



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

Regular Board Meeting A held on April 10, 2023 at 514 W. Quincy St., San Antonio, Tx. 78212
 Regular Board Meeting B held on April 17, 2023 at 514 W. Quincy St., San Antonio, Tx. 78212

Recommendation for 2023-2024 Pay Increase for all Full Time, Permanent Employees Approved

SAISD values all employees and desires to provide a pay increase for all full-time, permanent staff, including child nutrition staff and bus drivers, for the 2023-2024 school year. The Board has received detailed information regarding the compensation components included in Administration's recommendation. Trustees approved the recommendation of an increase that would be effective with the start of each employee group's workday calendar for the 2023-2024 school year.

COMPENSATION COMPONENTS	RECOMMENDATION	Est. Annual Cost to General Fund
TEACHER PAY SCALE ADJUSTMENT - PLAN A Pay Scale Adjust 4% through Year 5, then 0.25% each year through 9% at Year 25+		\$10,706,854
CLASSIFIED, PARAPROFESSIONALS, TRANSPORTATION ROLES (MODEL A8) 4% General Pay Increase + \$16.50 Minimum Entry & Compression Adjustments to incl \$0.15 per year of experience for pay (to max of each pay scale)		\$4,104,800
GENERAL PAY INCREASE All remaining Full-Time, Permanent Employees	Based on Actual Pay Rate 3.0%	\$2,941,960
ADDITIONAL COMPENSATION INITIATIVES		Est. Annual Cost to General Fund
BILINGUAL & ESL STIPEND INCREASE increase Bilingual from \$3,000 to \$4,000 annually, and ESL from \$2,000 to \$3,000 annually		\$453,000
SPECIAL EDUCATION CLASSROOM STIPEND INCREASE incr ALE, ECSE, DHH, VI, BSC from \$3,000 to \$4,000, & GEC & BIL ASSESS from \$2,000 to \$3,000		\$443,000
HIGH SPECIALIZED NEED STIPEND new \$4,000 annual stipend for certain specialized roles		\$500,000
SPEECH PATHOLOGIST (CCCs & BILINGUAL) increase from \$2,000 to \$3,000 annually		\$34,000
ELEVATE PAY GRADE for CERTAIN SPECIAL EDUCATION INSTRUCTIONAL ASSTS. Consider pay grade change elevation for certain roles due to difficulty of assignment		\$63,956
MATH & SCIENCE STIPEND new \$4,000 annual stipend for certain specialized roles (Partially funded with Title II & IV)		\$595,000
LONGEVITY STIPEND - \$500 one-time stipend for all permanent full-time eligible employees upon completion of 15 yrs of service with SAISD		\$70,000
SUBTOTAL - ADDITIONAL COMPENSATION INITIATIVES		\$2,158,956
GRAND TOTAL COMPENSATION INITIATIVES - Estimated Annual Cost to the General Fund		\$19,912,570

Approval is contingent upon this 2023-2024 pay increase being counted toward demonstrating compliance for any staff compensation mandate that may subsequently be enacted during the 88th legislative session of the State of Texas. The District intends

for this pay raise proposal to be inclusive of potential legislative action regarding staff compensation and will ensure that the plan matches all terms of any mandate, once known. This pay proposal will be incorporated into the Board’s formal budget adoption on June 20, 2023.

Proposed 2023-2024 SAISD Board Meeting Schedule Approved

The Board approved the proposed 2023-2024 SAISD Board Meeting Schedule. The Board typically holds 2 meetings a month. A meetings are informational with pre-recorded presentations. B meetings are intended for board action. All draft agendas will be posted 12 days prior to board meetings. The proposed schedule is as follows and is subject to change at the request of the Board.

