



BOARD BUSINESS MEETING

Monday, June 23, 2025
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. Mr. Jacob Ramos
6. Mrs. Stephanie Torres
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

- | | |
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| A. Approval of Final Amended Budget for Fiscal Year 2024-2025 | 4 |
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| C. Discussion and Possible Action on a Performance-based Compensation Framework for Senior Staff Beginning in the 2026-2027 School Year | 8 |

BOARD OF TRUSTEES

Christina Martinez | PRESIDENT

Arthur V. Valdez | SECRETARY

Jacob Ramos | TRUSTEE

Mike Villarreal, Ph.D. | TRUSTEE

Alicia Sebastian | VICE PRESIDENT

Ed Garza | TRUSTEE

Stephanie Torres | TRUSTEE

Jaime R. Aquino, Ph.D. | SUPERINTENDENT



D. Supporting Excellent Schools in Every Neighborhood: Postsecondary Enrollment and Attainment	10
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F. Approval of the Amendments to the SAISD Code of Ethics and Submission by Trustees of the Executed Affidavits Affirming Review and Understanding of the SAISD’s Code of Ethics	14
G. Approval of the Proposed Revisions to the Board Operating Procedures	17
3. Consent Agenda	
A. Approval of the Proposed SAISD 2025-2026 Internal Audit Plan	19
B. Approval of Optional Flexible School Day Program	29
C. Approval of the San Antonio ISD Regional Day School Program for the Deaf Shared Service Arrangement	47
D. Approval of Community Work Study Agreement Between SAISD and Alamo Community College District for Elementary Tutors	67
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F. Approval of District of Innovation Amendment	87
G. Approval to Review Board Policy CDA(LOCAL) – Other Revenues: Investments	93
H. Approval of Request for Waiver of Penalty and Interest	100
I. Approval of the Quarterly Investment Report, January 2025 – March 2025	103
J. Approval of Procurement Services’ Recommendations for Bids, Proposals, and Awards	136
K. Approval of Minutes for the following meetings:	
1. May 12, 2025 Board Business Meeting	145
2. May 19, 2025 Special Board Meeting	150
4. 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. Consult with legal counsel and deliberate on the valuation and potential sale/exchange of unimproved property on Camaron St. for a proposed baseball stadium. (TGC 551.071 and TGC 551.072)	
3. 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	

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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)

4. Consultation with Superintendent and discussion regarding the hiring of the candidate for the position of Executive Director of School Administration subject to the Superintendent's authority to reassign. (TGC 551.074)

5. Approve the non-renewal of term contract employee(s) at the end of the 2024-2025 school year pursuant to TEC 21.206 (551.071 and TGC 551.074)

6. Approve the termination of continuing contract employee(s) for good cause pursuant to TEC 21.156 (551.071 and TGC 551.074)

7. Consultation with legal counsel on legal issues related to current and future 1882 Partner contracts. (TGC 551.071)

8. Consultation with legal counsel on matters related to campus staff and student security and safety. (551.071(2))

9. 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)

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

5. Adjournment

A. Adjournment

6. **Trustee Q&A Sheet**

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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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Jaime R. Aquino, Ph.D. | SUPERINTENDENT

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Final Amended Budget for Fiscal Year 2024-2025

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Dottie Carreon, Chief Financial Officer

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the final amended budget for fiscal year 2024-2025. This budget includes the General Fund, Child Nutrition Fund, and the Debt Service Fund. The San Antonio Independent School District amends the budget on a monthly basis as needed, and the budget may not be amended after June 30, 2025. Amended budget amounts are reflected in the Annual Comprehensive Financial Report (ACFR) in the “Schedule of Revenues, Expenditures, and Changes in Fund Balances”, a report that compares the budget and actual expenditures for the year.

The final amended budget document will be submitted under separate cover.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the final amended budget for 2024-2025.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Adoption of the 2025-2026 San Antonio Independent School District Budget

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Dottie Carreon, Chief Financial Officer

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to adopt the 2025-2026 SAISD Budget as proposed. The Texas Education Agency requires that the School Board adopt an annual budget on or before June 30th for the General Fund, Child Nutrition Fund, and Debt Service Fund for districts electing the July 1st fiscal year start date.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the 2025-2026 General Fund, Child Nutrition Fund, and Debt Service Fund budgets as recommended and presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 DISTRICT GOALS/GUARDRAILS (CHECK ALL THAT APPLY)

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Discussion and Possible Action on a Performance-based Compensation Framework for Senior Staff Beginning in the 2026-2027 School Year

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Michael Villarreal, Trustee

PRESENTER: Christina Martinez, Board President
 Dr. Mike Villarreal, Trustee

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board will discuss and direct the administration to develop a comprehensive policy proposal establishing a performance-based compensation framework for SAISD central office and campus leaders, to be implemented in the 2026-2027 School Year. This initiative represents a strategic effort to align compensation with district goals.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Resolved that the Board discuss and take possible action on the proposed framework, as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: **Supporting Excellent Schools in Every Neighborhood: Postsecondary Enrollment and Attainment**

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

REQUESTED BY: Dr. Jaime Aquino, Superintendent

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

MEETING DATE: June 23, 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. Postsecondary enrollment and attainment data provided by the National Student Clearinghouse for the Class of 2017 through the Class of 2023, and preliminary college enrollment for the Class of 2024 will be discussed. Data will reflect all students and be disaggregated by race/ethnicity and program participation. This is a discussion-only item. No action is required. Click below to access the video presentation or slides.

- <https://youtu.be/VY1rWJYx4Zc>
- [NSC Report - Slides](#)

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

N/A

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the 2025-2026 Turnaround Plan (TAP) for Davis Middle School and Hirsch Elementary

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

REQUESTED BY: Dr. Jaime Aquino, Superintendent

PRESENTER: Dr. Shawn Bird, Deputy Superintendent, Academics and School Leadership

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the 2025-2026 Turnaround Plans (TAP) for Davis Middle School and Hirsch Elementary. The Every Student Succeeds Act (ESSA), requires campuses to prepare and submit a Turnaround Plan (TAP) if the campus has been identified as unacceptable for two consecutive school years and has failed to meet the criteria to exit the federal identification of comprehensive support and improvement (CSI) status. Campuses are required to engage in more rigorous interventions and implement a turnaround plan. Campuses are also required to allow parents, community, and stakeholders with the opportunity to assist in the development of the plan by providing written feedback and input. Additionally, the plan is aligned with the Effective Schools Framework (ESF) and campuses have identified improvement strategies, milestones and monitoring efforts, and resources needed to implement identified strategies. The [turnaround plans](#) are linked as a reference.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the 2025-2026 Turnaround Plans for Davis Middle School and Hirsch Elementary, which are required to be presented to the local Board of Trustees for approval and in alignment with TEC Section 39A.057.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the Amendments to the SAISD Code of Ethics and Submission by Trustees of the Executed Affidavits Affirming Review and Understanding of the SAISD’s Code of Ethics

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Christina Martinez, Board President

PRESENTER: Christina Martinez

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the following amendments to the SAISD Code of Ethics. In addition, each Board Member is requested to annually review and submit an affidavit affirming the Trustee has read and understood the SAISD’s Code of Ethics. The SAISD Code of Ethics strengthens such policies that serve to enforce best practices for SAISD Trustees and District employees on ethical conduct in the performance of their duties. The signed affidavits shall be given to the Records Administrator, who will maintain copies of the affidavits in accordance with the terms of the District’s document retention policy.

Below are the proposed amendments to the [SAISD Code of Ethics](#):

- **Employees are required to complete Code of Ethics training annually, in alignment with past practice and to satisfy a recommendation by Internal Audit. Terminology throughout the document has been updated to replace Human Resources Department with Human Capital Management to align with current organizational structure. (see page 42)**

SECTION 8.2. Distribution and training:

- (a) Within thirty (30) days after entering upon the duties of his or her position, every new Board Member or employee shall be furnished with information about this Code of Ethics. The failure of any person to receive a copy of this Code shall have no effect on that person’s duty to comply with this Code or on the enforcement of its provisions.

- (b) The Records Administrator, in consultation with the Board of Trustees, the Superintendent, and the Human Capital Management, shall develop and implement a comprehensive training program for the Board Members and employees of the District on the provisions of this Code of Ethics and V.T.C.A., Local Government Code Ch. 171. Such materials and programs shall be designed to maximize

understanding of the obligations imposed by these ethics laws, as well as to prepare Board Members and employees to ensure the good judgment necessary to accomplish the statement of purpose.

- (c) The Superintendent and Human Capital Management shall enact an administrative directive requiring that all departments provide their employees with annual training on the Ethics Code. Training shall be provided to all District departments by video or live presentation and will include educational materials. Additional presentations shall be offered to any department where necessary to accommodate large numbers of employees

- **Add Exhibit E: Local Government Officer Conflicts Disclosure Statement – Form CIS. (see pages 45, 50 and 51)**

Texas law requires that local government officers submit a Conflicts Disclosure Statement – CIS, when certain events require its submission. This edit to the Code of Ethics provides a copy of the Conflicts Disclosure in Exhibit E for the local government officer’s convenience. The deleted language required the local government officer to search the Ethics Commission website for the form. This edit is done for the convenience of each local government officer. However, the District’s Internal Auditor has requested that each local government officer submit the Conflicts Disclosure Statement at the beginning of each fiscal year, whether or not an event requiring its submission has occurred, and that the Conflicts Disclosure Statement be published on the District’s website.

A “local government officer” is defined as an executive officer of a local government entity; a director, superintendent, administrator, president, or other person designated as the executive officer of a local governmental entity; or an agent of a local governmental entity who exercises discretion in the planning, recommending, selecting or contracting of a vendor. The events requiring submission relate to relationships with vendors and are described in more detail in the form CIS.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve amendments to the SAISD Code of Ethics and Submission by Trustees of the Executed Affidavits Affirming Review and Understanding of the SAISD’s Code of Ethics.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

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- 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.

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the Proposed Revisions to the Board Operating Procedures

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Christina Martinez, Board President

PRESENTER: Christina Martinez

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the proposed revisions to the Board Operating Procedures. The Board of Trustees participated in a Board Workshop on June 22nd, facilitated by AJ Crabill, Governance Director, with Council of the Great City Schools (CGCS) to review the proposed operating procedures.

A copy of the proposed Board Operating Procedures will be distributed during the board meeting.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approved the proposed revisions to the Board Operating Procedures, as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the Proposed SAISD 2025-2026 Internal Audit Plan

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Ed Garza, Audit Committee Chairperson

PRESENTER: Lourdes Martinez, Chief Internal Auditor, Internal Audit Department

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the proposed SAISD 2025-2026 Internal Audit Plan. The Audit Plan establishes the framework for the activities of the Internal Audit Department during the 2025-2026 fiscal year and supports the achievement of the district's goals and guardrails. It was developed using the annual risk assessment including input from District leadership and the Board of Trustees.

In accordance with the IIA Global Internal Audit Standards 9.4, the Chief Internal Auditor will review and adjust the plan, as necessary, in response to changes in the district's business, risks, operations, programs, systems and controls. Any significant changes to the plan will be presented to the Audit Committee and approved by the Board. In addition, the Committee and Board will receive periodic reports on the department's activities and related matters as outlined in the Internal Audit Charter.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the SAISD 2025-2026 Internal Audit Plan as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.
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- 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.



Proposed
Internal Audit Plan
Fiscal Year **2025-2026**

Audit Plan Purpose

The Audit Plan establishes the framework for the activity of the Internal Audit Department. It is designed to ensure Internal Audit (IA) examines areas with the greatest exposure to risks that could affect SAISD’s ability to accomplish its strategic priorities, goals, and objectives. In developing the Audit Plan, the Chief Internal Auditor obtained input from District leadership, staff and the Board of Trustees.

The 2025-2026 Audit Plan:

- Supports SAISD in achieving the Board’s Goals and Guardrails approved on October 11, 2022,
- Is prepared using a risk-based approach, and
- Is designed to be flexible and to account for unexpected issues and changes in SAISD’s risks, operations, programs, systems, and controls.

The 2025-2026 Audit Plan covers the period of July 1, 2025, to June 30, 2026.

Overview of Audit Plan Process

To develop the Audit Plan, a systematic process is used that helps us:

- Supports SAISD’s success,
- Meet the Board’s mandate for Internal Audit,
- Generate buy-in from SAISD management/leadership, and
- Make the best use of Internal Audit resources.

The process is summarized in Exhibit 1 below.

Exhibit 1: Audit Plan Steps



District Risk Assessment

Risk is the possibility of an event occurring that will impact the achievement of the organization's goals and objectives. Internal Audit conducts an annual risk assessment to identify risks across all areas of the District. The assessment helps Internal Audit properly align and focus its limited resources to provide insightful assurance and advice on SAISD's most pressing issues.

The first step in the risk assessment process is to understand SAISD's strategic priorities as set out in the Board's Goals and Guardrails. Next, we determine the audit universe and then establish associated risks.

The audit universe is identified by reviewing the District's organizational structure, strategic plans, budget and other District documents (see Appendix A for a complete list of the audit universe). The audit universe is then updated to reflect SAISD's key risk areas that could be subject to audit.

Twenty-nine (29) auditable units were identified as listed below.

Audit Universe



Order is not intended to reflect a rank.

Risk is scored in terms of probability and impact. Internal Audit uses a "risk factor" approach for assessing risks. These factors are not risks but rather attributes that are indicators of risk impact and likelihood. They serve as an efficient means for assessing risk because they provide consistent criteria for all the auditable units. The risk factors are reviewed annually to ensure they are applicable across all auditable units and effective in assessing the strategic operating, financial and compliance risks of SAISD.

Exhibit 2 includes the risk factors used for the 2025 risk assessment.

Exhibit 2: Likelihood and Impact Risk Factors

Likelihood	 Control Environment	Impact	 Financial Impact
	 Changes in the Unit		 Strategic Impact
	 Monitoring & Oversight		 Regulatory Impact
	 Complexity		 Public Perception

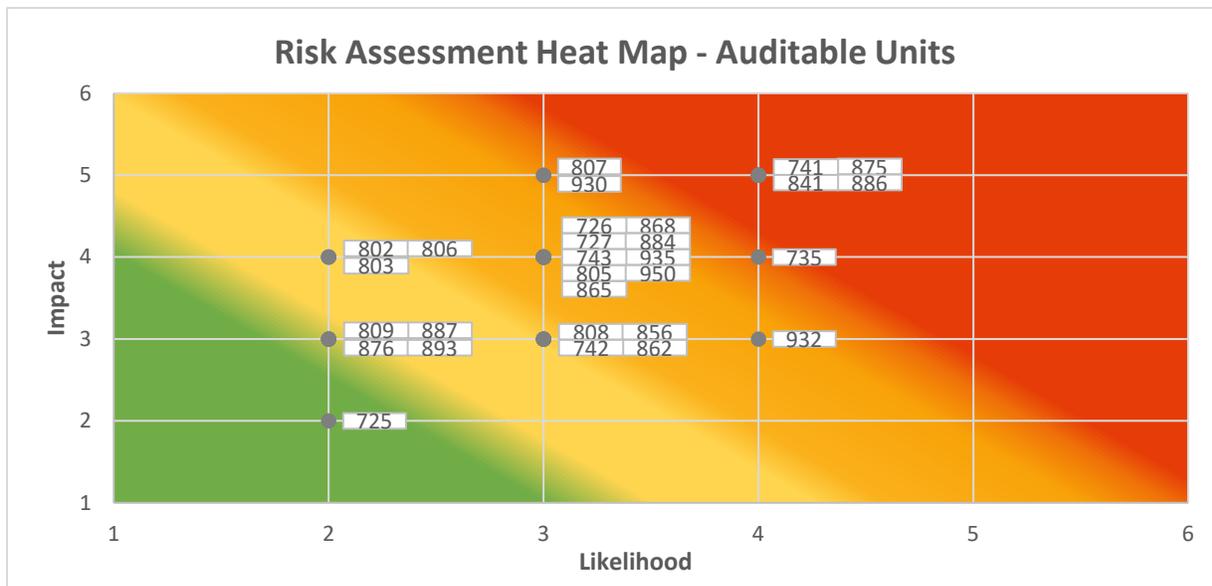
To determine the risk scores, we gather input relevant to the risk factors through questionnaires, workshops and meetings with District leadership, the Board, and staff. The information gathered is then used to measure the risk for each unit. A five-point risk factor scale is used for each factor with 1 being the lowest level of risks and 5 the highest.

After the auditable units have been scored by multiplying likelihood and impact, they are ranked accordingly. The likelihood and impact ratings are then categorized based on the following score ranges.

Low	1 - 6	Medium	7 - 10	High	11 - 15	Very High	16 - 25
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The heat map on Exhibit 3 illustrates the risk rating by auditable units.

Exhibit 3: Risk Assessment Heat Map – Auditable Units



725 Legislative and External Affairs	806 Strategy	876 Educational Technology & Digital Learning
726 Communications	807 Access and Enrollment	884 Police Department
727 Family and Community Engagement	808 Regulatory and Compliance	886 Disability Services
735 Total Rewards	809 Policies, Procedures and Public Information Requests	887 Child Nutrition
741 Planning and Budgeting	841 Human Capital Management	893 Medicaid Programs
742 Financial Services	856 Organizational Learning	930 Mechanical, Electrical, and Plumbing
743 Procurement and Contracts	862 Grants	932 Facilities Services
802 School Networks Support	865 College, Career & Military Readiness	935 Planning, Construction, and Bond
803 School Adm. - Sr. Exec. Directors	868 Early Childhood Education	950 Information Technology
805 Social, Emotional, and Academic Development	875 Curriculum, Instruction & Assessment	

Internal Audit Plan

The San Antonio ISD FY 2025 - 2026 Audit Plan summarizes the internal audit activities that will be performed during the year with the audit resources available. The plan is prepared using a risk-based approach to align engagements performed with areas containing the greatest risks. Areas rated high in likelihood and impact that cannot be addressed in the current fiscal year will be planned for audits in future years.

The Audit Plan includes 9 engagements, 7 assurance and 2 outsourced, that supports SAISD's Strategic Priorities:

- Board's Goals & Guardrails
- Always Learning Plan
- Board's Declaration Statement

Audit Plan Engagements and Activities

FY 2025 - 2026 Audit Plan

Type	Description	Hours	% of Total
Assurance	C&I - Curriculum Implementation	1250	14.06
	Special Education - CGCS Follow up	700	7.87
	Construction Bond Projects	3370	37.91
	Regulatory Compliance - Operations	800	9
	IT – Cyber Security Framework	600	6.75
	Follow-up on Open Issues	350	3.94
	Cash Counts & Warehouse Inventories	150	1.69
Outsource	HCM Recruiting & Staffing – Academic	300	3.37
	Planning & Budgeting – Campus	300	3.37
Advisory	Reserve for Advisory Services & Changes to Audit Plan	550	6.19
Department Operations	Hotline Management & Reviews	150	1.69
	Risk Assessment	250	2.81
	Quality Review	120	1.35
Totals		8,890	100%

Audit Plan Approval

In accordance with Board Policy CFC(Local), the Audit Plan is submitted annually to the SAISD's Board of Trustees for approval. The Chief Internal Auditor reviews and adjusts the plan throughout the fiscal year, as necessary, in response to changes in the District's business, risks, operations, programs, systems, and controls. Significant changes required of the plan are presented to the Board for approval. The Chief Internal Auditor will provide quarterly reports to the Audit Committee on the Audit Plan and performance related to the plan.

Submitted by:

Lourdes Martinez
 Lourdes G. Martinez, Chief Internal Auditor
 San Antonio Independent School District

05/16/2025
 Date

Approved by the Board of Trustees on _____:

 Christina Martinez, President Board of Trustees

 Date

Appendix A Audit Universe

FY 2025-2026 Taxonomies, including Sub-taxonomies

Division I – Academics & School Leadership

1. Academics

- Curriculum, Instruction & Assessment
- Disability Services
- College, Career & Military Readiness
- Early Childhood Education (Pre-K) & Head Start Program
- Fine Arts
- Athletics
- Learning and Compliance Support Services
- Social, Emotional, and Academic Development (SEAD)
- Bilingual/ESL/Migrant Programs
- Student & Academic Support Services

2. School Leadership

- School Networks 1 - 7

3. Partnership Services

- In-District Charter Schools
- 1882 Partnership

Division II – Operations, Human Capital Management, and Strategy

4. Operations

- Child Nutrition
- Planning, Construction, and Bond
- Facilities Services
- Mechanical, Electrical, and Plumbing (MEP)
- Regulatory and Compliance
- Transportation

5. Technology Services

- Cybersecurity
- Acquisitions
- Project Manager
- IT Services, Delivery, and Help Desk
- IT Infrastructure and Life Safety
- Systems and Operation Services

6. Human Capital Management

- Recruiting and Staffing
- Employee Services and Relations
- HCM Systems and Strategy
- Total Rewards

Office of Continuous Improvement

7. Educational Technology and Digital Learning

Technology Applications TEKS

Learning Management Systems and Single Sign-on Solutions

Digital Provisioning of Educational Software in SSO

Library and Digital Commons Programming

Library Collection Development, Management, Book Challenges, and Open Records Requests

Library Rightsizing and Weeding

Instructional Materials Warehousing

Special Projects

8. Organizational Learning

Professional Development Continuing Professional Education (CPE) Hour Management

Professional Development Management Tool

Organization Compliance Training and Data Collection

District wide Educator Professional Development Programs (EPOC Saturday, PD in PJs)

New Teacher Mentor-Mentee Teacher Initiative

9. Strategy

Grants

Special Projects

Rightsizing

Facility Repurposing

Always Learning and Children's Cabinet

School Performance Framework

Advisory Council and Committees

Student Code of Conduct

District Alternative Education Programs (DAEPs)

10. School Administration – Sr. Executive Directors

Campus Support

Constituent Services

Critical Incident Reporting

Behavioral Threat Assessment

Investigations

Compliance

Behavior

Division III – Financial, Data and Board and Superintendent Services

11. Board and Superintendent Services

12. Communications

Family and Community Engagement

Marketing/Public Relations

Publications

Social Media and Translation Services

Print Services

13. Data Operations and Services

Access and Enrollment
School Planning and Evaluation
Accountability and Compliance
Institutional and Community-based Research
Data Research Management
PEIMS
Student Transcripts
District-wide testing and Evaluation

14. Financial Services and Business Operations

Financial Accounting
External Audit
Internal Controls
Planning and Budgeting
Accounts Payable
Asset Management
Cash and Treasury Management
Travel Reimbursement
Funds Management and Special Revenue
Medicaid Programs
Procurement and Contracts
Payroll and Time & Attendance

15. Police Department

Emergency Operations and Standard Response Protocols
School – based Law Enforcement
Anonymous Reporting System
Bus Stop Arm Program Review
Extra-Curricular Activities Police Coverage
Criminal Investigations
Central Command

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Optional Flexible School Day Program

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Shawn Bird, Deputy Superintendent

PRESENTER: Roberto Hernandez, Network Instructional Superintendent

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve an Optional Flexible School Day Program for Cooper Academy at Navarro.

Cooper Academy at Navarro is applying for the Option Flexible School Day Program (OFSDP) in order to meet the needs of the students as a drop out recovery model. The OFSDP allows students to attend school at their convenience while meeting course time requirements, including evenings and weekends. Cooper Academy at Navarro has an Accelerated 4-Semester Academic Calendar to account for the time requirements of each career and technology and special education course. Students participating have their in and out time recorded for each course they take. As a drop out recovery model, Cooper Academy at Navarro serves high school students from throughout the District in order to provide a program to support effective, sustainable, and coordinated dropout prevention.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Recommend that the Board approves the Optional Flexible School Day Program (OFSDP) for Cooper Academy at Navarro for the 2025-2026 school year. In accordance with the Texas Education Code (TEC), §29.0821, a school district may modify its instructional calendar to provide a flexible year program to meet the educational needs of its students, including providing intensive instructional services.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

Texas Education Agency



APPLICATION

Updated May 2025

Optional Flexible School Day Program (OFSDP)

2025-2026

School Year

ELIGIBLE APPLICANTS: The Texas Education Agency (TEA) will make available to eligible school districts and open-enrollment charter schools an application form that must be completed and submitted annually to the TEA for approval.

Definition of Program Provisions

Eligible Students

A student in any grade level is eligible to participate in an OFSDP authorized under the [TEC, §29.0822](#), if the student is:

- at risk of dropping out of school, as defined by the [TEC, §29.081](#),
- attending a campus implementing an approved innovative campus plan,
- attending a TEA-designated ECHS as defined by the [TEC, §29.908](#), P-TECH, or ICIA,
- attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#), or
- not meeting attendance requirements under the [TEC, §25.092](#), resulting in denied credit for one or more classes in which the student has been enrolled.

AND

There must be an agreement in writing to the student's participation:

- by the student, if the student is over 18 years of age; or
- by the student and the student's parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

Board Approval

The board of trustees of a school district must include the OFSDP as an item on a regular agenda for a board meeting. The board of trustees of a school district must discuss the progress of the program before approving the program and applying to operate an OFSDP (see Appendix Two). Please note that, pursuant to [TAC 129.1027](#), a progress report for OFSDP may be required to be included in subsequent annual applications starting the 2026-2027 school year.

Attendance Credit

A student attending an OFSDP under the TEC, §29.0822, may be counted in average daily attendance (ADA) for purposes of funding under the TEC, Chapters 46, 48, and 49, only for the actual number of contact hours the student receives, not to exceed 720 hours or 43,200 minutes per 12-month period. **Students enrolled in the traditional program for part of the year and the OFSDP program for part of the year may not earn more than one ADA.**

Assessment

The student must take the required state assessments specified under the [TEC, §39.023](#), during the regularly scheduled assessment calendar.

Continuation or Revocation of Program Authorization

Applications are approved for a period of one (1) school year. Continuation of the approval for the OFSDP will be contingent on the demonstrated success of the program. Determination of success will include a review and analysis of data provided in the mandatory final progress report(s). The commissioner of education may revoke authorization for participation in the OFSDP after consideration of relevant factors, including performance of students participating in the program on assessment instruments required under the TEC, Chapter 39; the percentage of students participating in the program who graduate from high school; and other criteria agreed to in the application and adopted by the commissioner of education. A decision to revoke approval of the program by the commissioner of education is final and may not be appealed.

Reporting Requirements

Following approval of the application, the applicant may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. When requested, reports will require applicants to disclose the overall progress of the students in the program, the number of students enrolled in the program (disaggregated by ethnicity, age, gender, and socioeconomic status), the number of students graduating from high school (disaggregated by ethnicity, age, gender, and socioeconomic status), and additional criteria selected by the applicant and agreed to by the commissioner. The TEA will provide notice to applicants and additional instructions for completion of reports at least 45 days before the date a report is due, or as soon as possible, in order to give school districts and charter schools adequate time to prepare and submit the reports to the TEA. The TEA may request additional reports as necessary to monitor and assess the progress of students participating in the program.

Participation in University Interscholastic League (UIL)

A student enrolled in an OFSDP under the [TEC, §29.0822](#), may participate in a competition or other activity sanctioned or conducted under the authority of the University Interscholastic League (UIL) only if he or she meets all UIL eligibility criteria.

Provisions of Agreement

Article I – Parties to Agreement

This agreement is entered into by and between the Texas Education Agency, an agency of the State of Texas, hereinafter referred to as the "TEA," and

San Antonio Independent School District

(Legal Name of School District or Open-Enrollment Charter School)

located at

514 W Quincy St, San Antonio, TX, 78212

(Physical Address)

hereinafter referred to as "district."

Article II – Period of Agreement

The period of the agreement, as detailed by participating campus in **Appendix Five**, is for a maximum of one (1) school year plus an additional thirty (30) school days if the district is applying for credit recovery. **Note that the agreement term is subject to annual renewal.**

Article III – Purpose of Agreement

The district must perform all the functions and duties set out in the agreement, the authorizing program statute, and applicable regulations.

