

Agenda of Regular Meeting

The Board of Trustees Seguin ISD

A Regular Meeting of the Board of Trustees of Seguin ISD will be held April 22, 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. Furniture Replacement Project Information 10
 - D. Seguin ISD Bond Construction Update 11
 - E. Budget Presentation 25
 - F. Financial Statements for February 2025 35
 - G. Purchases made over \$50,000 40
5. **Action Items:**
 - A. Instructional Materials Allotment (IMA) TEKS Certification 42

B.	Approval of Proposed Budget Amendments April 2025	48
C.	2025-2026 Stipend Schedule Recommendation	54
6.	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.	
7.	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).	
8.	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 - March 3, 2025; Special Meeting - March 20, 2025; Regular Meeting - March 25, 2025; Special Meeting - March 27, 2025, and Board Workshop - April 8, 2025.	65
B.	Approval of Tax Collection Reports for March 2025	78
C.	Approval of Donations Received March 2025	79
D.	Approval of Investment Report for the Third Quarter Ended March 31, 2025	81
E.	Approval of District Annual Financial Audit Services	86
F.	Purchases made over \$50,000	87
G.	Seguin ISD Resolution Regarding the Office of the Governor’s Truancy Prevention Grant	89
H.	Acknowledge Public Information Act Requests March-April 2025	92
9.	Action Items	
A.	Consideration and Possible Action Regarding Settlement of Contemplated Litigation by Employee	94

B. Possible Action to Terminate Employment Agreement(s) at the End of the School Year	95
C. Possible Action to Terminate Probationary Contract(s) at the End of the School Year	96
10. Board Comments and Request	
11. 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 Patlan Elementary School, Rodriguez Elementary School, Barnes Middle School, and Mercer-Blumberg Learning Center**

- **Seguin High School Colorguard**

- **Superintendent’s Apple Award**

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) 04/22/25

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 Jim Barnes Middle School. Principal Jay Law and Academic Dean Cheryl Schriewer will review the cultural work and programs used to improve their campus.

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) 04/22/25

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) 04/22/25

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
Dodd, Kay Lynn	Seguin High School	Counselor	03/27/25
Harrison, Jamie	Seguin High School	Mental Health Counselor	04/07/25
Korn, Danielle	Rodriguez Elementary	Teacher	04/14/25

**BOARD’S
ACKNOWLEDGEMENT
RESIGNATIONS:**

Alvarado, Emily, Patlan Elementary, effective 05/29/25

Ms. Alvarado, 1st Grade Teacher, has resigned due to relocation.
Ms. Alvarado has 1 year with Seguin ISD.

Barrett, Candyce, Patlan Elementary, effective 06/17/25

Ms. Barrett, Teacher, has resigned due to family reasons.
Ms. Barrett has 10 years with Seguin ISD.

Bentley, Cynthia, Vogel Elementary, effective 05/29/25

Ms. Bentley, 3rd Grade Teacher, has resigned and elected to retire.
Ms. Bentley has 29 years with Seguin ISD.

Carlson, Bobbi, Matador Special Services Department, effective 05/31/25

Ms. Carlson, Occupational Therapist, has resigned and elected to retire.
Ms. Carlson has 29 years with Seguin ISD.

Chacon Brenes, Carlos, Jim Barnes Middle School, effective 05/29/25

Mr. Chacon Brenes, ESL Teacher, has resigned due to personal reasons.
Mr. Chacon Brenes has 1 year with Seguin ISD.

Holmes, Megan, Matador Special Services Department, effective 04/15/25

Ms. Holmes, Special Programs Specialist, has resigned due to other employment.
Ms. Holmes has 6 years with Seguin ISD.

Kent, Sarah, Vogel Elementary, effective 06/01/25

Ms. Kent, 1st Grade Teacher, has resigned due to relocation.
Ms. Kent has 7 years with Seguin ISD.

Kober, Kathryn, Curriculum & Instruction Department, effective 03/28/25

Dr. Kober, District Math Coordinator, has resigned to work for another school district.

Dr. Kober has 3 years with Seguin ISD.

Laird-Gutierrez, Kristen, Patlan Elementary, effective 05/29/25

Ms. Laird-Gutierrez, 2nd Grade Teacher, has resigned due to family reasons.

Ms. Laird-Gutierrez has 5 years with Seguin ISD.

Molina III, Leonardo, A.J. Briesemeister Middle School, effective 05/29/25

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

Mr. Molina has 21 years with Seguin ISD.

Palmer, Amy, Patlan Elementary, effective 05/29/25

Ms. Palmer, Special Education Teacher, has resigned due to relocation.

Ms. Palmer has 2 years with Seguin ISD.

Rose-Cosby, Devin, Seguin High School, effective 02/17/25

Ms. Rose-Cosby, Math Teacher, has resigned due to personal reasons.

Ms. Rose-Cosby has 2 years with Seguin ISD.

Rosario Jr., Benjamin, A.J. Briesemeister Middle School, effective 07/31/25

Mr. Rosario, Spanish Teacher, has resigned due to other employment.

Mr. Rosario has 1 year with Seguin ISD.

Sandwith, Lorene, Weinert Elementary, effective 05/29/25

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

Ms. Sandwith has 1 year with Seguin ISD.

Trevino, Joel, Human Resources Department, effective 06/30/25

Mr. Trevino, Chief Human Resources Officer, has resigned and elected to retire.

Mr. Trevino has 2 years with Seguin ISD.

RATIONALE:

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

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:

Max Flores, Executive Director of Human Resources

Submitted by:

(Name)

Dr. Veronica Vijil, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

(Date)

04/22/25

INFORMATION ITEM: **Furniture Replacement Project Information**

RECOMMENDATION: None

RATIONALE: To fulfill a request for information from the Board of Trustees.

**REFERENCE and
COMPLIANCE:**

**BUDGET IMPACT /
INFORMATION:** None

EXHIBITS: Furniture Project Information

**RESOURCE
PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA
Robyn Popa, Pfluger Architects

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 04/22/25

INFORMATION ITEM: **Seguin ISD Bond Construction Update**

RECOMMENDATION: That the Board of Trustees receive an update on current bond projects.

RATIONALE: To provide the Board of Trustees with regular updates and progress reports on all current bonds and related projects.

REFERENCE and COMPLIANCE: CV (LEGAL) Facilities Construction

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Bond Update Presentation

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA
Robert Sands, Construction Manager

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 04/22/25



Bond Project Updates



Transportation Facility Expansion

- MTX General Contractor LLC started earthwork in early December 2024.
- All sub-grading, curbs, swales, and concrete slabs were completed in late March 2025.
- Scheduled to move buses onto new parking lot the last week of April 2025.
- PEMB for Admin. addition is scheduled to arrive second week in April 2025.



Agricultural-Science Facility

Notice to proceed – Jan. 2025



Ground breaking ceremony
April 25, 2025.

Earth work grading and leveling
of area in progress

pfluger



Barnes Middle School Renovation/Additions



Band Hall & Practice Rooms



Black Box stage rigging



Fine Arts Hallway

Barnes Middle School Renovation/Additions Seguin ISD



Fine Arts stage and Auditorium

Classroom addition



Dust Collector ducts



McQueeney ES Construction Update

- 1 Project is 33% completed. Concrete work on surface slabs are 100% completed
Segment A is progressing head of schedule. Structural steel for Segment A is completed. Segment B is moving on schedule. Framework, concrete and wall structure is in progress.
Roofing on Segment A gym and high roof areas are busy with sealing the membrane.
- 2 Most of the underground work outside of building is completed.
Segment C concrete pours on second floor is nearing completion.
Application of moisture and air barrier over Segment A is continuing.
- 3 Front parking area has base and Geogrid. South parking lot will start base soon
Interior work in ceilings by electrical, plumber and mechanical is progressing in Segment A especially in and around kitchen mechanical and electrical rooms.

McQueeney Elementary School Construction Update



Furniture Updates for Multiple Campuses

Elementary Schools

We are working through the full schedule with campuses and departments to make sure all bases are covered.

MBL/C/DAS

Installation and punch list are complete.

Barnes Middle School

Phase 1 furniture has been installed. The library furniture installation has been completed.

Baseball/Softball Complex



**Baseball/Softball Complex –
Contract is 100% Completed**



Minor punch list items are being addressed.

Safety and Security Enhancements

- **Electrical Work**
100% Completed
- **Data Installation**
100% Completed
- **Hardware/Equip**
*96% Completed
*80% is cameras

- **Ball ECC**
Technology and MTX is working on the installation of card readers.

Bond Oversight Committee

A Bond Oversight Committee (BOC) is a group of volunteers appointed to oversee the implementation of bond-funded Projects. The next meeting is scheduled for April 23, 2025.

Board Construction Committee

The Board of Trustees has selected three trustees to be invited to attend Owners/Architect/Contractor's (OAC) meetings where they are able to observe how the projects are moving forward during all phases of construction.



