Minutes of Regular Business Meeting
Wednesday, October 28, 2026

The Board of Trustees
Fort Sam Houston ISD

A Regular Business Meeting of the Board of Trustees of Fort Sam Houston ISD was held on Wednesday, October 28, 2026, beginning at 5:00 p.m. in the Fort Sam Houston ISD Professional Development Center locate at 4005 Winans Road, Building 1908, San Antonio, Texas 78234.

1. CALL TO ORDER, PLEDGE OF ALLEGIANCE, PLEDGE TO THE TEXAS FLAG, AND INSPIRATIONAL MOMENT

Vice President COL Rebecca Zinnante called the meeting to order at 5:00 p.m. Fort Sam Houston Elementary School Fifth-grader Calvin Scott led the Pledge of Allegiance to the United States Flag, Robert G. Cole Middle School Sixth-grader Arthur Tucker led the pledge to the Texas flag, and Robert G. Cole High School Senior Anthony Barker offered the Inspirational Moment.

Afterwards, Vice President Zinnante made the following announcement:

This is a meeting of the Board of Trustees being held in front of the public, which is not the same as a public hearing or meeting for the public. The Board and the District appreciate the interest of our constituents and welcome you at our meetings; however, in our Board of Trustee meetings, only the board members and members of the administration who are providing information to the Board should be speaking during the course of the meeting, except for the portion of the meeting designated for public input. Should any audience members have a question during the course of the meeting, please do not interrupt the meeting or interject your question or comment in the middle of the meeting; instead, please raise your question or concerns with an appropriate person at the conclusion of the meeting so that the Board can conduct our Board-business without interruption.

2. QUORUM

Vice President Zinnante declared that a quorum of the Board was present. In addition to Vice President Zinnante, Secretary COL(R) Aaron J. Braxton II, Board Member MSG Jason Strickland, and Board Member Willie White, Jr., were present.

President Andrea Nicholas was absent.

3. PUBLIC COMMENTS

Board Policy BED(LOCAL) sets out the requirements for the Public Comments portion of a meeting. During regular board meetings, public comments may address any topic, whether posted on the agenda or not. During special-called meetings or work sessions, public comments are limited to the items posted on the agenda only.

To participate in the Public Comment portion of a meeting, members of the public must sign their name on the sign-in sheet no later than five (5) minutes before the meeting is scheduled to begin and shall indicate the topic about which they wish to speak. The sign-in sheet will be placed on a podium in the Professional Development Center located at 4005 Winans Road, Building 1908, San Antonio, Texas 78234.

Vice President Zinnante read the following Public Comments Information and Guidelines:

1. *A meeting of the Board of Trustees is a meeting of the Board in Public, not a public meeting which is to say that audience participation at a Board meeting is limited to the public comment section of the meeting. At all other times during the meeting, the audience shall not enter into discussion or debate on matters being considered by the Board.*

2. *During Public Comment, the board may furnish specific factual information or recite policy, but by law, the Board shall not deliberate or decide regarding any subject that is not included on the agenda for that meeting and any deliberation or decision by the Board will occur during discussion of the agenda item and not during Public Comment.*

3. *During regular board meetings, public comments may address any topic whether posted on the agenda or not. During special-called meetings or work sessions, public comments are limited to the items posted on the agenda only.*

4. *In order to participate in the public comment portion of a meeting, members of the public must sign up with the presiding officer or designee not later than five (5) minutes before the meeting is scheduled to begin and shall indicate the topic about which they wish to speak.*

5. *Individuals may be given up to three (3) minutes to speak during public comment; however, when necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to the public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on non-agenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment or adjusting the time allotted to each speaker; however, no individual shall be given less than one (1) minute per person to make public comment.*

6. *A member of the public who addresses the Board through a translator shall provide the translator. A member of the public who addresses the board through a translator must be given at least twice the amount of time as a member of the public who does not require a translator.*
7. *The Presiding Officer or designee shall determine whether a person addressing the Board has attempted to solve a matter administratively through resolution*

channels established by policy. If not, the person's presentation shall be halted, and the person shall be referred to the appropriate policy to seek resolution:

a. *DGBA Employee Complaints*
b. *FNG Student or Parent Complaints*
c. *GF Public Complaints*

8. *There shall be no disruption of the meeting by members of the audience. If after at least one warning from the presiding officer, an individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting and once the individual is escorted off the premises, the person is not permitted to return during the meeting. Individuals with signs, props, or displays shall sit in the last row of chairs or along the back wall so as not to interfere with the meeting or with the public's observation of the meeting.*

During public comment individuals shall not use the name of District employees or of District students, unless the student about whom they are speaking is their own child.

