

Agenda of Regular Meeting

The Board of Trustees Seguin ISD

A Regular Meeting of the Board of Trustees of Seguin ISD will be held January 23, 2025, beginning at 6:30 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. **Call to Order**
 - A. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
 - B. Pledges to the United States Flag and Texas Flag. Moment of silence.
 - C. Superintendent Announcements
 - D. Board Member Reports
2. **Recognition/Campus Presentations**
 - A. Student/Staff/Board/Community Recognition 4
 - B. Campus Highlight 5
3. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

 - A. Those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.
4. **Reports/Information Items:**
 - A. Introduction of Newly Appointed Administrators 6
 - B. Personnel Information - Professional Employees 7
 - C. Learning Acceleration Support Opportunities (LASO) Cycle 3 Update 9
 - D. 2024-2025 Istation Indicators of Progress (ISIP) Data 16
 - E. New Format of Monthly Financials 46
 - F. New Vendors 52
 - G. Purchases made over \$50,000 54
5. **Closed Session:** Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

- A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
 - B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).
 - C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.
 - D. Pursuant to Texas Government code Sections § 551.0821 - Deliberation regarding public school student.
6. **Reconvene to Open Meeting**, the Board will take appropriate action on items, if necessary, as discussed in Closed Session
- A. Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).
7. **Consent Agenda Items - Consider and Possible Approval as Applicable**
 Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote as applicable.
- A. Approval of Board Minutes of Special Meeting - December 11, 2024; Public Meeting - December 17, 2024; Regular Meeting - December 17, 2024; and Amended Minutes - Regular Meeting - January 23, 2024. 56
 - B. Approval of Tax Collection Reports for December 2024 75
 - C. Approval of Proposed Budget Amendments for November 2024 76
 - D. Approval of Proposed Financial Statements for November 2024 81
 - E. Approval of Donations Received December 2024 86
 - F. Approval of Investment Report for the Second Quarter Ended December 31, 2024 88
 - G. Seguin ISD Resolution Regarding the Office of the Governor’s Truancy Prevention Grant 93
 - H. Acknowledge Public Information Act Requests December 2024-January 2025 96
8. **Action Items**
- A. Discussion and Possible Action on Baseball and Softball Field Complex Signage 98
 - B. Approval of School Calendar for 2025-2026 School Year 102
 - C. Personnel Action - Professional Employees 111
 - D. Personnel Action - Professional Employees 112
 - E. Possible Action to Approve Superintendent’s Evaluation Instrument 113
9. **Board Comments and Request**

10. Adjourn

RECOGNITION ITEM: Student/Staff/Board/Community Recognition

RECOMMENDATION: That the Board of Trustees recognizes the positive accomplishments of students, staff, trustees, and community partners during a board meeting to be apprised of the many successes that contribute to a nurturing academic environment in Seguin ISD schools.

- **Superintendent’s Students of the Month from McQueeney Elementary School, Rodriguez Elementary School, Briesemeister Middle School, and Mercer-Blumberg Learning Center**
- **Superintendent’s Apple Award**
- **Superintendent Student Advisory Team (SSAT) Leadership Team**

RATIONALE: The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, trustees, staff, campus administrators, and community partners.

REFERENCE and COMPLIANCE: BJA (LOCAL) Superintendent: Qualifications and Duties

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Dr. Veronica Vijil, Superintendent
Emily Allen, Director of Communications

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

RECOGNITION ITEM: **Campus Highlight**

RECOMMENDATION: That the Board of Trustees recognizes positive campus-based activities, initiatives, and accomplishments during a board meeting in order to be apprised of the many activities that contribute to a nurturing academic environment in Seguin ISD schools.

Tonight's presentation is provided courtesy of Rodriguez Elementary. Principal Ofelia Santiago will discuss fostering a culture of continuous learning for teachers and students and shaping student leaders through opportunities and action.

RATIONALE: The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, staff, and campus administrators. Campuses will have the opportunity to share an example of an activity that fosters academic achievement and refines instructional focus during 2024-25 regular board meetings.

REFERENCE and COMPLIANCE: BJA (LOCAL) Superintendent: Qualifications and Duties

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Emily Allen, Director of Communications

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 01/21/25

INFORMATION ITEM: **Introduction of Newly Appointed Administrators**

RECOMMENDATION: The Board acknowledges the newly appointed 2024-2025 Administrative Hires.

RATIONALE: Strategic Goal 4: Seguin ISD will improve student, parent, and staff satisfaction as determined by the Gallup Poll.

REFERENCE & COMPLIANCE: DCB (LOCAL), Contracts

BUDGET IMPACT/ INFORMATION: None

PAPERWORK IMPACT: None

EXHIBITS: None

RESOURCE PERSONNEL: Joel S. Treviño, Chief Human Resources Officer

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date:) 01/21/25

INFORMATION ITEM: Personnel Information - Professional Employees

RECOMMENDATION: The Board of Trustees recognizes and acknowledges the new professional hires for the 2024 – 2025 school year and the resignations listed below.

**FOR BOARD’S
ACKNOWLEDGMENT
ELECTIONS:
PROFESSIONALS:**

Name	Location	Title	Effective Date
Bostick, Jake	Weinert Elementary	Teacher	01/07/25
Carrillo, Ruben	Administration Office	Chief Technology & Security Officer	01/21/25
Flores, Maximilian	Administration Office	Executive Director of Human Resources	01/06/25
Spacek, Stephanie	Jim Barnes Middle School	Teacher	01/27/25

**BOARD’S
ACKNOWLEDGEMENT
RESIGNATIONS:**

Bittings, Nikki Elaine, Student Services Department, effective 12/31/24

Ms. Bittings, Chief Student Services Officer, has resigned to work for another school district.

Ms. Bittings has 27 years with Seguin ISD.

Garcia Jr, Luis, Jim Barnes Middle School, effective 12/20/24

Mr. Garcia, 8th Grade Math Teacher, has resigned and elected to retire.

Mr. Garcia has 1 year with Seguin ISD.

Garcia, Orlando, Seguin High School, effective 12/20/24

Mr. Garcia, Social Studies Teacher, has resigned due to personal reasons.

Mr. Garcia has 1 year with Seguin ISD.

Hernandez, Cynthia, McQueeney Elementary, effective 12/04/24

Ms. Hernandez, Special Education Teacher, has resigned due to personal reasons.

Ms. Hernandez has 4 months with Seguin ISD.

Lopez, David, Seguin High School, effective 12/20/24

Mr. Lopez, Assistant Principal, has resigned and elected to retire.

Mr. Lopez has 2 years with Seguin ISD.

White, Nicole, A.J. Briesemeister Middle School, effective 12/20/24

Ms. White, 6th Grade Teacher, has resigned due to other employment.

Ms. White has 5 months with Seguin ISD.

RATIONALE:

Strategic Goal 4: Seguin ISD will improve student, parent, and staff satisfaction as determined by the Gallup Poll. 7

REFERENCE and COMPLIANCE:

DC (LEGAL), DC (LOCAL), Employment Practices

BUDGET IMPACT/ INFORMATION:

None

PAPERWORK IMPACT:

This item will result in follow-up communication with the employee.

EXHIBITS:

Personnel Information

RESOURCE PERSONNEL:

Joel S. Treviño, Chief Human Resources Officer

Submitted by:

(Name)

Dr. Veronica Vijil, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

(Date)

01/21/25

INFORMATION ITEM: **Learning Acceleration Support Opportunities (LASO) Cycle 3 Update**

RECOMMENDATION: That the Board of Trustees receives information on the status of the Learning Acceleration Support Opportunities (LASO), Cycle 3 Grant application.

RATIONALE: In December 2024, Seguin ISD submitted an application to the Texas Education Agency for the LASO Cycle 3 Grant. Seguin ISD was selected for the next phase of the application process, which included an interview with the Superintendent, Chief Academic Officer, and Director of School Leadership. If awarded, Seguin ISD will begin planning the implementation of a STEM program at Jefferson Elementary, implement High Quality Instructional Material in Math K-12, and receive Professional Learning Support at Vogel Elementary, AJ Briesemeister Middle School, and Barnes Middle School.

REFERENCE and COMPLIANCE: Seguin ISD Strategic Goal 2: (HB3) Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

PAPERWORK IMPACT: Minimal

BUDGET IMPACT/ INFORMATION: To be announced upon receipt of Notice of Grant Award

EXHIBITS: Presentation: 2025-26 Learning Acceleration Support Opportunities (LASO), Cycle 3.0

RESOURCE PERSONNEL: Cindy Borden, Director of Federal and State Accountability
Dr. Kathy Kober, District Math Coordinator

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

Seguin ISD Board Information



2025 - 2026
Learning Acceleration Support Opportunities
(LASO) 3.0

2025 - 2026 LASO 3.0 Grant Application

- Strong Foundations Implementation (SFI) Grant
 - K-5 - Bluebonnet (Eureka) math curriculum
 - 6-12 - Bluebonnet (Carnegie) math curriculum
- SFI School Improvement PLC Supports
 - Jefferson
 - Vogel
 - Briesemeister
 - Barnes
- Technology Lending Grant
- School Action Fund
 - Jefferson

School Action Fund Grant

Purpose: whole-school strategies to increase access to high-quality schools by meeting community needs

Eligibility: Title 1 campus **AND** identified as a campus in need of improvement in the Closing the Gaps domain.

Provides: Technical Assistance; Tools & Resources; Funding; & Leader Professional Development

School Action Fund Grant

Key Elements: Same Staff; New School Model; & Whole School Approach

Key Benefits: Improved Academic Performance; Retention of Current Leadership and Teachers; Responsive to Local Context; & Long-Term Sustainability

Advanced STEM elements: Cross-curricular Experiences; Applied/Hands-on Learning, Instructional Excellence; & Schoolwide Culture of Innovation

Timeline

December 13, 2024 - Grant Application Due to TEA

January 2025 - TEA scores applications and conducts interviews with LEAs

February 20, 2025 - (*tentatively*) TEA announces awards

March 2025 - LEAs accept awards and submit budgets to TEA

Grants Begin **March 2025** and End **June 2026**

Board Leadership Training - end of Gate 3 - (*tentatively*) Feb. 2026¹⁴

Resource Personnel

Cindy Borden, Director of
State and Federal
Accountability
cborden@sequin.k12.tx.us

Dr. Kathy Kober, District
Math Coordinator,
kkober@sequin.k12.tx.us



INFORMATION ITEM: **2024-2025 Istation Indicators of Progress (ISIP) Data**

RECOMMENDATION: That the Board of Trustees receives an update regarding ISIP Data.

RATIONALE: The purpose of this report is to present the progress of students using ISIP Data.

REFERENCE and COMPLIANCE: Strategic Goals: 1. (HB3) Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 36% to 55% by August 2027. 2. (HB3) Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: 2024-2025 ISIP Data Review

RESOURCE PERSONNEL: Monica Lyons, Chief Academic Officer

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8616
 (Date) 01/21/25

Seguin ISD
Elementary & Secondary
Literacy Data:
Middle of Year
Update



Seguin Independent School District
January 21, 2025



Istation's Indicators of Progress (ISIP) Reading

All Elementary Campuses

Goal #1 (HB3) Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 36%* to 55% by August 2027.

Performance Objective #3- Increase the percentage of students in grades Kinder-2 who achieve Levels 3 ,4, 5 in Istation's Indicator of Progress (ISIP) Reading from 47% to 52% by August 2027.



The Simple View of Reading

Decoding
Ability to apply sound-symbol relationship to read words

X

Language Comprehension
Ability to understand spoken language

=

Reading Comprehension

Phonemic Awareness

Letter Knowledge

Alphabetic Decoding

Spelling/ Word Analysis

Vocabulary

Listening Comprehension

Reading Comprehension

Text Fluency

(Gough & Tunmer, 1986; Hoover & Gough, 1990)

Decoding

X

Language Comprehension

=

Reading Comprehension

Phonemic Awareness

K	33%	→	48%
1st	44%	→	48%
2nd	-----		

Letter Knowledge

K	56%	→	60%
1st	53%	→	55%
2nd	-----		

Alphabetic Decoding

K	-----		
1st	42%	→	52%
2nd	-----		

Spelling/Word Analysis

K	-----		
1st	46%	→	54%
2nd	30%	→	39%

Vocabulary

K	45%		54%
1st	50%	→	50%
2nd	47%		48%

Listening Comprehension

K	50%	→	54%
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Reading Comprehension

1st	45%	→	47%
2nd	44%	→	46%

December District Comparison Report

Kindergarten - (Gen Ed)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	76	
George Vogel Elementary School	68	
Jefferson Avenue Elem School	62	
Mcqueeney Elementary School	47	
Oralia R Rodriguez Elem School	40	
Robert F Koennecke Elem School	62	
Vincent Patlan Elem School	39	

Kindergarten (Gen Ed + Dual Language)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	77	
George Vogel Elementary School	70	
Jefferson Avenue Elem School	64	
Mcqueeney Elementary School	47	
Oralia R Rodriguez Elem School	76	
Robert F Koennecke Elem School	89	
Vincent Patlan Elem School	64	

percentages may not total 100 due to rounding

Kindergarten - (Gen Ed)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	52%	48%
District	44%	55%
Jefferson	55%	45%
Koennecke	36%	64%
McQueeney	50%	50%
Patlan	39%	61%
Rodriguez	33%	68%
Vogel	53%	47%
Weinert	44%	57%

December ISIP Reading (English)

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Outperformed State

Kindergarten (Gen Ed + Dual Language)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	53%	47%
District	50%	50%
Jefferson	55%	45%
Koennecke	40%	60%
McQueeney	50%	50%
Patlan	48%	52%
Rodriguez	58%	41%
Vogel	53%	47%
Weinert	44%	57%

December District Comparison Report

First Grade - (Gen Ed)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	68	
George Vogel Elementary School	81	
Jefferson Avenue Elem School	61	
Mcqueeney Elementary School	50	
Oralia R Rodriguez Elem School	43	
Robert F Koennecke Elem School	60	
Vincent Patlan Elem School	49	

First Grade (Gen Ed + Dual Language)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	69	
George Vogel Elementary School	84	
Jefferson Avenue Elem School	64	
Mcqueeney Elementary School	51	
Oralia R Rodriguez Elem School	77	
Robert F Koennecke Elem School	94	
Vincent Patlan Elem School	76	

percentages may not total 100 due to rounding

First Grade - (Gen Ed)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	49%	52%
District	49%	51%
Jefferson	62%	37%
Koennecke	38%	61%
McQueeney	30%	70%
Patlan	65%	34%
Rodriguez	33%	68%
Vogel	56%	43%
Weinert	48%	53%

December ISIP Reading (English)

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Outperformed State

First Grade (Gen Ed + Dual Language)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	51%	49%
District	54%	46%
Jefferson	62%	37%
Koennecke	56%	44%
McQueeney	30%	70%
Patlan	66%	35%
Rodriguez	55%	46%
Vogel	56%	44%
Weinert	48%	53%

December District Comparison Report

Second Grade - (Gen Ed)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	64	
George Vogel Elementary School	62	
Jefferson Avenue Elem School	68	
Mcqueeney Elementary School	45	
Oralia R Rodriguez Elem School	43	
Robert F Koennecke Elem School	57	
Vincent Patlan Elem School	49	

Second Grade (Gen Ed + Dual Language)

Name	Students Assessed	Performance by Level
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	64	
George Vogel Elementary School	62	
Jefferson Avenue Elem School	69	
Mcqueeney Elementary School	48	
Oralia R Rodriguez Elem School	83	
Robert F Koennecke Elem School	84	
Vincent Patlan Elem School	79	

percentages may not total 100 due to rounding

SECOND Grade - (Gen Ed)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	44%	55%
District	54%	46%
Jefferson	66%	33%
Koennecke	29%	73%
McQueeney	44%	55%
Patlan	74%	26%
Rodriguez	68%	33%
Vogel	56%	44%
Weinert	41%	59%

December ISIP Reading (English)

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

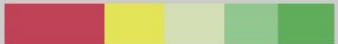
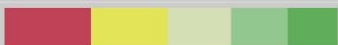
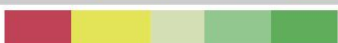





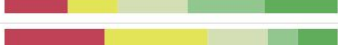
Outperformed State

SECOND Grade (Gen Ed + Dual Language)






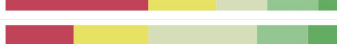


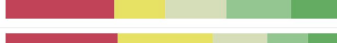
	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	46%	54%
District	56%	43%
Jefferson	66%	33%
Koennecke	43%	57%
McQueeney	44%	55%
Patlan	69%	31%
Rodriguez	73%	26%
Vogel	56%	44%
Weinert	41%	59%

December District Comparison Report - ISIP Reading

Kindergarten - Second (Gen Ed)

Name	Students Assessed	Performance by Level ⓘ
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	208	
George Vogel Elementary School	211	
Jefferson Avenue Elem School	191	
McQueeney Elementary School	142	
Oralia R Rodriguez Elem School	126	
Robert F Koennecke Elem School	179	
Vincent Patlan Elem School	137	

Kindergarten - Second (Gen Ed + Dual Language)

Name	Students Assessed	Performance by Level ⓘ
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	210	
George Vogel Elementary School	216	
Jefferson Avenue Elem School	197	
McQueeney Elementary School	146	
Oralia R Rodriguez Elem School	236	
Robert F Koennecke Elem School	267	
Vincent Patlan Elem School	219	

percentages may not total 100 due to rounding

Kindergarten - Second (Gen Ed)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	48%	51%
District	49%	51%
Jefferson	62%	38%
Koennecke	34%	66%
McQueeney	42%	59%
Patlan	61%	39%
Rodriguez	39%	55%
Vogel	56%	44%
Weinert	44%	56%

December ISIP Reading (English)

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

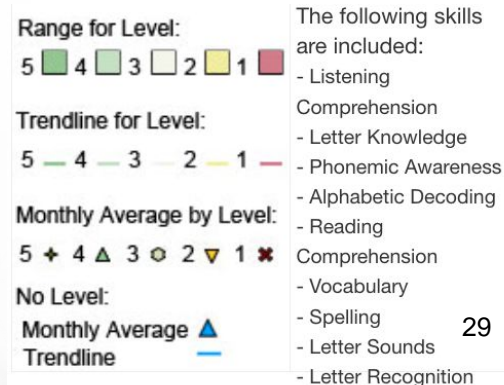
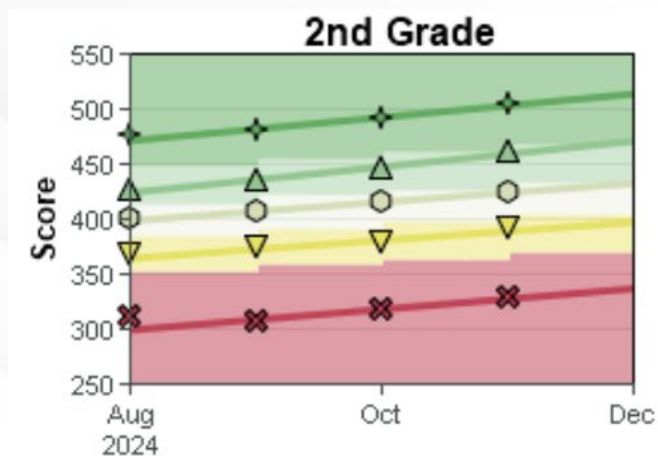
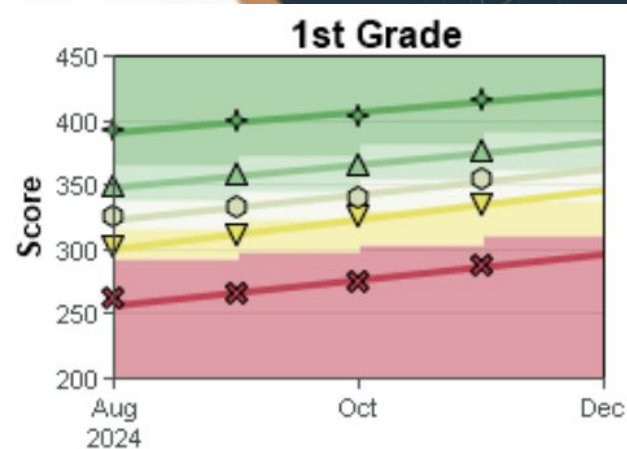
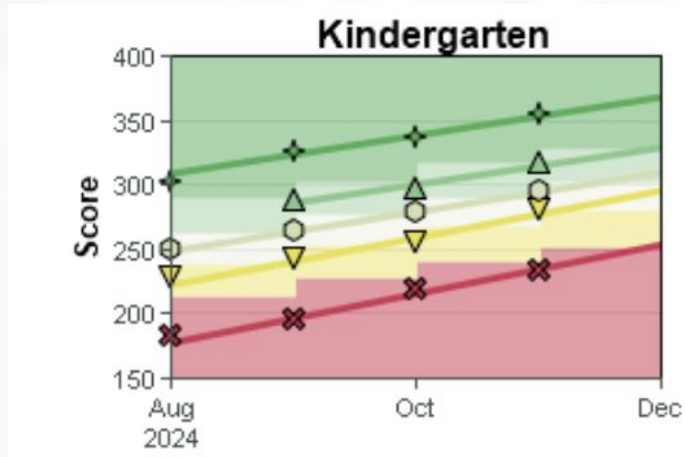
Outperformed State