Bond Financial Update

Bond 2019

- Pending AJB Negotiations

Bond 2022

- See attached Financials

Voter Approved Amount - \$131,000,000
Actual Paid to Date - \$34.2 million
Bond Sale & Refinance this Spring - \$45 million for sale

Pricing scheduled for April 23, 2025

Closing scheduled for May 20, 2025

Bond 2023

- Closed Out

Questions?

INFORMATION ITEM: **Budget Presentation**

RECOMMENDATION: That the Board of Trustees receive an update on budget planning.

RATIONALE: To provide the Board of Trustees with regular updates on Seguin Independent School District's Budget.

REFERENCE and COMPLIANCE: CE (LEGAL) and CE (LOCAL) Annual Operating Budget

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Budget Update Presentation

RESOURCE PERSONNEL: Elizabeth Oaks, Chief Financial Officer, RTSBA

Submitted by:

 (Name) Dr. Veronica Vijil, Superintendent

 (Address) 1221 E. Kingsbury St., Seguin, TX 78155

 (Telephone) (830) 401-8614

 (Date) 04/22/25

Seguin ISD Budget

April 22, 2025

24-25 Budget Planning

- May 2024
 - Budget Deficit with an explanation of how school district revenue is calculated
 - How did we get to a budget deficit?
 - Assigned Fund Balance
 - COVID hires
 - Thought of students returning and legislature allocating funds
 - How can we fix this?
 - Look for savings, staff attrition
 - Evaluate staff stipends
 - Evaluate staff ratios
 - Find additional funding
 - CTE
 - Golden Pennies



Assigned Fund Balance

2023-2024

<i>Assigned for Early Education Allotment</i>	\$ (310,355)
<i>Assigned for Advanced Competition travel reserve</i>	\$ (50,000)
<i>Assigned for 23-24 QZAB Payment (7 of 15)</i>	\$ (665,000)
<i>Assigned for Teacher Incentive Allotment</i>	\$ (130,000)
<i>Assigned for Welding Shop Upgrades</i>	\$ (359,495)
<i>Assigned for Holdsworth contract</i>	\$ (300,000)
<i>Assigned for SAFE contract</i>	\$ (25,000)
<i>Assigned for Cardonex training & software</i>	\$ (61,512)
<i>Assigned for Covid 19 Funding Reserve</i>	\$(5,000,000)
<i>Assigned for Retention Stipends & Sign-on Bonuses</i>	\$ (800,000)
<i>Assigned for Natl Brd of Prof Teaching Stnd-TEA fees</i>	\$ (20,000)
<i>Assigned for STARS Security Services</i>	\$ (185,000)
<i>Assigned for PLC Phase 1 renovations</i>	\$ (200,000)
<i>Assigned for ABRE Subscription</i>	\$ (220,000)
<i>Assigned for Outdoor Learning Center FY 23-24 budget</i>	\$ (250,000)
<i>Assigned for Outdoor Learning Center land purchase</i>	\$(1,440,000)
<i>Assigned for Baseball/Softball field completion</i>	<u>\$(1,750,000)</u>
Total	\$(11,766,362)

2024-2025

<i>Assigned for 24-25 QZAB Payment (8 of 15)</i>	\$ (665,000)
<i>Assigned for BB/SB Complex Construction</i>	\$ (1,750,000)
<i>Assigned for Welding Shop Upgrades</i>	\$ (30,800)
<i>Assigned for Holdsworth contract</i>	\$ (242,000)
<i>Assigned for Abre Subscription</i>	\$ (146,499)
<i>Assigned for Teacher Incentive Allotment</i>	\$ (64,457)
<i>Assigned for National Board of Prof Teaching Standards Cert fees</i>	<u>\$ (17,150)</u>
Total	\$ (2,915,906)



2025-2026 Assigned Fund Balance

2025-2026

<i>Assigned for 24-25 QZAB Payment (9 of 15)</i>	\$ (665,000)
<i>Assigned for Holdsworth contract</i>	\$ (171,000)
<i>Assigned for Abre Subscription</i>	<u>\$ (73,250)</u>
Total	\$ 909,250

Move these expenses into annual budget

<i>Assigned for Teacher Incentive Allotment</i>	\$ (64,457)
<i>Assigned for National Board of Prof Teaching Standards Cert fees</i>	\$ (17,150)



Savings, Staff Attrition, Stipends, Staff Ratios

TASB Staffing Study

- January 30th Board Workshop
- Absorptions and additions recommended
- All “recommendations”
- Biggest absorptions regular Instructional Aides
- Biggest additions Special Education Aides
- Total Cost Increase \$545,328
- Implement plan through attrition on a case by case basis

Stipends

- Human Resources did a study on stipends
- Study and collaboration is ongoing
- TASB Salary Study for 2025-2026 school year
- Stipends reviewed annually

Staff Ratios

- Staff thresholds developed
- Thresholds will be implemented for 25-26 staffing
- No big changes from our current ratios



Additional Funding - CTE Career and Technical Education

- V1 - 45 minutes
- V2 - 90 minutes
- V3 - 135 minutes
- Tier 1 - CTE - Not in Approved Program of Study - 1.1
- Tier 2 - Level 1 & 2 courses in Approved Program of Study - 1.28
- Tier 3 - Level 3 & 4 courses in Approved Program of Study - 1.47

1 FTE = 6 periods	2023-2024 (FTE's)	2024-2025 4th 6 weeks
V1	1.725	1.470
V2	206.562	278.500
V3	146.487	164.820
Total Allotment	\$2.966 million	\$3.698 million



Additional Funding - CTE Career and Technical Education

2024-2025 changes

- 2023-2024
 - 7 period day - CTE teachers teaching 6 periods
- 2024-2025
 - 8 periods equals more sections which equals more funding
 - CTE teachers teaching 7 periods
 - Added Professional Communications and Interpersonal Studies to the High School
- Increased IBC (Industry Based Certifications)

2025-2026 possibilities

- Middle school CTE courses
 - 7th grade
 - Possibly hire 2 FTE's
- Continue same model as 24-25
- Additional High School courses
- Identify extended practicums (3 credits)
- Continued increase in IBC (Industry Based Certifications)
-



Additional Funding - Golden Pennies

- Recommendation last May to order VATRE (Voter Approval Tax Ratification Election)
- Over \$2 million dollars in funding each year starting in 2024-2025
- Ordered by Board of Trustees in August 2024 for November 2024 election
- Only 38% of these across the state passed
- Seguin ISD fell short only at 51%, others lost by as much as 73%
- Over 18,000 votes cast and only 450 votes away from a pass
- Great conversations around community with many school finance operations questions asked
- Some legislation about golden pennies that we will look at in May



Next Month - Deeper Dive into State Revenue

Questions?



