



5:00 P.M.

SCHOOL BOARD

AUGUST 14, 2025

BOARD AUDITORIUM AND BOARD SERVICES CONFERENCE ROOM

4400 WEST 18TH STREET

HOUSTON, TEXAS 77092

At the August 14, 2025, School Board meeting, all agenda items were approved as presented.

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 OFFICE 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/PAGE/32478](https://www.houstonisd.org/page/32478).

THE AGENDA PACKET FOR THIS MEETING IS AVAILABLE AT [HTTPS://HOUSTONISD.LEGISTAR.COM/CALENDAR.ASPX](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://WWW.HOUSTONISD.ORG/LIVETV](https://www.houstonisd.org/livetv)
- YOUTUBE [HTTPS://WWW.YOUTUBE.COM/@HISDNOW](https://www.youtube.com/@HISDNOW)

A RECORDING OF THE MEETING WILL BE MADE AVAILABLE AT: [HTTPS://HOUSTONISD.LEGISTAR.COM/CALENDAR.ASPX](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 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
- RECOGNITIONS
- SPEAKERS TO AGENDA ITEMS
- HEARING OF THE COMMUNITY
- PUBLIC HEARING REGARDING THE STATE COMPENSATORY EDUCATION EVALUATION SUMMARY
- REPORTS FROM THE SUPERINTENDENT
- CONSIDERATION AND APPROVAL OF AGENDA ITEMS
- BOARD MEMBER REPORTS AND COMMENTS
- 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

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.

- **2024–2025 ACCOUNTABILITY UPDATE**

DISCUSSION AND REPORT ITEMS

1. Report Of Legal Policy Changes From Texas Association Of School Boards Update 125
2. Acceptance Of Board Monitoring Update: Presentation Of Goal 1 Progress Measures 1.1, 1.2, and 1.3 and Goal 2 Progress Measures 2.1, 2.2, and 2.3
3. Debt Management Activity Report
4. Annual Investment Report

5. Purchasing Services Quarterly Report
6. Budget To Actual Report

CONSENT AGENDA

7. Review And Approval Of The Board's Quarterly Self-Evaluation
8. Appointment Of A Houston Independent School District Representative To The Tax Increment Reinvestment Zone 18 Board Of Directors
9. Approval Of A Director Appointment To The Houston Independent School District Public Facility Corporation Board Of Directors
10. Approval Of A Delegate And Alternate For The 2025 Texas Association Of School Boards Delegate Assembly
11. Resolution Ordering November 4, 2025, General Election For Houston Independent School District Single-Member Districts I, V, VI, VII, and IX, And Authority To Negotiate And Execute An Agreement With Harris County To Conduct Joint Elections
12. Approval Of A Member Appointment To The Houston Independent School District Board Audit Committee
13. Approval Of Appointment To The Council Of The Great City Schools
14. Approval Of Appointment To The School Safety And Security Committee
15. Authority To Negotiate, Execute, and Amend An Interlocal Partnership Agreement With The Harris County Department Of Education For The BridgeYear Career Test Drive Fair
16. Authority To Renew Partnerships With AVANCE-Houston, Inc.; Gulf Coast Community Services Association; Harris County Department Of Education; And BakerRipley, For Head Start Prekindergarten Collaborative Programs
17. Approval Of Revisions To And Ratification Of The 2025-2026 *Student Code Of Conduct*
18. 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
19. Adoption Of Resolution Approving Prevailing Wage Update
20. Delegation Of Authority To The Superintendent Of Schools To Obligate The District For Excess Revenue Contracts And Agreements

21. Authority To Negotiate And Execute The Region 4 Regional Day School Program For The Deaf Shared Services Arrangement Agreement With Region 4 Education Service Center; Pasadena, Deer Park, Aldine, And Spring Independent School Districts; Bloom Academy; And Draw Academy For The 2025-2026 School Year
22. Approval Of Proposed Revisions To Board Policy CW(LOCAL), *Naming Facilities*-Second Reading
23. Approval Of Proposed Revisions To Board Policy DCD(LOCAL), *Employment Practices: At-Will Employment*-Second Reading
24. Approval Of Proposed Deletion Of Board Policy EF(LOCAL), *Instructional Resources*-Second Reading
25. Approval Of Proposed Establishment Of Board Policy EFA(LOCAL), *Instructional Resources: Instructional Materials*-Second Reading
26. Approval Of Proposed Establishment Of Board Policy EFB(LOCAL), *Instructional Resources: Library Materials*-Second Reading
27. Approval Of Proposed Revisions To Board Policy EHBB(LOCAL), *Special Programs: Gifted And Talented Students*-Second Reading
28. Approval Of Proposed Revisions To Board Policy FFAC(LOCAL), *Wellness And Health Services: Medical Treatment*-Second Reading
29. Approval Of Proposed Revisions To Board Policy FFAF(LOCAL), *Wellness and Health Services: Care Plans*-Second Reading
30. Approval Of Proposed Revisions To Board Policy GKA(LOCAL), *Community Relations: Conduct On School Premises*-Second Reading
31. Approval Of Proposed Revisions To Board Policy DBAA(LOCAL), *Employment Requirements And Restrictions: Pre-Employment Reviews*-First Reading
32. Approval Of Proposed Revisions To Board Policy DC(LOCAL), *Employment Practices*-First Reading
33. Approval Of Proposed Revisions To Board Policy DEC(LOCAL), *Compensation And Benefits: Leaves And Absences*
34. Approval Of Proposed Revisions To Board Policy DFD(LOCAL), *Termination Of Employment: Hearings Before Hearing Examiner*-First Reading
35. Approval Of Proposed Revisions To Board Policy DGB(LOCAL), *Employee Rights And Privileges: Personnel-Management Relations*
36. Approval Of Proposed Revisions To Board Policy DGBA(LOCAL), *Personnel-Management Relations: Employee Complaints/Grievances*-First Reading

37. Approval Of Proposed Revisions To Board Policy DH(LOCAL), *Employee Standards Of Conduct*-First Reading
38. Approval Of Proposed Revisions To Board Policy DN(LOCAL), *Performance Appraisal*-First Reading
39. Approval Of Proposed Revisions To Board Policy DNA(LOCAL), *Performance Appraisal: Evaluation Of Teachers*-First Reading
40. Approval Of Proposed Revisions To Board Policy DNB(LOCAL), *Performance Appraisal: Evaluation Of Campus Administrators*-First Reading
41. Approval Of Proposed Revisions To Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*-First Reading
42. Approval Of Proposed Revisions To Board Policy FD(LOCAL), *Admissions*
43. Approval Of Proposed Revisions To Board Policy FNCE(LOCAL), *Student Conduct: Personal Communication Devices/Electronic Devices*
44. Approval Of Proposed Revisions To Board Policy FNG(LOCAL), *Student Rights And Responsibilities: Student And Parent Complaints/Grievances*-First Reading
45. Approval Of Proposed Revisions To Board Policy GF(LOCAL), *Public Complaints*-First Reading
46. Consideration And Approval Of Minutes From Previous Meetings

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.

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, including proposed termination of Keith Garcia, Pugh Elementary School Principal, 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) Authority to negotiate, execute, and amend all documents pertaining to the conveyance of right of way to the Texas Department of Transportation and/or the City of Houston for the purpose of the infrastructure enhancements known as the Sergio I. Rodriguez Memorial Pedestrian Bridge.

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 11th day of August 2025 at 4:00 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.

A handwritten signature in black ink, reading "Emily Smith". The signature is fluid and cursive, with the first name "Emily" and last name "Smith" clearly distinguishable.

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