Kindergarten - Second (Gen Ed + Dual Language)

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	50%	50%
District	54%	46%
Jefferson	62%	38%
Koennecke	47%	53%
McQueeney	42%	59%
Patlan	61%	39%
Rodriguez	62%	37%
Vogel	56%	44%
Weinert	44%	56%

Istation: Skill Growth

ISIP Early Reading- Overall Reading



December ISIP Comparison From 23-24 to 24-25


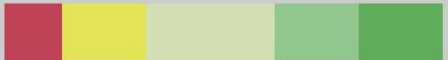


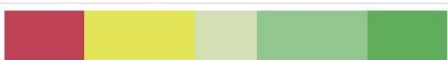
	Level 1 & 2		Level 3-5	
	23-24	24-25	23-24	24-25
Kindergarten				
State	57%	52%	43%	48%
District	50%	44%	50%	55%
1st Grade				
State	56%	49%	45%	52%
District	56%	49%	43%	51%
2nd Grade				
State	50%	44%	50%	55%
District	51%	54%	49%	46%

Istation's Indicators of Progress (ISIP) en Español

Campuses: Koennecke, Rodriguez, Patlan

December District Comparison Report (Kindergarten)

ISIP Espanol

Name	Students Assessed	Performance by Level ①
State Average	N/A	
District Average	N/A	
Oralia R Rodriguez Elem School	36	
Robert F Koennecke Elem School	28	
Vincent Patlan Elem School	28	

percentages may not total 100 due to rounding

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	53%	48%
District	32%	67%
Koennecke 27 Students	35%	64%
Patlan 28 Students	43%	57%
Rodriguez 35 Students	23%	77%

Outperformed
State

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

December District Comparison Report (First Grade)

ISIP Espanol

Name	Students Assessed	Performance by Level ⓘ
State Average	N/A	
District Average	N/A	
Oralia R Rodriguez Elem School	41	
Robert F Koennecke Elem School	34	
Vincent Patlan Elem School	28	

percentages may not total 100 due to rounding

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	59%	42%
District	62%	39%
Koennecke 34 Students	70%	21%
Patlan 28 Students	32%	68%
Rodriguez 41 Students	65%	35%

Outperformed
State

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)



December District Comparison Report (Second Grade)

ISIP Espanol

Name	Students Assessed	Performance by Level ①
State Average	N/A	
District Average	N/A	
Oralia R Rodriguez Elem School	38	
Robert F Koennecke Elem School	28	
Vincent Patlan Elem School	29	

percentages may not total 100 due to rounding

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	66%	34%
District	67%	32%
Koennecke 28 Students	79%	22%
Patlan 29 Students	65%	35%
Rodriguez 38 Students	61%	39%

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Outperformed State

December District Comparison Report (Kindergarten - Second Grade)

ISIP Espanol

Name	Students Assessed	Performance by Level ⓘ
State Average	N/A	
District Average	N/A	
Oralia R Rodriguez Elem School	115	
Robert F Koennecke Elem School	90	
Vincent Patlan Elem School	85	

percentages may not total 100 due to rounding

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	58%	42%
District	54%	46%
Koennecke 90 Students	65%	35%
Patlan 85 Students	47%	54%
Rodriguez 115 Students	50%	49%

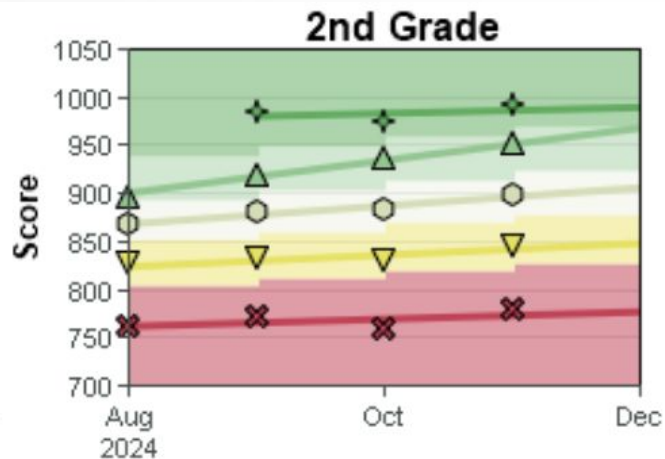
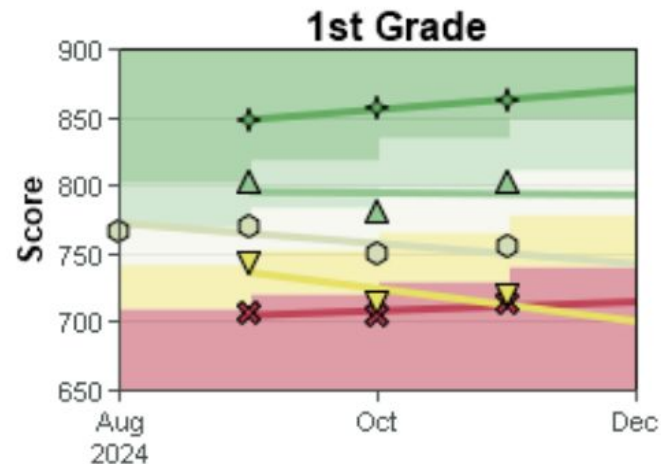
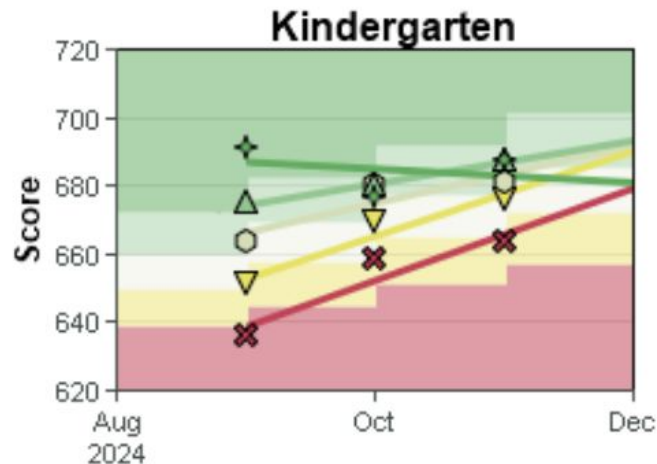
Outperformed State

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)



Istation: Skill Growth

ISIP Lectura Temprana- Overall Reading



Range for Level:

5 ■ 4 ■ 3 ■ 2 ■ 1 ■

Trendline for Level:

5 — 4 — 3 — 2 — 1 —

Monthly Average by Level:

5 + 4 ▲ 3 ● 2 ▼ 1 ✖

No Level:

Monthly Average ▲
Trendline —

The following skills are included:

- Vocabulary
- Reading Comprehension
- Phonemic and Phonological Awareness
- Written Communication

Istation's Indicators of Progress (ISIP) Math

All Elementary Campuses

Goal #2 (HB3): Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 28%* to 52% by August 2027.

Performance Objective #3- Increase the percentage of students in grades Kinder-2 who achieve levels 4 & 5 on Istation's Indicator of Progress (ISIP) Math from 19% to 46% by August 2027. *Data source is Sept. 2024 ISIP because we don't have an EOY from Spring 2023.

Kindergarten Grade December ISIP MATH

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Comparison for December

■ Level 1 ■ Level 2 ■ Level 3 ■ Level 4 ■ Level 5

Name	Students Assessed	Performance by Level ①
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	75	
George Vogel Elementary School	69	
Jefferson Avenue Elem School	64	
Mcqueeney Elementary School	47	
Oralia R Rodriguez Elem School	64	
Robert F Koennecke Elem School	89	
Vincent Patlan Elem School	65	

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	36%	64%
District	39%	61%
Jefferson	44%	56%
Koennecke	33%	67%
McQueeney	38%	62%
Patlan	32%	68%
Rodriguez	53%	47%
Vogel	42%	58%
Weinert	31%	69%

= Outperformed State

First Grade December ISIP MATH

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Comparison for January

■ Level 1 ■ Level 2 ■ Level 3 ■ Level 4 ■ Level 5

Name	Students Assessed	Performance by Level ①
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	54	
George Vogel Elementary School	53	
Jefferson Avenue Elem School	41	
Mcqueeney Elementary School	43	
Oralia R Rodriguez Elem School	10	
Robert F Koennecke Elem School	46	
Vincent Patlan Elem School	45	

	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	34%	66%
District	36%	64%
Jefferson	39%	61%
Koennecke	39%	61%
McQueeney	40%	60%
Patlan	40%	60%
Rodriguez	40%	60%
Vogel	25%	75%
Weinert	28%	72%

= Outperformed State

First Grade December ISIP MATH

Goal is to have a lower percentage than the state in red and yellow (Levels 1 & 2) and to have a higher percentage than the state in green (Levels 3, 4, & 5)

Comparison for January

■ Level 1 ■ Level 2 ■ Level 3 ■ Level 4 ■ Level 5

Name	Students Assessed	Performance by Level ①
State Average	N/A	
District Average	N/A	
F C Weinert Elementary School	54	
George Vogel Elementary School	53	
Jefferson Avenue Elem School	41	
Mcqueeney Elementary School	43	
Oralia R Rodriguez Elem School	10	
Robert F Koennecke Elem School	46	
Vincent Patlan Elem School	45	

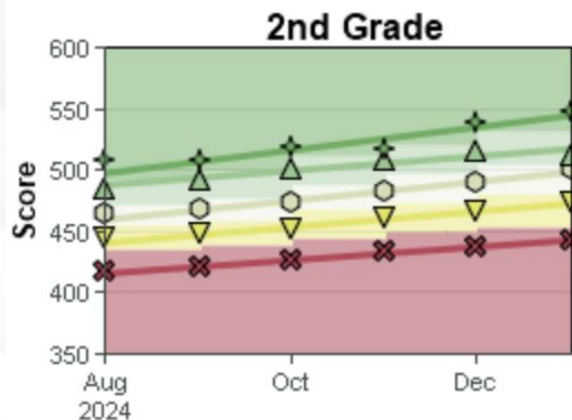
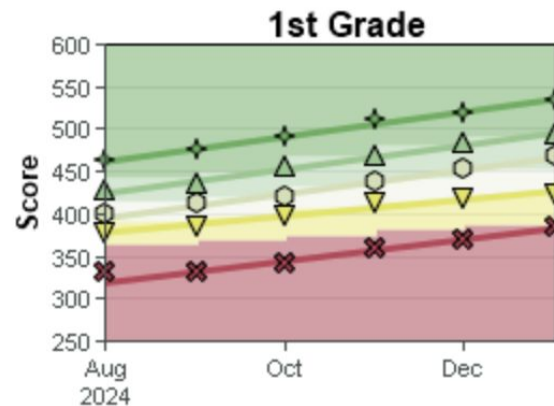
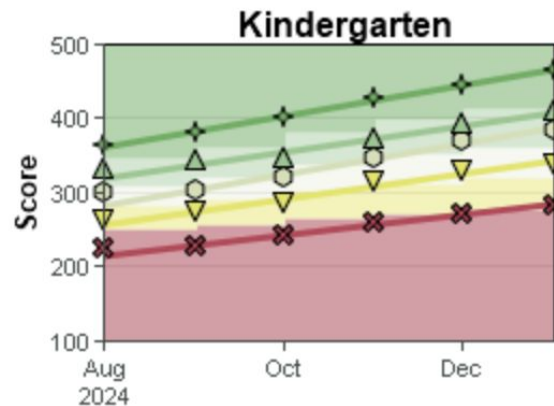
	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	32%	68%
District	38%	62%
Jefferson	55%	45%
Koennecke	39%	61%
McQueeney	40%	60%
Patlan	40%	60%
Rodriguez	40%	60%
Vogel	25%	75%
Weinert	28%	72%

= Outperformed State

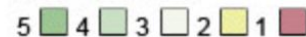
Istation: Skill Growth

Istation's
Indicators of
Progress (ISIP)
Math

ISIP Math - Domain Growth by Level - Overall Math



Range for Level:



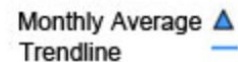
Trendline for Level:



Monthly Average by Level:



No Level:



Ereckle Math

Middle School Campuses

Goal #2 (HB3): Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 28%* to 52% by August 2027.

Performance Objective #3- Increase the percentage of students in grades Kinder-2 who achieve levels 4 & 5 on Istation's Indicator of Progress (ISIP) Math from 19% to 46% by August 2027. *Data source is Sept. 2024 ISIP because we don't have an EOY from Spring 2023.

Freckle Math

District Benchmark Distribution of Same Set of Students Over Multiple Years

■ Urgent Intervention
 ■ Intervention
 ■ On Watch
 ■ At/Above Benchmark

Grade

6th Grade

School Year	Grade	% Benchmark Distribution	Below 10 PR		10 - 24 PR		25 - 39 PR		At/Above 40 PR		# Students
			Number	%	Number	%	Number	%	Number	%	
2024-2025 School Year	6th Grade		49	18%	49	18%	47	17%	133	48%	278
2023-2024 School Year	5th Grade	No Activity Data Found	--	--	--	--	--	--	--	--	0



Freckle Math

District Benchmark Distribution of Same Set of Students Over Multiple Years

■ Urgent Intervention
 ■ Intervention
 ■ On Watch
 ■ At/Above Benchmark

Grade

7th Grade

School Year	Grade	% Benchmark Distribution	Below 10 PR		10 - 24 PR		25 - 39 PR		At/Above 40 PR		# Students
			Number	%	Number	%	Number	%	Number	%	
2024-2025 School Year	7th Grade		60	21%	53	19%	60	21%	110	39%	283
2023-2024 School Year	6th Grade		186	39%	78	16%	54	11%	158	33%	476



Freckle Math

District Benchmark Distribution of Same Set of Students Over Multiple Years

■ Urgent Intervention
 ■ Intervention
 ■ On Watch
 ■ At/Above Benchmark

Grade

8th Grade

School Year	Grade	% Benchmark Distribution	Below 10 PR		10 - 24 PR		25 - 39 PR		At/Above 40 PR		# Students
			Number	%	Number	%	Number	%	Number	%	
2024-2025 School Year	8th Grade		62	23%	58	22%	44	16%	105	39%	269
2023-2024 School Year	7th Grade		172	39%	80	18%	66	15%	118	27%	436

INFORMATION ITEM: **New Format of Monthly Financials**

RATIONALE: The financial statements have been updated to a different format with new informaton.

REFERENCE and COMPLIANCE: CE Legal Annual Operating Budget

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Updated Financials

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 01/21/25

Function Codes

11 – Instruction - Activities that deal directly with the interaction between teachers and students

12 – Instructional Resources/Media Services - Expenditures that are directly and exclusively used for resource centers, establishing and maintaining libraries

13 – Curriculum & Instructional Staff Development – Expenditures directly and exclusively used to aid instructional staff in planning, developing and evaluating the process of providing learning experiences for students. (Includes in-service training for instructional or instructional-related personnel (Functions 11, 12, and 13))

21 – Instructional Leadership - Expenditures that are for managing, directing, supervising, and providing leadership for staff who provide general and specific instructional services

23 – School Leadership - Expenditures to direct and manage a school campus

31 – Guidance & Counseling – Expenditures for assessing and testing students' abilities, aptitudes and interests; counseling students

32 - Social Work Services - Expenditures that for activities such as investigating and diagnosing student social needs arising out of the home, school or community: includes truant/attendance officers

33 – Health Services - Expenditures for providing physical health services to students

34 – Student Transportation - Expenditures for transporting students to and from school.

35 – Food Service – Expenditures for food service operations

36 – Extracurricular Activities - Expenditures for school-sponsored activities outside of the school day.

41 – General Administrations - Expenditures for purposes of managing or governing the school district as an overall entity

51 – Maintenance & Operations - Expenditures for activities to keep the facilities and grounds open, clean, comfortable and in effective working condition and state of repair, and insured

52 – Security & Monitoring Services – Expenditures for activities to keep student and staff surroundings safe, whether in transit to or from school, on a campus or participating in school-sponsored events at another location

53 – Data Processing Services - Expenditures for data processing services, whether in-house or contracted.

61 – Community Services - Expenditures for activities or purposes other than regular public education and includes expenditures are for services or activities relating to the whole community or some segment of the community

71 – Debt Service – Expenditures for debt service payments and related fees

81 – Facilities Acquisition and Improvements - Expenditures for acquiring, equipping, and/or making additions to real property and sites

99 – Other Governmental Charges – Expenditures for other intergovernmental charges not defined above

**Seguin Independent School District
Financial Statements
General Operating Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	36,690,360	36,690,360	348,832	36,341,528	0.95%
Property Taxes-Delinquent	950,000	950,000	604,852	345,148	63.67%
Property Taxes-Penalty & Interest	500,000	500,000	145,855	354,145	29.17%
Interest Income	1,300,000	1,300,000	566,682	733,318	43.59%
Other Local Income	240,000	240,000	223,863	16,137	93.28%
State	34,745,186	34,887,076	15,783,639	19,103,437	45.24%
Federal	767,000	767,000	340,927	426,073	44.45%
REVENUE	75,192,546	75,334,436	18,014,650	57,319,786	23.91%
EXPENSE BY FUNCTION (BOARD APPROVED)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
11 - Instruction	43,061,198	43,348,852	11,885,270	31,463,582	27.42%
12 - Instructional Resources & Media Svcs	1,100,983	1,074,679	370,080	704,599	34.44%
13 - Curr & Instructional Staff Development	735,275	603,645	195,471	408,174	32.38%
21 - Instructional Leadership	2,076,321	2,363,839	846,193	1,517,646	35.80%
23 - School Leadership	5,097,863	4,999,250	1,830,874	3,168,376	36.62%
31 - Guidance & Counseling Services	2,677,549	2,546,324	890,403	1,655,921	34.97%
32 - Social Work Services	672,569	639,722	245,605	394,117	38.39%
33 - Health Services	858,109	850,619	247,928	602,691	29.15%
34 - Student Transportation	3,481,004	3,481,004	1,336,404	2,144,600	38.39%
35 - Food Service	-	-	-	-	-
36 - Co-curricular Activities	2,079,122	2,080,489	811,701	1,268,788	39.01%
41 - General Administration	3,099,979	3,507,148	1,673,480	1,833,668	47.72%
51 - Plant Maintenance & Operations	8,338,937	8,339,447	3,624,160	4,715,287	43.46%
52 - Security & Monitoring Services	952,567	983,967	382,797	601,170	38.90%
53 - Data Services	2,105,852	2,164,411	1,089,814	1,074,597	50.35%
61 - Community Services	30,167	27,329	1,204	26,125	4.41%
71 - Debt Services	-	665,000	665,000	-	100.00%
81 - Facilities Acquisition & Construction	-	1,780,800	1,097,553	683,247	61.63%
93 - Payments to Fiscal Agent/SSA	1,946,727	1,955,312	-	1,955,312	0.00%
99 - Intergovmntl Charges (Appraisal Svcs)	842,464	802,645	108,305	694,340	13.49%
EXPENSE	79,156,686	82,214,482	27,302,241	54,912,241	33.21%
REVENUE OVER/(UNDER) EXPENSE	\$ (3,964,140)	\$ (6,880,046)	\$ (9,287,590)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ (3,964,140)	\$ (6,880,046)	\$ (9,287,590)		
EXPENSE BY OBJECT (INFORMATION ONLY)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries	57,907,021	57,863,984	17,967,004	39,896,980	31.05%
6144 - TRS On-Behalf Payments	5,307,700	5,307,700	1,334,742	3,972,958	25.15%
6200 - Purchased & Contracted Services	8,507,192	9,228,288	3,413,403	5,814,885	36.99%
6300 - Supplies & Materials	3,830,890	3,741,468	1,875,718	1,865,750	50.13%
6400 - Other Operating Costs	3,593,402	3,627,633	930,613	2,697,020	25.65%
6500 - Debt Service	-	665,000	665,000	-	100.00%
6600 - Capital Outlay	10,481	1,780,409	1,115,761	664,648	62.67%
EXPENSE	79,156,686	82,214,482	27,302,241	54,912,241	33.21%
PRELIMINARY ESTIMATE - Fund Balance Test per Board Policy CE (LOCAL):					
Amended Budget Expense (official test will use actuals at year end)					82,214,482
Less: Non-Operating Expenses/Fund Balance Assignments					
Assigned for 24-25 QZAB Payment (8 of 15)				\$	(665,000)
Assigned for BB/SB Complex Construction				\$	(1,750,000)
Assigned for Welding Shop Upgrades				\$	(30,800)
Assigned for Holdworth contract				\$	(242,000)
Assigned for Abre Subscription				\$	(146,499)
Assigned for Teacher Incentive Allotment Program Development				\$	(64,457)
Assigned for National Board of Prof Teaching Standards Cert fees				\$	(17,150)
Total Non-Operating Expenses				\$	(2,915,906)
24 - 25 Budgeted Operating Expense (official test will use actuals at year end)				\$	79,298,576
25% Unassigned Fund Balance Criteria as per Board Policy CE (LOCAL)					25%
24 - 25 Minimum Unassigned Fund Balance				\$	19,824,644
24-25 Beginning Unassigned Fund Balance				\$	35,018,387
24-25 Estimated Ending Unassigned Fund Balance (Unaudited)				\$	28,138,341
Projected Unassigned Fund Balance Over/(Under) CE (LOCAL) Requirement				\$	8,313,697

