



**HISD School Board - November 20, 2025**

1. Maria Fantini, teacher, Garden Oaks Montessori

**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 5:59 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 6:34 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

1. Maria Fantini, teacher, Garden Oaks Montessori

On motion by board member Cruz Arnold, with a second by board member Gore, the board voted to grant petitioner’s proposal to change the hearing officer’s recommendation for the reasons stated therein; to reject the conclusion of law 4, reject and change conclusions of law 6 through 11, and change findings of fact 9 and 14 as outlined in petitioner’s proposal; to adopt the hearing officer’s recommendation, findings of fact, and conclusions of law as amended by petitioner’s proposal, and consistent with this motion to terminate the employment of Maria Fantini and nonrenew her term contract effective immediately.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Lauren Gore
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<b>NAY:</b>	
<b>ABSTAIN:</b>	

2. Jamie Russo, teacher, Mandarin Immersion Magnet 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 7:01 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.

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

Board President Campo declared the meeting reconvened at 7:17 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

2. Jamie Russo, teacher, Mandarin Immersion Magnet School

On motion by board member Gore, with a second by board member Cruz Arnold, the board voted to make all the changes to the independent hearing examiner's recommended findings of fact and conclusions of law, no matter how labeled, as set forth in the pleading submitted by administration titled "Decision of the Houston Independent School District School Board - proposed by administration" for the reasons and legal bases as set forth in such pleading; to adopt the hearing officer's recommendation, finding of fact, and conclusions of law as amended by the pleading, and consistent with this motion to nonrenew Jamie Russo's term contract and terminate her employment effective immediately.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Lauren Gore
<b>SECONDER:</b>	Michelle Cruz Arnold
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<b>NAY:</b>	
<b>ABSTAIN:</b>	

3. Dawn Moses, teacher, Barrick 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 7:43 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 8:06 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

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3. Dawn Moses, teacher, Barrick Elementary School

On motion by board member Cruz Arnold, with a second by board member Gore, the board voted to grant the relief requested in petitioner’s pleading titled “Decision of the Houston Independent School District Board of Managers - proposed by administration” for the reasons stated therein; to modify the introduction paragraph on page 1 as requested; to modify the first paragraph of the discussion section as requested; to modify the second, fourth, ninth, and twelfth paragraphs as requested; to modify the sixth and eighth conclusions of law and reject the seventh conclusion of law as requested; to adopt the hearing officer’s recommendation, conclusions of law, and findings of fact as modified by this motion, and consistent with this motion to terminate the employment of Dawn Moses and nonrenew her contract effective immediately.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Lauren Gore
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<b>NAY:</b>	
<b>ABSTAIN:</b>	

4. Samantha Odom, teacher, Ross Elementary School

Hearing 4 was withdrawn before the meeting.

5. Student Expulsion Appeal, A. A., Meyerland Middle School

Hearing 5 was withdrawn before the meeting.

6. Jeremy Lawrence, parent, Meyerland Middle School

On motion by board member Gore, with a second by board member Cruz Arnold, the board voted to uphold the decision of the level II hearing officer and deny the grievance.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Lauren Gore
<b>SECONDER:</b>	Michelle Cruz Arnold
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<b>NAY:</b>	
<b>ABSTAIN:</b>	

7. Melissa Yarborough, parent, Wharton Dual Language Academy

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### **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 8:48 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 9:16 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

7. Melissa Yarborough, parent, Wharton Dual Language Academy

On motion by board member Cruz Arnold, with a second by board member Gore, the board voted to uphold the decision of the level II hearing officer and deny the grievance.

<b>RESULT:</b>	<b>APPROVED</b>
<b>MOVER:</b>	Michelle Cruz Arnold
<b>SECONDER:</b>	Lauren Gore
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<b>NAY:</b>	
<b>ABSTAIN:</b>	

8. People's Choice Association Union v HISD (Transportation Employees)

### **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 9:40 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 9:53 p.m. to consider matters pertaining to HISD as listed on the duly posted meeting notice.

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### 8. People's Choice Association Union v HISD (Transportation Employees)

On motion by board member Cruz Arnold, with a second by board member Gore, 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>	Michelle Cruz Arnold
<b>SECONDER:</b>	Lauren Gore
<b>AYE:</b>	Campo, Cruz Arnold, and Gore
<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.
- 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.

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- 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 9:55 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