

Minutes of Regular Meeting

The Board of Trustees

Devine ISD

A Regular Meeting of the Board of Trustees of Devine ISD was held on Monday, November 17, 2025 beginning at 6:30 PM in the Administration Building, 605 W Hondo Ave., Devine, TX 78016

Board Members Present: Nancy Pepper (President), Henry Moreno (Vice-President), Keri James (Secretary), Carl Brown, Alixana Buvinghausen, Chris Davis, Candace Esparza.

Guests Present: LeeAnn McReynolds, Kandy Stein, Anton Reicher, Justin Marcum, Shelby Haass, Mrs. McGinn, Mrs. McKinney, Sarah & Jayden Palacios

School Officials Present: Dr. Todd Grandjean (Superintendent), Dawn Schneider (Director of HR/Info Mgmt), Michael Gomez (DHS Principal), Kandi Darnell (DMS Principal), Lysandra Reyes (Intermediate Principal), Mark Raygosa (Elementary Principal), JodiAnn Dzierzanowski (DAEP/DLA Principal), Shannon Ramirez (CFO), Geri Woods (Recording Secretary)

1. Call to Order, Roll Call and Declaration of Quorum

Nancy Pepper called this meeting of the Devine Independent School District Board of Trustees to order at 6:30 p.m. and stated for the record that a quorum of board members was present, that this meeting had been duly called, and that notice of this meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551. She further stated that trustees Carl Brown, Candace Esparza, Keri James, Henry Moreno, Chris Davis, Ali Buvinghausen, and Nancy Pepper were present.

2. Pledge of Allegiance and Invocation led by Nancy Pepper.

3. Citizen Communication

- A. Public Comment for Non-Agenda Items. None.
- B. Public Address for Items on the Agenda. None.

4. Intermediate Campus Principals Report

Lysandra Reyes introduced the student council sponsors and students who gave a report of their activities on the Intermediate Campus.

5. Student Health Services Report and Annual SHAC Report

Nurse Wilson presented the annual SHAC Report of activities.

6. Targeted Improvement Plan Public Hearing

- A. Lysandra Reyes presented information on the Targeted Improvement Plan for the Intermediate Campus.
- B. Mark Raygosa presented information on the Targeted Improvement Plan for the Elementary Campus.
- C. Jodi Ann Dzierzanowski presented information on the Targeted Improvement Plan for the Devine Learning Academy.

7. Administrative Reports and Discussion

- A. Central Office Reports
 - 1. Superintendent's Monthly Reports on Board Priorities, 2023 Bond Project Update, Safety & Security Report, Monthly Activity Calendar, District Event Calendar
 - 2. Director HR/Info Management Monthly Report
 - 3. Director of Special Education Monthly Reports
- B. Monthly Business Office Reports and Payment of Bills
- C. Principals' Reports on Campus Events and Activities
 - 1. Devine High School Principal's Report
 - 2. Devine Middle School Principal's Report
 - 3. Devine Intermediate School Principal's Report
 - 4. JJ Ciavarras Elementary School Principal's Report
 - 5. Devine Learning Academy/DAEP Principal Monthly Reports

D. Directors' Monthly Reports

8. Consent Agenda

Carl Brown moved and seconded by Keri James to approve consent agenda as presented. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

- A. Minutes of October 20, 2025 Board Meeting
- B. Budget Amendment
- C. Approve CIPA policy in CQ (Local) Technology Resources
- D. Approve Student Health Advisory Committee (SHAC) Members
- E. Approve Resolution to Cast Votes for Election of Medina Co. Appraisal District Directors
- F. Approve Donation from the Devine Education Foundation
- G. Approve Donations from Athletic Boosters
 - 1. Donation to Athletics for Softball
 - 2. Donation to Athletics for Baseball
 - 3. Donation to Athletics for Basketball
 - 4. Donation to Athletics for Run Through Tunnel

9. Action Item(s):

A. Henry Moreno moved and seconded by Carl Brown to approve the District and Campus Goals and Objectives for the Campus and District Improvement Plans as presented. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

B. Carl Brown moved and seconded by Keri James that the District designate the following days as nonbusiness days in accordance with Texas Government Code Section 552.0031(f) for the 2026 calendar year: January 2, 2026; March 11, 2026; March 12, 2026; March 13, 2026; November 23, 2026; November 24, 2026; November 25, 2026; December 21, 2026; December 24, 2026; December 31, 2026. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

