Conroe Independent School District Board of Trustees
Official Notice and Agenda
Special Meeting Meeting
4:00 PM Tuesday, August 5, 2025

A Special Meeting of the Board of Trustees of the Conroe Independent School District will be held Tuesday, August 5, 2025, beginning at 4:00 PM in the Deane L Sadler Administration Building located at 3205 West Davis, Conroe, TX 77304. The meeting may be accessed virtually at http://tiny.conroeisd.net/R78KV*

One or more board members will be, or may be, attending by videoconference call in compliance with the Texas Open Meetings Act.

Subjects to be discussed or considered, or upon which any formal action may be taken, are as listed below. Items do not have to be taken in the order shown on this meeting notice.

I. **Opening**
   A. Invocation
   B. Pledge of Allegiance
II. **Discussion and Potential Action to Name Executive Director of Communications** 3
III. **Closed Session****
   A. Discussion of candidates for the Superintendent position. Texas Government Code § 551.074.
IV. **Action on Closed Session Items**
V. **Citizen Participation** 4
VI. **Human Resources**
VII. **Consent Agenda**
   A. Consider and Approve Minutes from the July 15, 2025, Regular Board Meeting 5
   B. Receive Human Resources Report and Consider and Approve Employment of Professional Personnel 15
VIII. **Administration**
   A. Discussion and Potential Action to Name the Virtual School 23
IX. **Public Hearing**
   A. Hold Public Hearing to Discuss Budget and Proposed Tax Rate
X. **Legal**
   A. Consider and Possibly Adopt Revisions to Board Policy BDD (Local) 24
   B. Consider and Possibly Adopt Revisions to Board Policy CH (Local) 27
   C. Consider and Possibly Adopt Revisions to Board Policy EMI (Local) 30
XI. **Closed Session****
   A. Consultation with Attorney regarding legal matters. Texas Government Code § 551.071.
   B. Discussion regarding Land Purchases. Texas Government Code § 551.072.
   C. Discussion of Duties and Roles of Board Officers. Texas Government Code § 551.074.
   D. Discussion regarding Personnel Issues Texas Government Code § 551.074.

1. Resignations
2. New Hires

XII. **Action on Closed Session Items**

XIII. **Take Requests from Trustees Regarding Future Board Agenda Items**

XIV. **Adjourn**

Posted in compliance with the Texas Open Meetings Act: _____ at_____.

_____

For the Board of Trustees

*** Virtual Link**

Any meeting not live-streamed will be made available via recording per Tex. Gov't Code Section 551.128(b-2), (b-4)

**** Closed Session Authorization during Meeting**

The Board of Trustees may conduct a closed or executive meeting or session under the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting. The Board of Trustees may convene in closed or executive session or meeting as authorized by the Texas Open Meetings Act, under the following Texas Government Code Sections:

§551.071 – For a private consultation with the Board's attorney on any or all subjects or matters authorized by law including board governance;

§551.072 – To discuss the purchase, exchange, lease, or value of real property;

§551.073 – To consider a negotiated contract for prospective gifts or donations;

§551.074 – To consider the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employee(s)/officer(s) including board governance, and/or to hear complaints or charges against public employee(s)/public official(s).

§551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices;

§551.082 – To consider the discipline of a public school child or children or to hear a complaint for an employee against another employee;

§551.0821 – For a matter regarding a public school student if personally identifiable information about the student will be revealed by the deliberation;

§551.084 – To exclude any witness or witnesses from a hearing during the examination of another witness

§551.089 – Deliberation regarding security devices or security audits

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 the public meeting; or

b) at a subsequent public meeting of the Board upon notice thereof as the Board shall determine.

Name Executive Director of Communications

Recommendation:

Information will be presented at the meeting.

Citizen Participation

Recommendation:
That the Conroe Independent School District Board of Trustees accept as information the presentations made by citizens, as submitted and recommended by Dr. Ted Landry, Interim Superintendent of Schools.

Explanation:
Citizens will have the opportunity to address the Board in accordance with Board Policy BED.

Board Policy: BED

Submitted and Recommended by:

Dr. Ted Landry
Interim Superintendent of Schools

Consider and Approve Minutes

Recommendation:
That the Conroe Independent School District Board of Trustees approve the minutes of recent board meetings listed below, as submitted and recommended by Interim Dr. Ted Landry, Superintendent of Schools.

Explanation:
Attached are the minutes from the July 15, 2025, Regular Board Meeting. These minutes will become official upon approval.

