

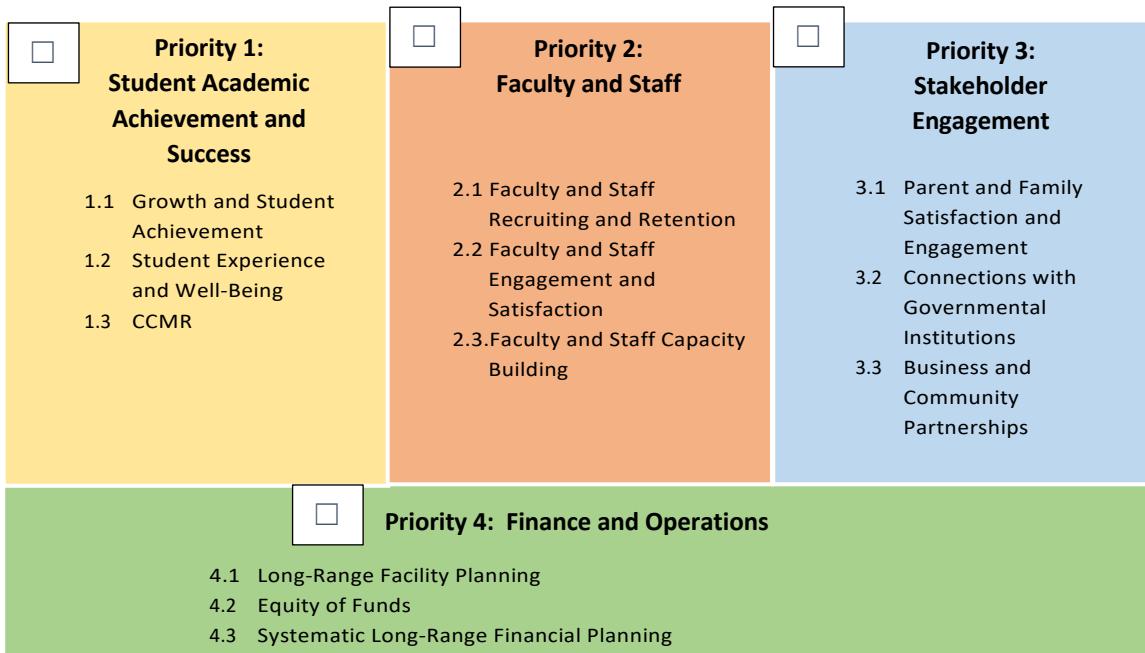
# Board Agenda Item Form

*All Judson ISD students will receive a quality education enabling them to be successful in a global society.*

Board Meeting Date: 2/14/2026 or 2/16/2026

<b>Office</b>	<b>Agenda Location/Type</b>
<input type="checkbox"/> Administrative Services	<input type="checkbox"/> Recognitions
<input type="checkbox"/> Business and Operations	<input type="checkbox"/> Consent Items
<input type="checkbox"/> Curriculum and Instruction	<input checked="" type="checkbox"/> Action Items
<input type="checkbox"/> Communication	<input checked="" type="checkbox"/> Discussions
<input type="checkbox"/> Human Resources	<input type="checkbox"/> Superintendent's Report
<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Activities
<input type="checkbox"/> Superintendent	<input type="checkbox"/> Unfinished Business
<input checked="" type="checkbox"/> Other: Board	<input type="checkbox"/> New Business

