

**Meeting of the Board of Trustees**  
**GOOSE CREEK CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
Baytown, Texas

September 8, 2025

**REGULAR BOARD MEETING**

The Board of Trustees and the Administrative Staff of the Goose Creek Consolidated Independent School District met in a School Board meeting on Monday, September 8, 2025, 6:02 p.m., at the Administration Building with the following Board members present.

**PRESENT:** Mr. James “Jim” Campisi, President; Mr. Richard Clem, Vice President; Mrs. Tiffany Guy, Secretary; Mr. Jessie Martinez, Assistant Secretary; Mr. Howard Sampson, Mr. Jessie Martinez, and Mrs. Helen Berrott-Tims

**ABSENT:** Mr. Mercedes Renteria III

**OPENING EXERCISES**

The opening exercises for September 8, 2025, Board of Trustees meeting was presented. Board Vice President Richard Clem led the prayer. The pledges to the American flag and Texas flag were led by Board Assistant Secretary Jessie Martines.

**RECOGNITIONS AND ACKNOWLEDGMENTS**

Board Member Richard Clem was presented with a plaque in recognition of his service as Board President from 2020 to 2022. The presentation had been delayed due to circumstances at the time. The Board expressed its gratitude for his leadership.

**CITIZENS PARTICIPATION**

Brandon Terry addressed the Board to support George Crow for the naming of the fieldhouse at Stallworth Stadium.

**APPROVAL OF MINUTES**

Mrs. Berrott-Tims moved and Mrs. Guy seconded the motion **THAT THE BOARD APPROVE AUGUST 4, 2025, REGULAR BOARD MINUTES AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

**ACTION ITEMS**

**Changed Agenda Order**

**9580. CONSIDER SUPERINTENDENT SEARCH PROCESS, TIMELINE, AND RELATED MATTERS WITH SEARCH CONSULTANTS AND RELATED ACTION, IF ANY**

Mr. David Thompson and Dr. Mike Moses with Thompson & Horton, LLC, presented the proposed superintendent search process and reviewed the timeline in detail, outlining each step from start to finish. The Board discussed the process and accepted the timeline as presented.

The Board took a Five-minute recess at 7:14 p.m.

**Returned to Agenda Order**

**DISCUSSION ITEMS**

Superintendent's Report:

1. Graduation and Scholarship Update

Deputy Superintendent of C&I Susan Jackson, Director of Curriculum and Instruction, Director of Career & Technical Education Leia Miller, Director of Counseling and College & Career Readiness Jennifer Fierro, and Special Projects and Professional Development Coordinator Leslie Garcia presented a PowerPoint presentation on Graduation and Scholarships.

2. GCCISD 2024-2025 Accountability Ratings and Distinctions

Deputy Superintendent of C&I Susan Jackson, Director of Assessment and Accountability James Husband, and Coordinator of assessment & Accountability Brittany Griffith presented the GCCISD 2024-2025 Accountability Ratings and Distinctions.

3. Benefits Update

Director of Employee Health and Wellness Dr. Akers and Chief Financial Officer Brigitt Clark presented a presentation on the following topics:

- Benefits 2026 Cost Projections, 2026 Self-Funded Projection (Self-funded and TRS Premiums)
- Plan Design Proposed Changes – Current Plan Designs – NO CHANGES
- Current Plan Rates – NO RATE INCREASE
- PROPOSED MOVE TO TRS BEGINNING 9/1/2026
- TRS Current Cost Comparison
- Plan Design Comparison – Current 2025 (GCCISD vs. TRS)
- Benchmarking – GCCISD Current vs. TRS 2025-26 Employee Contribution Comparison

- 9581. CONSIDERATION TO APPROVE THE AGREEMENT BETWEEN THE OFFICE OF THE GOVERNOR, GOOSE CREEK CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, AND NRG CEDAR BAYOU 5 LLD FOR LIMITATION ON TAXABLE VALUE FOR SCHOOL DISTRICT MAINTENANCE AND OPERATIONS AD VALOREM TAXES AND ACKNOWLEDGE OF THE GUARANTEE AGREEMENT BETWEEN OFFICE OF THE GOVERNOR AND NRG ENERGY, INC.**