Article IV – Reporting Requirements

The district may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. The TEA may request additional reports as necessary to monitor and assess the progress of students participating in the program.

Article V – General and Special Provisions to the Agreement

Each provision marked with an "X" below is hereby attached and incorporated by reference as part of this document:

- Appendix One, Assurances
- Appendix Two, Board Approval
- Appendix Three, Attendance and Compliance Procedures of Proposed Program (Attach PDF File)
- Appendix Four, District Contacts
- Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement (Attach Excel File)

Article VI – Application Process

- For questions or assistance regarding this application, email opflex@tea.texas.gov or call 512-463-8916.
- Applications should be submitted 30 days prior to the start of the program. Start date(s) on Appendix Five should be at least thirty (30) days after the application is submitted.
- Email the complete application and attachments to: opflex@tea.texas.gov.
- Email subject line should indicate: OFSDP Application - District Name, County District Number

Article VII – Agreement

AGREED and accepted on behalf of the school district or open-enrollment charter school to be effective on the earliest date written above by a person authorized to bind the district.

Typed Name	<u>Dr. Jaime Aquino</u>	_____
Typed Title	<u>Superintendent</u>	Authorized Signature

Appendix One Assurances

The definition of the terms of the application applies to Appendix One, Assurances. The school district or open-enrollment charter school, hereinafter called “district,” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix One. All information requested must be included with this form.

The district agrees to enroll only eligible students to participate in an OFSDP authorized under this application. A student is eligible to participate in an OFSDP authorized under the TEC, §29.0822, if:

1. the student meets one of the following conditions:
 - the student is at risk of dropping out of school, as defined by the [TEC, §29.081](#); or
 - the student is attending a campus implementing an approved innovative campus plan; or
 - the student is attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#); or
 - the student is attending a campus with an approved early college high school program designation as defined by the [TEC, §29.908](#); or
 - the student, as a result of attendance requirements under the [TEC, §25.092](#), will be denied credit for one or more classes in which the student has been enrolled.

and

2. there is an agreement in writing to the student’s participation
 - by the student, if the student is over 18 years of age; or
 - by the student and the student’s parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

The district agrees:

1. to administer mandatory assessment instruments during the regular assessment cycle to students enrolled in OFSDPs;
2. to ensure all instructional materials and facilities are comparable or exceed the required standards for students in similar programs;
3. that the students participating in an OFSDP will not be isolated from other academic and vocational programs of the school district and that all students will have access to school counselors for pre- and post-entry counseling, academic or personal counseling, and career counseling;
4. to provide faculty and administrators with baccalaureate or advanced degrees, highly qualified staff, and certified teachers as required by 19 Texas Administrative Code §129.1027 for the program;
5. to adopt a policy that does not penalize students participating in an OFSDP in accordance with the 90% rule (TEC, §25.092[a]) or the 75% to 90% rule for class credit (TEC, §25.092[a-1]);
6. to adopt a policy to require students to attend regularly scheduled instruction for the OFSDP with penalties for nonattendance, including filing truancy charges, if appropriate;
7. to track the number of minutes the student receives instruction each day and to comply with applicable sections of the [Student Attendance Accounting Handbook](#).

8. to comply with all reporting requirements established by the TEA;
9. not to discriminate based on disability, race, color, national origin, religion, or sex; and
10. to prohibit a student participating in an OFSDP from participating in a competition or other activity sanctioned or conducted under the authority of the UIL unless the student meets all UIL eligibility requirements.

AGREED and accepted terms and conditions of Appendix One on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

Mrs. Christina Martinez, School Board President (210) 554-2289

Name, Title, and Telephone Number of School Board President

Signature of SchoolBoard President

Date

Dr. Jaime Aquino, Superintendent (210) 554-2280

Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

Signature of Person Authorized to Bind the District or Charter School

Date

Appendix Two
Board Approval

The definition of terms of the application applies to Appendix Two, Board Approval. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Two. All information requested must be included with this form.

1. The board of trustees of the school district or the governing board of the open-enrollment charter school **agrees to include the OFSDP as an item on the agenda** concerning the proposed application.

2. The board of trustees of the school district or the governing board of the open-enrollment charter school must discuss the progress of the program before applying to operate an OFSDP.

The proposed OFSDP application was on the agenda and discussed at the board meeting conducted on:

Month: _____

Day: _____

Year: _____

Time: _____

Location: SAISD Boardroom, 514 W Quincy St, San Antonio, TX, 78212

Agreed and accepted on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

Mrs. Christina Martinez, School Board President (210) 554-2289

Name, Title, and Telephone Number of School Board President

Signature of School Board President

Date

Dr. Jaime Aquino, Superintendent (210) 554-2280

Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

Signature of Person Authorized to Bind the District or Charter School

Date

Appendix Three Attendance and Compliance Procedures of Proposed Program

The definition of terms of the application applies to Appendix Three, Attendance and Compliance Procedures of Proposed Program. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit a separate PDF document to concisely provide the information below, labeled with the corresponding number, for Appendix Three. Only responses in the specified format will be accepted. Do not submit any other documents in place of Appendix Three. All information requested must be included with this form and should be reviewed by the District PEIMS Coordinator prior to submission. If a question does not apply, please indicate “N/A” next to its number.

1. Describe the program goals and objectives. **Note:** Pursuant to TAC 129.1027, a progress report for OFSDP may be required to be included in subsequent annual applications starting the 2026-2027 school year.
2. Indicate the proposed schedule offered to students participating in the OFSDP, including days of the week and times courses are available.
3. Provide an outline of staff positions and resource personnel (teachers, administrators, counselors, support staff, etc.) associated with the program. Include contact hours each staff position will be obligated to the program.
4. Describe the procedures for identifying students, including how the school confirms and documents student eligibility and obtains student and parental consent for OFSDP participation.
5. Indicate the estimated number of OFSDP students that will be served per teacher.
6. **If** the OFSDP program will offer special education, career and technology education, pregnancy-related services, or bilingual education, indicate how services will be provided, the teacher certification standards in each program area, and how services will comply with the [Student Attendance Accounting Handbook](#).
7. OFSDP requires a teacher of record to record the actual number of students’ instructional minutes on any given day. NOTE: Absences and days present do not exist in the OFSDP

Explain the following:

- a. How the classroom teacher will verify the number of instructional minutes a student receives each day.
- b. How the district will ensure that minutes for students who did not attend a minimum of 45 minutes on a particular day are not reported for funding.
- c. How will the district ensure that students transferring from the traditional program (ADA Codes 0-6) to OFSDP (ADA Codes 7-8) will not generate more than one ADA in total for the school year and that students will not receive more than 10,800 minutes per course. **Note:** It is recommended that the district apply the following formula to determine the maximum OFSDP

minutes a student is eligible = (Calendar School Days - Traditional Days Present) x 240.

- d. How the district will ensure that students are not coded in a traditional program on the same day that the student is accumulating OFSDP instructional minutes.
 - e. How the district will ensure that attendance practices and records comply with Sections 2.2.3 and 11.6 of the [Student Attendance Accounting Handbook](#).
 - f. How Student Detail Audit reports for the OFSDP track will be reviewed and certified each six-week attendance reporting period.
8. If eligible OFSDP students participate in a credit recovery program offered in the summer, funding is limited to the attendance necessary for the student to recover class credit. Please describe how attendance will be monitored to ensure additional minutes are not reported for funding.
9. If students are attending a community-based dropout recovery education program as defined by TEC, §29.081 (e-1) or (e-2):
- a. Will the district operate the dropout recovery education program or utilize an education management organization? If services will be contracted, please provide the organization name, accreditation status, and the name of the accrediting agency.
 - b. Indicate how students will be offered or provided referrals for mental health services.
10. If students are attending a dropout recovery program offered in a remote or hybrid setting, as defined by TEC, §29.081 (e-2):
- a. Describe the curriculum credentials, certifications, or other course offerings that relate directly to employment opportunities in the state.
 - b. Describe the individual learning plan or process used to monitor each student's progress.
 - c. Indicate how students will be served by an academic coach and local advocate.
 - d. Indicate the date of the month that monthly student progress reports will be provided to the student's school district.
 - e. Provide the location and a brief description of the in-person student engagement center.

Appendix Four District Contacts

The definition of terms of the application applies to Appendix Four, Contact(s) Sheet. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Four. All information requested must be included with this form.

District Contacts for the Application

District/Charter School Superintendent:	Dr. Jaime Aquino
Mailing Address:	514 W Quincy St
City, State, Zip Code:	San Antonio, TX, 78212
Telephone Number:	(210) 554-2280
Email Address:	Superintendent@saisd.net

District PEIMS Coordinator:	Josh Johannessen
Email Address:	JJohannessen1@saisd.net

OFSDP Contact Name:	Ruperto Becerra
Email Address:	RBecerra1@saisd.net

OFSDP Contact Name:	
Email Address:	

NOTE: Most of the contact for the approved OFSDP is done via email. Valid email address(es) must be submitted on this form. Provide the full name(s) of the person(s) who is (are) the email contact(s) to ensure that the TEA has accurate information.

Appendix Five Participating Campuses, Student Eligibility, and Period of Agreement

The definition of terms of the application applies to Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Five. All information requested must be included with this template and submitted in a separate Excel file.

Download and complete Appendix 5, which can be found on the [OFSDP webpage](#) under the *Applications and Templates* section.

Once completed, email the following to OPFLEX@tea.texas.gov:

1. The application (in PDF file format)
2. Appendix Three (in PDF file format)
3. Appendix Five (in MS Excel file format)

***All file names should include the district/charter school’s name**

Cooper Academy at Navarro
OFSDP Appendix 3

- 1. Describe the program goals and objectives.**
 - a. Cooper Academy's goal is to assist students out of COHORT with credit attainment and credit retrieval. Students will receive wrap around services from academic counselor, social worker and college bound advisor.
- 2. Indicate the proposed schedule offered to students participating in the OFSDP, including days of the week and times.**
 - a. Monday – Friday, 8:30 am – 3:30 pm
 - b. Tuesday, Wednesday, and Thursday, 3:31 pm – 8:00 pm
 - c. Saturday, 9:00 am – 1:00 pm
- 3. Provide an outline of staff positions and resource personnel (teachers, administrators, counselors, support staff, etc.) associated with the program. Include contact hours each staff position will be obligated to the program.**
 - a. Principal, Assistant Principals (2), Teachers (15), Monday and Friday, 8:00 am – 4:30 pm, Tuesday – Thursday, 8:00 am – 8:00 pm
 - b. Counselor, Campus Testing Coordinator, Social Worker, Nurse, Special Education Clerk, Counseling Clerk, Instructional Assistant, Registrar, Secretary, Attendance Clerk, Monday – Friday, 8:00 pm – 4:30 pm
 - c. College Bound Advisor, Monday – Friday, 9:00 am – 1:00 pm
- 4. Describe the procedures for identifying students, including how the school confirms and documents student eligibility and obtaining student and parental consent for OFSDP participation.**
 - a. Students are referred by their home campus via a google form. The home campus must identify any special programs the students are served in and the appropriate administrator will ensure the campus is able to meet the student's needs.
 - b. The Cooper Academy administration will contact the home campus of the decision to accept or deny the students enrollment status.
 - c. The home campus administration and or retention specialist will contact the student's parent to notify the student is eligible and schedule a meeting to enroll the student and meet with the campus counselor.
- 5. Indicate the estimated number of OFSDP students that will be served per teacher.**
 - a. All OFSDP classrooms provide one instructor per 28 students. All OFSDP teachers service between 15 and 45 students throughout the day. Teachers that serve more than 25 students will have a 4-hour morning roster and a 4-hour afternoon roster. OFSDP teachers that work during the evening classes on Tuesday, Wednesday and Thursday will have between 10 and 15 OFSDP students on the evening roster.
- 6. If the OFSDP program will offer special education, career and technology education, pregnancy related services or bilingual education, indicate how services will be provided, the teacher certification standards in each program area, and how services will comply with the Student Attendance Accounting Handbook.**
 - a. Cooper Academy at Navarro has a modified block schedule to account for the time requirements of each career and technology course. Students participating in career and technology (CTE) courses have their time in and out recorded for non-CTE courses when they transition to and from their CTE courses. Upon attending their daily CTE course the students have their time in and out recorded on separate OFSDP attendance logs. Their CTE teacher is required to monitor the process throughout the day and

review for accuracy prior to daily submission to the attendance clerk. The attendance clerk is required to submit a separate CTE OFSDP attendance submission and generate separate CTE OFSDP reports for review, approval and submission on a weekly and 6-week cycle basis. The current CTE teacher holds the following CTE certification and CTE approval date:

- a. Career and Technology Classroom Teacher Certification
Business and Finance Grades (6-12)
- b. Cooper Academy at Navarro has a modified block schedule to account for the time requirements of the special education program. Students participating in the special education program have their time recorded in and out of their courses when they transition to and from the classrooms. Students participating in the special education program are not pulled from their regular classroom, they are completely mainstreamed and receive services through itinerant support within the general education setting.
- c. Students receiving pregnancy related services, while homebound, are removed from the OFSDP attendance accounting process.

7. OFSDP requires a teacher of record to record the actual number of students' instructional minutes on any given day. Explain the following:

- a. How the classroom teacher will verify the number of instructional minutes a student receives each day. The attendance clerk delivers the OFSDP attendance rosters to all homeroom teachers each morning. These OFSDP attendance rosters are generated and printed from the software BI Platform (Crystal Reports). The BI Platform generates these reports based on students actively enrolled and scheduled to classes in our Frontline SIS (student information system). Teachers will keep track of the student entry and leave time (minutes) into each individual class during the day. At the end of each day the homeroom teacher submits the certified OFSDP rosters, with a teacher signature, to the campus attendance clerk. The attendance clerk inputs the student's arrival time and departure time from each class into Frontline (student information system). This data is stored in Frontline tables by each individual student recording the date, teacher, time entering a class and time leaving a class.
- b. How the district will make sure that minutes for students who did not attend a minimum of 45 minutes on a particular day are not reported for funding. All student entry and leave times will be entered into Frontline by the attendance clerk for each individual class based on the certified (with the teacher's signature) daily rosters. The Frontline system has been programmed to sum up the minutes earned each day and only report the sum of minutes for funding if the sum is 45 minutes or greater and will only count a maximum of up to 600 minutes in one day. The calculations of minutes for each 6 weeks is verified by separate query and calculation during our summer PEIMS submission to confirm the system is calculating the minutes accurately. Campus administration and attendance clerk review OFSDP weekly and cycle reports to ensure accuracy of data submitted.
- c. How the district will ensure that students transferring from the traditional program (ADA Codes 0-6) to OFSDP (ADA Codes 7-8) will not generate more than one ADA in total for the school year and that students will not receive more than 10,800 minutes per course. It is recommended that the district apply the following formula to determine the maximum OFSDP minutes a student is eligible = (Calendar School Days – Traditional Days Present x 240). Cooper Academy at Navarro follows an accelerated block schedule, students will only be enrolled in a course for one semester. Cooper Academy at Navarro operates for 5 accelerated periods each school day at 73 minutes per period. The maximum time students can be enrolled in one course is less than the 10,800-minute maximum.

- d. How the district will ensure that students are not coded in a traditional program on the same day that the student is accumulating OFSDP instructional minutes. Students attending Cooper Academy at Navarro must be withdrawn from their sending campus before being enrolled at Cooper Academy at Navarro. Students' enrollment dates will be verified by the Campus Administration to ensure that students are not enrolled in an ADA campus and an OFSDP on the same day.
 - e. How the district will ensure that attendance practices and records comply with Sections 2.2.3 and 11.6 of the Student Attendance Accounting Handbook. Our OFSDP is not completely paperless. As described in 3a above, teachers will keep track of the students' time in and out of class on paper rosters throughout the day. The paper rosters and any attendance entry/correction will be maintained by day and retained in accordance with the Texas State Library and Archives Commission.
 - f. The Student Detail Audit reports for the OFSDP track will be reviewed and certified each six-week attendance reporting period. Campus records will be audited by teachers and verified by the campus principal every 6 weeks to ensure the campus is complying with SAAH 11.6.
8. If eligible OFSDP students participate in a credit recovery program offered in the summer, funding is limited to the attendance necessary for the student to recover class audit. Please describe how attendance will be monitored to ensure additional minutes are not reported for funding.
- a. During our summer PEIMS submission, students that participate in both the traditional and OFSDP will be checked to ensure the students are not being reported with over the 1 full ADA of 180 days. Traditional students that participate in the summer program have their time in and out recorded on a separate log, which is not used for OFSDP attendance submission. During the summer program, non-traditional students that participate in the OFSDP during the school year will participate in the OFSDP attendance submission process. Students will not receive more than 10,800 minutes per course and will not be simultaneously enrolled in the OFSDP and traditional programs.

Optional Flexible School Day Program (OFSDP) - Appendix 5

015907

SAN ANTONIO ISD

School Year 2025-2026

Possible errors to consider before submission

Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4	Eligibility Designation 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College High School 4 = TEC §39A.107 Campus Turnaround Plan 5 = Credit Recovery** 6 = TEC §29.081(e-1) Campus-Based Dropout Recovery Program 7 = TEC §29.081(e-2) Remote/Hybrid Dropout Recovery Program							School Year Period of Agreement Reported in TSDS PEIMS Summer Collection 3 Program start date must be 30 days after application submission. Program end date must not exceed the last day of the regular school calendar.				Summer Period of Agreement Reported in TSDS PEIMS Extended Collection 4 **Credit Recovery - Designation 5 Summer period of agreement should not exceed 30 days or extend past July 31st.			
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Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day
015907024	COOPER ACADEMY AT NAVARRO	1	2			5			300	8/13/2025	5/28/2026	MTWThFS	600	6/1/2026	6/30/2026	MTWThFS	600
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the San Antonio ISD Regional Day School Program for the Deaf Shared Service Arrangement

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dr. Shawn Bird, Deputy Superintendent

PRESENTER: Lisa Franke, Senior Executive Director for Disability Services

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the San Antonio ISD Regional Day School Program for the Deaf Shared Service Arrangement (SAISD RDSPD SSA). SAISD RDSPD SSA proposes to revise the current arrangement, discontinue itinerant services in the shared member districts, and that member districts become responsible for providing itinerant services to students who continue to attend in their home district. Additionally, SAISD will continue to serve as the fiscal agent for the SAISD RDSPD as well as provide cluster sites for the 2025-2026 school year at Mission Academy and Highlands High School.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the San Antonio ISD Regional Day School Program for the Deaf Shared Service Arrangement as presented

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

Total program cost is approximately \$2,482,602 to be funded with the State Deaf and the IDEA-B Discretionary Deaf grants. Additionally, all member LEAs will be charged student tuition. SAISD will continue to serve as the fiscal agent for the SAISD RDSPD program.

IV. 2024 - 2025 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.

SAN ANTONIO ISD REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF

SHARED SERVICE ARRANGEMENT

Whereas the Texas Legislature and Texas Education Agency have determined that school districts may enter into a Shared Service Arrangement (SSA) to jointly operate a specific education program; and whereas San Antonio Independent School District, Harlandale Independent School District, Devine Independent School District, Judson Independent School District, La Vernia Independent School District, Lytle Independent School District, Southwest Independent School District, McMullen County Independent School District, Charlotte Independent School District, Poteet Independent School District, Pleasanton Independent School District, Jourdanton Independent School District, Fort Sam Houston Independent School District, Randolph Field Independent School District, Natalia Independent School District, Somerset Independent School District, Alamo Heights Independent School District, South San Antonio Independent School District, Southside Independent School District, Poth Independent School District, Schertz Cibolo Universal City Independent School District, Stockdale Independent School District, Falls City Independent School District, Floresville Independent School District, and East Central Independent School District, shall agree to enter into a Shared Service Arrangement to be known as the San Antonio ISD Regional Day School Program for the Deaf (SAISD RDSPD) and shall agree to cooperatively provide educational services to students from 0 - 21 years of age, who meet the conditions for eligibility as Deaf or Hard of Hearing and who are placed in the RDSPD by an ARD/IEP committee. The following shall be agreed upon:

1.0 PURPOSE OF THE SHARED SERVICE ARRANGEMENT

The purpose of this agreement is to create a cooperative arrangement whereby the Member Local Education Agencies (LEAs) may provide for the efficient delivery of legally required special education and related services to eligible students who are deaf or hard-of-hearing who reside within the boundaries of the Member LEAs of the SAISD RDSPD SSA. It is agreed and understood that any student who has a hearing ability which severely impairs processing linguistic information through hearing, even with recommended amplification, and which adversely affects educational performance shall be eligible for consideration for the SAISD RDSPD SSA cluster services, subject to the ARD/IEP committee recommendations.

1.1 Clarification of Services

It is further agreed that the SAISD RDSPD is not intended to serve a student whose primary, ongoing needs, are related to a severe or profound emotional, behavioral, or cognitive deficit, and whose primary disability is not Deaf and Hard of Hearing (DHH). This provision shall not be construed as a requirement for the SAISD RDSPD SSA to serve a student who presents with a disability which in addition to DHH, requires services or programming that exceeds DHH programming. To the extent practicable, based on the availability of personnel, space, and other resources, the SAISD RDSPD SSA will collaborate with other SSA Members concerning the needs of students who are Deaf or Hard of Hearing who also have ongoing needs not related to DHH to the extent practicable to meet the student's needs. Such efforts to facilitate the purpose of this Agreement may include the cluster site and SSA Member(s) entering into interlocal agreements to serve students who may not meet the

qualifications under **1.0**. Such agreements would be separate from the SSA and would require the mutual agreement of the cluster site and the SSA Member(s) in accordance with each LEA's local policies. The SAISD RDSPD SSA applies least restrictive environment (LRE) standards when considering services for students who are Deaf or Hard of Hearing.

1.2 Circumstances for Return to Home District

In the event a student from one of the Member LEAs no longer requires RDSPD cluster site services (daily instruction from a certified teacher of students who are Deaf or Hard of Hearing) the ARDC will consider returning the student to his/her home district and or campus with appropriate services and supports.

1.3 No Intent to Create Legal Entity

The SSA Members do not intend by entering this Agreement, or otherwise, to create a separate or additional legal entity.

1.4 Location of Administrative Offices

The SAISD RDSPD SSA administrative offices will be located in San Antonio, Texas.

1.5 Compliance

The SAISD RDSPD will be operated in compliance with Federal and State law, including the Individuals with Disabilities Education Act, 20 U.S.C. Section 1401 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. Section 794; the Amendments to the Americans with Disabilities Act, 2008, 42 U.S.C., Section 12101 et seq.; Family Education Rights and Privacy Act; Chapter 29 of the Texas Education Code; Chapter 30 of the Texas Education Code; implementing regulations for all applicable statutes in accordance with procedures developed by TEA to comply with the requirements of 19 TAC 89.1075(e); and the SAISD RDSPD SSA administrative guidelines approved by the Shared Service Arrangement (SSA) Management Board. The SAISD RDSPD will also be operated in compliance with Volume 13, Section 1.3 of the Texas Education Agency's Financial Accountability System Resource Guide ("FASRG"). Administrative Guidelines inconsistent with the terms of this Agreement will be deemed null and void.

1.6 Terms and Acronyms

All special education terms and acronyms used in this Agreement shall have the meanings and definitions provided to such terms and acronyms as set out in Chapter 33 of the Individuals with Disabilities Education Act (IDEA), 20 United States Code Annotated Section 1400 et seq., 34 CFR Part 300, Texas Education Code, Chapters 29 and 30 and the Texas Administrative Code, 19 TAC 89.1001, et seq. Such terms and acronyms shall include, but not be limited to, "FAPE" or Free Appropriate Public Education, "IEP" or Individualized Education Program, "LEA" or Local Education Agency, "LRE" or Least Restrictive Environment, Special Education, Evaluations, DHH or Deaf or Hard of Hearing, Eligibility Determinations, Educational Placements, Procedural Safeguards, "SEA" or State Education Agency, "MOE" or Maintenance of Effort, "ESEA" or Elementary and Secondary Education Act, and "ARDC" or Admission,

Review and Dismissal Committee. Cluster Site is defined as the centralized program where students receive direct deaf education services, and which is determined to be the LRE for certain students who are Deaf or Hard of Hearing.

2.0 MEMBERSHIP IN THE SHARED SERVICE AGREEMENT

The SAISD RDSPD shall be composed of San Antonio Independent School District, Harlandale Independent School District, Devine Independent School District, Judson Independent School District, La Vernia Independent School District, Lytle Independent School District, Southwest Independent School District, McMullen County Independent School District, Charlotte Independent School District, Poteet Independent School District, Pleasanton Independent School District, Jourdanton Independent School District, Fort Sam Houston Independent School District, Randolph Field Independent School District, Natalia Independent School District, Somerset Independent School District, Alamo Heights Independent School District, South San Antonio Independent School District, Southside Independent School District, Poth Independent School District, Schertz Cibolo Universal City Independent School District, Stockdale Independent School District, Falls City Independent School District, Floresville Independent School District, and East Central Independent School District.

2.1 Non-Member Participation in the Shared Service Agreement

Non-member LEAs having a student who meets the conditions for eligibility as Deaf or Hard of Hearing may request services from the SAISD RDSPD SSA, if desired. The request for placement consideration shall be made in writing to the SAISD RDSPD SSA Management Board. A representative from the requesting LEA shall be present at a Management Board meeting to present information and clarification of information regarding the specific needs of the student(s) being considered for SAISD RDSPD SSA services. Acceptance shall be contingent upon the availability of the SAISD RDSPD SSA to provide a free, appropriate education with the necessary support service(s) to the student. The placement of non-member students shall be reviewed by the ARD committee at any time deemed appropriate and/or necessary. The Management Board shall charge a fee with consideration of PEIMS and the per pupil tuition fee. Rates will be approved by the Management Board and non-member districts will be informed of such rates prior to the beginning of any service. The fiscal agent will invoice the nonmember for services. Payment shall be made to the fiscal agent. Legal fees for entry will go to the Member LEA seeking entry.

2.2 New Members Participation in the Shared Service Agreement

Any LEA seeking membership in the SAISD RDSPD SSA shall make a written request for membership to the Management Board. Acceptance of membership will be contingent upon the Management Board approval by a majority vote and an agreement by the new member to the terms of this agreement. Written requests must be made no later than December 1 of the current school year.

2.3 Withdrawal from the Shared Service Agreement

Member LEAs that want to withdraw from the SAISD RDSPD SSA shall inform the Management Board in writing of their intention by December 1st of the last fiscal year it intends to remain a member. A withdrawing district will not be entitled to any carryover funds. Legal fees involved in withdrawal will go to Member LEA seeking withdrawal.

Any SSA Member LEA which does not agree to the terms of this SSA Agreement and does not properly execute this Agreement will not be considered a party to this Agreement and will be deemed to have been withdrawn from the SSA without the necessity of further action by the remaining SSA Members, person, entity or agency. All TEA timelines and requirements shall apply to any reconfiguration unless the Agency waives the timelines in writing and submits to the fiscal agent the written Agency waiver.

2.4 Revocation of Membership

The Management Board may, by a majority vote of its membership, recommend revocation of the membership of a SSA Member for non-compliance with the terms of the Agreement or for non-compliance with the policies and procedures of the SAISD RDSPD SSA. Disposition of property shall be governed by Section 12. All TEA timelines and requirements shall apply to any reconfiguration unless the Agency waives the timelines in writing and submits to the Fiscal Agent the written Agency waiver. The Management Board shall submit its recommendation to revoke the membership of the SSA Member to the SSA Members' Board of Trustees, for final approval by each Board of Trustees. The Board of Trustees of the SSA Member being recommended for revocation shall have no vote in such proceedings. Revocation will be subject to the approval of all SSA Members with the exception of the SSA Member being recommended for revocation.

