



# North East Independent School District

8961 Tesoro Drive, San Antonio, Texas 78217

## NOTICE OF MEETING OF THE BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the North East Independent School District will be held on June 20, 2022. The Board will convene in Open Session at 5:30 PM, then move into Executive Session and resume the public portion of the meeting no earlier than 6:15 PM. The Board will meet on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas 78217. Such meeting is a regular meeting.

The open session portion of the meeting is livestreamed, and members of the public may view the meeting by going to the North East Independent School District's YouTube channel. Click the link below or type it into your browser.

<https://www.youtube.com/c/NEISDtv>

Items will not necessarily be discussed or considered in the order they are printed. Anyone wishing exhibit information in accordance with Local Board Policy GBA, must contact the Public Information Officer.

### MISSION STATEMENT

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

#### I. ESTABLISHMENT OF QUORUM AND CALL TO ORDER

#### II. PRESENTATIONS

A. Budget Study Session #3 3

**Presenter:** Dan Villarreal, Chief Financial Officer

#### III. NEW BUSINESS FOR POSSIBLE BOARD ACTION

A. Campus Administration  
1. Possible Action Regarding Proposed Compensation 4  
Plan for 2022-2023

**Presenter:** Rudy Jimenez, Chief of Schools and Leadership

#### IV. ADJOURNMENT

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*If, during the course of the meeting, discussion of any item on the agenda should be held in an Executive or Closed Session, the Board will convene in such Executive or Closed Session in accordance with the Open Meetings Act, Texas Government Code, Section 551.071, 551.072, and 551.074.*

### CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 17th day of June, no later than 5:30 PM, this notice was posted on a bulletin board located at a place readily accessible and convenient to the public at the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas.

on the basis of race, color, religion, gender, national origin, age or disability



## NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 20, 2022

Presenter: Dan Villarreal  
Susan Lackorn, Executive Director  
Finance & Accounting

Subject: Budget Study Session #3

Related Page(s): None

### PRESENTATION

#### **BACKGROUND INFORMATION**

The Board of Trustees is required to formally adopt the annual budgets of the General, Debt Service, and School Nutrition Services funds. As part of the annual budget process, staff prepares information for the Board of Trustees' review and consideration through a series of budget study sessions. This is the third budget study session for the 2022-2023 budget.

#### **BOARD ACTION REQUIRED**

None



## NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 20, 2022

Presenter: Rudy Jimenez  
Chyla Whitton,  
Executive Director,  
Human Resources

Subject: Proposed Compensation  
Plan for 2022-2023

Related Page(s): Pay Scales 2022-2023  
Retention Supplement Resolution

### ACTION ITEM

#### BACKGROUND INFORMATION

It is the goal of the North East Independent School District to maintain a pay system that allows it to continue to recruit and retain quality personnel.

#### ADMINISTRATIVE CONSIDERATION

The District's Administration recommends the following Compensation Plan for the 2022-2023 School Year, which includes:

##### **Teacher Pay Scales (based on a 10-month assignment):**

- Increase the starting salary for teachers and librarians with 0 years of experience to \$55,300
- For eligible teachers and librarians, grant a 2% of midpoint increase equaling \$1,150
- Place new-to-district teachers and librarians with 25+ years of experience at the new maximum of \$64,000
- In accordance with House Bill 3, "classroom teachers" with more than 5 years of experience will have the following additional differentiated pay reflected in their annual salary:
  - 6-15 years of creditable experience = \$600 annually
  - 16+ years of creditable experience = \$1,200 annually

##### **Professional/Administrative (A, E, P and T) Pay Scales:**

- Adjust the professional/administrative pay scales upward by 0.5%
- For eligible counselors and nurses, grant a 2% general pay increase based on the midpoint of the new 2022-23 pay scales
- For all other eligible professional/administrative employees, grant a 1% general pay increase based on the midpoint of the new 2022-23 pay scales
- For returning professional/administrative employees who do not earn a year of credit, grant a scale adjustment increase equal to 0.5% of the midpoint of the new 2022-23 pay scales

##### **Classified (C, I, O, P and T) Pay Scales:**

- Adjust the classified pay scales upward by a minimum of 2%
- For eligible bus assistants, bus drivers, custodians, food service assistants, special education assistants and instructional assistants further adjust starting pay to better align with the current market and provide a corresponding general pay increase of at least 3% based on the midpoint of the new 2022-23 pay scales to current incumbents and additional targeted adjustments to avoid compression
- For all other eligible classified employees, grant a 3% general pay increase based on the midpoint of the new 2022-23 pay scales