Mrs. Guy moved and Mr. Martinez seconded the motion **THAT THE BOARD APPROVE THE AGREEMENT BETWEEN THE OFFICE OF THE GOVERNOR, GOOSE CREEK CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, AND NRG CEDAR BAYOU 5 LLC FOR LIMITATION ON TAXABLE VALUE FOR SCHOOL DISTRICT MAINTENANCE AND OPERATIONS AD VALOREM TAXES AND ACKNOWLEDGE THE GUARANTEE AGREEMENT BETWEEN OFFICE OF THE GOVERNOR AND NRG ENERGY, INC. AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

**9582. CONSIDERATION OF CONSENT AGENDA**

- 1. 2025-2026 District and Campus Improvement Plans**
- 2. Senate Bill 12 Resolution Relating to Parental Rights in Public Education**
- 3. Recommended 2025-2030 District Strategic Plan**
- 4. 2026 Medical and Supplemental Insurance Rates**
- 5. Reentry Into TRS Medical Insurance Effective September 1, 2026**
- 6. School Health Advisory Council (SHAC) Member Appointments**
- 7. Proposed Revision to EHDC (LOCAL): Alternative Methods for Earning Credit; Credit by Examination Without Prior Instruction**
- 8. Adoption of Resolution Regarding Extracurricular Status of 4-H Members in Chambers County and Harris County, and Considerations of Adjunct Faculty Agreement**
- 9. Resolution Nominating Candidates for a Position on the Board of Directors of the Harris Central Appraisal District**
- 10. Resolution of the Goose Creek CISD Board of Trustees for the Purpose of Nominating a Representative to Serve on the Chamber County Appraisal Board of Directors and Casting Votes Via Attached Certification of Ballot**
- 11. Participation in the Interlocal Agreement Between Region 4 Education Service Center and Goose Creek CISD**
- 12. Delegate and Alternative to the 2025 Texas Association of School Boards (TASB) Delegate Assembly**
- 13. Ninety (90) Day Extension of CSP for Audiological/Audiometric Equipment, Supplies and Related Services**
- 14. Ninety (90) Day Extension RFP Annual Fire Extinguisher, Kitchen Inspection, and Related Services**
- 15. Tax Refund**

Mr. Clem moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVED CONSENT AGENDA ITEMS 1-5 AND 7-15 AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion. Mr. Martinez abstained.

Item 6 was pulled from consent agenda.

1. 2025-2026 District and Campus Improvement Plans  
The Board approved the 2025-2026 District and Campus Improvement as presented.
2. Senate Bill 12 Resolution Relating to Parental Rights in Public Education  
The Board approved the proposed Senate Bill 12 Resolution relating to parental rights in public education as presented.
3. Recommended 2025-2030 District Strategic Plan  
The Board approved the recommended 2025-2030 District Strategic Plan as presented.
4. 2026 Medical and Supplemental Insurance Rates  
The Board approved the renewal of the District's insurance coverage, including medical and supplemental employee benefits at the rates and terms presented effective 1/1/2026 through 8/31/2026.
5. Reentry Into TRS Medical Insurance Effective September 1, 2026  
The Board of Trustees approved the District's insurance coverage for medical insurance, be moved to a fully insured status through TRS effective 9/1/2026.
7. Proposed Revision to EHDC (LOCAL): Alternative Methods for Earning Credit; Credit by Examination Without Prior Instruction  
The Board approved the proposed DHDC (LOCAL) Policy, effective for all students to begin the 2025-2026 school year. This adjustment will maintain high academic standards, safeguard instructional quality, And ensure efficient use of district resources. to recommend a revision to the District's Credit by Examination (CBE) policy regarding acceleration for a full grade level. A student shall be permitted only one attempt to accelerate within a specific grade level.
8. Adoption of Resolution Regarding Extracurricular Status of 4-H Members in Chambers County and Harris County, and Considerations of Adjunct Faculty Agreement  
The Board approved to adopt the Resolutions of Extracurricular Status of 4-H members that recognizes currently enrolled 4-H members in Chambers County and Harris County, Texas, as approved for recognition and eligible for extracurricular status consideration under 19 Texas Administrative Code, Chapter 76.1, pertaining to extracurricular activities, and approving the Adjunct Faculty Agreement.
9. Resolution Nominating Candidates for a Position on the Board of Directors of Harris Central Appraisal District

The Board approved the resolution nominating Marina Lemond Dixon for position on the Board of Directors of the Harris Central Appraisal District. Ms. Dixon has served on the Board of Directors for the last 4 years and is qualified to represent Goose Creek Consolidated Independent School District. Approved the resolution nominating Melissa Noriega for position on the Board of Directors of the Harris Central Appraisal District. Ms. Noriega has served on the Board of Directors for the last 2 years and is qualified to represent Goose Creek Consolidated Independent School District.