**Strategic Priorities: Check the strategic priority your agenda item applies to.**



**Specific Items on Agenda:**

- Pursuant to Texas Government Code Section 551.071, consultation with attorney regarding legal issues pertaining to possible violations of Texas Penal Code § 36.03 – Coercion of a Public Servant, Texas Penal Code § 36.06 – Obstruction or Retaliation, Texas Penal Code § 1.07(9) – Coercion, Texas Penal Code § 39.02 – Abuse of Official Capacity, Texas Penal Code § 39.03 – Official Oppression, Texas Penal Code § 39.06 – Misuse of Official Information, JISD Policies BBF(Local), BBFB(Legal), DIA(Legal), DIA(Local), and JISD Good Governance Handbook by Trustee Jose A. Macias
- Consideration and possible action(s) regarding violations of Texas Penal Code § 36.03 – Coercion of a Public Servant, Texas Penal Code § 36.06 – Obstruction or Retaliation, Texas Penal Code § 1.07(9) – Coercion, Texas Penal Code § 39.02 – Abuse of Official Capacity, Texas Penal Code § 39.03 – Official Oppression, Texas Penal Code § 39.06 – Misuse of Official Information, JISD Policies BBF(Local), BBFB(Legal), DIA(Legal), DIA(Local), and JISD Good Governance Handbook by Trustee Jose A. Macias

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## Alleged Violations of Texas Law and Judson ISD Policy/Procedures

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### I. Coercion, Obstruction, and Retaliation Involving Public Servants

**Texas Penal Code § 36.03 – Coercion of a Public Servant**

**Texas Penal Code § 36.06 – Obstruction or Retaliation**

**Texas Penal Code § 1.07(9) – Definition of Coercion**

Mr. Jose Macias **influenced or attempted to influence public servants** in the specific exercise of their official powers and duties, and **attempted to cause public servants to violate known legal duties**, by engaging in coercive and retaliatory conduct, including:

- **Threatening civil and criminal action** against board members if they voted a particular way on a pending board matter
- **Threatening retaliation against an employee** if board members voted in a particular manner
- **Providing false or misleading information** to lend credibility to threats of legal or criminal consequences

Such conduct meets the statutory definition of **coercion** under Texas Penal Code §1.07(9), in that it involved threats:

- **To accuse a person of an offense**
- **To expose a person to hatred, contempt, or ridicule**
- Made for the purpose of causing a public servant to **take or withhold action** in their official capacity

The conduct further constitutes **retaliation** by intentionally or knowingly threatening harm to public servants and witnesses **on account of their service, status, or participation in official proceedings**, including cooperation with investigations.

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### II. Abuse of Official Capacity and Official Oppression

**Texas Penal Code § 39.02 – Abuse of Official Capacity**

**Texas Penal Code § 39.03 – Official Oppression**

The individual **misused their official authority** and acted outside the lawful scope of their office with intent to harm or improperly influence others, including by:

- **Pressuring board members** to initiate investigations or take adverse action against fellow trustees **in retaliation for how those trustees voted**
- **Directing or pressuring the board** to investigate or take negative personnel action against an employee because the employee:
  - Spoke to the board, and/or
  - Cooperated in an ongoing investigation
- **Threatening board members** with civil or criminal consequences unless they supported a particular trustee's position or vote
- **Leveraging official position** to coerce silence, discourage reporting, or compel withdrawal of complaints

This conduct constitutes **abuse of official capacity** and **official oppression** by intentionally subjecting others to mistreatment and deprivation of lawful rights under color of office.

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### **III. Misuse of Official Information and Unlawful Disclosure**

#### **Texas Penal Code § 39.06 – Misuse of Official Information**

The individual **committed an offense with intent to harm another** by disclosing and using information for **non-governmental purposes** that was obtained through official capacity and **had not been made public**, including:

- **Sharing FERPA-protected student information** outside authorized channels
- **Disclosing confidential personnel records or information** to the public or media
- **Releasing details of ongoing investigations** discussed in executive (closed) session
- **Using non-public or false information** to embarrass, intimidate, retaliate against, or improperly influence others

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### **IV. Manipulation of Board Process and Governance**

The individual further **manipulated board procedures and processes** by:

- Using procedural authority to **silence, punish, or marginalize trustees**
- Attempting to control outcomes through intimidation rather than lawful deliberation
- Misusing governance mechanisms to retaliate against dissenting votes

Such actions represent a **misuse of official authority** and undermine lawful board governance.

