



SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
BOARD & SUPERINTENDENT SERVICES

514 W. Quincy St.
San Antonio, TX 78212
www.saisd.net
210.554.2297

BOARD BUSINESS MEETING

Monday, February 12, 2024
5:45 PM
Board Room
514 W. Quincy Street
San Antonio, TX 78212

AGENDA

1. **Meeting Called to Order**
 - A. Roll Call of Board Members Present and Declaration of Quorum Present _____
Absent _____
 1. Mrs. Christina Martinez
 2. Ms. Alicia Sebastian
 3. Mr. Arthur Valdez
 4. Mr. Ed Garza
 5. Ms. Leticia Ozuna
 6. Mrs. Sarah Sorensen
 7. Mrs. Stephanie Torres
 - B. Recording of Superintendent Present
 1. Dr. Jaime Aquino
 - C. Pledge of Allegiance to the U. S. Flag
 - D. Salute to the Texas Flag - "Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."
 - E. Citizens' Presentations - 60-minute total time limit for this item
2. **Presentations**

A. Board Goal Progress Monitoring for Interim Goals 1.1, 1.2, 1.3	4
B. Update on the Implementation of Rightsizing Transition Plan	6
C. Update on the SAISD Budget	8
D. Creation of a Board Committee and appointment of committee members by the Board President pursuant to local policy BDB on	10

BOARD OF TRUSTEES

Christina Martinez, President
Alicia Sebastian, Vice President

Arthur V. Valdez, Secretary
Ed Garza, Trustee

Leticia Ozuna, Trustee
Sarah Sorensen, Trustee

Stephanie Torres, Trustee
Dr. Jaime Aquino, Superintendent



matters related to severe weather conditions, the condition of facilities and administrative preparedness.

- E. Report on the Winter 2024 Executive Committee of the Council of the Report on the Winter 2024 Executive Committee of the Council of the Great City Schools (CGCS) and the Texas Association of School Administrators (TASA) Midwinter Conference 12

3. Closed Session

- A. The Board will convene in Closed Session as authorized by the Texas Government Code Chapter 551, et. Seq. (TGC 551.071, TGC 551.072, TGC 551.074, and TGC 551.076)
 - 1. Deliberation regarding the purchase, exchange, lease or value of real estate, including legal issues on the acquisition process. (TGC 551.071 and TGC 551.072)
 - 2. Consultation with legal counsel for possible action, if any, regarding a billing and overcharging dispute, mediation issues, settlement, and tolling agreement with AT&T (TGC 551.071)
 - 3. Consultation with legal counsel regarding legal issues under section 551 of the Texas government code and related matters. (TGC 551.071)
 - 4. Consultation with Superintendent and discussion regarding the ratification of the hiring of the candidate for the position of Interim Chief Operations Officer subject to the Superintendent’s authority to reassign. (TGC 551.074)
 - 5. Consultation with Superintendent and discussion regarding the ratification of the hiring of the candidate for the position of Interim Senior Executive Director, Child Nutrition Services, subject to the Superintendent's authority to reassign. (TGC 551.074)
 - 6. Deliberation regarding personnel matters, including but not limited to employment, duties, discipline, reassignment, resignation, retirement, reclassification, and dismissal of an employee. (TGC 551.071 and TGC 551.074)
 - 7. Proposal to terminate non-Chapter 21 contract employee(s) for convenience or good cause (TGC 551.071 and TGC 551.074)
 - 8. Consultation with legal counsel and discussion regarding pursuing sanctions against educators who have abandoned their contract pursuant to TEC 21.210 and 19 TAC 249.14. (TGC 551.071 and TGC 551.074)
 - 9. Consultation with legal counsel regarding pending litigation related to face covering and vaccination requirements. (TGC 551.071)
 - 10. Consultation with legal counsel regarding contractual and legal issues related to 1882 partnerships. (TGC 551.071)
 - 11. Consider extending the time to reconvene consideration of the Level III Grievance of Brianna Christian until June 30, 2024 and consult with attorney on matter (TGC 551.071 and TGC 551.074)

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B. The Board will reconvene in Open Session and take appropriate action on items discussed in Closed Session.

4. Adjournment

A. Adjournment

5. Trustees Q&A

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NOTICE:

1. The Board may go into executive session at any time during the meeting for personnel, real estate, security, school children, negotiated contracts for prospective gifts or donations, consultation and/or legal issues, or as otherwise permitted under the Open Meetings Act, as set out in Subchapter 551 of Title 5 of the Texas Government Code.
2. Recess: The Board of Trustees may recess the meeting at any time and reconvene the meeting within 24 hours. The reconvened meeting will occur at the same location as the original meeting and will address the original agenda without the need for reposting.