INFORMATION ITEM: **Financial Statements for February 2025**

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

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) 04/22/25

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
February, 2025**

Month 8 of 12 66.67%

REVENUE	Adopted Budget	February 28, 2025	February 28, 2025	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	36,690,360	36,690,360	32,868,287	3,822,073	89.58%
Property Taxes-Delinquent	950,000	950,000	798,282	151,718	84.03%
Property Taxes-Penalty & Interest	500,000	500,000	242,697	257,303	48.54%
Interest Income	1,300,000	1,300,000	964,675	335,325	74.21%
Other Local Income	240,000	240,000	365,705	-	152.38%
State	34,745,186	34,887,076	17,340,781	17,546,295	49.71%
Federal	767,000	767,000	416,812	350,188	54.34%
REVENUE	75,192,546	75,334,436	52,997,240	22,337,196	70.35%
EXPENSE BY FUNCTION (BOARD APPROVED)					
	Adopted Budget	February 28, 2025	February 28, 2025	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
11 - Instruction	43,061,198	43,314,172	22,131,733	21,182,439	51.10%
12 - Instructional Resources & Media Svcs	1,100,983	1,071,629	633,465	438,164	59.11%
13 - Curr & Instructional Staff Development	735,275	581,583	281,549	300,034	48.41%
21 - Instructional Leadership	2,076,321	2,348,713	1,343,787	1,004,926	57.21%
23 - School Leadership	5,097,863	4,998,884	3,057,516	1,941,368	61.16%
31 - Guidance & Counseling Services	2,677,549	2,745,432	1,446,373	1,299,059	52.68%
32 - Social Work Services	672,569	670,222	357,821	312,401	53.39%
33 - Health Services	858,109	865,619	450,919	414,700	52.09%
34 - Student Transportation	3,481,004	3,443,504	2,161,221	1,282,283	62.76%
35 - Food Service	-	-	-	-	-
36 - Co-curricular Activities	2,079,122	2,100,489	1,277,557	822,932	60.82%
41 - General Administration	3,099,979	3,527,148	2,474,018	1,053,130	70.14%
51 - Plant Maintenance & Operations	8,338,937	8,350,947	5,457,112	2,893,835	65.35%
52 - Security & Monitoring Services	952,567	995,967	690,952	305,015	69.38%
53 - Data Services	2,105,852	2,219,411	1,614,005	605,406	72.72%
61 - Community Services	30,167	27,329	2,502	24,827	9.16%
71 - Debt Services	-	665,000	665,000	-	100.00%
81 - Facilities Acquisition & Construction	-	1,780,800	1,037,787	743,013	58.28%
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	522,695	279,950	65.12%
EXPENSE	79,156,686	82,464,806	45,606,012	36,858,794	55.30%
REVENUE OVER/(UNDER) EXPENSE	\$ (3,964,140)	\$ (7,130,370)	7,391,228		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ (3,964,140)	\$ (7,130,370)	\$ 7,391,228		
EXPENSE BY OBJECT (INFORMATION ONLY)					
	Adopted Budget	February 28, 2025	February 28, 2025	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries	57,907,021	58,055,824	32,251,925	25,803,899	55.55%
6144 - TRS On-Behalf Payments	5,307,700	5,307,700	2,144,570	3,163,130	40.40%
6200 - Purchased & Contracted Services	8,507,192	9,188,586	5,827,454	3,361,132	63.42%
6300 - Supplies & Materials	3,830,890	3,863,222	2,557,832	1,305,390	66.21%
6400 - Other Operating Costs	3,593,402	3,611,865	1,106,137	2,505,728	30.63%
6500 - Debt Service	-	665,000	665,000	-	100.00%
6600 - Capital Outlay	10,481	1,772,609	1,053,095	719,514	59.41%
EXPENSE	79,156,686	82,464,806	45,606,012	36,858,794	55.30%
PRELIMINARY ESTIMATE - Fund Balance Test per Board Policy CE (LOCAL):					
Amended Budget Expense <i>(official test will use actuals at year end)</i>					82,464,806
<i>Less: Non-Operating Expenses/Fund Balance Assignments</i>					
<i>Assigned for 24-25 QZAB Payment (8 of 15)</i>				\$	(665,000)
<i>Assigned for BB/SB Complex Construction</i>				\$	(1,750,000)
<i>Assigned for Welding Shop Upgrades</i>				\$	(30,800)
<i>Assigned for Holdworth contract</i>				\$	(242,000)
<i>Assigned for Abre Subscription</i>				\$	(146,499)
<i>Assigned for Teacher Incentive Allotment Program Development</i>				\$	(64,457)
<i>Assigned for National Board of Prof Teaching Standards Cert fees</i>				\$	(17,150)
<i>Total Non-Operating Expenses</i>				\$	(2,915,906)
<i>24 - 25 Budgeted Operating Expense (official test will use actuals at year end)</i>				\$	79,548,900
<i>25% Unassigned Fund Balance Criteria as per Board Policy CE (LOCAL)</i>					25%
<i>24 - 25 Minimum Unassigned Fund Balance</i>				\$	19,887,225
24-25 Beginning Unassigned Fund Balance				\$	35,018,387
24-25 Estimated Ending Unassigned Fund Balance (Unaudited)				\$	27,888,017
<i>Projected Unassigned Fund Balance Over/(Under) CE (LOCAL) Requirement</i>				\$	8,000,792

**Seguin Independent School District
Financial Statements
Child Nutrition Fund
February, 2025**

Month 8 of 12 66.67%

REVENUE	Adopted Budget	February 28, 2025	February 28, 2025	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	83,092	-	415.46%
Other Local Income	339,500	339,500	171,672	167,828	50.57%
State	55,500	55,500	10,438	45,063	18.81%
Federal	6,675,000	6,675,000	4,303,921	2,371,079	64.48%
REVENUE	7,090,000	7,090,000	4,569,122	2,520,878	64.44%

EXPENSE BY FUNCTION (BOARD APPROVED)	Adopted Budget	February 28, 2025	February 28, 2025	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	7,063,500	7,063,500	4,632,372	2,431,128	65.58%
36 - Co-curricular Activities	-	-	-	-	
41 - General Administration	-	-	-	-	
51 - Plant Maintenance & Operations	19,500	19,500	8,604	10,896	44.12%
52 - Security & Monitoring Services	7,000	7,000	397	6,603	5.68%
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	4,641,373	2,448,627	65.46%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	(72,251)		

Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ (72,251)		

EXPENSE BY OBJECT (INFORMATION ONLY)	Adopted Budget	February 28, 2025	February 28, 2025	Budget Remaining	Percent Expended
		Amended Budget	Year to Date Actual Expenditures		
6100 - Salaries	3,021,900	3,021,900	1,757,636	1,264,264	58.16%
6144 - TRS On-Behalf Payments	-	-	-	-	
6200 - Purchased & Contracted Services	167,700	182,700	119,340	63,360	65.32%
6300 - Supplies & Materials	3,743,000	3,724,000	2,585,368	1,138,632	69.42%
6400 - Other Operating Costs	57,400	61,400	38,140	23,260	62.12%
6500 - Debt Service	-	-	-	-	
6600 - Capital Outlay	100,000	100,000	140,889	(40,889)	140.89%
EXPENSE	7,090,000	7,090,000	4,641,373	2,448,627	65.46%

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	
24 - 25 Actual Year to Date Revenue Over/(Under) Expense					
			\$ (72,251)		
24 - 25 Actual Year to Date Other Sources and Uses					
			\$ -		
24 - 25 Budget Remaining Revenue Over/(Under) Expense					
			\$ 72,251		
24 - 25 Estimated Year End Result of Activities					
				\$ -	
24 - 25 Estimated Ending Fund Balance (Unaudited)					
				\$ 2,948,735	

**Seguin Independent School District
Financial Statements
Debt Service Fund
February, 2025**

Month 8 of 12

66.67%

REVENUE	Adopted Budget	February 28, 2025	February 28, 2025	Budget Remaining	Percent Collected
		Amended Budget	Year to Date Actual Revenues		
Local					
Property Taxes-Current	16,519,000	21,325,262	19,623,361	1,701,901	92.02%
Property Taxes-Delinquent	250,000	250,000	394,861	-	157.94%
Property Taxes-Penalty & Interest	100,000	100,000	120,300	-	120.30%
Interest Income	-	-	419,969	-	
Other Local Income	-	-	2,426,767	-	
State	-	-	-	-	
Federal	-	-	-	-	
REVENUE	16,869,000	21,675,262	22,985,257	(1,309,995)	106.04%
EXPENSE BY FUNCTION (BOARD APPROVED)	Adopted Budget	February 28, 2025	February 28, 2025	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	16,782,235	4,893,027	77.43%
81 - Facilities Acquisition & Construction				-	
93 - Payments to Fiscal Agent/SSA				-	
99 - Intergovmntl Charges (Appraisal Svcs)				-	
EXPENSE	16,869,000	21,675,262	16,782,235	4,893,027	77.43%
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	6,203,022		
Other Sources	-	-	-		
Other Uses	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -		
RESULT OF ACTIVITIES	\$ -	\$ -	\$ 6,203,022		
EXPENSE BY OBJECT (INFORMATION ONLY)	Adopted Budget	February 28, 2025	February 28, 2025	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	16,782,235	4,893,027	77.43%
6600 - Capital Outlay				-	
EXPENSE	16,869,000	21,675,262	16,782,235	4,893,027	77.43%
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			\$ 6,203,022		
24 - 25 Actual Year to Date Other Sources and Uses			\$ -		
24 - 25 Budget Remaining Revenue Over/(Under) Expense			\$ (6,203,022)		
24 - 25 Estimated Year End Result of Activities				\$ -	
24 - 25 Estimated Ending Fund Balance (Unaudited)				\$ 16,644,486	

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: Purchasing Information Form

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) 04/22/25

SEGUIN INDEPENDENT SCHOOL DISTRICT
PURCHASE INFORMATION FORM

VENDOR/DOLLAR AMOUNT	CONTRACT	REFERENCE
Communities in Schools of S. Tx, Inc. \$151,036 3/20/2025	Interlocal Agreement	2nd Installment for Integrated Student Support at 7 Campuses (First Installment - September 2024)

ACTION ITEM: **Instructional Materials Allotment (IMA) TEKS Certification**

RECOMMENDATION: The Board of Trustees approves the Instructional Materials Allotment (IMA) TEKS Certification for the 2025-2026 school year.

RATIONALE: Districts are required to certify annually to the State Board of Education and to the Commissioner that for each subject area in the required curriculum students have access to the instructional materials that cover all of the Texas Essential Knowledge and Skills (TEKS). Districts will be unable to submit any requisitions or disbursements of IMA funds until the certification has been approved and submitted to the Texas Education Agency.

REFERENCE and COMPLIANCE: EF(LEGAL) Instructional Resources

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: Submission of this form will enable Seguin ISD to access state allotted IMA funds in the Educational Materials System (EMAT) to order instructional materials for the 2025-2026 school year.

EXHIBITS: IMA Certification Form

RESOURCE PERSONNEL: Monica Lyons, Chief Academic Officer

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 04/22/2025



2025-2026 Instructional Material Allotment (IMA) TEKS Certification

Seguin ISD
Curriculum & Instruction Department
April 22, 2025

Technology Allotment (IMAT) Process

The **Texas Education Agency (TEA)** oversees the development, review, and adoption of instructional materials to ensure they align with the **Texas Essential Knowledge and Skills (TEKS)** standards. This process is crucial for maintaining high-quality educational content across Texas public schools.

