

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

SUPERINTENDENT REPORT

DR. EDUARDO HERNÁNDEZ

JUNE 20, 2022



Typical Board Month

Board Workshop: Workshops can last 4 to 6 hours. Our board learns about items that will be presented at the regular board meeting for approval. They can take a deeper dive and ask questions on items presented. These are held once a month.

Board Briefing: Monthly small group conferences with the Superintendent. These meetings tend to last about 2 hours. This is an opportunity to ask any clarifying questions.

Board Meetings: Meetings can be between 2 to 3 hours long. These are held once a month. It is at these meetings that Board of Trustees approve all items on our Consent Agenda, if they believe it is in the best interest of the district.





VISION 2025

Mission

Edgewood ISD provides an exceptional learning experience that engages, empowers and prepares students to compete and reach their highest potential in an ever-changing world.

For every child, success in life. Edgewood Proud! **Vision**

Outcome

Graduate ALL scholars College, Career, or Military ready per their expected date of graduation!

- P = Professionalism
- A = Accountability
- C = Communication

Core Values

Board/Superintendent Goals

- Goal 1: Focus On Student Success
- Goal 2: Focus on Students, Families & Community
- Goal 3: Focus on Operational Excellence
- Goal 4: Focus on Employee & Organizational Improvement
- Goal 5: Focus on Financial Stewardship

Graduate all scholars College, Career, or Military ready per their expected date of graduation!