Policy Reference: Legal and Local Board Policy BE

Submitted and Recommended by:

Interim Dr. Ted Landry
Superintendent of Schools

Conroe Independent School District
Board of Trustees Regular Board Meeting
July 15, 2025

OPENING

A regular meeting of the Conroe Independent School District Board of Trustees was held Tuesday, July 15, 2025, in the Board Room of the Deane L. Sadler Administration Building located at 3205 W. Davis, Conroe, TX 77304. Interim Superintendent Dr. Ted Landry and a quorum of the Board of Trustees attended the meeting: Misty Odenweller, Nicole May, Lindsay Dawson, Melissa Dungan, Melissa Semmler, and Marianne Horton. Trustee Tiffany Nelson joined virtually. Board President Misty Odenweller called the meeting to order at 6:01 p.m. Trustee Dungan led the invocation. Trustee Horton led the pledges.

Human Resources

A - Name New Principal for Reaves Elementary

Motion #7027

Nicole May, seconded by Marianne Horton, moved: That the Board of Trustees name Lynda Braschler as the Principal for Reaves Elementary.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B - Name New Principal for Mitchell Intermediate

Motion #7028

Lindsay Dawson, seconded by Tiffany Nelson, moved: That the Board of Trustees name Jeremy Williams as the Principal for Mitchell Intermediate.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

SPECIAL RECOGNITION

The Board of Trustees recognized the following Conroe ISD Employees:

A - Ambassador Awards, Transportation Department Employees:

Usman Khan
Maryland Singleton
Francisco Longoria
April Mann
Maria Bazan Bazan – Absent
Duwane Jackson – Absent
Kyera Downing – Absent

Greta Graumann

B – Ambassador Awards, Administration Building Employees:
Gina Diamond
Doug Holland
Jessica Garza
Jolea Wisofske

CITIZEN PARTICIPATION

The following citizens registered and addressed the Board of Trustees:

- Susan Hajji
- Norma Kean
- Aggie Gambino
- Reanna Mohler
- Diane Daniels
- Susan Scruggs
- Sumaya Paruchuri
- Leezah Hernandez

CONSENT AGENDA

Trustee Tiffany Nelson requested that the following item be removed from the consent agenda and discussed further under Administration

- Review State Board of Educator Certification Professional Development Clearinghouse Recommendations and Consider Approval of the District's Professional Development Plan for 2025-2026 School Year

Motion #7029

Melissa Dungan, seconded by Marianne Horton, moved: That the Board of Trustees approve the following items on the consent agenda as presented:

- Consider and Approve Minutes
- Consider and Approve Amendment to the 2024-2025 Budget
- Consider and Approve Juvenile Justice Alternative Education Program Memorandum of Understanding
- Receive Human Resources Report and Consider and Approve Employment of Professional Personnel
- Consider and Approve Resolution Granting Montgomery County and Waller County 4-H Organizations Extracurricular Status and Entering into Adjunct Faculty Agreement with Texas A&M AgriLife Extension Service
- Consider and Adopt Annual Resolution Identifying Hazardous Traffic Conditions for the 2025-2026 School Year
  A. CISD Hazardous Policy 2025-2026
  B. Resolution of the Conroe Independent School District Regarding Hazardous Traffic Conditions
- Consider and Award RFP# 25-04-01 Medical Stop Loss Coverage
- Consider and Award RFP# 25-04-08 Gasoline, Diesel, and Propane Fuel
- Consider and Award RFP# 25-04-11 Charter Bus and Student group Travel
- Consider and Award RFP# 25-04-18 Grease Trap Services
- Consider and Authorize the Superintendent or their Designee to Execute a Utilities Contract(s) for RFP#

25-06-07 Electricity Supply

- Consider and Authorize the Superintendent or their Designee to Execute natural Gas Supply Contract (s) for RFP# 25-06-08 Natural Gas Supply

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

ADMINISTRATION

A - Review State Board of Educator Certification Professional Development Clearinghouse Recommendations and Consider Approval of the District's Professional Development Plan for 2025-2026 School Year

Trustee Nelson requested that this item be removed from consent for further discussion.

Motion #7030

Melissa Dungan, seconded by Lindsay Dawson, moved: That the Board of Trustees approve the item as presented after clarification by Chris McCord Assistant Superintendent of Operations.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B - Receive Update Regarding the 2024-2025 District Improvement Plan

Assistant Superintendent Dr. Hedith Upshaw presented the Board of Trustees with an update on the district's 2024-2025 District Improvement Plan, along with Chief Financial Officer Karen Garza. The 2025-2026 District Improvement Plan Calendar, as well as the 2025-2026 Board Presentation Schedule, was shared.

