

Spring Independent School District
Board of Trustees Regular Meeting Minutes

Tuesday, September 15, 2026 at 7:00 PM

1. Call to Order (7:06 PM)

Vice President Natasha McDaniel called the Regular Meeting of the Spring Independent School District Board of Trustees to order at 7:06 PM on September 15, 2026, in the Board Room of the Gordon M. Anderson Leadership Center, 16717 Ella Boulevard, Houston, Texas, in accordance with Chapter 551 of the Texas Government Code.

Members Present:

Natasha McDaniel, Vice President
Winford Adams, Jr., Assistant Secretary
Rhonda Newhouse
Carmen Correa
Dr. Liz Jensen

Members Absent:

Justine Durant, President
Kelly P. Hodges, Secretary

Others Present:

Kregg Cuellar, Superintendent of Schools
LaTracy Harris, Chief of Staff
Terrell King, Chief of Human Resource Services
Michael Love, Chief of Innovation and Student Support Services
Alisa Zapata, Chief Learning Officer
Tamika Alford-Stephens, Chief of Business Services
Jeremy Binkley, General Counsel
Jason Sheffer, Executive Director of Board Services

2. Flag Pledges (7:07 PM)

The Presentation of the Colors was led by the award-winning Spring Navy JROTC.

3. Moment of Silence (7:09 PM)

The Board Vice President called for a moment of silence.

4. Opening Remarks (7:10 PM)

4.1 Superintendent of Schools (7:11 PM)

Superintendent Dr. Kregg Cuellar recognized the outstanding educators at Booker Elementary School who were recently surprised through Subaru Loves Learning, an initiative that supports high-needs schools across the country.

Last Friday, 20 Booker Elementary teachers were celebrated thanks to the generosity of Team Gillman Subaru North, with each teacher receiving \$500 and a box of classroom supplies to support their work with students.

“Community partnerships like this are a wonderful reminder that when we invest in our teachers, we’re investing directly in our students,” Cuellar said. “I want to thank Subaru and Team Gillman for their continued partnership and commitment to our educators and our schools.”

Cuellar congratulated the Booker Elementary teachers and principal Keisha Womack, thanking them for the difference they make for Spring ISD students each day.

Cuellar also encouraged the Spring ISD community to participate in the Spring High School mascot survey as the district prepares for the opening of the new campus. He noted that generations of Lions have helped shape Spring High School’s history and traditions, and emphasized the importance of hearing from students, staff, families, alumni and community members.

“We know there are many people in our community who attended or graduated from Spring High School, and many who are now parents, grandparents and community leaders,” Cuellar said. “We want to hear from you, too.”

The community survey is open through Friday, Sept. 25, and all feedback will be considered as the district moves forward with the mascot selection. Community members can access the survey through email, text messages or Spring ISD’s social media platforms.

“This is a new Spring High School, but we want to make sure we honor the history and pride that got us here,” Cuellar said.

Cuellar also reminded the community about the upcoming Spring ISD Operations Job Fair, scheduled for Friday, Sept. 18, from 10 a.m. to noon at the Spring ISD Transportation Center. The district is seeking applicants interested in joining the teams that help keep schools moving, operating and ready for students each day.

“If you or someone you know is looking for a new opportunity, come out, meet our team and see what ‘The New Spring ISD’ has to offer,” Cuellar said. “And if you can’t make it Friday, you can visit springisd.org/careers to see our current openings and apply. We’d love to have you join the Spring ISD family.”

Finally, Cuellar reminded the community about several upcoming opportunities to learn more about Proposition A, or VATRE, including a virtual community meeting on Sept. 16 at 6 p.m. and an in-person meeting on Sept. 17 at 6 p.m. at Randall Reed Community Center.

“These meetings are designed to give our families, staff and community members an opportunity to understand the proposal, ask questions and learn more about how the additional revenue would support our district,” Cuellar said.

Community members can visit propa.springisd.org for the full meeting schedule, information about Proposition A and ways to participate.

4.2 Board of Trustees (7:15 PM)

Vice President McDaniel invited the Trustees to make remarks.