3.0 GOVERNANCE OF THE SAISD REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF AND APPOINTMENT OF FISCAL AGENT

The SAISD RDSPD SSA shall be governed by the Management Board and directly administered by the fiscal agent district. The Management Board shall be comprised of Special Education Directors or Director Designees of the Member LEAs. The policies and procedures shall be established, implemented, and approved by the Management Board. The Board of Trustees of each Member LEA must approve the SAISD RDSPD SSA. San Antonio Independent School District (SAISD) shall serve as fiscal agent and program administrator of the SAISD RDSPD SSA. The fiscal agent district shall be accredited and provide services for students who meet the conditions for eligibility in the area of Deaf and Hard Hearing from infants through high school (0-21 years of age).

3.1 Management

The chairperson of the Management Board shall be the Director for Special Education of the fiscal agent district. The chairperson or designee shall preside over and call meetings upon the request of any board member. A Coordinator of the fiscal agent district shall be responsible for establishing a convenient meeting date, place, and time and shall notify all board members at least five (5) working days in advance. The Coordinator of the fiscal agent shall also serve as secretary of the SAISD RDSPD Management Board meetings and will be responsible for the preparation of all minutes of the meeting. The Board shall establish committees, if needed.

The Management Board will meet, at least annually. Other meetings shall be scheduled as determined by the chairperson whereby the Management Board may either meet as a whole or as ad hoc sub-committees to address issues related to funding, programming, operation, and short and long-term needs of the SAISD RDSPD SSA.

Management Board members shall keep their respective superintendents advised of RDSPD Management Board actions, as appropriate.

Emergency meetings may be held as necessary. The chairperson or designee may conduct telephone polls if an urgent matter precludes members convening.

A majority vote of the Directors of the member districts (or their designated representatives) in attendance at a meeting will constitute action by the Board.

3.2 Purchase of Goods and Services

The Fiscal Agent may purchase goods and services necessary to administer and operate the SAISD RDSPD. All non-consumable instructional materials shall be deemed property of the SAISD RDSPD when such supplies and materials are purchased with RDSPD funds. Equipment purchased by a Member LEA remains property of the Member LEA.

3.3 SSA Administrative Guidelines

Members of the Management Board will establish and maintain SSA Administrative Guidelines. Any revision to the Administrative Guidelines requires a majority vote of the Members of the Management Board. It is agreed and understood that the Management Board does not have the authority to revise or amend this contract absent specific approval from all boards of trustees of the Member LEAs. Any Administrative Guidelines that are inconsistent with this Agreement shall be deemed null and void.

3.4 Quorum

Unless otherwise provided herein, the Management Board actions require the approval of a majority of a quorum of Member LEAs. Each Management Board member present shall have only one vote. A quorum is defined as a majority of all of the Member LEAs of the SAISD RDSPD SSA. The SAISD RDSPD Chairperson has discretion to allow for votes to be submitted by written or electronic communication.

3.5 Legal Representation

Legal representation is required regarding the creation and general counsel for the RDSPD SSA and the legal services of the law firm retained by San Antonio ISD will be provided in this capacity.

The law firm representing SAISD has disclosed that the potential for a conflict of interest may arise in joint representation of clients and that it,

- a. is not aware of a conflict of interest that would prevent the firm from undertaking this representation,
- b. will notify the jointly represented Member LEAs and SAISD if it becomes aware of potential or actual conflict of interest, and
- c. will withdraw from this representation upon client request or should an actual conflict of interest arise to include threatened or actual litigation among jointly represented Member LEAs and/or SAISD with regard to the creation of the RDSPD SSA and general counsel services for the RDSPD SSA.

Such representation does not affect the independent obligations and rights of each Member LEA regarding the provisions of 4.5 herein.

4.0 FISCAL MANAGEMENT

4.1 Application for Funding

The fiscal agent district shall prepare the application for funding and program approval and submit it for review and approval in accordance with guidelines established by the Texas Education Agency. State and federal grant funds earmarked for Special Education Deaf Services awarded to the SAISD RDSPD will be used solely for implementing services within the SAISD RDSPD. The program budget application shall be submitted to the Texas Education Agency for approval. The budget shall be prepared and administered in accordance with state law and TEA guidelines.

4.2 Fiscal Agent Responsibility

The Fiscal Agent is responsible for applying for, receiving, collecting, expending and distributing all funds, regardless of source, in accordance with the budget adopted by the Management Board. The Fiscal Agent shall provide accounting services reports and shall perform any other responsibilities acceptable to the Fiscal Agent which are required by the SAISD RDSPD SSA policies. Except as otherwise provided herein, the Fiscal Agent will prepare and submit any reports or applications required by federal or state law or SAISD RDSPD SSA policy. It is agreed and understood that the Fiscal Agent assumes no responsibility for a Member LEAs failure to maintain its effort.

4.3 Budgeting and Accounting

The Fiscal Agent is responsible for preparing the operational budget for the SAISD RDSPD SSA. The Fiscal Agent will account for salaries and expenses of SAISD RDSPD SSA personnel who provide services to the SAISD RDSPD SSA and SAISD RDSPD SSA operating expenses. The parties acknowledge that the Fiscal Agent may access total State and Federal allocations earmarked for Special Education Deaf Services, such as IDEA Part B funds; State Deaf funds; and any other funding received for the purpose of furthering this program. SSA Member per-pupil tuition calculations are based on the expenditures that exceed all the total state and federal allocations. It is agreed operating expenses include facilities use, utilities, and other costs necessary to administer the SSA. Indirect costs for cluster site students will be calculated by multiplying the overall operating costs by the average of the current fiscal year indirect cost rates for the cluster sites. SSA Members with students attending the cluster site will be responsible for the indirect cost per student attending a cluster site. Indirect cost rates for cluster site students will be calculated by multiplying the overall operating costs by the average of the current fiscal year indirect cost rates for the cluster sites. This will be remitted to the cluster site which the student attends within ninety (90) calendar days of receiving an invoice for this cost.

4.4 Shared Service Arrangement Budget Shortfall

Each Member LEA shall contribute a per pupil tuition fee to offset expenditures that exceed all total state and federal allocations. The per pupil tuition fee shall be calculated by dividing the total shortfall amount by the number of students enrolled in the SAISD RDSPD SSA based on current enrollment and PEIMS snapshot. In the event that uncontrollable costs are incurred by the SAISD RDSPD SSA to Member LEAs, the SAISD RDSPD SSA Management Board will convene a special meeting to discuss and act on the issue. Generally, such costs shall be divided among Member LEAs on a per pupil basis.

4.5 Legal Responsibility

In the event of any complaints, grievances, or litigation concerning programming brought by resident students or parents who reside within Members' and Non-Members' LEAs, the SAISD RDSPD SSA will work collaboratively with LEAs toward resolution of any disagreement. Each Member and Non-Member LEA shall negotiate and be solely responsible for legal fees associated with the event. Each Member and Non-Member LEA shall negotiate and be solely responsible for legal fees due to complaints, grievances, or litigation concerning programming brought by resident students or parents who reside within Members' and Non-Members' LEAs. Expenditures incurred with relation to grievances, lawsuits or any other legal action pertaining to the SSA filed by RDSPD employees shall be the responsibility of the fiscal agent.

4.6 LEA Responsibility for Outside Contracts

The Fiscal Agent may negotiate contracts with outside service providers for special education and related services for students with disabilities in accordance with law and Fiscal Agent policies. The Fiscal Agent shall request ADA compliance by each service provider. The LEAs' Boards of Education shall maintain ultimate responsibility for the education of students within their LEA. Each Member LEA shall negotiate and be solely responsible for payment of individual contracts with non-public schools, governmental agencies, residential placements, or other school districts for the provision of special education and related services to individual students who meet the conditions for eligibility as Deaf or Hard of Hearing residing in the Member LEA. If such contracts become necessary in order for a Member LEA to provide its resident student with a free appropriate public education in accordance with applicable federal and state laws, costs resulting from litigation and/or residential placement shall be the responsibility of the local Member LEA.

4.7 Budget for Personnel Salaries

The Fiscal Agent shall budget SAISD RDSPD SSA personnel salaries and fringe benefits in accordance with schedules and guidelines for other fiscal agent employees.

4.8 Budget for Materials, Supplies, and Contracted Services

The Fiscal Agent shall purchase all materials, supplies and contract services through the established system in place for the district. All non-consumable supplies purchased with SAISD RDSPD SSA funds shall be identified as property of the SAISD RDSPD SSA. The non-consumable materials and supplies shall be distributed to SAISD RDSPD SSA personnel, students, and parents on a checkout basis. Furniture and equipment belonging to the SAISD RDSPD SSA will be tagged and inventoried as such in accordance with the current practices of the Fiscal Agent district. Damage to or loss of SAISD RDSPD SSA property shall be borne by all Member LEAs collectively.

4.9 Budget for Evaluation Services for Students

The Fiscal Agent shall budget funds in accordance with Texas Education Agency, Division of Services for the Deaf and SBOE rules. The budget shall provide for needed evaluation services to SAISD RDSPD students. The SAISD RDSPD SSA may provide and/or contract for such services as appropriate. The ARD/IEP Committee shall determine the need for evaluation.

4.10 Personnel Calendars

Program personnel and students adhere to the calendars of the Fiscal Agent district.

4.11 Administrative Duties

The Fiscal Agent district shall function as an agent for and on behalf of all Member LEAs and shall:

- a. administer the program on a day-to-day basis in accordance with the policies of the SAISD RDSPD SSA
- b. prepare the Standard Application/Budget system and disburse program funds
- c. be responsible for program personnel and instructional services
- d. maintain all SAISD RDSPD SSA records
- e. perform any other such responsibilities normally associated with program administration

4.12 Notification of Intent to Withdraw as Fiscal Agent

The Fiscal Agent must notify the Member LEAs of any intention to withdraw as Fiscal Agent of the SSA on or before December 31 (no less than one year) preceding the last fiscal year it intends to serve as Fiscal Agent. It is agreed and understood that the withdrawing Fiscal Agent will notify TEA of its intent to withdraw as Fiscal Agent on or before February 1, one year preceding the last fiscal year it intends to serve as Fiscal Agent. After a satisfactory independent audit of the SSA's accounts, the transfer of Fiscal Agent status will become effective July 1 of the last fiscal year. All TEA timelines shall apply to any reconfiguration, including change of Fiscal Agent. The Fiscal Agent will provide documentation of affected parties as required by the Texas Education Agency to effectuate the withdrawal.

4.13 Fiscal Agent Cease to Serve

Should the Fiscal Agent cease for any reason to serve, the Management Board will by majority vote of a quorum appoint a SSA Member as Fiscal Agent. Any SSA Member who may be appointed to serve as Fiscal Agent must seek and secure specific approval from its Board of Trustees prior to serving in the role as Fiscal Agent. However, an SSA Member, if so elected by the Management Board to serve as the new Fiscal Agent, is not required to serve as Fiscal Agent. It is agreed that assuming the role of Fiscal Agent would require specific approval by the Member LEA's Board of Trustees or other governing body if not an Independent School District.

4.14 Centralized Sites

The SAISD RDSPD shall provide centralized sites located within the boundaries of the Fiscal Agent. Maintenance and operation services, suitable and sufficient classroom space to accommodate the students who are part of the Deaf and Hard of Hearing program, and office space for support personnel shall be provided by the Fiscal Agent. Member LEAs shall share any out-of-pocket costs for such items.

5.0 MEMBER DISTRICT OBLIGATIONS

Each SSA Member agrees that any funds assessed under SAISD RDSPD SSA Administrative Guidelines or this Agreement, will be remitted within ninety (90) calendar days of receiving a statement from the Fiscal Agent. ***If the SSA district opts to pay after services are delivered funds must be received by the fiscal agent no later than June 30th.*** Each SSA Member acknowledges that State and Federal allocations

earmarked for Special Education Deaf Services, such as IDEA Part B funds; if applicable; State Deaf funds; and any other funding received for the purpose of furthering this program flow from TEA directly to the Fiscal Agent upon the electronic transmission of the Fiscal Agent's request for program funds.

5.1 Residentially Placed Students

Each SSA Member will be liable for any costs associated with its residentially placed students pursuant to 19 T.A.C. §89.61. This includes, but is not limited to, any transportation costs incurred as a result of an SSA Member's initiated placement in the Texas School for the Deaf.

5.2 Records

Each Member LEA agrees to cooperate with the Fiscal Agent in maintaining the proper fiscal, personnel, and student records for the SAISD RDSPD SSA operations. SSA Members where a student resides or is otherwise enrolled are responsible for maintaining student eligibility folders.

5.3 Withdrawal of Member LEA

A SSA Member may withdraw from the SAISD RDSPD SSA by providing the Fiscal Agent written notice of its proposed action no later than December 1 proceeding the last fiscal year during which the SSA Member intends to remain as a SSA Member in the SAISD RDSPD SSA. Upon receipt, the Fiscal Agent shall submit written notice-of-intent-to-withdraw to the Texas Education Agency ("TEA") prior to February 1, or consistent with other TEA mandated timelines which may be in effect at the time of withdrawal. The SSA Member shall submit any other documentation required by the TEA to effectuate the withdrawal. The SSA Member retains responsibility for ensuring all withdrawal requirements are met. Upon delivery of such notice, the SSA Member's withdrawal from the SAISD RDSPD SSA shall be effective June 30 of the last fiscal year during which the withdrawing SSA Member is a member of the SAISD RDSPD SSA, contingent upon approval of the TEA. The withdrawing SSA Member shall return to the SAISD RDSPD SSA any supplies, equipment, or fixtures in its possession that were purchased with SAISD RDSPD SSA funds, prior to or by the effective June 30. The SSA Members agree that any uncommitted surplus funds or any other funds whether specifically defined herein or not, after full satisfaction of all charges and liabilities, will remain with the SAISD RDSPD SSA and the withdrawing SSA Member is entitled to no funds or assets. Additionally, a withdrawing SSA Member shall pay all costs and fees related to, resulting from, or associated with its withdrawal, including, but not limited to, legal costs, insurance or any other expenses or obligations.

5.4 Services Provided to Member LEAs

Each SSA Member is ultimately responsible for the education of all students who are Deaf and Hard of Hearing. The SAISD Regional Day School Program for the Deaf (RDSPD) is responsible for delivering related services as determined necessary by the ARD committee.

For students who are being served at the SAISD RDSPD SSA Cluster Site, the SAISD RDSPD SSA will provide the following services:

- Instruction with certified Deaf Educator in resource setting, co-teach, inclusion settings or other settings deemed appropriate by the ARD committee
- Interpreter Services
- Audiological Services
- Speech-Language Therapy
- Counseling Services

The SAISD RDSPD does not fund services unless each is deemed educationally necessary by an ARD committee. For services provided outside the instructional day, the SSA Member where the student resides or is otherwise enrolled is responsible for transportation to and from the cluster site. The SAISD RDSPD will provide interpreting services outside the instructional day when students are participating in campus sponsored extracurricular activities. Nothing herein precludes members from entering into inter-local agreements to obtain services not specifically provided herein by SAISD RDSPD SSA.

The provision of any services referenced in provisions 5.4 is contingent upon the ARD Committee determination that such services are necessary and appropriate. Any related service provided by the SAISD RDSPD SSA to any student which is not specifically set forth herein may be billed or charged back to the SSA Member in which each student resides.

Services outside the school year, including extended school year services, will be provided by the cluster sites for a fee to be remitted by the SSA Member that has a student in need of these services. Invoices will not be revised after the third week of May.

5.5 Repayments to TEA

Repayments to the Texas Education Agency due to a violation of federal rules on Maintenance of Effort ("MOE") by any school district or charter school shall be the responsibility of the SSA Member that violated the MOE requirement.

5.6 Equipment and Supplies

Except as otherwise provided herein, for students enrolled in centralized programs, the SAISD RDSPD shall be responsible for FM receivers, audiological supplies, or other AT/ALD equipment determined necessary by the ARD Committee.

5.7 Child Find

Child Find is the responsibility of each SSA Member including the initial evaluation to determine eligibility. The SSA Member is responsible for the initial placement through the ARD Committee process. The SSA Member is responsible for following referral procedures as set forth in the Administrative Guidelines. SSA Members shall send an ARD representative to the ARD Committee considering the educational needs of students who are Deaf and Hard of Hearing from that SSA Member's District. The SSA Member representative shall inform the SAISD RDSPD SSA of any changes in student location or status.

5.8 Interpreter Services

The SAISD RDSPD SSA will provide and fund interpreter services for cluster students participating in after-school non-academic activities. This includes, but is not limited to, UIL events, sporting events, clubs, after-school tutoring and any other extra-curricular activity sponsored by a school district. Interpreter services for extra curricular events will be charged back to the SSA district for participating students.

5.9 Dual Membership

Each SSA Member agrees that prior to joining another RDSPD SSA, the SSA Member will deliberate with the SAISD RDSPD SSA Management Board regarding the dual membership.

5.10 Member Reporting Requirements

Each Member District agrees to adhere to the procedures described in the SSA Administrative Guidelines regarding PEIMS reporting, reporting of student performance, and implementation of the RDSPD SSA Administrative Guidelines.

The fiscal agent will report PEIMS data to TEA on all cluster-based students. PEIMS data reporting.

In the event a member district fails to submit PEIMS student data for a student who has been served by the SAISD RDSPD SSA, it is agreed and understood that the Member LEAs that fail to report a SAISD RDSPD SSA student as outlined in the Administrative Guidelines will contribute toward the financial deficit resulting from such failure, and agrees to pay the amount of lost funding that the students who were not reported would have generated. The additional costs will be calculated by the SAISD RDSPD SSA and invoiced to the Member LEA in the spring in addition to the annual per pupil tuition fee charges for the Member LEAs student(s).

6.0 NON-MEMBER SERVICES

Eligible students with hearing difficulty from school districts or charter schools, other than those SSA Members who are parties to this Agreement ("Non-member LEAs") will be considered for SAISD RDSPD SSA services/placement upon written request to the SAISD RDSPD SSA Director or other Administrator with authority of the Fiscal Agent of the SAISD RDSPD SSA. An authorized representative of the Non-member LEA shall be present at a Management Board meeting to present information and any requested clarification of information regarding the need(s) of such student(s) seeking to access services. The SSA Member LEA Boards of Trustees or Charter School Boards of Trustees or Charter Boards delegate authority to the Management Board to enter into contracts with Non-member LEAs as set forth herein. The SSA Members acknowledge that it is TEA's expectation that services be provided to eligible students enrolled in Non-member LEAs so that the intent of TEC Chapter 30, Subchapter D is met. In the event that the Management Board determines that providing services to students enrolled in Non-member LEAs would create an undue burden for the SAISD RDSPD SSA, the Fiscal Agent shall refer the matter to TEA for review.

6.1 Factors for Consideration

Factors to be considered by the Management Board when considering the Non-member LEA's request for services/placement for such students, include, but are not limited to: (1) the type of services needed; (2) whether additional staff will have to be employed or engaged to serve the student; (3) whether the Non-member LEA is a member of any other Shared Services Arrangement; (4) whether the non-member LEA can pay all transportation costs for transporting the student and all travel costs of staff associated with serving the student; (5) whether the Non-member LEA will agree to transfer funds applicable to the education of the student as DHH to the SAISD RDSPD SSA as appropriate and allowable; (6) whether the Non-member LEA will pay all other costs incurred by SAISD RDSPD SSA in providing educational services to the student(s); and (7) whether the Non-member LEA will agree to assume responsibility for attorney fees and costs associated with any legal action brought by such student or his or her parents or guardian.

7.0 RESPONSIBILITIES OF THE LOCAL EDUCATION AGENCY

7.1 Provision of Space

The fiscal agent shall provide suitable and sufficient classroom space to accommodate the needs of students and staff. Office space for support personnel shall also be provided.

7.2 Referral Procedures

The term Local Education Agency (LEA) refers to the Member or Non-member LEA participating in the SAISD RDSPD SSA. Each LEA shall be responsible for following referral procedures as outlined in the State Board of Education (SBOE) rules. The LEA shall conduct ARD/IEP committees considering eligibility and educational needs of students from its district who meet the conditions for eligibility as Deaf or Hard of Hearing. A representative of the SAISD RDSPD SSA shall be represented on the ARD Committee meetings required by this paragraph.

7.3 Transportation

Each SAISD RDSPD SSA Member district shall assume responsibility for transporting eligible participating students between the student's residence and the program site location. It is agreed that in the event a student's placement in the Texas School for the Deaf (TSD) is requested by a SSA Member, then any and all costs will be the responsibility of the SSA Member where the student resides or is otherwise enrolled.

8.0 FISCAL PRACTICES

Budgeting and accounting: The SAISD RDSPD SSA will operate on a budget reviewed by the Management Board. The Special Education Director of each SSA Member shall ensure that their respective SSA Member's share to be contributed to the SAISD RDSPD SSA pursuant to this Agreement shall be included in the budget adopted by the SSA Member's Board of Trustees or other Charter Governing Board. The budget shall be prepared in accordance with guidelines established by the Texas Education Agency.

8.1 Basis for allocation of costs/uncontrollable costs

SSA Members acknowledge that Federal and State funds earmarked for Special Education Deaf Services flow directly to the Fiscal Agent from the TEA. Administrative costs, including but not limited to: all costs and salaries related to RDSPD staff; contracts with outside service providers, including but not limited to interpreters and consultants. Any uncontrollable costs incurred by the SAISD RDSPD SSA over and above the amount of State Deaf and/or Federal funds shall be divided among Member LEAs based upon the number of students enrolled in the RDSPD on December 1. Students enrolled after this date will be assessed 50 percent of the annual tuition fee for the remainder of the school year as set forth in the SSA Administrative Guidelines document.

8.2 Tuition

SSA Member LEAs will be charged tuition for each student attending the SAISD RDSPD. This rate will be set and approved by the Management Board. The tuition charges will be published by the Management Board.

8.3 Excessive Costs

SSA Member LEAs will be notified as soon as practicable in writing regarding the excessive costs to be charged back to SSA Member Districts and what the maximum total of their shared costs are estimated to be. It is agreed and understood that the projected costs set forth herein are an estimate and may increase based upon the needs of the students which cannot be anticipated.

8.4 Provision for SSA Members without Students Receiving Services

SSA Member LEAs shall not be responsible for any costs associated with the SAISD RDSPD SSA unless such Member LEA has a student receiving services from the SAISD RDSPD SSA.

8.5 Payments

SSA Member LEAs agree that upon receipt of the invoice, all payments are due to the Fiscal Agent within ninety (90) calendar days. *IF the district is paying after services are provided payment must not be received later than June 30th.*

8.6 Per Pupil Share

Member LEAs shall notify the Fiscal Agent in writing of intent to participate and commit projected per pupil share by December 1 preceding the school year during which RDSPD services are anticipated.

8.7 Projected Student Count

Each Member LEA shall provide the Fiscal Agent with a written projected student count by December 1 of each year for the following school year.

8.8 Auditing

The SAISD RDSPD SSA's accounts will be audited annually, as part of the Fiscal Agent's audit, by an independent auditor for the Fiscal Agent.

9.0 PERSONNEL MANAGEMENT

The SAISD RDSPD SSA fiscal agent shall receive applications for employment from potential employees. Applicants will be screened, employed and, if necessary, terminated in accordance with fiscal agent district policies. Employment will be in accordance with TEA guidelines. SAISD RDSPD SSA personnel are employed by the fiscal agent and are subject to its policies.

9.1 Chief Administrator

The Chief Administrator of the SAISD RDSPD SSA will be a SAISD Special Education Director. The Special Education Director shall be employed by the Fiscal Agent and be subject to the personnel policies of the Fiscal Agent. Administrative decisions regarding daily operations of the instructional program, including but not limited to: provision of related services, staff development, and approved budgeted expenditures consistent with Fiscal Agent policy are within the authority of the Special Education Director and do not require Management Board action. The Special Education Director will be under direct supervision of the SAISD Senior Executive Director for Special Education.

9.2 Deputy Officers

The Special Education Director of each SSA Member LEA shall serve as the deputy officers for public records for purposes of the Texas Public Information Act and the Local Government Records Act, unless otherwise indicated in the Member LEAs Board Policy.

9.3 Job Descriptions

Job descriptions for SAISD RDSPD SSA positions will designate requirements to qualify

9.4 Program Coordinator

The RDSPD Program Coordinator for the SAISD RDSPD SSA program shall be selected and hired by the fiscal agent district. The Program Coordinator shall be responsible to the Director for Special Education of the fiscal agent district.

9.5 Staff

SAISD RDSPD SSA staff shall be assigned duties at sites deemed appropriate by the RDSPD Coordinator in coordination with the Director for Special Education of the fiscal agent district. Personnel assigned to campuses shall be an integral part of the campus faculty and shall be responsible to the campus principals for administrative matters within that building and shall perform those duties assigned as long as they do not interfere with the primary mission of the SAISD RDS PD SSA. Clarification of role assignments shall be made jointly by the campus principal, the fiscal agent, Director for Special Education, and the RDSPD Program Coordinator. The RDSPD Program Coordinator and itinerant teachers will be supervised by the Director of Special Education.

9.6 Grievances

Any hearing on an employee grievance, termination, or non-renewal is the responsibility, and will be held in accordance with the policies of the Fiscal Agent.

10.0 LEGAL RESPONSIBILITIES

10.1 Free Appropriate Public Education (FAPE)

The SAISD RDSPD Member LEA wherein the student resides shall be solely responsible for the provision of a Free Appropriate Public Education (FAPE).

10.2 Legal Costs

The SAISD RDSPD Member LEA wherein the student resides is responsible for legal costs, court costs, and attorney fees resulting from litigation directly involving that student.

10.3 Litigation

Except as otherwise provided herein, if the SAISD RDS PD SSA, Fiscal Agent, and/or any of their respective employees, agents or officers are named as a party in litigation arising under the IDEA (whether in a Special Education Due Process Hearing or lawsuit filed in Federal or State Court) or litigation arising under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, involving a student being served as contemplated by this Agreement, the SSA Member wherein the student resides or is otherwise enrolled, remains responsible for legal costs, court costs, attorney's fees and damages or settlement costs resulting from litigation directly

involving such student including reimbursement to the SAISD RDSPD SSA, and the Fiscal Agent for any legal costs incurred by the SAISD RDSPD SSA, or the Fiscal Agent.

10.4 Legal Costs Associated with Grievances

Each SSA Member shall be responsible for legal fees incurred due to complaints, grievances, or litigation arising from or related to an employee with whom the SSA Member has an employment contract or with whom the SSA Member has an employment relationship. SAISD shall be responsible for legal fees incurred due to complaints, grievances, or litigation arising from or related to an employee with whom it has an employment contract or employment relationship.

10.5 Expiration

The legal responsibilities stated herein shall survive the expiration of this contract should litigation arise from events that occurred during the term of the contract.

10.6 Mediation

The Member LEAs of this SSA agree to negotiate in good faith in an effort to resolve any dispute related to this Agreement that may arise from the Member LEAs. If the dispute cannot be resolved by negotiations, the dispute shall be submitted to mediation before resorting to litigation. If the need for mediation arises, a mutually acceptable mediator shall be chosen by the parties in the dispute who shall share the cost of mediation services based upon an equal split. Mediation is a voluntary dispute resolution process in which the parties in the dispute meet with an impartial person, called a mediator, whose function is to assist the parties in resolving the dispute informally and confidentially. Mediators facilitate the resolution of disputes but cannot impose binding decisions. The parties in the dispute must agree before any settlement is binding.

11.0 RISK OF LOSS

11.1 Loss

Except as otherwise provided herein, each SSA Member shall bear their respective risk of loss. "Loss" includes, but is not limited to, damage to or loss of personal or real property; costs of administrative hearings; and litigation expenses, awards of actual damages, court costs, attorney's fees, and settlement costs.

11.2 Vehicle Insurance

Each Member LEA will insure its owned or leased vehicles used in the transportation of students with disabilities for the statutory maximum limits of school district liability for motor vehicle accidents.

11.3 Other

Nothing in Section 12.0 herein shall construe, or be seen by any third-party as construing, a waiver of any immunity or other legal defense available to Member LEAs under either State or Federal law.