C - Consider and Approve Zones for Timbermill High School, Janene Fowler Intermediate School, and Lynn Cartwright Junior High School

Motion #7031

Lindsay Dawson, seconded by Nicole May, moved: That the Board of Trustees approve the attendance boundaries for Timber Mill High School, Janene Fowler Intermediate School, and Lynn Cartwright Junior High School as presented by Assistant Superintendent of Operations Chris McCord.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

D - Consider and Approve Contracts with Communities in Schools
Motion #7032
Melissa Dungan, seconded by Nicole May, moved: That the Board of Trustees approve Contracts with Communities in Schools, contingent upon the revision of the contract's language to include that CIS will fully comply with all applicable provisions of the Texas Education Code and all CISD local district policies.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

President Odenweller recessed the meeting for a break at 8:07 p.m. The meeting reconvened at 8:19 p.m.

PLANNING AND CONSTRUCTION

A - Consider Resolution Adopting Prevailing Wage Rate for Public Works Projects
Motion #7033
Melissa Dungan, seconded by Marianne Horton, moved: That the Board of Trustees adopt the resolution establishing a Prevailing Wage Rate for public works projects as submitted by Easy Foster, Executive Director of Planning and Construction.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B - Consider and Approve a Development and Cost Sharing Memorandum of Understanding with the City of Conroe, Montgomery County Municipal Utility District No. 207, and Bradbury Development Limited, Relating to a Lift Station and Force Main to Serve CISD Campuses and Delegate Authority to the Interim Superintendent to Negotiate and Execute the Agreement
Motion #7034
Melissa Dungan, seconded by Nicole May, moved: That the Board of Trustees approve a Memorandum of Understanding with the City of Conroe, Montgomery County Municipal Utility District No. 207 and Bradbury Development Limited as it pertains to the shared cost of a lift station and force main as submitted by Easy Foster, Executive Director of Planning and Construction and Delegate Authority to the Interim Superintendent to Negotiate and Execute the Agreement.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay

Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

C - Consider and Approve a Development and Cost Sharing Memorandum of Understanding with the City of Conroe Relating to a Water and Gravity Sewer Line to Serve CISD Campuses and Delegate Authority to the Interim Superintendent to Negotiate and Execute the Agreement

Motion #7035

Lindsay Dawson, seconded by Marianne Horton, moved: That the Board of Trustees approve a Memorandum of Understanding with the City of Conroe as it pertains to the shared cost of construction for a Water and Gravity Sewer Line as submitted by Easy Foster, Executive Director of Planning and Construction and Delegate Authority to the Interim Superintendent to Negotiate and Execute the Agreement.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

D - Consider and Approve The Guaranteed Maximum Price Amendment for the Bush and Powell Elementary School Additions and Renovations Project, and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents

Motion #7036

Melissa Dungan, seconded by Marianne Horton, moved: That the Board of Trustees approve the Guaranteed Maximum Price Amendment as submitted by Easy Foster, Executive Director of Planning and Construction for Bush and Powell Elementary School renovations and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

E - Consider and Approve the Guaranteed Maximum Price Amendment for the Giesinger and Reaves Elementary School Additions and Renovations Project and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents

Motion #7037

Lindsay Dawson, seconded by Marianne Horton, moved: That the Board of Trustees approve the Guaranteed Maximum Price Amendment for Additions and Renovations of Giesinger and Reaves Elementary as submitted by Easy Foster, Executive Director of Planning and Construction, and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

F - Consider and Approve Change Order to the Guaranteed Maximum Price Amendment for the Agriculture Facilities Project and Delegate Authority to the Interim Superintendent to Complete Negotiations and Execute the Contract Documents

Motion #7038

Nicole May, seconded by Melissa Semmler, moved: That the Board of Trustees approve Change Order to the Guaranteed Maximum Price Amendment for the Agriculture Facilities Projects as submitted by Easy Foster, Executive Director of Planning and Construction, and Delegate Authority to the Interim Superintendent to Complete Negotiations and Execute the Contract Documents

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

BUSINESS / FINANCE

A - Consider Approval of the 2025-2026 Employee Compensation Plan

Motion #7039

Melissa Dungan, seconded by Mariann Horton, moved: That the Board of Trustees approve the 2025-2026 Employee Compensation Plan as presented by Karen Garza, Chief Financial Officer.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B - Receive Financial Reports

The Board of Trustees accepted the year-to-date financial reports for information as presented by Mrs. Karen Garza, Chief Financial Officer.

LEGAL

A - Consider and Adopt Revisions to Board Policies FD Local Admissions and FM Local Student Activities Declining to Grant Non-Enrolled Students the Opportunity to Participate in UIL Activities as Required by SB 401

Motion #7040

Marianne Horton, seconded by Melissa Semmler, moved: That the Board of Trustees adopt the recommended revisions to Board Policies FD Local Admissions and FM Student Local as recommended by Dr. Ted Landry, Interim Superintendent of Schools, and submitted by Dr. Christopher Povich, Assistant Superintendent of High Schools.

