

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

December 15, 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, December 15, 2025, 6:09 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. Mercedes Renteria III, and Mrs. Helen Berrott-Tims

ABSENT: None

OPENING EXERCISES

The opening exercises for December 15, 2025, Board of Trustees meeting was provided by students from Horace Mann Junior School. The prayer was led by Board Member Howard Sampson. The Pledges of Allegiance to the United States and Texas flags were recited by Krislynn Hall. The following students performed the song called, Caroll of the Bells:

Kitanya Alexis	Kimberly Garcia-Montalvo	Mariana Rivera
Allana Jenkins	Skyler Thomas	Montserrat Valadez
Yaretzi Vigenio Rangel	Jayla Ortega	Lianna Cepeda
Arianna Cruz	Jerzy Dibler	Olivia De La Cruz
Kayden Rideau Edinborough	Selena Tarver	Nataly Teodoro

The students were under the direction of Choir Director Sarah McClain and Principal Dr. Daniel Blanson.

CITIZENS PARTICIAPTION

Katrina Lanier addressed the Board to express concern over an invoice balance that they feel their company has been improperly assessed, and that they are not allowed to distribute flyers in GCCISD schools.

**PUBLIC HEARING
School FIRST (Financial Integrity Rating System of Texas)**

The Schools FIRST is a financial accountability system for Texas school districts developed by the Texas Education Agency (TEA) in response to Senate Bill 875 of the 76th Texas Legislature in 1999. In accordance with Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Sub-chapter AA,

Commissioner's Rules Concerning Financial Accounting Rating System, a public meeting to discuss the District's rating under the Schools Financial Integrity Rating System of Texas (FIRST) is required. The final report for fiscal year 2023-2024 was issued by the Texas Education Agency and the district is required to hold a public hearing within two months of receiving the final report

The Administration presented a brief overview of the final report. The Board of Trustees then conducted an open forum for citizen comments and/or questions. The Board of Trustees then conducted an open forum for citizen comments and/or questions.

Jeff Minson addressed the Board regarding concerns about administrative staffing levels and the need for internal audit functions that report directly to the Board.

CLOSED MEETING

At approximately 6:37 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 Texas Opening Meetings Act:

551.071, Private consultation with the Board’s Attorney

1. Discuss Employment of Superintendent of Schools, Employment and Relocation Agreement, Receive Legal advice Regarding same

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.

1. Discuss Employment of Superintendent of Schools, Employment and Relocation Agreement, Receive Legal advice Regarding same

Board Reconvenes into Regular Session

At approximately 7:10 p.m., the Board reconvened into Regular Session with President James “Jim” Campisi presiding. No action was taken while in Closed Session.

9610. CONSIDER AND TAKE ACTION TO HIRE A SUPERINTENDENT OF SCHOOLS, APPROVE EMPLOYMENT AND RELOCATION AGREEMENT

Ms. Guy moved and Mrs. Berrott-Tims seconded **THAT THE BOARD APPROVE TO HIRE DR. JOE RODRIGUEZ AS THE SUPERINTENDENT OF SCHOOLS, APPROVE EMPLOYMENT AND RELOCATION AGREEMENT**. The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

Board President called for a 10-minute recess at 7:20 p.m. The Board reconvened at approximately 7:29 p.m.

RECOGNITIONS AND ACKNOWLEDGEMENTS

CTE Recognition of Port Houston Donation to Maritime Program

Director of Career & Technical Education Leia Miller recognized Port Houston for their generous donation of \$7,500 to the maritime program at Robert E. Lee High School. This significant contribution will directly enhance our students' educational experiences by providing them with the tools and resources necessary to succeed in the maritime industry.

2025-2026 District Christmas Card Design Winner

Director of Fine Arts Dr. Lavan recognized Serenity Malone, a 5th-grade student at Carver Elementary, under the guidance of her teacher Mr. Harry Barber as the winner of the Christmas Card Design. This artis created an exceptional design that will represent our District on this year's official Christmas card

APPROVAL OF MINUTES

Mr. Clem moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVE OCTOBER 15, 2025, SPECIAL BOARD MINUTES AS CORRECTED**. The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion. Mr. Renteria abstained. He was absent from this meeting.