Trustee Rhonda Newhouse gave a shoutout and congratulations to the Timber Lane community for its Labor Day parade, which she had the opportunity to attend.

The parade began at Hirsch Elementary School and traveled down Treaschwig Road, featuring Boy Scouts, Girl Scouts, clubs, organizations and community members who came out to support the event. Newhouse thanked the community and the vendors who

supported the celebration, noting that many of the food items were donated.

“It was wonderfully done, and everyone had a wonderful time,” Newhouse said. “Thank you to the Timber Lane community for giving me the opportunity to enjoy Labor Day with them. It was a great celebration, and I’m grateful to our parents, community members and vendors who helped make it possible.”

Trustee Dr. Liz Jensen reminded the community that Oct. 5 is the last day to register to vote, emphasizing that updating voter registration is particularly important for anyone who has recently moved to a different county.

Jensen also shared highlights from a NASA Small Business Exchange meeting she attended, where she learned more about the workforce needs expected to support future space exploration. She noted that while engineers and scientists will continue to play an important role, there is also a significant need for skilled professionals such as mechanics, machinists and electricians.

Jensen said these anticipated workforce demands underscore the importance of connecting students with career pathways and opportunities through education today. In Texas, she noted, this work is being supported through the Texas Space Commission, which is looking to build connections with school districts.

Jensen shared that she recorded the presentation and plans to make it available on YouTube so that members of the community can learn more about the opportunities and workforce needs discussed during the meeting.

5. Public Comment (7:18 PM)

Members of the public did not register to speak to the Board.

6. Board Committee Updates (7:19 PM)

6.1 Board Audit Committee Update (Recurring Item) (7:20 PM)

Trustee Newhouse provided a brief update from the Board Audit Committee, noting that the committee remains on schedule with its audit timeline and weekly plan.

Newhouse said audits are currently underway in schools and within the procurement department and are progressing as planned. She added that the committee expects to present a report to the Board next month outlining its findings and updates from the audit process.

7. Recognitions (7:20 PM)

7.1 Spotlight – Recognition of Spring ISD’s TEA Rated A-B Campuses (7:21 PM)

Chief of Staff Dr. LaTracy Harris kicked off the recognition of Spring ISD’s campuses that earned A and B ratings in the latest Texas Education Agency (TEA) accountability ratings, highlighting the significant progress the district has made over the past year.

In one year, Spring ISD’s overall accountability score increased 11 points, from 65 to 76, moving the district from a D rating to a C rating. The number of campuses earning A, B or C ratings increased from 20 to 29, while the number of F-rated campuses decreased from 11 to just two. All six high schools improved, with the district’s high schools collectively gaining 96 accountability points.

The district also saw growth across all three accountability domains, including a 14-point increase in ‘Closing the Gaps’. Harris noted that this progress was supported by more than 26,000 documented classroom walkthroughs, a 76% increase from the previous year; Saturday School, which served approximately 2,400 students each week; and the completion of 100% of the district’s 100-day turnaround plans.

“These numbers represent focused leadership, stronger systems and the daily work of our teachers, campus leaders, staff, students, families and communities,” Harris said. “Tonight, we celebrate the campuses whose results reflect that collective effort.”

Superintendent Dr. Kregg Cuellar continued the celebration, noting that 30 of the district’s 40 campuses experienced significant growth in one year.

“This is really a testament to the fantastic folks in here who are leading the charge in our schools,” Cuellar said. “We’re celebrating

A's and B's, but our North Star goal here in Spring ISD is that we are moving toward having all A and B campuses here in Spring."

Cuellar also highlighted the progress of the district's comprehensive high schools, which collectively gained more than 60 accountability points, including significant growth from F ratings to high C ratings.

He also recognized the district's continued progress in College, Career and Military Readiness (CCMR), a key indicator in the state accountability system. Under the guidance and leadership of Dr. Julie Joubert Guillory, Student Data and Compliance Officer, the district has seen its CCMR performance increase from 53% four years ago to 96% in the latest accountability ratings.

"We're on our way, so thank you so much, and kudos to all of you leaders," Cuellar said.

Board Vice President Natasha McDaniel also congratulated the recognized campuses and emphasized that the celebration reflects the commitment demonstrated every day by educators, students and staff.

