



5:00 P.M.

SCHOOL BOARD

NOVEMBER 13, 2025

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BOARD AUDITORIUM AND BOARD SERVICES CONFERENCE ROOM

4400 WEST 18TH STREET

HOUSTON, TEXAS 77092

**At the November 13, 2025, School Board meeting, all agenda items were approved as presented except item 10, which was not considered.**

**Additional information may be obtained from the Board Services Office, 713-556-6121.**

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:

- AT&T Uverse HISD TV Channel 99
- Comcast HISD TV Channel 18
- Website <https://houstonisd.org/livestream>
- YouTube <https://www.youtube.com/@hisdnow>

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

Any item that establishes, modifies, or deletes board policy may, at the board's discretion, be passed and become effective immediately following first reading.

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

Unless removed from the consent agenda in accordance with Robert's Rules of Order, Newly Revised, and/or board operating procedures, items identified within the consent agenda will be acted on at one time.

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
- Meditation and Pledge of Allegiance
- Speakers to Agenda Items
- Board Member Reports and Comments
- Recognitions
- Reports from the Superintendent

- Consideration and Approval of 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

**BOARD MEMBER REPORTS AND COMMENTS**

Reports and comments from the board president and board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

**REPORTS FROM THE SUPERINTENDENT**

Reports and comments by the superintendent of schools regarding meetings and conferences attended, schools visited, community and district activities, initiatives, and educational programs, on which there will be no action. Topics may include curriculum and instruction, student achievement, student attendance, discipline data, and teacher retention. The items may be discussed, but no final action will be taken on these items at this meeting.

**DISCUSSION AND REPORT ITEMS**

1. Update And Annual Report From The Board Audit Committee

**ITEMS PULLED FROM CONSENT AGENDA**

2. Consideration And Adoption Of Temporary Goal Progress Measures And Targets For School Year 2025-2026
3. Acceptance And Adoption Of Proposed Temporary Revisions To The Lone Star Governance Monitoring Calendar
4. Consideration And Adoption Of New Goal Progress Measure Targets For Goal Progress Measure 3.2

**CONSENT AGENDA**

5. Approval To Cast Votes For Martina Lemond Dixon For Membership On The Board Of Directors Of The Harris Central Appraisal District
6. Approval Of The Goals And Measurable Objectives For 2025-2026 School Improvement Plans
7. Approval Of The 2024-2025 Bilingual And English As A Second Language Program Evaluation Report

8. Approval Of 2025-2026 District Improvement Plan
9. 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 The *Annual Comprehensive Financial Report* For The Fiscal Year Ending June 30, 2025
11. Approval Of Resolution Regarding The District's Intention To Issue Tax-Exempt Obligations
12. Approval Of An Order Authorizing The Issuance Of Houston Independent School District Limited Tax Refunding Bonds, As Term Rate Or Fixed Rate Bonds, In One Or More Series; Setting Certain Parameters For The Bonds; And Authorizing A Pricing Officer To Approve The Amount, The Interest Rate, And Price, Including The Terms Thereof And Certain Other Procedures And Provisions Related Thereto
13. Approval Of Proposed Revisions To Board Policy BBE(LOCAL), *Board Members: Authority-Second Reading*
14. Approval Of Proposed Revisions To Board Policy BDAA(LOCAL), *Officers And Officials: Duties And Requirements Of Board Officers-Second Reading*
15. Approval Of Proposed Revisions To Board Policy BDB(LOCAL), *Board Internal Organization: Board Committees-Second Reading*
16. Approval Of Proposed Establishment Of Board Policy BDF(LOCAL), *Board Internal Organization: Advisory Committees-Second Reading*
17. Approval Of Proposed Revisions To Board Policy CY(LOCAL), *Intellectual Property-Second Reading*
18. Approval Of Proposed Deletion Of Board Policy DAA(LOCAL), *Employment Objectives: Equal Employment Opportunity-Second Reading*
19. Approval Of Proposed Deletion Of Board Policy DAB(LOCAL), *Employment Objectives: Genetic Nondiscrimination-Second Reading*
20. Approval Of Proposed Revisions To Board Policy DF(LOCAL), *Termination Of Employment-Second Reading*
21. Approval Of Proposed Revisions To Board Policy DFAA(LOCAL), *Probationary Contracts: Suspension/Termination During Contract-Second Reading*
22. Approval Of Proposed Revision To Board Policy DFBA(LOCAL), *Term Contracts: Suspension/Termination During Contract-Second Reading*

23. Approval Of Proposed Revisions To Board Policy DFCA(LOCAL), *Continuing Contracts: Suspension/Termination*-Second Reading
24. Approval Of Proposed Deletion Of Board Policy EHBC(LOCAL), *Special Programs: Compensatory Services And Intensive Programs*-Second Reading
25. Approval Of Proposed Revisions To Board Policy EI(LOCAL), *Academic Achievement*-Second Reading
26. Approval Of Proposed Revisions To Board Policy CDC(LOCAL), *Other Revenues: Gifts and Solicitations*-First Reading
27. Approval Of Proposed Revisions To Board Policy FDE(LOCAL), *Admissions: School Safety Transfers*-First Reading
28. Approval Of Proposed Revisions To Board Policy FFG(LOCAL), *Student Welfare: Child Abuse and Neglect*-First Reading
29. Consideration And Approval Of Minutes From Previous Meetings

**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, including Resignation and Release Agreement for former Chief Human Resources Officer Jessica Neyman.
- 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 7th day of November 2025 at 5:30 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.



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