Any individual in need of services for the visually-impaired, the hearing-impaired, and/or non-English speakers should call the Board Services Office at (210) 554-2289 by 12:00 p.m. on the date of the meeting.

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Sarah Sorensen, Trustee

Stephanie Torres, Trustee
Dr. Jaime Aquino, Superintendent

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Board Goal Progress Monitoring for Interim Goals 1.1, 1.2, 1.3

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Patti Salzmann, Deputy Superintendent
 Theresa Urrabazo, Chief, Data Operations & Services

MEETING DATE: February 12, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will receive progress middle of year monitoring updates for the interim goals for Board Goals 1:

- **Interim Goal 1: Improve Reading and Writing Outcomes for all Students** – Middle-of-year MAP data for All students in grades 3, 6, and 8.

Data will include student performance on the Middle-of-Year MAP assessment for Reading, the Superintendent’s interpretation of the data, and detailed next steps from the appropriate program staff on what has been put in place this year to effect further movement towards our targets.

Click below to watch the video recording or access the pdf presentation.

- <https://youtu.be/Gj4hCYNhb60>
- [Board Goal Monitoring Report](#)

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2023 - 2024 DISTRICT GOALS/GUARDRAILS (CHECK ALL THAT APPLY)

- Improve Reading and Writing Outcomes for all Students** - We will increase the percentage of all students who are Meets grade level in reading across all grades from 39% in August 2023, to 50% in August 2027.
- Improve Math Outcomes for Black Students** - We will increase the percentage of Black students who are Meets grade level in math across all grades from 30% in August 2023, to 50% in August 2027.

- Improve College Readiness for Students with Disabilities** - We will increase the percentage of students with IEPs receiving instruction and services in the general education setting who meet the TSI College-Ready Standard in reading and math from 4% in August 2022, to 30% in August 2027.
- Improve Social Emotional Readiness in all Students** - We will increase by 25% the percentage of all students who meet the “to be determined” SAISD Standard for Social Emotional Readiness from the August 2024 baseline, to baseline +25% in August 2027.

The following Board Guardrails were designed to represent the community values that must be protected while in pursuit of the Board Goals. (CHECK ALL THAT APPLY)

- Embrace Our Community** - The Superintendent will not implement major decisions of the board without authentic community engagement, including students, staff, families, and community.
- Support Excellent Schools in Every Neighborhood** - The Superintendent will not allow any neighborhood to be without a high-quality school.
- Create Safe Environments** - The Superintendent will not allow students, staff, and families to learn and work in an environment that is not physically and emotionally safe.
- Ensure Equitable Funding** - The Superintendent will not allow any school to be funded at a level that is inadequate to produce transformational learning in all students.

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Update on the Implementation of Rightsizing Transition Plan

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Patti Salzmann, Deputy Superintendent

MEETING DATE: February 12, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will receive an update on the Implementation of Rightsizing Transition Plan. On November 13, 2023, the Board of Trustees approved a resolution endorsing the acceptance of the staff's final School Rightsizing Recommendation. Additionally, they directed the staff initiate and execute a comprehensive transition plan aimed at supporting the staff, students, and families affected by this decision. The District will keep the stakeholders informed by providing regular updates on the progress of implementing the transition plan. This is a discussion-only item. No action is required.

Click below to watch the video recording or access the pdf presentation:

- <https://youtu.be/kgBCJ2G0yV0>
- [Rightsizing Update](#)

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2023 - 2024 DISTRICT GOALS/GUARDRAILS (CHECK ALL THAT APPLY)

- Improve Reading and Writing Outcomes for all Students** - We will increase the percentage of all students who are Meets grade level in reading across all grades from 35% in August 2022, to 50% in August 2027.
- Improve Math Outcomes for Black Students** - We will increase the percentage of Black students who are Meets grade level in math across all grades from 16% in August 2022, to 50% in August 2027.
- Improve College Readiness for Students with Disabilities** - We will increase the percentage of students with IEPs receiving instruction and services in the general education setting who meet the TSI College-Ready Standard in reading and math from 4% in August 2022, to 30% in August 2027.
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Update on the SAISD Budget

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Dottie Carreon, Chief Financial Officer

MEETING DATE: February 12, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will receive a presentation on updated results of the current year 2023-2024 school district budget including student enrollment, attendance, and budget impact items. The Board will also receive a list of topics that are being developed for discussion at the February 24th Board budget workshop.