The **State Board of Education (SBOE)** reviews and updates the TEKS to reflect current educational standards and requirements

Instructional Materials Review and Approval (IMRA):

- Enacted under **House Bill 1605**, the **IMRA process**
- **EF Legal** - Instructional Resources: Instructional Materials

Certification of Provision:

- School systems must annually certify that they provide students with materials covering all TEKS for each grade and subject. This certification is ratified by the local board of trustees and submitted to TEA.
- Estimated Funding: \$1,644,319.40

-Extra \$20 per student per for printed materials

Elementary Curriculum - IMAT

Grade	Student Enrollment	Literacy HQIM	Math HQIM	Science HQIM	Social Studies HQIM
Pre-K	393	3 Cheers - Savvas (Continuing)			Studies Weekly or Let's Find Out (Pending)
Kindergarten	597	HMH Into Reading (Continuing)	Bluebonnet Learning (New Adoption)	Savvas (Continuing)	Studies Weekly (Continuing)
1st	500				
2nd	531				
3rd	502				
4th	537				
5th	615				

*Core content materials are in both English and Spanish.

Secondary Curriculum -IMAT

Grade	Current Enrollment	RLA HQIM	Math HQIM	Science HQIM	Social Studies HQIM
6th	549	Amplify ELA (New Adoption)	Bluebonnet (New Adoption)	SAVVAS (Continuing)	Navigate Texas (New Adoption)
7th	532				
8th	487				
9th	592	McGraw-Hill StudySync (Continuing)	Carnegie Learning (Continuing)		Active Classroom (New Adoption)
10th	527				
11th	534				
12th	428				

Instructional Materials and Technology Allotment(IMAT) Process

Board Action Item

Instructional Materials Review and Approval (IMRA):

- Enacted under **House Bill 1605**, the **IMRA process**
- **EF Legal** - Instructional Resources: Instructional Materials

Certification of Provision:

- School systems must annually certify that they provide students with materials covering all TEKS for each grade and subject. This certification is ratified by the local board of trustees and submitted to TEA.

ACTION ITEM:

Approval of Proposed Budget Amendments for April 2025

RECOMMENDATION:

That the Board of Trustees approve the proposed budget amendments for the General Fund, Child Nutrition Fund, and Debt Service Fund as of April, 2025.

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.

There are small campus and department requests for moves between supplies, travel, and contracted services. There are no overall increases or decreases to campus or department budgets. Campuses or departments move budget line items within their own budget.

This will decrease the overall budget deficit by almost \$1.5 million dollars. Tax collections are lower due to a protest filed by the district due to incorrect values reported to the Comptroller. This results in an increase in state funding. We are seeing an increase in special education and career and technology funding as well due to an increase in students in those programs as well as an increase in salaries and contracted services.

Overall affecting multiple functions are filled vacancies, higher paid staff (more experience), and more staff taking out insurance. The budget was adopted expecting a decrease in athletic stipends. This will put that money back in the budget.

For Function 51 we are included some extra repairs including the Vogel chiller that went down.

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)

04/22/25

Budget Amendment

- Tax Collections vs State Revenue
- SHARS Federal Revenue
- Payroll - filled vacancies, TRS %, insurance, higher paid employees, experience
- Special Ed - increased students, diagnosticians
- Transportation Overtime - ACE, extra curricular
- Co Curricular - Stipends
- Maintenance - Repairs budget
- Security to finish out year
- Technology position federal to local
- Shared Services Arrangement - Settle up



**SEGUIN ISD
GENERAL FUND
PROPOSED BUDGET AMENDMENT
April**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 39,680,360	\$ (1,420,564)	\$ 38,259,796
58XX	State Revenue	\$ 34,887,076	\$ 5,394,478	\$ 40,281,554
59XX	Federal Revenue	\$ 767,000	\$ (280,000)	\$ 487,000
	Revenue Budget	\$ 75,334,436	\$ 3,693,914	\$ 79,028,350
Expense:				
11 -	Instruction	\$ 43,327,800	\$ 606,295	\$ 43,934,095
12 -	Instructional Resources & Media Svcs	\$ 1,071,809	\$ -	\$ 1,071,809
13 -	Curr & Instructional Staff Development	\$ 581,283	\$ (1,910)	\$ 579,373
21 -	Instructional Leadership	\$ 2,346,013	\$ 4,700	\$ 2,350,713
23 -	School Leadership	\$ 4,998,884	\$ 108,559	\$ 5,107,443
31 -	Guidance & Counseling Services	\$ 2,743,932	\$ 64,108	\$ 2,808,040
32 -	Social Work Services	\$ 670,222	\$ 12,000	\$ 682,222
33 -	Health Services	\$ 865,619	\$ -	\$ 865,619
34 -	Student Transportation	\$ 3,443,504	\$ 150,000	\$ 3,593,504
35 -	Food Service	\$ -	\$ -	\$ -
36 -	Co-curricular Activities	\$ 2,100,407	\$ 113,148	\$ 2,213,555
41 -	General Administration	\$ 3,527,148	\$ 16,000	\$ 3,543,148
51 -	Plant Maintenance & Operations	\$ 8,350,947	\$ 111,000	\$ 8,461,947
52 -	Security & Monitoring Services	\$ 995,967	\$ 203,000	\$ 1,198,967
53 -	Data Services	\$ 2,219,411	\$ 99,000	\$ 2,318,411
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	\$ 1,955,312	\$ 740,000	\$ 2,695,312
99 -	Intergovernmental Charges (Appraisal Servs)	\$ 802,645	\$ -	\$ 802,645
	Expenditure Budget	\$ 82,474,032	\$ 2,225,900	\$ 84,699,932
	Assigned Fund Balance	\$ 2,915,906	\$ -	\$ 2,915,906
	Unassigned Fund Balance (Budget Deficit)	\$ (4,223,690)	\$ 1,468,014	\$ (2,755,676)

**SEGUIN ISD
CHILD NUTRITION
PROPOSED BUDGET AMENDMENT
April**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 359,500	\$ -	\$ 359,500
58XX	State Revenue	\$ 55,500	\$ -	\$ 55,500
59XX	Federal Revenue	\$ 6,675,000	\$ -	\$ 6,675,000
	Revenue Budget	\$ 7,090,000	\$ -	\$ 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	\$ -	\$ 7,063,500
	36 - Co-curricular Activities	\$ -	\$ -	\$ -
	41 - General Administration	\$ -	\$ -	\$ -
	51 - Plant Maintenance & Operations	\$ 19,500		\$ 19,500
	52 - Security & Monitoring Services	\$ 7,000	\$ -	\$ 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	\$ -	\$ 7,090,000
	Assigned Fund Balance	\$ -	\$ -	\$ -
	Unassigned Fund Balance (Budget Deficit)	\$ -	\$ -	\$ -

**SEGUIN ISD
DEBT SERVICE
PROPOSED BUDGET AMENDMENT
April**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 21,675,262	\$ -	\$ 21,675,262
58XX	State Revenue	\$ -	\$ -	\$ -
59XX	Federal Revenue	\$ -	\$ -	\$ -
Revenue Budget				
		\$ 21,675,262	\$ -	\$ 21,675,262
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	\$ -	\$ -	\$ -
36 -	Co-curricular Activities	\$ -	\$ -	\$ -
41 -	General Administration	\$ -	\$ -	\$ -
51 -	Plant Maintenance & Operations	\$ -	\$ -	\$ -
52 -	Security & Monitoring Services	\$ -	\$ -	\$ -
53 -	Data Services	\$ -	\$ -	\$ -
61 -	Community Services	\$ -	\$ -	\$ -
71 -	Debt Services	\$ 21,675,262	\$ -	\$ 21,675,262
81 -	Facilities Acquisition & Construction	\$ -	\$ -	\$ -
93 -	Payments to Fiscal Agent/SSA	\$ -	\$ -	\$ -
99 -	Intergovernmental Charges (Appraisal Servs)	\$ -	\$ -	\$ -
Expenditure Budget				
		\$ 21,675,262	\$ -	\$ 21,675,262
Assigned Fund Balance				
		\$ -	\$ -	\$ -
Unassigned Fund Balance (Budget Deficit)				
		\$ -	\$ -	\$ -

ACTION ITEM: **2025-2026 Stipend Schedule Recommendation**

RECOMMENDATION: The Board approves the 2025-2026 stipend schedule as recommended for all district employees.

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

Stipends for teachers are commonly used to compensate for responsibilities beyond the classroom, including after-school programs, extracurricular activities, and areas of critical needs.

The proposed recommendation carries forward the 2024–2025 stipends and pay amounts into the 2025–2026 school year. In addition, the recommendation includes an increase to the highlighted stipends to match competing markets for your consideration.

Once approved, these recommendations will be incorporated into the 2025–2026 Compensation Plan.

REFERENCE and COMPLIANCE: DEAA (LEGAL) and DEAA (LOCAL) Compensation Plan, Incentives and Stipends

BUDGET IMPACT/ INFORMATION: None

PAPERWORK IMPACT: Revisions made to update the SISD Compensation Manual.

