



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 August 24, 2026 at 5:30 PM, in the Boardroom on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas. Such meeting is a special 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>

- I. ESTABLISHMENT OF QUORUM AND CALL TO ORDER
 - II. PRESENTATION
 - A. Internal Audit Department Quarterly Board Update 3
Presenter: Lisa Shoesmith, Director of Internal Audit
 - III. 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
 - a. Executive Director of Strategic School Improvement
 - 2. Discussion Regarding Proposed Recommendation for Termination of Chapter 21 Term Contract Employee
 - 3. Discussion Regarding Specific Personnel Related to Internal Audit Department Quarterly Report
 - IV. RECONVENE INTO OPEN SESSION
 - V. MATTERS FROM EXECUTIVE SESSION
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Presenter: Rudy Jimenez, Chief of Schools and Leadership
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- VI. NEW BUSINESS FOR POSSIBLE BOARD ACTION
 - A. Internal Audit
 - 1. Possible Action Regarding Approval of Internal Audit Plan for 2026-2027 6
Presenter: Lisa Shoesmith, Director of Internal Audit
 - B. Operations
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Presenter: Deb Caldwell, Chief Operations Officer
C. Consent

1. School Health Advisory Council (SHAC) Member
Appointments

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VII. 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 18th day of August, 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: August 24, 2026

Presenter: Lisa Shoesmith
Director of Internal Audit

Subject: Internal Audit Dept.
Quarterly Board Update

Related Page(s): Attachment

PRESENTATION

BACKGROUND INFORMATION

The 2025-2026 Internal Audit Plan was developed by the Director of Internal Audit and approved by the Board of Trustees on August 25, 2025. A presentation will be made to the Board of Trustees, reporting the results of the audit work completed since the last Internal Audit Quarterly Board Update, which was held on February 23, 2026, as well as an account of the audit work currently in progress.

BOARD ACTION REQUIRED

None.



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: August 24, 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: August 24, 2026

Presenter: Rudy Jimenez
Chyla Whitton
Executive Director,
Human Resources

Subject: Proposed Recommendation
For Termination of Chapter 21
Term Contract Employee

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

In accordance with the Texas Education Code § 21.211(a) and Board Policy DFBA (Legal) "A board may terminate a term contract and discharge a term contract employee at any time for: (1) Good cause as determined by the board."

ADMINISTRATIVE CONSIDERATION

Formal approval of the proposed recommendation for termination of Chapter 21 Term contract employee by the Board of Trustees is required.

BUDGETARY CONSIDERATION

Money is budgeted each year in the appropriate accounts for potential Chapter 21 hearings before Hearing Examiners.

ADMINISTRATIVE RECOMMENDATION

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

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: August 24, 2026

Presenter: Lisa Shoesmith
Director of Internal Audit

Subject: Approval of Internal Audit Plan (2026-2027 SY) Related Page(s): Internal Audit Plan

ACTION ITEM

BACKGROUND INFORMATION

The *Texas Education Code, Section 11.170 (House Bill 1; 79th Legislature)* states if a school district employs an internal audit function, the internal audit function shall report directly to the Board of Trustees. Current audit standards require internal audit functions to prepare an annual audit plan and obtain approval for such plan from the Board.

The Director of Internal Audit shall develop a comprehensive, annual audit plan to ensure all activities and programs of the District are reviewed at appropriate intervals based on a documented risk analysis. The annual plan shall encompass financial, operational, and compliance performance concerns as identified in the assessment of the District's risk. The Director of Internal Audit shall reserve space in the annual audit plan for additional work such as investigative audits and consultative/advisory services. The Internal Audit Plan shall be reviewed and approved annually by the Board.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the proposed Internal Audit Plan for the 2026-2027 school year.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: August 24, 2026

Presenter: Deb Caldwell, Chief
Operations Officer
Dan Lyon, Chief of
Security and Safety

Subject: Use of Security Personnel

Related Attachment
Page(s):

ACTION ITEM

BACKGROUND INFORMATION

House Bill 3 (HB 3), passed during the 88th Texas Legislature, included an increase to the school safety allotment, mandated evidence-based mental health training of certain staff, established the Office of School Safety and Security in the Texas Education Agency, mandated school district peace officers or school resource officers to complete active shooter training at least once in each four year period, established a regional school safety team to annually conduct intruder detection audits and required each campus have an armed security officer.