12.0 EFFECTIVE DATE, RENEWAL, AMENDMENT, AND DISSOLUTION OF THE SHARED SERVICES AGREEMENT

This Agreement will supersede all previous agreements among the parties in relation to the operation of the SAISD RDS PD SSA.

Effective Date

The SAISD RDSPD SSA will be effective beginning July 1, 2025.

Renewal

This SAISD RDSPD SSA shall automatically renew annually and shall remain in effect until the parties agree to end it or modify the agreement.

Amendment

This SAISD RDSPD SSA shall be amended periodically as determined by the management board.

Application

This Agreement will apply to and bind the representative and successors in interest of the parties to this Agreement.

12.4 Dissolution

Dissolution of this Agreement shall require the affirmative vote of a majority of the SSA Members. The Fiscal Agent shall notify TEA of the SSA's intent to dissolve by February 15 prior to the end of the fiscal year it intends to remain in the SSA. Upon dissolution, the SAISD RDSPD SSA's funds and any other remaining assets, after full and final resolution of all charges and liabilities, will be divided among the SSA Members, prorated in the same manner as administrative. Other assets will remain the property of the fiscal agent regardless of members withdrawing their membership. Following the vote to dissolve the SAISD RDSPD SSA, the dissolution will take effect on July 1 of the fiscal year in which the dissolution is completed. All TEA timelines shall apply. This solution cannot be effectuated solely by the Fiscal Agent or the management board as such requires a majority vote of the SSA Member LEA and Charter Boards of Trustees or Charter Boards.

12.5 Real Property

Agreements pertaining to purchase of real property shall supersede any provisions herein.

12.6 Governance

This Agreement is governed by the laws of the State of Texas.

12.7 Validity

If any provision of this Agreement becomes or is held to be in violation of any law or unenforceable, then the invalidity of that provision will not invalidate the remaining provisions. The SSA Members agree that all remaining provisions of this Agreement will remain in effect.

12.6 Governance

This Agreement is governed by the laws of the State of Texas.

12.7 Validity

If any provision of this Agreement becomes or is held to be in violation of any law or unenforceable, then the invalidity of that provision will not invalidate the remaining provisions. The SSA Members agree that all remaining provisions of this Agreement will remain in effect.

12.8 References

Citations of and references to any specific federal or state statute or administrative regulation in this Agreement include any amendment to or successor of that statute or regulation.

12.9 Effectiveness

The effectiveness of this Agreement is conditioned upon the approval of the Texas Commissioner of Education, pursuant to Education Code§ 29.007.

12.10 Execution

It is understood and agreed that this Agreement may be executed in a number of identical counterparts, each of which shall be deemed an original for all purposes.

12.11 Terms of Agreement

It is agreed and understood that the terms of this Agreement shall not be modified absent written agreement of all parties. Any modifications agreed to by all SSA Member District Board of Trustees and Charter Boards of Trustees or Charter Boards shall be submitted to the TEA's Division of Federal and State Education Policy within ninety (90) calendar days of the effective date of the revised Agreement.

Signature required

President, Board of Trustees
San Antonio ISD

Date



BOARD AGENDA CLARIFICATIONS

Provide this information for Academics Board Agenda Items involving a MOU

Department:	Disability Services
Board Meeting Date:	June 23, 2025
Agenda Title:	Approval of the San Antonio ISD Regional Day School Program for the Deaf Shared Service Arrangement
Presenter:	Lisa Franke, Senior Executive Director for Disability Services
Cost and Funding Source:	\$2,482,602 State Deaf and IDEA-B Discretionary Deaf, and student tuition
If no cost to the District, what is the approximate value of goods/services being provided?	
This MOU addresses the following:	<input checked="" type="checkbox"/> Academics <input type="checkbox"/> Attendance <input type="checkbox"/> Behavior <input type="checkbox"/> Mental Health

IMPACT & COST

Number of Students	Number of Teachers	Number of Campuses	Cost Per Student	Cost Per Teacher	Cost Per Campus
51	5	2	Cost varies for enrollment per cluster site	Cost varies	Cost varies

SUPPORTING DATA

Include Pertinent Data and Information (Year, Value Added, & Results/Findings)

Questions to consider: If a renewal, include historical data that supports the renewal and continued partnership If a new partnership, why are we participating in the new program or partnership?	Is this a renewal? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No This is a revision of the current RDSPD Shared Service Arrangement. In this revision, per RDSPD Board majority vote, SAISD (Fiscal Agent) is removing itinerant services. This will now be a service that each LEA will be providing for any RDSPD student receiving itinerant services.
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Community Work Study Agreement Between SAISD and Alamo Community College District for Elementary Tutors

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Patti Salzmann, Deputy Superintendent

PRESENTER: Dr. James Harrell, Chief Human Capital Management Officer

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the community work-study agreement between SAISD and Alamo Community College District (ACCD) for public elementary school tutors for the 2025-2026 school year. ACCD will provide paid federal work-study college students as reading and mathematics tutors at two of SAISD elementary schools. Margil and Smith Elementary will be the schools of choice, with up to two tutors per campus.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Recommend that the Board approves the community work study agreement with Alamo Community College District for elementary tutors as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

Services are provided at no cost to the District and are valued at approximately \$43,000.

IV. 2024 - 2025 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.



COMMUNITY WORK-STUDY AGREEMENT PUBLIC ELEMENTARY SCHOOL

This Agreement is entered into by and between Alamo Community College District, also known as the Alamo Colleges District and referred to below as the "Institution," and _____, a public elementary school, referred to below as the "Organization," for the purpose of providing work to students through the Community Work-Study (CWS) Program.

I. CWS Program Goal

The CWS Program seeks to encourage students receiving federal financial work-study assistance to participate in community service activities that will benefit and engender in the students, a sense of social responsibility and commitment to the community. The CWS program also seeks to provide students with work in the community that complements and reinforces participating students' educational program or career goals.

II. Basic Requirements

The Organization must meet the following requirements to be eligible to employ CWS students under this Agreement:

- A. The Organization must be created or incorporated as non-profit under federal or state law and have federal tax-exempt status. A non-profit Organization is one in which no part of the net earnings of the agency benefits any private shareholder or individual. Private non-profit Organizations must submit a copy of their IRS 501(c)(3) Determination Letter to dst-careerprep@alamo.edu.
- B. The work assignments performed by CWS students for the Organization must be "in the public interest," which is defined as work performed for the welfare of the nation or community rather than work performed for a particular interest or group. Work is not "in the public interest" if it:
 - (1) Primarily benefits the members of an organization that has membership limits, such as a credit union, a fraternal or religious order, or a cooperative;
 - (2) Involves any partisan or nonpartisan political activity or is associated with a faction in an election for public or party office, including but not limited to having the student work at voting polls, supporting a candidate or cause, or transporting or registering voters;

- (3) Is for an elected official unless the official is responsible for the regular administration of federal, state, or local government or is work as a political aide for any elected official;
- (4) Considers a student's political support or party affiliation in hiring him or her; or
- (5) Involves lobbying on the federal, state, or local level.

The Organization is prohibited from assigning work involving any of the above activities to a CWS student.

- C. Work assignments provided by the Organization for CWS students must not displace any employee of the Organization, including those on strike, leave, or furlough or impair existing contracts for service to the Organization. Replacing a full-time employee whose position was eliminated or terminated for any reason with a CWS student is prohibited.
- D. Work assignments provided by the Organization for CWS students must not involve the construction, operation, or maintenance of any part of a building used or to be used for religious worship or sectarian instruction.
- E. Work assignments by the Organization for CWS students must not be hazardous or unsafe, or involve operating machinery that requires a license, certificate, or permit to operate. The Organization acknowledges that it is covered by the Occupational Safety and Health Act of 1970 and has a duty to provide a safe workplace.

III. Scope of Responsibilities

- A. The Institution will administer the CWS Program and make work-study eligible students available to the Organization to perform specific work assignments for the Organization as part of the federal work-study program.
- B. Under this Agreement, which involves the payment of wages to students as part of a financial aid award, the Institution is the employer of CWS students. The Institution is responsible for paying each CWS student for all hours worked by the student at the Organization and issuing federal W-2 forms to the students, thereby reporting the wages earned to the Internal Revenue Service.
- C. The Institution will publicly promote and announce to students the availability of the CWS Program and determine whether students are in good standing and meet the eligibility requirements for employment under the CWS Program. The Institution will refer students to the Organization for interview and selection, and then assign student(s) to work for the Organization after selection by the Organization.
- D. The Institution will recommend to the Organization for consideration of employment only candidate students in good standing who are eligible for the CWS program and interested in working for the Organization, whereupon the Organization shall be responsible for interviewing candidates and selecting an offeree(s).

- E. After the Organization notifies the Institution that a student has accepted a contingently offered position, the Institution will conduct, at its expense, a criminal background check through an approved vendor, which will consist of a local and nationwide search of criminal records, including crimes against minors. Institution will also conduct at its expense any additional criminal and other background checks, drug testing or finger printing of students of which the Organization notifies Institution in writing, before or in such notification, that reasonably may be required because of the nature of the Organization's business.
- F. After the criminal background check is conducted, the Institution will notify the Organization of the student's official start date or of background disqualification, as applicable. The Institution will exercise judgment in determining disqualification based on whether findings are recent, serious and/or pertinent to the position.
- G. The Organization will delay having the CWS student complete orientation, training, or onboarding until after the official start date to ensure that the student is paid for all hours worked for the Organization.
- H. The Organization will provide a work assignment description and train the student(s) to perform the assignment. The Organization will determine the work-study assignment of the student(s), provide the tools and equipment necessary to perform the assignment, direct the work assignments to be performed by the students, including the results to be accomplished and the means by which the results are to be accomplished, and assign an Organization employee to supervise the CWS student(s). The work of CWS students will be performed at the Organization's premises, unless the students' assignments requires work to be performed or offers participation in assignment-related activities at another location of the Organization or community event relevant to the Organization.
- I. The Fair Labor Standards Act of 1938 as amended (FLSA) prohibits employers (including the Institution and Organization) from accepting voluntary services from any paid employee. Any student employed under CWS must be paid for all hours worked.
- J. The Institution will perform placement procedures, check with the Organization that students work tasks are being completed to the Organization's standards, accept and process timesheets approved by the Organization, and pay the students for the hours worked at the Organization. The Institution's work week runs from Saturday to Friday, and the pay period runs from day 1 to day 15 of a month, and day 16 to the last day of a month. So that the students can be timely paid by the Institution, the Organization will submit to the Institution reports of hours worked per work week on a Dynamic Forms timesheet, signed by the student and then the supervisor, by 5:00 pm on the 16th and the 1st day of each month. If the 16th or the 1st of the month falls on a weekend or holiday, the timesheet is due on the next working day.
- K. CWS students will be compensated at an hourly rate that will be greater of the minimum

wage set by federal law or the higher minimum wage set by the Institution for an off-campus Organization, which is \$15.33 per hour. The Institution will promptly comply with any increase in minimum wage upon adoption.

- L. The number of hours a CWS student works is related to the student's financial aid package, which is the total amount of financial aid a student is offered by the Institution to meet the student's education costs. The Organization will determine the number of hours a CWS student will perform per week during an academic period while classes in which the student is enrolled are in session, or as otherwise provided under applicable federal and state law and regulations, but the worked hours per work week may not be less than 10 or more than 19. Any exceptions to this provision must be approved in writing by the Institution's District Director of Student Financial Aid or an authorized designee.
- M. CWS students may be employed by the Organization for additional hours of work beyond the limits herein contained not funded by or subject to this Agreement as employees of the Organization.
- N. In general, students are not permitted to work in CWS positions during scheduled class times. Exceptions are permitted if an individual class is cancelled, if the instructor has excused the student from attending for a particular day, or if the student is receiving credit for employment in an internship or externship experience. Any such exemptions must be documented, and the hours worked must not exceed the threshold of 19 hours per work week.
- O. The CWS student and Organization to which the student is assigned will agree on a work schedule that does not interfere with the student's classes. The work schedule will be submitted to the Financial Aid Office at the beginning of each semester on the Student Agreement Form provided to the Organization and the student.
- P. Organization shall assign the student to a single work site for each day of work. The Organization must disclose to the Institution where the student work assignments will be performed and is responsible for maintaining a current list of work locations. CWS students are to report directly to their respective work assignments at the Organization. Transportation or mileage for students to or from home or the Institution and their work assignments will not be provided or compensated by the Institution or Organization. Such travel time shall not be counted as hours worked, and the Organization is not required to document such travel time.

The work assignments of CWS students will be performed at the Organization's premises (main location), unless the student assignments require work to be performed at another location of the Organization or at a community event relevant to the Organization. If the Organization directs the CWS student to travel to another location once the student has reported to work, the travel time shall be counted and reported as hours worked and the student must ride in a vehicle owned or leased by the Organization (a "company vehicle") and driven by an Organization employee.

If the Organization nevertheless permits the CWS student to drive an Organization company

vehicle or the student's personal vehicle during the course of a work assignment, the CWS student will be considered to be driving within the scope of employment and direction of the Organization, and Organization, by its signature below, assumes all risk and liability for any and all property and personal injury to the CWS student, the Organization's employees and vehicle, and third parties, and indemnifies Institution against any and all liability and expense arising out of same. The Institution does not vet or conduct driving record-related background searches on CWS students.

IV Financial Responsibilities

- A. The Organization may opt to supplement the Institution's hourly minimum student wage by indicating the hourly wage on the job posting. After the Organization notifies the Institution that a student has accepted an offered position, 100% of semester remainder wage supplement owed by the Organization to the Institution will be computed by multiplying the hourly rate of pay supplement for the specific position by the total number of hours to be worked per work week by the CWS student by the number of weeks remaining in the semester. The number of hours worked by the CWS student will be determined by the Organization and must be between 10 to 19 hours per work week. The hourly rate of pay for any position will be equal to or greater than the Institution's student employment minimum wage, but the amount will be agreed upon by Institution and Organization.
- B. The Institution will invoice the Organization for wage deficits created by unplanned extra hours, limited to 19 hours per week, worked by each CWS student. The Organization will have seven (7) business days to submit payment to the Institution.
- C. Upon receiving every invoice, the Organization will have seven (7) business days to pay the invoice via check or bank transfer. Checks can be mailed to the Alamo Colleges District Business Office at 2222 N. Alamo St., San Antonio Texas 78215. Bank transfer information will be provided once this addendum has been signed and job postings have been submitted.
- D. If payment for an invoice is not received within the seven (7) business days, the student's wage supplement will be terminated.
- E. At the request from the Organization, funds submitted by the Organization to the Institution which are not used to pay supplemented student wages may be refunded to the Organization at the end of the applicable semester or the unused funds will be carried over to the next semester.

V. Other Agreements

- A. The Institution and Organization agree to maintain general commercial liability insurance, workers' compensation insurance, and other insurance necessary for their respective operations, whether individually or through a pool or self-insured basis.
- B. The Institution maintains workers' compensation insurance to cover CWS students who work for the Organization, are paid by the Institution, and are injured within the course and scope of their work-study assignment. If a CWS student is injured at the Organization within the course and scope of the work-study assignment, the Organization will report the injury without delay to the Institution's CWS Program contact at mtrevino114@alamo.edu and Risk Management Department at dst-erm@alamo.edu. The Institution will then report the injury to its workers' compensation insurance carrier. If a CWS student is injured at the Organization,

the Organization will furnish any emergency medical attention required by the student, such as first aid or calling an ambulance.

- C. The Organization agrees that no student will be denied work or subjected to different treatment under this Agreement on the basis of race, color, national origin, religion, sex, disability veteran status or other protected criteria. The Organization further agrees that it will comply with the provisions and regulations of Title VII of the Civil Rights Act as amended, Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 503 of the Rehabilitation Act of 1973, Family Educational Rights and Privacy Act, any other federal or Texas statute applicable to students and employees, and federal regulations of or enforced by the U.S. Department of Education.

IV. Other Terms

- A. This Agreement is in effect from July 1, 2024 to June 30, 2026.
- B. This Agreement is a contract and may be terminated at any time without cause by either the Institution or Organization upon mutual agreement or thirty (30) days written notice to either party to the other by and through the officer, administrator, or employee who signed the Agreement.
- C. This Agreement shall supersede any and all prior agreements and be governed by and interpreted under the laws of the State of Texas.

V. Signatures

BY THE ORGANIZATION:

Printed Organization Name

Federal Taxpayer Identification Number (TIN)

Texas Tax Exempt Number

Printed Name of Organization Officer, Administrator, or Employee Signing this Agreement

Title of Organization Officer, Administrator, or Employee Signing this Agreement

Signature of Organization Officer, Administrator, or Employee

Date

Products or services the Organization provides: _____

Upon submitting this signed agreement, the Organization will submit, if it has not previously, a copy of its 501(c)(3) Determination Letter to dst-careerprep@alamo.edu.

BY THE ALAMO COMMUNITY COLLEGE DISTRICT:

Signature of the Alamo College District Student Financial Aid Office

Date

BOARD AGENDA CLARIFICATIONS

Provide this information for Board Agenda Items involving a MOU/SDA/Agreement, etc.

Department:	Human Capital Management
Board Meeting Date:	June 23, 2025
Agenda Title:	Approval of Community Work Study Agreement Between SAISD and Alamo Community Colleges District for Elementary Tutors
Presenter:	Dr. James Harrell, Chief Human Capital Management Officer
Cost and Funding Source:	\$0
If no cost to the District, what is the approximate value of goods/services being provided?	Services are provided at no cost to the district and are valued at approximately \$43,000.
This MOU addresses the following:	<input checked="" type="checkbox"/> Academics <input type="checkbox"/> Attendance <input type="checkbox"/> Behavior <input type="checkbox"/> Mental Health

IMPACT & COST

Number of Students	Number of Teachers	Number of Campuses	Cost Per Student	Cost Per Teacher	Cost Per Campus
2-5	0	2	0	0	0

SUPPORTING DATA

Include Pertinent Data and Information (Year, Value Added, & Results/Findings)

<p>Questions to consider:</p> <p>If a renewal, include historical data that supports the renewal and continued partnership</p> <p>If a new partnership, why are we participating in the new program/partnership?</p>	<p>Is this a renewal? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Alamo Colleges will provide paid federal work-study college students as reading and mathematics tutors at two elementary schools. Margil and Smith Elementary will be the schools of choice. This will benefit the students at Margil and Smith Elementary by providing academic support in reading and math. This will create a talent pipeline that will help identify, encourage and engage teacher candidates to fill open IA and Substitute vacancies.</p>
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Community Work-Study Agreement Between SAISD and Alamo Community College District for a Work Study Program

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Patti Salzmann, Deputy Superintendent

PRESENTER: Dr. James Harrell, Chief Human Capital Management Officer

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the community work-study agreement between SAISD and Alamo Community College District (ACCD) for the purpose of providing work to students through the Community Work Study Program. The Program seeks to encourage students receiving federal financial work-study assistance to participate in community service activities that will benefit and engender in the students, a sense of social responsibility and commitment to the community.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Recommend that the Board approves the community work study agreement with Alamo Community College District in support of a Community Work Study Program as presented.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

Services are provided at no cost to the District and are valued at approximately \$40,000.

IV. 2024 - 2025 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.



COMMUNITY WORK-STUDY AGREEMENT PUBLIC ELEMENTARY SCHOOL

This Agreement is entered into by and between Alamo Community College District, also known as the Alamo Colleges District and referred to below as the "Institution," and _____, a public elementary school, referred to below as the "Organization," for the purpose of providing work to students through the Community Work-Study (CWS) Program.

I. CWS Program Goal

The CWS Program seeks to encourage students receiving federal financial work-study assistance to participate in community service activities that will benefit and engender in the students, a sense of social responsibility and commitment to the community. The CWS program also seeks to provide students with work in the community that complements and reinforces participating students' educational program or career goals.

II. Basic Requirements

The Organization must meet the following requirements to be eligible to employ CWS students under this Agreement:

- A. The Organization must be created or incorporated as non-profit under federal or state law and have federal tax-exempt status. A non-profit Organization is one in which no part of the net earnings of the agency benefits any private shareholder or individual. Private non-profit Organizations must submit a copy of their IRS 501(c)(3) Determination Letter to dst-careerprep@alamo.edu.
- B. The work assignments performed by CWS students for the Organization must be "in the public interest," which is defined as work performed for the welfare of the nation or community rather than work performed for a particular interest or group. Work is not "in the public interest" if it:
 - (1) Primarily benefits the members of an organization that has membership limits, such as a credit union, a fraternal or religious order, or a cooperative;
 - (2) Involves any partisan or nonpartisan political activity or is associated with a faction in an election for public or party office, including but not limited to having the student work at voting polls, supporting a candidate or cause, or transporting or registering voters;

- (3) Is for an elected official unless the official is responsible for the regular administration of federal, state, or local government or is work as a political aide for any elected official;
- (4) Considers a student's political support or party affiliation in hiring him or her; or
- (5) Involves lobbying on the federal, state, or local level.

The Organization is prohibited from assigning work involving any of the above activities to a CWS student.

- C. Work assignments provided by the Organization for CWS students must not displace any employee of the Organization, including those on strike, leave, or furlough or impair existing contracts for service to the Organization. Replacing a full-time employee whose position was eliminated or terminated for any reason with a CWS student is prohibited.
- D. Work assignments provided by the Organization for CWS students must not involve the construction, operation, or maintenance of any part of a building used or to be used for religious worship or sectarian instruction.
- E. Work assignments by the Organization for CWS students must not be hazardous or unsafe, or involve operating machinery that requires a license, certificate, or permit to operate. The Organization acknowledges that it is covered by the Occupational Safety and Health Act of 1970 and has a duty to provide a safe workplace.

III. Scope of Responsibilities

- A. The Institution will administer the CWS Program and make work-study eligible students available to the Organization to perform specific work assignments for the Organization as part of the federal work-study program.
- B. Under this Agreement, which involves the payment of wages to students as part of a financial aid award, the Institution is the employer of CWS students. The Institution is responsible for paying each CWS student for all hours worked by the student at the Organization and issuing federal W-2 forms to the students, thereby reporting the wages earned to the Internal Revenue Service.
- C. The Institution will publicly promote and announce to students the availability of the CWS Program and determine whether students are in good standing and meet the eligibility requirements for employment under the CWS Program. The Institution will refer students to the Organization for interview and selection, and then assign student(s) to work for the Organization after selection by the Organization.
- D. The Institution will recommend to the Organization for consideration of employment only candidate students in good standing who are eligible for the CWS program and interested in working for the Organization, whereupon the Organization shall be responsible for interviewing candidates and selecting an offeree(s).

- E. After the Organization notifies the Institution that a student has accepted a contingently offered position, the Institution will conduct, at its expense, a criminal background check through an approved vendor, which will consist of a local and nationwide search of criminal records, including crimes against minors. Institution will also conduct at its expense any additional criminal and other background checks, drug testing or finger printing of students of which the Organization notifies Institution in writing, before or in such notification, that reasonably may be required because of the nature of the Organization's business.
- F. After the criminal background check is conducted, the Institution will notify the Organization of the student's official start date or of background disqualification, as applicable. The Institution will exercise judgment in determining disqualification based on whether findings are recent, serious and/or pertinent to the position.
- G. The Organization will delay having the CWS student complete orientation, training, or onboarding until after the official start date to ensure that the student is paid for all hours worked for the Organization.
- H. The Organization will provide a work assignment description and train the student(s) to perform the assignment. The Organization will determine the work-study assignment of the student(s), provide the tools and equipment necessary to perform the assignment, direct the work assignments to be performed by the students, including the results to be accomplished and the means by which the results are to be accomplished, and assign an Organization employee to supervise the CWS student(s). The work of CWS students will be performed at the Organization's premises, unless the students' assignments requires work to be performed or offers participation in assignment-related activities at another location of the Organization or community event relevant to the Organization.
- I. The Fair Labor Standards Act of 1938 as amended (FLSA) prohibits employers (including the Institution and Organization) from accepting voluntary services from any paid employee. Any student employed under CWS must be paid for all hours worked.
- J. The Institution will perform placement procedures, check with the Organization that students work tasks are being completed to the Organization's standards, accept and process timesheets approved by the Organization, and pay the students for the hours worked at the Organization. The Institution's work week runs from Saturday to Friday, and the pay period runs from day 1 to day 15 of a month, and day 16 to the last day of a month. So that the students can be timely paid by the Institution, the Organization will submit to the Institution reports of hours worked per work week on a Dynamic Forms timesheet, signed by the student and then the supervisor, by 5:00 pm on the 16th and the 1st day of each month. If the 16th or the 1st of the month falls on a weekend or holiday, the timesheet is due on the next working day.
- K. CWS students will be compensated at an hourly rate that will be greater of the minimum

wage set by federal law or the higher minimum wage set by the Institution for an off-campus Organization, which is \$15.33 per hour. The Institution will promptly comply with any increase in minimum wage upon adoption.

- L. The number of hours a CWS student works is related to the student's financial aid package, which is the total amount of financial aid a student is offered by the Institution to meet the student's education costs. The Organization will determine the number of hours a CWS student will perform per week during an academic period while classes in which the student is enrolled are in session, or as otherwise provided under applicable federal and state law and regulations, but the worked hours per work week may not be less than 10 or more than 19. Any exceptions to this provision must be approved in writing by the Institution's District Director of Student Financial Aid or an authorized designee.
- M. CWS students may be employed by the Organization for additional hours of work beyond the limits herein contained not funded by or subject to this Agreement as employees of the Organization.
- N. In general, students are not permitted to work in CWS positions during scheduled class times. Exceptions are permitted if an individual class is cancelled, if the instructor has excused the student from attending for a particular day, or if the student is receiving credit for employment in an internship or externship experience. Any such exemptions must be documented, and the hours worked must not exceed the threshold of 19 hours per work week.
- O. The CWS student and Organization to which the student is assigned will agree on a work schedule that does not interfere with the student's classes. The work schedule will be submitted to the Financial Aid Office at the beginning of each semester on the Student Agreement Form provided to the Organization and the student.
- P. Organization shall assign the student to a single work site for each day of work. The Organization must disclose to the Institution where the student work assignments will be performed and is responsible for maintaining a current list of work locations. CWS students are to report directly to their respective work assignments at the Organization. Transportation or mileage for students to or from home or the Institution and their work assignments will not be provided or compensated by the Institution or Organization. Such travel time shall not be counted as hours worked, and the Organization is not required to document such travel time.

The work assignments of CWS students will be performed at the Organization's premises (main location), unless the student assignments require work to be performed at another location of the Organization or at a community event relevant to the Organization. If the Organization directs the CWS student to travel to another location once the student has reported to work, the travel time shall be counted and reported as hours worked and the student must ride in a vehicle owned or leased by the Organization (a "company vehicle") and driven by an Organization employee.

If the Organization nevertheless permits the CWS student to drive an Organization company

vehicle or the student's personal vehicle during the course of a work assignment, the CWS student will be considered to be driving within the scope of employment and direction of the Organization, and Organization, by its signature below, assumes all risk and liability for any and all property and personal injury to the CWS student, the Organization's employees and vehicle, and third parties, and indemnifies Institution against any and all liability and expense arising out of same. The Institution does not vet or conduct driving record-related background searches on CWS students.

