



**5:00 P.M.**

**SCHOOL BOARD**

**SEPTEMBER 11, 2025**

**BOARD AUDITORIUM AND BOARD SERVICES CONFERENCE ROOM**

**4400 WEST 18TH STREET  
HOUSTON, TEXAS 77092**

**MEETING HELD - PURPOSE**

The School Board of the Houston Independent School District (HISD) held a regular meeting on September 11, 2025, beginning at 5 p.m. in the board auditorium of the Hattie Mae White Educational Support Center, 4400 West 18th St., Houston, TX 77092.

**MEETING CALLED TO ORDER – MEMBERS PRESENT**

Board President Campo called the meeting to order at 5:02 p.m. and declared the board convened to consider matters pertaining to HISD as listed on the duly posted meeting notice.

**Present:**

Board President Ric Campo  
Board Secretary Paula Mendoza  
Board Member Michelle Cruz Arnold  
Board Member Edgar Colón  
Board Member Janette Garza Lindner  
Board Member Marty Goossen  
Board Member Lauren Gore  
Board Member Marcos Rosales

**Absent:**

Board Vice President Angela Lemond Flowers

**Meditation and Pledge of Allegiance**

Cadet Jayden Flores, Cadet Master Chief Petty Officer of the Navy Junior Reserve Officer Training Corps at Madison High School, led the silent meditation, Pledge of Allegiance, and Pledge to the Texas Flag.

**Speakers to Agenda Items and Hearing of the Community**

**BOARD MEMBER REPORTS AND COMMENTS**

**RECOGNITIONS**

Board President Campo recognized elected officials in attendance.  
Superintendent of Schools Miles recognized Principals of the Year.

**REPORTS FROM THE SUPERINTENDENT**

- Houston Challenge

**DISCUSSION AND REPORT ITEMS**

1. Acceptance Of Board Monitoring Update: Presentation Of Goal 3, Progress Measures 3.4 And 3.5, Goal 4, And Progress Measures 4.1, 4.2, And 4.3
2. Acceptance Of Board Monitoring Update: Presentation Of Constraint Progress Measures 2.1 And 2.2

**Speakers to Agenda Items and Hearing of the Community**

**ROLL CALL UPDATE**

Board Vice President Flowers arrived at 7:10 p.m.

**Present:**

Board President Ric Campo  
Board Vice President Angela Lemond Flowers  
Board Secretary Paula Mendoza  
Board Member Michelle Cruz Arnold  
Board Member Edgar Colón  
Board Member Janette Garza Lindner  
Board Member Marty Goossen  
Board Member Lauren Gore  
Board Member Marcos Rosales

## HISD School Board - September 11, 2025

1. Acceptance Of Board Monitoring Update: Presentation Of Goal 3, Progress Measures 3.4 And 3.5, Goal 4, And Progress Measures 4.1, 4.2, And 4.3

On motion by board member Cruz Arnold, with a second by board member Garza Lindner, the board voted to accept item 1.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Janette Garza Lindner
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

2. Acceptance Of Board Monitoring Update: Presentation Of Constraint Progress Measures 2.1 And 2.2

On motion by board member Rosales, with a second by Board Secretary Mendoza, the board voted to accept item 2.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Marcos Rosales
<b>SECONDER:</b>	Paula Mendoza
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

## HISD School Board - September 11, 2025

### 9. Approval Of Resolution Adopting Tax Rate And Levying Ad Valorem Taxes For Tax Year 2025

On motion by board member Goossen, with a second by board member Cruz Arnold, the board voted to approve that the property tax rate be increased by the adoption of a tax rate of Eighty Four and Eighty Nine Hundredths cents per each One Hundred Dollars (\$0.8489), which is effectively a 4.57 percent increase in the tax rate, and further to approve the Resolution and Ordinance adopting the tax rate and levy ad valorem taxes for the year 2025, as reflected in the Resolution.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Marty Goossen
<b>SECONDER:</b>	Michelle Cruz Arnold
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

### **CONSENT AGENDA**

On motion by board member Rosales, with a second by board member Garza Lindner, the board voted to approve the items on the consent agenda.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Marcos Rosales
<b>SECONDER:</b>	Janette Garza Lindner
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

3. Approval Of Proposed Cancellation Of Elections In Single-Member Districts I And IX And Resolution And Order For Unopposed Single-Member Districts I And IX For The November 4, 2025, Trustee Elections
4. Adoption Of A Resolution Nominating A Candidate To Fill A Vacancy On The Board Of Directors Of The Harris Central Appraisal District
5. Approval Of Appointment Of A Houston Independent School District Representative To The Houston Land Bank Board Of Directors
6. Approval Of Project 25-03-16-55 And Related Expenditures From July 17, 2024, Through June 13, 2025