- For returning classified employees who do not earn a year of credit, grant a scale adjustment increase equal to 2% of the midpoint of the new 2022-23 pay scales

As part of this Compensation Plan, the Board may determine that prospective pay increases for employees can be considered in the event the District's total student enrollment exceeds the projected number of 58,556 and/or the average student attendance rate is above 93.5% as of October 28, 2022. In the event that one or both of these triggering events occur, the District administration shall provide the information to the Board at a duly called meeting, along with a proposal for any such prospective pay increases, whether in the form of a salary increase or additional retention supplement payments beyond those indicated below. The Board will make any such adjustments at a duly called meeting.

### **Retention Supplement**

The administration of NEISD has determined funding is available through the American Rescue Plan's Elementary and Secondary School Emergency Relief (ARP ESSER) federal grant to provide a one-time retention supplement for the first semester of the 2022-2023 school year. This supplement is outside any employment contract and only applies to the 2022-23 school year.

In order to qualify, employees must have a hire date on or before October 1, 2022. If implemented, qualified employees will receive a supplement in accordance with the terms outlined in the attached resolution. The implemented supplement will be paid in November 2022 and will be conditioned upon the qualified employee being employed through the last day of the 2022 fall semester in good standing.

The Kid's Involvement Network (KIN) assistants are regularly scheduled to work on all instructional school days and are eligible to earn retirement benefits through the Teacher Retirement System of Texas; therefore, they are deemed eligible for the supplement. However, all other temporary and substitute employees are ineligible for the supplement.

If additional ESSER funds are available and other budgetary conditions permit, the Superintendent is hereby authorized to present to the Board of Trustees a recommendation for another one-time retention supplement to be paid during the second semester of the 2022-23 school year.

### **Signing Bonuses**

The marketplace for hiring new teachers in certain high need areas has become more competitive. The District must continue to attract the best candidates for teaching positions, particularly now that districts across the nation are faced with staffing shortages. Accordingly, if ESSER funds are available and other budgetary conditions permit, as determined by the Superintendent in conjunction with District staff, the Superintendent is authorized to identify high-need and hard to find teaching areas and offer new teachers for these areas a signing bonus as a recruitment incentive. Such bonuses shall be available for those identified teaching areas until such time as they are no longer identified as high need or hard to find areas. This signing bonus program applies only to the plan initiated in the 2022-23 school year.

Any such bonuses shall be paid in accordance with criteria approved by the Superintendent, and are not in any way recurring in nature.

### **Teacher Incentive Allotment**

In accordance with the Teacher Incentive Allotment (TIA) approved under House Bill 3, State of Texas 86th Legislative Session, the District will be receiving additional state funding for each designated teacher employed. Although the District does not have a designation system in place for the 2022-23 school year, the compensation plan must address how to compensate any teacher employed during the 2022-23 school year that earns a designation in another district or who automatically earns a Recognized designation for having achieved National Board Certification. For any funds received by North East ISD for a designated teacher under the TIA, 90% percent will be paid to the designated teacher. The remaining 10% percent will be used for costs as permitted by the Texas Education Agency. Should the District receive funding for a designated

teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable. Such funds are not part of any employment contract.

The Board of Trustees may adjust the compensation reflected in this portion of the plan as necessary to utilize funds available under the TIA which were not known at the time this plan was initially adopted. Distribution of the TIA funds will comply with state law and Texas Education Agency guidance.

### **BUDGETARY CONSIDERATION**

The proposed Compensation Plan serves to provide eligible employees with a salary increase, to provide a one-time retention supplement in November, to evaluate the use of ESSER funds to establish a signing bonus for high need or hard to find areas, and to utilize possible Teacher Incentive Allotment funds received for the 2022-23 school year. It also serves to permit possible additional compensation for employees in the event certain enrollment and attendance rate metrics are met. This proposal and its impact to the budget have been discussed in detail during the budget presentations.

### **ADMINISTRATIVE RECOMMENDATION**

It is recommended that the Board of Trustees approve the Compensation Plan for the 2022-23 school year.