The following individuals spoke during the Public Comments portion of the meeting:

1. Joe Shellhart – Sub Ret (Substitute Retirement)
2. Brittany Austin – Substitute Retirement
3. Christopher Downing – Board Conduct

Vice President Zinnante thanked each speaker for his/her comments and proceeded to the next agenda item.

4. ACHIEVEMENTS AND SPECIAL RECOGNITIONS

1. National Principals Month

In Observance of National Principal's Month, Superintendent Bates thanked the Elementary and Secondary Principals and Assistant Principals for their hard work, leadership, and dedication to the District's students, staff, and families. Specifically, the following administrators were recognized and received cards/gift cards from the Executive Cabinet:

Fort Sam Houston Elementary School
Julissa Fisher, Interim Principal
Nadia Gomez, Assistant Principal
Marissa Jones, Assistant Principal

Military School Districts' Special Education Cooperative
Dr. Saleha Sultan, Special Education Director
Richard Mahler, Assistant Principal

Robert G. Cole Middle / High School
Dr. Joseph Cerna, Principal
Mariel Gaitan-Martinez, Assistant Principal
Ronald Kretz, Assistant Principal

- The Lady Cougars Volleyball Team, Coach Elizalde, and the Coaching staff were recognized for their recent win against Randolph Field ISD.
- Members of the Cole Counseling Team were recognized for the well-coordinated and executed annual College and Career Fair, which was held on Tuesday, October 27. Special praise was given to Principal Joseph Cerna, Lead District Counselor Jessica Garza, Middle School Counselor Linda Sandoval, Registrar / Administrative Assistant to the Counselors Veronica Torres, and Cole staff members for the planning and hard work that made this event run so smoothly.

5. MINUTES FROM REGULAR BUSINESS MEETING OF SEPTEMBER 30, 2026 AND THE SPECIAL BUSINESS MEETING OF OCTOBER 14, 2026

The Superintendent recommends approving the minutes from the Regular Business Meeting of September 30, 2026, and the Special Business Meeting of October 14, 2026, as submitted. A motion made by Board Member White and seconded by Secretary Braxton to approve the Regular Business Meeting of September 30, 2026, and the Special Business Meeting of October 14, 2026, as submitted was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White/ Nays: None

6. SUPERINTENDENT'S REPORT

A. Teaching and Learning / Assistant Superintendent Dr. Mina Schnitta

- The District now has a Literacy and Math Instructional Framework, which was developed under the Learning Acceleration Support Opportunities (LASO) grants.
- The District just finished the first big Teacher Incentive Allotment Benchmark, which included submitting over 100 student Learning Objective Profiles and Artifacts to be rated by an outside entity.

B. Principals' Reports / Principal Julissa Fisher

Upcoming Events:

November 6: House Color Lunch – Purple House (Citizenship)
November 10: Fall Fest (This year, the Social - Emotional Learning Fair was incorporated into this event)
November 18: Literacy Night
November 19: Cougar Cub Leader Awards
November 20: Substitute Appreciation Day
1st Grade Fall Rotations

Robert G. Cole Middle and High School / Principal Dr. Joseph Cerna
Upcoming Events:
November 6: Final Football Pep Rally, 3:15 p.m., Cole Gym
PTSO Tailgate Festival, 4:00 p.m., Courtyard
November 10: Veterans Day Celebration, 9:15 a.m., Cole Gym

- On October 24, the Cole Marching Band competed in the 2026 UIL 3-A Area E Marching Band Contest in Alice, Texas. The Band Members Placed Ninth in the State and Advanced to the State Finals.