**Seguin Independent School District
Financial Statements
Child Nutrition Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	-	-	-	-	
Property Taxes-Delinquent	-	-	-	-	
Property Taxes-Penalty & Interest	-	-	-	-	
Interest Income	20,000	20,000	56,018	-	280.09%
Other Local Income	339,500	339,500	114,168	225,332	33.63%
State	55,500	55,500	10,438	45,063	18.81%
Federal	6,675,000	6,675,000	2,581,165	4,093,835	38.67%
REVENUE	7,090,000	7,090,000	2,761,789	4,328,211	38.95%
EXPENSE BY FUNCTION (BOARD APPROVED)					
	Adopted Budget	November 30, 2024 Amended Budget	November 30, 2024 Year to Date Actual Expenditures	Budget Remaining	Percent Expended
11 - Instruction	-	-	-	-	
12 - Instructional Resources & Media Svcs	-	-	-	-	
13 - Curr & Instructional Staff Development	-	-	-	-	
21 - Instructional Leadership	-	-	-	-	
23 - School Leadership	-	-	-	-	
31 - Guidance & Counseling Services	-	-	-	-	
32 - Social Work Services	-	-	-	-	
33 - Health Services	-	-	-	-	
34 - Student Transportation	-	-	-	-	
35 - Food Service	7,063,500	7,063,500	2,787,767	4,275,733	39.47%
36 - Co-curricular Activities	-	-	-	-	
41 - General Administration	-	-	-	-	
51 - Plant Maintenance & Operations	19,500	19,500	6,295	13,205	32.28%
52 - Security & Monitoring Services	7,000	7,000	221	6,779	3.15%
53 - Data Services	-	-	-	-	
61 - Community Services	-	-	-	-	
71 - Debt Services	-	-	-	-	
81 - Facilities Acquisition & Construction	-	-	-	-	
93 - Payments to Fiscal Agent/SSA	-	-	-	-	
99 - Intergovmntl Charges (Appraisal Svcs)	-	-	-	-	
EXPENSE	7,090,000	7,090,000	2,794,282	4,295,718	39.41%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	(32,493)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ (32,493)		
EXPENSE BY OBJECT (INFORMATION ONLY)					
	Adopted Budget	November 30, 2024 Amended Budget	November 30, 2024 Year to Date Actual Expenditures	Budget Remaining	Percent Expended
6100 - Salaries	3,021,900	3,021,900	1,022,092	1,999,808	33.82%
6144 - TRS On-Behalf Payments	-	-	-	-	
6200 - Purchased & Contracted Services	167,700	182,700	81,427	101,273	44.57%
6300 - Supplies & Materials	3,743,000	3,724,000	1,518,189	2,205,811	40.77%
6400 - Other Operating Costs	57,400	61,400	31,686	29,714	51.61%
6500 - Debt Service	-	-	-	-	
6600 - Capital Outlay	100,000	100,000	140,889	(40,889)	140.89%
EXPENSE	7,090,000	7,090,000	2,794,282	4,295,718	39.41%
PRELIMINARY ESTIMATE - Fund Balance:					
24 - 25 Beginning Fund Balance (Unaudited)					
Unassigned			\$ 2,898,469		
Non Spendable - Inventory			\$ 50,266		
Total 24 - 25 Beginning Fund Balance (Unaudited)				\$ 2,948,735	

**Seguin Independent School District
Financial Statements
Debt Service Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	16,519,000	21,325,262	201,133	21,124,129	0.94%
Property Taxes-Delinquent	250,000	250,000	301,428	-	120.57%
Property Taxes-Penalty & Interest	100,000	100,000	69,745	30,255	69.74%
Interest Income	-	-	225,581	-	
Other Local Income	-	-	2,426,767	-	
State	-	-	-	-	
Federal	-	-	-	-	
REVENUE	16,869,000	21,675,262	3,224,653	18,450,609	14.88%
EXPENSE BY FUNCTION (BOARD APPROVED)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
11 - Instruction				-	
12 - Instructional Resources & Media Svcs				-	
13 - Curr & Instructional Staff Development				-	
21 - Instructional Leadership				-	
23 - School Leadership				-	
31 - Guidance & Counseling Services				-	
32 - Social Work Services				-	
33 - Health Services				-	
34 - Student Transportation				-	
35 - Food Service				-	
36 - Co-curricular Activities				-	
41 - General Administration				-	
51 - Plant Maintenance & Operations				-	
52 - Security & Monitoring Services				-	
53 - Data Services				-	
61 - Community Services				-	
71 - Debt Services	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
81 - Facilities Acquisition & Construction				-	
93 - Payments to Fiscal Agent/SSA				-	
99 - Intergovmntl Charges (Appraisal Servs)				-	
EXPENSE	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	(5,495,089)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ (5,495,089)		
EXPENSE BY OBJECT (INFORMATION ONLY)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries				-	
6144 - TRS On-Behalf Payments				-	
6200 - Purchased & Contracted Services				-	
6300 - Supplies & Materials				-	
6400 - Other Operating Costs				-	
6500 - Debt Service	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
6600 - Capital Outlay				-	
EXPENSE	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
PRELIMINARY ESTIMATE - Fund Balance:					
24 - 25 Beginning Fund Balance (Unaudited)			\$ 16,644,486		
Total 24 - 25 Beginning Fund Balance (Unaudited)				\$ 16,644,486	
24 - 25 Actual Year to Date Revenue Over/(Under) Expense			\$ (5,495,089)		
24 - 25 Actual Year to Date Other Sources and Uses			\$ -		
24 - 25 Budget Remaining Revenue Over/(Under) Expense			\$ 5,495,089		
24 - 25 Estimated Year End Result of Activities				\$ -	
24 - 25 Estimated Ending Fund Balance (Unaudited)				\$ 16,644,486	

**Seguin Independent School District
Proposed Budget Amendments and Financial Statements
General Operating Fund
October 2024**

	Budget					Actual			Budget Remaining
	Adopted Budget	October 1, 2024	Proposed Amendment(s)		October 31, 2024	October 1, 2024	Current Month	October 31, 2024	
	Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity	Year to Date		
REVENUE									
Local									
Property Taxes-Current	36,690,360	36,690,360		-	36,690,360	41,815	-	41,815	36,648,545
Property Taxes-Delinquent	950,000	950,000		-	950,000	443,803	94,070	537,874	412,126
Property Taxes-Penalty & Interest	500,000	500,000		-	500,000	104,238	25,382	129,621	370,379
Interest Income	1,300,000	1,300,000		-	1,300,000	349,562	112,848	462,410	837,590
Other Local Income	240,000	240,000		-	240,000	147,395	33,604	180,999	59,001
State	34,745,186	34,745,186		-	34,745,186	7,068,774	5,512,466	12,581,240	22,163,946
Federal	767,000	767,000		-	767,000	71,424	106,779	178,203	588,797
REVENUE	75,192,546	75,192,546	-	-	75,192,546	8,227,012	5,885,150	14,112,162	61,080,384
EXPENSE									
11 - Instruction	43,061,198	43,103,888		216,716	43,320,604	5,223,643	3,317,683	8,541,326	34,779,278
12 - Instructional Resources & Media Svcs	1,100,983	1,100,983		(26,304)	1,074,679	213,618	81,031	294,648	780,031
13 - Curr & Instructional Staff Development	735,275	771,945		(168,300)	603,645	119,688	29,776	149,464	454,181
21 - Instructional Leadership	2,076,321	2,065,863		297,976	2,363,839	487,013	193,383	680,396	1,683,443
23 - School Leadership	5,097,863	5,100,863		(101,613)	4,999,250	992,636	419,322	1,411,958	3,587,292
31 - Guidance & Counseling Services	2,677,549	2,677,824		(131,500)	2,546,324	519,706	184,079	703,785	1,842,539
32 - Social Work Services	672,569	672,569		(33,147)	639,422	157,557	45,286	202,843	436,579
33 - Health Services	858,109	858,109		(7,490)	850,619	120,655	64,176	184,831	665,788
34 - Student Transportation	3,481,004	3,481,004		-	3,481,004	725,106	384,521	1,109,628	2,371,376
35 - Food Service	-	-		-	-	-	-	-	-
36 - Co-curricular Activities	2,079,122	2,079,052		-	2,079,052	446,769	187,050	633,820	1,445,232
41 - General Administration	3,099,979	3,341,979		-	3,341,979	958,282	433,907	1,392,189	1,949,790
51 - Plant Maintenance & Operations	8,338,937	8,338,937		-	8,338,937	2,381,590	638,430	3,020,021	5,318,916
52 - Security & Monitoring Services	952,567	983,967		-	983,967	180,800	134,047	314,847	669,120
53 - Data Services	2,105,852	2,220,951		(9,000)	2,211,951	813,372	146,442	959,813	1,252,138
61 - Community Services	30,167	39,667		(12,338)	27,329	658	65	723	26,606
71 - Debt Services	-	665,000		-	665,000	665,000	-	665,000	-
81 - Facilities Acquisition & Construction	-	1,780,800		-	1,780,800	(18,095)	936,028	917,933	862,867
93 - Payments to Fiscal Agent/SSA	1,946,727	1,946,727		-	1,946,727	-	-	-	1,946,727
99 - Intergovernmental Charges (Appraisal Servs)	842,464	842,464		(25,000)	817,464	108,305	-	108,305	709,159
EXPENSE	79,156,686	82,072,592	-	-	82,072,592	14,096,303	7,195,227	21,291,530	60,781,062
REVENUE OVER/(UNDER) EXPENSE	\$ (3,964,140)	\$ (6,880,046)	\$ -	\$ -	\$ (6,880,046)	\$ (5,869,292)	\$ (1,310,077)	\$ (7,179,368)	299,322
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
RESULT OF ACTIVITIES	\$ (3,964,140)	\$ (6,880,046)	\$ -	\$ -	\$ (6,880,046)	\$ (5,869,292)	\$ (1,310,077)	\$ (7,179,368)	299,322

Additional Information to the Reader			
<p>PRELIMINARY ESTIMATE - Fund Balance:</p> <p>24 - 25 Beginning Fund Balance - Restricted - Grants \$ -</p> <p>24 - 25 Beginning Unassigned Fund Balance \$ 35,018,387</p> <p>24 - 25 Actual Year to Date Revenue Over/(Under) Expense \$ (7,179,368)</p> <p>24 - 25 Actual Year to Date Other Sources and Uses -</p> <p>24 - 25 Budget Remaining Revenue Over/(Under) Expense \$ 299,322</p> <p>24 - 25 Estimated Year End Result of Activities \$ (6,880,046)</p> <p>* 24 - 25 Estimated Ending Unassigned Fund Balance (Unaudited) \$ 28,138,341</p>	<p>PRELIMINARY ESTIMATE - Fund Balance Test per Board Policy CE (LOCAL):</p> <p>Amended Budget Expense (official test will use actuals at year end) 82,072,592</p> <p>Less: Non-Operating Expenses/Fund Balance Assignments</p> <p>Assigned for 24-25 QZAB Payment (8 of 15) \$ (665,000)</p> <p>Assigned for BB/SB Complex Construction \$ (1,750,000)</p> <p>Assigned for Welding Shop Upgrades \$ (30,800)</p> <p>Assigned for Holdworth contract \$ (242,000)</p> <p>Assigned for Abre Subscription \$ (146,499)</p> <p>Assigned for Teacher Incentive Allotment Program Development \$ (64,457)</p> <p>Assigned for National Board of Prof Teaching Standards Cert fees \$ (17,150)</p> <p>Total Non-Operating Expenses \$ (2,915,906)</p> <p>24 - 25 Budgeted Operating Expense (official test will use actuals at year end) \$ 79,156,686</p> <p>25% Unassigned Fund Balance Criteria as per Board Policy CE (LOCAL) 25%</p> <p>24 - 25 Minimum Unassigned Fund Balance \$ 19,789,172</p> <p>* 24 - 25 Estimated Ending Unassigned Fund Balance (Unaudited) \$ 28,138,341</p> <p>Projected Unassigned Fund Balance Over/(Under) CE (LOCAL) Requirement \$ 8,349,169</p>		

INFORMATION ITEM: **New Vendors**

RATIONALE: To provide the Board of Trustees with regular updates on vendors that have responded to Requests for Proposals and are being added to the district's approved vendor list.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Vendor Forms

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 01/21/25

**SEGUIN INDEPENDENT SCHOOL DISTRICT
 BID VENDOR RESPONSES**

VENDOR	REQUEST FOR PROPOSALS	SERVICES PROVIDED
RAC, Inc.	24-04 Facilities & Grounds Maintenance, Equipment, Parts, & Services	Elevator Inspections
Platicamos Speech Therapy	24-05: Special Education Services	Bilingual Speech Language Pathology
South Texas School Therapy Providers	24-05: Special Education Services	Therapy Services and Evaluations
Megan Vallejo	24-05: Special Education Services	Speech Language Pathology
The Stepping Stones Group, LLC	24-05: Special Education Services	Therapy Services
Asteria Learning	24-06: Educational Consultants	Resources and Professional Development for Educators

Note:

Respondents were evaluated based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

INFORMATION ITEM: **Purchases made over \$50,000**

RATIONALE: To provide the Board of Trustees with regular updates on purchases made greater than \$50,000.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Vendor Forms

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 01/21/25

**SEGUIN INDEPENDENT SCHOOL DISTRICT
PURCHASE INFORMATION FORM**

VENDOR/DOLLAR AMOUNT	CONTRACT	REFERENCE
Layer 3 Communications, LLC \$115,425 11/22/2024	DIR Purchasing Cooperative	DIR-CPO-4864: Cybersecurity Software Products and Services
Netsync Network Solutions, Inc. \$59,400 12/13/2024	DIR Purchasing Cooperative	DIR-CPO-4866: Cybersecurity Hardware, Software, and Services

Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Wednesday, December 11, 2024, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright, Lisa Burns, Denise Crettenden, Linda Duncan, William Dwyer, Alejandro R. Guerra, Grace Mueller, and Dr. Veronica Vijil, Superintendent

Absent:

Also Present: Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Emily Boney, Attorney with Schulman, Lopez, Hoffer & Adelstein, LLP; Chris Schulz, Attorney with Schulman, Lopez, Hoffer & Adelstein, LLP; and Nancy Ramirez, Superintendent Secretary.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 6:30 p.m. and a quorum was established.

B. The meeting of the Seguin ISD was called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

C. The pledges were led by Mrs. Crettenden, followed by a moment of silence.

2. Audience with the Board

Levi Robertson signed up to address the Board regarding “Safe in Seguin.”

Addyson Owens signed up to address the Board regarding bullying.

3. Open Session Note: The minutes will reflect the order of the meeting instead of the order of the posted agenda.

Mrs. Crettenden moved, seconded by Mrs. Mueller to move to agenda item 3. 2 (of posted agenda) to hear Level III employee complaint from T. Cunningham since it will be in open session.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

The Board followed proper procedures to hear the Level III employee grievance from T. Cunningham. Mr. Bright moved, seconded by Mrs. Burns to go into executive session to discuss the Level III grievance from T. Cunningham.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

The Board went into executive session at 7:10 p.m. The Board reconvened into open session at 7:45 p.m.

Mr. Bright moved, seconded by Ms. Duncan to amend the agenda to take action on the Level III employee complaint from T. Cunningham.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Mrs. Burns moved, seconded by Ms. Duncan to grant the relief sought by employee T. Cunningham.

Ayes: Burns, Crettenden, Duncan, and Dwyer

Nays: Bright, Guerra, and Mueller

The Board recessed from 7:52 p.m. until 8:06 p.m.

4. Closed Session: The Board went into closed session at 8:06 p.m.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. To hear Level III employee complaints from J. Rice.

a. Grievance #1

The Board followed proper procedures to hear the Level III employee grievance #1 from J. Rice. Mrs. Mueller moved, seconded by Mr. Bright to go into executive session to discuss the Level III grievance #1 from J. Rice.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

The Board went into executive session at 8:47 p.m. The Board reconvened into open session at 9:28 p.m.

Mr. Dwyer moved, seconded by Ms. Duncan to amend the agenda to take action on the Level III employee complaint #1 from J. Rice, item 5. B.1 (of posted agenda).

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Mr. Guerra moved, seconded by Mr. Dwyer to deny the relief sought in grievance #1 by employee J. Rice.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Mr. Bright moved, seconded by Mrs. Mueller to modify the Level III remedy to include a directive be issued to Ms. Perez to send a follow-up email communication to all staff and Board of Trustees. This communication will list the available participation options for the semester, underscoring the flexibility in fulfilling engagement expectations and supporting a commitment to an inclusive, adaptable environment.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

The Board went into closed session at 9:32 p.m.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary,

to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. To hear Level III employee complaints from J. Rice.
 - b. Grievance #2

The Board followed proper procedures to hear the Level III employee grievance #2 from J. Rice.

The Board recessed from 10:14 p.m. until 10:21 p.m.

The Board went into executive session at 10:22 p.m. The Board reconvened into open session at 10:48 p.m.

Ms. Duncan moved, seconded by Mrs. Burns to amend the agenda to take action on the Level III employee complaint #2 from J. Rice, item 5. B.2 (of posted agenda).

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Mr. Bright moved, seconded by Ms. Duncan to grant the relief sought by employee J. Rice as stated in the Level 1 grievance reinstating his 1st period planning period with the contingency if the Construction Principles class exceeds the enrollment of forty students he will return to co-teaching.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

The Board went into closed session at 10:51 p.m.

A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. To hear Level III employee complaints from J. Rice.
 - c. Grievance #3

The Board followed proper procedures to hear the Level III employee grievance #3 from J. Rice.

The Board went into executive session at 11:24 p.m. The Board reconvened into open session at 12:06 a.m. to take action on complaint #3 from J. Rice, item 5. B.3 (of posted agenda).

Mr. Dwyer moved, seconded by Mrs. Mueller to grant and amend the remedy sought by employee J. Rice to provide specific training for school administration to include responding to calls for an administrator as an urgent task.

Ayes: Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: Bright, and Burns

Mr. Bright moved, seconded by Mrs. Burns to grant the relief sought by employee J. Rice to include the reprimand for Ms. Perez for preventing an administrator responding to calls for assistance.

Ayes: Bright and Burns

Nays: Crettenden, Duncan, Dwyer, Guerra, and Mueller

2. To hear Level III employee complaint from T. Cunningham. (see page 1)

5. Executive Session: The Board went into executive session as stated above.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. Deliberation Regarding Level III Grievances.

B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).

6. Open Session: The Board reconvened into open session as stated above and action was taken.

A. Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).