## **Board Policy/Procedure Violations Include:**

### BBF(Local)

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.
- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will work to ensure prudent and accountable use of District resources.
- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

### BBFB(Legal) Ethics: Prohibited Practices

- Abuse of Official Capacity
- Official Oppression
- Misuse of Official Information

### DIA(Local)

- Harassment
- Intimidation
- Threatening or hostile work environment
- Retaliation
- Coercion
- Records Retention

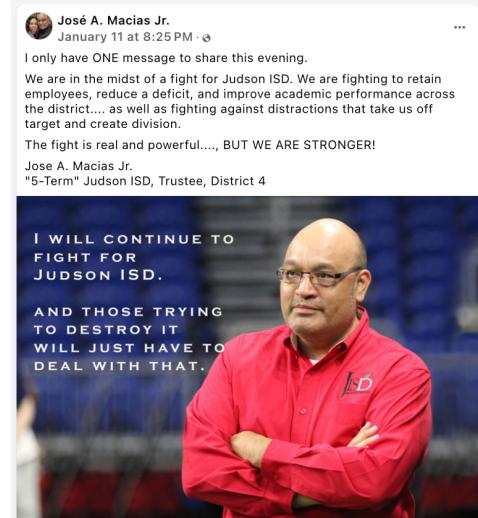
### Judson ISD Good Governance Handbook

- Code of Conduct
- Board Meeting Norms
- Communication with Media
- Communication with the Public
- Social Media Guidelines for School Board Members
- Record and Discussion of Items Discussed in Executive Session

## **Evidence:**

### **Social Media Posts:**

 José A. Macias Jr. January 23 at 10:01 PM · Ⓜ ...  
Update on our Superintendent Dr. Milton Fields. I have received dozens of texts and calls (daily) related to the status of the Superintendent. So I thought I would provide a bit of my perspective.  
The process of putting an employee on Administrative leave is very different in the education world...admin leave automatically implies guilt before innocence. That is why there is an assumption of wrongdoing. Don't fall for that notion. It is my belief that Dr. Fields is being railroaded. I will have a whole lot to say publicly in the boardroom regarding this process, about how this investigation began, and how manipulation and deceit were tools used to initiate this process.  
Our community deserves transparency and a glimpse into the political nature behind how we arrived at this point. There appears a will from some on our board to keep our community in the dark and divided in order to satisfy their agendas.  
For now, your continued support and prayers for Dr. Fields would be appreciated. He is a good man...who cares about our district. We will meet as early as next week to resolve this matter ...but no matter what happens....there is no question about the quality of his commitment and service to our district and/or the passion he has for our Judson ISD community.





José A. Macias Jr.

January 28 at 7:52 PM ·

...

UPDATE on our Superintendent: Truth and Accountability.

When things are at their darkest ...the light of truth is the only way forward.

We have reached a point where four board members do not want Dr. Fields to return as Superintendent. Now, no official decisions have been made....and when they are, they must be done in public by a public vote. This should happen in a future board meeting.

But I can read the room....and four members are clearly unwilling to change their position. In essence, the political will by 4 board members to work through this issue appears to be the direction we are headed .

What needs to be noted....is that the investigation did not produce any criminal wrong doing or misconduct. This was simply an attempt to rid the district of our Superintendent.

Ms. Ryan stated in open session that we all received emails outlining the nature of complaints being alleged against Dr. Fields. It was actually just 2 emails, and one of the emails only went to 4 board members. In my opinion, this email complaint should have followed our local grievance process and should have been heard by the entire Board....it was sent to only four board members and the remaining board members were deliberately left in the dark.

The fact that three board members were left out of the full scope of the allegations is completely unethical. If we had been informed it may have swayed how the conversations would have been made in closed session.

My concern is that there may have been a violation of the Open Meetings Act by 4 board members knowingly withholding information and acting in concert. Each board member is legally mandated to have access to all information.