EXHIBITS: 2025-2026 Stipend Schedule

RESOURCE PERSONNEL: Max Flores, Executive Director of Human Resources

Submitted by:
 (Name) Dr. Veronica Vijil, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614
 (Date) 04/22/25

Seguin ISD Stipend Recommendations

April 22, 2025

Stipend Recommendations

Stipends are a way to compensate employees for taking on additional duties, filling critical need positions, or for possessing high need credentials.

- Stipends should be reviewed and adjusted every 3-4 years to stay competitive
- Stipends should be limited to exempt employees
- Stipends should not be paid for performing primary job duties
- Pay stipends equitably based on work performed



Stipend Recommendations

Stipend scenarios to avoid:

- Pay for certifications, licenses, or credentials that are required to perform the job
- Pay extra days
- Differentiate stipends as “boys” or “girls”
- Pay flat-rate stipends to nonexempt staff
- Bundle coaching stipends



Stipend Recommendations

- 2024-2025
 - 361 stipends are currently paid out
 - Approximate cost \$1,129,000
 - Stipends range from \$100 - \$13,500
 - District level, campus level, athletics, and fine arts
 - Extra days stipend
 - Paid to 70 employees
 - Set to expire at the end of 2024-2025
 - Approximate cost \$322,000



Stipend Recommendations

- HR has reviewed the current stipends 2024-2025
 - Input from directors and principals
 - TASB research
 - Website research of other districts



Stipend Recommendations

Recommendations:

- Roll the 2024-2025 stipends to 2025-2026
- Make pay adjustments as shown on drafts
- Omit the expired Extra Days Stipend



Stipend Recommendations

Elem Estimated Cost

- \$1,925 per campus
- \$13,825 total

MS Estimated Cost

- \$1,600 per campus
- \$3,200 total

HS Estimated Cost

- \$1,100 total



Stipend Recommendations

MS Athletic Estimated Cost

- \$18,550 per campus
- \$37,100 total

HS Athletic Estimated Cost

- Combining and clean up
- \$0 total

District Estimated Cost

- No change made
- \$0 total



Stipend Recommendations

\$ 13,825	Elem	
\$ 3,200	MS	
\$ 1,100	HS	
\$ 37,100	MS Athletic	
\$ 55,225	Total increase	
\$ (322,000)	Expired Extra Day Stipend	
\$ (266,775)	Total	

Work to continue:

- Consider revisiting Athletic trainer work schedule
- Work on stipend job descriptions
- Make any edits on stipends with compensation plan



Questions?



Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Monday, March 3, 2025, beginning at 7:15 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: Elizabeth Oaks, Chief Financial Officer; Robert Gonzales, Director of Maintenance; Tim Howe, Director of Utilities, City of Seguin; Nancy Ramirez, Superintendent Secretary; and Media.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 7:15 p.m. and a quorum was established.

B. 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.

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

2. Audience with the Board

No one signed up to address the Board.

3. Action Item:

A. Consideration and Possible Action to Approve Resolution and Delegate Authority to Chief Financial Officer for Easement Purchase Agreement With the City of Seguin

Ms. Duncan moved, seconded by Mr. Bright for approval of a resolution to delegate authority to the Chief Financial Officer for Easement Purchase agreement with the City of Seguin.

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

Nays: None

4. Closed Meeting: The Board went into closed session at 7:21 p.m.

A. Pursuant to Texas Government Code Section §551.074 – To conduct the annual Superintendent evaluation/contract.

5. Open Session: The Board reconvened into open session at 11:43 p.m.

A. Possible action to adopt the Superintendent's evaluation/contract.

There was no motion given. No action was taken.

6. Adjourn

Mr. Bright moved, seconded by Mrs. Mueller to adjourn the meeting. The meeting adjourned at 11:44 p.m.

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

Abstains: Guerra

Secretary/April 22, 2025

President/April 22, 2025

Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Thursday, March 20, 2025, 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: Dr. Ruben Carrillo, Chief of Technology and Security Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Max Flores, Executive Director of Human Resources; Robert Arriola, Director of Multilingual Education; Dr. Kathy Kober, District Math Coordinator; Elizabeth Mulroney, Secondary RLA Coordinator, 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

No one signed up to address the Board.

3. Action Item:

A. Mathematics and Reading Language Arts Curriculum Adoption

Ms. Duncan moved, seconded by Mrs. Mueller, to adopt the Mathematics and Reading Language Arts Curriculum. The final selection must be recorded in the board minutes. The State Board of Education (SBOE) reviews instructional materials submitted in the Instructional Materials Review and Approval (IMRA) process for Texas Essential Knowledge and Skills (TEKS) and English Language Proficiency Standards (ELPS) alignment, factual errors, suitability, quality, physical/electronic specifications, and parent portal compliance. The instructional materials adopted under this approval are to be implemented during the 2025-2026 school year. The instructional materials will be ordered by school districts and open-enrollment charter schools through the Texas Education Agency's (TEA) Educational Materials (EMAT) system. Grant funds will be accepted through TEA's eGrants system.

Content Area	Curriculum	Notes
K-5 Mathematics	Bluebonnet Learning, K-5 Mathematics, Edition 1	TEA updated the open educational resource (OER) to be licensed under Bluebonnet Learning that covers 100% of TEKS and ELPS.
Secondary Mathematics,	Bluebonnet Learning, Secondary	TEA updated the open educational resource (OER) to be licensed under Bluebonnet

6-8 and Algebra 1	Mathematics, Edition 1	Learning that covers 100% of TEKS and ELPS.
Secondary Mathematics, 6 Advanced Math, 7 Advanced Math, Geometry and Algebra 2	Carnegie Math, Texas Math Solution	Will remain with Carnegie Math, TEA is in the process of updating these materials and will license under Bluebonnet Learning in the 2026-2027 school year that covers 100% of TEKS and ELPS.
Secondary Reading Language Arts (RLA) 6-8	Amplify	New adoption; TEA-approved resource that covers 100% of TEKS.
Secondary Reading Language Arts (RLA) 9-12	StudySync	Will continue contract with StudySync through 2028. Covers 100% of TEKS.

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

Nays: None

4. Board Workshop:

A. Discussion and Overview of Bilingual and English as a Second Language (ESL) Programs

The Board received an overview of the Bilingual and English as a Second Language (ESL) Programs from Mr. Arriola, Director of Multilingual Education. All questions and comments were addressed.

The Board recessed from 9:15 p.m. until 9:29 p.m.

5. Closed Session: The Board went into closed session at 9:30 p.m.

A. Pursuant to Texas Government Code Section §551.074, consultation with legal counsel regarding the Superintendent’s contract.

6. Adjourn

The Board reconvened at 10:30 p.m. Mr. Dwyer moved, seconded by Mr. Bright, to adjourn the meeting. The meeting adjourned at 10:31 p.m.

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

Nays: None

Secretary/April 22, 2025

President/April 22, 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, March 25, 2025, 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

Absent: Joel Trevino

Also Present: Dr. Ruben Carrillo, Chief Technology and Security Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Emily Allen, Director of Communications; Dr. Jason Mummert, Director of School Leadership; Halcy Dean, Director of Special Education; Max Flores, Executive Director of Human Resources; Rhonda Garcia-Trainer, Vogel Elementary School Principal; Jeannie Rodriguez, Vogel Elementary Counselor; Cynthia Esparza, Licensed Professional Counselor Supervisor; Nancy Ramirez, Superintendent Secretary; and Media.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 6:30 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 Penelope Villarreal, an eighth grade student from A.J. Briesemeister 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. She also wished the students and teacher the best of luck on the upcoming STAAR testing, which starts early next 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 Ball Early Childhood Center, Koennecke Elementary, Vogel Elementary School, A.J. Briesemeister Middle School, and Seguin High School**

Dr. Vijil was honored to recognize students Joel Estrada, a pre-K-4 student at Ball Early Childhood Center; Surya Kurumalla, a fifth grade student at Koennecke Elementary; Christopher Baltierra, a fifth grade student at Vogel Elementary; Penelope Villarreal, an eighth grade student from A.J. Briesemeister Middle

School; and Aedus Tobias, 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.

- **Seguin High School Art program for “The Honorable Oath” mural at the American Legion**

Dr. Vijil was honored to recognize Jade Hayles, Haley Benavides, Briana Bowles, Brooke Newboles, Sienna Saenz, Izzabella Shrum, Madeline Menchaca, Jessica Cruz, and their teacher, Patricia Bernaden, for their work on a mural at the American Legion. Ms. Duncan also recognized Mrs. Bernaden, with a Matador Pin.

- **Superintendent’s Award**

Dr. Vijil was honored to recognize Ashley Farris, Assistant Athletic Director at Seguin High School, as the March recipient of the Superintendent’s Apple Award for going above and beyond daily duties to cultivate, inspire, and empower her students, colleagues, and the Seguin ISD community.