Because Coach Norman was fulfilling coaching duties, Dr. Cerna provided the following update for the Athletics Department:

- On October 26, the Cole Boys' Cross Country Team Competed in Corpus Christi for a Regional Meet. The team earned Second Place at the Regional Meet and qualified for the State Competition in Round Rock Texas on November 7, 2026
- The Girls' Cross Country Team placed Fourth at the Regional Meet and also advanced to the State level.
- The Volleyball season ended on Monday, October 26.
- The last game of the Football Season will be held on November 6 (Senior Night) vs. the Yoakum Bulldogs.
- The Cole Athletic Training Team received the Student Training Program of the Month award from the Alamo Area Athletic Trainers Association.

C. Special Education Co-op / Dr. Saleha Sultan – No report

D. Finance and Operations / Assistant Superintendent of Finance and Operations Julie Novak – No report

E. Technology / Director Gina Rodriguez – No report

F. Athletics / Director Larry Norman
Report provided by Dr. Cerna after his campus report.

G. Safety and Security / Director Scott Stuller – No report

7. RECOMMENDATION TO ADOPT BOARD RESOLUTION TO JOIN THE CENTRAL TEXAS PURCHASING ALLIANCE

The Superintendent recommended adopting the Board Resolution to join the Central Texas Purchasing Alliance as submitted. A motion made by Secretary Braxton and seconded by Board Member Strickland to adopt the Board Resolution to join the Central Texas Purchasing Alliance as submitted was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

8. FINANCIAL REPORTS FOR SEPTEMBER 2026

The Superintendent recommended approving the Financial Reports for September 2026 as submitted. A motion made by Board Member White and seconded by Board

Member Strickland to approve the Financial Reports for September 2026 as submitted was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

9. RESOLUTION ACKNOWLEDGING REVIEW OF THE INVESTMENT POLICY (NO CHANGES RECOMMENDED)

The Superintendent recommended adopting the Resolution acknowledging the Review of the Investment Policy for the 2026 - 2027 school year as submitted. A motion made by Board Member White and seconded by Board Member Strickland to adopt the Resolution acknowledging the Review of the Investment Policy for the 2026 - 2027 school year as submitted was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

10. GIFTED AND TALENTED PROGRAM REPORT FOR THE 2025 - 2026 SCHOOL YEAR (SY)

Report Only - No Action Needed
Teaching and Learning and District Testing Coordinator Lori Fuller, provided an overview of the 2025-2026 Gifted and Talented Report.

11. EMERGENT BILINGUAL PROGRAM REPORT FOR THE 2025 - 2026 SY

Report Only - No Action Needed
Teaching and Learning and District Testing Coordinator Lori Fuller, provided an overview of the Emergent Biling Program Report for the 2025-2026 SY.

12. DISTRICT-INITIATED LOCAL POLICY REVISIONS WITH DRAFTS PREPARED BY TASB POLICY SERVICES

The Superintendent recommended approving the proposed revisions to the following local policies in accordance with the proposed changes:

FD(LOCAL) - ADMISSIONS
FFA(LOCAL) - STUDENT WELFARE: WELLNESS AND HEALTH SERVICES

After a brief review of the changes given by Assistant Superintendent of Teaching and Learning Dr. Schnitta, a motion made by Board Member Strickland and seconded by Secretary Braxton to approve the proposed revisions to the above-listed local policies in accordance with the proposed changes was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

13. GOALS AND PERFORMANCE OBJECTIVES IN THE 2026 - 2027 DISTRICT IMPROVEMENT PLAN

The Superintendent recommended approving the Goals and Performance Objectives in the 2026 - 2027 District Improvement Plan as submitted. Teaching and Learning and District Testing Coordinator Lori Fuller provided an overview of the Goals and Performance Objectives in the 2026 – 2027 District Improvement Plan. After a brief discussion, a motion made by Board Member Strickland and seconded by Secretary Braxton to approve the Goals and Performance Objectives in the

2026 - 2027 District Improvement Plan as submitted was unanimously approve.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

14. GOALS AND PERFORMANCE OBJECTIVES IN THE 2026 - 2027 FORT SAM HOUSTON ELEMENTARY SCHOOL AND ROBERT G. COLE MIDDLE / HIGH SCHOOL CAMPUS IMPROVEMENT PLANS