ADMINISTRATIVE CONSIDERATION

Texas Education Code 37.0814 requires school district boards of trustees to determine the appropriate number of armed security officers for each district campus. The board must ensure that at least one armed-security officer is present during regular school hours at each district campus. If the board of trustees of a school district is unable to comply, the board may claim a good cause exception from the requirement due to the availability of funding or personnel who qualify to serve as a security officer as defined in Subsections (a) and (b).

BUDGETARY CONSIDERATION

North East ISD employs Campus Safety Specialists as an alternative standard to comply with Texas Education Code 37.0814.

ADMINISTRATIVE RECOMMENDATION

The District recommends that the Board of Trustees approve the attached resolution.

BOARD ACTION REQUIRED

Approval/Disapproval

RESOLUTION

NORTH EAST INDEPENDENT SCHOOL DISTRICT

August 24, 2026

WHEREAS, the North East Independent School District Board of Trustees has always been and will remain committed to the safety of students, staff, and its community at all campuses and facilities within its jurisdiction,

WHEREAS, the Board recognizes the passage of House Bill 3 by the Texas Legislature during the 88th regular session addressing school safety, which included the addition of Section 37.0814 to the Texas Education Code;

WHEREAS, the Board acknowledges that Section 37.0814(a) of the Texas Education Code requires the Board to ensure that at least one armed security officer is present during regular school hours at each District campus, and that Section 37.0814(b) of the Texas Education Code defines a security officer as either (1) a school district peace officer, (2) a school resource officer, or (3) a commissioned peace officer employed as security personnel;

WHEREAS, the Board further acknowledges that Section 37.0814(c) of the Texas Education Code provides that the Board may claim a good cause exception to its requirements related to security officers as set forth in Section 37.0814(a) & (b) if the District is unable to comply due to the availability of personnel who qualify as a security officer as defined in Subsections (a) and (b);

WHEREAS, the Board recognizes that the District does not currently have sufficient qualified licensed peace officers in its internal Police Department to comply with the requirements of Section 37.0814, and that despite ongoing efforts to recruit and hire qualified licensed peace officers for the District Police Department, such efforts have resulted in insufficient applicants to hire additional licensed peace officers for the purpose set forth in Section 37.0814;

WHEREAS, the Board further recognizes that Section 37.0814(d) grants the Board authority to develop an alternative standard with which the district is able to comply when the Board claims a good cause exception under Section 37.0814(c), and

WHEREAS, the Board directs the district's administration to create and implement an alternative standard with which the district is able to comply in accordance with the purpose of Section 37.0814 of the Texas Education Code

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby claims the good cause exception as set forth in Section 37.0814(b) due to the unavailability of sufficient qualified licensed peace officers to serve as security officers, and directs that the District's administration create and implement an alternative standard with which the District is able to comply as permitted under Section 37.0814(d) of the Education Code, which will result in accomplishment of the purpose set forth in Section 37.0814.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE NORTH EAST INDEPENDENT SCHOOL DISTRICT, this 24th day of August, 2026.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the North East Independent School District during a properly noticed and scheduled meeting held on August 24, 2026. A quorum of the Board of Trustees being then present, it was duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 6
Nays: 0
Abstentions: 0

To certify which, witness my hand and the official seal of the District this 24th day of August, 2026.

President, Board of Trustees

NORTH EAST INDEPENDENT SCHOOL
DISTRICT

By:



David Beyer, President, Board of Trustees

ATTEST:

By:



Lisa Thompson, Secretary, Board of Trustees



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: August 24, 2026

Presenter: Rudy Jimenez
Chief of Schools
and Leadership

Subject: School Health Advisory Council (SHAC)
Member Appointments

Related Page(s): SHAC Member
Appointments

CONSENT ITEM

BACKGROUND INFORMATION

In accordance with Texas Education Code 28.004(d), and BDF (LEGAL), a board shall appoint at least five members to the SHAC. A majority of the members must be persons who are parents of students enrolled in the district and must not be employed by the district. One of those members shall serve as chair or co-chair of the SHAC.