### **BOARD ACTION REQUIRED**

Approval/Disapproval

**PROFESSIONAL/ADMINISTRATION  
2022-2023 SCHOOL YEAR**

<b>ADMINISTRATIVE/INSTRUCTION</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>A1</b>	\$ 192.14	\$ 240.15	\$ 288.16
<b>A2</b>	\$ 252.23	\$ 315.28	\$ 378.34
<b>A3</b>	\$ 298.40	\$ 366.13	\$ 433.86
<b>A4</b>	\$ 308.70	\$ 378.77	\$ 448.84
<b>A5</b>	\$ 329.67	\$ 399.60	\$ 469.53
<b>A6</b>	\$ 364.84	\$ 439.56	\$ 514.28
<b>A7</b>	\$ 384.91	\$ 463.74	\$ 542.57
<b>A8</b>	\$ 406.07	\$ 489.25	\$ 572.43
<b>A9</b>	\$ 457.45	\$ 538.18	\$ 618.90

<b>EXEMPT - SALARIED</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>E1</b>	\$ 195.12	\$ 237.95	\$ 280.78
<b>E2</b>	\$ 212.67	\$ 259.37	\$ 306.05
<b>E3</b>	\$ 246.70	\$ 300.86	\$ 355.01
<b>E4</b>	\$ 261.51	\$ 318.91	\$ 376.31
<b>E5</b>	\$ 292.92	\$ 350.80	\$ 408.69
<b>E6</b>	\$ 328.07	\$ 392.91	\$ 457.74
<b>E7</b>	\$ 367.44	\$ 440.05	\$ 512.66
<b>E8</b>	\$ 428.78	\$ 492.85	\$ 556.93
<b>E9</b>	\$ 514.54	\$ 591.42	\$ 668.31

<b>POLICE</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>P5</b>	\$ 289.90	\$ 349.27	\$ 408.65
<b>P6</b>	\$ 434.85	\$ 523.92	\$ 612.98

<b>TECHNOLOGY SUPPORT</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>T4</b>	\$ 234.50	\$ 280.85	\$ 327.19
<b>T5</b>	\$ 281.37	\$ 337.01	\$ 392.65
<b>T6</b>	\$ 303.88	\$ 363.98	\$ 424.07
<b>T7</b>	\$ 334.32	\$ 400.38	\$ 466.44
<b>T8</b>	\$ 374.36	\$ 440.41	\$ 506.47
<b>T9</b>	\$ 430.45	\$ 506.47	\$ 582.49
<b>T10</b>	\$ 506.45	\$ 572.27	\$ 638.08

**PARAPROFESSIONAL/AUXILIARY  
2022-2023 SCHOOL YEAR**

<b>ADMINISTRATIVE SUPPORT</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
C1	\$ 11.25	\$ 13.72	\$ 16.19
C2	\$ 12.58	\$ 15.36	\$ 18.15
C3	\$ 13.36	\$ 16.29	\$ 19.22
C4	\$ 14.15	\$ 17.26	\$ 20.36
C5	\$ 15.00	\$ 18.29	\$ 21.59
C6	\$ 15.92	\$ 19.39	\$ 22.86
C7	\$ 16.84	\$ 20.55	\$ 24.26
C8	\$ 17.85	\$ 21.78	\$ 25.72
C9	\$ 20.12	\$ 24.39	\$ 28.67
C10	\$ 23.48	\$ 28.29	\$ 33.11

<b>INSTRUCTIONAL SUPPORT</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
I1	\$ 12.00	\$ 14.46	\$ 16.92
I2	\$ 13.00	\$ 15.66	\$ 18.32
I3	\$ 14.12	\$ 17.23	\$ 20.33
I4	\$ 15.54	\$ 18.95	\$ 22.35
I5	\$ 18.87	\$ 22.74	\$ 26.60
I6	\$ 22.26	\$ 26.82	\$ 31.39
I7	\$ 24.47	\$ 29.51	\$ 34.54

<b>OPERATIONS / AUXILIARY</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
O1	\$ 10.77	\$ 13.46	\$ 16.15
O2	\$ 12.03	\$ 14.67	\$ 17.31
O3	\$ 13.23	\$ 16.14	\$ 19.05
O4	\$ 14.56	\$ 17.76	\$ 20.95
O5	\$ 16.29	\$ 19.62	\$ 22.95
O6	\$ 19.22	\$ 23.15	\$ 27.08
O7	\$ 21.78	\$ 25.92	\$ 30.07
O8	\$ 23.10	\$ 27.48	\$ 31.86
O9	\$ 27.10	\$ 31.88	\$ 36.65