"I just wanted to say how proud we are of every single one of the campuses," McDaniel said. "The recognition and celebrations today are a reflection of your daily commitment — the work that goes seen and unseen by teachers, students and staff. So congratulations again."

A' Rated Campuses recognized include:

- Cooper Elementary School
- Roberson Middle School
- Spring Early College Academy
- Carl Wunsche Sr. High School

'B' Rated Campuses to be recognized include:

- Anderson Elementary School
- Beneke Elementary School
- Booker Elementary School
- Hirsch Elementary School
- Jenkins Elementary School

- Lewis Elementary School
- Momentum High School
- Northgate Crossing Elementary School
- Spring Leadership Academy
- Springwoods Village Middle School
- Winship Elementary School

8. Presentations (7:48 PM)

8.1 Spring ISD Efficiency Audit (7:49 PM)

As part of the district's preparation for the upcoming Proposition A, or Voter-Approved Tax Rate Election (VATRE), Spring ISD's Board of Trustees received a presentation on an independent efficiency audit conducted by Chris Grammer of CG Strategies.

Dr. Tamika Alford-Stephens, Chief of Business Services, and Grammer, presented the audit's findings and explained that the purpose of the review is to provide transparency into district operations, identify potential efficiencies and give the community additional information about the district's financial position. Under Texas law, school districts seeking voter approval for an increase in tax rates are required to complete an efficiency audit before the election.

"This report is not to draw conclusions or have opinions about the findings," Grammer explained. "We are here to draw attention to key indicators for the purposes of transparency for voters in this community to consider."

The audit follows guidelines established by the Texas Legislative Budget Board (LBB) and examines Spring ISD alongside a group of eight peer school districts selected based on factors including enrollment and student characteristics.

Financial and Operational Snapshot

The audit compared Spring ISD's revenue, expenditures, staffing, fund balance and other financial and operational measures with peer districts and statewide averages.

Among the findings presented:

Spring ISD's 2026 accountability score was 76, compared with an average of 81 among the peer districts included in the audit.

Spring ISD's 2025–26 attendance rate was 92.3%, slightly below the peer-district and state averages.

Operating expenditures per student were below both the peer-district and statewide averages.

Spring ISD's students-per-total-staff ratio was generally in line with the state average.

Teacher turnover was approximately 30%, about 12 percentage points higher than the state average.

The district ended fiscal year 2025 with approximately \$74.5 million in general fund balance.

Grammer emphasized that much of the peer-district comparison uses finalized 2024–25 data, allowing for an apples-to-apples comparison across districts. As a result, the audit does not necessarily reflect changes that occurred during the 2025–26 school year or changes that may already be underway for 2026–27.

“The data that was used primarily for peer-district purposes was 2024–25 final data,” Grammer said. “Any data presented here in comparison to peers and the state is a snapshot.”

Proposed Proposition A Funding

The presentation also reviewed the financial impact associated with the proposed VATRE. Spring ISD has said Proposition A would generate an estimated \$15.5 million in combined additional local and state funding, including approximately \$5.6 million in local M&O revenue and \$9.9 million in additional state funding.

The district has identified potential uses for the additional funding that include employee compensation, student programs and services, transportation, special education, rising operating costs and addressing the district's budget shortfall.

The audit presentation noted that Spring ISD's proposed tax rate remains below the average rate among the eight peer districts included in the comparison. Trustees also asked how the peer-

district comparison accounts for districts that have recently held or approved their own tax-rate elections.

Grammer explained that the peer-district data is based on the finalized data available for the comparison period and therefore does not necessarily capture tax-rate changes resulting from more recent elections.

Discussion of Teacher Retention

Vice President McDaniel asked district leaders how additional funding could support strategies to address teacher turnover.

In response, district leadership noted that additional funding could provide an opportunity for a more strategic approach to employee compensation, particularly given the comparison of Spring ISD teacher salaries with those of peer districts.

The district also identified other staffing areas with significant vacancies where additional compensation could help Spring ISD remain competitive in the labor market.