Board Meeting A <i>(Informational only – no voting)</i>	Board Meeting B <i>(Action required)</i>
No Meeting A* <i>(First day of school – Aug. 16th)</i>	Monday, August 21, 2023 <i>(Combine A&B meeting)</i>
Monday, September 11, 2023	Monday, September 18, 2023
Tuesday, October 10, 2023* <i>(Columbus Day/Indigenous Peoples’ Day – Oct. 9th)</i>	Monday, October 16, 2023
Monday, November 13, 2023 <i>(Combine A&B meeting)</i>	No Meeting B* <i>(Thanksgiving Break – Nov. 20-24)</i>
Monday, December 4, 2023	Monday, December 11, 2023
Monday, January 8, 2024	Tuesday, January 16, 2024* <i>(MLK Holiday – Jan. 15th)</i>
Monday, February 12, 2024	Tuesday, February 20, 2024* <i>(President’s Day – Feb. 19th)</i>
No Meeting A* <i>(Spring Break – March. 11-15)</i>	Tuesday, March 19, 2024 <i>(Combine A&B meeting)</i>
Monday, April 8, 2024	Monday, April 15, 2024
Monday, May 13, 2024	Monday, May 20, 2024
No Meeting A* <i>(Summer Schedule)</i>	Monday, June 17, 2024 <i>(Combine A&B meeting)</i>
No Meeting A* <i>(Summer Schedule)</i>	Monday, July 15, 2024 <i>(Combine A&B meeting)</i>

An asterisk (*) denotes a change of regular schedule due to a District holiday, event, summer schedule or City event. Upon approval, the 2023-2024 Board Meeting Schedule will be posted in accordance with the requirements of the Texas Open Meetings Act and made available for public view on the District website.

College, Career, and Military Readiness (CCMR) Updates

The Board received updates on student progress towards College, Career, and Military Readiness (CCMR). Data on SAT, ACT, TSI, AP/IB scores, Dual Credit, OnRamps, Industry Based Certificates, Level I and II Certificates, graduation types for Students with Disabilities, military enrollment, and changes to the accountability system were reviewed. CCMR projections were provided for the 2021-22 annual graduates as well as projected CCMR data for all current high school students. Data was provided for all students, student with disabilities, and by race/ethnic groups.

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

- <https://youtu.be/pwb7extJp3Q>
- [CCMR Update](#)

Annual SAISD School Board Member Training Report

Trustees received a report on the annual SAISD School Board Member Training for the period of May 2022 – April 2023. State law requires that the continuing education credits be reported at the last regular Board meeting prior to an Election of Trustees. A report of credit hours was presented at the April A meeting as informational only. In accordance with the Texas State Board of Education rule, completing the required continuing education is a basic obligation and expectation of any sitting board member. The Board President announced the completion of required training credits of each sitting board member during the meeting. The Board meeting minutes will also reflect the announcement of the completed credits.

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

- https://youtu.be/aaLAI_JrRfo
- [Annual SAISD Board Member Training](#)

Items Approved

- ❖ Revisions to board policy BDB (LOCAL) – Board Internal Organization – Internal Committees.
- ❖ Revisions to board policy CFC (LOCAL) – Internal Audit.
- ❖ Updated SAISD non-discrimination statement. In pursuit of creating safe environments for all students and staff, the SAISD Equity Council reviewed our current non-discrimination statement.
- ❖ Revisions to board policy CB (state and federal revenue sources) – The district's unique language at Plan Approval remains unchanged. The Adoption or Last Amended Date has been removed as requested previously for all policies by the district.
- ❖ Revisions to board policy CKC (emergency plans) - Education Code 37.108(d) requires a district's multi-hazard emergency operations plan to include responding to a train derailment near a district school if a district facility is within

1,000 yards of a railroad track. New recommended local policy text incorporates this requirement into the list of procedures that must be addressed.