The Superintendent recommended approving the Goals and Performance Objectives in the 2026 - 2027 Fort Sam Houston Elementary School and Robert G. Cole Middle / High School Campus Improvement Plans as submitted. Fort Sam Houston Elementary School Principal Julissa Fisher and Robert G. Cole Middle / High School Principal Dr. Joseph Cerna provided an overview of the Goals and Performance Objectives in their respective Campus Improvement Plans. Afterwards, a motion made by Secretary Braxton and seconded by Board Member Strickland to approve the Goals and Performance Objectives in the 2026 - 2027 Fort Sam Houston Elementary School and Robert G. Cole Middle / High School Campus Improvement Plans as submitted was unanimously approved.
Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

Vice President Zinnante moved the Regular Business Meeting into Closed Session at 6:28 p.m. as authorized by Texas Government Code Section 551.071, et. seq.

15. CLOSED MEETING AS AUTHORIZED BY TEXAS GOVERNMENT CODE SECTIONS 551.071, et. seq.

A. Pursuant to Texas Government Code Section 551.074:

1. Personnel Matters

a. **Hiring**

Vanessa Arredondo, Military School Districts' Cooperative Special Education Paraeducator Self-Contained, effective October 2, 2026
Frank Canales, Fort Sam Houston ISD Transportation Department School Bus Driver, effective October 16, 2026
David Little, Fort Sam Houston ISD Transportation Department School Bus Driver, effective October 15, 2026
Miriam Monsivais, Fort Sam Houston Elementary School Child Nutrition Specialist, effective October 7, 2026
Joseph Ramos, Robert G. Cole Middle School & High School Child Nutrition Specialist, effective October 7, 2026
David Sullivan, Fort Sam Houston ISD Maintenance Department Part-time HVAC Technician/Maintenance, effective October 15, 2026

b. **Resignations**

Jacob Martinez, Fort Sam Houston ISD Technology Department Network Administrator, effective October 23, 2026

c. **Retirements**

None

d. **Terminations**
None

e. **Reassignments**
Abigail Herb, Military School Districts' Cooperative Special Education Paraeducator Self-Contained at Fort Sam Houston Elementary School Behavior Support Classroom to Military School Districts' Cooperative Special Education Paraeducator Self-Contained at Military School Districts' Academy, effective September 29, 2026
Elizabeth Dungan, Military School Districts' Cooperative Special Education Paraeducator Self-Contained at Military School Districts' Academy to Military School Districts' Cooperative Special Education Paraeducator Self-Contained at Fort Sam Houston Elementary School Behavior Support Classroom, effective September 29, 2026

2. Discussion regarding Superintendent and / or Board Members roles, duties, and assignments.

B. Pursuant to Texas Government Code Section 551.071, consultation with attorney and discussion of legal issues involved in TEA investigation.

16. BOARD TO RECONVENE IN OPEN MEETING TO CONSIDER AND TAKE ACTION AS NECESSARY ON ITEMS DISCUSSED IN CLOSED SESSION
Vice President Zinnante moved the meeting into Open Session at 7:28 p.m.

17. ANNOUNCEMENTS/ACTION ITEMS REGARDING PERSONNEL MATTERS:
A.1.a. Consideration and Possible Action Regarding Hiring(s)
A.1.b. Consideration and Possible Action Regarding Resignation(s)
A.1.c. Consideration and Possible Action Regarding Retirements(s)
A.1.d. Consideration and Possible Action Regarding Termination(s)
A.1.e. Consideration and Possible Action Regarding Reassignment(s)

None

18. ANNOUNCEMENTS/ACTION ITEMS REGARDING SUPERINTENDENT AND / OR
BOARD MEMBER ROLES, DUTIES, AND / OR ASSIGNMENTS
None

19. DISCUSSION AND POSSIBLE ACTION REGARDING TEA INVESTIGATION
None

20. ADJOURNMENT

Vice President Zinnante asked for a motion to adjourn the meeting. A motion made by Board Member White and seconded by Secretary Braxton to adjourn the meeting was unanimously approved, and the Regular Business Meeting was adjourned at 7:29 p.m.

Ayes: Zinnante, Braxton, Strickland, and White / Nays: None

The foregoing minutes were read and approved on the 18th day of November 2026.

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Andrea D. Nicholas, President

ATTEST:

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COL(R) Aaron J. Braxton II, Secretary