



**HISD School Board - December 18, 2025**

**ADJOURNMENT TO CLOSED SESSION**

The board adjourned to closed session under Chapter 551 of Texas Government Code, Open Meetings Act, Subsections 551.071 through 551.089 at 5:29 p.m. for the purposes stated in the notice of this meeting. If any final action, vote, or decision on any matter considered in the closed session was required, such final action, vote, or decision was taken at the open meeting covered by this notice upon the reconvening of this public meeting or at a subsequent public meeting of the board upon notice thereof.

**RECONVENED IN OPEN SESSION IN THE BOARD AUDITORIUM**

Board President Campo declared the meeting reconvened at 5:34 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

1. Cynthia Cornell, nurse, Fondren Middle School

On motion by board member Cruz Arnold, with a second by board member Lemond Flowers, the board voted to adopt the decision and recommendation of the independent hearing examiner, adopt the findings of fact and conclusions of law recommended by the independent hearing examiner, and terminate Cynthia Cornell's one-year probationary contract.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Angela Lemond Flowers
<b>AYE:</b>	Campo, Lemond Flowers, and Cruz Arnold
<b>NAY:</b>	
<b>ABSTAIN:</b>	

2. Ty'Aunna Spencer, teacher, Lovett Elementary School

**ADJOURNMENT TO CLOSED SESSION**

The board adjourned to closed session under Chapter 551 of Texas Government Code, Open Meetings Act, Subsections 551.071 through 551.089 at 6:20 p.m. for the purposes stated in the notice of this meeting. If any final action, vote, or decision on any matter considered in the closed session was required, such final action, vote, or decision was taken at the open meeting covered by this notice upon the reconvening of this public meeting or at a subsequent public meeting of the board upon notice thereof.

**RECONVENED IN OPEN SESSION IN THE BOARD AUDITORIUM**

Board President Campo declared the meeting reconvened at 6:33 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

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2. Ty'Aunna Spencer, teacher, Lovett Elementary School

On motion by board member Cruz Arnold, with a second by Board President Campo, the board voted to adopt the hearing officer's finding of fact and conclusions of law, except for Conclusions of Law Number 15, and that the board adopt the conclusions of law, rationale, and recommendation set forth in petitioner's proposed motion and that the board terminate the contract of Ty'Aunna Spencer effective immediately.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Ric Campo
<b>AYE:</b>	Campo, and Cruz Arnold
<b>NAY:</b>	Lemond Flowers
<b>ABSTAIN:</b>	

3. Tyrone Shealy, employee, Askew Elementary School

Hearing 3 was settled before the meeting.

4. Alesia Louis, former employee, Stevens Elementary School

Hearing 4 was postponed before the meeting.

5. Brionne Gilbert, former employee, Transportation Department

On motion by board member Lemond Flowers, with a second by board member Cruz Arnold, the board voted to deny all requested relief not previously granted by the Level II hearing officer and uphold the decision of the Level II hearing officer.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Angela Lemond Flowers
<b>SECONDER:</b>	Michelle Cruz Arnold
<b>AYE:</b>	Campo, Lemond Flowers, and Cruz Arnold
<b>NAY:</b>	
<b>ABSTAIN:</b>	

### 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.

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- 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.

### **ADJOURN**

There being no further business, the meeting adjourned at 6:35 p.m.

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Ric Campo  
School Board, President  
Houston Independent School District



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Paula Mendoza  
School Board, Secretary  
Houston Independent School District