This is a discussion-only item. No action is required.

Click below to watch the video recording or access the pdf presentation.

- <https://youtu.be/-72KJT9uYis>
- [Board Budget Update](#)

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: **Creation of a Board Committee and Appointment of Committee Members by the Board President Pursuant to Local Policy BDB on Matters Related to Severe Weather Conditions, the Condition of Facilities and Administrative Preparedness**

PURPOSE: **PRESENTATION/DISCUSSION**
 DISCUSSION/ACTION

REQUESTED BY: Christina Martinez, Board President

PRESENTER: Christina Martinez

MEETING DATE: February 12, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will discuss a special committee on facilities and weather conditions preparedness. The Board Chair will also appoint its members. No action will be required.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Report on the Winter 2024 Executive Committee of the Council of the Great City Schools (CGCS) and the Texas Association of School Administrators (TASA) Midwinter Conference

PURPOSE: [X] PRESENTATION/DISCUSSION
[] DISCUSSION/ACTION

REQUESTED BY: Christina Martinez, Board President

PRESENTER: Christina Martinez

MEETING DATE: February 12, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

Trustees Christina Martinez and Stephanie Torres will provide an update on the Winter 2024 Executive Committee of the Council of the Great City Schools (CGCS) and the Texas Association of School Administrators (TASA) Midwinter Conference. The Winter Executive Committee was held in Long Beach, CA during January 19-20, 2024. The Executive Committee of the Council consists of 24 members and meets four times a year which oversees audit functions, by-laws and membership applications. President Martinez sits on this Committee. The TASA Midwinter Conference was held in Austin, TX during January 28-30, 2024. TASA is a support system for school leaders from school districts both large and small, rural and urban, and from every corner of the state of Texas. In addition to providing professional learning opportunities, TASA's supportive network can be a lifeline for school leaders in need of connection and inspiration. Trustee Torres attended this conference as a new board member.

This is an informational item and no action is required.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

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Trustees Q&A Document February 12, 2024 Board Meeting Agenda

Please see questions below from Trustee Leticia Ozuna. Responses have been included.

Item 2A - Board Goal Progress Monitoring for Interim Goals 1.1, 1.2, 1.3

Were there any breakouts of groups, by grade or gender or socioeconomic that met the goal? I don't need to know which ones, I just want to know if there is any cohort.

Yes, both White students (all grades) and Female students (grades 3, 5, 7 and overall) appear to be On Track to meet this goal.

Please keep in mind that the long-term goals are set for 40% and the annual goals are set for grades 3, 6, and 8.

Applied the grade 6 goal to the remaining goals and total for 3 through 8.

Goals that appear On Track are highlighted in Green.

	All Students	Eco Dis	Black	White	Male	Female	Goals
Grade 3	26	23	23	32	23	29	29
Grade 4	22	20	13	35	20	25	28
Grade 5	25	22	18	43	22	28	28
Grade 6	21	18	16	55	19	23	28
Grade 7	24	20	21	48	20	28	28
Grade 8	29	26	26	51	25	33	36
Grades 3-8	20	23	20	41	22	28	28

If there is a cohort, for ex 5th grade females in one feeder pattern, is there a count of student body in the cohort? Is there any benefit to disaggregating the data to find any area of growth?

Yes, it does appear helpful to disaggregate the data.

There are 8213 Female students. These reflect 48% of all students tested in grades 3-8.

There are a total of 554 White students in grades 3-8. These students reflect 3% of the students tested. Please note that these students are only 67% Economically Disadvantaged, compared to 89% of all students and 92% of all black students.

Item 2B - Update on the Implementation of Rightsizing Transition Plan

How are we disseminating instructions for collecting campus historic documents and photo collections? Forbes has a history wall on display now. They have not received instructions as to where and in what format to pass the collection.

We have created an inventory tracker to document the historic documents found at the campus and are supplying each school with large size scrapbook/photo albums to collect those resources. Scrapbooks on order. This information has been provided to the Sr. Executive Directors who are leading this work with the new Transition Support Specialists. For large size memorabilia, crates will be provided to the school. As part of the transition process, receiving schools will discuss which items will be merged to any existing collections.

The District will hire a document custodian/archivist who will support schools with this process.