- **Purchasing Merit Award**

Dr. Vijil was honored to recognize Jennifer Raske Martinez, Susana Menchaca, Abby Catoe, and Maureen Ivey from the Purchasing and Accounts Payable teams for receiving the 2024 Award of Merit for Purchasing Operations from the Texas Association of School Business Officials. Ms. Oaks also recognized each of them with a Matador Pin.

B. Campus Highlight

The presentation was provided courtesy of Vogel Elementary. Counselor Jeannie Rodriguez shared information highlighting the school’s Counseling Guidance Curriculum. The model setup includes a whole-group lesson on the topic and four stations: Small Group, Mindfulness Matters, Emotion Exploration, and Cooperation Group work.

3. Audience with the Board

Xander Bien signed up to address the Board regarding the SHS Bell Schedule.

Victoria Shumate signed up to address the Board regarding the SHS Bell Schedule.

Theodore Barrett signed up to address the Board regarding the SHS Bell Schedule.

4. Reports/Information Items:

A. Seguin ISD Mental Health Counseling Presentation

The Board of Trustees received information regarding Mental Health Counselors’ duties, the referral process, current Mental Health Counselor positions, therapy, and next steps.

B. Matador Special Services Department (MSSD) Program Review

The Board of Trustees received an overview and update of the special education program from the Director of Special Education, Mrs. Dean of the Matador Special Services Department (MSSD).

This will serve as an annual program review for the board for the Special Education programs.

C. Seguin High School Master Schedule SY 2025-2026

The Board of Trustees received information from Dr. Mummert, regarding feedback about the master schedule at Seguin High School for school year 2025-2026.

D. Personnel Information – Professional Employees

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

Resignations:

Canal, Diana, Rodriguez Elementary, effective 05/29/25

Ms. Canal, Bilingual Teacher, has resigned due to personal reasons.
Ms. Canal has 2 years with Seguin ISD.

Conlin, Amelia, Jim Barnes Middle School, effective 03/31/25

Ms. Conlin, Special Education Teacher, has resigned and elected to retire.

Ms. Conlin has 18 years with Seguin ISD.

Medrano, Maegen, Jefferson Elementary, effective 03/07/25

Ms. Medrano, Assistant Principal, has resigned to work for another school district.

Ms. Medrano has 10 years with Seguin ISD.

Polasek, Gvyna, Ball Early Childhood Center, effective 05/29/25

Ms. Polasek, PK Special Education Teacher, has resigned due to other employment.

Ms. Polasek has 1 year with Seguin ISD.

Rowlands, Rebekkah, Jefferson Elementary, effective 02/26/25

Ms. Rowlands, Essential Academics Teacher, has resigned due to other employment.

Ms. Rowlands has 2 months with Seguin ISD.

Schutz, Deborah, Matador Special Services Department, effective 06/03/25

Ms. Schutz, Instructional Specialist, has resigned due to relocation.

Ms. Schutz has 2 years with Seguin ISD.

Telles, Marcos, Seguin High School, effective 04/17/25

Mr. Telles, Director of Fine Arts, has resigned to work for another school district.

Mr. Telles has 4 years with Seguin ISD.

Wood, Eloise, Ball Early Childhood Center, effective 05/29/25

Ms. Wood, PK Special Education Teacher, has resigned and elected to retire.

Ms. Wood has 1 year with Seguin ISD.

E. Presentation Regarding the Personnel Needs of the District

The Board of Trustees acknowledged the personnel needs of the District.

F. Financial Statements for January 2025

The Board of Trustees received an update from Ms. Oaks regarding the financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund for January 2025.

G. New Vendors

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

H. Purchases made over \$50,000

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

5. Action Items

A. Approval for the Expansion of Great Expectations into Koennecke and Jefferson Avenue 71

Elementary Schools for the 2025-2026 School Year

Ms. Duncan moved, seconded by Mrs. Mueller, for approval of the expansion of Great Expectations into Koennecke and Jefferson Avenue Elementary. Expanding the Great Expectations (GE) program to two additional elementary schools will significantly enhance student achievement, teacher effectiveness, and overall school culture. Our district faces challenges such as low academic performance, high teacher turnover, and a need for greater student engagement, issues that GE directly addresses through high expectations, student empowerment, and educator professional development. By fostering a culture of mutual respect, self-esteem building, and mastery learning, GE equips students and teachers with the skills necessary for long-term success.

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

Nays: None

B. Approval for the Tuition-Based Pre-kindergarten

Mr. Bright moved, seconded by Mr. Dwyer, to approve the tuition-based pre-kindergarten as presented. The Board was provided with an update on the online registration process for the 2025-26 school year. The Board was also provided the timeline for registration, as well as the pre-kindergarten tuition rates for next school year.

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

Nays: None

Abstains: Burns

C. Approval of Seguin ISD Child Nutrition Warehouse Food Storage Walk-In (RFQ #: 25-04)

Mr. Bright moved, seconded by Ms. Duncan, to approve Seguin ISD Child Nutrition Warehouse Food Storage Walk-In (RFQ#: 25-04). Arnold Refrigeration will provide services to design and install a walk-in food storage container at the Child Nutrition Building.

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

Nays: None

The Board recessed from 10:15 p.m. until 10:21 p.m.

6. **Closed Meeting** –The Board went into closed session at 10:22 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).
 - 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.
7. **Reconvene to Open Meeting:** The Board reconvened at 10:54 p.m. No action was taken.
 - 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.
8. **Consent Agenda Items – Consider and Possible Approval:**

A. Approval of Board Minutes for:

Special Meeting, February 11, 2025

Public Hearing, February 25, 2025

Regular Meeting, February 25, 2025

B. Approval of Tax Collection Reports for February 2025

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector, for February 2025. 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 for March 2025

The Board of Trustees approved the proposed budget amendments for the General Fund, Child Nutrition Fund, and Debt Service Fund as of March 2025.

D. Approval of Donations Received February 2025

The Board of Trustees approved the donations received by the District during the month of February 2025 in the amount of \$1,800.00 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. Authorization of Agreement Between Seguin ISD and Thrive Learning Services, LLC At a Cost Not to Exceed \$68,000

The Board of Trustees authorized an agreement between Seguin ISD and Thrive Learning Services, for psychiatric services to student(s) eligible for applicable special education services pursuant to the Individuals with Disabilities Education Act (IDEA) for the 2024-2025 school year.

F. Acknowledge Public Information Act Requests February-March 2025

The Board of Trustees acknowledged the Public Information Act requests received since February 15, 2025.

Ms. Duncan moved, seconded by Mr. Guerra, to approve the Consent Agenda Items as listed:

A. Approval of Board Minutes for:

Special Meeting, February 11, 2025

Public Hearing, February 25, 2025

Regular Meeting, February 25, 2025

B. Approval of Tax Collection Reports for February 2025

C. Approval of Proposed Budget Amendments for March 2025

D. Approval of Donations Received February 2025

E. Authorization of Agreement Between Seguin ISD and Thrive Learning Services, LLC At a Cost Not to Exceed \$68,000

F. Acknowledge Public Information Act Requests February-March 2025

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

Nays: None

9. Action Items

A. Personnel Action – Professional Employees

9.A.1. Executive Director of Student Support Services

9.A.2. Assistant Principal

Mr. Bright moved, seconded by Mr. Guerra, to accept the recommendations for personnel action for professional employees for 9.A.1. Executive Director of Student Support Services, and 9.A.2. Assistant Principal for Jefferson Elementary.

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

Nays: None

B. Consideration and Possible Approval of Budget Amendment for Added Staff Positions

Mrs. Mueller moved, seconded by Ms. Duncan, to approve the budget amendment for added staff positions.

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

Nays: None

10. Board Comments and Request

There were no Board comments or requests. All prior Board requests have been addressed.

11. Adjourn

Mr. Bright moved, seconded by Mr. Dwyer, to adjourn the meeting. The meeting adjourned at 11:00 p.m.

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

Nays: None

Secretary/April 22, 2025

President/April 22, 2025

Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Thursday, March 27, 2025, 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: Dr. Ruben Carrillo, Chief Technology and Security Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Max Flores, Executive Director of Human Resources; Emily Allen, Director of Communications; Nancy Ramirez, Superintendent Secretary, and Media.

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

No one signed up to address the Board.

3. Closed Session: The Board went into closed session at 6:33 p.m.

A. Pursuant to Texas Government Code Section §551.071, 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, discussion regarding superintendent retirement agreement.

C. Pursuant to Texas Government Code Section §551.074, discussion regarding selection of superintendent search firm.

4. Open Session: The Board reconvened into open session at 7:38 p.m.

A. Possible action regarding superintendent retirement agreement.

Mrs. Burns moved, seconded by Mrs. Mueller, to accept the superintendent retirement agreement as reviewed in closed session.

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

Nays: Guerra

5. Discussion and Possible Action Regarding Selection of Superintendent Search Firm

Ms. Duncan moved, seconded by Mr. Dwyer, to select Texas Association of School Boards (TASB) as the district's superintendent search firm.

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

Nays: Bright

6. Adjourn

Mr. Bright moved, seconded by Mr. Dwyer, to adjourn the meeting. The meeting adjourned at 7:40 p.m.