Mr. Clem moved and Mr. Sampson seconded the motion **THAT THE BOARD APPROVE OCTOBER 21, 22, 23, 28, 29, NOVEMBER 10, REGULAR AND NOVEMBE 20, 2025, SPECIAL BOARD MINUTES AS PRESENTED**. The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

DISCUSSION ITEMS

Superintendent's Reports:

1. Campus Data Update
Deputy Superintendent for Curriculum and Instruction Dr. Susan Jackson, Director of Assessment and Accountability James Husband, Director of Secondary Curriculum and Instruction Dr. Norma Martinez, Director of Elementary Curriculum and Instruction Sara Flusche presented the December Data Update.
2. GCCISD DOI Teacher Phase-Out Plan
Assistant Superintendent of Human Resources Dr. Matt Bolinger and HR Coordinator Certification Plan Brooke Bingam presented on GCCISD DOI Teacher Phase-Out Plan with implementation timeline of 2026-2029.

3. Financial Report

Chief Financial Officer Brigitte Clark and Director of Finance LeAna Price presented a PowerPoint presentation on the Interim Financial Reporting Quarter ending October 31, 2025. The Board requested that administration provide monthly reports for review of interim financial reporting. These reports should include updates on capital projects, land inventory, and the impact on the budget. Dr. O'Brien will provide the Board with a report on all land inventory.

ACTION ITEMS

9611. CONSIDERATION OF CONSENT AGENDA

- 1. Donation from Port Houston to Support the Maritime Program**
- 2. Establish Non-Business Days in Accordance with HB30336 (88th Texas Legislature (2023))**
- 3. Library Materials**
- 4. Joining Commercial Card Consortium**
- 5. Ratification of Work Authorization Under Master Agreement for Program Management Services**
- 6. Second Option to Extend CSP 24-004 for Athletic Supplies, Equipment, Sporting Goods and Related Items**
- 7. Award for CSP #26-001 Audiological & Audiometric Equipment, Supplies and Related Services**
- 8. Second Option to Extend CSP 24-005 Awards, Trophies, Plaques and Related Items**
- 9. Award for CSP #26-002 Special Education Equipment, Supplies and Related Items**
- 10. Second Options to Extend CSP #24-002 for Spirit Wear, Promotional and Commemorative Items**
- 11. First Option to Extend RFP #24-009 for Beverage Vending Services and Authorize the Superintendent or Designee to Execute the Final Negotiated Contract**
- 12. Property Foreclosures**
- 13. Superintendent's Expenditures**
- 14. Budget Amendment**

Mr. Clem moved and Mrs. Guy seconded the motion **THAT THE BOARD APPROVE CONSENT AGENDA ITEMS 1 THROUGH 14 AS PRESENTED**. The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

1. Donation from Port Houston to Support the Maritime Program

The Board approved the donation from Port Houston totaling \$7,500.00. The funds will be used for the Maritime Program.

2. Establish Non-Business Days in Accordance with HB30336 (88th Texas Legislature (2023))

The Board approved the 2026 GCCISD Designated Non-Business Days:

State and Federal Holidays

Thursday, January 1, 2026
Monday, January 19, 2026
Monday, February 16, 2026
Monday, May 25, 2026
Friday, June 19, 2026
Friday, July 3, 2026
Monday, September 7, 2026
Wednesday, November 11, 2026
Thursday, November 26, 2026
Friday, November 27, 2026
Thursday, December 24, 2026
Friday, December 25, 2026

Additional GCCISD Non-Business Days

Tuesday, March 10, 2026
Wednesday, March 11, 2026
Thursday, March 12, 2026
Tuesday, October 13, 2026
Wednesday, October 14, 2026
Thursday, October 15, 2026
Monday, December 28, 2026
Tuesday, December 29, 2026
Wednesday, December 30, 2026
Thursday, December 31, 2026

3. Library Materials

The Board approved the October Library Materials List as presented.

