



5:00 P.M.

SCHOOL BOARD

DECEMBER 18, 2025

BOARD AUDITORIUM AND BOARD SERVICES CONFERENCE ROOM

4400 WEST 18TH STREET

HOUSTON, TEXAS 77092

The purpose of the Houston Independent School District School Board is to represent the vision and values of the community, and consistent with that, govern the administration of the Houston Independent School District in a manner that best allows for the improvement of academic outcomes for all the students we serve. The School Board must be able to do its work of governing, including deliberations and decision-making, in orderly meetings held open to the public.

In order to (i) ensure we can efficiently address the needs of our students, (ii) allow for necessary deliberations and discussions to occur, (iii) give all members of the public an opportunity to participate and observe the school board's meetings, and (iv) provide appropriate translation services for non-English speaking members of the HISD community, we will adhere to the following rules and norms:

- Public comment during School Board meetings will only be available to those persons who have signed up to speak prior to the meeting time per current protocol.
- Verbal and other disruptions by persons during the School Board meetings are not acceptable as they inhibit the board's ability to conduct business and the public's ability to observe those processes. Persons who participate in such behavior will be given one warning and if the behavior is repeated, they will be asked to leave the meeting.
- Seating in the board room is available on a first come, first served basis for all persons, including those who have signed up to speak during public comment. Overflow seating may be available, also on a first come, first served basis.

A member of the community wishing to address the board may do so in person or by live video via Zoom. For either method, a person who wishes to address the board must register with the Board Services Department by 12:00 p.m. the day before the meeting. Any supporting information (e.g., handouts) regarding the community member's concern shall be filed with Board Services by 12:00 p.m. the day before the meeting. Further details and instructions for registering to speak are available at:

<https://www.houstonisd.org/board-governance/board-meetings>

The agenda packet for this meeting is available at:
<https://houstonisd.legistar.com/calendar.aspx>

The board meeting may be viewed via:

- Website <https://houstonisd.org/livestream>

A recording of the meeting will be made available at:
<https://houstonisd.legistar.com/calendar.aspx>

The items on this agenda may be taken in any order.

No agenda or district business will be discussed except as noticed below and any action will occur in the room open to the public. It is the intent of the district to have, and the meeting will have, a quorum physically present at this location. The above location will be equipped with video conference equipment.

BOARD AUDITORIUM – OPEN SESSION

- Call to Order
- Speakers to Agenda Items
- Recess to Closed Session under Sections 551.004 through 551.089 of the Texas Government Code for the Purposes Listed in this Notice
- Reconvene in Open Session
- Consideration and Possible Action on Matters Discussed in Closed Session

HEARING ITEMS

1. Cynthia Cornell, nurse, Fondren Middle School
2. Ty'Aunna Spencer, teacher, Lovett Elementary School
3. Tyrone Shealy, employee, Askew Elementary School
4. Alesia Louis, former employee, Stevens Elementary School
5. Brionne Gilbert, former employee, Transportation Department

CLOSED SESSION**Personnel**

- a) Deliberate the duties of the superintendent of schools, chief officers, deputy chief officers, executive directors, principals, employees, and board members; evaluations of the superintendent; consideration of compensation, and contractual provisions of same.
- b) Consider and approve proposed appointments, reassignments, proposed terminations, terminations/suspensions, contract lengths, proposed nonrenewals, renewals, and resignations/retirements of personnel including teachers, assistant principals, principals, chiefs, division superintendents, senior executive directors, executive directors, directors, and other administrators, and, if necessary, approve waiver and release and compromise agreements.
- c) Hear complaints against and deliberate the appointment, evaluation, and duties of public officers or employees and resolution of same.

Legal

- a) Matters on which the district's attorney's duty to the district under the Code of Professional Responsibility clearly conflicts with the Texas Open Meetings Law, including specifically any matter listed on this agenda and meeting notice.
- b) Pending or contemplated litigation matters and status report.
- c) Update on federal law enforcement activity on February 27, 2020.
- d) Update and possible action in the matter of Nathan v. Alamo Heights Independent School District, in the Western District of Texas, San Antonio Division, Civil Action No. 5:25-cv-00756.
- e) Update and possible action in the matter of Houston Federation of Teachers v. Mike Miles, in the District Court of Harris County, Texas, 164 Judicial District, Cause No. 2025-53237.
- f) GSA Network et al., v. Mike Morath, Houston ISD et al., in the Southern District of Texas, Civil Action No. 4:25-CV-04090.

District Safety, Emergency Management, And Security Audits

- a) Discussion of district safety concerns, including districtwide intruder detection audit report findings and HB3 compliance.

CLOSED SESSION AUTHORIZATION DURING MEETING

If during the course of the meeting covered by this notice the board should determine that a closed or executive meeting or session of the board should be held or is required, then such closed or executive meeting or session as authorized by Chapter 551 of the Texas

Government Code (the Open Meetings Act) will be held by the board at the date, hour, and place given in this notice or as soon after the commencement of the meeting covered by this notice as the board may conveniently meet in such closed or executive session concerning any and all subjects and for any and all purposes permitted by Section 551.071 through Section 551.089 inclusive of said Open Meetings Act.

Should any final action, final decision, or final vote be required in the opinion of the board with regard to any matter considered in such closed or executive session, then such final action, final decision, or final vote shall be at either:

- a) the open meeting covered by this notice upon the reconvening of this public meeting, or
- b) a subsequent public meeting of the board upon notice thereof, as the board shall determine.

ADJOURN**CERTIFICATE AS TO POSTING OR GIVING OF NOTICE**

On this 12 day of December 2025 at 3:00 p.m., this notice was posted on a bulletin board located at a place convenient to the public in the HMW Educational Support Center of the Houston Independent School District, the address of which is 4400 West 18th Street, Houston, Texas, as well as on the district's public web portal.



Emily A. Smith, M.Ed.
Executive Director, Board Relations
Houston Independent School District