IV Financial Responsibilities

- A. The Organization may opt to supplement the Institution's hourly minimum student wage by indicating the hourly wage on the job posting. After the Organization notifies the Institution that a student has accepted an offered position, 100% of semester remainder wage supplement owed by the Organization to the Institution will be computed by multiplying the hourly rate of pay supplement for the specific position by the total number of hours to be worked per work week by the CWS student by the number of weeks remaining in the semester. The number of hours worked by the CWS student will be determined by the Organization and must be between 10 to 19 hours per work week. The hourly rate of pay for any position will be equal to or greater than the Institution's student employment minimum wage, but the amount will be agreed upon by Institution and Organization.
- B. The Institution will invoice the Organization for wage deficits created by unplanned extra hours, limited to 19 hours per week, worked by each CWS student. The Organization will have seven (7) business days to submit payment to the Institution.
- C. Upon receiving every invoice, the Organization will have seven (7) business days to pay the invoice via check or bank transfer. Checks can be mailed to the Alamo Colleges District Business Office at 2222 N. Alamo St., San Antonio Texas 78215. Bank transfer information will be provided once this addendum has been signed and job postings have been submitted.
- D. If payment for an invoice is not received within the seven (7) business days, the student's wage supplement will be terminated.
- E. At the request from the Organization, funds submitted by the Organization to the Institution which are not used to pay supplemented student wages may be refunded to the Organization at the end of the applicable semester or the unused funds will be carried over to the next semester.

V. Other Agreements

- A. The Institution and Organization agree to maintain general commercial liability insurance, workers' compensation insurance, and other insurance necessary for their respective operations, whether individually or through a pool or self-insured basis.
- B. The Institution maintains workers' compensation insurance to cover CWS students who work for the Organization, are paid by the Institution, and are injured within the course and scope of their work-study assignment. If a CWS student is injured at the Organization within the course and scope of the work-study assignment, the Organization will report the injury without delay to the Institution's CWS Program contact at mtrevino114@alamo.edu and Risk Management Department at dst-erm@alamo.edu. The Institution will then report the injury to its workers' compensation insurance carrier. If a CWS student is injured at the Organization,

the Organization will furnish any emergency medical attention required by the student, such as first aid or calling an ambulance.

- C. The Organization agrees that no student will be denied work or subjected to different treatment under this Agreement on the basis of race, color, national origin, religion, sex, disability veteran status or other protected criteria. The Organization further agrees that it will comply with the provisions and regulations of Title VII of the Civil Rights Act as amended, Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 503 of the Rehabilitation Act of 1973, Family Educational Rights and Privacy Act, any other federal or Texas statute applicable to students and employees, and federal regulations of or enforced by the U.S. Department of Education.

IV. Other Terms

- A. This Agreement is in effect from July 1, 2024 to June 30, 2026.
- B. This Agreement is a contract and may be terminated at any time without cause by either the Institution or Organization upon mutual agreement or thirty (30) days written notice to either party to the other by and through the officer, administrator, or employee who signed the Agreement.
- C. This Agreement shall supersede any and all prior agreements and be governed by and interpreted under the laws of the State of Texas.

V. Signatures

BY THE ORGANIZATION:

Printed Organization Name

Federal Taxpayer Identification Number (TIN)

Texas Tax Exempt Number

Printed Name of Organization Officer, Administrator, or Employee Signing this Agreement

Title of Organization Officer, Administrator, or Employee Signing this Agreement

Signature of Organization Officer, Administrator, or Employee

Date

Products or services the Organization provides: _____

Upon submitting this signed agreement, the Organization will submit, if it has not previously, a copy of its 501(c)(3) Determination Letter to dst-careerprep@alamo.edu.

BY THE ALAMO COMMUNITY COLLEGE DISTRICT:

Signature of the Alamo College District Student Financial Aid Office

Date

BOARD AGENDA CLARIFICATIONS

Provide this information for Board Agenda Items involving a MOU/SDA/Agreement, etc.

Department:	Human Capital Management
Board Meeting Date:	June 23, 2025
Agenda Title:	Approval of Community Work-Study Agreement Between SAISD and Alamo Community College District for a Work Study Program
Presenter:	Dr. James Harrell
Cost and Funding Source:	\$0
If no cost to the District, what is the approximate value of goods/services being provided?	Services are provided at no cost to the District and are valued at approximately \$40,000.
This MOU addresses the following:	<input checked="" type="checkbox"/> Academics <input type="checkbox"/> Attendance <input type="checkbox"/> Behavior <input type="checkbox"/> Mental Health

IMPACT & COST

Number of Students	Number of Teachers	Number of Campuses	Cost Per Student	Cost Per Teacher	Cost Per Campus
5-10	n/a	n/a	n/a	n/a	n/a

SUPPORTING DATA

Include Pertinent Data and Information (Year, Value Added, & Results/Findings)

<p>Questions to consider:</p> <p>If a renewal, include historical data that supports the renewal and continued partnership</p> <p>If a new partnership, why are we participating in the new program/partnership?</p>	<p>Is this a renewal? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>The Community Work Study Program seeks to provide students with work in the community that complements and reinforces participating students’ educational program or career goals. (IT, administrative support, marketing dept, etc.). This program will help to develop talent pipelines that are crucial in support of District and campus-based positions. It will help identify and engage potential applicants early, while providing a strong and positive impression of SAISD.</p>
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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of District of Innovation Amendment

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Patti Salzmann, Deputy Superintendent, Operations, HCM, Strategy

PRESENTER: James Harrell, Chief of Human Capital Management (HCM)
 Beth Jones, Assistant Superintendent, Office of Strategy

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve an amendment to SAISD’s current District of Innovation designation to allow the District to have more flexibility to address teacher vacancies by hiring non-certified but otherwise highly skilled individuals. Specifically, a waiver for certification has been added to SAISD’s District of Innovation Plan for teachers in early childhood through grade 6 (EC-6) core subjects, out-of-state standard certified professionals, and CTE technology applications.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the District of Innovation amendment.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.



SAISD Local Innovation Plan

Introduction

In 2015, the 84th session of the Texas Legislature passed HB 1842 which allows districts to pursue a **District of Innovation Designation**. This designation allows districts freedom from state-level regulations to deliver instructional and support services in novel ways that improve student educational outcomes. The bill provides districts with opportunities similar to those previously enjoyed by charter schools and prompts districts to determine how exactly to best utilize the designation to better serve students.

Our Process

Originally, the district chose to pursue this designation to inspire innovative practices and increase autonomy at the campus level. Campuses were asked to meet with their individual school communities to discuss the creation of a campus innovation plan and determine whether their students would benefit from state law exceptions. These plans were used to inform the development of the district's Local Innovation Plan.

The process by which campuses developed their plans was as important as the plans themselves. The district acknowledged that an anticipated consequence of engaging in the planning process was that campuses might identify additional areas in which greater flexibility was desired. Campus innovation plans were required to include the following:

- Identify the challenge the campus hopes to overcome.
- Describe how the campus will utilize state law exception(s) to address the identified challenge(s).
- Discuss how the plan assists in achieving the campus' goals.
- List any budget considerations/requests the plan requires.
- Determine the outcomes that will be used to measure whether the plan assists in meeting the campus goals
- Explain the process used to develop the plan.
- Describe how the plan is being shared with the campus community.

The District Leadership Team, a body composed of elected representatives from all stakeholder groups within the district community, reviewed the statutes within Texas Education Code that, if waived, could result in greater student achievement. They voted and approved the plan on Thursday, May 12, 2016. The Board of Trustees held a public hearing and approved the plan on June 13, 2016.

The district renewed its Local Innovation Plan on February 8, 2021 to maintain its District of Innovation designation through February 8, 2026. Going forward, the renewal of existing exemptions will be used to sustain and scale conditions for innovation and continuous improvement to accelerate student achievement.

The District of Innovation status will have no effect on the district's per campus funding allocations nor affect the rights and protections afforded by current District employment contracts or agreements between the District and its contract employees pursuant to TEC §11.174(c).

Requirements Imposed by the Education Code from which SAISD Seeks Exemption

a. **§25.112 (Class Size) and §25.113 (Notice of Class Size)**

§25.112 addresses the number of students that may be in a single kindergarten, first, second, third, or fourth grade class and limits that number to 22. The intent of this statute was to ensure that classrooms maintained a small teacher/student ratio under the belief that smaller classes led to improved achievement for students who benefited from more individualized teacher attention. While the maximum number of students in K-4 classrooms may be addressed by a state waiver, said waivers must be applied for annually and must be applied for by each district, each year. Historically, the district has applied for these waivers annually. By seeking an exception from §25.112 the district would have flexibility for all campuses and classrooms for the duration of the District of Innovation Designation and would not be required to seek waivers annually.

Research has shown that students with additional needs such as English Language Learners, students in poverty, and those with IEPs tend to benefit the most from smaller class sizes. The district believes this arrangement will benefit student achievement more than the current situation. An example of this could be an SAISD elementary school whose leadership team is concerned that their 5th grade bilingual teacher has a class size of 34 students while the K-4 classrooms are capped at 22 due to the 22:1 class size rule. An exemption from this rule allows flexibility to increase class sizes in a K-4 grade level to free up a teaching position that could be reassigned to 5th grade, thereby creating smaller class sizes for English Language Learners and other students with additional needs.

Waiver §25.113 is only sought as its notice requirements relate to §25.112.

b. **§25.0811 (First Day of Instruction)**

SAISD seeks an exemption from the implementation of 25.0811 to obtain flexibility, should campuses or the district as a whole seek it, to begin instruction for students before the fourth (4th) Monday in August. Texas has debated the school start date for three decades beginning in 1984 when the Legislature established September 1 as the uniform start date. In 1991, the Legislature repealed the uniform start date but reinstated it in 2001. In 2004, the Legislature amended the uniform start date to its current form. The argument has been that with schools starting earlier and earlier students and teachers are no longer getting a true summer break; however, districts such as SAISD have seen that there is significant student regression over the summer and to truly have continuous learning and maximize student performance, districts should have the flexibility to begin school earlier than the 4th Monday in August.

Most of the charters within the district's boundaries start two to three weeks earlier than SAISD. By moving up the start of the school year, the fall semester can be completed before Winter Break. Therefore, the first few weeks of January are not taken up by review and testing. That arrangement would benefit teachers and students.

c. **§21.003 (Certification Required)**

§21.0031 (Failure to Obtain Certification; Contract Void)

§21.051 (Rules Regarding Field-Based Experience and Options for Field-Based Experience and Internships)

§21.052 Certification of Educators from Outside the State

§21.053 (Presentation and Recording of Certificates)

The district is seeking exemption of the above-named sections in Texas Education Code related to educator certification to the extent applicable to individuals teaching courses in the following hard to recruit and retain areas:

- EC-6 Core Subjects
- Out-of-State Standard Certified Professionals
- Fine Arts
- Career and Technical Education (CTE)
- Technology Applications
- Mathematics
- Science
- Languages Other Than English (LOTE)
- Advanced Academics, i.e., Advanced Placement and Dual Credit, for the above content areas (Fine Arts, CTE, Mathematics, Science, and LOTE)

The availability of subject matter experts or quality teachers who are certified to teach these courses is limited by both the lack of such individuals and competition with other South Central Texas area school districts for these individuals. The teacher certification requirements in the foregoing sections of the Texas Education Code inhibit the district's ability to hire non-certified but otherwise highly skilled individuals to teach the aforementioned courses.

A reasonable effort to hire certified teachers in the areas of Fine Arts, CTE, Mathematics, Science, and LOTE will be conducted. However, when such effort does not result in the hiring of necessary personnel, the district requires flexibility to hire other qualified individuals or allow a certified teacher to teach up to two courses outside of his/her certification area in Fine Arts, CTE, Mathematics, Science, and/or LOTE. The district will provide individuals with opportunities to enhance their subject matter expertise with knowledge in pedagogy as well as classroom management. Additionally, the district will ensure individuals are aware of the pathways to becoming a certified teacher should they choose to pursue a certification and will support candidates through the certification process. Candidates will still be required to follow the district's hiring and evaluation policies and procedures and will be placed on a non- Chapter 21 contract.

The district is committed to sustaining and expanding its Fine Arts, CTE, Mathematics, Science, LOTE, and Advanced Academics programs. To best serve district students, decisions on certification for these areas will be handled locally. Henceforth, students will be afforded greater course options, fluidity in scheduling, and exposure to specialized practitioners (i.e., artists, mariachi instructors, health science professionals, mathematicians, scientists, and other expert individuals).

d. **§37.006 (a)(2)(C-1) (Marihuana)**

§37.006 (a)(2)(C-2) (E-cigarettes/Vape Pens)

§37.006 (a)(2)(D) (Alcohol)

The District is seeking exemption of the above-named sections in Texas Education Code.

Texas Education Code §37.006 (a)(2)(C-1) requires that a student shall be removed from class and placed in a disciplinary alternative education program if the student possesses, uses, or is under the influence of, or sells, gives, or delivers to another person marihuana, as defined by Section [481.002](#), Health and Safety Code, or tetrahydrocannabinol, as defined by rule adopted under Section [481.003](#) of that code.

Texas Education Code §37.006 (a)(2)(C-2) requires that a student shall be removed from class and placed in a disciplinary alternative education program if the student possesses, uses, sells, gives, or delivers to another person an e-cigarette, as defined by Section 161.081, Health and Safety Code.

Texas Education Code §37.006 (a)(2)(D) requires that a student shall be removed from class and placed in a disciplinary alternative education program if the student sells, gives, or delivers to another person an alcoholic beverage, as defined by Section [1.04](#), Alcoholic Beverage Code, commits a serious act or offense while under the influence of alcohol, or possesses, uses, or is under the influence of an alcoholic beverage.

In the 2023-2024 school year, SAISD implemented the listed provisions of §37.006 as written, resulting in an interruption in instruction to 993 students. The District found that the current code does not allow the flexibility to tailor the response for use of vape pens, THC/ marihuana, or alcohol to meet the differing needs of students. Each day of placement in a Disciplinary Alternative Education Program (DAEP) results in an interruption of instruction, increases a student's risk for failure and school dropout. (Lenderman & Hawkins, 2021.) Additionally, DAEP placement creates barriers to advanced placement or dual credit courses in high school due to the gaps in knowledge created by the interruption of instruction.

SAISD is committed to both meeting the mental and physical health of students as well as ensuring that they are college, career and military ready, and must be able to respond to these types of violations of TEC §37.006(a)(2)(C-1), (C-2), and (D) through a variety of methods based on the unique needs of the student.

In response to the threat to student health and safety that vaping, THC/ marihuana, or alcohol pose, the District commits to:

- Documenting and monitoring all related offenses
- Reporting offenses to parents/guardians
- Implementing a progressive response to these offenses such as:
 - Refine existing regulations to guide local disciplinary measures
 - Campus level response to include drug and alcohol counseling
 - Discipline hearing to consider placement at DAEP
 - Placement at DAEP with drug and/or alcohol counseling
- Continuing to offer student and parent education programs

Lenderman, K. & Hawkins, J. (2021). Out of the classroom and less likely to graduate: The relationship between exclusionary discipline and four-year graduation rates in Texas. Texas Education Review, 9(2), 6-20. <http://dx.doi.org/10.26153/tsw/13913>

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval to Review Board Policy CDA(LOCAL) – Other Revenues: Investments

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dorothy Carreon, Chief Financial Officer

PRESENTER: Dorothy Carreon

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve the annual review of board policy CDA(LOCAL). The Public Funds Investment Act (“PFIA”) requires that “the governing body of an investing entity shall review its investment policy and investment strategies not less than annually. The governing body shall adopt a written instrument by rule, order, ordinance, or resolution stating that it has reviewed the investment policy and investment strategies and that the written instrument so adopted shall record any changes made to either the investment policy or investment strategies.” Tex. Govt. Code 2256.005(e).

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve the annual review of policy CDA(LOCAL) as required by the PFIA.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 DISTRICT GOALS/GUARDRAILS (CHECK ALL THAT APPLY)

- Improve Reading and Writing Outcomes for all Students** - We will increase the percentage of all students who meet 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.

Objectives

The investment policy of the District shall be to ensure the safety of the invested funds of the District by:

1. Maintaining sufficient liquidity to provide adequate and timely working funds.
2. Attaining the highest possible rate of return while providing necessary protection of principal consistent with District operating requirements as determined by the Board.
3. Matching the maturity of investment instruments to the daily cash flow requirements.
4. Diversifying investments as to maturity, instruments, and financial institutions where permitted under state law.
5. Actively pursuing portfolio management techniques.
6. Avoiding investment for speculation.

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016–2256.019.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. The investment officer shall exhibit prudence and discretion in the selection and management of securities. Skill and judgment shall be exercised in order so that no individual or group of transactions undertaken would jeopardize the total capital sum of the overall portfolio. The District shall not allow speculation (such as anticipating an appreciation of capital through changes in market interest rates) in the selection of any investments. The investment officer shall observe financial market indicators, study financial trends, and utilize available educational tools in order to maintain appropriate managerial expertise.

**Investment
Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Liquidity and
Maturity**

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of one year. The District shall not directly invest in securities maturing more than two years from the date of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

**Monitoring Market
Prices**

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, com-

mercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done at least quarterly, as required by law, and more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds / Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

Operating Funds

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Custodial Funds

Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Debt Service Funds

Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

Capital Project Funds

Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.

Safekeeping and Custody

To protect against potential fraud and embezzlement, the cash, collateral, and investments of the District shall be held by an independent third party with whom the District has a current custodial agreement. The District shall retain clearly marked receipts providing proof of the District's ownership, or the District may delegate to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.

**Sellers of
Investments**

Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA).

**Soliciting Bids for
Investments**

In order to get the best return on its investments, the District may solicit bids in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

The District shall monitor interest rate risk using weighted average maturity and specific identification.

Internal Controls

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Avoidance of collusion.
2. Separation of transaction authority from accounting and recordkeeping.
3. Custodial safekeeping.
4. Avoidance of bearer-form securities.
5. Clear delegation of authority.
6. Written confirmation of telephone transactions.

These controls shall be reviewed by the District's independent auditing firm.

Quarterly Reports

The District's investment officers shall prepare and submit to the Board, within a reasonable time after the end of each quarter, a written report of investment transactions for all funds covered by the Public Funds Investment Act for each quarterly reporting period.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Request for Waiver of Penalty and Interest

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dottie Carreon, Chief Financial Officer

PRESENTERS: Dottie Carreon

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve a waiver of penalty and interest for the real property account listed below.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Be it resolved that the Board approve to waive the penalty and interest for the 2024 real property Tax Account# 06562-000-0200, Wilfredo Cordero, as recommended by Albert Uresti, Tax Assessor - Collector for Bexar County. Texas Property Tax Code-Section 33.011 provides for the governing body to waive penalty and interest due to “an act or omission by an employee of the tax office or the Appraisal District”. The Bexar County Tax Assessor Collector has confirmed that such an error did occur on this account.

	Tax Acct# 06562-000-0200 Wilfredo Cordero
Penalty	\$ 317.63
Interest	\$ 90.75
33.07 Penalty	\$ 0.00
TOTAL	\$ 408.38

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

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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.



Albert Uresti, MPA, PCC
Office of the Tax Assessor - Collector

March 5, 2025

San Antonio ISD
Dorothy Carreon
Chief Financial Officer
514 W. Quincy
San Antonio, Texas 78212

RE: Waiver of Penalty and Interest

Taxpayer	Account #	Tax Year	Penalty	Interest	33.07 Penalty	Grand Total
Wilfredo Cordero	06562-000-0200	2024	\$317.63	\$90.75	\$0.00	\$408.38

Dear Ms. Carreon:

The above referenced property owner has requested waiver of penalty and interest under Section 33.011(a)(3)(A) of the Texas Property Tax Code.

The governing body of a taxing unit shall waive penalties and interest if the taxpayer submits evidence showing that the taxpayer delivered payment for the tax before the delinquency date. The taxpayer states delivery of their payment was deposited before the delinquency date to the United States Postal Service however the taxpayer's payment was not received by the delinquency date.

The tracking log submitted from USPS is sufficient evidence the taxpayer attempted to pay the tax before the delinquency date. The base tax has been paid and the request for waiver was made before the 181st day after the delinquency date. This office will refund the penalty and interest upon notice of approval from the governing body.

Please notify our office in writing within ten days of the receipt of this letter if the governing body, or its representative, approves to waive penalty and interest. If the decision is decided at a board meeting, please provide the date of the meeting if it exceeds the ten-day response time. If you have any questions or concerns, please call our office at (210) 335-0554.

Sincerely,

Albert Uresti, MPA, PCAC
Tax Assessor-Collector
Bexar County

AU:SVG/sh/jl
Attachment: a/s

FORM: TASL7
REV 09/24

SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of the Quarterly Investment Report, January 2025 – March 2025

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dorothy Carreon, Chief Financial Officer

PRESENTERS: Dorothy Carreon

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The District, in accordance with the Public Funds Investment Act (PFIA), shall prepare a written report of investment transactions for all funds for the preceding report period. This investment report has been prepared and is being submitted for approval on a quarterly basis.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

Resolve that the Board approve the attached Quarterly Investment Report for period January 2025-March 2025.

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

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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.

SAN ANTONIO ISD

Quarterly Investment Report

AS OF MARCH 31, 2025



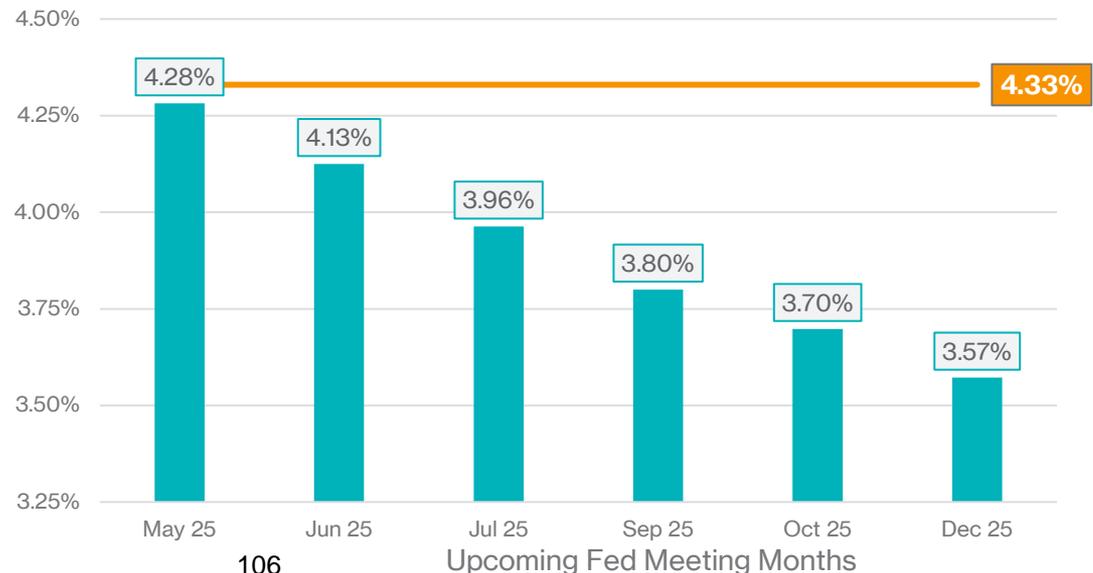
M E E D E R

PUBLIC FUNDS

OBSERVATIONS AND EXPECTATIONS

- Market participants are expecting about three Federal Reserve rate cuts for 2025
- Fed Chair Powell recently stated that the labor market is stable
- The Fed's preferred inflation gauge remains above their target
- Short-term and intermediate-term interest rates were slightly lower for March

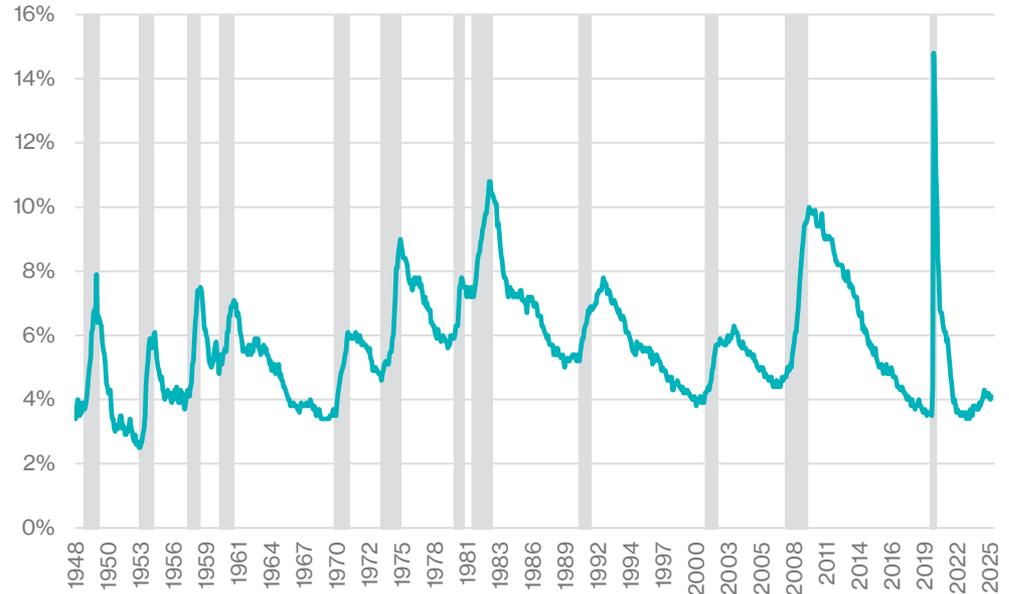
2025 Fed Funds Rate Per Futures Market by Fed Meeting Months



- The Federal Reserve expressed at their most recent meeting (March) they plan to cut the Fed Funds rate by .50% this year.
- At the end of March, the futures market was pricing in about .75% of cuts this year.

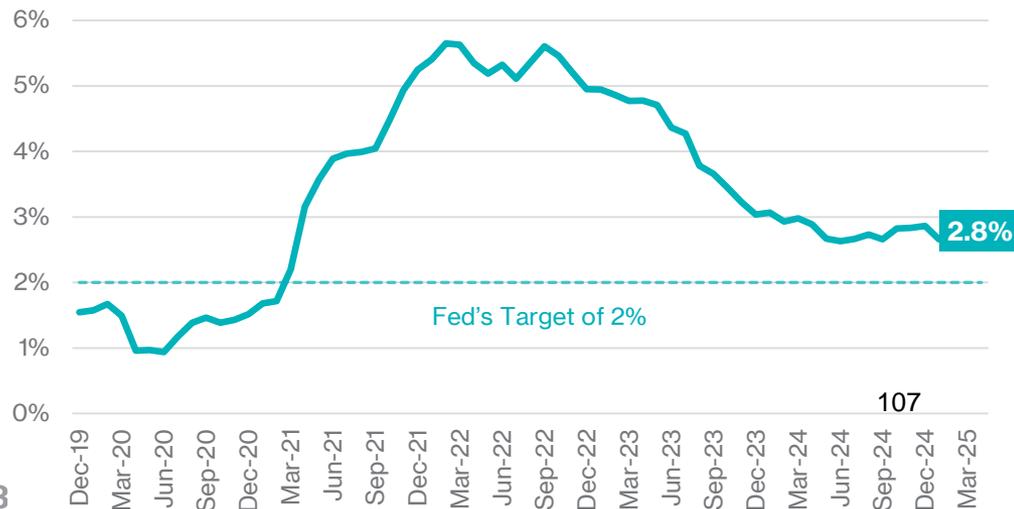
U.S. Unemployment Rate

- The current rate of 4.1% is an extremely low rate of unemployment by historical standards.
- Fed Chair Powell recently stated that the labor market remains solid, with their estimate of the unemployment rate trending only slightly higher to 4.4% this year.



