



BOARD BUSINESS MEETING A

Monday, September 15, 2025

5:30 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. Ms. Alicia Sebastian

2. Mrs. Christina Martinez

3. Mr. Jacob Ramos

4. Mr. Ed Garza

5. Mrs. Stephanie Torres

6. Mr. Arthur Valdez

7. Dr. Mike Villarreal

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. Governance

A. Supporting Excellent Schools in Every Neighborhood: 2024-25 State Accountability Results 4

B. Approval to Revise Local Board Policy CH 6

C. Approval of the Renewal of the Contract with the Council of Great City Schools for Board Governance Services 8

3. Closed Session

BOARD OF TRUSTEES

Alicia Sebastian | PRESIDENT

Jacob Ramos | SECRETARY

Stephanie Torres | TRUSTEE

Mike Villarreal, Ph.D. | TRUSTEE

Christina Martinez | VICE PRESIDENT

Ed Garza | TRUSTEE

Arthur V. Valdez | TRUSTEE

Jaime R. Aquino, Ph.D. | SUPERINTENDENT



- 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. Deliberation regarding personnel matters, including but not limited to appointment, employment, evaluation, duties, discipline, reassignment, resignation, retirement, reclassification, and dismissal of a public officer or an employee; or to hear a complaint or charge against an officer or employee. This provision does not apply to a closed session discussion if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. (TGC 551.074)
 - 3. Deliberation and consultation with legal counsel regarding proposal to terminate Non-Chapter 21 term contract employees for convenience. (TGC 551.071 and 551.074)
 - 4. 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)
 - 5. Consultation with legal counsel regarding legal issues related to assessment and school system accountability. (TGC 551.071)
 - 6. Consultation with legal counsel on matters related to campus staff and student security and safety. (551.071(2))
 - 7. Consultation with legal counsel and discussion regarding potential student safety issues and also regarding Intruder Detection Audits that are confidential pursuant to Texas Education Code Section 37.1084(d) and Texas Government Code Sections 552.101 and 552.116. (TGC 551.071 and TGC 551.076)
 - 8. Consultation with legal counsel and Superintendent on the Superintendent's Evaluation. (TGC 551.071 and TGC 551.074)

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

4. Adjournment

A. Adjournment

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.

BOARD OF TRUSTEES

Alicia Sebastian PRESIDENT	Jacob Ramos SECRETARY	Stephanie Torres TRUSTEE	Mike Villarreal, Ph.D. TRUSTEE
Christina Martinez VICE PRESIDENT	Ed Garza TRUSTEE	Arthur V. Valdez TRUSTEE	Jaime R. Aquino, Ph.D. SUPERINTENDENT



- 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.

BOARD OF TRUSTEES



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San Antonio ISD is committed to non-discrimination on the basis of race, color, ethnicity, culture, religion, national origin, age, sex, gender identity, gender expression, sexual orientation, appearance, immigration/citizenship status, home language, socioeconomic status, or disability in its educational programs, services, and District business functions. Information on persons designated to handle inquiries regarding non-discrimination policies can be found within SAISD Board Policies DIA(EXHIBIT) or FFH(EXHIBIT), available online at: <https://pol.tasb.org/PolicyOnline?key=176>.

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Supporting Excellent Schools in Every Neighborhood: 2024-25 State Accountability Results

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTERS: Dr. Shawn Bird, Deputy Superintendent
 Theresa Urrabazo, Chief, Data Operations & Services

MEETING DATE: September 15, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will receive information in alignment with their expressed value to ensure excellent schools in every neighborhood through a presentation on the 2024-25 State Accountability results.

The Texas Education Agency (TEA) will release the district and campus ratings for the 2024-25 school year on August 15, 2025. Campus Ratings are based on the evaluation of three performance domains for Student Achievement, School Progress, and Closing Performance Gaps. The domains include results from the State of Texas Assessments of Academic Readiness (STAAR) assessment, College, Career, and Military Ready Rates (CCMR), Graduation Rates, and performance by English Language Learners on the TELPAS assessment. District Ratings reflect proportional campus performance for each domain based on student enrollment. Click below to access the video presentation or slides.