Carried by a vote of 5-2.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: No
Tiffany Nelson: No
Marianne Horton: Yay
Misty Odenweller: Yay

B - Consider and Adopt Changes to Local Policies: EMB Miscellaneous Instructional Policies: Teaching About Controversial Issues

Motion #7041

Melissa Semmler, seconded by Melissa Dungan, moved: That the Board of Trustees amend Local Policy EMB to remove the statement from the Policy under Pronoun Usage relating to Parental Written Permission Allowance.

Carried by a vote of 6-1.
Nicole May: No
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7042

Tiffany Nelson, seconded by Melissa Dungan, moved: That the Board of Trustees approve the EMB Local Policy based on the removal of the discussed statement under Pronoun Usage recommended by Trustee Semmler and the amendment in policy suggested by Trustee Nelson to state that the Board shall oversee an investigation conducted by the Superintendent for any suspected violation.

Carried unanimously by a vote of 7-0.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay

Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

C - Consider and Take Possible Action Regarding Current Contracts with Vendors providing certain services to the Board, such as Policy Updates, Governance Advising, Training, and the like, that are Subject to Auto-Renewal

Motion #7043

Lindsay Dawson, seconded by Melissa Dungan, moved: That the Board of Trustees Auto Renew the district's contracts with TASB, with the exclusion of the Policy Subscription Agreement and the TASB Policy Online User Agreement.

Carried by a vote of 6-1.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: No
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7044

Melissa Dungan, seconded by Lindsay Dawson, moved: That the Board of Trustees continue the free membership with TEE for another year.

Carried by a vote of 6-1.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: No
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7045

Lindsay Dawson motioned, seconded by Nicole May: That the Board of Trustees approve the renewal of existing contracts with TEE Policy Services and Policy Connect.

Carried by a vote of 5-2.
Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: No
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: No
Misty Odenweller: Yay

CLOSED SESSION

The Open Session recessed at 9:35 p.m.

A. Section 551.129, which allows a governmental body to consult with its attorney in a closed meeting by telephone conference call, video conference call, or communications over the internet

A. Section 551.071, which allows for the private consultation with the Board's attorney on any and all subjects or matters authorized by law
   1. Consultation with Board Counsel Regarding Scope of Work

The Open Session reconvened at 10:10 p.m.

ACTION ON CLOSED SESSION ITEM

No action was taken from the closed session

TAKE REQUESTS FROM TRUSTEES REGARDING FUTURE BOARD AGENDA ITEMS

Trustee May submitted one request:

A. To Discuss and Possibly Take Action on Naming the Virtual School with Branding and a Mascot.

ADJOURN

Motion #7046

Lindsay Dawson, seconded by Melissa Dungan, moved: that the meeting be adjourned.

President Odenweller adjourned the meeting at 10:11 p.m.

Approved: August 5, 2025, by:

President, Board of Trustees

Secretary, Board of Trustees

Receive Human Resources Department Report and Consider Employment of Professional Personnel

Recommendation:
That the Conroe Independent School District Board of Trustees approves the Human Resources report as submitted by Paula Green, Executive Director of Human Resources, and as recommended by Dr. Ted Landry, Interim Superintendent of Schools:

Explanation:
As follows, you will find personnel resignations, employment of professional personnel, and employment of substitute teachers:

Personnel Resignations (*Information Only*)

Child Nutrition Department
Frances Shelton, Food Supervisor

Conroe High School
Suzanne Escobosa, Spanish
Willie Kelley, Assistant Principal

Conroe High School – Ninth Grade Campus
Julia Trevino Mendez, Assistant Principal

Eissler Elementary School
Brooke McCoy, Assistant Principal

Finance Department
Michelle Pike, Accounts Payable Coordinator

Ford Elementary School
Stacey Sebesta, Assistant Principal

Glen Loch Elementary School
Cassandra Bright, Special Education

Grand Oaks High School
Ashley Pryor, Assistant Principal

Oak Ridge High School
Salah Hourani, Business
Savannah Killion, Chemistry

Patterson Elementary School
Ariana Suarez, Special Education

Peet Junior High School
Chad Baron, Physical Education

Stewart Elementary School
Christine Melley, Third Grade

The Woodlands College Park High School
Kyle Cain, Special Education-Social Development

Vogel Intermediate School
Litzy Avila, Art
Farah Benam, Band

Employment of Professional Personnel

Anderson Elementary School
Monica Hoang, Assistant Principal
Brianna Jones, Kindergarten
Alyssa Taylor, Fourth Grade

Armstrong Elementary School
Raelynn Hardgrave, Kindergarten
Sabrina Maya, First Grade

Austin Elementary School
Lucero Iraheta, Bilingual Kindergarten
Samantha Rodabaugh, Special Education