SOURCES: BLOOMBERG, BUREAU OF LABOR STATISTICS

Core PCE YoY

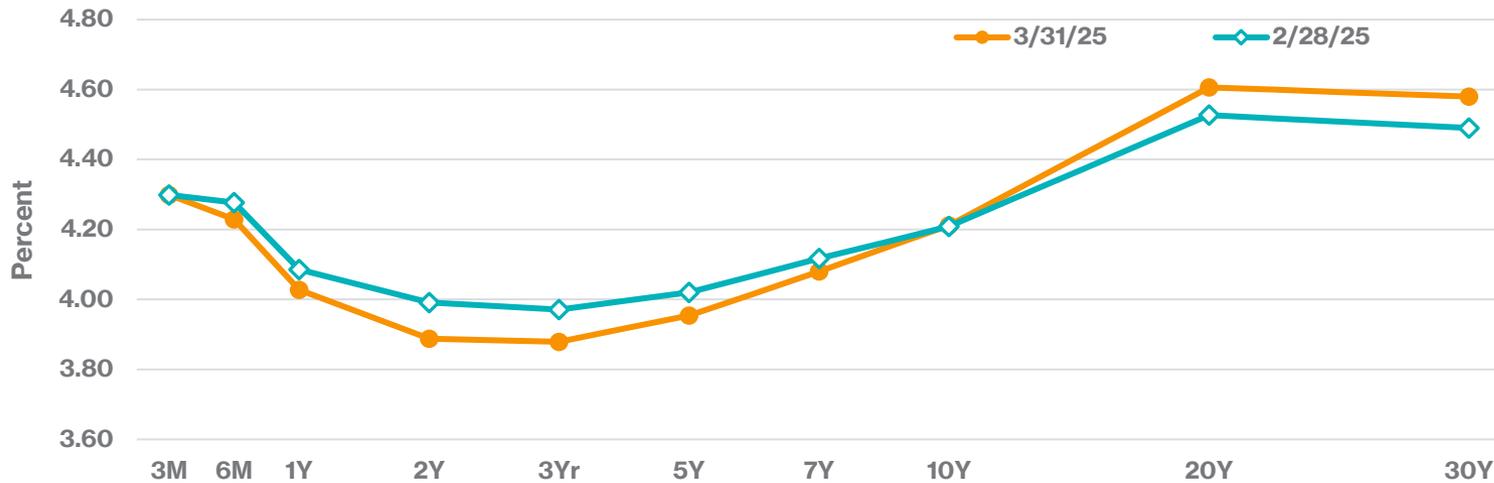


- Core Personal Consumption Expenditure YoY is the Fed's preferred inflation gauge. Core excludes food and energy components.
- Core PCE YoY is currently at 2.8%, not quite at the Fed's 2% target, but far below the 5.6% peak in 2022.
- Economists surveyed by Bloomberg expect Core PCE YoY will stay above the Fed's target and finish the full year of 2025 at 2.5%.

SOURCES: BLOOMBERG, BUREAU OF ECONOMIC ANALYSIS

Treasury Rates Were Mixed for the Month of March

U.S. Treasury Yield Curve Change



Basis Point Change



108

Compliance Certification

The undersigned acknowledge they have reviewed this quarterly investment report for the period ending March 31, 2025. Officials designated as investment officers by this entity's Investment Policy attest that all investments comply with the Texas Public Funds Investment Act and this entity's Investment Policy.



Shanna Toborg, Director, Treasury & Cash Mgmt



Dorothy Carreon, CFO, Financial Services & Business Ops

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Portfolio Statistics

4.19

Weighted Average Yield to Maturity

0.00

Weighted Average Maturity (Years)

0.00

Portfolio Effective Duration (Years)

0.00

Weighted Average Life (Years)

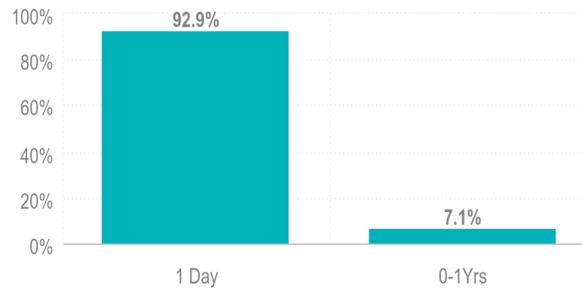
AAA

Average Credit Rating

Portfolio Position

Par Value	\$630,866,315
Principal Cost	\$630,866,315
Book Value	\$630,866,315
Market Value	\$630,866,315
Unrealized Gain/Loss	\$0
Accrued Interest	\$1,207,535

Maturity Distribution



Sector Allocation



Money Market Funds	52.58%
LGIP	37.90%
Repo	7.08%
Bank Deposits	2.44%

Quarterly Portfolio Summary

This quarterly report is prepared in compliance with the Investment Policy and the Strategy of this entity and the Public Funds Investment Act (Chapter 2256, Texas Government Code).

Portfolio as of December 31, 2024

BEGINNING BOOK VALUE	\$695,409,296.04
BEGINNING MARKET VALUE	\$695,414,305.79
UNREALIZED GAIN/(LOSS)	\$5,009.75
WEIGHTED AVERAGE MATURITY (YEARS)	0.00
WEIGHTED AVERAGE YIELD	4.33

Portfolio as of March 31, 2025

ENDING BOOK VALUE	\$630,866,314.90
ENDING MARKET VALUE	\$630,866,314.90
INVESTMENT INCOME FOR THE PERIOD	\$7,038,389.98
UNREALIZED GAIN/(LOSS)	\$0.00
CHANGE IN UNREALIZED GAIN/(LOSS)	(\$5,009.75)
WEIGHTED AVERAGE MATURITY (YEARS)	0.00
WEIGHTED AVERAGE YIELD	4.19

Quarterly Portfolio Summary By Fund

PORTFOLIO MARKET VALUE BY FUND	12/31/2024	03/31/2025	CHANGE	INTEREST EARNED
BUILDING FUND 2019	5,552.16	5,612.16	60.00	60.00
BUILDING FUND 2020	12,340,288.21	12,041,819.47	-298,468.74	131,889.72
BUILDING FUND 2022	332,849,812.58	304,976,203.85	-27,873,608.73	3,446,055.93
BUILDING FUND QSCB	5,920.43	5,984.14	63.71	63.71
CHILD NUTRITION	3,333,592.64	2,601,234.39	-732,358.25	34,991.54
DEBT SERVICE	132,531,878.55	170,319,587.65	37,787,709.10	1,576,058.12
GENERAL DISBURSEMENT	202,716,601.24	132,565,022.09	-70,151,579.15	1,749,396.61
SELF-FUNDED INSURANCE	3,942,217.89	1,979,667.40	-1,962,550.49	17,049.10
STUDENT ACTIVITY	3,057,708.50	3,090,704.75	32,996.25	32,996.25
TECHNOLOGY FUND 2022	1,385,178.38	0.00	-1,385,178.38	14,905.21
WALLACE FOUNDATION GRANT	3,245,555.21	3,280,479.00	34,923.79	34,923.79
TOTAL	695,414,305.79	630,866,314.90	-64,547,990.89	7,038,389.98

Portfolio Overview

SECURITY TYPE	PAR VALUE	MARKET VALUE	BOOK VALUE	% OF PORTFOLIO	DAYS TO MATURITY	YIELD
Bank Deposits	15,411,535.56	15,411,535.56	15,411,535.56	2.44%	1	0.00
LGIP	239,103,617.00	239,103,617.00	239,103,617.00	37.90%	1	4.35
Money Market Funds	331,690,903.24	331,690,903.24	331,690,903.24	52.58%	1	4.26
Repo	44,660,259.10	44,660,259.10	44,660,259.10	7.08%	0	
TOTAL	630,866,314.90	630,866,314.90	630,866,314.90	100.00%	1	4.19
CASH AND ACCRUED INTEREST						
Purchased Accrued Interest		0.00	0.00			
TOTAL CASH AND INVESTMENTS	630,866,314.90	630,866,314.90	630,866,314.90		1	4.19
TOTAL EARNINGS						
		CURRENT QUARTER				
		7,038,389.98				

Summary by Type

SECURITY TYPE	# OF SECURITIES	PAR VALUE	BOOK VALUE	% OF PORTFOLIO	YIELD	DAYS TO FINAL MATURITY
BUILDING FUND 2019						
LGIP	1	5,612.16	5,612.16	0.00	4.36	1
TOTAL	1	5,612.16	5,612.16	0.00	4.36	1
BUILDING FUND 2020						
LGIP	1	12,041,819.47	12,041,819.47	1.91	4.35	1
TOTAL	1	12,041,819.47	12,041,819.47	1.91	4.35	1
BUILDING FUND 2022						
Money Market Funds	1	304,976,203.85	304,976,203.85	48.34	4.26	1
TOTAL	1	304,976,203.85	304,976,203.85	48.34	4.26	1
BUILDING FUND QSCB						
Money Market Funds	1	5,984.14	5,984.14	0.00	4.25	1
TOTAL	1	5,984.14	5,984.14	0.00	4.25	1
CHILD NUTRITION						
Bank Deposits	1	1,094,581.40	1,094,581.40	0.17	0.00	1
LGIP	1	1,506,652.99	1,506,652.99	0.24	4.35	1
TOTAL	2	2,601,234.39	2,601,234.39	0.41	2.52	1
DEBT SERVICE						
LGIP	2	113,304,646.93	113,304,646.93	17.96	4.35	1
Money Market Funds	1	12,354,681.62	12,354,681.62	1.96	4.26	1
Repo	1	44,660,259.10	44,660,259.10	7.08		0
TOTAL	4	170,319,587.65	170,319,587.65	27.00	4.34	1
GENERAL DISBURSEMENT						
Bank Deposits	1	13,606,948.04	13,606,948.04	2.16	0.00	1

Summary by Type

SECURITY TYPE	# OF SECURITIES	PAR VALUE	BOOK VALUE	% OF PORTFOLIO	YIELD	DAYS TO FINAL MATURITY
LGIP	5	107,884,519.42	107,884,519.42	17.10	4.36	1
Money Market Funds	1	11,073,554.63	11,073,554.63	1.76	4.26	1
TOTAL	7	132,565,022.09	132,565,022.09	21.01	3.90	1
SELF-FUNDED INSURANCE						
Bank Deposits	1	710,006.12	710,006.12	0.11	0.00	1
LGIP	1	1,269,661.28	1,269,661.28	0.20	4.35	1
TOTAL	2	1,979,667.40	1,979,667.40	0.31	2.79	1
STUDENT ACTIVITY						
LGIP	1	3,090,704.75	3,090,704.75	0.49	4.35	1
TOTAL	1	3,090,704.75	3,090,704.75	0.49	4.35	1
WALLACE FOUNDATION GRANT						
Money Market Funds	1	3,280,479.00	3,280,479.00	0.52	4.25	1
TOTAL	1	3,280,479.00	3,280,479.00	0.52	4.25	1
GRAND TOTAL	21	630,866,314.90	630,866,314.90	100.00	4.19	1



Position Statement

CUSIP	DESCRIPTION	TRADE DATE SETTLE DATE	PAR VALUE	PRINCIPAL COST PURCHASED INTEREST	TOTAL COST	YIELD TO MATURITY	MATURITY DATE	DAYS TO MATURITY	MARKET PRICE MARKET VALUE	UNREALIZED GAIN/LOSS BOOK VALUE	% OF MV	MOODY'S S&P RATING
BUILDING FUND 2019												
LGIP												
TEXSTAR	TexSTAR	03/31/2025 03/31/2025	5,612.16	5,612.16 0.00	5,612.16	4.36		1	1.00 5,612.16	0.00 5,612.16	0.00	AAA
LGIP TOTAL			5,612.16	5,612.16 0.00	5,612.16	4.36		1	1.00 5,612.16	0.00 5,612.16	0.00	AAA
BUILDING FUND 2019 TOTAL			5,612.16	5,612.16 0.00	5,612.16	4.36		1	5,612.16	0.00 5,612.16	0.00	AAA
BUILDING FUND 2020												
LGIP												
TEXPOOL	TexPool	03/31/2025 03/31/2025	12,041,819.47	12,041,819.47 0.00	12,041,819.47	4.35		1	1.00 12,041,819.47	0.00 12,041,819.47	1.91	AAA
LGIP TOTAL			12,041,819.47	12,041,819.47 0.00	12,041,819.47	4.35		1	1.00 12,041,819.47	0.00 12,041,819.47	1.91	AAA
BUILDING FUND 2020 TOTAL			12,041,819.47	12,041,819.47 0.00	12,041,819.47	4.35		1	12,041,819.47	0.00 12,041,819.47	1.91	AAA
BUILDING FUND 2022												
MONEY MARKET FUNDS												
4812C0670	JPMORGAN.US GVT MM;CAP	03/31/2025 03/31/2025	304,976,203.85	304,976,203.85 0.00	304,976,203.85	4.26		1	1.00 304,976,203.85	0.00 304,976,203.85	48.34	Aaa AAA
MONEY MARKET FUNDS TOTAL			304,976,203.85	304,976,203.85 0.00	304,976,203.85	4.26		1	1.00 304,976,203.85	0.00 304,976,203.85	48.34	AAA
BUILDING FUND 2022 TOTAL			304,976,203.85	304,976,203.85 0.00	304,976,203.85	4.26		1	304,976,203.85	0.00 304,976,203.85	48.34	AAA
BUILDING FUND QSCB												
MONEY MARKET FUNDS												
4812C0670	JPMORGAN.US GVT MM;CAP	03/31/2025 03/31/2025	5,984.14	5,984.14 0.00	5,984.14	4.25		1	1.00 5,984.14	0.00 5,984.14	0.00	Aaa AAA
MONEY MARKET FUNDS TOTAL			5,984.14	5,984.14 0.00	5,984.14	4.25		1	1.00 5,984.14	0.00 5,984.14	0.00	AAA
BUILDING FUND QSCB TOTAL			5,984.14	5,984.14 0.00	117 5,984.14	4.25		1	5,984.14	0.00 5,984.14	0.00	AAA



Position Statement

CUSIP	DESCRIPTION	TRADE DATE SETTLE DATE	PAR VALUE	PRINCIPAL COST PURCHASED INTEREST	TOTAL COST	YIELD TO MATURITY	MATURITY DATE	DAYS TO MATURITY	MARKET PRICE MARKET VALUE	UNREALIZED GAIN/LOSS BOOK VALUE	% OF MV	MOODY'S S&P RATING
CHILD NUTRITION												
BANK DEPOSITS												
10585769	Frost Bank Public Fund Checking Account	03/31/2025 03/31/2025	1,094,581.40	1,094,581.40 0.00	1,094,581.40	0.00		1	1.00 1,094,581.40	0.00 1,094,581.40	0.17	NA NA
BANK DEPOSITS TOTAL			1,094,581.40	1,094,581.40 0.00	1,094,581.40	0.00		1	1.00 1,094,581.40	0.00 1,094,581.40	0.17	NA
LGIP												
LSGO	Lone Star Invest Pool - Government Overnight	03/31/2025 03/31/2025	1,506,652.99	1,506,652.99 0.00	1,506,652.99	4.35		1	1.00 1,506,652.99	0.00 1,506,652.99	0.24	AAA
LGIP TOTAL			1,506,652.99	1,506,652.99 0.00	1,506,652.99	4.35		1	1.00 1,506,652.99	0.00 1,506,652.99	0.24	AAA
CHILD NUTRITION TOTAL			2,601,234.39	2,601,234.39 0.00	2,601,234.39	2.52		1	2,601,234.39	0.00 2,601,234.39	0.41	AAA
DEBT SERVICE												
LGIP												
TEXPOOL	TexPool	03/31/2025 03/31/2025	11,117,177.39	11,117,177.39 0.00	11,117,177.39	4.35		1	1.00 11,117,177.39	0.00 11,117,177.39	1.76	AAA
LSGO	Lone Star Invest Pool - Government Overnight	03/31/2025 03/31/2025	102,187,469.54	102,187,469.54 0.00	102,187,469.54	4.35		1	1.00 102,187,469.54	0.00 102,187,469.54	16.20	AAA
LGIP TOTAL			113,304,646.93	113,304,646.93 0.00	113,304,646.93	4.35		1	1.00 113,304,646.93	0.00 113,304,646.93	17.96	AAA
MONEY MARKET FUNDS												
4812C0670	JPMORGAN:US GVT MM;CAP	03/31/2025 03/31/2025	12,354,681.62	12,354,681.62 0.00	12,354,681.62	4.26		1	1.00 12,354,681.62	0.00 12,354,681.62	1.96	Aaa AAA
MONEY MARKET FUNDS TOTAL			12,354,681.62	12,354,681.62 0.00	12,354,681.62	4.26		1	1.00 12,354,681.62	0.00 12,354,681.62	1.96	AAA
REPO												
2423617290	Deutsche Bank Flex Repo		44,660,259.10	44,660,259.10 0.00	44,660,259.10		03/31/2025	0	1.00 44,660,259.10	0.00 44,660,259.10	7.08	NA NA
REPO TOTAL			44,660,259.10	44,660,259.10 0.00	44,660,259.10			0	1.00 44,660,259.10	0.00 44,660,259.10	7.08	NA
DEBT SERVICE TOTAL			170,319,587.65	170,319,587.65 0.00	170,319,587.65	4.34		1	170,319,587.65	0.00 170,319,587.65	27.00	AAA



Position Statement

CUSIP	DESCRIPTION	TRADE DATE SETTLE DATE	PAR VALUE	PRINCIPAL COST PURCHASED INTEREST	TOTAL COST	YIELD TO MATURITY	MATURITY DATE	DAYS TO MATURITY	MARKET PRICE MARKET VALUE	UNREALIZED GAIN/LOSS BOOK VALUE	% OF MV	MOODY'S S&P RATING
GENERAL DISBURSEMENT												
BANK DEPOSITS												
10585777	Frost Bank Public Fund Checking Account	03/31/2025 03/31/2025	13,606,948.04	13,606,948.04 0.00	13,606,948.04	0.00		1	1.00 13,606,948.04	0.00 13,606,948.04	2.16	NA NA
BANK DEPOSITS TOTAL			13,606,948.04	13,606,948.04 0.00	13,606,948.04	0.00		1	1.00 13,606,948.04	0.00 13,606,948.04	2.16	NA
LGIP												
TXRANGE	Texas Range TexasDAI- LY Fund	03/31/2025 03/31/2025	8,102.90	8,102.90 0.00	8,102.90	4.35		1	1.00 8,102.90	0.00 8,102.90	0.00	AAA
TXCLASS	Texas CLASS	03/31/2025 03/31/2025	7,889,770.75	7,889,770.75 0.00	7,889,770.75	4.44		1	1.00 7,889,770.75	0.00 7,889,770.75	1.25	AAA
TEXSTAR	TexSTAR	03/31/2025 03/31/2025	3,951,604.08	3,951,604.08 0.00	3,951,604.08	4.36		1	1.00 3,951,604.08	0.00 3,951,604.08	0.63	AAA
TEXPOOL	TexPool	03/31/2025 03/31/2025	44,207,032.55	44,207,032.55 0.00	44,207,032.55	4.35		1	1.00 44,207,032.55	0.00 44,207,032.55	7.01	AAA
LSGO	Lone Star Invest Pool - Government Overnight	03/31/2025 03/31/2025	51,828,009.14	51,828,009.14 0.00	51,828,009.14	4.35		1	1.00 51,828,009.14	0.00 51,828,009.14	8.22	AAA
LGIP TOTAL			107,884,519.42	107,884,519.42 0.00	107,884,519.42	4.36		1	1.00 107,884,519.42	0.00 107,884,519.42	17.10	AAA
MONEY MARKET FUNDS												
4812C0670	JPMORGAN:US GVT MM;CAP	03/31/2025 03/31/2025	11,073,554.63	11,073,554.63 0.00	11,073,554.63	4.26		1	1.00 11,073,554.63	0.00 11,073,554.63	1.76	Aaa AAA
MONEY MARKET FUNDS TOTAL			11,073,554.63	11,073,554.63 0.00	11,073,554.63	4.26		1	1.00 11,073,554.63	0.00 11,073,554.63	1.76	AAA
GENERAL DISBURSEMENT TOTAL			132,565,022.09	132,565,022.09 0.00	132,565,022.09	3.90		1	1.00 132,565,022.09	0.00 132,565,022.09	21.01	AAA
SELF-FUNDED INSURANCE												
BANK DEPOSITS												
10585742	Frost Bank Public Fund Checking Account	03/31/2025 03/31/2025	710,006.12	710,006.12 0.00	710,006.12	0.00		1	1.00 710,006.12	0.00 710,006.12	0.11	NA NA
BANK DEPOSITS TOTAL			710,006.12	710,006.12 0.00	710,006.12	0.00		1	1.00 710,006.12	0.00 710,006.12	0.11	NA
LGIP												
LSGO	Lone Star Invest Pool - Government Overnight	03/31/2025 03/31/2025	1,269,661.28	1,269,661.28 0.00	1,269,661.28	4.35		1	1.00 1,269,661.28	0.00 1,269,661.28	0.20	AAA



Position Statement

CUSIP	DESCRIPTION	TRADE DATE SETTLE DATE	PAR VALUE	PRINCIPAL COST PURCHASED INTEREST	TOTAL COST	YIELD TO MATURITY	MATURITY DATE	DAYS TO MATURITY	MARKET PRICE MARKET VALUE	UNREALIZED GAIN/LOSS BOOK VALUE	% OF MV	MOODY'S S&P RATING
LGIP TOTAL			1,269,661.28	1,269,661.28 0.00	1,269,661.28	4.35		1	1.00 1,269,661.28	0.00 1,269,661.28	0.20	AAA
SELF-FUNDED INSURANCE TOTAL			1,979,667.40	1,979,667.40 0.00	1,979,667.40	2.79		1	1,979,667.40	0.00 1,979,667.40	0.31	AAA
STUDENT ACTIVITY												
LGIP												
TEXPOOL	TexPool	03/31/2025 03/31/2025	3,090,704.75	3,090,704.75 0.00	3,090,704.75	4.35		1	1.00 3,090,704.75	0.00 3,090,704.75	0.49	AAA
LGIP TOTAL			3,090,704.75	3,090,704.75 0.00	3,090,704.75	4.35		1	1.00 3,090,704.75	0.00 3,090,704.75	0.49	AAA
STUDENT ACTIVITY TOTAL			3,090,704.75	3,090,704.75 0.00	3,090,704.75	4.35		1	3,090,704.75	0.00 3,090,704.75	0.49	AAA
WALLACE FOUNDATION GRANT												
MONEY MARKET FUNDS												
4812C0670	JPMORGAN.US GVT MM;CAP	03/31/2025 03/31/2025	3,280,479.00	3,280,479.00 0.00	3,280,479.00	4.25		1	1.00 3,280,479.00	0.00 3,280,479.00	0.52	Aaa AAA
MONEY MARKET FUNDS TOTAL			3,280,479.00	3,280,479.00 0.00	3,280,479.00	4.25		1	1.00 3,280,479.00	0.00 3,280,479.00	0.52	AAA
WALLACE FOUNDATION GRANT TOTAL			3,280,479.00	3,280,479.00 0.00	3,280,479.00	4.25		1	3,280,479.00	0.00 3,280,479.00	0.52	AAA
GRAND TOTAL			630,866,314.90	630,866,314.90 0.00	630,866,314.90	4.19		1	630,866,314.90	0.00 630,866,314.90	100.00	AAA

Cash Reconciliation Report

BUILDING FUND 2022						
POST DATE	IDENTIFIER	DESCRIPTION	PAR VALUE	FINAL MATURITY	PRINCIPAL	AMOUNT
COUPON						
02/28/2025	912828ZC7	UNITED STATES TREASURY 1.125 02/28/2025	0.00	02/28/2025	0.00	28,125.00
COUPON TOTAL			0.00		0.00	28,125.00
POST DATE	IDENTIFIER	DESCRIPTION	PAR VALUE	FINAL MATURITY	PRINCIPAL	AMOUNT
MATURITY						
02/28/2025	912828ZC7	UNITED STATES TREASURY 1.125 02/28/2025	-5,000,000.00	02/28/2025	-5,000,000.00	5,000,000.00
MATURITY TOTAL			-5,000,000.00		-5,000,000.00	5,000,000.00
DEBT SERVICE						
POST DATE	IDENTIFIER	DESCRIPTION	PAR VALUE	FINAL MATURITY	PRINCIPAL	AMOUNT
BUY						
03/31/2025	2423617290	Deutsche Bank Flex Repo	626,743.70	03/31/2025	626,743.70	-626,743.70
BUY TOTAL			626,743.70		626,743.70	-626,743.70
GENERAL DISBURSEMENT						
POST DATE	IDENTIFIER	DESCRIPTION	PAR VALUE	FINAL MATURITY	PRINCIPAL	AMOUNT
COUPON						
02/18/2025	91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	0.00	02/15/2025	0.00	37,500.00
COUPON TOTAL			0.00		0.00	37,500.00
POST DATE	IDENTIFIER	DESCRIPTION	PAR VALUE	FINAL MATURITY	PRINCIPAL	AMOUNT
MATURITY						
02/15/2025	91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	-5,000,000.00	02/15/2025	-5,000,000.00	5,000,000.00
MATURITY TOTAL			-5,000,000.00		-5,000,000.00	5,000,000.00

Transaction Statement

DEBT SERVICE									
	TRADE DATE	SETTLE DATE	CUSIP	DESCRIPTION	PAR VALUE	PRINCIPAL COST	PURCHASED INTEREST	TOTAL	PURCHASE YIELD
BUY									
	03/31/2025	03/31/2025	2423617290	Deutsche Bank Flex Repo	626,743.70	626,743.70	0.00	(626,743.70)	
BUY TOTAL					626,743.70	626,743.70	0.00	(626,743.70)	

GENERAL DISBURSEMENT									
	TRADE DATE	SETTLE DATE	CUSIP	DESCRIPTION	PAR VALUE	BOOK VALUE	TOTAL	NET REALIZED GAIN/LOSS	
MATURITY									
	02/15/2025	02/18/2025	91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	(5,000,000.00)	5,000,000.00	5,000,000.00	0.00	
MATURITY TOTAL					(5,000,000.00)	5,000,000.00	5,000,000.00	0.00	

BUILDING FUND 2022									
	TRADE DATE	SETTLE DATE	CUSIP	DESCRIPTION	PAR VALUE	BOOK VALUE	TOTAL	NET REALIZED GAIN/LOSS	
MATURITY									
	02/28/2025	02/28/2025	912828ZC7	UNITED STATES TREASURY 1.125 02/28/2025	(5,000,000.00)	5,000,000.00	5,000,000.00	0.00	
MATURITY TOTAL					(5,000,000.00)	5,000,000.00	5,000,000.00	0.00	

Amortization Schedule

CUSIP	DESCRIPTION	PAR VALUE	PRINCIPAL COST	ORIGINAL PREMIUM OR DISCOUNT	BEGINNING BOOK VALUE	CURRENT PERIOD AMORT	ENDING BOOK VALUE	TOTAL AMORTIZATION	UNAMORTIZED BALANCE
BUILDING FUND 2022									
912828ZC7	UNITED STATES TREASURY 1:125 02/28/2025	5,000,000.00	4,640,234.38	(359,765.62)	4,971,139.13	28,860.87	0.00	359,765.62	0.00
TOTAL		5,000,000.00	4,640,234.38	(359,765.62)	4,971,139.13	28,860.87	0.00	359,765.62	0.00
DEBT SERVICE									
2423617290	Deutsche Bank Flex Repo	44,660,259.10	44,660,259.10	0.00	44,033,515.40	0.00	44,660,259.10	0.00	0.00
TOTAL		44,660,259.10	44,660,259.10	0.00	44,033,515.40	0.00	44,660,259.10	0.00	0.00
GENERAL									
91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	5,000,000.00	4,679,877.00	(320,123.00)	4,979,710.51	20,289.49	0.00	320,123.00	0.00
TOTAL		5,000,000.00	4,679,877.00	(320,123.00)	4,979,710.51	20,289.49	0.00	320,123.00	0.00
GRAND TOTAL		54,660,259.10	53,980,370.48	(679,888.62)	53,984,365.05	49,150.35	44,660,259.10	679,888.62	0.00