10. Resolution of the Goose Creek CISD Board of Trustees for the Purpose of Nominating a Representative to Serve on the Chamber County Appraisal Board of Directors and Casting Votes Via Attached Certification of Ballot.

The Board approved the resolution nominating Everett E. “Tan” Williams for Position on the Board of Directors of the Chambers County Appraisal District and casting votes via attached certification of ballot.

11. Participation in the Interlocal Agreement between Region 4 Education Service Center Goose Creek CISD  
The Board approved participation in the interlocal agreement between Region 4 Education Service Center and Goose Creek CISD.

12. Delegate and Alternative to the 2025 Texas Association of School Boards (TASB) Delegate Assembly  
The Board approved the appointment of Board President James Campisi as the Official Voting Delegate and Vice President Richard Clem as the Alternate to the 2025 TASB Delegate Assembly.

13. Ninety (90) Day Extension of CSP for Audiological/Audiometric Equipment, Supplies and Related Services

The Board approved the ninety (90) day extension of CSP #20-020 for Audiological/Audiometric Equipment, Supplies and Related Services.

14. Ninety (90) Day Extension RFP Annual Fire Extinguisher, Kitchen Inspection, and Related Services  
The Board approved the ninety (90) day extension of RFP #22-006 for Annual Fire Extinguisher, Kitchen Inspection, and Related Services.

15. Tax Refund

The Board approved tax refund in accordance with section 31.11 of the State Property Code with the provision that no taxes are owed by the referenced party on any account. Approved Tax Refund to Prinova in the amount of \$18,180.14.

6. School Health Advisory Council (SHAC) Member Appointments

Mrs. Berrott-Tims moved and Mr. Clem seconded the motion **THAT THE BOARD APPROVE THE APPOINTMENT OF PROPOSED MEMBERS FOR THE HEALTH ADVISORY COUNCIL FOR THE 2025-2026 SCHOOL YEAR.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, and Mrs. Berrott-Tims voting for the motion. Mr. Sampson abstained.

**9583. FUTURE BOARD AGENDA ITEMS, BOARD TRAINING, BOARD MEETINGS**

**BOARD TRAINING**

- Board Operating Procedures and Board Policy BDAA – Officers and Officials: Duties and Requirements of Board Officers will be included with the Team of Eight Training
- txEDCON2025 Convention, September 11-14, 2025, George R. Brown, Houston

**BOARD MEETINGS**

- September 22, 2025, Regular Board Meeting
- October 8, 2025, and November 3, 2025, (alternate date) 6:00 p.m., dates considered for Team of Eight Training

**CLOSED MEETING**

At approximately 8:49 p.m., President James “Jim” Campisi recessed the Regular Meeting into a Closed Session with the following statement:

This Board will now recess into a Closed Session pursuant to the following sections of the Texas Openning Meetings Act: 551.071, Private consultation with the Board’s Attorney; 551.072, Discussing purchase, exchange, lease, or value of real property with representatives of employee groups; 551.073, Discussing negotiated contracts for prospective gifts or donations; 551.074, 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. 551.075, To confer with employees of the school district to receive information or to ask questions. 551.076, Considering the deployment, specific occasions for, or implementation of, security personnel or Devices; 551.082, Considering the discipline of a public-school child, or complaints or charges against Personnel, 551.0821, For a matter regarding a public-school student if personally identifiable information about the student will be revealed by the deliberation; 551.083, Considering the standards, guidelines, terms, or conditions the Board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups; 551.084, Excluding witnesses from a hearing during the examination of another witness 551.087, Deliberation regarding economic development negotiations and 551.089, Deliberation regarding security devices or security audits.

**Board Reconvenes into Regular Session**

At approximately 9:52 p.m., the Board reconvened into Regular Session with President James “Jim” Campisi presiding. No action was taken while in Closed Session.