Birnham Woods Elementary School
Tara Bleecker, Assistant Principal
Sarah Smith, Kindergarten
Jennifer Walburt, Special Education-Life Skills

Bozman Intermediate School
Shawna Goldberg, Campus Instructional Coach-Elementary/Intermediate Language Arts
Kiaunna Harden, Math
Christie Herrington, Title I-Family Engagement Liaison
Linda Jones, Sixth Grade
Michele Pierce, Nurse
Jean Talbott, Special Education-Life Skills

Caney Creek High School
Grant Colwell, Math
Thomas Gonzalez, Math
John Lopez, Spanish

Holly McCurry, Health Science Technology
Lacey McNeil, Instructional Technologist
Dawn Nelson, Special Education
Sheila Patel, English
Tammy Reel, English
Dusti Aguiar, Audio Visual

Collins Intermediate School
Emma Cade, Special Education
Kristina De La Torre, Science/Social Studies

Conroe High School
Azucena Castillo, Spanish
Montana Corpus-Guzman, Social Studies
Jeffrey Hebert, Social Studies
Cindy Johnston, Special Education-Life Skills
David McCarty, Social Studies
Jessica Miko, Special Education-SDC
Brianna Moore, Social Studies
Marta Pickard, English
Maxine Williams, Science
Kevin Wilson, Assistant Principal

Conroe High School – Ninth Grade Campus
Skyler Barlow, Agricultural Science
Kirstyn Mark, Biology
Tammy Rallis, Math

Cox Intermediate School
Ryan Cantu, Special Education
Alfredo Estrada, Language Arts
Aiesha Jones, Special Education
Catherine Whatley, Orchestra
Charu Sinha, Special Education

Creighton Elementary School
Carol Carmona, Bilingual Third Grade
Laura Maldonado Cuadra, Bilingual Kindergarten
Limari Martinez Rodriguez, Bilingual Fourth Grade
Veronica Moreno, Second Grade
Alma Palacios, Nurse

Cryar Intermediate School
Pete Armstrong, Special Education
Amy Schreiner, Science/Social Studies

Eissler Elementary School
Courtney Garza, Assistant Principal
Turnisha Smith Cooper, Special Education-Life Skills

Ford Elementary School
Raquel Aguare, Assistant Principal
Karina Baca-Hernandez, Pre-Kindergarten
Tesha Lane, Special Education
Erika Razo Campos, Third Grade
Dawn Toliver Hill, Special Education
Jacqueline Williams, Academic Interventionist

Galatas Elementary School
Tricia Pisciotta, Second Grade
Holly Webb, Fourth Grade

Glen Loch Elementary School
Amy Lee, Third Grade

Gordon-Reed Elementary School
Nayeli Leon, Nurse
Tashia Minard, Academic Interventionist

Grand Oaks High School
Brady Adams, Social Studies
Cherise Coleman, Assistant Principal
Elena Dossett, Assistant Principal
Amara Ego, Physics
Camille Harris, English
Tara Howell, Counselor
Erin Miller, English
Rachel Moisiuc, Biology
Tina Montgomery, English
Veronica Nelson, Spanish
Paul O'Neill, Theater Arts
Bryan Rico, Chemistry
Cameron Stolle, Math

Grangerland Intermediate School
Bierka Colon, Bilingual Sixth Grade
Noel Saldivar Jr., Science

Hailey Elementary School
Robin Travis, First Grade

Health Services Department

Karen Jones, Nurse
Megan Parenti, Nurse

Hines Elementary School
Jannelle Taylor, Counselor
Robyn Taylor, Counselor

Hope Elementary School
Eric Best, Second Grade

Houser Elementary School
Rylee Smith, Second Grade

Houston Elementary School
Kristopher Bush, First Grade
Michelle Jaramillo, Bilingual First Grade

Human Resources Department
Mamie Goodwin, Coordinator

Irons Junior High School
Brian Davis, General Employability
Lauren Hasz, Language Arts

Knox Junior High School
Sean Eckenrode, Social Studies
Lauren Livingood, Language Arts
Garret Owens, Special Education

McCullough Junior High School
Daniel Bulick, Associate Principal
Ingrid Sosa, Assistant Principal

Milam Elementary School
Gabriela Dominguez, Third Grade

Mitchell Intermediate School
Alyssa Beavers, Math
Lyndsey Christopher, Math

Moorhead Junior High School
John Ayers, Math
Aura Silverhand, Language Arts
Jermaine Williams, Teen Leadership
Jay Wright, Social Studies

Oak Ridge Elementary School
Katherine Gaas, Assistant Principal

Oak Ridge High School
Jennifer Bradberry, Assistant Band
Vivian Caraballo Richiez, Counselor
Tiffany Franklin, Business

