21 evidentiary hearings before the Board of Trustees.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District approve the proposed nonrenewal of the identified employee(s)' Chapter 21 Term contract(s) discussed in executive session and notify the employee(s) of the proposed action to include the grounds for the action.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

Presenter: Dr. April Muzquiz, Interim Chief Instructional Officer; Dr. Esmeralda Muñoz, Executive Director for Learning Support Services

Subject: NEISD Tiered Graduation System: Academy of Creative Education

Related: Distributed to NEISD Board of Trustees

PRESENTATION ITEM

BACKGROUND INFORMATION

The North East Independent School District has developed a comprehensive, tiered system of supports designed to proactively address barriers to student success and ensure on-time graduation with a student's cohort. Grounded on dropout prevention and intentional student support, this system reflects NEISD's commitment to a prescriptive, data-informed approach that reduces push, pull, and fallout factors that may otherwise disengage students from their educational pathway. The NEISD tiered framework spans from middle through high school, aligning academic, behavioral, attendance, and life-event indicators with timely interventions.

PRESENTATION

The NEISD Tiered Graduation System: Academy of Creative Education Presentation is included as part of the attachments provided for our Board of Trustees to review.

BUDGETARY CONSIDERATION

None

BOARD ACTION

None



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

Presenter: David Beyer
President, Board of Trustees

Subject: Candidate Endorsement for the
TASB Board of Directors,
Region 20, Position A

Related Page(s): Attachment

ACTION ITEM

BACKGROUND INFORMATION

The term of Ginger Friesenhahn, as a TASB Board of Director for East Central ISD, Region 20, Position A, will expire at the close of the 2026 TASA/TASB Convention. Ms. Friesenhahn has indicated that she will be seeking reelection. Upon election to a three-year term, a TASB Director may be reelected to no more than three additional terms. As an Active Member District, NEISD may submit a nominee for this position.

The TASB Board of Directors is charged with carrying out directives established by the Delegates at the Delegate Assembly. The individual Director is expected to attend four Board meetings each year with one of the meetings being at the same time as the annual TASA/TASB Convention. Additionally, the Director will be asked to serve on a standing committee that will meet as needed, in conjunction with Board meetings. In consideration of a candidate, the Director should be a capable, experienced school board member who can assist in providing the Association with outstanding leadership.

BUDGETARY CONSIDERATION

Lodging and transportation expenses incurred by TASB Directors attending regular spring, summer and December Board meetings are reimbursed by the Association and transportation expenses and three nights' lodging incurred attending the Convention Board meeting are reimbursed by the Association.

ADMINISTRATIVE RECOMMENDATION

The Board of Trustees of the North East Independent School District wish to submit the nomination of _____ for the Region 20, Position A representative on the TASB Board of Directors.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

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

Subject: Approval of Employment
Contracts

Related Page(s):

ACTION ITEM

BACKGROUND INFORMATION

In accordance with Texas Education Code § 21.002, the employment practices of the District allow for Probationary Contracts (Policy DCA), Educator Term Contracts (Policy DCB), Continuing Contracts (Policy DCC) and Other Types of Contracts (Policy DCE).

ADMINISTRATIVE CONSIDERATION

Formal approval by the Board of Trustees is required.

BUDGETARY CONSIDERATION

Salaries and benefits associated with these employment contracts are budgeted on an annual basis and comprise approximately 86.5% percent of the District budget.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the proposed recommendations for renewal of employment contracts.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11th, 2026

Presenter: Dr. April Muzquiz
Vanessa Showman Kosar,
Executive Director,
Special Education
Related Page(s): None

Subject: Request for TEA Homebound
Instruction Waiver

ACTION ITEM

BACKGROUND INFORMATION

North East Independent School District is seeking permission to request a waiver from the Texas Education Agency (TEA) to provide homebound instruction through virtual means for students who meet eligibility criteria for participation in homebound instruction due to compromised immune systems and/or high risk for infection. Requirements for homebound instruction are provided in the TEA Student Attendance Accounting Handbook and include the requirement for face-to-face instruction to be provided by a certified teacher.

The Texas Education Agency allows districts to provide homebound instruction virtually with the approval of a waiver request. In addition to the waiver, schools are required to document consideration of the student's instructional needs, a determination that the virtual instruction will be provided in a manner consistent with state and federal law, and that all other provisions of homebound instruction will be met. This waiver is required for both Special Education and General Education homebound instruction.

The application for the Waiver Request has been prepared by the Division of Instruction and requires Board approval before it can be sent to the Agency.

ADMINISTRATIVE CONSIDERATION

The waivers were approved by TEA last school year for approximately 30 students receiving virtual homebound services through Special Education or Section 504. We expect that the waiver request to requirements of Homebound Funding and Homebound Documentation Requirements in the Student Attendance Accounting Handbook (adopted annually through 19TAC§129.1025) will continue to be granted by TEA for students at risk for communicable diseases which limit the district's ability to provide access to a Free Appropriate Public Education.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve as submitted the Virtual Homebound Instruction Waiver Request.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

Presenter: Rudy Jimenez, Chief of Schools & Leadership

Subject: *Participation of non-enrolled students in University of Interscholastic League (UIL) FD(Local)*

Related Page(s): *SB 401 FD(Local)*

ACTION ITEM

BACKGROUND INFORMATION

From the 89th Legislature, SB 401 requires that the Board of Trustees of a school district adopt a policy declining to grant non-enrolled students the opportunity to participate in UIL activities.