- <https://youtu.be/5fA7kVOBFSE>
- [State Accountability PPT](#)

In addition to an overall rating, campuses in good standing may also be eligible for Distinction Designations which recognize performance in English Language Arts/Reading, Mathematics, Science, Social Studies, Top 25% for Comparative Academic Growth, Top 25% for Comparative Closing the Gap Performance, and Postsecondary Readiness. Distinctions are awarded to campuses based on their performance in comparison to a group comprised of Texas schools that are similar in key demographics.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2025-2026 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: Approval to Revise Local Board Policy CH

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dottie Carreon, Chief Financial Officer

PRESENTER: Kim Tocci, Director, Procurement Services

MEETING DATE: September 15, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve revisions to board policy CH (LOCAL) – Purchasing and Acquisition, which will ensure compliance with Senate Bill 1173, which amends Tex. Educ. Code 44.031. The new legislation provides for the increase of the competitive procurement dollar threshold from \$50,000 to \$100,000 to more accurately reflect the rising costs of goods and services. The higher threshold provides for more flexibility for the district to pay for goods and services that are below \$100,000. [Board Policy CH \(LOCAL\)](#) is linked for reference.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the revisions to CH (LOCAL) board policy as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2025 - 2026 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.
- 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)

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- 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: Approval of the Renewal of the Contract with the Council of Great City Schools for Board Governance Services

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Alicia Sebastian, Board President

PRESENTER: Alicia Sebastian

MEETING DATE: September 15, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the renewal of the Contract Between SAISD and the Council of the Great City Schools for Professional Services. Through this contract, the Board and Superintendent will be provided coaching, training, and other support services in order to continue their Governance work, collaborate as a team of 8 while monitoring the District’s goals and guardrails. This contract will be effective for 2 years in the amount of a total of \$75,000 for both years. However, if unanimously approved by the Board of Trustees, the CGCS will honor a \$25,000 discount for the cost of both years.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the Renewal of the Contract with Council of the Great City Schools for Professional Services, as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

\$50,000 (LOCAL FUNDS)

IV. 2025 - 2026 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.

- 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.

**Council of the Great City Schools
Professional Services Agreement
District Governance Maintenance Coaching**

This Professional Services Agreement (“Contract”) is entered into by the **Council of the Great City Schools** (“Council”) located at 1331 Pennsylvania Avenue, N.W., Suite 1100N, Washington, D.C. 20004 and the **School Board of SAN ANTONIO INDEPENDENT SCHOOL DISTRICT** (“Board”) located at 514 W. Quincy Street, San Antonio, TX 78212 (collectively the “Parties”) for professional services to be provided by the Council to the Board in accordance with and in consideration of the terms set forth herein.

WHEREAS, the Board previously completed a twenty-four (24) month professional services agreement with the Council for governance improvement;

WHEREAS, the Board seeks to enter into a contract with the Council for coaching services to maintain governance improvement.

WHEREAS, the Governing Team for purposes of this Contract is comprised of the Board and the Superintendent of Schools for the school district of San Antonio Independent School District.

I. Scope

The Council shall provide professional services as outlined in **Exhibit 1**, attached hereto, to assist the Governing Team with completion of goals and objectives for governance improvement contained in a Board Implementation Timeline (“Timeline”). The Timeline is a project management document that outlines the pacing of activities and deliverables to fully implement the governance improvement within the Term of this Contract. Reasonable modifications to the Timeline are expected and shall be agreed upon in writing by the Board and the Council.

II. Term

This Contract shall commence on September 16, 2025 and shall terminate on August 31, 2027 (up to 24 months).

III. Cost for the Twenty-Four (24) Month Maintenance Coaching Agreement

A. Non-Refundable Discount Contract Fee.

The non-refundable discount contract fee for the twenty-four (24) month Contract term is \$75,000.00. To receive the discount rate, the Board must agree to meet the requirements of Section III.B. below. However, if the Board does not complete the requirements of Section III.B. within the Timeline agreed upon, the cost to the Board for the Contract will revert to actual costs for services provided, as set forth in Section IV below. The non-refundable discount contract rate includes the maintenance coaching outlined in **Exhibit 1**. An additional discount of \$25,000.00 will be applied if the Board’s vote to approve this Contract is unanimous. A copy of the Board resolution reflecting the Board’s unanimous vote shall be included with the signed Contract. The non-refundable discount contract fee is due upon execution of this Contract. No

portion of the non-refundable discount contract fee will be returned to the Board unless Council terminates this Contract due to no fault of the Board; If so terminated by Council, Council shall reimburse the Board a pro rate portion of the fee.