“If we have the opportunity to acquire these additional funds, we could be more strategic in our compensation approach,” Alford-Stephens said. “We could be more intentional about treating compensation for our teaching staff.”

The discussion also emphasized that compensation strategies could extend beyond teachers to other employee groups experiencing staffing shortages.

Next Steps

The efficiency audit was presented to the Board as an informational discussion item; no Board action was requested or taken on the audit during the presentation.

The audit report will be made available to the public as part of the district’s Proposition A information. Texas law requires the completed efficiency audit to be posted on a school district’s website at least 30 days before the election.

Proposition A is scheduled to appear on the Nov. 3 ballot. Spring ISD has established a dedicated website with information about

the proposal, including the proposed tax rate, potential uses of the funding, frequently asked questions and election information.

8.2 LSG Board Goals 1-3 - 2026-2027 Spring ISD District/Campus Improvement Plans (8:11 PM)

Demonica Amerson, Executive Director of School Improvement, provided an overview of the district's improvement-planning process, including progress-monitoring cycles, data analysis and strategies for addressing campus needs throughout the school year.

"Our focus is simply not on having a plan in place," Amerson said.

"Our focus is ensuring that every plan identifies the right needs, establishes measurable outcomes, aligns resources and strategies to those needs, and provides us with the structure to monitor implementation throughout the year."

Principals RaKeisha Womack of Booker Elementary School, Cecilia Brumsey of Roberson Middle School and Dr. Kevin Banks of Carl Wunsche Sr. High School shared examples of how their campuses are implementing their improvement plans. Presentations highlighted instructional priorities, student data and goal-setting, family and community engagement, college and career readiness, and opportunities for students and staff.

Womack shared how Booker Elementary used its Campus Improvement Plan as a tool to adjust its goals during the school year as student data showed continued progress. "When you have a CIP that is really fluid, then you're able to pivot like we did," she said.

The presentation also included plans to strengthen transparency and monitoring of campus improvement efforts. The district is developing one-page summaries of campus improvement plans to make key goals and data more accessible to families and community members, as well as a dashboard to provide ongoing progress updates for campuses with targeted improvement and turnaround plans.

District leaders emphasized that campus improvement plans are intended to remain active throughout the school year, with data

reviewed regularly so strategies can be adjusted when needed and barriers can be addressed promptly.

9. Public Hearing for the 2026-2027 Spring ISD District/Campus Improvement Plans (9:03 PM)

A Public Hearing was held for the 2026-2027 Spring ISD District/Campus Improvement Plans. Members of the public did not register to speak to the Board on this item.

10. Approval of the 2026-2027 Spring ISD District/Campus Improvement Plans (9:05 PM)

Trustee Adams moved that the Board of Trustees approve the 2026-2027 Spring ISD District/Campus Improvement Plans. Trustee Correa seconded the motion and the motion carried unanimously.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							
Absent			Durant	Hodges			

Vice President McDaniel recessed the meeting for a short break at 9:05 PM.

Vice President McDaniel resumed the meeting at 9:09 PM.

11. Approval of Addenda #8 and #9 to the Memorandum of Understanding with Sam Houston State University for Yearlong Clinical Teaching and Residency Programs (9:09 PM)

The Board considered Addenda #8 and #9 to the Memorandum of Understanding with Sam Houston State University for the university's Yearlong Clinical Teaching and Residency Programs. The proposed addenda supplement the district's existing partnership with Sam Houston State University.

The item had previously been discussed during the Board's work session, where a representative from Sam Houston State University answered trustees' questions about the programs.

Trustee Jensen thanked the university representative for providing additional information but raised several concerns about the materials presented to the Board. Jensen noted that the 164-page document she reviewed did not reference parent involvement in developing the survey

and questioned the use of standards aligned with Colorado rather than Texas teacher-quality standards.

Jensen also questioned the research and development of the survey, including language indicating that students can identify an effective classroom based on their experiences and references to the limited literature available during the survey's development.

"What I'm left with is that that sounds experimental to me," Jensen said.

Jensen also raised concerns about the safety-related information she was able to locate, noting that a link referenced in the materials for a school climate toolkit was not accessible when she attempted to review it.