Oak Ridge High School – Ninth Grade Campus
Kristi Evans, Counselor
Phil Murchison, Assistant Principal

Patterson Elementary School
Stacey Comine, Kindergarten

Peet Junior High School
Henry Clemons, Teen Leadership
William Dennis, Orchestra
Brandie Medina, Special Education-SDC
Jennifer Swihart, Special Education

Rice Elementary School
Jamie Hudson, Second Grade

San Jacinto Elementary School
Cecilia Bahena Millan, Bilingual First Grade
Katherine Fontanez, Special Education-PPCD

Special Education Department
Jessica Argyle, Speech Language Pathologist
Elizabeth Bryant, Diagnostician
Anita Contreras, ARD Facilitator
Mary Flippo, Diagnostician
Alyssa Gonzales, Speech Language Pathologist
Emily Hale, District Facilitator
Lajastanee Long, Diagnostician
Lori Miller, Dyslexia
McKenzie Pearce, Speech Language Pathologist
Jennifer Richard, Diagnostician
Keilt Robinson, Licensed Specialist in School Psychology
Ana Salazar, Bilingual Speech Language Pathologist
Magaly Salcido, Bilingual Dyslexia Interventionist
Meghan Scank, Bilingual Dyslexia Interventionist
Stacie Spedale, Diagnostician
Dana Summerville, Diagnostician

Stewart Elementary School
Loren David, Third Grade
Jessica Gowin, Third Grade

Stockton Junior High School
Ashley Dotson, Art

Student Support Services Department
Germanie Feathers, District Instructional Coach-Highly Mobile Populations
Sarah Schelstrate, District Instructional Coach

Suchma Elementary School
Brittany Stalsby, Special Education-Life Skills

Superintendent's Office
Mark Murrell, Assistant Superintendent for High Schools

Technology Department
Nicholas Eppinette Smith, District Instructional Technology Coach

The Woodlands High School
Alex Ager, Athletic Trainer
Laura Amonett, English
Stacy Godshall, JROTC
Roderic Williams, Assistant Principal

The Woodlands High School – Ninth Grade Campus
Clinton Rushing, Associate Principal

Tough Elementary School
Jessica Schaller, Kindergarten

Veterans Memorial Intermediate School
Jose Cruz, Bilingual Fifth Grade
Kasey Keesy, Special Education

Virtual School
Angela Barrs, Language Arts/Social Studies

Vogel Intermediate School
Alyson Clarabut, Band
Kayleigh Higginbotham, Special Education-Life Skills

Washington High School
Victoria Linker, English

Wilkerson Intermediate School
Carlee Gutierrez, Language Arts/Social Studies

York Junior High School
Ingrid Conway, Language Arts

Employment of Substitute Teachers (*Information Only)*

Emily McCray

Board Acceptance is requested:

Recommended by:	Submitted by:
Dr. Ted Landry Interim Superintendent of Schools	Paula Green Executive Director of Human Resources

Discussion and Potential Action to Name The Virtual School

Recommendation:
That the Conroe Independent School District Board of Trustees Discuss and Potentially Take Action in selecting a name for the Virtual School, as recommended by Dr. Ted Landry, Interim Superintendent of Schools.

Explanation:
In accordance with Local Board Policy CW – *Naming of Facilities*, the Board will select a name for the Virtual School.

Policy Reference: CW Local

Recommended by:

Dr. Ted Landry
Interim Superintendent of Schools

Consider and Possibly Adopt Revisions to Board Policy BDD (Local)

Recommendation:
That the Board of Trustees adopt updated Local Board Policy BDD Board Internal Organizational Attorney.

Explanation:
Administration presented recommended revisions to Board Policy BDD Local. The Administration recommends that the updated Local Board Policy BDD be adopted as presented.

Policy Reference: BDD Local

Recommended by:

Dr. Ted Landry
Interim Superintendent of Schools

~~The Board shall employ an attorney to serve as the District's general counsel and representative in matters requiring legal services. The District's general counsel, on behalf of the Board, may retain a private attorney or firm to represent the District in legal matters involving an ethical conflict of interest for the general counsel or requiring specialized legal knowledge. Services to be performed and reasonable fees and expenses to be paid by the District to a private attorney or firm shall be set forth in an engagement letter between the Board and the attorney or firm.~~

~~Individual Trustees shall channel legal inquiries through the Superintendent or general counsel, as appropriate, when advice or information from the District's outside legal counsel is sought. The Board President may make legal inquiry to retained, outside legal counsel directly, when circumstances so require.~~

~~A staff request for legal advice from the District's outside legal counsel must be submitted through the Superintendent or general counsel.~~

Board Authority

The Board shall have final authority to retain legal counsel—either internal or external—or a law firm to represent the Board, the District, or both. External services to be performed, along with all reasonable fees and expenses to be paid by the District, shall be outlined in a written engagement letter between the Board and the retained counsel or firm.