No action was taken.

D. Discussion and Possible Action on Termination of Chapter 21 Probationary Contract Employee Decision by Board on November 19

Mr. Guerra moved, seconded by Ms. Duncan to rescind the termination of the Chapter 21 probationary contract employee as discussed in closed session.

Ayes: Burns, Crettenden, Duncan, Guerra, and Mueller

Nays: Bright and Dwyer

6. Adjourn

Mr. Bright moved, seconded by Mrs. Burns to adjourn the meeting. The meeting adjourned at 12:09 a.m.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Secretary/January 21, 2025

President/January 21, 2025

Minutes of Public Hearing

The Board of Trustees

Seguin ISD

A Public Hearing of the Board of Trustees of Seguin ISD was held Tuesday, December 17, 2024, beginning at 6:00 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright, Lisa Burns, Denise Crettenden, Linda Duncan, William Dwyer, Alejandro R. Guerra, Grace Mueller and Dr. Veronica Vijil, Superintendent

Absent:

Also Present: Nikki Bittings, Chief Student Services Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Emily Allen, Director of Communications; Dr. Jason Mummert, Director of School Leadership; Robert Sands, Construction Project Manager; Nancy Ramirez, Superintendent Secretary; and Media.

1. Call to Order

Mrs. Crettenden called the public hearing meeting to order at 6:02 p.m. and a quorum was established.

2. Overview of the Annual Financial Management Report regarding the District's 2023-2024 Financial Integrity Rating System (FIRST) ratings based on the school year 2022-2023 data.

Ms. Oaks presented the Annual Financial Management Report regarding the District's 2023-2024 FIRST Rating of Superior based on the school year 2022-2023 data from the Texas Education Agency. The District has received the state's highest rating of "A" for "Superior Achievement" under Texas' Schools FIRST financial accountability rating system. The District earned a Superior Achievement rating with a score of 92. The District has received the Superior Achievement rating from the Texas Education Agency every year since the ratings were first issued in the 2002-2003 school year. All board questions and comments were addressed. There were no questions from the community.

3. Adjourn

Mr. Bright moved, seconded by Ms. Duncan to adjourn the meeting. The meeting adjourned at 6:18 p.m.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Secretary/January 21, 2024

President/January 21, 2024

Minutes of Regular Meeting

The Board of Trustees

Seguin ISD

A regular board meeting of the Board of Trustees of Seguin ISD was held Tuesday, December 17, 2024, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright, Lisa Burns, Denise Crettenden, Linda Duncan, William Dwyer, Alejandro R. Guerra, Grace Mueller, and Dr. Veronica Vijil, Superintendent

Absent:

Also Present: Nikki Bittings, Chief Student Services Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Emily Allen, Director of Communications; Dr. Jason Mummert, Director of School Leadership; Tiffany Wehe, Weinert Elementary Principal; Halcy Dean, Director of Special Education; Robert Sands, Construction Project Manager; Robyn Popa with Pfluger Architects; Nancy Ramirez, Superintendent Secretary; and Media.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 6:31 p.m. and a quorum was established. The meeting of the Seguin ISD was called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

B. The pledges were led by Jamison Bader, a fifth grade student from Patlan Elementary, followed by a moment of silence.

C. Superintendent Announcements:

Dr. Vijil provided the board and community with highlights, upcoming key dates, and event information since the last board meeting, which included recognizing staff and student achievements and successes from across the district. Dr. Vijil thanked the community members, staff, and Trustees who participated and provided support and ideas at the December 12 Strategic Planning Task Force meeting, to make Seguin ISD a great learning organization for our students, families, and community.

D. Board Member Reports:

The Board provided updates and information on recent activities, meetings, conferences, and school events they have participated in or attended.

2. Recognition/Campus Presentations

A. Student/Staff/Board/Community Recognition

The Board of Trustees recognized the following students and staff for their outstanding accomplishments:

- **Superintendent's Students of the Month from Weinert Elementary School, Patlan Elementary School, Barnes Middle School, and Seguin High School**

Dr. Vijil was honored to recognize Gemma Hartman, a kindergarten student at Weinert Elementary; Jamison Bader, a fifth grade student at Patlan Elementary; Gabriela Casas Varela,

an eighth grade student from Barnes Middle School, and Angel Fox, a senior at Seguin High School, as leaders and exceptional students in and out of the classroom. They are all excellent role models working hard to achieve their goals while assisting their peers.

- **Superintendent’s Award**

Dr. Vijil was honored to recognize Cindy Cramer, Secretary at Ball Early Childhood Center, as the December recipient of the Superintendent’s Leadership Apple Award for going above and beyond daily duties to cultivate, inspire, and empower her students, colleagues, and the Seguin ISD community.

B. Campus Highlight

The presentation was provided courtesy of Weinert Elementary. Mrs. Wehe, the principal, shared information highlighting an initiative that kicked off this year – Principal’s Book of the Month.

3. Audience with the Board

Caitlin Aguirre signed up to address the Board regarding bullying policy concerns.
 Addyson Owens signed up to address the Board regarding bullying and mental health at schools.
 Levi Robertson signed up to address the Board regarding assault, neglect, bullying concerns and solutions.
 Marla Flugrath signed up to address the Board regarding bullying.

4. Reports/Information Items:

A. Presentation Regarding the Personnel Needs of the District

The Board of Trustees received information from Mr. Trevino regarding the personnel needs of the District. Mr. Bright moved, seconded by Mrs. Burns, to bring forward the presentation from Action item 8C by Ms. Oaks, who presented the requested information. No action was taken at this time.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

B. Employment and Retention

The Board of Trustees received information regarding employment practices and retention policies.

C. Personnel Information – Professional Employees

The Board of Trustees received information regarding the following new hires and resignations for the 2024-2025 school year listed below:

New Hire Elections:

Name	Campus	Effective Date
*Schley-Luera, Kari	Vogel Elementary	01/06/25
Silva, Ramon	Rodriguez Elementary	11/18/24

*returning employee

Resignations:

Franco, Monica, Curriculum & Instruction Department, effective 12/06/24

Ms. Franco, Elementary Coordinator, has resigned to work for another school district.

Ms. Franco has 4 years with Seguin ISD.

Gonzalez, Stephen, Technology Department, effective 12/06/24

Mr. Gonzalez, Chief Technology Officer, has resigned to work for another school district.

Mr. Gonzalez has 7 years with Seguin ISD.

Grijalva, Dr. Yolanda, Jefferson Elementary, effective 12/20/24

Dr. Grijalva, Principal, has resigned to work for another school district.

Dr. Grijalva has 6 years with Seguin ISD.

Law, Melissa, Rodriguez Elementary, effective 12/20/24

Ms. Law, 4th Grade Math Teacher, has resigned due to medical reasons.

Ms. Law has 3 months with Seguin ISD.

Ramirez, Clarissa, Seguin High School, effective 12/31/24

Ms. Ramirez, English Teacher, has resigned due to personal reasons.

Ms. Ramirez has 2 years with Seguin ISD.

Rodgers, Melissa, Weinert Elementary, effective 12/31/24

Ms. Rodgers, PE Teacher, has resigned and elected to retire.

Ms. Rodgers has 12 years with Seguin ISD.

D. 2024-2025 Istation Indicators of Progress (ISIP) and Interim Assessment Data

The Board of Trustees received an update regarding ISIP and Interim Assessment Data. The purpose of this report is to present the progress of students using ISIP and Interim Assessment Data.

E. Review of Seguin ISD Bullying Policy

The Board of Trustees received information regarding the Seguin ISD Bullying Policy.

Mr. Bright moved, seconded by Mr. Dwyer to take a ten-minute recess. The Board recessed from 9:21 until 9:31 p.m.

Ayes: Bright, Burns, Crettenden, Dwyer, Guerra, and Mueller

Nays: Duncan

F. Seguin ISD Bond Construction Update

The Board of Trustees received an update from Mr. Sands on current bond projects.

G. Discuss Status of A.J. Briesemeister Middle School Construction Project

The Board of Trustees received an update from Ms. Oaks regarding the status of the A.J. Briesemeister Middle School construction project.

H. New Vendors

The Board of Trustees received an update regarding vendors that have responded to Requests for Proposals and are being added to the district's approved vendor list.

I. Purchases made over \$50,000

The Board of Trustees received an update regarding purchases made greater than \$50,000.

5. Closed Meeting –The Board went into closed session at 9:51 p.m.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).

1. Discussion Regarding Superintendent's Evaluation

- C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.
- D. Pursuant to Texas Government Code Section § 551.0821 – Deliberation regarding public school student.
- E. Pursuant to Texas Government Code Section § 551.074 – Consultation with attorney regarding legal issues related to the A. J. Briesemeister construction project.

6. Reconvene to Open Meeting: The Board reconvened at 12:00 a.m. The Board recessed from 12:00 a.m. until 12:03 a.m.

- A. Possible action to approve professional personnel, including appointment, employment, evaluation, assignment, duties, discipline, or dismissal of employee(s).

The Board did not take action on this item.

7. Consent Agenda Items – Consider and Possible Approval:

A. Approval of Board Minutes for:

Special Meeting, November 19, 2024

Regular Meeting, November 19, 2024

B. Approval of Tax Collection Reports for November 2024

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector, for November 2024. The Texas Property Tax Code requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

C. Approval of Proposed Budget Amendments & Financial Statements for October 2024

The Board of Trustees approved the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of October 31, 2024.

D. Approval of Donations Received October 2024

The Board of Trustees approved the donations received by the District during the month of October 2024 in the amount of \$325.00 from various business and individuals. District Board Policy CDC (LOCAL) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

E. Approval of Donations Received November 2024

The Board of Trustees approved the donations received by the District during the month of November 2024 in the amount of \$60.00 from various business and individuals. District Board Policy CDC (LOCAL) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

F. Acknowledge Public Information Act Requests November-December 2024

The Board of Trustees acknowledged the Public Information Act requests received since November 5, 2024.

Ms. Duncan moved, seconded by Mrs. Mueller, to approve the Consent Agenda Items:

A. Approval of Board Minutes for:

Special Meeting, November 19, 2024

Regular Meeting, November 19, 2024

B. Approval of Tax Collection Reports for November 2024

C. Approval of Proposed Budget Amendments & Financial Statements for October 2024

D. Approval of Donations Received October 2024

E. Approval of Donations Received November 2024

F. Acknowledge Public Information Act Requests November-December 2024

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

8. Action Items

A. Consider Joining the North East Independent School District Regional Day School for the Deaf Program Cooperative

Mrs. Mueller moved, seconded by Mr. Dwyer, to approve joining the North East Independent School District Regional Day School for the Deaf Program Cooperative.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

B. Request for Waivers

Mr. Guerra moved, seconded by Mrs. Mueller, to approve Seguin ISD to apply for a Low Attendance Waiver for November 13, 2024.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

C. Consider and Possible Approval of Budget Amendment for Added Staff Positions

Mr. Dwyer moved, seconded by Mrs. Burns, to amend the proposed recommendation for added staff positions to omit the Instructional Leadership position line item 21 from the exhibit and approve only line item 11 for teachers and paras and line item 31 for the counseling positions.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Mr. Bright moved, seconded by Mr. Dwyer to approve the motion as amended.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

D. Approval of the General Contractor for the Agri-Science Facility (RFCSP #: 25-02)

Ms. Duncan moved, seconded by Mr. Dwyer, to approve the Koehler Company as the General Contractor of the Agri-Science Facility (RFCSP#:25-02).

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

E. Approval of Seguin ISD Bond 2022 Furniture Replacement Project: Elementary Schools

Ms. Duncan moved, seconded by Mr. Bright, to approve Indeco as the vendor for the Bond 2022 Furniture Replacement project for Koennecke, Jefferson, Patlan, Rodriguez, Vogel and Weinert.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

9. Board Comments and Request

Ms. Duncan thanked the Board, staff, students and all involved to make the KWED Food and Toy Drive a success.

Mr. Bright encouraged all to get involved with our legislator to ensure public school funding is addressed and will receive funding to better the district in all capacities.

The Board thanked Ms. Bittings for her years of service to Seguin ISD and wished her well.

Mrs. Burns thanked the administration and all who have stayed late for the board meeting and shared her appreciation for their patience and support.

All prior Board requests have been addressed.

10. Adjourn

Mr. Bright moved, seconded by Mr. Dwyer, to adjourn the meeting. The meeting adjourned at 12:44 a.m.

Ayes: Bright, Burns, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

Secretary/January 21, 2025

President/January 21, 2025

Minutes of Regular Meeting

The Board of Trustees

Seguin ISD

A regular board meeting of the Board of Trustees of Seguin ISD was held Tuesday, January 23, 2024, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Ben Amador, Joshua Bright, Denise Crettenden, Linda Duncan, Carl Jenkins, Grace Mueller and Dr. Veronica Vijil, Interim Superintendent

Absent: Alejandro R. Guerra

Also Present: Nikki Bittings, Chief Student Services Officer; Steve Gonzalez, Chief Technology Officer; Sean Hoffmann, Chief Communications Officer; Dr. Samuel Hogue, Interim Deputy Superintendent; Andrea Jaramillo, Deputy Chief Innovation and Learning Perla Romero, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Danica Murillo, Deputy Chief of Human Resources, Jason Mummert, Director of School Leadership; Christine Perez, Seguin High School Principal; Jason Schmidt, Jim Barnes Middle School Principal; Nancy Ramirez, Superintendent Secretary and Media.

1. Call to Order

A. Mr. Jenkins called the meeting to order at 6:30 p.m. and a quorum was established. The meeting of the Seguin ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

B. The pledges were led by Aven Pacheco, eighth grade student from Jim Barnes Middle School, followed by a moment of silence.

C. Superintendent Announcements:

Dr. Vijil provided the board and community with highlights, upcoming key dates and event information since the last board meeting, which included recognizing staff and student achievements and successes from across the district. On behalf of the staff and students of the district, Dr. Vijil recognized and personally thanked each of the Board of Trustees for their dedication and countless hours of service to the district in honor of School Board Recognition Month.

D. Board Member Reports:

The Board provided updates and information on recent activities, meetings, conferences, and school events they have participated in or attended.

2. Recognition/Campus Presentations

A. Student/Staff/Board/Community Recognition

The Board of Trustees recognized the following students and staff for their outstanding accomplishments:

- **Superintendent's Students of the Month from Barnes MS and Seguin High School**

Dr. Vijil was honored to recognize Aven Pacheco, eighth grade student at Barnes Middle School, and Jake Mahaffey, senior at

Seguin High School for going above and beyond as leaders and exceptional students in and out of the classroom. They are all excellent role models working hard to achieve their goals while assisting their peers.

- **Superintendent’s Award**

Dr. Vijil was honored to recognize Representative John Kuemple as the January recipient of the Superintendent’s Leadership Apple Award for going above and beyond daily duties to not only serve as a state legislator, to serve the Seguin community and is a strong proponent of public education in Texas.

B. Campus Highlight

The presentation was provided courtesy of Barnes Middle School. Mr. Schmidt, principal and his staff shared a video highlighting components of the Barnes School Improvement plan to include building capacity and teacher buy-in/support through campus culture committees. These committees meet twice a month to strategize, implement and reflect upon the committee-created initiatives aligned with the campus improvement plan.

3. Audience with the Board

No one signed up to address the Board.

4. Reports/Information Items:

A. Information of Newly Appointed Administrators

The Board of Trustees acknowledged the newly appointed 2023-2024 Administrative Hires:

- **Perla Romero – Chief Financial Officer**

B. Seguin High School Proposed ABC Block Schedule Starting with SY 2024-2025

The Board of Trustees received information from Ms. Perez and her staff regarding a proposed move to ABC Block Schedule starting with 2024-2025. Block schedule study has been in progress to make necessary adjustments for the following school year.

C. Seguin ISD Bond Construction Update

The Board of Trustees received information from Ms. Romero regarding an update on current bond projects.

D. Submission of a Class Size Waiver to the Texas Education Agency

The Board of Trustees acknowledged the submission of a class size waiver to the Texas Education Agency for the 2023-2024 academic year.

The Board recessed from 7:35 p.m. until 7:40 p.m.

5. Closed Meeting –The Board went into closed session at 7:41 p.m.

A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. Safety Audit Findings (closed session)

B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).

1. Discussion and possible action regarding Superintendent Search

C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

6. Reconvene to Open Meeting: The Board reconvened at 9:48 p.m.

A. Possible action to approve professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of employee(s). The Board did not take action on this item. No action was taken.

B. Possible action to name lone finalist for superintendent.

Mrs. Crettenden moved, seconded by Mr. Bright to approved to name Dr. Veronica Vijil the lone finalist for the position of Superintendent of Schools for Seguin ISD.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

7. Consent Agenda Items – Consider and Possible Approval:

A. Approval of Board Minutes for:

Public Hearing, November 28, 2023

Regular Meeting, November 28, 2023

Special Meeting, December 13, 2023

B. Approval of Tax Collection Reports for November 2023

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for November 2023. The Texas Property Tax Code requires the collector of taxes for a taxing unit prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

C. Approval of Tax Collection Reports for December 2023

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for December 2023. The Texas Property Tax Code requires the collector of taxes for a taxing unit prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

D. Approval of Proposed Budget Amendments & Financial Statements for October 2023

The Board of Trustees approved the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of October 31, 2023.

E. Approval of Proposed Budget Amendments & Financial Statements for November 2023

The Board of Trustees approved the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of November 30, 2023.

F. Approval of Investment Report for the Second Quarter Ended December 31, 2023

The Board of Trustees approved the Investment Report for the Quarter Ended December 31, 2023. This report is designed to allow the Board of Trustees to review the investment activity for the quarter ended December 31, 2023. The District's earnings rates, investment position, and yield information are presented for the period.

G. Approval of Donations Received November 2023

The Board of Trustees approved the donations received by the District during the month of November 2023 in the amount of \$528.44 from various business and individuals. District Board

policy CDC (Local) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

H. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, and Services (RFP #: 24-04)

The Board of Trustees approved to contract with each of the recommended respondents, as reflected in the exhibit, for Facilities Maintenance, Electrical Equipment, Parts, and Services. A Request for Proposals (RFP#: 24-04) was issued on June 5, 2023 for Special Education Services. The bid was competitively solicited in compliance with Board Policy. Of the two responses received, all met the RFP requirements. With approval from the Board of Trustees, the following respondents will be added to the list of approved vendors for this RFP: Serve Pro and Texas Airwall Services. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

I. Approval of District-Wide Educational Consulting Services (RFP #: 24-06)

The Board of Trustees approved to contract with each of the recommended respondents, as reflected in the exhibit, for Educational Consulting Services. A Request for Proposals (RFP#: 24-06) was issued on June 5, 2023 for Special Education Services. The bid was competitively solicited in compliance with Board Policy. Of the one responses received, all met the RFP requirements. With approval from the Board of Trustees, the following respondents will be added to the list of approved vendors for this RFP: Michael Olstad. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

J. Seguin ISD Resolution Regarding the Office of the Governor's Truancy Prevention Grant

The Board of Trustees approved the resolution for the application to the Office of the Governor Truancy Prevention Grant. The Office of the Governor Criminal Justice Division has announced funding for Truancy Prevention and Intervention Program grants. Seguin ISD was awarded the grant for two Case Managers for the 2018-19 school year, and continued for the 2019-20, 2020-21, 2021-22, 2022-23 and 2023-24 school years. The current grant expires on August 31, 2024. The district is eligible to apply and continue the grant for truancy prevention and intervention purposes for an additional term. The grant will include the continuation of implementing a campus based truancy intervention program with the goals of increasing overall student attendance, student engagement, decreasing unexcused absences, and improving student academic progress with a focus on secondary schools.

K. Information Regarding Seguin ISD Purchase of Conceptual Designs from PB Group, LLC.

The Board of Trustees received information regarding Seguin ISD purchase of conceptual designs for twelve (12) district facilities at a cost of \$159,640.

L. Personnel Information – Professional Employees

The Board of Trustees received information regarding the following new hires and resignations for the 2023-2024 school year listed below:

New Hire Elections:

Name	Campus	Effective
*Leal, Sanjuana	Koennecke	01/16/24
McLain, Clinton	Seguin High School	01/16/24
*Sumpter, Lydia	Koennecke	11/27/23

* Returning Seguin ISD employee

Resignations:

Alley, Savannah, Weinert Elementary, effective 01/04/24

Ms. Alley, Special Education Teacher, has resigned due to personal reasons.