Based on those concerns, Jensen proposed postponing the motion to allow a committee of parents to review the survey. The Board discussed the proposal before proceeding with a vote on the item.

Trustee Adams moved that the Board of Trustees approve the Addendum #8 for the Sam Houston State University Yearlong Clinical Teaching Program and Addendum #9 for the Sam Houston State University Residency Program as supplements to the existing Memorandum of Understanding between Spring Independent School District and Sam Houston State University. Trustee Newhouse seconded the motion and the motion carried with 3 in favor, 1 opposed (Jensen) and 1 abstention (McDaniel).

In Favor	Adams	Correa					Newhouse
Opposed					Jensen		
Abstain						McDaniel	
Absent			Durant	Hodges			

12. Agreement Between Spring ISD and Imagine Learning for Virtual School Instructional Services (9:15 PM)

The Board approved an agreement between Spring ISD and Imagine Learning for virtual school instructional services to support the launch of the district's virtual school program.

Chief of Innovation and Student Support Services Dr. Michael Love presented the item, noting that the agreement had been discussed during the Board's previous work session. The discussion provided trustees an opportunity to ask questions before considering the agreement for approval.

The agreement with Imagine Learning will provide virtual instructional services as the district prepares to launch its virtual school program, as recommended by the administration.

Trustee Correa moved that the Board of Trustees approve the agreement with Imagine Learning for virtual instructional services to support the launch of the Spring ISD Virtual School Program, as recommended by the administration. Trustee Adams seconded the motion and the motion carried unanimously.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							
Absent			Durant	Hodges			

13. **Texas Education Code 39.008 Certificate of Compliance (9:23 PM)**

The Board approved Spring ISD’s annual certification of compliance with certain laws pursuant to Texas Education Code Section 39.008. The certification requirement was established through Senate Bill 12, passed during the 89th Texas Legislature, and requires school systems to certify compliance with specified provisions of the Texas Education Code and submit the certification to the Texas Education Agency by Sept. 30.

General Counsel Jeremy Binkley explained that district administration reviewed programs, publications, policies and other areas of district operations to ensure compliance with the applicable requirements, including Texas Education Code Sections 11.005 and 28.0022. The Board has also taken action to adopt policies supporting compliance with the law.

During discussion, Vice President McDaniel noted the district’s continued commitment to its students.

“Spring ISD supports, sees and values all of our students,” McDaniel said. “That’s always been our standard, and it will continue to be.”

Trustee Adams moved that the Board of Trustees approve the annual certification of compliance with certain laws pursuant to Texas Education Code section 39.008. Trustee Newhouse seconded the motion and the motion carried unanimously.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							

Absent			Durant	Hodges			
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14. **Consent Agenda (9:26 PM)**

The Board considered approving the Consent Agenda items that were discussed in detail at the September 8, 2026 Board Work Session.

Trustee Newhouse moved that the Board of Trustees approve and adopt the items listed on the Consent Agenda. Trustee Jensen seconded the motion and the motion carried unanimously.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							
Absent			Durant	Hodges			

14.1 Minutes from the Prior Meetings (Recurring Item)

The Board will review the minutes from the prior month's meetings.

August 11, 2026 Work Session

August 17, 2026 Regular Meeting

14.2 Approval of 2026–2027 Compensation Plan Update for Pipeline 2 Leadership Stipends

The Board will consider approving an update to the 2026–2027 Compensation Plan to establish stipends for the Teacher Leader and Coach and Demonstration Teacher roles as part of Spring ISD's Pipeline 2 Leadership strategic staffing initiative.

14.3 Approval of Certified Teacher Appraisers in Accordance with Board Policy DNA(LOCAL)

The Board will consider approving the list of certified appraisers authorized to appraise a teacher in place of the teacher's supervisor for the 2026–2027 school year, in accordance with Spring ISD Board Policy DNA(LOCAL).

14.4 Interlocal Agreement Between Spring ISD and Community in Schools of Houston, Inc. (CIS)

The Board will consider approving the interlocal agreement with Community in Schools of Houston, Inc.

14.5 Staff Development Waiver (Recurring Item)

The Board will consider approving the 2026-2027 Staff Development Waiver.