District General Counsel

The Board shall retain internal or external counsel or a law firm to serve as the District's General Counsel.

The District shall establish protocols for the Superintendent and District staff to request legal advice from the District's General Counsel. Requests should be submitted in writing when appropriate.

Unless the Board has retained separate legal counsel to serve as Board General Counsel, the District General Counsel shall also provide legal services to the Board.

The District General Counsel or Superintendent may recommend that the Board retain external counsel or a law firm to represent the District in legal matters when:

1. An ethical conflict of interest exists for the District's General Counsel, or
2. The matter requires specialized legal expertise beyond the General Counsel's scope.

Advice from the District's General Counsel shall be reported to the Superintendent or the Board, either upon request or when the General Counsel deems it necessary.

District General Counsel and the Board

The District General Counsel may assist individual Board members in carrying out their official responsibilities and may provide legal guidance related to their Board service.

Board members may request a formal written legal opinion on matters of significance to the Board or District. Such requests must be submitted in writing to the District General Counsel.

Upon receiving a written request for a legal opinion, the District General Counsel shall notify the full Board. Any formal legal opinion prepared in response shall be distributed to all Board members simultaneously.

Board General Counsel

The Board may also retain external legal counsel or a law firm to serve as Board Counsel, representing and advising the Board independently of the District. Board Counsel serves the Board as a whole.

Board Counsel may assist individual Board members in fulfilling their official responsibilities and provide legal guidance on matters related to their service. However, any advice or opinion that pertains to Board-wide governance or matters of material significance shall be shared with the full Board.

Board members may request a formal written legal opinion on matters of significance to the Board or District. Such requests must be submitted in writing to the Board Counsel.

Upon receiving a written request for a legal opinion, Board Counsel shall notify the full Board. Any formal legal opinion prepared in response shall be distributed to all Board members simultaneously.

Board Counsel may consult with the Superintendent, District staff, other legal counsel, or outside entities as appropriate in order to effectively represent and advise the Board.

Consider and Possibly Adopt Revisions to Board Policy CH (Local)

Recommendation:
That the Board of Trustees adopt updated Local Board Policy CH Purchasing and Acquisition.

Explanation:
The Administration recommended revisions to Board Policy CH Purchasing and Acquisition. The Administration recommends that the updated Local Board Policy CH be adopted as presented.

Policy Reference: CH Local

Recommended by:

Dr. Ted Landry
Interim Superintendent of Schools

Purchasing Authority

The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. ~~However, any purchase that costs or aggregates to a cost of $50,000 or more to a single vendor over the course of a 12-month fiscal period beginning September 1 of each year shall require Board approval before a transaction may take place.~~

All contracts shall be signed by the Superintendent or designee.

Exception for Emergency Contracts

In the event of a catastrophe, emergency, or natural disaster affecting the District, the Board delegates to the Superintendent the authority to contract for the replacement, construction, or repair of school equipment or facilities in accordance with law, if emergency replacement, construction, or repair is necessary for the health and safety of District students and staff and so long as the total cost is no more than $100,000. The Superintendent shall report to the Board at the next regular meeting any contract made under this authority. [See Disaster Exception, CH(LEGAL)]

The delegation regarding emergency contracts does not waive competitive purchasing requirements under Education Code Chapter 44. Only the Board is authorized to waive competitive purchasing requirements under limited circumstances in accordance with Education Code 44.031(h). [See Emergency Damage or Destruction, CH(LEGAL)]

Purchasing Procedures

The Superintendent shall develop purchasing procedures to implement the requirements of state and federal law. [See also CB, CBB, CH(LEGAL), and COA]

Purchasing Method

The Board delegates to the Superintendent or designee the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate.

Competitive Procurement Requirements

District contracts must be submitted to a competitive procurement process when the aggregate purchase costs $50,000 or more for each 12-month period. The Superintendent or designee shall prepare the request for bids or proposals and the bid or proposal specifications. All bids or proposals shall be submitted by the designated purchasing method, either through the District's electronic procurement system or in sealed envelopes, plainly marked with the name of the bidder or proposer and the time of opening.

All bidders or proposers and other interested persons shall be invited to attend the bid or proposal opening as allowed by policy or by best practice if policy is not applicable but shall not be required to be present.

Bid and Proposal Acceptance — The District may reject any and all proposals in accordance with state or federal law, as applicable. The Superintendent shall accept the bid or proposal deemed to be in the best interest of the District as identified in CH(LEGAL).

Bids, Quotes, and Other Proposals Under $50,000 — The director of purchasing shall establish guidelines that may require bids, quotations, or proposals to be obtained prior to approving a purchase when it appears that the best value and substantial savings can be realized by the District.