Additionally, I remain concerned about the rationale as to why our Deputy Superintendents were bypassed as acting Superintendent. It was at Ms. Ryan's recommendation that they be bypassed. You have to ask yourself why??

It is conduct like this that undermines public trust. My responsibility is to reflect the values of my community and shed perspective on conduct detrimental to our district.

Dr. Fields ...you have my respect and appreciation for your dedication to our district. I am sorry that politics, misinformation, and manipulation are at the center of your expected dismissal.

Our community is behind you ....and the light of the day will eventually expose the wickedness of those behind this injustice. I assure you, I plan to hold every one of them accountable.

#JudsonISD



José A. Macias Jr.

January 20 at 8:21PM ·

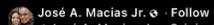
...

We are beginning our second week with Dr. Fields on Admin. leave, a notion that I am fearful was done without merit. It is beginning to truly look as if he is being unfairly targeted.

I continue to join my community in standing with Dr. Fields, Superintendent of Judson ISD.

#WeStandwithDrFields  
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#WeStandwithDrFields  
#WeStandwithDrFields

Criminal.



José A. Macias Jr. · Follow

José A. Macias Jr. · Original audio

Our community must question how this investigation began and how two deputy superintendents were bypassed as Acting Superintendent. Where there is smoke....there is fire.

Our meeting scheduled for Feb.4th at 5:30pm, is where the final decision will be made to terminate

Dr. Fields.

#WeStandwithDrFields See less



José A. Macias Jr. is 😊 feeling positive at Judson ISD.

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February 5 at 9:28 PM ·

This is a very critical time for Judson ISD. Each day seems harder..... even insurmountable. I am here to tell you that we will continue moving forward....and will face every challenge with appropriateness and fortitude.

I have never been one to back down or fight for what is right in my community....and I certainly will not stop now.

There are evil forces around us ....but there are far more of us throughout the Judson ISD community beating those forces back.

It is okay to feel down....., but please do not feel like all hope is lost, because it is not. The unity I have seen over the past six months inspires me....and tells me the right change is coming.

Stay Strong....and stay together.

(Props to the SA Report photographer who took this pic. I look very reflective...thanks!)

#JudsonISD



José A. Macias Jr.

January 18 at 7:20 PM · 0

...

I have a few things to share this evening. This is my first out of three separate comments.

I recently gave remarks to the Express-News about a request for a Special Board Meeting to initiate an investigation on Monica Ryan for abuse of board power and employee intimidation. This is not a proud moment for Judson ISD, but it is a moment when finding the truth is imperative.

Intimidation by a Board member is a very serious matter, and it cannot be tolerated. It is further disturbing if staff intimidation led directly, or indirectly, to a benefit that is not universally available to everyone.

And lastly, threats of violating FERPA are not applicable when reporting abuse. FERPA does not prohibit a whistleblower from acting. Furthermore, you cannot be retaliated against for coming forward.

Feel free to contact me if you have any comments or questions.  
210.386.0075.

### 🚫 What FERPA Cannot Do

FERPA cannot be used to:

- Block an employee from reporting fraud, abuse, discrimination, safety issues, or other misconduct.
- Prevent someone from filing a whistleblower complaint with a state or federal agency.
- Punish an employee for reporting wrongdoing (that would likely violate whistleblower protection laws).
- Hide institutional misconduct behind "student privacy."

Schools sometimes claim FERPA prevents disclosure, but courts and the Department of Education have repeatedly clarified that FERPA is **not a confidentiality shield for institutions**.

## Section 51.257

### Texas education legal policy against retaliation

The Texas Education Code Section 51.257 prohibits retaliation against employees who report incidents of misconduct or cooperate with investigations. This law is designed to protect employees from being disciplined or discriminated against for making good faith reports. The law applies to postsecondary educational institutions and ensures that employees can report incidents without fear of negative consequences. [Go to public.law](#) [+2](#)

For more detailed information on the Texas Education Code and its provisions, you can refer to the official Texas Education Code website or consult legal resources that provide comprehensive coverage of Texas education laws. [Go to FindLaw](#) [+2](#)

José A. Macias Jr.  
February 2 at 2:37 PM · 0

...