14.6 Report of Grants Awarded to Spring ISD Exceeding \$10,000

The Board will review and consider approving the grants exceeding \$10,000 awarded to Spring ISD and any related interlocal agreements.

14.7 Depository Resolution and Authorization for Bond Accounting and Safekeeping (PNC Bank)

The Board will consider approving the resolution authorizing designated individuals to approve transactions for the bond and accounting safekeeping accounts at PNC Bank.

14.8 Approval of Furniture Purchase for Education Performance and Instruction Center (EPIC)

The Board will consider approving the furniture purchase for the Education Performance and Instruction Center (EPIC) at a negotiated amount of \$803,250.33.

14.9 Facilities Agreement Between CenterPoint Energy Resources Corp. and Spring ISD for Natural Gas Utility Service at 630 Riley Fuzzel Rd

The Board will consider approving the Facilities Agreement between CenterPoint Energy Resources Corp. and Spring ISD for Natural Gas Utility Service at 630 Riley Fuzzel Rd.

15. Closed Session (9:28 PM)

Vice President McDaniel recessed the open session at 9:28 PM for the purpose of entering into closed session pursuant to the following provisions of the Texas Open Meetings Act:

15.1 Under Section 551.071 - The Board will consult with its attorneys to seek legal advice concerning any matters authorized by law, including any item listed on this agenda, pending or contemplated litigation or a settlement offer, or any matter in which the attorney's duty of the attorney to the District conflicts with the Texas Open Meetings Act.

15.2 Under Section 551.072 - For the purpose of discussing the purchase, exchange, lease, or value of real property

- 15.3 Under Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
- The Board will deliberate regarding the Superintendent's evaluation and goals.
- The Board will deliberate regarding the duties and responsibilities of Board Members, including the Board's Self-Evaluation.
- The Board will deliberate regarding the Internal Auditor's evaluation, goals and progress measures.
- The Board will deliberate on employees nominated for special recognition.
- The Board will deliberate regarding the Superintendent's recommendations related to:
- issuance of school district teaching permits for noncore career and technology resources
 - employee resignations and finding of no good cause for an employee's abandonment of their term or probationary employment contract
 - voiding an employee's term or probationary employment contract
 - proposing mid-contract termination of, and/or final action to terminate, an employee's term or probationary employment contract
 - terminating an employee's probationary employment contract effective at the end of the contract term
 - proposing nonrenewal of and/or final action to nonrenew an employee's term employment contract at the end of the contract term
 - rescinding prior board action concerning termination or nonrenewal of an employee's probationary or term employment contract
 - renewing probationary and term employment contracts for the 2026-2027 school year
 - employees' request to rescind resignation

- 15.4 Under Section 551.076, 551.089 - To consider the deployment or specific occasions for implementation of security personnel or devices, or a security audit.

16. Actions on Closed Session Items (9:55 PM)

Vice President McDaniel reconvened the open session at 10:03 PM.

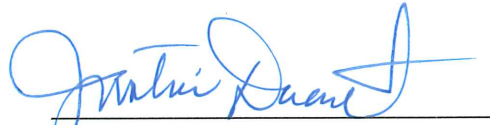
Trustee Correa moved that the Board of Trustees approve the Superintendent's recommendation to terminate the contract of Eric Houston upon finding that the employee failed to perform their contract without good cause, and authorize the Superintendent or designee to notify the employee of the proposed termination pursuant to Chapter 21 of the Texas Education Code. Trustee Correa further moved that the Board authorize the Superintendent or designee to notify the State Board for Educator Certification that the employee failed to perform their contract without good cause, and of the action taken by the Board. Trustee Adams seconded the motion and the motion carried unanimously.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							
Absent			Durant	Hodges			

17. Adjournment (9:57 PM)

On a motion by Trustee Newhouse, seconded by Trustee Adams, the Board unanimously adjourned the meeting at 9:57 PM.

In Favor	Adams	Correa			Jensen	McDaniel	Newhouse
Opposed							
Abstain							
Absent			Durant	Hodges			



Justine Durant, President



Winford Adams Jr.
Assistant Secretary