Increase literacy and math outcomes



Increase % of students who graduate CCMR

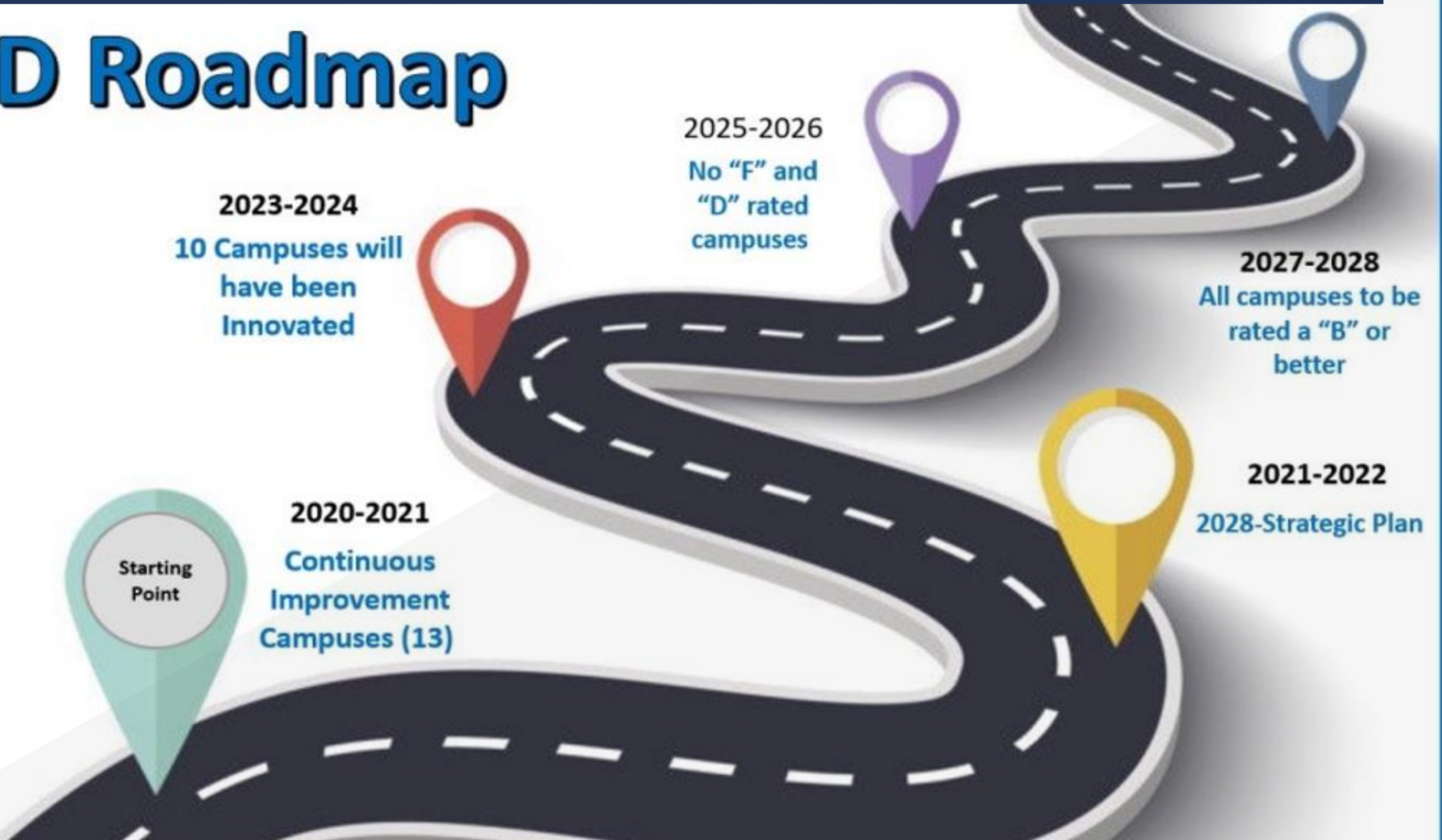


Increase family choice and student engagement



Streamline systems and processes

EISD Roadmap



Starting Point

2020-2021
Continuous Improvement Campuses (13)

2023-2024
10 Campuses will have been Innovated

2025-2026
No "F" and "D" rated campuses

2027-2028
All campuses to be rated a "B" or better

2021-2022
2028-Strategic Plan



P

Professional

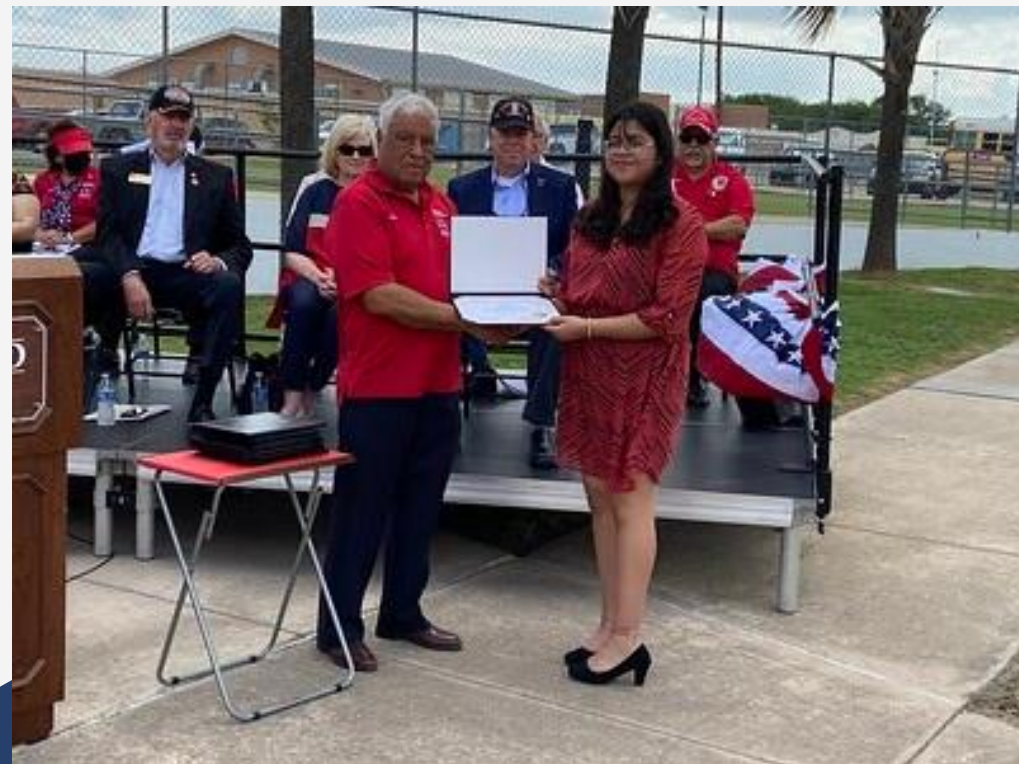
A

Accountable

C

Communication

COMPADRES FOR SCHOLARSHIPS



A graphic for the Summer Meal Program. It features a white background with various fruits like oranges, bananas, and watermelon slices scattered around. Three circular photos show children eating: a girl with glasses holding a pizza, a boy eating, and another boy smiling. The text "Summer" is in a dark red box, and "Meal Program" is in a yellow box. The Edgewood logo is in the bottom left corner.