Item 2C - Update on the SAISD Budget

Financial Considerations for the 2023-2024 School Year

SAISD is experiencing these potential financial impacts to the 2023-2024 budget:

- **Projected \$11.3M revenue decrease due to:**
 - \$5.0M - Enrollment decline of 585 students
 - \$6.3M - SHARS / Medicaid revenue reduction due to recovery by State for OIG audit.
- **Projected \$11.8M expenditures increase due to:**
 - \$5.0M - Self-funded health insurance plan deficit
 - \$4.0M - Facilities one-time budget request
 - \$1.0M - Property insurance increase estimate
 - \$1.0M - Utilities increase projected
 - \$0.5M - Rightsizing one-time district support
 - \$0.3M - Possible legal settlement
- **The following items may help mitigate the financial impact to the current year:**
 - Expenditure savings due to higher than normal position vacancies
 - Increased state revenues due to additional services provided for Special Education students
 - Continued interest rates that exceed projections
 - Proceeds from the sale of district assets
 - Change in State's position regarding recovery of SHARS/Medicaid revenue
 - Improved health insurance claims experience in the 2nd half of the fiscal year



Regarding the new budget projections and the margins for exceeding our projected budget. Am I understanding that there were surprise elements in this year's budget projection.

Many of the increases in projected expenditures for 2023-2024 were not known at the time of the budget adoption, and so they were not incorporated into our budget plan.

- Our **self-funded health insurance plan** was performing according to plan up through June of 2023, and so as part of our budget adoption, we recommended no change to employee premiums. While we did not anticipate the need for substantial increase in the employer contribution, we did budget a minimal annual increase of \$50 per employee, generating approximately \$350,000 to the plan. The plan deficit has occurred primarily since the start of the budget year in July 2023. It is not uncommon for the plan to experience a deficit in certain months, and then recover during subsequent months where claims are lighter. In this case, we have not seen the lighter claims months occur, and so we are anticipating that the plan will remain in a deficit position for the fiscal year and we will need to record additional expense for health insurance.

- The **facilities one-time budget** request includes costs related to the recent HVAC emergency as well as a budget request received in December for projected expenses in excess of the division's regular operating budget.
- We brought a budget amendment to the Board in August 2023 for the **property insurance increase**. Even at the time of the budget adoption, we had already included a significant increase in property insurance for the 2023-2024 school year, however, all of the coverage had not yet been secured at that time, and we experienced an unexpected additional increase by the time our policy renewed in mid-July.
- We did budget for an **increase in utilities** based on a small inflationary adjustment for gas, water, and electric. We did not anticipate the mid-year rate hike in electric of almost 5%.
- We have set aside additional **budget for rightsizing support**, that was not anticipated at the start of this budget year. The budget will be used to extend some transition support to campuses beyond the time period originally planned.
- The **cost for the legal settlement** may not be needed, as the reserve that we established last year for this contingent liability should be adequate. There will likely be no additional cost for 2023-2024.
- As noted in the presentation, there may be mitigating items that will offset some of the additional expenses incurred during the 2023-2024 school year.

Was there any warning of the SHARS / MEDICAID revenue impact?

The SHARS/Medicaid revenue adjustment is primarily due to a 2017 lawsuit between the Federal government and the State of Texas about Medicaid claims submitted dating back to 2011. The State recently lost its final appeal on the 2017 lawsuit, and the result had two impacts to school districts across the state. The first was that the State is recovering funds from all school districts that provide Medicaid services this year, in order to pay the settlement to the Federal government. The second impact is that the State is implementing the new rules resulting from the decision retroactively to last year's cost report, and this is causing the state to recover revenues far in excess of the \$18 million settlement that they are required to pay. Our district, like many others across the state, have appealed these adjustments to our cost report for that completed year and we are all awaiting further information from the state. Due to the uncertainty of this matter, we are adjusting our revenue expectation for this current year to reflect the loss of these revenues in 2023-2024 pending our appeal since the matter is unlikely to be resolved prior to our fiscal year-end.

Do we pad for inflation adjustment as a normal state of the budget year?

When preparing our annual budget, we specifically include adjustments to account for projected inflation in many budget line items, such as fuel, food, insurance, and utilities. Last year, we included a small increase in the guideline for campus supplies budgets, to offset cost increases, however many department non-personnel budgets are not increased each year for projected inflation. We are fortunate in that our largest budget line item, salaries, are established by the Board each year and set with certainty for the full budget year.