4. Joining Commercial Card Consortium

The Board approved the district's participation in the city of Fort Worth Commercial Card Consortium by authorizing the Superintendent (or designee) to execute the Participation Agreement Pursuant to the Texas Interlocal Cooperation Act, Chapter 791, Texas Government Code, and to take any additional actions necessary to implement the program.

5. Ratification of Work Authorization Under Master Agreement for Program Management Services

The Board approved Ratify Work Authorization number 2025-07-22 and Amendment 1, Issued under the Master Agreement for Program Manager Services for the 2019 bond Program and Capital Improvement Projects, authorizing Lockwood, Andrews, & Newnam, Inc. to perform program management services on an as-needed basis.

6. Second Option to Extend CSP 24-004 for Athletic Supplies, Equipment, Sporting Goods and Related Items

The Board approved the second option to extend CSP #24-004 athletic supplies, equipment, sporting goods and related items for (1) one year, with the option to renew for (2) two additional years.

7. Award for CSP #26-001 Audiological & Audiometric Equipment, Supplies and Related Services

The Board approved the award of CSP #26-001 for audiological & audiometric equipment, supplies and related services for (1) one year, with the option to renew for (4) four additional years.

8. Second Option to Extend CSP 24-005 Awards, Trophies, Plaques and Related Items

The Board approved the second option to extend CSP # 245-005 for awards, trophies, plaques and related items for (1) one year, with the option to renew for (2) two additional years.

9. Award for CSP #26-002 Special Education Equipment, Supplies and Related

The Board approved the award of CSP #26-002 for special education equipment, supplies and related items for (1) one year, with the option to renew for (4) four additional years.

10. Second Options to Extend CSP #24-002 for Spirit Wear, Promotional and Commemorative

The Board approved the second option to extend CSP #24-002 spirit wear, promotional and commemorative items (1) one year, with the option to renew for (2) two additional years.

11. First Option to Extend RFP #24-009 for Beverage Vending Services and Authorize the Superintendent or Designee to Execute the Final Negotiated Contract

The Board approved the first option to extend RFP #24-009 for beverage vending services for (1) one year, with the option to renew for (3) three additional years, and authorize the Superintendent or designee to execute the final negotiated contract.

12. Property Foreclosures

The Board approved the following properties to be placed for resale through public auction at the suggested minimum opening bid will stimulate competitive bidding resulting in the property being purchased and returning the property to the active tax toll:

1. 1421 W. Humble St.—Cause No.: 1998-57286; Minimum Bid \$10,00.00
2. 1012 Dailey St.—Cause No.: 2022-62936; Minimum Bid \$8,000.00
3. 222 E. Jack Ave—Cause No.: 2023-47047; Minimum Bid \$8,000.00
4. 1115 Cherry St.—Cause No.: 2021-11138; Minimum Bid \$8,000.00
5. 0 W. Texas Ave—Cause No.: 2014-64469; Minimum Bid \$8,000.00
6. 1517 Oak St. —Cause No.: 2021-39390; Minimum Bid \$10,000.00
7. 0 Johnston St. —Cause No.: 2023-24860; Minimum Bid \$10,000.00

13. Superintendent's Expenditures

The Board approved the expenditures of the Superintendent as presented.