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

Nays: None

Secretary/April 22, 2025

President/April 22, 2025

Minutes of Board Workshop

The Board of Trustees

Seguin ISD

A Board Workshop of the Board of Trustees of Seguin ISD was held Tuesday, April 8, 2025, beginning at 6:30 P.M. in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright (virtual), Lisa Burns, Denise Crettenden, Linda Duncan, William Dwyer, Alejandro R. Guerra, and Grace Mueller

Absent:

Also Present: George Kazanas, TASB Director of Executive Search Services; Marian Strauss, TASB Senior Consultant; Nancy Ramirez, Superintendent Secretary, and Media.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 6:33 p.m. and a quorum was established.

B. 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.

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

2. Audience with the Board

No one signed up to address the Board.

3. Board Workshop:

A. Discussion with Texas Association of School Boards (TASB) Consultant Regarding Superintendent Search Process and Search Schedule Calendar

The Board participated in a Board Workshop with Mr. Kazanas and Ms. Strauss, TASB Consultants, regarding the superintendent search process and timeline.

4. Adjourn

Mr. Guerra moved, seconded by Mrs. Mueller to adjourn the meeting. The meeting adjourned at 7:50 p.m.

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

Nays: None

Secretary/April 22, 2025

President/April 22, 2025

ACTION ITEM:

Approval of Tax Collection Reports for March 2025

RECOMMENDATION:

That the Board of Trustees approves the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for March 2025.

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 March 2025:

Current	\$	1,308,871
Delinquent		(33,701)
Penalty and Interest		84,407
Total Monthly Collections	\$	<u>1,359,578</u>

Total Tax Collections Year to Date	\$	<u>55,407,366</u>
------------------------------------	----	-------------------

Delinquent Tax Levy	3,302,068
Percent Collected through March 2025	48.66%
Percent of Tax Levy Collected last year	53.13%

EXHIBITS:

None

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)

04/22/25

ACTION ITEM:

Approval of Donations Received March 2025

RECOMMENDATION:

That the Board of Trustees approve donations received by the District during the month of March 2025.

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
04/22/25

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

Donor	Purpose	Campus Receiving Donation	Date Rcvd	Amount/Value	Board Approval
Schaeffler Automotive	Security	Matador Stadium	03/12/25	\$ 8,534.46	pending
Wade Busby Memorial	project donation	Seguin FFA	03/07/25	\$ 250.00	pending

NOTE: This listing includes only documented, unsolicited donations received by the District during March 2025. 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 Third Quarter Ended March 31, 2025**

RECOMMENDATION: That the Board of Trustees approve the Investment Report for the Third Quarter Ended March 31, 2025.

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 Third Quarter Ended March 31, 2025. 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:

Submitted by:

(Name)

(Address)

(Telephone)

(Date)

Dr. Veronica Vijil, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

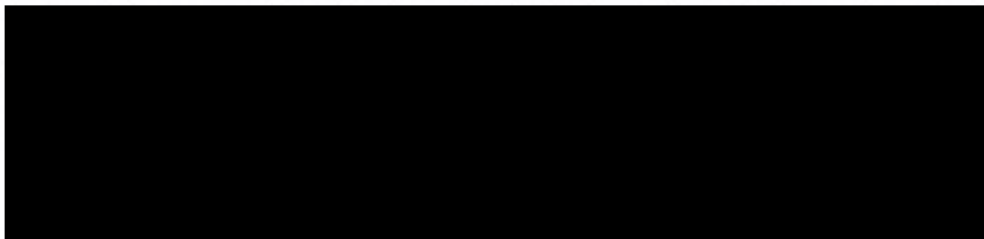
(830) 401-8614

04/22/25

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
THIRD QUARTER ENDED MARCH 31, 2025**

<u>INVENTORY OF INVESTMENTS</u>	Weighted Average Maturity 1.0 Day	Balance <u>3/31/2025</u>
GENERAL OPERATING FUND 199		
TexPool - Local Maintenance		1,202,557
Lone Star		28,092,595
Logic		482,218
MBIA		10,175,471
TOTAL GENERAL OPERATING FUND		\$ 39,952,841
Weighted Average Maturity		
 CHILD NUTRITION FUND 240		
Lone Star		<u>\$ 2,179,709</u>
Weighted Average Maturity		
 INTEREST & SINKING FUND 599		
TexPool		1,240,991
Lone Star		19,693,335
TOTAL INTEREST & SINKING FUND		\$ 20,934,326
Weighted Average Maturity		
 COMBINED SCHOOL BOND FUNDS 62X		
Lone Star		<u>\$ 37,117,944</u>
 OAK PARK MALL ENTERPRISE FUND 711		
TexPool		<u>\$ 57,657</u>
 WORKER'S COMPENSATION SELF-INSURANCE FUND 753		
TexPool		908,271
Lone Star		4,312,079
TOTAL WORKERS' COMPENSATION FUND		\$ 5,220,350
Weighted Average Maturity		
 STUDENT ACTIVITY TRUST & AGENCY FUND 865		
TexPool		<u>\$ 170,229</u>
Weighted Average Maturity		
 GRAND TOTALS		
		<u><u>\$ 105,633,058</u></u>

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



**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
THIRD QUARTER ENDED MARCH 31, 2025**

<u>INVESTMENT TRANSACTIONS</u>	<u>QUARTER BEGINNING BALANCE 1/1/2025</u>	<u>NET CHANGE</u>	<u>QUARTER ENDING BALANCE 3/31/2025</u>
GENERAL OPERATING FUND 199			
TexPool	1,191,513	11,045	1,202,557
Lone Star	20,730,360	7,362,235	28,092,595
Logic	478,714	3,504	482,218
MBIA	10,063,402	112,069	10,175,471
TOTAL GENERAL OPERATING FUND	\$ 32,463,988	\$ 7,488,853	\$ 39,952,841
CHILD NUTRITION FUND 240			
Lone Star	\$ 2,339,909	\$ (160,199)	\$ 2,179,709
INTEREST AND SINKING FUND 599			
TexPool	1,227,743	13,249	1,240,991
Lone Star	14,576,184	5,117,151	19,693,335
TOTAL INTEREST AND SINKING FUND	\$ 15,803,927	\$ 5,130,400	\$ 20,934,326
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 53,144,541	\$ (16,026,597)	\$ 37,117,944
OAK PARK MALL FUND 711			
TexPool	\$ 55,248	\$ 2,409	\$ 57,657
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	898,575	9,697	908,271
Lone Star	4,127,138	184,941	4,312,079
TOTAL WORKERS' COMPENSATION FUND	\$ 5,025,713	\$ 194,637	\$ 5,220,350
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 168,412	\$ 1,817	\$ 170,229
GRAND TOTALS	\$ 109,001,737	\$ 12,657,917	\$ 105,633,058

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
THIRD QUARTER ENDED MARCH 31, 2025**

<u>YIELD ON INVESTMENTS</u>	<u>AVERAGE BALANCE</u>	<u>INTEREST INCOME</u>	<u>YIELD</u>
GENERAL OPERATING FUND 199			
TexPool - Local Maintenance	1,205,084	12,956	4.360%
Lone Star	28,796,699	321,501	4.528%
Logic	480,495	5,332	4.500%
MBIA	10,120,812	112,069	4.491%
TOTAL GENERAL OPERATING FUND	\$ 40,603,090	\$ 451,858	4.513%
CHILD NUTRITION FUND 240			
Lone Star	\$ 2,316,589	\$ 25,905	4.535%
INTEREST AND SINKING FUND 599			
TexPool	1,232,310	13,249	4.360%
Lone Star	19,239,733	214,893	4.530%
TOTAL INTEREST & SINKING FUND	\$ 20,472,043	\$ 228,142	4.520%
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 47,342,197	\$ 5,332	4.500%
OAK PARK MALL ENTERPRISE FUND 711			
TexPool	\$ 46,314	\$ 498	4.359%
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	901,918	9,697	4.360%
Lone Star	4,195,462	46,894	4.533%
TOTAL WORKER'S COMPENSATION FUND	\$ 5,097,380	\$ 56,591	4.502%
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 169,039	\$ 1,817	4.360%
TOTAL INTEREST FOR ALL FUNDS	\$ 116,046,652	\$ 770,144	4.451%