## HISD School Board - September 11, 2025

7. Approval Of Changes To The *Student Code Of Conduct* To Comply With House Bill 6
8. Approval Of Vendor Awards For Purchases Which Cost \$1,000,000 Or More And Purchases Associated With A Board-Approved Cooperative Or Intergovernmental Interlocal Agreement
10. Approval Of Certification Waiver For Teachers, Counselors, And Assistant Principals For The 2025-2026 School Year
11. Authority To Negotiate, Execute, And Amend Agreements And/Or Interlocal Memorandums Of Understanding With Community Agencies, Residential Facilities, And Educational Service Providers For Appraisal, Related, Instructional, And/Or Consultant Services For Students With Disabilities
12. Approval Of Additional Bus Stops In Hazardous Walking Zone Areas For Fiscal Year 2025-2026
13. Authority To Negotiate, Execute, And Amend An Interlocal Agreement And/Or Contract With The Texas Department Of Public Safety For School Bus Operator Driver's License And Record Checks
14. Approval Of Proposed Revisions To Board Policy DBAA(LOCAL), *Employment Requirements And Restrictions: Pre-Employment Reviews*-Second Reading
15. Approval Of Proposed Revisions To Board Policy DC(LOCAL), *Employment Practices*-Second Reading
16. Approval Of Proposed Revisions To Board Policy DFD(LOCAL), *Termination Of Employment: Hearings Before Hearing Examiner*-Second Reading
17. Approval Of Proposed Revisions To Board Policy DGBA(LOCAL), *Personnel-Management Relations: Employee Complaints/Grievances*-Second Reading
18. Approval Of Proposed Revisions To Board Policy DH(LOCAL), *Employee Standards Of Conduct*-Second Reading
19. Approval Of Proposed Revisions To Board Policy DN(LOCAL), *Performance Appraisal*-Second Reading
20. Approval Of Proposed Revisions To Board Policy DNA(LOCAL), *Performance Appraisal: Evaluation Of Teachers*-Second Reading
21. Approval Of Proposed Revisions To Board Policy DNB(LOCAL), *Performance Appraisal: Evaluation Of Campus Administrators*-Second Reading
22. Approval Of Proposed Revisions To Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*-Second Reading

## HISD School Board - September 11, 2025

23. Approval Of Proposed Revisions To Board Policy FNG(LOCAL), *Student Rights And Responsibilities: Student And Parent Complaints/Grievances*-Second Reading
24. Approval Of Proposed Revisions To Board Policy GF(LOCAL), *Public Complaints*-Second Reading
25. Approval Of Proposed Revisions To Board Policy BE(LOCAL), *Board Meetings*-First Reading
26. Approval Of Proposed Revisions To Board Policy BED(LOCAL), *Board Meetings: Public Participation*-First Reading
27. Approval Of Proposed Revisions To Board Policy CE(LOCAL), *Annual Operating Budget*-First Reading
28. Approval Of Proposed Revisions To Board Policy CH(LOCAL), *Purchasing and Acquisition*-First Reading
29. Approval Of Proposed Deletion Of Board Policy EA(LOCAL), *Instructional Goals And Objectives*-First Reading
30. Approval Of Proposed Revisions To Board Policy DFBB(LOCAL), *Term Contracts: Nonrenewal*-First Reading
31. Approval Of Proposed Revisions To Board Policy FFAC(LOCAL), *Wellness And Health Services: Medical Treatment*-First Reading
32. Approval Of Proposed Revisions To Board Policy GKD(LOCAL), *Community Relations: Nonschool Use Of School Facilities*-First Reading
33. Consideration And Approval Of Minutes From Previous Meetings

### **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 7:23 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 8:42 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

**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.

On motion by board member Garza Lindner, with a second by board member Rosales, the board voted to approve the Superintendent's evaluation and performance plan recommendation as discussed in closed session, effective September 11, 2025.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Janette Garza Lindner
<b>SECONDER:</b>	Marcos Rosales
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

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.

On motion by board member Garza Lindner, with a second by board member Cruz Arnold, the board voted to approve the closed session personnel agenda, including specifically the proposed terminations/nonrenewals of continuing, term, performance, and probationary contracts and authorize the Superintendent, or designee, to provide notice of same; to approve suspensions without pay for continuing, term, and probationary contracts and authorize the Superintendent, or designee, to provide notice of same; to void continuing term, probationary, and performance contracts and authorize the Superintendent or designee, to provide notice of same; to approve withdrawals of contract recommendations, and to approve issuance of final orders on contract terminations and nonrenewals, as discussed in closed session, effective September 11, 2025.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Janette Garza Lindner
<b>SECONDER:</b>	Michelle Cruz Arnold
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

## HISD School Board - September 11, 2025

- 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.

On motion by board member Garza Lindner, with a second by Board Secretary Mendoza, the board voted to reaffirm the September 2023 Resolution claiming a good cause exception to the specified requirement of HB 3 – now HB121 – due to lack of personnel qualified to serve as security officers, and lack of funds; and that the board delegates authority to the superintendent to develop, amend, and implement an alternative standard for compliance, effective September 11, 2025.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Janette Garza Lindner
<b>SECONDER:</b>	Paula Mendoza
<b>AYE:</b>	Campo, Lemond Flowers, Mendoza, Cruz Arnold, Colón, Garza Lindner, Goossen, Gore, and Rosales
<b>NAY:</b>	
<b>ABSTAIN:</b>	

## HISD School Board - September 11, 2025

### ADJOURN

There being no further business, the meeting adjourned at 8:46 p.m.



---

Ric Campo  
School Board, President  
Houston Independent School District



---

Paula Mendoza  
School Board, Secretary  
Houston Independent School District