#### **9584. CONSIDERATION OF PERSONNEL**

Mrs. Guy moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVE THE TWENTY-ONE (21) SUPERINTENDENT APPROVED ELECTIONS AND SIX (6) RESIGNATIONS AND RETIREMENTS AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

##### Approved Elections

1. Corey Adams, teacher, assigned to E. F. Green Junior School.
2. Alyson Alejandre, teacher, assigned to Ross S. Sterling High School.
3. Ashley Ameen, teacher, assigned to Horace Mann Junior School.
4. Deena Ayyash, teacher, assigned to Goose Creek Memorial High School.
5. Jordyn Burks, teacher, assigned to Robert E. Lee High School.
6. Mychal English, teacher, assigned to E. F. Green Junior School.
7. Maribel Garza, teacher, assigned to Bowie Elementary School.
8. Julianna Gomez, teacher, assigned to Ross S. Sterling High School.
9. Mikhail Jackson, teacher, assigned to Goose Creek Memorial High School.
10. Kimberly Jeffery, teacher, assigned to Jesse Lee Pumphrey Elementary.
11. Keandre Johnson, teacher, assigned to Robert E. Lee High School.
12. Victoria Kaminski, teacher, assigned to Crockett Elementary School.
13. Erin Montemayor, teacher, assigned to Victoria Walker Elementary School.
14. Annabelle Nash, teacher, assigned to San Jacinto Elementary School.
15. Kaile Neiderhofer, teacher, assigned to Austin Elementary School.
16. Madeleine Orozco, teacher, assigned to Stuart Career Tech High School.
17. Anna Robles, teacher, assigned to Gentry Junior School.
18. Titus Standberry, teacher, assigned to Robert E. Lee High School.
19. Victoria Stewart, teacher, assigned to E. F. Green Junior School.
20. Rachel Vaughan, teacher, assigned to Cedar Bayou Junior School.
21. Selina Williams, teacher, assigned to Gentry Junior School.

##### Accepted Resignations and Retirements:

1. **Carissia Arrazolo**, choir director at Baytown Junior School, resigned effective August 27, 2025.
2. **Rickey Edwards**, mathematics instructional specialist, resigned effective September 2, 2025.
3. **Angela Goss**, educational diagnostician, retired effective August 22, 2025.
4. **Trent Macarthur**, mathematics teacher at Stuart Career Tech High School, resigned effective August 29, 2025.
5. **Aliyah Smith**, speech language pathologist assistant, is resigning effective November 14, 2025.
6. **Esmeralda Soto**, dual language fifth grade teacher at William B. Travis Elementary School, resigned effective August 14, 2025.

Administrative Personnel:

Campus Athletics Coordinator/Head Football Coach

Mrs. Helen Berrott-Tims moved and Mr. Sampson seconded the motion **THAT THE BOARD APPROVE ROGER SUTTERFIELD AS COORDINATOR OF CAMPUS ATHLETICS/HEAD FOOTBALL COACH AT LEE HIGH SCHOOL.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion.

High School Assistant Principal

Mrs. Guy moved and Mr. Clem seconded the motion **THAT THE BOARD APPROVE THE ELECTION OF CLYDE J. PITRE AS ASSISTANT PRINCIPAL AT STERLING HIGH SCHOOL.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion.

Math Instructional Specialist

Mr. Clem moved and Mrs. Guy seconded the motion **THAT THE BOARD APPROVE THE ELECTION OF SAMANTHA T. HERNANDEZ AS INSTRUCTIONAL SPECIALIST – MATHEMATICS (K-5).** The motion passed with Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion. Mr. Campisi abstained.

Science Instructional Specialist

Mr. Martinez moved and Mr. Clem seconded the motion **THAT THE BOARD APPROVE THE ELECTION OF RACHEL JARREAU AS INSTRUCTIONAL SPECIALIST- SCIENCE.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion.

**9585. CONSIDERATION OF AUTHORIZATION TO NEGOTIATE**

Mr. Clem moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVE AUTHORIZATION TO THE SUPERINTENDENT OR HIS DESIGNEE TO ENTER INTO NEGOTIATIONS WITH PROPERTY OWNER(S) FOR THE PURCHASE OF TRACT(S) ADJACENT TO EXISTING GCCISD CAMPUSES.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion.

**9586. CONSIDERATION OF SUPERINTENDENT SEARCH PROCESS, TIMELINE, AND RELATED MATTERS WITH SEARCH CONSULTANTS AND RELATED ACTION, IF ANY**

Mr. Clem moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVE THE SEARCH PROCESS, TIMELINE, AND RELATED MATTERS AS PRESENTED BY DAVID THOMPSON AND MIKE MOSES, OF THOMPSON & HORTON, LLC.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims, voting for the motion.



### **ADJOURNMENT**

Board President James “Jim” Campisi adjourned the regular Board meeting at 9:56 p.m.