C. Alixana Buvinghausen moved and seconded by Henry Moreno that the Board approve the payment of an employee stipend for fiscal year 24-25 as presented, and make a finding that the public purpose of the retention of highly qualified staff is served by approving this amended stipend schedule for the assistant powerlifting coach; I further move that the Board make a finding that sufficient controls are in place to ensure that the District's public purpose is served and that the District is receiving a return benefit. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

D. Henry Moreno moved and seconded by Candace Esparza to Approve the Targeted Improvement Plans for Ciavarra Elementary School, Devine Intermediate School, and the Devine Learning Academy as presented. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

E. Carl Brown moved and seconded by Henry Moreno to Approve the Teacher Incentive Allotment Spending Plan for Devine High School as presented. This motion Passed 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

F. Alixana Buvinghausen moved and seconded by Candace Esparza that the board add, revise, or delete (LOCAL) policies as offered by TASB Policy Service for consideration and according to the Instruction Sheet for TASB Localized Policy Manual Update 126. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper
Those opposed: 0

- 1. (LEGAL) Policies
- 2. (LOCAL) Policies (see list below)

BE (LOCAL): BOARD MEETINGS
 BED (LOCAL): BOARD MEETINGS - PUBLIC PARTICIPATION
 CJ (LOCAL): CONTRACTED SERVICES
 CJA (LOCAL): CONTRACTED SERVICES - BACKGROUND CHECKS AND REQUIRED REPORTING
 CLE (LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT - REQUIRED DISPLAYS
 CQB (LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY
 CQD (LOCAL): TECHNOLOGY RESOURCES - ARTIFICIAL INTELLIGENCE
 CSA (LOCAL): FACILITY STANDARDS - SAFETY AND SECURITY
 CV (LOCAL): FACILITIES CONSTRUCTION
 DBD (LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST
 DEC (LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES
 DFBB (LOCAL): TERM CONTRACTS - NONRENEWAL
 DGBA (LOCAL): PERSONNEL-MANAGEMENT RELATIONS - EMPLOYEE COMPLAINTS/GRIEVANCES
 DH (LOCAL): EMPLOYEE STANDARDS OF CONDUCT
 EEP (LOCAL): INSTRUCTIONAL ARRANGEMENTS - LESSON PLANS
 EFA (LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS
 EHBAB (LOCAL): SPECIAL EDUCATION - VIDEO/AUDIO MONITORING
 EIA (LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS
 FA (LOCAL): PARENT RIGHTS AND RESPONSIBILITIES
 FEF (LOCAL): ATTENDANCE - RELEASED TIME
 FFAC (LOCAL): WELLNESS AND HEALTH SERVICES - MEDICAL TREATMENT
 FFB (LOCAL): STUDENT WELFARE - CRISIS INTERVENTION
 FFF (LOCAL): STUDENT WELFARE - STUDENT SAFETY
 FFG (LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT
 FNG (LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT COMPLAINTS/GRIEVANCES
 FO (LOCAL): STUDENT DISCIPLINE
 GF (LOCAL): PUBLIC COMPLAINTS
 GKA (LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES

10. **Closed Session**

Nancy Pepper stated for the record that the Board of Trustees, beginning at 8:01 p.m., will convene in a closed session in accordance with the Texas Open Meetings Act, for the purpose of discussing items listed under Texas Government Code Section 551.074, 551.076 and 551.082. NO FINAL ACTION, DECISIONS, OR VOTES WILL BE TAKEN WHILE THE BOARD IS IN EXECUTIVE SESSION. Mr. Douglas Bull was invited into closed session at 8:11 p.m. and left closed session at 8:56 p.m.

11. **Reconvene from Closed Session**

The board reconvened in open session at 9:24 p.m.

12. **Consider and Take Possible Action to Approve the District Emergency Operations Plan**

Candace Esparza moved and seconded by Ali Buvinghausen to approve the District Emergency Operations Plan as presented. This motion Passed, 7-0. Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper Those opposed: 0

13. **Adjournment**

Henry Moreno moved and seconded by Ali Buvinghausen to adjourn. This motion Passed, 7-0.

Those in favor: Brown, Buvinghausen, Davis, Esparza, James, Moreno, Pepper Those opposed: 0

Meeting adjourned at 9:26 p.m.

Board President

Board Secretary