- ❖ Revisions of board policy FNG (parent/student complaints) - Revisions to this local policy are recommended to clarify how special education complaints are addressed; encompass all instructional resources policies; and reference the required hearing procedure for eligibility disputes under school nutrition programs.
- ❖ Revisions of board policy FO (student discipline) - Recommended revisions to this local policy are to clarify circumstances when restraint may be used generally and to more prominently address restraint of a student who receives special education services.
- ❖ The Board approved the Administration's recommendation for approval to submit one attendance waiver application to the Texas Education Agency (TEA) on behalf of District schools. The TEA permits school districts to submit attendance waivers for missed instructional days and low attendance days due to weather, health, or safety related issues.
- ❖ Package 2 Guaranteed Maximum Price for the Bond 2020 Project at Edison High School.
- ❖ Package #1 Guaranteed Maximum Price for the 2020 Bond Project at Sam Houston High School.
- ❖ Package #1 Guaranteed Maximum Price for Material Procurement related to the 2020 Bond Project at Irving Dual Language Academy.
- ❖ Guaranteed Maximum Price for the 2020 Bond Project at Graebner Elementary School.
- ❖ Guaranteed Maximum Price for the 2020 Bond Project at Young Women's Leadership Academy.
- ❖ Rental of Modular Classroom Building for Longfellow Middle School.
- ❖ Installation of Modular Classroom Building for Longfellow Middle School.
- ❖ Schematic Design for Thomas Jefferson High School in the 2020 Bond Program.
- ❖ Purchase and Installation of (2) Portable Classroom Buildings at Steele Montessori Academy.
- ❖ Purchase of Chiller Equipment for the Cooper Learning Center.
- ❖ Monthly Budget Reports and Amendments for April 2023.

- ❖ Quarterly Investment Report, October 2022 – December 2022.
- ❖ Qualified Investment Brokers/Dealers.

Contracts Approved

- ❖ Ratification of the 2022-2023 Shared Services Agreement (SSA) Between SAISD and the Education Service Center, Region 20 for Title I Non-Public Schools.
- ❖ Summer School Agreement Between SAISD and Teach for America, Inc. for the 2023 Summer Practicum.
- ❖ Collaboration Agreement (Agreement) Between SAISD and Indiana Wesleyan University (IWU) for Instructional Assistants to Teacher Pathway System.
- ❖ Memorandum of Understanding (MOU) Between SAISD and Teachworthy for Instructional Assistants to Teacher Pathway System.
- ❖ Memorandum of Understanding (MOU) Between SAISD and the San Antonio Foster Grandparents Program with the Catholic Charities, Archdiocese of San Antonio.
- ❖ Renewal of the Memorandum of Understanding (MOU) Between SAISD and Trinity University for College Enrollment, Persistence and Completion Initiatives.
- ❖ Renewal of the College Connection Program Agreement (Agreement) Between SAISD and the Alamo Community College District.
- ❖ Affiliation Agreement Between SAISD and Methodist Healthcare of San Antonio.

Bids, Proposals and Purchases for Goods Approved

- ❖ Child Nutrition Services Uniforms. This purchase will support Child Nutrition warehouse staff, chef, cooks and managers wearing these uniforms while working. For District-wide use on an “as needed basis”.
- ❖ Supplementary Labor for MEP Routine and Preventive Maintenance. This purchase will provide Facilities Services the ability to contract labor to support the MEP Systems for District-wide use on an “as needed basis”.
- ❖ Increase in expenditure for the purchase of two-way radios to be used District-wide.
- ❖ Board approve the ratification for the purchase of 119 Two-way Radio-to-PA System Bridge which would allow all campus staff with a two-way radio to broadcast over our existing PA Systems for District-wide use.
- ❖ Repairs for musical instruments, electronic instruments and equipment for District-wide use on an “as needed” basis.

- ❖ Dell Server and Virtual License. This purchase is part of the District's Disaster Recovery Program.
- ❖ School Uniforms. This purchase will be used by campuses that require uniforms and vouchers for District-wide use on an "as needed" basis.

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;
Dr. Jaime Aquino, Superintendent**

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