<b>POLICE</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
P1	\$ 15.83	\$ 19.31	\$ 22.79
P2	\$ 21.31	\$ 25.68	\$ 30.04
P3	\$ 23.87	\$ 28.76	\$ 33.65
P4	\$ 27.46	\$ 33.07	\$ 38.68

<b>TECHNOLOGY SUPPORT</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
T1	\$ 18.68	\$ 22.78	\$ 26.88
T2	\$ 21.62	\$ 26.19	\$ 30.77
T3	\$ 26.23	\$ 31.79	\$ 37.35

<b>BUS DRIVER</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
B1	\$ 16.00	\$ 18.50	\$ 22.00

<b>FOOD SERVICE</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
F1	\$ 13.00	\$ 15.00	\$ 17.99
F2	\$ 14.01	\$ 17.09	\$ 20.17
F3	\$ 15.27	\$ 18.63	\$ 21.98
F4	\$ 16.93	\$ 20.38	\$ 23.85
F5	\$ 19.78	\$ 23.84	\$ 27.88
F6	\$ 22.21	\$ 26.43	\$ 30.65

<b>CUSTODIAL</b>			
<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
CO1	\$ 12.00	\$ 14.50	\$ 17.40
CO2	\$ 12.62	\$ 15.39	\$ 18.16
CO3	\$ 13.88	\$ 16.93	\$ 19.98
CO4	\$ 15.13	\$ 18.45	\$ 21.78
CO5	\$ 16.92	\$ 20.39	\$ 23.85
CO6	\$ 19.97	\$ 24.06	\$ 28.15

**RESOLUTION**

**NORTH EAST INDEPENDENT  
SCHOOL DISTRICT**

June 20, 2022

**WHEREAS**, the North East Independent School District has always been and will remain committed to recruit and retain quality personnel,

**WHEREAS**, the administration of NEISD has determined the American Rescue Plan's Elementary and Secondary School Emergency Relief (ARP ESSER) Funds have been approved to provide NEISD employees with a one-time retention supplement for the first semester of the 2022-2023 school year to further the educational purpose of helping retain its valued employees who ultimately provide students with quality educational services; and

**WHEREAS**, the Board of Trustees finds that retention of employees throughout the course of the 2022-2023 school year is an important benefit to the District and that a retention supplement will promote employee morale and retention;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees hereby declares that each full-time District teacher and librarian with a hire date on or before October 1, 2022 shall receive a one-time retention supplement of \$585, such amount to be payable in the month of November expressly conditioned upon the qualified employee's completion of their 2022 fall semester work schedule in good standing;

**BE IT FURTHER RESOLVED** that all other employees and Kids' Involvement Network (KIN) Assistants of the North East Independent School District would be eligible for a retention supplement of one percent (1%) of the annualized pay grade midpoint under the employee's applicable 2022-2023 salary range with a minimum supplement payment of \$250. To qualify for the supplement, the employee must have a hire date on or before October 1, 2022. The supplement amount shall be paid in one payment in November based upon the qualified employee's completion of their 2022 fall semester work schedule in good standing. All other temporary and substitute employees are ineligible for the supplement.

**BE IT FURTHER RESOLVED** that any employee who receives the retention supplement and separates from employment prior to the last day of their 2022 fall work schedule will not have met the requirement to earn the retention supplement, and such employee will have then received an overpayment. For any employee who received the retention supplement and then fails to meet the requirements, the amount of the retention

supplement will be deducted from their final paycheck or from their leave payout, or will otherwise be expected to reimburse the District the amount of the retention supplement.

**PASSED, APPROVED, AND ADOPTED** BY THE BOARD OF TRUSTEES OF THE NORTH EAST INDEPENDENT SCHOOL DISTRICT, this 20th day of June, 2022.

**CERTIFICATE FOR RESOLUTION**

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the North East Independent School District during a properly noticed and scheduled meeting held on June 20, 2022. A quorum of the Board of Trustees being then present, it was duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7  
Nays: 0  
Abstentions: \_\_\_\_\_

To certify which, witness my hand and the official seal of the District this 20<sup>th</sup> day of June, 2022.

President, Board of Trustees

NORTH EAST INDEPENDENT SCHOOL DISTRICT

By: Shannon Grona  
Shannon Grona, President, Board of Trustees

ATTEST:

By: Sandy Hughey  
Sandy Hughey, Secretary, Board of Trustees