Summer

Meal Program

Edgewood ISD will be offering free meals to anyone 18 years old or younger starting Monday, June 6, 2022 thru Friday, July 29, 2022.



CONSENT AGENDA



Board Meetings: All items requested for approval on the consent agenda were previously discussed with Board members at our June 7th meeting. In addition, Board members have received weekly Board updates on June 3rd, June 10th, and June 17th.

5 BOARD/SUPERINTENDENT GOALS



Martha Castilla
Board President



Stella Camacho
Vice President



Joseph M. Guerra
Board Secretary



Richard Santoyo
Board Member



Luis Gomez
Board Member



James Hernandez
Board Member



Frank Espinosa
Board Member

Dr. Eduardo Hernández
Superintendent of Schools

\$96,063,315

2022-23 BUDGET

Goal 1: Focus On Student Success
\$68,126,385

**Goal 2: Focus on Students, Families
and Community**
\$5,573,230

**Goal 3: Focus on Operational
Excellence**
\$19,876,886

**Goal 4: Focus on Employee
& Organizational Improvement**
\$1,352,016

**Goal 5: Focus on
Financial Stewardship**
\$1,134,798



Chief of Human Resources &
Student Services
5358 W. Commerce
San Antonio, TX 78237
210-898-2021



2022-2023 EDGEWOOD ISD RETENTION STIPEND

Mission Statement
Edgewood ISD provides an exceptional learning experience that engages, empowers, and prepares students to compete and reach their highest potential in an ever-changing World.

Vision Statement
For every child, success in life.
Edgewood Proud!

Goal 4 – Focus on Employees & Organizational Improvement

- The Superintendent will increase communication and visibility between parents, students, teachers, and community regarding the educational process, school, events, and a comprehensive plan that addresses family/resource and social services.
- The Superintendent will provide the School Board with a comprehensive communications plan that supports the branding and marketing of the district.
- The Superintendent will provide the School Board with a comprehensive plan that addresses safety and security.
- The Superintendent will continue to develop leadership advancement programs in order to grow our own leaders within the district.
- The Superintendent will continue to develop leadership advancement programs in order to grow our own leaders within the district.



Retention Stipend – Longevity Pay Program



Introduction

Effective July 1, 2022, Edgewood ISD will be issuing a Retention Stipend based on the longevity of an employee's length of commitment to the district. As we continue to stay competitive in the Bexar County area, this stipend is being extended as a means of gratitude and for retaining hard working employees to incentivize them for their loyalty, amid these difficult times.

Eligibility Status for Retention Stipend

To be eligible for retention stipend, an employee must be a full-time employee and must be in paid status on the first workday of the month.

Note: part-time, substitute teachers and/or temporary workers are not eligible for the retention stipend.



Retention Stipend Payout Provisions

The Retention Stipend is broken down by tier based on the years of service with Edgewood ISD. This stipend will be paid out in the month of December and in the month of June and will be in addition to the employee's base salary.

Retention Stipend Payment Table

TIER	YEARS IN DISTRICT	PAYOUT
Tier 1	0-5	\$100
Tier 2	6-10	\$200
Tier 3	11-15	\$300
Tier 4	16-20	\$400
Tier 5	21-25	\$500
Tier 6	26-30	\$600
Tier 7	30+	\$750

SCHEDULE A
MEETING
LET'S TALK ABOUT IT



Esperanza Soria
Wrenn Middle School

Goal 4: Focus on Employees and Organizational Improvement

Consent L - approval to offer up to \$3,000.00 sign-on bonus for classroom teachers hired for the 2022-2023 academic year with an amount not to exceed \$200,000.00

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio

WE'RE HIRING!
JOIN OUR TEAM

\$3,000 SIGN-ON BONUS

Complete an online application

***\$56,500**
BEGINNING TEACHER SALARY
*PROPOSED FOR THE 2022-2023 SCHOOL YEAR

\$4,000
STIPEND
FOR CERTIFIED BILINGUAL TEACHERS

\$10,000
ACE TEACHER STIPEND
PERALES ELEMENTARY & GUS GARCIA UNIVERSITY SCHOOL

\$400
MEDICAL INSURANCE
EMPLOYER CONTRIBUTION

FREE HEALTH CLINIC + MORE!
For questions, please call EISD Human Resources at 210-898-2020.