Ms. Alley has 5 months with Seguin ISD.

Amsink, Jennifer, Ball Early Childhood Center, effective 12/01/2023

Ms. Amsink, Teacher, has resigned due to personal reasons.

Ms. Amsink has 3 years with Seguin ISD.

Brock, DeAna, Seguin High School, effective 01/12/24

Ms. Brock, Assistant Principal, has resigned due to employment with another school district.

Ms. Brock has 5 years with Seguin ISD.

Haas, M'Liss, CCMR Coordinator, effective 12/31/2023

Ms. Haas, CCMR Coordinator, has resigned and elected to retire.

Ms. Haas has 28 years with Seguin ISD.

Hernandez, Jose, Weinert Elementary, effective 12/15/2023

Mr. Hernandez, Teacher, has resigned due to personal reasons.

Mr. Hernandez has 1 year with Seguin ISD.

Hillberg, Anthony, Chief Financial Officer, effective 12/31/2023

Mr. Hillberg, Chief Financial Officer, has resigned and elected to retire.

Mr. Hillberg has 25 years with Seguin ISD.

Johnson, Betsey, Special Education Counselor, effective 11/30/2023

Ms. Johnson, Special Education Counselor, has resigned due to personal reasons.

Ms. Johnson has 2 years with Seguin ISD.

Martinez, Criselda, Vogel Elementary, effective 12/15/2023

Ms. Martinez, Special Education Teacher, has resigned due to personal reasons.

Ms. Martinez has 11 years with Seguin ISD.

Martinez, John, Weinert Elementary, effective 01/19/2024

Mr. Martinez, Special Education Teacher, resigned due to personal reasons.

Mr. Martinez has 13 years with Seguin ISD.

Montiel, Joaquin, Seguin High School, effective 12/15/2023

Mr. Montiel, Teacher, resigned due to contract abandonment.

Mr. Montiel has 1 year with Seguin ISD.

Ragsdale, Martha, Mercer Blumberg Learning Center, effective 05/28/2024

Ms. Ragsdale, Teacher, has resigned and elected to retire.

Ms. Ragsdale has 31 years with Seguin ISD.

Reder, Abigail, McQueeney, effective 02/23/2024

Ms. Reder, Teacher, resigned due to relocation.

Ms. Reder has 5 years with Seguin ISD.

Rodriguez, Magda, McQueeney Elementary, effective 12/15/2023

Ms. Rodriguez, Teacher, has resigned and elected to retire.

Ms. Rodriguez has 17 years with Seguin ISD.

Schulze, Bryan, Weinert Elementary, effective 12/15/2023

Mr. Schulze, Teacher, has resigned due to personal reasons.

Mr. Schulze has 1 year with Seguin ISD.

M. Acknowledge Public Information Act Requests November 2023-January 2024

The Board of Trustees received information regarding the Public Information Act requests received since January 10, 2024. The purpose of this agenda item is to keep trustees apprised of the District's Public Information program.

Mr. Bright moved, seconded by Mr. Amador to approve Consent Action Items:

A. Approval of Board Minutes for:

Public Hearing, November 28, 2023

Regular Meeting, November 28, 2023

Special Meeting, December 13, 2023

B. Approval of Tax Collection Reports for November 2023

C. Approval of Tax Collection Reports for December 2023

D. Approval of Proposed Budget Amendments & Financial Statements for October 2023

E. Approval of Proposed Budget Amendments & Financial Statements for November 2023

F. Approval of Investment Report for the Second Quarter Ended December 31, 2023

G. Approval of Donations Received November 2023

H. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, and Services (RFP #: 24-04)

I. Approval of District-Wide Educational Consulting Services (RFP #: 24-06)

J. Seguin ISD Resolution Regarding the Office of the Governor's Truancy Prevention Grant

K. Information Regarding Seguin ISD Purchase of Conceptual Designs from PB Group, LLC.

L. Personnel Information – Professional Employees

M. Acknowledge Public Information Act Requests November 2023-January 2024

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

8. Action Items:

A. Consideration and Approval of An Order Calling a Bond Election to be Held by the Seguin Independent School District, Making Provision for the Conduct of the Election, and Resolving Other Matters Incident and Related to Such Election

Ms. Duncan moved, seconded by Mrs. Crettenden to table an order calling a bond election for May 4, 2024 with proposition as included in the Order, making provision for the conduct of the election, and resolving other matters incident and related to such election to a future meeting. The Board would like to have more information regarding the bond and allow time for community involvement.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

B. Approval of Authorized Representatives for First Commercial Bank, N.A., Lone Star Investment Pool, TexPool, LOGIC, and Texas Class - MBIA

Mr. Bright moved, seconded by Mr. Amador to approve the removal of Anthony Hillberg, former Chief Financial Officer as an authorized representative for First Commercial Bank, N.A., Lone Star Investment Pool, TexPool, Local Government Investment Cooperative (“LOGIC), and Texas CLASS – MBIA.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

C. Approval of School Calendar for 2024-2025 School Year

Mr. Bright moved, seconded by Mrs. Mueller to adopt option one of the 2024-25 school calendar as presented.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

D. Approve the Renaming of the Mercer-Blumberg Learning Center Portion of the Seguin ISD Administration Building

Ms. Duncan moved, seconded by Mr. Amador to accept nominations to rename this educational facility per Board Policy CW (LOCAL) from Jan. 24-Feb. 22, 2024. Presently, two Seguin ISD facilities are named after Mercer-Blumberg. These are the former campus facility that is part of the Seguin ISD Administration Building and the current campus facility known as the Mercer-Blumberg Learning Center at Saegert.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

E. Approval of Local District Update (LDU) – EIA and EIC for the 2024-2025 School Year

Mrs. Mueller moved, seconded by Mr. Amador to approve the amended board policy EIA(LOCAL) regarding the Academic Achievement: Grading/Progress Reports to Parents and EIC(LOCAL) Academic Achievement: Class Ranking.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

F. Approval of Local District Update to DC(LOCAL) The minutes were amended to reflect the motion as made by Ms. Duncan.

Ms. Duncan moved, seconded by Mr. Amador “I move for the approval of the Local District Update to DC(LOCAL).” to approve the amended board policy DC(LOCAL) regarding the ability of the Superintendent to have final hiring authority of all contractual personnel. Due to the increasingly competitive hiring season, this authority will allow Seguin ISD to offer immediate employment opportunities to the strongest, highly qualified teacher, librarian, school counselor and school nurse applicant pools.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

G. Discuss and Possible Approval of Resolution Regarding Volunteer Chaplains

Mr. Bright moved, seconded by Mr. Amador to adopt a resolution pursuant to Texas Education Code 33.002(d) and 48.115(b), not permit the adoption of a policy to hire chaplains in Seguin ISD schools. Senate Bill 763, passed by the 88th Texas Legislature requires each school board to take a record vote on whether to adopt a policy authorizing a campus of the District to employ or accept as a volunteer a chaplain under Education Code 23.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

9. Board Comments and Request

Ms. Duncan invited the community to come out, meet Dr. Vijil during one of the upcoming meet and greet sessions.

Mr. Bright thanked all of the schools for all the gifts, expressed his appreciation for all they do for the students of Seguin ISD, and announced he is happy to serve on the Board.

All prior Board requests have been addressed.

10. Adjourn

Mr. Amador moved, seconded by Mr. Bright to adjourn the meeting. The meeting adjourned at 10:33 p.m.

Ayes: Amador, Bright, Crettenden, Duncan, Jenkins, and Mueller

Nays: None

Secretary/January 21, 2025

President/January 21, 2025

ACTION ITEM:

Approval of Tax Collection Reports for December 2024

RECOMMENDATION:

That the Board of Trustees approves the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for December 2024.

RATIONALE:

The Texas Property Tax Code requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

REFERENCE and COMPLIANCE:

BDAF (LEGAL) - Selection and Duties of Chief Tax Official

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

Tax payments are received by direct deposit to the District's accounts at Lone Star Investment Pool. Payments are remitted to the District two days after the County receives them.

Total Tax Collections for the month of December 2024:

Current	\$ 20,432,968
Delinquent	132,471
Penalty and Interest	39,122
Total Monthly Collections	<u>\$ 20,604,561</u>

Total Tax Collections Year to Date	<u>\$ 22,276,406</u>
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Delinquent Tax Levy	3,477,092
Percent Collected through December 2024	37.20%
Percent of Tax Levy Collected last year	41.48%

EXHIBITS:

None

RESOURCE PERSONNEL:

Elizabeth Oaks, Chief Financial Officer, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:

(Name)

(Address)

(Telephone)

(Date)

Dr. Veronica Vijil, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614

01/21/25

ACTION ITEM: **Approval of Proposed Budget Amendments for November 2024**

RECOMMENDATION: That the Board of Trustees approve the proposed budget amendments for the General Fund, Child Nutrition Fund, and Debt Service Fund as of November, 2024.

RATIONALE: The District’s official budget includes the General Fund, Child Nutrition Fund, and Debt Service Fund. The adoption of the budgets associated with these funds and subsequent amendments should be approved by the Board of Trustees.

REFERENCE and COMPLIANCE: CE (LEGAL) and CE (LOCAL) Annual Operating Budget
The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other financing sources (uses).

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Budget amendments reflected in this report require approval by the Board of Trustees.

EXHIBITS: Proposed Budget Amendments for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund are attached.

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

**SEGUIN ISD
GENERAL FUND
PROPOSED BUDGET AMENDMENT
NOVEMBER 2024**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 39,680,360	\$ -	\$ 39,680,360
58XX	State Revenue	\$ 34,745,186	\$ 141,890	\$ 34,887,076
59XX	Federal Revenue	\$ 767,000	\$ -	\$ 767,000
Revenue Budget				
		\$ 75,192,546	\$ 141,890	\$ 75,334,436
Expense:				
11 - Instruction		\$ 43,320,604	\$ 28,248	\$ 43,348,852
12 - Instructional Resources & Media Svcs		\$ 1,074,679	\$ -	\$ 1,074,679
13 - Curr & Instructional Staff Development		\$ 603,645	\$ -	\$ 603,645
21 - Instructional Leadership		\$ 2,363,839	\$ -	\$ 2,363,839
23 - School Leadership		\$ 4,999,250	\$ -	\$ 4,999,250
31 - Guidance & Counseling Services		\$ 2,546,324	\$ -	\$ 2,546,324
32 - Social Work Services		\$ 639,422	\$ 300	\$ 639,722
33 - Health Services		\$ 850,619	\$ -	\$ 850,619
34 - Student Transportation		\$ 3,481,004	\$ -	\$ 3,481,004
35 - Food Service		\$ -	\$ -	\$ -
36 - Co-curricular Activities		\$ 2,079,052	\$ 1,437	\$ 2,080,489
41 - General Administration		\$ 3,341,979	\$ 165,169	\$ 3,507,148
51 - Plant Maintenance & Operations		\$ 8,338,937	\$ 510	\$ 8,339,447
52 - Security & Monitoring Services		\$ 983,967	\$ -	\$ 983,967
53 - Data Services		\$ 2,211,951	\$ (47,540)	\$ 2,164,411
61 - Community Services		\$ 27,329	\$ -	\$ 27,329
71 - Debt Services		\$ 665,000	\$ -	\$ 665,000
81 - Facilities Acquisition & Construction		\$ 1,780,800	\$ -	\$ 1,780,800
93 - Payments to Fiscal Agent/SSA		\$ 1,946,727	\$ 8,585	\$ 1,955,312
99 - Intergovernmental Charges (Appraisal Servs)		\$ 817,464	\$ (14,819)	\$ 802,645
Expenditure Budget				
		\$ 82,072,592	\$ 141,890	\$ 82,214,482
Assigned Fund Balance				
		\$ 2,915,906	\$ -	\$ 2,915,906
Unassigned Fund Balance (Budget Deficit)				
		\$ (3,964,140)	\$ -	\$ (3,964,140)

Estimated Net Increase(Decrease) to Fund Balance \$ (6,880,046)

**SEGUIN ISD
CHILD NUTRITION
PROPOSED BUDGET AMENDMENT
NOVEMBER 2024**

	Description	Approved Budget	Increase (Decrease)
Revenue:			
57XX	Local Revenue	\$ 359,500	\$ -
58XX	State Revenue	\$ 55,500	\$ -
59XX	Federal Revenue	\$ 6,675,000	\$ -
	Revenue Budget	\$ 7,090,000	\$ -
Expense:			
11 -	Instruction	\$ -	\$ -
12 -	Instructional Resources & Media Svcs	\$ -	\$ -
13 -	Curr & Instructional Staff Development	\$ -	\$ -
21 -	Instructional Leadership	\$ -	\$ -
23 -	School Leadership	\$ -	\$ -
31 -	Guidance & Counseling Services	\$ -	\$ -
32 -	Social Work Services	\$ -	\$ -
33 -	Health Services	\$ -	\$ -
34 -	Student Transportation	\$ -	\$ -
35 -	Food Service	\$ 7,063,500	\$ -
36 -	Co-curricular Activities	\$ -	\$ -
41 -	General Administration	\$ -	\$ -
51 -	Plant Maintenance & Operations	\$ 19,500	
52 -	Security & Monitoring Services	\$ 7,000	\$ -
53 -	Data Services	\$ -	\$ -
61 -	Community Services	\$ -	\$ -
71 -	Debt Services	\$ -	\$ -
81 -	Facilities Acquisition & Construction	\$ -	\$ -
93 -	Payments to Fiscal Agent/SSA	\$ -	\$ -
99 -	Intergovernmental Charges (Appraisal Servs)	\$ -	
	Expenditure Budget	\$ 7,090,000	\$ -
	Assigned Fund Balance	\$ -	\$ -
	Unassigned Fund Balance (Budget Deficit)	\$ -	\$ -

ACTION ITEM: **Approval of Proposed Financial Statements for November 2024**

RECOMMENDATION: That the Board of Trustees approve the financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of November 30, 2024.

RATIONALE: The District’s official budget includes the General Fund, Child Nutrition Fund, and Debt Service Fund. The attached financial statements are designed to provide interim information for the Board of Trustees regarding operations of the District. The attached financial statements are unaudited and do not reflect certain required accounting entries for the official year-end financial report.

REFERENCE and COMPLIANCE: None

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Financial statements reflected in this report are for information only.

EXHIBITS: Financial Statements for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund are attached.

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

Function Codes

11 – Instruction - Activities that deal directly with the interaction between teachers and students

12 – Instructional Resources/Media Services - Expenditures that are directly and exclusively used for resource centers, establishing and maintaining libraries

13 – Curriculum & Instructional Staff Development – Expenditures directly and exclusively used to aid instructional staff in planning, developing and evaluating the process of providing learning experiences for students. (Includes in-service training for instructional or instructional-related personnel (Functions 11, 12, and 13))

21 – Instructional Leadership - Expenditures that are for managing, directing, supervising, and providing leadership for staff who provide general and specific instructional services

23 – School Leadership - Expenditures to direct and manage a school campus

31 – Guidance & Counseling – Expenditures for assessing and testing students' abilities, aptitudes and interests; counseling students

32 - Social Work Services - Expenditures that for activities such as investigating and diagnosing student social needs arising out of the home, school or community: includes truant/attendance officers

33 – Health Services - Expenditures for providing physical health services to students

34 – Student Transportation - Expenditures for transporting students to and from school.

35 – Food Service – Expenditures for food service operations

36 – Extracurricular Activities - Expenditures for school-sponsored activities outside of the school day.

41 – General Administrations - Expenditures for purposes of managing or governing the school district as an overall entity

51 – Maintenance & Operations - Expenditures for activities to keep the facilities and grounds open, clean, comfortable and in effective working condition and state of repair, and insured

52 – Security & Monitoring Services – Expenditures for activities to keep student and staff surroundings safe, whether in transit to or from school, on a campus or participating in school-sponsored events at another location

53 – Data Processing Services - Expenditures for data processing services, whether in-house or contracted.

61 – Community Services - Expenditures for activities or purposes other than regular public education and includes expenditures are for services or activities relating to the whole community or some segment of the community

71 – Debt Service – Expenditures for debt service payments and related fees

81 – Facilities Acquisition and Improvements - Expenditures for acquiring, equipping, and/or making additions to real property and sites

99 – Other Governmental Charges – Expenditures for other intergovernmental charges not defined above

**Seguin Independent School District
Financial Statements
General Operating Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	36,690,360	36,690,360	348,832	36,341,528	0.95%
Property Taxes-Delinquent	950,000	950,000	604,852	345,148	63.67%
Property Taxes-Penalty & Interest	500,000	500,000	145,855	354,145	29.17%
Interest Income	1,300,000	1,300,000	566,682	733,318	43.59%
Other Local Income	240,000	240,000	223,863	16,137	93.28%
State	34,745,186	34,887,076	15,783,639	19,103,437	45.24%
Federal	767,000	767,000	340,927	426,073	44.45%
REVENUE	75,192,546	75,334,436	18,014,650	57,319,786	23.91%
EXPENSE BY FUNCTION (BOARD APPROVED)					
	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
11 - Instruction	43,061,198	43,348,852	11,885,270	31,463,582	27.42%
12 - Instructional Resources & Media Svcs	1,100,983	1,074,679	370,080	704,599	34.44%
13 - Curr & Instructional Staff Development	735,275	603,645	195,471	408,174	32.38%
21 - Instructional Leadership	2,076,321	2,363,839	846,193	1,517,646	35.80%
23 - School Leadership	5,097,863	4,999,250	1,830,874	3,168,376	36.62%
31 - Guidance & Counseling Services	2,677,549	2,546,324	890,403	1,655,921	34.97%
32 - Social Work Services	672,569	639,722	245,605	394,117	38.39%
33 - Health Services	858,109	850,619	247,928	602,691	29.15%
34 - Student Transportation	3,481,004	3,481,004	1,336,404	2,144,600	38.39%
35 - Food Service	-	-	-	-	-
36 - Co-curricular Activities	2,079,122	2,080,489	811,701	1,268,788	39.01%
41 - General Administration	3,099,979	3,077,148	1,673,480	1,833,668	47.72%
51 - Plant Maintenance & Operations	8,338,937	8,339,447	3,624,160	4,715,287	43.46%
52 - Security & Monitoring Services	952,567	983,967	382,797	601,170	38.90%
53 - Data Services	2,105,852	2,164,411	1,089,814	1,074,597	50.35%
61 - Community Services	30,167	27,329	1,204	26,125	4.41%
71 - Debt Services	-	665,000	665,000	-	100.00%
81 - Facilities Acquisition & Construction	-	1,780,800	1,097,553	683,247	61.63%
93 - Payments to Fiscal Agent/SSA	1,946,727	1,955,312	-	1,955,312	0.00%
99 - Intergovmntl Charges (Appraisal Svcs)	842,464	802,645	108,305	694,340	13.49%
EXPENSE	79,156,686	82,214,482	27,302,241	54,912,241	33.21%
REVENUE OVER/(UNDER) EXPENSE	\$ (3,964,140)	\$ (6,880,046)	\$ (9,287,590)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ (3,964,140)	\$ (6,880,046)	\$ (9,287,590)		
EXPENSE BY OBJECT (INFORMATION ONLY)					
	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries	57,907,021	57,863,984	17,967,004	39,896,980	31.05%
6144 - TRS On-Behalf Payments	5,307,700	5,307,700	1,334,742	3,972,958	25.15%
6200 - Purchased & Contracted Services	8,507,192	9,228,288	3,413,403	5,814,885	36.99%
6300 - Supplies & Materials	3,830,890	3,741,468	1,875,718	1,865,750	50.13%
6400 - Other Operating Costs	3,593,402	3,627,633	930,613	2,697,020	25.65%
6500 - Debt Service	-	665,000	665,000	-	100.00%
6600 - Capital Outlay	10,481	1,780,409	1,115,761	664,648	62.67%
EXPENSE	79,156,686	82,214,482	27,302,241	54,912,241	33.21%
PRELIMINARY ESTIMATE - Fund Balance Test per Board Policy CE (LOCAL):					
Amended Budget Expense (official test will use actuals at year end)					82,214,482
Less: Non-Operating Expenses/Fund Balance Assignments					
Assigned for 24-25 QZAB Payment (8 of 15)				\$	(665,000)
Assigned for BB/SB Complex Construction				\$	(1,750,000)
Assigned for Welding Shop Upgrades				\$	(30,800)
Assigned for Holdworth contract				\$	(242,000)
Assigned for Abre Subscription				\$	(146,499)
Assigned for Teacher Incentive Allotment Program Development				\$	(64,457)
Assigned for National Board of Prof Teaching Standards Cert fees				\$	(17,150)
Total Non-Operating Expenses				\$	(2,915,906)
24 - 25 Budgeted Operating Expense (official test will use actuals at year end)				\$	79,298,576
25% Unassigned Fund Balance Criteria as per Board Policy CE (LOCAL)					25%
24 - 25 Minimum Unassigned Fund Balance				\$	19,824,644
24-25 Beginning Unassigned Fund Balance				\$	35,018,387
24-25 Estimated Ending Unassigned Fund Balance (Unaudited)				\$	28,138,341
Projected Unassigned Fund Balance Over/(Under) CE (LOCAL) Requirement				\$	8,313,697