Electronic Bids or Proposals — The District shall accept bids or proposals through electronic transmission in accordance with administrative procedures. Such procedures shall safeguard the integrity of the competitive procurement process, ensure the identification, security, and confidentiality of electronic bids or proposals, and ensure that the electronic bids or proposals remain effectively unopened until the proper time.

Responsibility for Debts — The Board shall assume responsibility for debts incurred in the name of the District so long as those debts are for purchases made in accordance with adopted Board policy and current administrative procedures. The Board shall not be responsible for debts incurred by persons or organizations not directly under Board control. Persons making unauthorized purchases shall assume full responsibility for all such debts.

Electronic Purchase Commitments — All purchase commitments shall be made by the Superintendent or designee on a properly drawn and issued purchase order, in accordance with administrative procedures.

Personal Purchases — District employees shall not be permitted to purchase supplies or equipment for personal use through the District's business office.

Consider and Possibly Adopt Revisions to Board Policy EMI (Local)

Recommendation:
That the Board of Trustees adopt updated Local Board Policy EMI Miscellaneous Instructional Policies: Study of Religion

Explanation:
The Administration presented recommended revisions to Board Policy EMI Miscellaneous Instructional Policies: Study of Religion. The Administration recommends that the updated Local Board Policy EMI be adopted as presented.

Policy Reference: EMI Local

Recommended by:

Dr. Ted Landry
Interim Superintendent of Schools

Teaching About Religion

The inclusion of religion in the study of history, culture, literature, music, drama, and art is essential to a full and fair presentation of the curriculum. The inclusion of religious elements is appropriate as long as the material included is intrinsic to the field of study in which it is presented and as long as it is presented objectively.

The District's approach to teaching about religion shall be academic, not devotional. Emphasis on religious themes in the arts, literature, and history shall be only as extensive as necessary for a balanced and thorough study of these areas. Such studies shall not foster any particular religious tenet nor demean any religious beliefs, but shall attempt to develop mutual respect among students and advance their knowledge and appreciation of the role that religious heritage plays in the social, cultural, and historic development of civilization.

Religious Texts

Use of religious texts in instruction shall be guided by the principles set forth above. Other than texts used in an appropriate course of study, the District shall not distribute religious texts or materials to students. Such materials may be indexed, shelved, and circulated as library materials. [See FNAA regarding student distribution of nonschool literature and GKDA regarding nonstudent distribution of nonschool literature]

Religious Music

District music groups may perform or receive instruction regarding religious music as part of the secular program of instruction. The primary purpose of the inclusion of religious music in performances or instruction shall be academic, not devotional. Performances and instruction shall reflect religious diversity when appropriate.

Religious Symbols

Religious symbols may be displayed as a teaching aid. Their display shall be temporary and limited to specific teaching activities; such displays shall not be permitted for devotional purposes.

Religious Elements In Student Work

Students may choose to include religious elements in their schoolwork, such as papers, presentations, or artwork; however, students' work must fulfill the purpose of the assignment and be evaluated by secular academic standards.

Ten Commandments

Notwithstanding any conflicting provisions contained elsewhere in this or other policy, each classroom shall be required to clearly display the Ten Commandments in a conspicuous location. Classroom is defined as any learning environment in which instruction is provided to students. This requirement shall constitute an expressed exception to any general rules to the contrary.

The Ten Commandments shall:

1. Be displayed as a durable poster or framed copy, measuring at least 16 inches wide and 20 inches tall;
2. Be legible to a person with average vision from anywhere in the classroom in which the poster or framed copy is displayed;
3. Read exactly as outlined below:
    a. The Ten Commandments
    b. I AM the LORD thy God.
    c. Thou shalt have no other gods before me.
    d. Thou shalt not make to thyself any graven images.
    e. Thou shalt not take the Name of the Lord thy God in vain.
    f. Remember the Sabbath day, to keep it holy.
    g. Honor thy father and thy mother, that thy days may be long upon the land which the Lord thy God giveth thee.
    h. Thou shalt not kill.
    i. Thou shalt not commit adultery.
    j. Thou shalt not steal.
    k. Thou shalt not bear false witness against thy neighbor.
    l. Thou shalt not covet thy neighbor's house.
    m. Thou shalt not covet thy neighbor's wife, nor his manservant, nor his maidservant, nor his cattle, nor anything that is thy neighbor's.

4. Not contain additional text or content beyond what is required.

If there are any classrooms that do not include a poster or framed copy of the Ten Commandments, the District must accept any offer from a private donor to comply with the requirements.

If there are any classrooms that do not include a poster or framed copy of the Ten Commandments, the District may utilize district funds to comply with the requirements.

There shall be no exemption to this requirement.