Accrued Interest Schedule

IDENTIFIER	DESCRIPTION	SETTLE DATE	PAR VALUE	PRINCIPAL COST	BEGINNING ACCRUED INTEREST	PURCHASED INTEREST	CURRENT PERIOD ACCRUAL	INTEREST RECEIVED	ENDING ACCRUED INTEREST
BUILDING FUND 2019									
TEXSTAR	TexSTAR	2025-03-31	5,612.16	5,612.16	0.00	0.00	60.00	60.00	0.00
TOTAL			5,612.16	5,612.16	0.00	0.00	60.00	60.00	0.00
BUILDING FUND 2020									
TEXPOOL	TexPool	2025-03-31	12,041,819.47	12,041,819.47	0.00	0.00	131,889.72	131,889.72	0.00
TOTAL			12,041,819.47	12,041,819.47	0.00	0.00	131,889.72	131,889.72	0.00
BUILDING FUND 2022									
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	304,976,203.85	304,976,203.85	1,258,042.13	0.00	3,408,182.63	3,543,264.16	1,122,960.60
912828ZC7	UNITED STATES TREASURY 1.125 02/28/2025	2023-03-08	0.00	0.00	19,112.57	0.00	9,012.43	28,125.00	0.00
TOTAL			304,976,203.85	304,976,203.85	1,277,154.70	0.00	3,417,195.06	3,571,389.16	1,122,960.60
BUILDING FUND QSCB									
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	5,984.14	5,984.14	0.00	0.00	63.71	63.71	0.00
TOTAL			5,984.14	5,984.14	0.00	0.00	63.71	63.71	0.00
CHILD NUTRITION									
10585769	Frost Bank Public Fund Checking Account	2025-03-31	1,094,581.40	1,094,581.40	0.00	0.00	0.00	0.00	0.00
LSGO	Lone Star Invest Pool - Government Overnight	2025-03-31	1,506,652.99	1,506,652.99	0.00	0.00	34,991.54	34,991.54	0.00
TOTAL			2,601,234.39	2,601,234.39	0.00	0.00	34,991.54	34,991.54	0.00
DEBT SERVICE									
2423617290	Deutsche Bank Flex Repo		44,660,259.10	44,660,259.10	0.00	0.00	255,533.46	255,533.46	0.00
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	12,354,681.62	12,354,681.62	46,360.12	0.00	129,765.48	131,527.23	44,598.37
LSGO	Lone Star Invest Pool - Government Overnight	2025-03-31	102,187,469.54	102,187,469.54	0.00	0.00	1,072,072.58	1,072,072.58	0.00
TEXPOOL	TexPool	2025-03-31	11,117,177.39	11,117,177.39	0.00	0.00	118,686.60	118,686.60	0.00
TOTAL			170,319,587.65	170,319,587.65	46,360.12	0.00	1,576,058.12	1,577,819.87	44,598.37



Accrued Interest Schedule

IDENTIFIER	DESCRIPTION	SETTLE DATE	PAR VALUE	PRINCIPAL COST	BEGINNING ACCRUED INTEREST	PURCHASED INTEREST	CURRENT PERIOD ACCRUAL	INTEREST RECEIVED	ENDING ACCRUED INTEREST
GENERAL DISBURSEMENT									
10585777	Frost Bank Public Fund Checking Account	2025-03-31	13,606,948.04	13,606,948.04	0.00	0.00	0.00	0.00	0.00
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	11,073,554.63	11,073,554.63	22,625.62	0.00	88,008.93	70,658.50	39,976.05
LSGO	Lone Star Invest Pool - Government Overnight	2025-03-31	51,828,009.14	51,828,009.14	0.00	0.00	1,112,867.07	1,112,867.07	0.00
TEXPOOL	TexPool	2025-03-31	44,207,032.55	44,207,032.55	0.00	0.00	389,869.19	389,869.19	0.00
TEXSTAR	TexSTAR	2025-03-31	3,951,604.08	3,951,604.08	0.00	0.00	42,208.41	42,208.41	0.00
TXCLASS	Texas CLASS	2025-03-31	7,889,770.75	7,889,770.75	0.00	0.00	86,895.48	86,895.48	0.00
TXRANGE	Texas Range TexasDAILY Fund	2025-03-31	8,102.90	8,102.90	0.00	0.00	86.85	86.85	0.00
91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	2023-03-08	0.00	0.00	28,328.80	0.00	9,171.20	37,500.00	0.00
TOTAL			132,565,022.09	132,565,022.09	50,954.42	0.00	1,729,107.13	1,740,085.50	39,976.05
SELF-FUNDED INSURANCE									
10585742	Frost Bank Public Fund Checking Account	2025-03-31	710,006.12	710,006.12	0.00	0.00	0.00	0.00	0.00
LSGO	Lone Star Invest Pool - Government Overnight	2025-03-31	1,269,661.28	1,269,661.28	0.00	0.00	17,049.10	17,049.10	0.00
TOTAL			1,979,667.40	1,979,667.40	0.00	0.00	17,049.10	17,049.10	0.00
STUDENT ACTIVITY									
TEXPOOL	TexPool	2025-03-31	3,090,704.75	3,090,704.75	0.00	0.00	32,996.25	32,996.25	0.00
TOTAL			3,090,704.75	3,090,704.75	0.00	0.00	32,996.25	32,996.25	0.00
TECHNOLOGY FUND 2022									
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	0.00	0.00	0.00	0.00	14,905.21	14,905.21	0.00
TOTAL			0.00	0.00	0.00	0.00	14,905.21	14,905.21	0.00
WALLACE FOUNDATION GRANT									
4812C0670	JPMORGAN:US GVT MM;CAP	2025-03-31	3,280,479.00	3,280,479.00	0.00	0.00	34,923.79	34,923.79	0.00
TOTAL			3,280,479.00	3,280,479.00	0.00	0.00	34,923.79	34,923.79	0.00



Accrued Interest Schedule

IDENTIFIER	DESCRIPTION	SETTLE DATE	PAR VALUE	PRINCIPAL COST	BEGINNING ACCRUED INTEREST	PURCHASED INTEREST	CURRENT PERIOD ACCRUAL	INTEREST RECEIVED	ENDING ACCRUED INTEREST
GRAND TOTAL			630,866,314.90	630,866,314.90	1,374,469.24	0.00	6,989,239.63	7,156,173.85	1,207,535.02



Earnings by Fund

CUSIP	DESCRIPTION	ENDING PAR VALUE	BEGINNING BOOK VALUE	ENDING BOOK VALUE	FINAL MATURITY	COUPON RATE	YIELD	INTEREST EARNED	NET AMORTIZATION/ ACCRETION/ INCOME	NET REALIZED GAIN/LOSS	ADJUSTED INTEREST EARNINGS
BUILDING FUND 2019											
TEXSTAR	TexSTAR	5,612.16	5,552.16	5,612.16	03/31/2025	5.30	4.36	60.00	0.00	0.00	60.00
TOTAL		5,612.16	5,552.16	5,612.16		5.30	4.36	60.00	0.00	0.00	60.00
BUILDING FUND 2020											
TEXPOOL	TexPool	12,041,819.47	12,340,288.21	12,041,819.47	03/31/2025	5.34	4.35	131,889.72	0.00	0.00	131,889.72
TOTAL		12,041,819.47	12,340,288.21	12,041,819.47		5.34	4.35	131,889.72	0.00	0.00	131,889.72
BUILDING FUND 2022											
4812C0670	JPMORGAN:US GVT MM,CAP	304,976,203.85	327,875,593.83	304,976,203.85	03/31/2025	4.26	4.26	3,408,182.63	0.00	0.00	3,408,182.63
912828ZC7	UNITED STATES TREASURY 1.125 02/28/2025	0.00	4,971,139.13	0.00	02/28/2025	1.13	4.99	9,012.43	28,860.87	0.00	37,873.30
TOTAL		304,976,203.85	332,846,732.96	304,976,203.85		4.26	4.26	3,417,195.06	28,860.87	0.00	3,446,055.93
BUILDING FUND QSCB											
4812C0670	JPMORGAN:US GVT MM,CAP	5,984.14	5,920.43	5,984.14	03/31/2025	4.21	4.25	63.71	0.00	0.00	63.71
TOTAL		5,984.14	5,920.43	5,984.14		4.21	4.25	63.71	0.00	0.00	63.71
CHILD NUTRITION											
10585769	Frost Bank Public Fund Checking Account	1,094,581.40	1,809,639.50	1,094,581.40	03/31/2025	0.00	0.00	0.00	0.00	0.00	0.00
LSGO	Lone Star Invest Pool - Government Overnight	1,506,652.99	1,523,953.14	1,506,652.99	03/31/2025	0.00	4.35	34,991.54	0.00	0.00	34,991.54
TOTAL		2,601,234.39	3,333,592.64	2,601,234.39		0.00	2.52	34,991.54	0.00	0.00	34,991.54
DEBT SERVICE											
2423617290	Deutsche Bank Flex Repo	44,660,259.10	44,033,515.40	44,660,259.10	03/31/2025	2.80		255,533.46	0.00	0.00	255,533.46
4812C0670	JPMORGAN:US GVT MM,CAP	12,354,681.62	12,223,154.39	12,354,681.62	03/31/2025	4.26	4.26	129,765.48	0.00	0.00	129,765.48
LSGO	Lone Star Invest Pool - Government Overnight	102,187,469.54	65,276,717.97	102,187,469.54	03/31/2025	0.00	4.35	1,072,072.58	0.00	0.00	1,072,072.58
TEXPOOL	TexPool	11,117,177.39	10,998,490.79	11,117,177.39	03/31/2025	5.34	4.35	118,686.60	0.00	0.00	118,686.60



Earnings by Fund

CUSIP	DESCRIPTION	ENDING PAR VALUE	BEGINNING BOOK VALUE	ENDING BOOK VALUE	FINAL MATURITY	COUPON RATE	YIELD	INTEREST EARNED	NET AMORTIZATION/ ACCRETION INCOME	NET REALIZED GAIN/LOSS	ADJUSTED INTEREST EARNINGS
TOTAL		170,319,587.65	132,531,878.55	170,319,587.65		1.39	4.34	1,576,058.12	0.00	0.00	1,576,058.12

GENERAL DISBURSEMENT											
10585777	Frost Bank Public Fund Checking Account	13,606,948.04	11,516,972.04	13,606,948.04	03/31/2025	0.00	0.00	0.00	0.00	0.00	0.00
4812C0670	JPMORGAN:US GVT MM;CAP	11,073,554.63	5,965,396.13	11,073,554.63	03/31/2025	4.26	4.26	88,008.93	0.00	0.00	88,008.93
91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025	0.00	4,979,710.51	0.00	02/15/2025	1.50	5.00	9,171.20	20,289.49	0.00	29,460.68
LSGO	Lone Star Invest Pool - Government Overnight	51,828,009.14	147,715,142.07	51,828,009.14	03/31/2025	0.00	4.35	1,112,867.07	0.00	0.00	1,112,867.07
TEXPOOL	TexPool	44,207,032.55	20,817,163.36	44,207,032.55	03/31/2025	5.34	4.35	389,869.19	0.00	0.00	389,869.19
TEXSTAR	TexSTAR	3,951,604.08	3,909,395.67	3,951,604.08	03/31/2025	5.30	4.36	42,208.41	0.00	0.00	42,208.41
TXCLASS	Texas CLASS	7,889,770.75	7,802,875.27	7,889,770.75	03/31/2025	0.00	4.44	86,895.48	0.00	0.00	86,895.48
TXRANGE	Texas Range TexasDAILY Fund	8,102.90	8,016.05	8,102.90	03/31/2025	5.04	4.35	86.85	0.00	0.00	86.85
TOTAL		132,565,022.09	202,714,671.10	132,565,022.09		2.29	3.90	1,729,107.13	20,289.49	0.00	1,749,396.61

SELF-FUNDED INSURANCE											
10585742	Frost Bank Public Fund Checking Account	710,006.12	800,000.00	710,006.12	03/31/2025	0.00	0.00	0.00	0.00	0.00	0.00
LSGO	Lone Star Invest Pool - Government Overnight	1,269,661.28	3,142,217.89	1,269,661.28	03/31/2025	0.00	4.35	17,049.10	0.00	0.00	17,049.10
TOTAL		1,979,667.40	3,942,217.89	1,979,667.40		0.00	2.79	17,049.10	0.00	0.00	17,049.10

STUDENT ACTIVITY											
TEXPOOL	TexPool	3,090,704.75	3,057,708.50	3,090,704.75	03/31/2025	5.34	4.35	32,996.25	0.00	0.00	32,996.25
TOTAL		3,090,704.75	3,057,708.50	3,090,704.75		5.34	4.35	32,996.25	0.00	0.00	32,996.25

TECHNOLOGY FUND 2022											
4812C0670	JPMORGAN:US GVT MM;CAP	0.00	1,385,178.38	0.00	03/31/2025	4.21	4.25	14,905.21	0.00	0.00	14,905.21
TOTAL		0.00	1,385,178.38	0.00		4.21	4.25	14,905.21	0.00	0.00	14,905.21



Earnings by Fund

CUSIP	DESCRIPTION	ENDING PAR VALUE	BEGINNING BOOK VALUE	ENDING BOOK VALUE	FINAL MATURITY	COUPON RATE	YIELD	INTEREST EARNED	NET AMORTIZATION/ACCRETION INCOME	NET REALIZED GAIN/LOSS	ADJUSTED INTEREST EARNINGS
WALLACE FOUNDATION GRANT											
4812C0670	JPMORGAN:US GVT MM;CAP	3,280,479.00	3,245,555.21	3,280,479.00	03/31/2025	4.21	4.25	34,923.79	0.00	0.00	34,923.79
TOTAL		3,280,479.00	3,245,555.21	3,280,479.00		4.21	4.25	34,923.79	0.00	0.00	34,923.79
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GRAND TOTAL		630,866,314.90	695,409,296.04	630,866,314.90		3.07	4.19	6,989,239.63	49,150.35	0.00	7,038,389.98

Projected Cashflows

For the Period April 01, 2025 to September 30, 2025

CUSIP	DESCRIPTION	POST DATE	TRANSACTION TYPE	AMOUNT
GRAND TOTAL				



Change in Value

IDENTIFIER	ISSUER PAR VALUE	YIELD	TRADE DATE MATURITY DATE	INTEREST ACCRUAL INTEREST RECEIVED	BEGINNING BOOK VALUE BEGINNING MARKET VALUE	PURCHASES/ ADDITIONS	REDEMPTIONS	CHANGE IN BOOK VALUE CHANGE IN MARKET VALUE	ENDING BOOK VALUE ENDING MARKET VALUE
BUILDING FUND 2019									
TEXSTAR	TexSTAR 5,612.16	4.36	03/31/2025	60.00 60.00	5,552.16 5,552.16	60.00	0.00	60.00 60.00	5,612.16 5,612.16
TOTAL		4.36		60.00 60.00	5,552.16 5,552.16	60.00	0.00	60.00 60.00	5,612.16 5,612.16
BUILDING FUND 2020									
TEXPOOL	TexPool 12,041,819.47	4.35	03/31/2025	131,889.72 131,889.72	12,340,288.21 12,340,288.21	0.00	(298,468.74)	(298,468.74) (298,468.74)	12,041,819.47 12,041,819.47
TOTAL		4.35		131,889.72 131,889.72	12,340,288.21 12,340,288.21	0.00	(298,468.74)	(298,468.74) (298,468.74)	12,041,819.47 12,041,819.47
BUILDING FUND 2022									
912828ZC7	UNITED STATES TREASURY 1125 02/28/2025 0.00	4.99	03/07/2023 02/28/2025	9,012.43 28,125.00	4,971,139.13 4,974,218.75	0.00	(5,000,000.00)	(4,971,139.13) (4,974,218.75)	0.00 0.00
4812C0670	JPMORGAN:US GVT MM;CAP 304,976,203.85	4.26	03/31/2025	3,408,182.63 3,543,264.16	327,875,593.83 327,875,593.83	8,571,389.16	(31,470,779.14)	(22,899,389.98) (22,899,389.98)	304,976,203.85 304,976,203.85
TOTAL		4.26		3,417,195.06 3,571,389.16	332,846,732.96 332,849,812.58	8,571,389.16	(36,470,779.14)	(27,870,529.11) (27,873,608.73)	304,976,203.85 304,976,203.85
BUILDING FUND QSCB									
4812C0670	JPMORGAN:US GVT MM;CAP 5,984.14	4.25	03/31/2025	63.71 63.71	5,920.43 5,920.43	63.71	0.00	63.71 63.71	5,984.14 5,984.14
TOTAL		4.25		63.71 63.71	5,920.43 5,920.43	63.71	0.00	63.71 63.71	5,984.14 5,984.14
CHILD NUTRITION									
10585769	Frost Bank Public Fund Checking Account 1,094,581.40	0.00	03/31/2025	0.00 0.00	1,809,639.50 1,809,639.50	0.00	(715,058.10)	(715,058.10) (715,058.10)	1,094,581.40 1,094,581.40



Change in Value

IDENTIFIER	ISSUER PAR VALUE	YIELD	TRADE DATE MATURITY DATE	INTEREST ACCRUAL INTEREST RECEIVED	BEGINNING BOOK VALUE BEGINNING MARKET VALUE	PURCHASES/ ADDITIONS	REDEMPTIONS	CHANGE IN BOOK VALUE CHANGE IN MARKET VALUE	ENDING BOOK VALUE ENDING MARKET VALUE
LSGO	Lone Star Invest Pool - Government Overnight 1,506,652.99	4.35	09/30/2024 03/31/2025	34,991.54 34,991.54	1,523,953.14 1,523,953.14	0.00	(17,300.15)	(17,300.15) (17,300.15)	1,506,652.99 1,506,652.99
TOTAL		2.52		34,991.54 34,991.54	3,333,592.64 3,333,592.64	0.00	(732,358.25)	(732,358.25) (732,358.25)	2,601,234.39 2,601,234.39

DEBT SERVICE									
TEXPOOL	TexPool 11,117,177.39	4.35	03/31/2025	118,686.60 118,686.60	10,998,490.79 10,998,490.79	118,686.60	0.00	118,686.60 118,686.60	11,117,177.39 11,117,177.39
4812C0670	JPMORGAN:US GVT MM;CAP 12,354,681.62	4.26	03/31/2025	129,765.48 131,527.23	12,223,154.39 12,223,154.39	131,527.23	0.00	131,527.23 131,527.23	12,354,681.62 12,354,681.62
LSGO	Lone Star Invest Pool - Government Overnight 102,187,469.54	4.35	03/31/2025	1,072,072.58 1,072,072.58	65,276,717.97 65,276,717.97	36,910,751.57	0.00	36,910,751.57 36,910,751.57	102,187,469.54 102,187,469.54
2423617290	Deutsche Bank Flex Repo 44,660,259.10		03/31/2025	255,533.46 255,533.46	44,033,515.40 44,033,515.40	626,743.70	0.00	626,743.70 626,743.70	44,660,259.10 44,660,259.10
TOTAL		4.34		1,576,058.12 1,577,819.87	132,531,878.55 132,531,878.55	37,787,709.10	0.00	37,787,709.10 37,787,709.10	170,319,587.65 170,319,587.65

GENERAL DISBURSEMENT									
91282CDZ1	UNITED STATES TREASURY 1.5 02/15/2025 0.00	5.00	03/07/2023 02/15/2025	9,171.20 37,500.00	4,979,710.51 4,981,640.65	0.00	(5,000,000.00)	(4,979,710.51) (4,981,640.65)	0.00 0.00
TEXPOOL	TexPool 44,207,032.55	4.35	03/31/2025	389,869.19 389,869.19	20,817,163.36 20,817,163.36	23,389,869.19	0.00	23,389,869.19 23,389,869.19	44,207,032.55 44,207,032.55
4812C0670	JPMORGAN:US GVT MM;CAP 11,073,554.63	4.26	03/31/2025	88,008.93 70,658.50	5,965,396.13 5,965,396.13	5,108,158.50	0.00	5,108,158.50 5,108,158.50	11,073,554.63 11,073,554.63
LSGO	Lone Star Invest Pool - Government Overnight 51,828,009.14	4.35	03/31/2025	1,112,867.07 1,112,867.07	147,715,142.07 147,715,142.07	0.00	(95,887,132.93)	(95,887,132.93) (95,887,132.93)	51,828,009.14 51,828,009.14
10585777	Frost Bank Public Fund Checking Account 13,606,948.04	0.00	03/31/2025	0.00 0.00	11,516,972.04 11,516,972.04	2,089,976.00	0.00	2,089,976.00 2,089,976.00	13,606,948.04 13,606,948.04
TXRANGE	Texas Range TexasDAILY Fund 8,102.90	4.35	03/31/2025	86.85 86.85	8,016.05 8,016.05	86.85	0.00	86.85 86.85	8,102.90 8,102.90
TEXSTAR	TexSTAR 3,951,604.08	4.36	03/31/2025	42,208.41 42,208.41	3,909,395.67 3,909,395.67	42,208.41	0.00	42,208.41 42,208.41	3,951,604.08 3,951,604.08
TXCLASS	Texas CLASS 7,889,770.75	4.44	03/31/2025	86,895.48 86,895.48	7,802,875.27 7,802,875.27	86,895.48	0.00	86,895.48 86,895.48	7,889,770.75 7,889,770.75



Change in Value

IDENTIFIER	ISSUER PAR VALUE	YIELD	TRADE DATE MATURITY DATE	INTEREST ACCRUAL INTEREST RECEIVED	BEGINNING BOOK VALUE BEGINNING MARKET VALUE	PURCHASES/ ADDITIONS	REDEMPTIONS	CHANGE IN BOOK VALUE CHANGE IN MARKET VALUE	ENDING BOOK VALUE ENDING MARKET VALUE
TOTAL		3.90		1,729,107.13 1,740,085.50	202,714,671.10 202,716,601.24	30,717,194.43	(100,887,132.93)	(70,149,649.01) (70,151,579.15)	132,565,022.09 132,565,022.09

SELF-FUNDED INSURANCE									
LSGO	Lone Star Invest Pool - Government Overnight 1,269,661.28	4.35	03/31/2025	17,049.10 17,049.10	3,142,217.89 3,142,217.89	0.00	(1,872,556.61)	(1,872,556.61) (1,872,556.61)	1,269,661.28 1,269,661.28
10585742	Frost Bank Public Fund Checking Account 710,006.12	0.00	03/31/2025	0.00 0.00	800,000.00 800,000.00	0.00	(89,993.88)	(89,993.88) (89,993.88)	710,006.12 710,006.12
TOTAL		2.79		17,049.10 17,049.10	3,942,217.89 3,942,217.89	0.00	(1,962,550.49)	(1,962,550.49) (1,962,550.49)	1,979,667.40 1,979,667.40

STUDENT ACTIVITY									
TEXPOOL	TexPool 3,090,704.75	4.35	03/31/2025	32,996.25 32,996.25	3,057,708.50 3,057,708.50	32,996.25	0.00	32,996.25 32,996.25	3,090,704.75 3,090,704.75
TOTAL		4.35		32,996.25 32,996.25	3,057,708.50 3,057,708.50	32,996.25	0.00	32,996.25 32,996.25	3,090,704.75 3,090,704.75

TECHNOLOGY FUND 2022									
4812C0670	JPMORGAN:US GVT MM;CAP 0.00	4.25	03/31/2025	14,905.21 14,905.21	1,385,178.38 1,385,178.38	0.00	(1,385,178.38)	(1,385,178.38) (1,385,178.38)	0.00 0.00
TOTAL		4.25		14,905.21 14,905.21	1,385,178.38 1,385,178.38	0.00	(1,385,178.38)	(1,385,178.38) (1,385,178.38)	0.00 0.00

WALLACE FOUNDATION GRANT									
4812C0670	JPMORGAN:US GVT MM;CAP 3,280,479.00	4.25	03/31/2025	34,923.79 34,923.79	3,245,555.21 3,245,555.21	34,923.79	0.00	34,923.79 34,923.79	3,280,479.00 3,280,479.00
TOTAL		4.25		34,923.79 34,923.79	3,245,555.21 3,245,555.21	34,923.79	0.00	34,923.79 34,923.79	3,280,479.00 3,280,479.00



Change in Value

IDENTIFIER	ISSUER PAR VALUE	YIELD	TRADE DATE MATURITY DATE	INTEREST ACCRUAL INTEREST RECEIVED	BEGINNING BOOK VALUE BEGINNING MARKET VALUE	PURCHASES/ ADDITIONS	REDEMPTIONS	CHANGE IN BOOK VALUE CHANGE IN MARKET VALUE	ENDING BOOK VALUE ENDING MARKET VALUE
GRAND TOTAL		4.19		6,989,239.63 7,156,173.85	695,409,296.04 695,414,305.79	77,144,336.44	(141,736,467.93)	(64,542,981.14) (64,547,990.89)	630,866,314.90 630,866,314.90

Disclosure

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SAISD BOARD AGENDA SUMMARY FORM

AGENDA TITLE: Approval of Procurement Services’ Recommendations for Bids, Proposals, and Awards

PURPOSE: PRESENTATION/DISCUSSION
 DISCUSSION/ACTION

REQUESTED BY: Dottie Carreon, Chief Financial Officer, Financial Services & Business Operations

PRESENTER: Dottie Carreon, Chief Financial Officer, Financial Services & Business Operations

MEETING DATE: June 23, 2025

I. DESCRIPTION OF ITEM FOR DISCUSSION AND/OR APPROVAL

The Board is requested to approve Procurement Services’ Recommendations to Board of Trustees for June 23, 2025.

II. RECOMMENDATION AND/OR ALTERNATIVES CONSIDERED

1. Be it resolved that the Board approve the Purchase of seven (7) new Air Cooled Chiller Upgrades, Phase 1, for Highlands High School, Bond 2020.
 - Recommended by: Construction and Development Services
 - Submitted by: Yvonne Little
 - Selection Method: Request for Proposal – RFP #24-014(MP)
 - Contract Term: Period covering June 24, 2025 through September 30, 2025
 - Funding Source: Bond – 661-81-6639-02-005-99-H-01 - \$910,898
Bond – 661-81-6639-02-005-99-H-01 - \$ 89,102

VENDOR

Heat Transfer Solutions (HTS)

AWARD AMOUNT

\$1,000,000 approximately
(89,102 owner’s contingency)

2. Be it resolved that the Board approve the Purchase of Miscellaneous Printing Services. To provide printed materials for District-wide use on an “as needed” basis. Resolved that the Board approve the contract and, further, that the Board authorize the Superintendent or his designee to exercise any renewals or extensions of the contract term pursuant to the contract’s provisions.
 - Recommended by: Printing Services
 - Submitted by: Mark Salas
 - Selection Method: Request for Proposal – RFP #25-013(RV)

- Contract Term: Period covering July 1, 2025 through June 30, 2027 with the option to renew for three (3) additional one (1) year periods
- Funding Source: Local – 199-41-6299-02-960-99-0-00 - \$352,000
Local – 199-41-6399-02-960-99-0-00 - \$98,000
(Subject to the availability of funding for the 2025-2026 school year)

VENDORS

Badgeman Promotional Products, LLC
Diversified Printing Services, Inc.
Josten’s Inc.
ODP (Office Depot)
Ray Buse Printing & Advertising, Inc.
Cubie (Universal Pen & Print)

AWARD AMOUNT

\$450,000 approximately

III. BUDGET CODE NUMBER, DESCRIPTION AND AMOUNT

N/A

IV. 2024 - 2025 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.

PROCUREMENT SERVICES CONSENT AGENDA FORM

1. Description of goods, services and/or contract recommended for purchase: 2020 Bond Highlands High School (7) New Air Cooled Chiller Upgrades PH 1

2. How will goods and/or services be used? (*List Campus/Grades Impacted*): 2020 Bond Highland High School Seven (7) New Air Cooled Chiller Upgrades PH 1

3. Submitted by: Yvonne Little CDCS 05/01/2025
 Printed Name Department Date

4. Recommended Vendor(s): Company Name: Heat Transfer Solutions (HTS)
 Address: 127 W Nakoma
 City/State/Zip: San Antonio, Texas 78216
 Phone No: (210) 340-2533 or (830) 832-7185
 Point of Contact: Bob Calder
 E-mail Address: bob.calder@hts.com
(Use a separate sheet to identify multiple vendors)
 Vendor #: 38227
(Please provide vendor number if you have used them before. If not put N/A)

5. Procurement Method: (*check one*)
 Competitive Solicitation (RFP, CSP, IFB), Contract #: RFP #24-014(MP)
 Purchasing Coop (i.e. ESC 20, DIR, BuyBoard), Coop Name / Contract #: _____
 Interlocal (i.e. NISD, Judson ISD, NEISD), Contract #: _____
 Professional Services (RFQ) Contract Expiration Date: 06/24/2026
 Sole Source Renewals: Yes _____ No
 Other (MOU, MOA, etc..) No. of Renewals: 0

6. Purchase valid from: 06/24/2025 through: 09/30/2025

7. Type of Request: (*check one*)
 One-Time Purchase
 Purchase throughout the school year or on an "as needed" basis
 Expenditure (*funding increases*)

8. Total cost for Goods and/or Services to be purchased \$ 1,000,000 (*Approximately*).
 Please provide the cost for each year if applicable for multi-year contracts.