**Seguin Independent School District
Financial Statements
Child Nutrition Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	-	-	-	-	
Property Taxes-Delinquent	-	-	-	-	
Property Taxes-Penalty & Interest	-	-	-	-	
Interest Income	20,000	20,000	56,018	-	280.09%
Other Local Income	339,500	339,500	114,168	225,332	33.63%
State	55,500	55,500	10,438	45,063	18.81%
Federal	6,675,000	6,675,000	2,581,165	4,093,835	38.67%
REVENUE	7,090,000	7,090,000	2,761,789	4,328,211	38.95%
EXPENSE BY FUNCTION (BOARD APPROVED)					
	Adopted Budget	November 30, 2024 Amended Budget	November 30, 2024 Year to Date Actual Expenditures	Budget Remaining	Percent Expended
11 - Instruction	-	-	-	-	
12 - Instructional Resources & Media Svcs	-	-	-	-	
13 - Curr & Instructional Staff Development	-	-	-	-	
21 - Instructional Leadership	-	-	-	-	
23 - School Leadership	-	-	-	-	
31 - Guidance & Counseling Services	-	-	-	-	
32 - Social Work Services	-	-	-	-	
33 - Health Services	-	-	-	-	
34 - Student Transportation	-	-	-	-	
35 - Food Service	7,063,500	7,063,500	2,787,767	4,275,733	39.47%
36 - Co-curricular Activities	-	-	-	-	
41 - General Administration	-	-	-	-	
51 - Plant Maintenance & Operations	19,500	19,500	6,295	13,205	32.28%
52 - Security & Monitoring Services	7,000	7,000	221	6,779	3.15%
53 - Data Services	-	-	-	-	
61 - Community Services	-	-	-	-	
71 - Debt Services	-	-	-	-	
81 - Facilities Acquisition & Construction	-	-	-	-	
93 - Payments to Fiscal Agent/SSA	-	-	-	-	
99 - Intergovmntl Charges (Appraisal Servs)	-	-	-	-	
EXPENSE	7,090,000	7,090,000	2,794,282	4,295,718	39.41%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	(32,493)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ (32,493)		
EXPENSE BY OBJECT (INFORMATION ONLY)					
	Adopted Budget	November 30, 2024 Amended Budget	November 30, 2024 Year to Date Actual Expenditures	Budget Remaining	Percent Expended
6100 - Salaries	3,021,900	3,021,900	1,022,092	1,999,808	33.82%
6144 - TRS On-Behalf Payments	-	-	-	-	
6200 - Purchased & Contracted Services	167,700	182,700	81,427	101,273	44.57%
6300 - Supplies & Materials	3,743,000	3,724,000	1,518,189	2,205,811	40.77%
6400 - Other Operating Costs	57,400	61,400	31,686	29,714	51.61%
6500 - Debt Service	-	-	-	-	
6600 - Capital Outlay	100,000	100,000	140,889	(40,889)	140.89%
EXPENSE	7,090,000	7,090,000	2,794,282	4,295,718	39.41%
PRELIMINARY ESTIMATE - Fund Balance:					
24 - 25 Beginning Fund Balance (Unaudited)					
Unassigned			\$ 2,898,469		
Non Spendable - Inventory			\$ 50,266		
Total 24 - 25 Beginning Fund Balance (Unaudited)				\$ 2,948,735	

**Seguin Independent School District
Financial Statements
Debt Service Fund
November 2024**

REVENUE	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	16,519,000	21,325,262	201,133	21,124,129	0.94%
Property Taxes-Delinquent	250,000	250,000	301,428	-	120.57%
Property Taxes-Penalty & Interest	100,000	100,000	69,745	30,255	69.74%
Interest Income	-	-	225,581	-	
Other Local Income	-	-	2,426,767	-	
State	-	-	-	-	
Federal	-	-	-	-	
REVENUE	16,869,000	21,675,262	3,224,653	18,450,609	14.88%
EXPENSE BY FUNCTION (BOARD APPROVED)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
11 - Instruction				-	
12 - Instructional Resources & Media Svcs				-	
13 - Curr & Instructional Staff Development				-	
21 - Instructional Leadership				-	
23 - School Leadership				-	
31 - Guidance & Counseling Services				-	
32 - Social Work Services				-	
33 - Health Services				-	
34 - Student Transportation				-	
35 - Food Service				-	
36 - Co-curricular Activities				-	
41 - General Administration				-	
51 - Plant Maintenance & Operations				-	
52 - Security & Monitoring Services				-	
53 - Data Services				-	
61 - Community Services				-	
71 - Debt Services	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
81 - Facilities Acquisition & Construction				-	
93 - Payments to Fiscal Agent/SSA				-	
99 - Intergovmntl Charges (Appraisal Servs)				-	
EXPENSE	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	(5,495,089)		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ (5,495,089)		
EXPENSE BY OBJECT (INFORMATION ONLY)	Adopted Budget	November 30, 2024	November 30, 2024	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries				-	
6144 - TRS On-Behalf Payments				-	
6200 - Purchased & Contracted Services				-	
6300 - Supplies & Materials				-	
6400 - Other Operating Costs				-	
6500 - Debt Service	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
6600 - Capital Outlay				-	
EXPENSE	16,869,000	21,675,262	8,719,742	12,955,520	40.23%
PRELIMINARY ESTIMATE - Fund Balance:					
24 - 25 Beginning Fund Balance (Unaudited)			\$ 16,644,486		
Total 24 - 25 Beginning Fund Balance (Unaudited)				\$ 16,644,486	
24 - 25 Actual Year to Date Revenue Over/(Under) Expense			\$ (5,495,089)		
24 - 25 Actual Year to Date Other Sources and Uses			\$ -		
24 - 25 Budget Remaining Revenue Over/(Under) Expense			\$ 5,495,089		
24 - 25 Estimated Year End Result of Activities				\$ -	
24 - 25 Estimated Ending Fund Balance (Unaudited)				\$ 16,644,486	

ACTION ITEM:

Approval of Donations Received December 2024

RECOMMENDATION:

That the Board of Trustees approve donations received by the District during the month of December 2024.

RATIONALE:

District Board policy CDC (Local) states "any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

REFERENCE and COMPLIANCE:

CDC (LOCAL) - Other Revenues: Gifts and Solicitations

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

None

EXHIBITS:

Proposed Donations

RESOURCE PERSONNEL:

Elizabeth Oaks, Chief Financial Officer, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:

(Name)
(Address)
(Telephone)
(Date)

Dr. Veronica Vijil, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614
01/21/25

**Donations Received By Seguin ISD
During the 2024-25 School Year**

Donor	Purpose	Campus Receiving Donation	Date Rcvd	Amount	Board Approval
Franklin, Jesse and Amy	2nd & 4th grade field trips	McQueeney	12/03/24	\$ 500.00	pending
Gooden, Wanda	Campus use	Vogel	12/06/24	\$ 600.00	pending
Gerloff Company	Class field trips	McQueeney	12/16/24	\$ 500.00	pending
M.E. Plumbing	Faculty holiday luncheon	Seguin High School	12/16/24	\$ 500.00	pending
Engelke, Drew	Faculty holiday luncheon	Seguin High School	12/16/24	\$ 250.00	pending
Garcia, Carmen & Isaac	Faculty holiday luncheon	Seguin High School	12/16/24	\$ 100.00	pending
G4 Plumbing	Faculty holiday luncheon	Seguin High School	12/19/24	\$ 250.00	pending
Balderas, Jaime	Campus use	Jefferson	12/19/24	\$ 500.00	pending

NOTE: This listing includes only documented, unsolicited donations received by the District during December 2024. Additional donations may have been received by campuses and subsequently deposited by the campus or student group without providing detailed documentation to the Business Department.

ACTION ITEM: **Approval of Investment Report for the Second Quarter Ended December 31, 2024**

RECOMMENDATION: That the Board of Trustees approve the Investment Report for the Second Quarter Ended December 31, 2024.

RATIONALE: State law and Board Policy require quarterly reports regarding the District's investments.

This report is designed to allow the Board of Trustees to review the investment activity for the Second Quarter Ended December 31, 2024. The District's earnings rates, investment position, and yield information are presented for the period.

The District currently invests exclusively in interlocal governmental investment pools ("pools"), which allow withdrawals on a same day basis. The book value of pools is considered to be the market value and is reflected accordingly in the attached Investment Report.

REFERENCE and COMPLIANCE: CDA (LEGAL) and CDA (LOCAL) Other Revenues - Investments

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Investment Report

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Perla Nevarez, Comptroller, CTSBO

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
SECOND QUARTER ENDED DECEMBER 31, 2024**

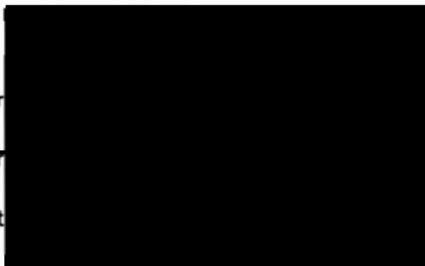
<u>INVENTORY OF INVESTMENTS</u>	Weighted Average Maturity 1.0 Day	<u>Balance</u> <u>12/31/2024</u>
GENERAL OPERATING FUND 199		
TexPool - Local Maintenance		1,191,513
Lone Star		20,730,360
Logic		478,714
MBIA		10,063,402
TOTAL GENERAL OPERATING FUND		\$ 32,463,988
	Weighted Average Maturity	
CHILD NUTRITION FUND 240		
Lone Star		\$ 2,339,909
	Weighted Average Maturity	
INTEREST & SINKING FUND 599		
TexPool		1,227,743
Lone Star		14,576,184
TOTAL INTEREST & SINKING FUND		\$ 15,803,927
	Weighted Average Maturity	
COMBINED SCHOOL BOND FUNDS 62X		
Lone Star		\$ 53,144,541
OAK PARK MALL ENTERPRISE FUND 711		
TexPool		\$ 55,248
WORKER'S COMPENSATION SELF-INSURANCE FUND 753		
TexPool		898,575
Lone Star		4,127,138
TOTAL WORKERS' COMPENSATION FUND		\$ 5,025,713
	Weighted Average Maturity	
STUDENT ACTIVITY TRUST & AGENCY FUND 865		
TexPool		\$ 168,412
	Weighted Average Maturity	
GRAND TOTALS		\$ 109,001,737

The investments of the District are in compliance with Investment Policy and the Public Funds Investments Act.

Elizabeth Oaks, Chief Financial Officer

Perla Nevarez, Comptroller

Dr. Veronica Vijil, Superintendent



**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
SECOND QUARTER ENDED DECEMBER 31, 2024**

<u>INVESTMENT TRANSACTIONS</u>	<u>QUARTER BEGINNING BALANCE 10/1/2024</u>	<u>NET CHANGE</u>	<u>QUARTER ENDING BALANCE 12/31/2024</u>
GENERAL OPERATING FUND 199			
TexPool	1,179,428	12,084	1,191,513
Lone Star	14,097,377	6,632,982	20,730,360
Logic	472,924	5,790	478,714
MBIA	9,940,461	122,941	10,063,402
TOTAL GENERAL OPERATING FUND	\$ 25,690,190	\$ 6,773,798	\$ 32,463,988
CHILD NUTRITION FUND 240			
Lone Star	\$ 2,245,105	\$ 94,804	\$ 2,339,909
INTEREST AND SINKING FUND 599			
TexPool	1,213,206	14,536	1,227,743
Lone Star	7,143,756	7,432,429	14,576,184
TOTAL INTEREST AND SINKING FUND	\$ 8,356,962	\$ 7,446,965	\$ 15,803,927
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 66,516,836	\$ (13,372,296)	\$ 53,144,541
OAK PARK MALL FUND 711			
TexPool	\$ 52,570	\$ 2,677	\$ 55,248
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	887,936	10,639	898,575
Lone Star	3,930,312	196,826	4,127,138
TOTAL WORKERS' COMPENSATION FUND	\$ 4,818,247	\$ 207,466	\$ 5,025,713
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 166,418	\$ 1,994	\$ 168,412
GRAND TOTALS	\$ 107,846,329	\$ 14,527,703	\$ 109,001,737

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
SECOND QUARTER ENDED DECEMBER 31, 2024**

<u>YIELD ON INVESTMENTS</u>	<u>AVERAGE BALANCE</u>	<u>INTEREST INCOME</u>	<u>YIELD</u>
GENERAL OPERATING FUND 199			
TexPool - Local Maintenance	1,183,511	14,121	4.734%
Lone Star	14,673,920	181,342	4.903%
Logic	474,888	5,790	4.837%
MBIA	10,004,092	122,941	4.876%
TOTAL GENERAL OPERATING FUND	\$ 26,336,411	\$ 324,194	4.884%
CHILD NUTRITION FUND 240			
Lone Star	\$ 2,281,676	\$ 28,188	4.901%
INTEREST AND SINKING FUND 599			
TexPool	1,218,368	14,536	4.733%
Lone Star	8,144,351	100,233	4.883%
TOTAL INTEREST & SINKING FUND	\$ 9,362,720	\$ 114,769	4.863%
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 60,041,991	\$ 5,790	4.837%
OAK PARK MALL ENTERPRISE FUND 711			
TexPool	\$ 53,730	\$ 641	4.730%
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	893,670	10,639	4.723%
Lone Star	4,014,830	49,612	4.903%
TOTAL WORKER'S COMPENSATION FUND	\$ 4,908,501	\$ 60,251	4.870%
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 167,126	\$ 1,994	4.733%
TOTAL INTEREST FOR ALL FUNDS	\$ 103,152,154	\$ 535,828	4.816%

**SEGUIN INDEPENDENT SCHOOL DISTRICT
SECOND QUARTER ENDED DECEMBER 31, 2024**

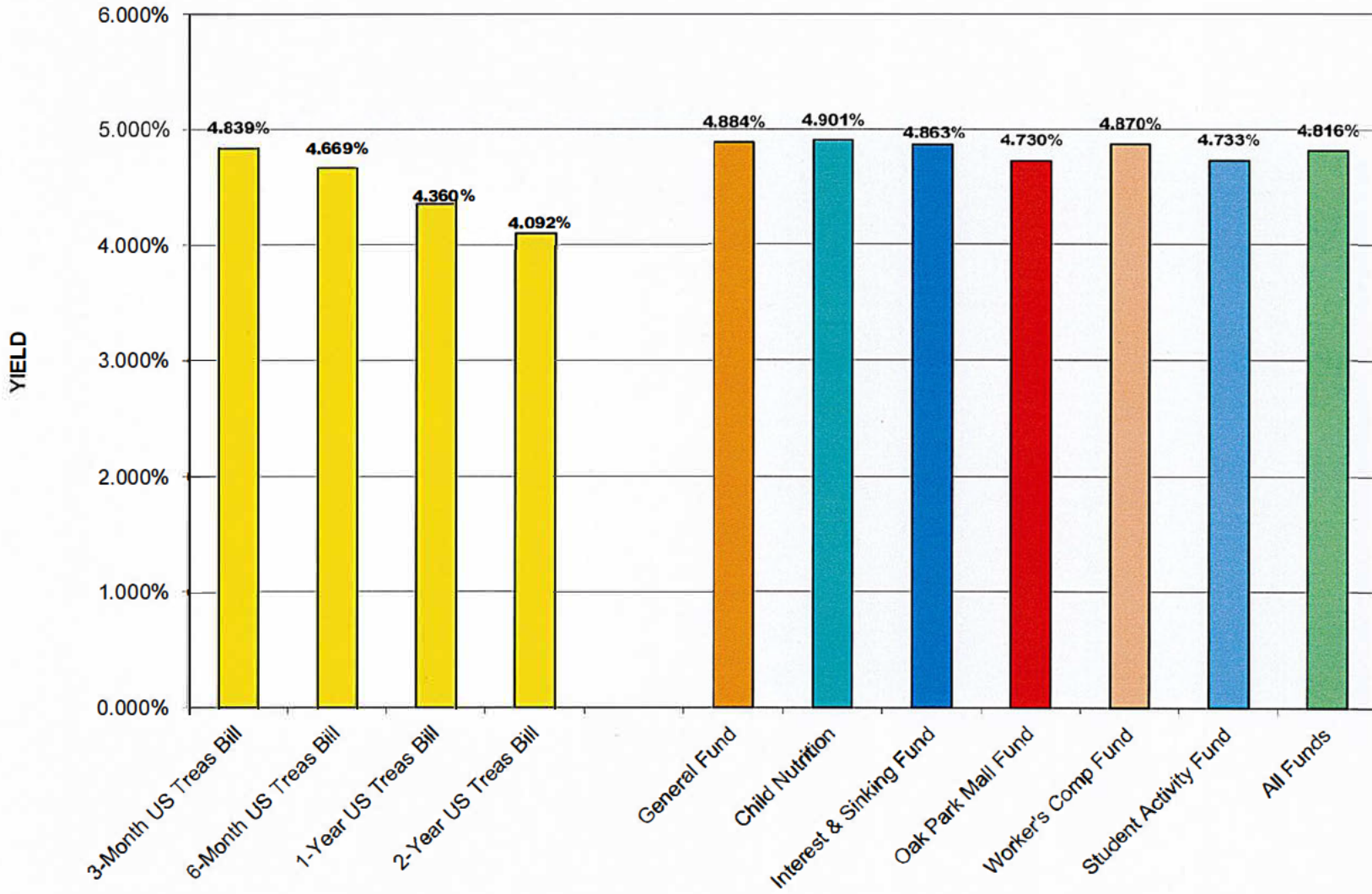


Exhibit - Investment Report

ACTION ITEM: **Seguin ISD Resolution Regarding the Office of the Governor’s Truancy Prevention Grant**

RECOMMENDATION: That the Board of Trustees approve the resolution for the application to the Office of the Governor Truancy Prevention Grant.

RATIONALE: The Office of the Governor Criminal Justice Division has announced funding for Truancy Prevention and Intervention Program grants. Seguin ISD was awarded the grant for two Case Managers for the 2018-19 school year, and continued for the 2019-20, 2020-21, 2021-22, 2022-23, 2023-24 and 2024-25 school years. The current grant expires on August 31, 2025. The district is eligible to apply and continue the grant for truancy prevention and intervention purposes for an additional term. The grant will include the continuation of implementing a campus based truancy intervention program with the goals of increasing overall student attendance, student engagement, decreasing unexcused absences, and improving student academic progress with a focus on secondary schools.

REFERENCE and COMPLIANCE: FEA (LEGAL) Attendance Compulsory Attendance;
FED (LEGAL) Attendance Enforcement

PAPERWORK IMPACT: Minimal

BUDGET IMPACT: Grant submission for all costs with no additional costs to the district

EXHIBITS: Resolution

RESOURCE PERSONNEL: Dr. Jason Mummert, Director of School Leadership

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 1/21/25

SEGUIN INDEPENDENT SCHOOL DISTRICT

**Resolution of the Board Regarding the Grant Submission to the Office of the Governor
Criminal Justice Division (CJD) for Truancy Prevention and Intervention Program**

WHEREAS, the Seguin ISD Board of Trustees finds it in the best interest of the citizens of the Seguin School District, that the Missing Matadors Matter project be continued for the 2024-2025 school year; and

WHEREAS, the Seguin ISD Board of Trustees agrees to provide applicable matching funds for the said project, as required by the Office of the Governor grant application if listed in the grant application; and

WHEREAS, the Seguin ISD Board of Trustees agrees that in the event of loss or misuse of the Office of the Governor funds, Seguin ISD Board of trustees assures that the funds will be returned to the Office of the Governor in full; and

WHEREAS, the Seguin ISD Board of Trustees designates Dr. Jason Mummert as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

NOW, THEREFORE, BE IT RESOLVED that Seguin ISD Board of Trustees approves the submission of the grant application for the Missing Matadors Matter to the Office of the Governor.