B. Board Requirements

1) Within the first three (3) months of execution of this Contract, the Board shall develop or modify its Timeline, as appropriate, by identifying measurable, objective, and attainable activities and deliverables to be completed during the term of the Contract (see, e.g. **Exhibit 2**);

and,

2) The Board shall complete the activities/deliverables within the Timeline. The determination as to whether the activities/deliverables are completed within the Timeline shall be made by the Council in consultation with the Board Chair.

IV. Actual Costs to the Board Upon Early Termination Before Completion

If the Contract is terminated by the Board prior to the Contract Termination Date in Section II above, the cost of the Contract will revert to actual costs of services rendered by the Council as follows:

A. Compensation for Coaching Support: Coaching Support shall be charged at a rate of \$2,500.00 per day or \$250.00 per hour, whichever is less, up to the date of termination of the Contract. The actual days or hours of coaching services provided up to the cancellation will be calculated and, if additional payment is owed, an invoice will be provided. This amount shall be offset by the amount of the contract fee previously received.

B. Expenses Cap: The maximum amount of actual costs that shall be charged to the District for services provided, exclusive of travel expenses, is \$140,000 (for unanimous vote) or \$150,000 (for non-unanimous vote).

V. Additional Subject Matter Experts

The Parties may agree in writing according to local Board policy to supplement this Contract with services from additional subject matter experts beyond Governance coaching, to be provided at \$2,500 per full day of service or at a rate of \$250 per hour, whichever is less. The amount shall be invoiced after delivery of the services.

VI. Travel Expenses

In addition to the non-refundable discount fee for this Contract, the Board shall reimburse the Council for all reasonable travel-related expenses incurred and necessary for the performance of the Contract services up to a total effective rate not to exceed \$2,500.00 per person, per trip. Such reimbursement shall include, but is not limited to, transportation to, from, and within the region, lodging, and meals and will comply with all District policies, as well as state and local statutes.

**Council of the Great City Schools
Professional Services Agreement
District Governance Maintenance Coaching**

Exhibit 1

Governance Maintenance Coaching Services

Governance coaching at a maintenance level “tech support”-style approach that lasts for twenty-four (24) months. The Council team provide the following services:

1. Work with the Governing Team to modify the Board’s previously developed week-by-week Timeline or develop a new Timeline, as appropriate, that details week-by-week governance improvement deliverables to be completed over a twenty-four (24) month period;
2. Provide a required two (2) day orientation workshop about Student Outcomes Focused Governance (“SOFG”). The fee for the Board or full Governing Team to attend one workshop is included in this Contract. Travel is not included and is the responsibility of the Board. The Board can choose to attend any regional 2-day workshop in the nation but must attend as a team. The Council will work with the Board to ensure compliance with local policies and procedures.
3. Conduct a monthly check-in with a support coach for twenty-four (24) months;
4. Hold a monthly video conference available to the Board to build community with other school board members;
5. Offer an upgrade to full coaching, if desired, at a pro-rated cost.

**Council of the Great City Schools
Professional Services Agreement
District Governance Maintenance Coaching**

Exhibit 2

SAMPLE

Board Implementation Timeline

for Governance Maintenance Coaching Agreement commencing on [Date] and terminating on [Date]

Overview

The [District Name] Board has identified the following objectives it wants to pursue to increase its focus on improving student outcomes.

1. Identify, clarify, and monitor progress regarding the community’s vision and values

- Clearly identify the board’s SMART Goals and Guardrails to improve student outcomes from within the existing Strategic Plan;
- Adopt a monitoring calendar to serve as the framework for the Goals and Guardrails;
- Implement a two-way community engagement process to engage, listen, and report on the community’s vision and values for students;
- Conduct quarterly self-evaluations to track the board’s growth towards focusing on the adopted Goals and honoring of the adopted Guardrails; and,
- Conduct annual superintendent evaluations based on the board’s adopted Goals and Guardrails.

2. Redesign board meetings to be more focused on the Goals

- Invest at least fifty percent (50%) of board meeting time each month in monitoring progress toward the Goals (once they are adopted);
- Review board agenda to create alignment with the Goals and Guardrails;
- Conduct an analysis of how much time is spent on various items during the course of a given board meeting; and,
- Review board calendar to create alignment with the Goals and Guardrails.

3. Codify board processes and practices

- Review and, if needed, revise the board’s operating procedures to clarify distinct work of the board (governance) and superintendent (management) as well as the shared work of both parties; and,
- Provide effective governance trainings for community members.

The Board Chair, Board Admin, Superintendent, and CGCS Coach will meet monthly to coordinate activities.

Additional Resources

[Student Outcomes Focused Governance Manual](#)