SEGUIN INDEPENDENT SCHOOL DISTRICT
THIRD QUARTER ENDED MARCH 31, 2025

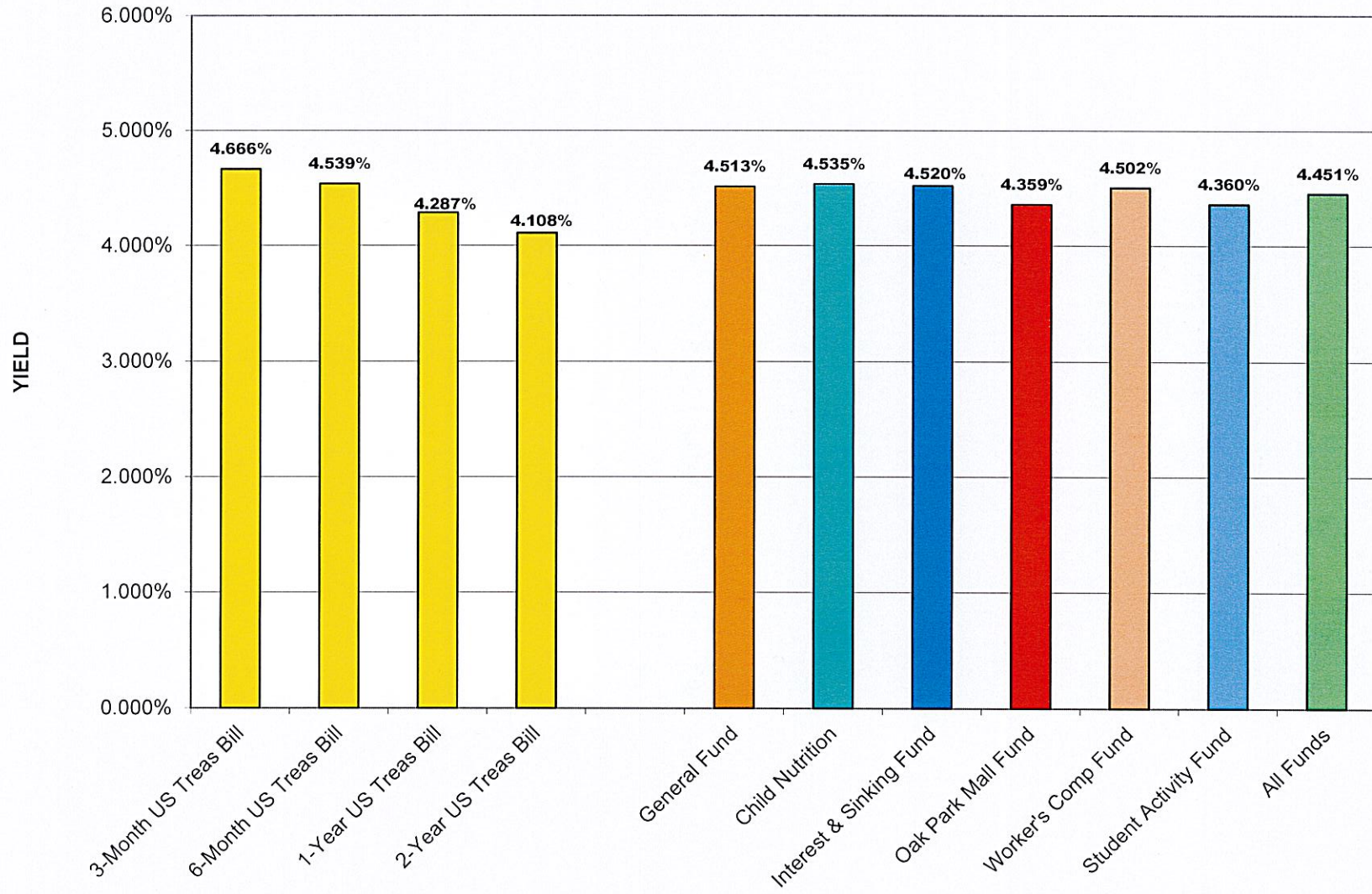


Exhibit - Investment Report

ACTION ITEM:

Approval of District Annual Financial Audit Services

RECOMMENDATION:

That the Board of Trustees approve to contract with Crowe, LLP, for Annual Financial Audit Services for the fiscal year ended June 30, 2025.

RATIONALE:

A Request for Qualifications (RFQ#: 22-05) was issued on March 22, 2022 for Annual Financial Audit Services. The bid was competitively solicited in compliance with Board Policy. This is the same firm that was awarded at the time of that RFQ. The firm did change names effective last fiscal year from Belt Harris Pechacek, LLLP, to Crowe LLP.

REFERENCE and COMPLIANCE:

CHC(LEGAL) Accounting - Audits

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

Included in the General Fund Budget approved by the Board of Trustees

EXHIBITS:

None

RESOURCE PERSONNEL:

Liz Oaks, Chief Financial Officer, RTSBA
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:

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

Dr. Veronica Vijil, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614
04/22/25

ACTION ITEM:

Purchases over \$50,000

RATIONALE:

These are regular occurring purchases greater than \$50,000 that require Board approval.

REFERENCE and COMPLIANCE:

CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION:

None

EXHIBITS:

Purchasing Informatin Form

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)

04/22/25

SEGUIN INDEPENDENT SCHOOL DISTRICT
PURCHASE INFORMATION FORM

VENDOR/DOLLAR AMOUNT	CONTRACT	REFERENCE
Strategic Services, Inc \$80,000 \$50/hr per officer	Per HB 3 - TEC 37.0814 Adopted by board 8/2023	Campus Security for remainder of 24-25 school year

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. Kenneth Vogel, Chief Student Support Services Officer

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 04/22/25

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. Kenneth Vogel 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 22ND DAY OF APRIL 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 March - April 2025**

RECOMMENDATION: That the Board of Trustees acknowledges Public Information Act requests received since March 8, 2025.

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: March 7, 2025 – April 11, 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) 04/22/25

Sequin ISD PIA Requests received from March 8, 2025 - April 11, 2025

Date	Requester	Requested Documents	Status	Action
055 March 17, 2025	Gabriel Perez Polanco	Mental health staffing and caseload data, student access to mental health services, SHS mental health policies & compliance, budget & funding for mental health services, disciplinary/safety records related to mental health issues, complaints/correspondence related to mental health services	Suspended	Request suspended by requestor
056 March 19, 2025	Heidi Baker, SmartProcure	Employee/staff directory information	Completed	Document shared
057 March 21, 2025	Lainey Bush	Accommodation requests, policies, logs, budgetary & staffing data related to mental health	Completed	Information shared
058 March 22, 2025	Erik Davila, Modern Woodmen of America	Employee/staff directory and salary information	Completed	Document shared
059 March 26, 2025	Brooke Fisher-Matkin, Konica Minolta	Contracts, inventory, configurations, monthly lease rates, full bid tabulations for multifunction printers and production print devices	Completed	Document shared
060 April 4, 2025	Steve Watts	Employee/staff directory and salary information	Completed	Document shared

ACTION ITEM: **Consideration and Possible Action Regarding Settlement of Contemplated Litigation by Employee**

RECOMMENDATION: That the Board of Trustees consider action on the above matter.

RATIONALE: To provide the Board of Trustees an option to take action on discussing taking place in closed session.

REFERENCE and COMPLIANCE: BEC (LEGAL) and BE (Legal) Board Meetings

BUDGET IMPACT / INFORMATION: Possible settlement, budget impact to be determined

EXHIBITS: None

RESOURCE PERSONNEL: Dr. Veronica Vijil, Superintendent
Max Flores, Executive Director of Human Resources
Elizabeth Oaks, Chief Financial Officer, RTSBA

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

ACTION ITEM: **Possible Action to Terminate Employment Agreement(s) At The End Of The Year**

RECOMMENDATION: In the best interests of the District, it is recommended that the Board of Trustees of the Seguin Independent School District approve the termination of the identified employee(s)' employment agreement.

RATIONALE: In accordance with Board Policy DCE (LEGAL) "A board may decide by vote or inaction not to offer any employee on a contract not governed by Chapter 21 of the Education Code further employment with the district beyond the term of the contract for any reason or no reason."

REFERENCE and COMPLIANCE: DCE (LEGAL) Non-Chapter 21 Contract Termination at the End of Contract

BUDGET IMPACT/ INFORMATION: Money is budgeted each year in the appropriate accounts for potential Chapter 21 hearings before Hearing Examiners.

EXHIBITS: Employment Agreement Termination List

RESOURCE PERSONNEL: Max Flores, Executive Director of Human Resources

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 04/22/25

ACTION ITEM: **Possible Action to Terminate Probationary Contract(s) at the End of the School Year**

RECOMMENDATION: In the best interests of the District, it is recommended that the Board of Trustees of the Seguin Independent School District approve the termination of the identified employee(s)' probationary contracts.

RATIONALE: In accordance with the Texas Education Code § 21.103(a) and Board Policy DFAB (LEGAL), a probationary contract employee may be terminated at the end of the contract period if the Board determines that such termination will serve the best interests of the District.

REFERENCE and COMPLIANCE: DFAB (LEGAL) Probationary Contracts Termination at End of Year

BUDGET IMPACT/ INFORMATION: None

PAPERWORK IMPACT: The Board shall give the employee(s) notice of its decision to terminate the employment not later than the 10th day before the last day of instruction required under the Texas Education Code. The Board's decision to terminate probationary employee(s) at the end of a contract period is final and may not be appealed.

EXHIBITS: Probationary Contract Termination List

RESOURCE PERSONNEL: Max Flores, Executive Director of Human Resources

Submitted by:
(Name) Dr. Veronica Vijil, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614
(Date) 04/22/25