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF TRUSTEES OF SEGUIN INDEPENDENT SCHOOL DISTRICT, ON THIS, THE 21ST DAY OF JANUARY 2025.

[Signature Page Follows]

SEGUIN INDEPENDENT SCHOOL DISTRICT

Trustees voting in favor of the Resolution:

_____	_____
_____	_____
_____	_____
_____	_____

The undersigned, being the Secretary of the Board, hereby certifies that the foregoing represents a true copy of a Resolution of the Seguin ISD Board of Trustees, duly held on _____, 2025, which Resolution is in full force and effect, and has not been revoked or amended.

Board Secretary

Dated: _____

Grant: 3636207

INFORMATION ITEM: **Acknowledge Public Information Act Requests December 2024 -January 2025**

RECOMMENDATION: That the Board of Trustees acknowledges Public Information Act requests received since December 6, 2024.

RATIONALE: The purpose of this agenda item is to keep trustees apprised of the District’s Public Information program.

REFERENCE and COMPLIANCE: GB (LEGAL) Public Information Program

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: December 9, 2024 – January 10, 2025 Public Information Act request roster

RESOURCE PERSONNEL: Dr. Veronica Vijil, Superintendent
Emily Allen, Director of Communications

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 01/21/25

Seguin ISD PIA Requests received from December 7, 2024 - January 10, 2025

Date	Requester	Requested Documents	Status	Action
037 Dec 30, 2024	Lauren Reynolds, SmoothMove	District's trash/waste management contract, portable toilet rental contract	Completed	Document shared
038 Jan. 3, 2025	Sarah James, Employee Data Analytics	District employee names, email addresses, title/positions, primary campus/department location	Completed	Document shared
039 Jan. 6, 2025	Aaron Steffek, IXL Learning	Names/campus/email addresses for district core subject teachers, principals, academic deans, campus instructional coaches	Completed	Document shared

ACTION ITEM:

Discussion and Possible Action on Baseball and Softball Field Complex Signage

RATIONALE:

The Board of Trustees received nominations and chose a name for the Baseball and Softball Field Complex. There are three options for the board to choose from to install the new signage for "Matador Legends Ballpark."

REFERENCE and COMPLIANCE:

None

BUDGET IMPACT / INFORMATION:

Bond funds will be used to update the signage if there is a cost

EXHIBITS:

Matador Legends Ballpark Signage Options

RESOURCE PERSONNEL:

Elizabeth Oaks, Chief Financial Officer, RTSBA
Florin Popa, Architect, PB Group

Submitted by:

(Name)
(Address)
(Telephone)
(Date)

Dr. Veronica Vijil, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614
01/21/25

Option 1 - Approximately \$7,500 (replacement of all letters)



Option 2 - No cost



Option 3 - Approximately \$15,000 (replacement of all letters and additional light fixtures)



ACTION ITEM: **Approval of School Calendar for 2025-2026 School Year**

RECOMMENDATION: That the Board of Trustees adopt the 2025-2026 school calendar.

RATIONALE: The proposed school calendar is one of two drafts created in conjunction with the District Education Improvement Committee (DEIC). Both drafts were shared with our school community as part of a survey from December 18, 2024 – January 11, 2025. Of the 1,121 survey respondents, 64% favor the calendar exhibit included with this agenda item.

The recommended calendar has 187 teacher contract days and 170 student instructional days.

First semester district holidays include Labor Day (Sept. 1), Fall Break (Oct. 6-10), Thanksgiving (Nov. 24-28) and Christmas Break (Dec. 22-Jan. 2). Second semester district holidays include Martin Luther King, Jr. Day (Jan. 19), Spring Break (March 9-13), Good Friday (April 3), District Holiday (April 6) and Memorial Day (May 25).

Staff in-service days during the school year include seven days prior to the first day of school. Oct. 31, Jan. 5-6, and Feb. 16 are staff in-service days/student holidays. May 26-June 1 are workdays following the end of the second semester.

Inclement weather teacher make-up days are June 2-3.

REFERENCE and COMPLIANCE: EB(LEGAL) and EB(LOCAL) SCHOOL YEAR

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: DEIC – approved calendar for 2025-2026

RESOURCE PERSONNEL: Monica Lyons, Chief Academic Officer

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8616
(Date) 01/21/25

Seguin Independent School District



2025-2026

Instructional Calendar

July 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
Su	M	Tu	W	Th	F	Sa
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
Su	M	Tu	W	Th	F	Sa
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
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December 2025						
Su	M	Tu	W	Th	F	Sa
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7	8	9	10	11	12	13
14	15	16	17	18	19 ^e	20
21	22	23	24	25	26	27
28	29	30	31			

August
1, 4-8, 11 Staff In-Service Days
12 First Day of School

September
1 Labor Day District Holiday

October
6-10 Fall Break
31 Student Holiday/Staff In-Service

November
24-28 Thanksgiving District Holiday

December
19 Student Early Release
22-31 Christmas Break District Holiday

January
1-2 Christmas Break District Holiday
5-6 Student Holiday/Staff In-Service
19 Dr. Martin Luther King, Jr. District Holiday

February
16 Presidents' Day Student Holiday/Staff In-Service

March
9-13 Spring Break

April
3 Good Friday District Holiday
6 District Holiday

May
22 Last Day of School, Student Early Release
25 Memorial Day District Holiday
26-29 Staff In-Service

June
1, 2 Teacher Weather Make Up Days (if needed)

Key
○ Student Holiday, Staff In-Service Day
□ District Holiday
() Begin/End Semester & 9 weeks (K-12)
e Student Early Release Day
m Teacher Inclement Weather Make Up Day

Teacher contract days:
90 first semester, 97 second semester, 187 total

Student instructional days:
81.5 first semester, 88.5 second semester, 170 total

January 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
Su	M	Tu	W	Th	F	Sa
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
Su	M	Tu	W	Th	F	Sa
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22 ^e	23
24	25	26	27	28	29	30
31						

June 2026						
Su	M	Tu	W	Th	F	Sa
	1	2 ^m	3 ^m	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Approved by the Seguin ISD Board of Trustees 00-00-24

Seguin ISD

2025-2026 School Calendar

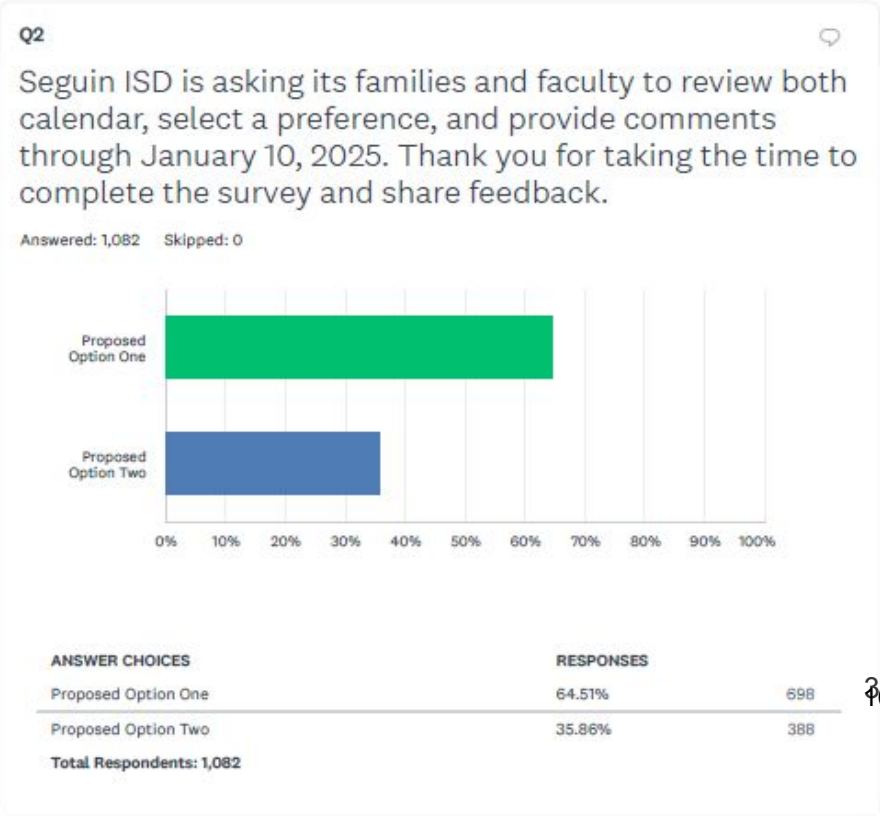
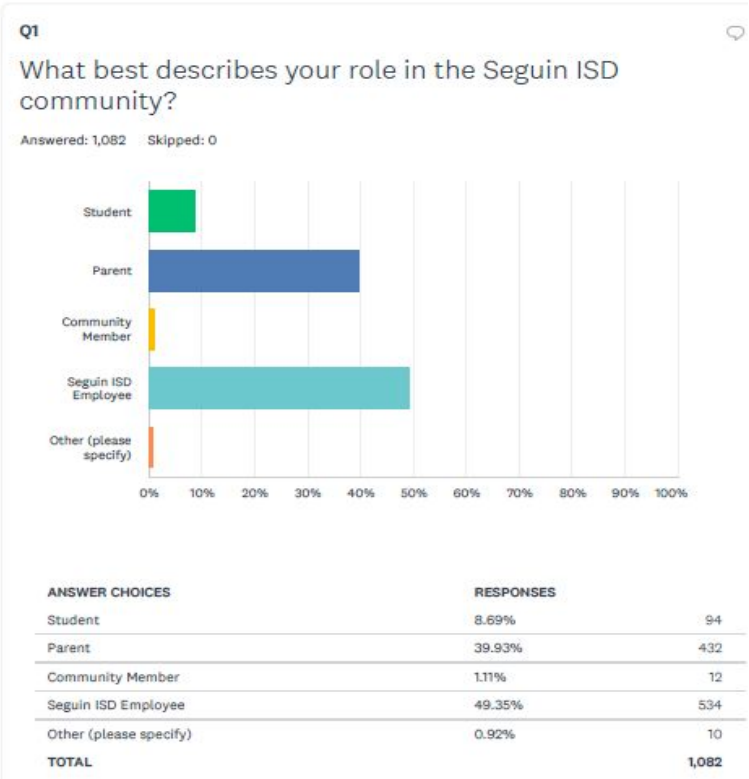


2025-2026 Calendar Process

- November 4, 2024: Presentation to District Educational Improvement Committee (DEIC)
 - Non-negotiables
 - 3 Draft Calendars
- November 4 - December 2, 2024: DEIC members solicited feedback from their campuses
- December 2, 2024: DEIC members provided feedback to administration resulting in 2 updated draft calendars
- Date: Online survey window

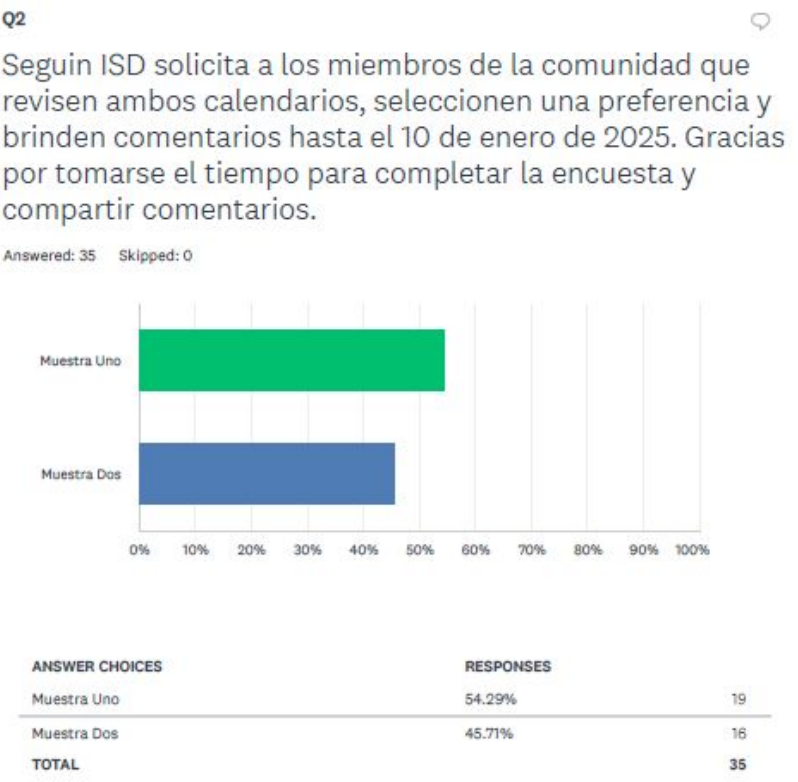
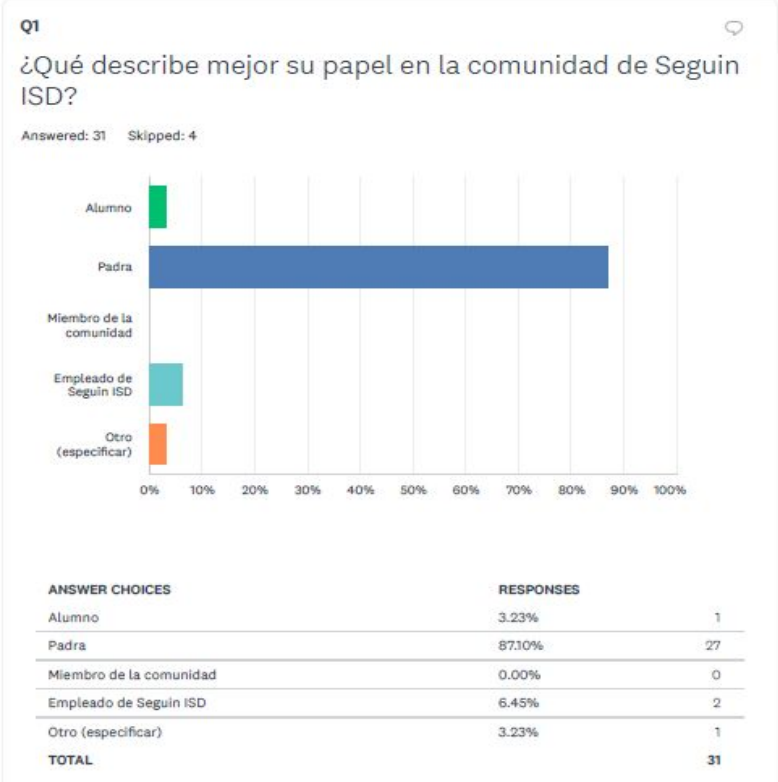
Survey Monkey Results - English

Seguin ISD 2025-2026 Instructional Calendar Survey



Survey Monkey Results - Spanish

Seguin ISD Instructional Calendar Survey (En español) 25-26



July 2024

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
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Seguin ISD 2024-25 Instructional Calendar

January 2025

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			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
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Seguin Independent School District 2025-2026 Instructional Calendar



August 2024

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August
5-9, 12-14 Staff In-Service Days
15 First Day of School
19 Ball ECC First Day of School

September
2 Labor Day District Holiday

October
11 Fair Day District Holiday

November
1 Student Holiday/Staff In-Service
25-29 Thanksgiving District Holiday

December
20 Student Early Release
23-31 Christmas Break District Holiday

January
1-3 Christmas Break District Holiday
6-7 Student Holiday/Staff In-Service
20 Dr. Martin Luther King, Jr. District Holiday

February
17 Presidents' Day Student Holiday/Staff In-Service

September 2024

S	M	T	W	T	F	S
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February 2025

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March 2025

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April 2025

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May 2025

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June 2025

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July 2025

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27	28	29	30	31		

August
1, 4-8, 11 Staff In-Service Days
12 First Day of School

September
1 Labor Day District Holiday

October
6-10 Fall Break
31 Student Holiday/Staff In-Service

November
24-28 Thanksgiving District Holiday

December
19 Student Early Release
22-31 Christmas Break District Holiday

January
1-2 Christmas Break District Holiday
5-6 Student Holiday/Staff In-Service
19 Dr. Martin Luther King, Jr. District Holiday

February
16 Presidents' Day Student Holiday/Staff In-Service

March
9-13 Spring Break

April
3 Good Friday District Holiday
6 District Holiday

May
22 Last Day of School, Student Early Release
25 Memorial Day District Holiday
26-29 Staff In-Service

June
1, 2 Teacher Weather Make Up Days (if needed)

Key
○ Student Holiday, Staff In-Service Day
□ District Holiday

() Begin/End Semester & 9 weeks (K-12)
e Student Early Release Day
m Teacher Inclement Weather Make Up Day

Teacher contract days:
90 first semester, 97 second semester, 187 total

Student instructional days:
81.5 first semester, 88.5 second semester, 170 total

August 2025

Su	M	Tu	W	Th	F	Sa
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September 2025

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October 2025

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November 2025

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December 2025

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January 2026

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February 2026

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23	24	25	26	27	28	29
30	31					

March 2026

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21	22	23	24	25	26	27
28	29	30	31			

April 2026

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30	31					

May 2026

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23	24	25	26	27	28	29
30	31					

June 2026

Su	M	Tu	W	Th	F	Sa
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23	24	25	26	27	28	29
30	31					

October 2024

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20	21	22	23	24	25	26
27	28	29	30	31		

November 2024

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23	24	25	26	27	28	29
30						

December 2024

S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March
10-14 Spring Break

April
18 Good Friday District Holiday
21 Student Holiday/Staff In-Service

May
23 Last Day of School, Student Early Release
26 Memorial Day District Holiday
27, 28 Teacher Weather Make Up Days (if needed)
29 Staff In-Service

Key
○ Student Holiday, Staff In-Service Day
□ District Holiday
* STAR/EOC Testing
() Begin/End Semester & 9 weeks (PK-12)
e Student Early Release Day
m Teacher Inclement Weather Make Up Day

Teacher contract days:
93 first semester, 94 second semester, 187 total

Student instructional days:
83.5 first semester, 88.5 second semester, 172 total

Approved by the Seguin ISD Board of Trustees 01-23-24

Calendar 2024-2025 vs 2025-2026

	2024-2025	2025-2026
Staff Return / End (187 Days)	August 5, 2024 May 29, 2025	August 1, 2025 June 1, 2026
Students 1st Day / End	K-Gr. 12: August 12, 2024 PK: August 19, 2024 PK-Gr. 12: May 23, 2025	PK -Gr.12: August 12, 2025 PK-Gr.12: May 22, 2026
Number of Instructional Days 1st Semester	83.5	81.5
Number of Instructional Days 2nd Semester	88.5	88.5
Number of Minutes for Year (State requirement 75,600)	77,400	76,500

Calendar Highlights

First semester district holidays include Labor Day (Sept. 1), Fall Break/Fair Day (Oct. 6-10), Thanksgiving (Nov. 24-28) and Winter Break (Dec. 22-Jan. 2).

Second semester district holidays include Martin Luther King, Jr. Day (Jan. 19), Spring Break (March 9-13), Good Friday (April 3), District Holiday (April 6) and Memorial Day (May 25).

Staff in-service days during the school year include seven days prior to the first day of school. Oct. 31, Jan. 5-6, and Feb. 16 are staff in-service days/student holidays. May 26-June 1 are workdays following the end of the second semester.

Inclement weather teacher make-up days are June 2-3.

ACTION ITEM: **Personnel Action - Professional Employees**

RECOMMENDATION: Recommended that Board of Trustees approve the appointment of current contractual employees.

RATIONALE: Strategic Goal 4: Seguin ISD will improve student, parent, and staff satisfaction as determined by the Gallup Poll.

REFERENCE and COMPLIANCE: DC (LOCAL), Employment Practices - The Board retains final authority for employment of contractual personnel in a position other than teacher, librarian, school counselor, or school nurse. The Board delegates to the Superintendent the authority to employ teachers, librarians, school counselors, and school nurses.

BUDGET IMPACT/ INFORMATION: New hires associated with replacement of personnel have been budgeted prior to the hiring process.

PAPERWORK IMPACT: Minimal

EXHIBITS: Personnel Information

RESOURCE PERSONNEL: Joel S. Treviño, Chief Human Resources Officer

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

ACTION ITEM: **Personnel Action - Professional Employees**

RECOMMENDATION: Recommended that Board of Trustees approve the appointment of contractual employee recommended in January 2025.