14. Budget Amendment

The Board approved Budget Amendment Nos. 6-10 as stated in Section 23.47 of the Texas Education Code and reflect the amendments in the official minutes of the Board of Trustees:

Amend the 2025-26 General Fund Budget as follows:

- Carryforward of FY 2024-2025 outstanding encumbrances
- Increase revenue and expenditures for HB2 Regional Day School Program for the Deaf funding
- Increase revenue and expenditures for property insurance damage
- Reallocation between functions

Amend the 2025-26 School Nutrition Fund Budget as follows:

- Carryforward of FY 2024-2025 outstanding encumbrances

9612. FUTURE BOARD AGENDA ITEMS, BOARD TRAINING, BOARD MEETINGS

FUTURE BOARD MEETINGS

- Additional Accountability Data
- Number of Uncertified Teachers
- Discuss Internal Audit
- Monthly Financial Report

BOARD TRAINING

- Team of Eight

BOARD MEETINGS

- January 20, 2026, Regular Board Meeting

CLOSED MEETING

At approximately 9:30 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 Texas Opening 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 11:23 p.m., the Board reconvened into Regular Session with President James “Jim” Campisi presiding. No action was taken while in Closed Session.

9613. CONSIDERATION OF PERSONNEL

Mr. Clem moved and Mrs. Guy seconded the motion **THAT THE BOARD APPROVE THE TWELVE (12) ELECTIONS AND SEVEN (7) RESIGNATIONS AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

Approved Elections

1. Kimberly Cervantes, teacher, assigned to Bowie Elementary School.
2. Jordan Guess, teacher, assigned to Gentry Junior School.
3. Rachel Hernandez, nurse, assigned to Travis Elementary School.
4. Stephanie Johnston, teacher, assigned to Bañuelos Elementary School.
5. Joanna Mendieta, teacher, assigned to Gentry Junior School.
6. James Pallan, teacher, assigned to E. F. Green Junior School.
7. Olivia Patterson, teacher, assigned to De Zavala Elementary School.
8. Jackie Ponder, teacher, assigned to Austin Elementary School.
9. Nohemi Razo, teacher, assigned to Impact Early College High School.
10. Jessica Rodriguez, teacher, assigned to E. F. Green Junior School.
11. Destini Trahan, teacher, assigned to Austin Elementary School.
12. Emily Woodruff, teacher, assigned to Cedar Bayou Junior School.

Accepted Resignations and Retirements:

1. **Jennifer Courtemanche**, English Language Arts teacher at Robert E. Lee High School, is resigning effective December 31, 2025.
2. **Elisabeth Hayden**, special education – life skills teacher at Horace Mann Junior School, resigned effective November 14, 2025.
3. **David Hoffman**, special education – life skills teacher at Highlands Junior School, is retiring effective December 19, 2025. Mr. Hoffman is in his 22nd year of experience with the District.
4. **Deidre JohnBaptiste**, Title I Teaching and Learning Coach at James Bowie Elementary School, is resigning effective December 11, 2025.
5. **Raegan Medina**, first grade teacher at Victoria Walker Elementary School, is resigning effective December 19, 2025.
6. **Lisa Perez**, fifth grade teacher at Stephen F. Austin Elementary School, is resigning effective December 19, 2025.
7. **Brooke Townsend**, second grade teacher at San Jacinto Elementary School, is resigning effective December 19, 2025.

Administrative Personnel:

Mr. Clem moved and Mrs. Berrott-Tims seconded the motion **THAT THE BOARD APPROVE THE ELECTION OF TRAE MORRIS AS ASSISTANT CHIEF OF POLICE**. The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

**9614. CONSIDER AND TAKE POSSIBLE ACTION TO TERMINATE TERM CONTRACT
OF TEACHER EVANN CORR FOR GOOD CAUSE RELATED TO CONTRACT
ABANDONMENT**

Mr. Renteria moved and Mr. Clem seconded the motion **THAT THE BOARD APROVE
TO TERMINATE TERM CONTRACT OF TEACHER EVANN CORR FOR GOOD CAUSE
RELATED TO CONTRACT ABANDONMENT.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

9615. CONSIDER AND TAKE POSSIBLE ACTION ON PARENT GRIEVANCE APPEAL

Mr. Clem moved and Mrs. Guy seconded the motion **THAT THE BOARD DENY THE
APPEAL AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims voting for the motion.

ADJOURNMENT

Board President James “Jim” Campisi adjourned the regular Board meeting at 11:26 p.m.