BDF (LOCAL) further establishes SHAC shall have no fewer than 28 members and a maximum of 40 members. The SHAC shall have no more than 28 parents/legal guardian members and no more than 7 community members and at least 1 District employee for each standing committee. Each Trustee shall appoint 4 members to the SHAC of which at least 3 must be parents/legal guardians of children in the District.

ADMINISTRATIVE CONSIDERATION

None

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve new or rename volunteers to serve on the School Health Advisory Council.

BOARD ACTION REQUIRED

Approval/Disapproval

Action Needed	Name	SMD	Term	Member Category	Cluster/Department
Member Succession		Board Member	2026-2027	NEISD Board Member	
Member Succession to finish 2025-2027 term	Stephanie Adams	1	2025-2027	Parent	Churchill
No Action Needed	Christina "Cristy" Burguete	1	2025-2027	Parent	Churchill
No Action Needed	Anne Farringer	1	2025-2027	Parent	Churchill
No Action Needed	Anna Ramsey	1	2025-2027	Parent	Churchill
Rename for 2026-2028	Sara Cullinan	2	2026-2028	Parent	Roosevelt
Rename for 2026-2028	Dr. Debbie Hamilton	2	2026-2028	Community Member	Roosevelt
Rename for 2026-2028	Megan Lemus	2	2026-2028	Parent	Roosevelt
Rename for 2026-2028	Danielle Steans	2	2026-2028	Parent	Roosevelt
No Action Needed	Allyssa Pinney	3	2025-2027	Parent	LEE
Rename or Member Succession for 2026-2028	Edward "Ed" Giese	3	2024-2026	Community Member	LEE
Rename or Member Succession for 2026-2028	Donald Thomas	3	2024-2026	Parent	LEE
Reported Change to Membership (moving districts) Member Succession to complete 2025-2027 term	{Lauren Georges}	3	2025-2027	Parent	LEE
No Action Needed	Lori Fitch	4	2026-2028	Community Member	MacArthur
No Action Needed	Kaela Momstelidze	4	2025-2027	Parent	MacArthur
No Action Needed	Robin Schoenfeld	4	2025-2027	Parent	MacArthur
No Action Needed	Bonnie Scott	4	2025-2027	Parent	MacArthur
No Action Needed	Melissa Beverage	5	2025-2027	Parent	Johnson

Action Needed	Name	SMD	Term	Member Category	Cluster/Department
No Action Needed	Sean Metcalf	5	2025-2027	Community Member	Johnson
No Action Needed	Jennifer Taylor	5	2025-2027	Parent	Johnson
No Action Needed	Ruth Whintont	5	2025-2027	Parent	Johnson
No Action Needed	Debbie Freno	6	2025-2027	Community Member	Reagan
Rename for 2026-2028	Cat Lodge	6	2026-2028	Parent	Reagan
Rename for 2026-2028	Dr. Erin Ross	6	2026-2028	Parent	Reagan
Rename for 2026-2028	Michelle Wilson	6	2026-2028	Parent	Reagan
No Action Needed	Audrey County	7	2025-2027	Parent	Madison
Member Succession to finish 2025-2027 term	Kelly DeLong	7	2025-2027	Parent	Madison
No Action Needed	Ahna Mink	7	2025-2027	Community Member	Madison
Name for 2026-2028	Patricia (Tricia) Sobhani	7	2026-2028	Parent	Madison
No Action Needed	Sharon Glosson	District Employee			School Nutrition Services
No Action Needed	Julie Magadance	District Employee			Guidance Services
No Action Needed	Kathleen "Katie" Steinhoff	District Employee			PE & Health
No Action Needed	Brandon Turner	District Employee			PE & Health