



SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
BOARD & SUPERINTENDENT SERVICES

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

SPECIAL BOARD MEETING

Monday, June 10, 2024
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. 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 - 30-minute total time limit for this item (*Please note: Public comments are limited to items on the posted agenda.*)
2. Approval of General Pay Increase and other Compensation Enhancements 3
3. **Adjournment**
 - A. Adjournment

NOTICE:

BOARD OF TRUSTEES

Christina Martinez, President
Alicia Sebastian, Vice President

Arthur V. Valdez, Secretary
Ed Garza, Trustee

Leticia Ozuna, Trustee
1 Sarah Sorensen, Trustee

Stephanie Torres, Trustee
Dr. Jaime Aquino, Superintendent



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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.

BOARD OF TRUSTEES

Christina Martinez, President
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Arthur V. Valdez, Secretary
Ed Garza, Trustee

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Leticia Ozuna, Trustee
Sarah Sorensen, Trustee

Stephanie Torres, Trustee
Dr. Jaime Aquino, Superintendent

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of General Pay Increase and other Compensation Enhancements

PURPOSE: ☐ PRESENTATION/DISCUSSION
 ☒ DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Dottie Carreon, Chief Financial Officer

MEETING DATE: June 10, 2024

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve a General Pay Increase and other compensation enhancements for the 2024-2025 school year. This request is being submitted in advance of the June 24th budget adoption because approval of this request will have a direct impact on the district's ability to successfully and timely retain, recruit, and hire personnel for the 2024-2025 school year.

The recommendation includes a general pay increase, pay grade reclassifications, and increases to existing stipends in critical needs areas such as bilingual teachers, special education teachers, and certain high needs special education professionals providing services to students. The details and costs for the request will be included in a brief presentation to the Board.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the General Pay Increase and other compensation enhancements, as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

General fund for the 2024-2025 school year.

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.
- ☐ **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.