Chief of Human Resources &
Student Services
5358 W. Commerce
San Antonio, TX 78237
210-898-2021



Bilingual Stipend Proposal

Mission Statement

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Vision

For every child, success in life. Edgewood Proud!

Goal 4 – Focus on Employees and Organizational Improvement

- The Superintendent will create a handbook for use by principals across the district in order to have consistency on the campuses.
- The Superintendent will survey staff to get feed-back utilizing various employee satisfaction instruments.
- The superintendent will continue to develop and deploy a recruitment and induction process to attract and support new employees.
- The Superintendent will continue to develop leadership advancement programs in order to grow our own leaders within the district.



Background Information:

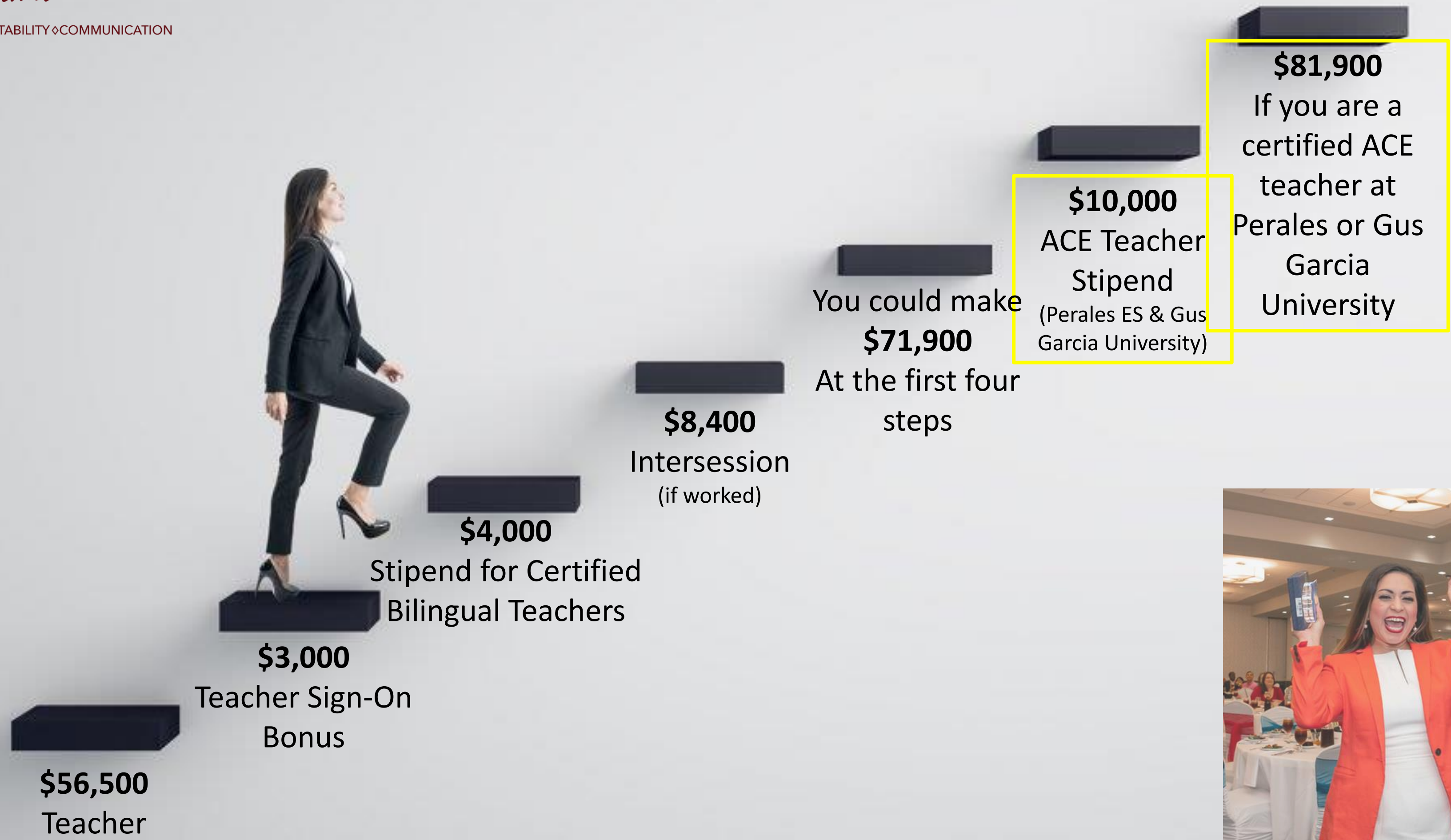
Bilingual teachers are required to hold a Bilingual certification and must be the teacher of record to be eligible for the Bilingual stipend.