ADMINISTRATIVE CONSIDERATION

From the 89th Legislature, SB 401 gives a school board of trustees the discretion whether to adopt a policy declining the opportunity given under the law for non-enrolled students to participate in UIL extra-curricular activities. In connection with prior legislation on this issue, the Board has previously voted not to allow that opportunity to non-enrolled students.

BUDGETARY CONSIDERATION

None.

ADMINISTRATIVE RECOMMENDATION

Presented to the Board of Trustees is a proposed recommendation for a revision to the existing policy in connection with the discretion given by SB 40.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

Presenter: Susan Lackorn

Subject: Waiver of Penalties and Interest

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

In accordance with §33.011 of the Texas Property Tax Code, the governing body of a taxing unit shall waive penalties and interest on a delinquent tax if an act or omission of an employee of the taxing unit or appraisal district resulted in the taxpayer's failure to pay the tax before delinquency.

ADMINISTRATIVE CONSIDERATION

The Bexar County Tax Assessor-Collector determined that the following penalties and interest were assessed as a result of an error by the Assessor-Collector or the Bexar Appraisal District:

Tax Account 05474-116-0030: Penalties = \$945.37 Interest = \$270.10

The Assessor-Collector has requested the District waive the penalties and interest in accordance with §33.011 of the Texas Property Tax Code.

BUDGETARY CONSIDERATION

No budgetary consideration required.

RECOMMENDATION

It is recommended that the Board of Trustees waive the penalties and interest on the accounts listed above as presented.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

Presenter: Susie Lackorn
Valerie Rueda, Executive Director
Procurement & eCommerce

Subject: \$100,000 Purchases

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

Texas Education Code §44.031 requires all school district contracts, except contracts for the purchase of produce or vehicle fuel, valued at \$100,000 or more in the aggregate for each 12-month period shall be made by one of the methods listed in the Code providing the best value for the district. Board Policy CH (LOCAL) states, "The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services costing \$100,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place."

ADMINISTRATIVE CONSIDERATION

The purpose of this consent item is to ask for Board authorization to expend funds for previously approved budgeted expenditures for 2025-2026, which meet or exceed \$100,000 from the attached listed vendors. The attachment reflects categories of purchases, vendor names, descriptions of goods or services and estimated 2025-2026 expenditures. These purchases comply with applicable bid laws. The attachment includes estimated aggregate expenditures exceeding \$100,000 during the school year.

By approving this consent item, each approved budgeted item will not have to be presented again, saving considerable time and resources.

BUDGETARY CONSIDERATION

The estimated expenditure amounts are budgeted in various District accounts which were approved at the Board of Trustees meeting on June 8, 2025. Funds being expended include general funds, bond funds, grant funds, special revenue funds, internal service funds and enterprise funds.

ADMINISTRATIVE RECOMMENDATION

The Superintendent recommends the Department of Procurement & eCommerce be authorized to expend funds listed in the attachment for fiscal year 2025-2026.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11, 2026

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

Subject: Consideration and Approval of
Contracts Pursuant to HB 3372

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

House Bill 3372 (HB 3372) went into effect September 1, 2025 amending the Texas Education Code by adding Section 11.006, which creates a new statewide prohibition on certain types of financial relationships involving public school district administrators. Specifically, HB 3372 prohibits school administrators from receiving financial benefits for personal services performed for:

1. Any business entity conducting or soliciting business with the District;
2. Educational businesses providing services regarding the curriculum or administration of school districts;
3. Other school districts, open-enrollment chart schools or regional education service centers.

ADMINISTRATIVE RECOMMENDATION

Under HB 3372, exceptions are allowed for administrators not including school board members, superintendents and assistant superintendents, provided that:

- A written contract describing the services is submitted to the Board of Trustees; and
- The board of trustees votes to approve the contract after administration has verified the work being performed:
 - does no harm to the district,
 - does not present a conflict of interest, and
 - is entirely on an employee’s personal time.

BUDGETARY CONSIDERATION

Not Applicable

ADMINISTRATIVE RECOMMENDATION

The District recommends the Board of Trustees approve the list of contracts pursuant to Texas Education Code § 11.006, as enacted under HB 3372, finding that each contract: 1) will not harm the District, 2) does not present a conflict of interest, and 3) will be performed entirely on the administrator’s personal time.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: May 11 2026

Presenter: Anthony Jarrett
Interim Superintendent

Subject: FNCE(LOCAL) Cell Phone
Policy

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

On April 27, 2026, the Board adopted changes to Policy FNCE, which aligns with the TEA's "bell-to-bell" definition of the school day. The Board's intent was for the policy to take effect on the last day of the school year. However, the recorded date, May 25, 2026, was noted in error. To ensure compliance and proper implementation by campus administration, the effective date should be officially corrected to the actual last day of the school year, which is May 29, 2026.

The revisions to FNCE (LOCAL) were developed as part of a Corrective Action Plan related to student use of personal communication devices. This aligns with the Texas Education Agency's guidance on implementing House Bill 1481.

ADMINISTRATIVE CONSIDERATION

This was an oversight and the corrected date should reflect the last day of school as May 29, 2026.

BUDGETARY CONSIDERATION

N/A

ADMINISTRATIVE RECOMMENDATION

Recommend approval for the implementation starting date for FNCE(LOCAL) after the last day of instruction for the 2025-2026 school year.

BOARD ACTION REQUIRED

Approval/Disapproval