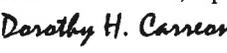
Approximate Yearly Amount(s). <i>(Please estimate to the best of your ability the total spend for each year.)</i>	Year 1 (Current Fiscal YR)	\$ 1,000,000
	Year 2	\$ 0
	Year 3	\$ 0
	Year 4	\$ 0
	Year 5	\$ 0

9. Funding Source(s) – check all that apply: Federal _____ State _____ Local _____ Bond

Provide Budget Codes & Descriptions: 661-81-6639-02-005-99-H-01 \$ 910,898.00
661-81-6639-02-005-99-H-01 \$ 89,102.00 (owners contractors contingency)



- 10. Provide a copy of General Ledger Inquiry showing corresponding balances.
- 11. Additional Impact:
 - A. Other Estimated Financial Impact (other costs that will be needed as a result of this purchase):
 - 1) Vehicle Insurance (*Director, Employee Benefits signs below*) \$ 0

	Yvonne Little	5/1/2025
Requestor Signature	Type Name	Date
Sr. Executive Director / Executive Director / Director Signature	Type Name	Date
	<u>Yvonne Little</u>	
Construction & Development Services Signature	Type Name	Date
	Jenny Arredondo	5/1/2025
Chief Operations Officer Signature	Type Name	Date
	<u>Eva Mendoza</u>	
Chief Information Technology Officer Signature	Type Name	Date
Instructional Superintendent / Assistant Superintendent Signature	Type Name	Date
	Patti salzman	5/5/2025
Deputy Superintendent Signature	Type Name	Date
	Eddie Romero	5/7/2025
Executive Director, Operations & Business Services Signature	Type Name	Date
	Dottie Carreon	5/10/2025
Chief Financial Officer, Financial Services & Business Operations Signature	Type Name	Date
Chief Signatures for: (Communications / Data Operations / Human Capital / Police / Staff)	Type Name	Date

Revised: January, 2025

Request for Quote



Procurement Services
 Business Operations Services | San Antonio ISD
 1270 W. Summit Ave. , Suite #1004 | San Antonio, Tx 78201
 210.354.9060 | eFax 210.228.3174

PROJECT TITLE:
 CAMPUS NAME:
 Company Name:
 Point of Contact Name:
 Cell# :

Quote Number:
 Quote Date:

District Bid / Contract No:
 Expiration Date:

Seven (7) New Air Cooled Chillers
Highlands HS
Heat Transfer Solutions (HTS)
Bob Calder
830-832-7185
Job 22503666
4/11/2025
Highlands HS - 7 New Chillers RFQ-24-014
5/11/2025

The San Antonio Independent School District is requesting proposals for Seven (7) New air-cooled chillers for the Highlands HS Campus. San Antonio Independent School District reserves the right to award to multiple vendors as primary and secondary, or on an all or none basis. Be advised that basis of award may be either Low Bid or Determined Best Value to the District (as determined by SAISD selection).

- All Proposals are to be submitted via Bonfire on or before April 8, 2025 by 11:00 AM

YOU MUST SUBMIT THIS FORM WITH YOUR PROPOSAL OR RISK DISQUALIFICATION.

Equipment delivery date: 13-15 weeks from accepted order

Nine Hundred and Ten Thousand, Eight Hundred and Ninety Eight Dollars / \$910,898.00
 (Amount in Words) (Amount in Figures)

Type Mark	Description	Manufacturer Preferred or Equal	Model Preferred or Equal	Quantity	Unit Cost	Total Cost
ACCH-1 through -6	215-ton air-cooled chiller	Trane - Daikin - Carrier - Dunham Bush	Daikin AGZ	6	135186	811116
ACCH-7	130-ton air cooled chiller	Trane - Daikin - Carrier - Dunham Bush	Daikin AGZ	1	99782	99782

Name of Company or Institution (Offeror):

Heat Transfer Solutions

Printed Name:
 Signature :
 Title :
 Date :

Bob Calder
Bob Calder
Account Executive
4/10/2025

Address :

127 W Nakoma
(Street)
San Antonio
(City)
Bexar
(County)
TX
(State) (Zip Code)

10. Provide a copy of General Ledger Inquiry showing corresponding balances.

11. Additional Impact:

A. Other Estimated Financial Impact (other costs that will be needed as a result of this purchase):

1) Vehicle Insurance (*Director, Employee Benefits signs below*) \$ 0

<u>Mark Salas</u>	Mark Salas	5/6/2025
Requestor Signature	Type Name	Date
<u>Sr. Executive Director / Executive Director / Director Signature</u>	Type Name	Date
<u>Construction & Development Services Signature</u>	<u>Yvonne Little</u> Type Name	Date
<u>Chief Operations Officer Signature</u>	<u>Jenny Arredondo</u> Type Name	Date
<u>Chief Information Technology Officer Signature</u>	<u>Eva Mendoza</u> Type Name	Date
<u>Instructional Superintendent / Assistant Superintendent Signature</u>	Type Name	Date
<u>Deputy Superintendent Signature</u>	Type Name	Date
<u>Edward Romero</u>	<u>Eddie Romero</u>	5/7/2025
Executive Director, Operations & Business Services Signature	Type Name	Date
<u>Dorothy H. Carreon</u>	<u>Dottie Carreon</u>	5/7/2025
Chief Financial Officer, Financial Services & Business Operations Signature	Type Name	Date
<u>Laura Short</u>	Laura Short	5/6/2025
Chief Signatures for: (Communications / Data Operations / Human Capital / Police / Staff)	Type Name	Date

Revised: January, 2025

Recommended Vendor List Bid 25-013

Badgeman Promotional Products LLC

Vendor #:08507

Address: 7170 Oaklawn Drive San Antonio TX78229

Telephone: 210-614-9495

Point of Contact: Leigh Arguijo

Email Address: bmpromo@swbell.net

Diversified Printing Services Inc

Vendor #:24439

Address: 1927 W. Commerce St. San Antonio TX 78207

Telephone: 210-226-5413

Point of Contact: Norberto Salinas

Email Address: Dprintingserv@dpsfoil.com

Jostens Inc.

Vendor #:43287

Address: 7760 France Avenue S, Minneapolis, MN 55435

Telephone: 800-232-6333

Point of Contact: Kathy Berger

Email Address: bids@jostens.com

Recommended Vendor List Bid 25-013

ODP (Office Depot)

Vendor #:58707

Address: 6600 North Military Trail, Boca Raton FL 33496

Telephone: 210-218-8385

Point of Contact: Sharalyn Sowers

Email Address: beth.stephenson@odpbusiness.com

Ray Buse Printing & Advertising Inc.

Vendor #: Was not able to find vendor # in Frontline (Vendor may have different name within our system)

Address: 1616 E. Harvard St. Phoenix, AZ 85006

Telephone: 602-258-4757

Point of Contact: Mona Buse

Email Address: office@buseprinting.com

Cubie(Universal Pen & Print)

Vendor #: (Was no table to find in Frontline system with either name)

Address: 8882 Abe Lincoln, San Antonio TX 78240

Telephone: 210-656-4000

Point of Contact: Dee Hernandez

Email Address: dhernandez@cubie.co

**Minutes of Board Business Meeting AND Canvass Of Election Returns From May 3, 2025, District's Trustee Elections; And Approval Of Tabulation Report
San Antonio Independent School District Board of Trustees
Monday, May 12, 2025**

NOTE: These minutes reflect all agenda items in the order as originally posted and do not necessarily reflect the order in which the items were discussed and/or voted on.

Board Business Meeting And Canvass Of Election Returns From May 3, 2025, District's Trustee Elections; And Approval Of Tabulation Report of the Board of Trustees of the San Antonio ISD was held on Monday, May 12, 2025, beginning at 5:35 PM, Board Room, 514 W. Quincy Street, San Antonio, TX 78212.

1. Meeting Called to Order

- A. Roll Call of Board Members Present and Declaration of Quorum Present 7 Absent 0
 - 1. Mrs. Christina Martinez
 - 2. Ms. Alicia Sebastian arrived at 5:43 p.m.
 - 3. Mr. Arthur Valdez
 - 4. Mr. Ed Garza
 - 5. Ms. Leticia Ozuna (*Note: Following the Oath of Office, Mr. Jacob Ramos will take his seat as the new SAISD Trustee for District 3.*)
 - 6. Mrs. Sarah Sorensen (*Note: Following the Oath of Office, Dr. Mike Villarreal will take his seat as the new SAISD Trustee for District 1.*)
 - 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
For details regarding their comments, please refer to the video recording for this meeting located at www.saisd.net on the SAISD Board Page.
 - 1. Jason Mims, Mims Institute
 - 2. Mary Flannigan, SAISD Foundation
 - 3. David Garcia, Twain Dual Language Principal
 - 4. Maureen Galindo, Bonham Academy parent
 - 5. Angela Pardo, Bonham Academy parent
 - 6. Luissana Santibanez, SAISD parent

2. Recognition

- A. Recognition of Mrs. Sarah Sorensen and Mrs. Leticia Ozuna for their Service on the SAISD Board of Education
This was a discussion-only item. No action was required.

3. Canvass of Election Returns for the May 3, 2025 General Election of Trustees

- A. Canvass of Election Returns for the May 3, 2025, General Election of Trustees from Single Member Districts 1 and 3 in accordance with Chapter 67, Texas Election Code and Approval of the Tabulation Report.
Mr. Valdez read the following motion: that this Canvassing Authority hereby approves, as presented, the Media Report received from the Bexar County Elections Administrator as the District's official Tabulation Report of election results for the May 3, 2025, general election of trustees in the San

Antonio Independent School District from Single Member Districts 1 and 3, showing for each Candidate the total number of votes received in each precinct, the sum of the precinct totals, and the total number of voters who cast a ballot for a candidate; and that a copy of the Tabulation Report (including the Early Voting Report) shall be attached to the official minutes of the canvass of the trustee election.” Second by Mrs. Torres. This item was approved by a vote of 5-0 with Mrs. Sorensen and Ms. Ozuna being absent. *Note: Click on the [link to view the tabulation report](#).*

In summary:

Single-Member District 1

- Sarah Sorensen received 46.25% percent of the vote.
- Dr. Mike Villarreal received 53.75% percent of the vote.

Dr. Villarreal is the winner in SMD 1

Single-Member District 3

- Leticia Ozuna received 40.54% percent of the vote.
- Jacob Ramos received 59.46% percent of the vote.

Mr. Ramos is the winner in SMD 3

4. Ceremonial

- A. Ceremonial Administration of the Oath of Office for Elected Officers from Single-Member Districts (SMDs) One, Three, Four, and Seven

This was a discussion-only item. No action was required. Judge Ron Rangel from the 379th Criminal Court, administered the Oath of Office to newly elected Trustee Dr. Michael Villarreal. Anna Alicia Romero, Director, Legislative & External Affairs with San Antonio ISD administered the Oath of Office to newly-elected Trustee Jacob Ramos and to the re-elected Trustee Ed Garza. Theresa Rendon, notary, administered the Oath of Office to re-elected Trustee Arthur V. Valdez.

The Board took a recess at 6:28 p.m. and returned at 6:38 p.m. President Martinez took a roll call with the newly-elected Trustees Dr. Villarreal and Mr. Ramos seated at the Board dais.

5. Governance

- A. Board Goal Progress Monitoring for Guardrail 3 and Interim Guardrails 3.2 and 3.3

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

- B. Social Emotional Readiness: Board Goal 4 - Progress Monitoring

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

- C. Approval of Parameters Order Authorizing the Issuance of the SAISD Unlimited Tax School Building and/or Refunding Bonds In One or More Series at One or More Times and Other Matters Related Thereto

Motion by Ms. Sebastian to accept the Parameters Order; second by Mr. Valdez; approved by a vote of 7-0 with all board members present.

6. Consent Agenda

Motion by Mrs. Torres; second by Mr. Valdez; approved by a vote of 7-0 with all board members present. (This vote relates to the items listed under this section.)

- A. Approval of the TEA Corrective Action Plan: Individual Graduation Committees

- B. Approval of Professional Learning Services Contracted with UnboundEd

- C. Approval of the Affiliation Agreement Between SAISD Regional Day School Program for the Deaf (RDSPD) and Alamo Community College District

- D. Approval of Dates and Locations to Conduct Items of Business Regarding the Annual Budget and Setting of the Tax Rate

- E. Approval of the Proposed 2025-2026 Tax Rate to be Published in the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate
- F. Approval of Monthly Budget Reports and Amendments for May 2025
- G. Approval of Procurement Services' Recommendations for Bids, Proposals, and Awards
- H. Approval of Minutes for the following meetings:
 - 1. April 1, 2025 Special Board Meeting
 - 2. April 5, 2025 Board Workshop
 - 3. April 14, 2025 Board Business Meeting

7. Closed Session

- A. Mrs. Martinez convened the Board in Closed Session at 7:49 p.m. as authorized by the Texas Government Code Chapter 551, et. Seq. (TGC 551.071, TGC 551.072, TGC 551.074 and TGC 551.076)
- B. Mrs. Martinez reconvened the Board in Open Session at 11:06 p.m. and took appropriate action on items discussed in Closed Session. The items are listed below.
 - 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)
No action taken.
 - 2. Consult with legal counsel and deliberate on the valuation and potential sale/exchange of unimproved property on Camaron St. for a proposed baseball stadium. (TGC 551.071 and TGC 551.072)
No action taken.
 - 3. 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)
No action taken.
 - 4. Deliberate and consult with legal counsel on the evaluation, duties and discipline of a public officer. (TGC 551.071 and TGC 551.074)
Motion by Mrs. Martinez to censure Trustee Torres from all SAISD campuses for the next 90 days. In those 90 days the board expects Trustee Torres to attend training, governance training to receive school board coaching and the district will also help facilitate healing conversations between all affected members as outlined in the investigation. The motion will start May 30, 2025. Second by Ms. Sebastian; approved by a vote of 6-0 with Mrs. Torres not voting.
 - 5. Proposal to non-renew term contract employee(s) at the end of the 2024-2025 school year pursuant to TEC 21.206 (551.071 and TGC 551.074)
Motion by Mr. Valdez to propose the nonrenewal of the following employees' employment contract at the end of the 2024-2025 school year, and direct the Superintendent to provide the employees notice of same:
 - a. Brittany Garcia
 - b. Nicole Springer
 - c. Nisan Kartaltepe
 - d. Monica White
 Second by Ms. Sebastian. This item was approved by a vote of 6-0 with Mrs. Torres not voting.
 - 6. Proposal to terminate probationary contract employee(s) at the end of the 2024-2025 school year in the best interest of the District pursuant to TEC Section 21.103 (TGC 551.071 and TGC 551.074)
No action taken.

7. Proposal to terminate continuing contract teacher(s) for good cause pursuant to TEC 21.156 (TGC 551.071 and TGC 551.074)
No action taken.
8. Proposal to extend probationary contract(s) to a fourth year pursuant to TEC section 21.102 and consultation with attorney (TGC 551.071 and 551.074)
No action taken.
9. Proposal to renew Non-Chapter 21 employment contracts for the 2025-2026 school year (TGC 551.071 and TGC 551.074)
Motion by Mr. Valdez to renew the Non-Chapter 21 employment contracts for the employees listed on Exhibit A as discussed in closed session. ([Exhibit A](#) is linked as a reference.) Second by Ms. Sebastian; approved by a vote of 7-0 with all board members present.
10. Consultation with Superintendent and discussion regarding the hiring of the candidate for the position of Executive Director, Budget & Finance subject to the Superintendent's authority to reassign (TGC 551.074)
Motion by Mr. Valdez to approve the reassignment of Velinda Salas to the position of Executive Director, Budget & Finance, subject to the Superintendent's authority to reassign. Second by Ms. Sebastian; approved by a vote of 7-0 with all board members present.
11. 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)
No action taken.
12. Deliberation with legal counsel on legal issues related to statutory and administrative rules related to student enrollment at 1882 partner schools. (TGC 551.071)
No action taken.
13. Consultation with legal counsel on legal issues related to current and future 1882 Partner contracts. (TGC 551.071)
No action taken.
14. Consultation with legal counsel on matters related to campus staff and student security and safety. (551.071(2))
No action taken.
15. 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)
No action taken.
16. Consultation with legal counsel regarding physical plant and related issues. (TGC 551.071)
No action taken.

8. Adjournment

Mrs. Martinez adjourned the meeting at 11:10 p.m.

MINUTES APPROVED

The foregoing minutes of the Board Business Meeting And Canvass Of Election Returns From May 3, 2025, District's Trustee Elections; And Approval Of Tabulation Report of the Board of Education of the San Antonio Independent School District held on Monday, May 12, 2025 were duly approved at a meeting held on Monday, June 23, 2025.

ATTEST:

Christina Martinez
President, Board of Education
San Antonio Independent School District

Arthur Valdez
Secretary, Board of Education
San Antonio Independent School District

**Minutes of Special Board Meeting
San Antonio Independent School District Board of Trustees
Monday, May 19, 2025**

NOTE: These minutes reflect all agenda items in the order as originally posted and do not necessarily reflect the order in which the items were discussed and/or voted on.

Special Board Meeting of the Board of Trustees of the San Antonio ISD was held on Monday, May 19, 2025, beginning at 5:51 PM, Board Room, 514 W. Quincy Street, San Antonio, TX 78212.

1. Meeting Called to Order

- A. Roll Call of Board Members Present and Declaration of Quorum Present 7 Absent 0
 - 1. Mrs. Christina Martinez
 - 2. Ms. Alicia Sebastian
 - 3. Mr. Arthur Valdez
 - 4. Mr. Ed Garza
 - 5. Mr. Jacob Ramos
 - 6. Mrs. Stephanie Torres
 - 7. Dr. Mike Villarreal – Joined virtual – left at 7:51 p.m.
- 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
No citizens presented.

2. Approval of the Nomination for the Texas Association of School Boards (TASB) Director

Motion by Mrs. Martinez to nominate Louis G. Luna of Harlandale ISD, Position D; second by Mr. Valdez; approved by a vote of 6-0 with Dr. Villarreal being absent.

3. Discussion Regarding the Proposed SAISD 2025-2026 Budget

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

4. Closed Session

- A. Mrs. Martinez convened the Board in Closed Session at 8:32 p.m. as authorized by the Texas Government Code Chapter 551, et. Seq. (TGC 551.071 and TGC 551.071)
- B. Mrs. Martinez reconvened the Board in Open Session at 9:31 p.m. and took appropriate action on items discussed in Closed Session. The items are listed below.
 - 1. Consult with legal counsel and deliberate on the valuation and potential sale/exchange of unimproved property on Camaron St. for a proposed baseball stadium. (TGC 551.071 and TGC 551.072)
No action taken.
 - 2. Consultation with legal counsel on legal issues related to current and future 1882 Partner contracts. (TGC 551.071)
No action taken.

5. Adjournment

- A. Mrs. Martinez adjourned the meeting at 9:32 pm without a quorum being present. A quorum was lost after closed session but before reconvening in open session.

MINUTES APPROVED

The foregoing minutes of the Special Board Meeting of the Board of Education of the San Antonio Independent School District held on Monday, May 19, 2025 were duly approved at a meeting held on June 23, 2025.

ATTEST:

Christina Martinez
President, Board of Education
San Antonio Independent School District

Arthur Valdez
Secretary, Board of Education
San Antonio Independent School District

May 26th Agenda Review Questions & Responses

Item 3F: Work-Study Agreement Between SAISD and ACCD

How many work-study students does this agreement involve?

The program can range from 5-10 work-study students from ACC. The District currently does not have any as this program requires board authorization prior to any interview or selection.

How long is the work-study agreement for?

This Agreement would be in **effect until June 30, 2026**. Students must be enrolled in an ACC class to qualify and can only work per semester. They would have to qualify again for the following semester. Students must work 10 hours per week but not exceed 19 hours. The program also requires federal level continuation of the work study program.

What happens to the students after the work-study is over - are they provided with an opportunity to apply for positions in the district?

If there is an open vacancy, yes. However, the District is not required to hire them for this role. Some individuals may not be interested in full-time roles until after they graduate; all of these roles would be for part-time work.

What is the difference between this agreement and the one pertaining to the information technology interns?

This agreement is for college-aged students who receive federal financial work-study assistance and is broader in nature. This program is designed to provide students with work in the community that complements and reinforces participating students' educational program or career goals. Students are paid through the college using federal work-study dollars. Interns could work in IT, administrative support, marketing, etc. Should the Board authorize this, the District would provide a work assignment description and train the student(s) to perform the assignment in alignment between ACC's department requirements and District needs.

Item 3G - District of Innovation Amendment

Is the District filling positions with certified teachers first before filling the classrooms with non-certified.

The District wants to hire effective teachers as soon as possible. In general, we do not leverage DOI until we exhaust the pool for certified and experienced teachers. However, we do leverage this process *prior* to the first day of instruction, especially given that there are areas that are historical shortage areas. This helps to ensure that there is a strong teacher on the first day of school. The internal process that we set for DOI teachers is a partnership with the school leader, HCM, and sometimes Academics. (CTE and Fine Arts review the credentials to ensure that there is alignment).

How many vacancies are there?

There are currently 395 vacant and future vacant teacher roles. This represents a moment in time; and we have not yet had the penalty free resignation date. The District is likely to have additional resignations near the penalty free resignation timeline at the end of June. This number of resignations on the penalty free day has been reduced from two years ago through the use of early separation notification incentive (ESNI). This year, ESNI utilization numbers were higher by about 50 (i.e. 174 in 2025 compared to 125 in 2024); however, the District does not yet know if that represents an overall increase in the number of early notifications or if this is an early signal of an increased number of resignations for the school year. The

earlier that the District knows of a vacancy, the better positioned it is to hire for the role. The District is currently trending higher for resignations from this time last year. For recruitment, the District has a four-pronged recruitment strategy, focused on (1) earlier hiring, (2) quicker onboarding, (3) stronger partnerships and outreach, and (4) grow-our-own initiatives. For earlier hiring, the District has increased the utilization of ESNI, held earlier career fairs, and strengthened workforce planning to have positions filled earlier. For onboarding, the District has strengthened internal operations so that teacher candidates are onboarded in just a few days. For outreach, the District has increased its presence at external job fairs, increased the number of in-person, and online job fairs, and developed strategic partnerships with other organizations. Finally, for grow-our-own initiatives, the District is building pathways into teaching for our paraprofessional staff and students.

Which campuses have the highest rate of subs?

The campuses with the highest number of long-term subs are Highland High School, Rhodes Middle School, Ball Elementary, Cameron Elementary, M.L. King Academy, Kelly Academy at Lowell, and Highland Hills Elementary. Our teacher sub coverage averaged 94% over the school year, an increase of 9 percentage points from last year's average of 85%. This included an increase in the number of school business subs which can be used for professional development.

If we look at past performance, is there any data on elementary classes with less than 25 students?

An analysis of 2024 STAAR Performance for Grades 3-5 Self Contained Classrooms by Class Size is provided below.

See the [detailed reports here](#) showing a breakdown by grade level.

BOTTOM LINE

- For grades 3,4 and 5, there was no significant difference in 2024 Reading performance or Reading progress based on Class size, small (<25) versus large (>25). Classrooms with less than 25 students performed only slightly better in Reading compared to those with more than 25 students.
- 2024 Performance in Mathematics was higher for smaller classes (5 to 6 points) and more students demonstrated progress (3 points).
- There were 126 classrooms with less than 20 students and there was no significant difference in Reading or Math when comparing these to classrooms to those with 20-24 students.

	>25 Students			<25 Students		
	# of Classrooms	% at MTS	% Exceed Progress	# of Classrooms	% at MTS	% Exceed Progress
2024 Reading	62	31%	18%	254	33%	19%
2024 Math		23%	7%		28%	10%

<20 Students			
	# of Classrooms	% at MTS	% Exceed Progress
2024 Reading	126	33%	20%
2024 Math		29%	10%

*Additional years of analysis will be reviewed to see if these patterns are consistent.

***Additional follow-up questions and responses regarding Item 3F were submitted. See below.**

How long does it typically take for a teacher with an out of state credential to obtain a Texas credential? What is the typical process that is involved?

- Texas does not have reciprocity for teaching certification with any other state. This means that out-of-state teaching certificates are not automatically recognized, and all educators relocating to Texas must complete a credentials review through the Texas Education Agency (TEA). The review process may take 20 business days or longer, depending on the time of year and whether all required documents have been submitted.
- To support timely onboarding, the district would use the District of Innovation (DOI) status for fully certified out-of-state teachers. This would allow teachers to begin teaching at the start of the school year while their certification is under review, and ensuring that they do not have to serve as a substitute teacher for themselves during the time. Once the educator receives their One-Year Certificate, they would be removed from DOI status and their certification is updated in the ERP system accordingly. This one-year certificate allows them to complete their exams to then apply for their Texas teaching certification.
- All fully certified out-of-state teachers are still required to pass the Texas certification exams during the school year, regardless of the certification they are pursuing. If an educator does not pass the required exams to earn a Standard Certificate, the Human Capital Management (HCM) team will:
 - Confirm that the teacher is meeting all performance expectations
 - Consult with the current principal to determine if the teacher should return to DOI status
 - Returning to DOI status allows additional time to complete the required exams.
 - Note: Depending on the teaching assignment, educators may be required to pass up to five exams to become fully certified in Texas.

How do we determine where we will assign DOI teachers – where do we typically refer them and how early in the hiring season do we commit to them?

The internal process that we set for DOI teachers is a partnership with the school leader, HCM, and sometimes Academics. (CTE and Fine Arts review the credentials to ensure that there is alignment). For elementary, the hiring profile will be for people who have already spent time working with young people and are getting the final elements for Texas SBEC certification. We are partnering with stakeholders to get feedback on the minimum amount of experience to qualify for eligibility under DOI and how long they can be on a DOI. With pending legislation, this would likely be a one-year agreement for approximately 26 individuals.

What percentage of teachers, by certification area, are DOI?

Total teacher units as of 5.29.25 - 3,466

CTE	1.07%
FINE ARTS	1.13%
SPANISH	.23%
MATH	.55%
SCIENCE	.651%

Is there any particular training that is provided to DOI teachers throughout the year to prepare them to become certified under state standards?

Yes, HCM is partnering with Org Learning to help teachers pass certification exams. In 24-25, we offered targeted PD and are in the process of determining what worked and for whom. We have not yet defined the full scope of this partnership for next year and how to partner this with broader District pushes for implementation of HQIM.

Are DOI teachers effective?

On aggregate, TTESS (Texas Teacher Evaluation and Support System) scores among DOI teachers are lower than district performance by 0.38 points. DOI teachers remain above the proficient level on TTESS, averaging above a 3.0 or “proficient” ranking. The skew between teacher rankings and student learning is less pronounced among DOI teachers, suggesting fairer and more consistent performance ratings.

Metric	Teachers (Avg.)	District (Avg.)	Difference
TTESS Score	3.13	3.51	-0.38
TTESS Skew	0.06	0.25	-0.19