I am very proud of our Judson Highschool students practicing their right to protest. It is a hallmark of our Democracy....which is best learned outside the classroom.

The protest was under an hour, peaceful, and students went back to class.

Like I said....VERY PROUD of our students.

#JudsonISD





José A. Macias Jr.  
January 14 at 5:53 PM ·

I made a decision to request a Special Meeting to investigate allegations of abuse of Board authority and employee intimidation by Monica Ryan. I did not make this decision lightly. I am not even sure if the allegations are accurate. However, as a Board member, we are held to higher standards. This Special Meeting request is targeted to uncover the truth.

Ms. Ryan recently made remarks on her Facebook that my intentions are to go after her family. That is grossly inaccurate and inflammatory.

I will not debate a future agenda on Facebook, I will save my remarks for the Board room. What is important is that my motivation be squarely focused on truth, protecting the integrity of our board offices, and ensuring that our employees, and our community, are not subjected to intimidation.

Link to the Express-News article is in the comments below.



José A. Macias Jr.  
January 18 at 9:31 PM ·

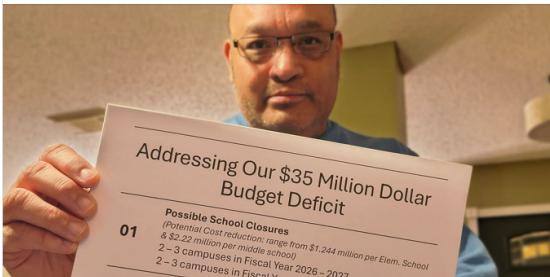
In our regular Judson ISD board meeting in December, we did not discuss budget cuts. There was a vote (3-4) to postpone discussion into January. I am perplexed as to why then is there no discussion regarding budget cuts on our January agenda for 1/22.

It concerns me that the importance of the budgetary work impacting education in our community is being delayed. It is even possible that the information provided by our administration in December is being manipulated during our Superintendents absence.

What I am sharing is a portion of the high value dollar initiatives that were recommended by Dr. Fields on Dec. 9th. We have been ready to take action, but it appears that putting our Superintendent on Admin leave seemed to be the priority for some on our board.

These proposed cuts will help our district reduce and manage our deficit in two years. This plan will also minimize adverse impact to student success. We need to move with this plan as soon as possible. There should be no reason to delay action.

Let's Stand Together for Judson ISD.



## Addressing Our \$35 Million Dollar Budget Deficit

### Possible School Closures

(Potential Cost reduction: range from \$1.244 million per Elem. School & \$2.22 million per middle school)

2 – 3 campuses in Fiscal Year 2026 – 2027

2 – 3 campuses in Fiscal Year 2027 – 2028

### 02 Selling District property - \$18.2 million (appraised value)



umacij



umacij I am very proud of our Judson Highschool students practicing their right to protest. It is a hallmark of our Democracy.....which is best learned outside the classroom.

The protest was under an hour, peaceful, and students went back to class. Like I said.....VERY PROUD of our students.

**Emails to and from Trustee Macias on Judson ISD email system dated:**

**2/7/2026 (multiple)**

**1/30/2026**

**1/29/2026**

**1/28/2026 (multiple)**

**1/22/2026 (multiple)**

**1/19/2026**

**1/17/2026**

**1/13/2026**

**Video:**

**Social Media Video 2/1/2026**

**Social Media Video 1/20/2026**

**JISD Board Meeting Video 2/4/2026**

**Written Documents:**

**Memorandum of Record from 2/4/2026 Executive (Closed) Session**

**Judson ISD PIA #26-87, #26-88, #26-89.**

**First and Amended Filing Case 2026CI01608**

**Various Print/Digital Media Articles**