RATIONALE: Strategic Goal 4: Seguin ISD will improve student, parent, and staff satisfaction as determined by the Gallup Poll.

REFERENCE and COMPLIANCE: DC (LOCAL), Employment Practices - The Board retains final authority for employment of contractual personnel in a position other than teacher, librarian, school counselor, or school nurse. The Board delegates to the Superintendent the authority to employ teachers, librarians, school counselors, and school nurses.

BUDGET IMPACT/ INFORMATION: New hires associated with replacement of personnel have been budgeted prior to the hiring process.

PAPERWORK IMPACT: Minimal

EXHIBITS: Personnel Information

RESOURCE PERSONNEL: Joel S. Treviño, Chief Human Resources Officer

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

ACTION ITEM: **Possible Action to Approve Superintendent’s Evaluation Instrument**

RECOMMENDATION: That the Board of Trustees approve the Superintendent’s Evaluation Instrument.

RATIONALE: The Board by state statute and policy must evaluate the Superintendent at least every 15 months before the Board evaluates the Superintendent it shall approve the instrument.

REFERENCE and COMPLIANCE: BJCD (LEGAL) (LOCAL): Superintendent: Evaluation

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Superintendent Evaluation Instrument, 2024-2025

RESOURCE PERSONNEL: Dr. Veronica Vijil, Superintendent of Schools
Cynthia Borden, Director of Federal & State Accountability

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 01/21/25

Seguin ISD Board Meeting

2024-25 Superintendent Evaluation Instrument

January 21, 2025



Law & Policy



115

Title 19, Texas Administrative Code (TAC)

Chapter 150. Commissioner's Rules Concerning Educator Appraisal Subchapter CC. Superintendent Appraisal §150.1031. General Provisions for Superintendent Appraisal.

- (a) All school districts have the following two choices in selecting a method to appraise superintendents:
- (1) a superintendent appraisal system recommended by the commissioner of education; or
 - (2) a local superintendent appraisal system.
- (b) In addition to other procedures and criteria determined by the school district board of trustees, the commissioner's recommended appraisal process and criteria for a superintendent shall include, at a minimum:
- (1) an annual evaluation of the superintendent; and
 - (2) a student performance domain.
- (c) Completion of the Lone Star Governance superintendent evaluation may satisfy the requirements of subsection (b) of this section. Source:

The provisions of this §150.1031 adopted to be effective July 30, 2017, 42 TexReg 3642; amended to be effective January 24, 2019, 44 TexReg 333. Statutory Authority: The provisions of this §150.1031 issued under the Texas Education Code, §21.354.

Board Policy

BAA (LEGAL)	Board Legal Status: Powers and Duties
BJA (LEGAL LOCAL)	Superintendent: Qualifications and Duties
BJCD (LEGAL LOCAL)	Superintendent: Evaluation
BP (LEGAL LOCAL)	Administrative Regulation

**Employment and
Evaluation**

The board shall adopt a policy providing for the employment and duties of district personnel. The employment policy must provide that the board employs and evaluates the superintendent. *Education Code 11.1513(a)(1)* [See DC]

Appraisal Process

A board shall appraise a superintendent annually using either:

1. The commissioner of education's recommended appraisal process and criteria; or
2. An appraisal process and performance criteria that are:
 - a. Developed by the district in consultation with the district- and campus-level committees; and
 - b. Adopted by the board.

Education Code 21.354(c)

In addition to other procedures and criteria determined by the board, the commissioner's recommended appraisal process and criteria shall include, at a minimum, an annual evaluation of the superintendent and a student performance domain. Completion of the Lone Star Governance superintendent evaluation may satisfy these requirements. *19 TAC 150.1031(b)-(c)*

Annual
Performance Report

The information in the annual report describing the educational performance of a district [see AIB] shall be a primary consideration of the board in evaluating the superintendent. *Education Code 39.307(3)(C)*

**Penalty for
Noncompliance**

Funds of the district may not be used to pay a superintendent who has not been appraised in the preceding 15 months. *Education Code 21.354(d)*

Confidentiality

A document evaluating the performance of a teacher or administrator is confidential and is not subject to disclosure under the Public Information Act, Government Code Chapter 552. *Education Code 21.355* [For disclosure requirements on evaluations, see GBA.]

SUPERINTENDENT
EVALUATION

BJCD
(LOCAL)

Written Evaluation

The Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals.

The Board shall furnish the Superintendent with a copy of the completed evaluation and shall discuss its conclusions with the Superintendent in a closed meeting, unless the Superintendent requests that the discussion be open.

Informal Evaluation

The Board may at any time conduct and communicate oral evaluations to augment its written evaluations.

Section 1: Commissioner- Recommended Student Performance Data Collection



Superintendent Appraisal Worksheet

Commissioner-Recommended Student Performance Data Collection

To be included as one component of the locally developed appraisal instrument

Superintendent:

District:

Date:

Texas statute requires that the board use the district performance report as a primary consideration in its appraisal of superintendent performance (TEC §39.054). This worksheet provides an analysis of district student performance based on the district [Accountability Reports](#).

To meet the statutory requirement for primary consideration, the board should consider the information on this worksheet in discussing and evaluating each area of superintendent responsibility on the local appraisal instrument. Such areas of responsibility often include: instructional management; personnel management; student management; management of fiscal, administrative, and facilities functions; organization morale; organization improvement; school-community relations; school board relations; and professional growth and development.

The information on this worksheet should be used as only one indicator of the success of the superintendent in managing specified areas of district operations for increased student achievement. In addition, the board should use locally determined and other indicators of success in discussing and evaluating the job performance of the superintendent in specified areas of responsibility.

Accountability ratings for 2024 have been delayed.

The Superintendent Appraisal data collection worksheet is divided into 6 tabs. The Board, along with the Superintendent's input, may use these tabs as part of the overall appraisal process.

Superintendents and School Boards using this data worksheet prior to results being released in the current year may want to include data from a previous years' available data. Otherwise, data can be found in [TEAL](#), on the [TAPR report](#), the [TPRS web site](#), as well as [TXschools.gov](#).

Data on all 3 websites listed above become available as TEA releases the Accountability data. Be sure to check the dates to ensure you are pulling the correct year's data.

Recommended print settings: On the print menu, select *Scale--> Fit to Width* and *Margins --> Narrow*



UPDATED OCTOBER 2024

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STEP 1: 2024 STATUS

Data Sources for worksheet: The superintendent should use [TEAL](#), the [TAPR report](#), the comprehensive online [Texas Performance Reporting System](#), and [www.txschools.org](#) to complete tabs 1-4.

DISTRICT

Overall District Rating

A B C D F

Student Achievement Domain Rating

A B C D F

School Progress Domain Rating

Part A (Academic Growth) Rating

A B C D F

Part B (Relative Performance) Rating

A B C D F

Closing the Gaps Domain Rating

A B C D F

Superintendent Comments:

Recommended print settings: On the print menu, select *Scale--> Fit to Width* and *Margins --> Narrow*



CAMPUS(ES)

Campus Information (State Accountability)

Number of campuses with letter grade of A	
Number of campuses with letter grade of B	
Number of campuses with letter grade of C	
Number of campuses with letter grade of D	
Number of campuses with letter grade of F	
Number of campuses with multi-year F rating	
Number of campuses with D/F in a Domain	

Campus Information (Federal Accountability)

Number of campuses labeled as Comprehensive Support	
Number of campuses labeled as Targeted Support	
Number of campuses labeled as Additional Targeted Support	

Distinction Designations - Academic Achievement

Number of Campuses	Read/ELA	Math	Science	Social Studies	Top 25%: Comparative Academic Growth	Top 25%: Comparative CTG	Post Secondary Readiness	Total #
Eligible for Distinction Designation								
Identified for Distinction Designation								

Additional Academic Achievement Distinction Designations

Number of Campuses	Accelerated Student Learning: RLA	Retest Growth: RLA	Accelerated Student Learning: Math	Retest Growth: Math	Total #
Eligible for Distinction Designation					
Identified for Distinction Designation					

Distinction Designations - DISTRICT

DISTRICT ONLY	Post Secondary Readiness
Eligible for Distinction Designation	

Identified for Distinction Designation

Recommended print settings: On the print menu, select **Scale--> Fit to Width** and **Margins --> Narrow**



Superintendent Comments:

Recommended print settings: On the print menu, select **Scale--> Fit to Width** and **Margins --> Narrow**



STEP 2: CLOSING THE GAPS

Complete district information. Indicate each campus. The data can be found on the Closing the Gaps Report. Indicate the Points Earned as well as Total Possible Points for each campus. When needed, use "NA" to indicate not applicable.

Campus Name	Academic Achievement Status		Growth/Federal Graduation Status		English Language Proficiency Status		School Quality/ Student Success Status	
	Points Earned	Total Possible Points	Points Earned	Total Possible Points	Points Earned	Total Possible Points	Points Earned	Total Possible Points
Example HS	30	32	14	16	4	4	8	16

Superintendent Comments:

Recommended print settings: On the print menu, select **Scale--> Fit to Width** and **Margins --> Narrow**



STEP 3: PARTICIPATION RATES

For participation, enter percent of participation for All Students for ELA/Reading and Mathematics.

Participation 2023

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	EB/EL (Current and Monitored)	Economically Discadnataged	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled
STAAR ELA/Reading														
% Participation														
# Participants														
Total Tests														
STAAR Math														
% Participation														
# Participants														
Total Tests														

Participation 2024

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	EB/EL (Current and Monitored)	Economically Discadnataged	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled
STAAR ELA/Reading														
% Participation														
# Participants														
Total Tests														
STAAR Math														
% Participation														
# Participants														
Total Tests														

Superintendent Comments:

Recommended print settings: On the print menu, select *Scale--> Fit to Width* and *Margins --> Narrow*

STEP 4: SUMMARY OF CURRENT YEAR RESULTS

A. STATE ASSESSMENT RESULTS

Post district State Assessment results below. Possible data sources may include TEAL, Texas Academic Performance Report (TAPR) system, STAAR Performance Data Table, or the Texas Performance Reporting System (TPRS). The column to the right of the percentage should be used to indicate direction of rates comparing current year to most recent previous data available. For an increase in percentage, mark an I. For a decrease in percentage, mark a D. For a neutral, mark an N. When needed, leave blank to indicate not applicable.

STAAR Percent at Approaches Grade Level or Above All Grades

	All Students		African American		Hispanic		White		American Indian		Asian		Pacific Islander		Two or More Races		High Focus		EB/EL (Current and Monitored)		Economically Discadnataged		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled	
	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend		
Example	88%	I	84%	D	79%	N	93%	I	88%	D	84%	N	79%	I	93%	D	78%	N	93%	I	73%	D	73%	N	84%	I	82%	D	82%	I
All subjects																														
ELAR																														
Mathematics																														
Science																														
Social Studies																														

Superintendent Comments:

STAAR Percent at Meets Grade Level or Above All Grades

	All Students		African American		Hispanic		White		American Indian		Asian		Pacific Islander		Two or More Races		High Focus		EB/EL (Current and Monitored)		Economically Discadnataged		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled	
	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend	%	Trend		
Example	88%	I	84%	D	79%	N	93%	I	88%	D	84%	N	79%	I	93%	D	78%	N	93%	I	73%	D	73%	N	84%	I	82%	D	82%	D
All subjects																														
ELAR																														
Mathematics																														
Science																														
Social Studies																														

Recommended print settings: On the print menu, select Scale--> Fit to Width and Margins --> Narrow

Superintendent Comments:

STAAR Percent at Masters Grade Level All Grades

	All Students		African American		Hispanic		White		American Indian		Asian		Pacific Islander		Two or More Races		High Focus		EB/EL (Current and Monitored)		Economically Discadnataged		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled	
	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade	%	Grade		
Example	88%	I	84%	D	79%	N	93%	I	88%	D	84%	N	79%	I	93%	D	78%	N	93%	I	73%	D	73%	N	84%	I	82%	D	82%	D
All subjects																														
ELAR																														
Mathematics																														
Science																														
Social Studies																														

Superintendent Comments:

Recommended print settings: On the print menu, select *Scale--> Fit to Width* and *Margins --> Narrow*

B. ACADEMIC GROWTH RATES

Post Academic Growth Rates below. This can be found in the Progress Table in TAPR or TPRS. For an increase in percentage, mark an I. For a decrease in percentage, mark a D. For a neutral, mark an N.

	District		
	Previous	2024	I/D/N
All Subjects			
ELAR			
Mathematics			

Superintendent Comments:

C. GRADUATION/DROPOUT RATES

Post District Graduation and Dropout Rates below. The data can be found in TEAL, on the Graduation Rate Table and online in the Texas Academic Performance Report system (TAPR) and TPRS.

Graduation Rates	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	EB/EL (Current and Monitored)	Economically Discadnataged
4-Year Grad Rate; Class of 2023											
5-Year Grad Rate; Class of 2022											
6-Year Grad Rate; Class of 2021											

Dropout Rates	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	EB/EL (Current and Monitored)	Economically Discadnataged
Grade 7-8											
Grade 9-12											

Superintendent Comments:

Recommended print settings: On the print menu, select *Scale--> Fit to Width and Margins --> Narrow*

STEP 5: STRENGTHS AND AREAS OF NEED

Using the student performance data summarized in tabs 1-4, the superintendent and board should identify strengths and areas that may need to be addressed.

A. STRENGTHS IN DISTRICT STUDENT PERFORMANCE

B. AREAS OF NEED

Areas that may need to be addressed in district student performance. In the spaces provided, indicate approaches to improve student performance.

STAAR Reading/ELA	
STAAR Math	
STAAR Social Studies	
STAAR Science	
STAAR Constructed Response	
Participation	
Dropout	
Graduation	
Special Education	
Emergent Bilingual	
Economically Disadvantaged	
Other	

Superintendent Comments:

Recommended print settings: On the print menu, select **Scale--> Fit to Width** and **Margins --> Narrow**

STEP 6: GOAL SETTING

The board should review the information on this worksheet as part of its local procedures for setting goals with the superintendent for the next evaluation cycle. District student performance identified on the worksheet as needing to be addressed should be reflected in appropriate locally developed goals. Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Legal Authority: The analysis of district student performance provided on this worksheet should be used by the board in the evaluation of the superintendent. The results of the analysis should be incorporated into the local appraisal instrument. TEC §39.054; TAC §150.1022(d)

The information in this domain should be incorporated into the locally adopted appraisal instrument in a manner consistent with locally adopted procedures for evaluating the superintendent. In addition, the information should be used to set priorities for ongoing improvement with the superintendent and as additional data to appraise other aspects of the superintendent’s job performance.

Additional notes:

Recommended print settings: On the print menu, select *Scale--> Fit to Width* and *Margins --> Narrow*



Section 2: Seguin ISD Strategic Plan



Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

GOALS and Performance Objectives	1 point	2 points	3 points	4 points	5 points	Comments
Goal 1: (HB3) Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 40% to 54% by August 2025.	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 1.1 Reading performance on STAAR Meets in grades 3-10 will improve from 33% to 48%.						
Performance Objective: 1.2 The percentage of students who perform on grade level in Istation's Indicator of Progress (ISIP) Reading K-2 will improve from 37% to 60%.						
Goal 1 Average						
Superintendent Comments						

Goal 2: (HB3) Increase the percentage of third grade students who score meets grade level or above on STAAR Math from 35% to 49% by August 2025.	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 2.1 Math performance on STAAR Meets in grades 3-9 will improve from 26% to 36%.						
Performance Objective: 2.2 The percentage of students who perform on grade level in Imagine Math K-2 will increase from 20% to 50%.						
Goal 2 Average						

Superintendent Comments						
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Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

Goal 3: (HB3) Increase the percentage of graduates who meet the College, Career, or Military Readiness requirements from 39% to 73% by August 2025.	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 3.1 The percentage of students who meet TSI/SAT/ACT criteria in ELAR and Math will improve from 28% to 43%.						
Performance Objective: 3.1a The percentage of students who are taking the SAT or ACT will improve from 45% to 76%.						
Performance Objective: 3.2 The percentage of students who earn at least 3 hrs of dual credit in ELAR or Math OR earn at least 9 dual credits in any other subject will improve from 27% to 47%.						
Performance Objective: 3.3 The percentage of students who earn industry based certification will improve from 1.5% to 20%.						
Goal 3 Average						

Superintendent Comments

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

<p align="center">Goal 4: Seguin ISD will build a thriving learning Community as indicated on the balanced scorecard with a numerical score of 80 or higher.</p>	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
<p>Performance Objective: 4.1 The percentage of grade 6-12 students participating in at least one co-curricular and/or extracurricular activity will improve from 25% to 50%. (Balanced Scorecard indicator)</p>						
<p>Performance Objective: 4.2 The percentage of grade 6-12 students who self-report having an overall positive student experience will be over 50%.</p>						
<p>Performance Objective: 4.3 100% of students and families will engage in annual “pathways to an exceptional future” planning. (Balanced Scorecard indicator)</p>						
<p>Performance Objective: 4.4 The Panorama Student Survey SEL Score (Emotion Regulation, Grit, Social Awareness) in grades 3-12 will improve to 85% at or above the national norm.</p>						
<p>Performance Objective: 4.4a SELweb district level overall assessment score in grades K-5 will improve to 85% at or above national average.</p>						
<p>Performance Objective: 4.5 SISD will offer a minimum of five non-academic community engagement opportunities for all district stakeholders. (Balanced Scorecard indicator)</p>						
<p>Performance Objective: 4.8 Seguin ISD will increase attendance from 92.65% to 93.0%. (Balanced Scorecard indicator)</p>						

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

<p>Performance Objective: 4.9 Seguin ISD will decrease out of class placements (Suspension/DAEP) by 10%. (Balanced Scorecard indicator)</p>	<i>For Reporting Purposes Only</i>					
<p>Performance Objective: 4.10 Create flexible and adaptable learning spaces that ensure safety and security in an innovative environment that supports teaching and learning.</p>						
<p>Performance Objective: 4.11 Create new facilities evaluations to better track safety, appearance, and cleanliness.</p>						
<p>Performance Objective: 4.12 Provide equitable access to learning spaces that support fine arts, academics, college/career readiness and personal wellness for all students.</p>						
Goal 4 Average						

Superintendent Comments

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

Goal 5: Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 5.1 Campus staff surveys will show an above average organizational health index score for all Seguin ISD campuses.						
Performance Objective: 5.2 Each campus's Academic Emphasis index will show that their teachers very frequently believe that their students have the ability to achieve academically.						
Performance Objective: 5.3 Teacher and Staff turnover will decrease by 10% across the district.						
Goal 5 Average						

Superintendent Comments

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

Goal 6: Seguin ISD will improve student, staff, parent, and community perception as determined by the Net Promoter score.	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 6.1 SISD will increase the number of parents who are involved in parent groups on campuses from 11% to 25% as measured by the Panorama survey.						
Performance Objective: 6.2 SISD will improve the district's image as measured by Net Promoter score in Vision Week survey data.						
Performance Objective: 6.3 SISD will increase the percentage of parents by 10% who indicate that school communication for involvement opportunities is favorable as measured by the Panorama survey.						
Goal 6 Average						

Superintendent Comments

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

Goal 7: (SGS Goal) 80% or more of SISD students will be enrolled in a campus that is rated A or B by August 2025.	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Performance Objective: 7.1 SISD will not have any "D or F" rated schools.	<p align="center">N/A due to delay of 2024 Accountability Ratings</p>					
Performance Objective: 7.2 SISD will increase the number of schools rated "A or B" from three to five.						
Performance Objective: 7.3 All SISD campuses will score a C or better in Domain 2 (School Progress Domain).						
Goal 7 Average						

Superintendent Comments

Superintendent Evaluation Tool

Seguin ISD Vision: Exceptional students to exceptional citizens.

Seguin ISD Mission: To cultivate, inspire and empower students to grow and learn.

Additional Criteria	Emerging	Developing	Proficient	Exemplary	Distinguished	Comments
Direct and supervise all financial accounting and ensure that funds are expended legally, in accordance with approved budget, and controlled effectively.						
Develop and implement effective communication between the schools and community; promote community support and involvement with the schools.						
Interpret Board Policies to the staff, parents, community.						
Keep the Board continuously informed on issues, needs, and operations of the District.						
Additional Criteria						

Superintendent Comments

Resource Personnel

Dr. Veronica Vijil
Superintendent

Cindy Borden
Director of State & Federal
Accountability