The number of teachers indicated in the chart below are Bilingual certified teachers who are the teacher of record.

Proposal:

The proposal from Human Resources is to increase the Bilingual stipend by \$1,000, going from the current amount of \$3,000 to \$4,000.





\$56,500
Teacher

Teacher Sign-On
Bonus

\$3,000

Stipend for Certified
Bilingual Teachers

\$4,000

Intersession
(if worked)

\$8,400

You could make
\$71,900
At the first four
steps


\$10,000
ACE Teacher
Stipend
(Perales ES & Gus
Garcia University)

\$81,900
If you are a
certified ACE
teacher at
Perales or Gus
Garcia
University



Goal 5: Focus on Financial Stewardship

Consent O - approval of the Edgewood ISD Budget and Proposed 2022 Tax Rate



2022-2023 TAX RATE & BUDGET | June 7, 2022
PAMELA BENDELE, CHIEF FINANCIAL OFFICER

Goal 4: Focus on Employees and Organizational Improvement

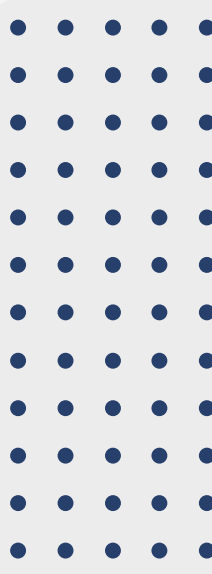
Consent M - approval of the Edgewood ISD 2022-2023 Compensation Plan

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San Antonio



Board Workshop
Compensation Plan
Recommendations
SY 2022 – 2023

Cynthia Trevino
Chief of HR & Student Services
June 7, 2022



Real Estate Appraisal Services

Vendor lists over \$50K

Tax Levy Payments

Cooperative Purchasing Contracts

Board Resolution – Investment Policy and Strategies

Investment Brokers and Dealers

Monthly Donations

Quarterly Investment Report

2021-2022 Final Budget Amendment

Goal 5: Focus on Financial Stewardship



#1 OUTCOME
Graduate ALL scholars College, Career, or Military ready per their expected date of graduation.



Goal 2: Focus on Students, Families, and Community
Goal 3: Focus on Operational Excellence

Consent 1 - approval of the adoption of the Edgewood ISD Board Resolution regarding Hazardous Bus Routing for the 2022-2023 school year

Department of Transportation



Goal 3: Focus on Operational Excellence
Goal 5: Focus on Financial Stewardship



Consent J - approval requesting authority to execute the contract with O'Connell Robertson Architect Firm to reflect the 2022-2023 Hourly Rates



O'CONNELL
ROBERTSON

Goal 1: Focus on Student Success
Goal 2: Focus on Students, Families, and Community
Goal 3: Focus on Operational Excellence
Goal 4: Focus on Employees and Organizational Improvement

Consent K - approval for the purchase renewal of Network Managed services for District Private Cellular Network for the 2022-2023 school year in the amount of \$66,000.00

Goal 1: Focus on Student Success

Goal 2: Focus on Students, Families, and Community

Goal 3: Focus on Operational Excellence

Goal 4: Focus on Employees and Organizational Improvement

Goal 5: Focus on Financial Stewardship

Consent X - approval to renew the District Legal Counsel Contract for the 2022-2023 school year





**Next Board Meeting
July 25, 2022**

Follow Us on Social Media:



Dr. Hernandez:
Edgewood ISD:

@DrH_OnTheEdge
@EISDofSA



Dr. Hernandez
Edgewood ISD

@drhontheedge
@Eisdofsa



Edgewood ISD:

[eisdofsa](#)



Dr. Hernandez:

Superintendent@eisd.net



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