Regular Meeting   December 15, 2025

The Board of Education of the Dublin Independent School District met in a regular session on Monday, December 15, 2025 at 6:00 p.m. with President Bob Cervetto presiding at a duly posted and properly called meeting. Other Board members present were Pat Leatherwood, Blanca Martineau, Ryan Mitchell (left at 7:30 p.m. after closed session), James Moore, and Anjelica Salyer. Raymond Salinas was absent. Superintendent Mrs. Melissa Summers and forty (40) guests were present.

1. Call to Order

2. Roll Call

3. Invocation

4. Pledge of Allegiance

5. Recognition of students, employees, board members and/or patrons for outstanding service/achievement
   A. Lion Leaders
   B. "Paws"itive Leadership
   C. Circle of Champions
   D. Academic Scholars
   E. Athletic Scholars
   F. Extracurricular Scholars
   G. Art contest winner
   H. DHS Marching Band
   I. Football All District Honors
   J. Volleyball All District Honors
   K. Cross Country athletes
   L. Staff Recognition

6. Public Hearing – Financial Integrity Rating System of Texas #25-1215-6

7. No Public Comments – Agenda Items

8. No Public Comments – Non-Agenda Items

9. Report Agenda as follows: #25-1215-9B, #25-1215-9C
   A. Monthly financial report for period ending November 30, 2025
   B. Student Enrollment
   C. Board training opportunities

10. Discussion items:
    A. Update on Roof Repairs

11. Motion was made by Pat Leatherwood and seconded by Anjelica Salyer to approve the consent agenda as presented. #25-1215-11A, #25-1215-11B, #25-1215-11C

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	YES		
MOTION PASSED	6 TO 0		

12. Motion was made by Ryan Mitchell and seconded by James Moore to approve TASB Policy Update 126, as presented. #25-1215-12(1), #25-1215-12(2), #25-1215-12(3), #25-1215-12(4)

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	YES		
MOTION PASSED	6 TO 0		

13. Motion was made by Blanca Martineau and seconded by Anjelica Salyer to approve the amendment to the Dublin ISD District of Innovation Plan, as presented. #25-1215-13

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	YES		
MOTION PASSED	6 TO 0		

14. Motion was made by Blanca Martineau and seconded by Pat Leatherwood to approve the implementation of the Teacher Incentive Allotment, as presented. #25-1215-14

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	YES		
MOTION PASSED	6 TO 0		

15. Motion was made by Blanca Martineau and seconded by James Moore to approve the amendments to the 2025-2026 budget as presented. #25-1215-15

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	YES		
MOTION PASSED	6 TO 0		

16. Board did not enter into closed session in accordance with the Texas Open Meetings Act, Texas Open Meetings Act, Texas Government Code Sections 551.074 to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

    A. Sec. 551.074 Personnel Matters

        1. to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer (s).

17. No action was taken as a result of NO Closed Session

18. Board entered executive session at 7:00 p.m.

    A. Sec. 551.074 Personnel Matters

        1. to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee

        a. Superintendent's summative evaluation
        b. Superintendent's contract and salary

Board reconvened in open session at 7:29 p.m.

19. Motion was made by Blanca Martineau and seconded by Anjelica Salyer to approve the Superintendent's summative evaluation, as presented.

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	ABSENT		
MOTION PASSED	5 TO 0		

20. Motion was made by Anjelica Salyer and seconded by Pat Leatherwood to table Superintendent salary discussions until a later date and extend the Superintendent contract to 2032.

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	ABSENT		
MOTION PASSED	5 TO 0		

21. Motion was made by Blanca Martineau and seconded by James Moore to approve the resolution designating the fund balance of the general fund as presented. #25-1215-21

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	ABSENT		
MOTION PASSED	5 TO 0		

22. Motion was made by Anjelica Salyer and seconded by Blanca Martineau that the Board conduct the Board Self-Evaluation and Assessment, as presented. #25-1215-22

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	ABSENT		
MOTION PASSED	5 TO 0		

23. Future Board Meetings
    A. Regular January Meeting – Monday, January 26, 2026, 6:00 p.m.

24. Motion was made by Anjelica Salyer and seconded by James Moore to adjourn at 7:39 p.m.

Bob Cervetto	YES	James Moore	YES
Pat Leatherwood	YES	Raymond Salinas	ABSENT
Blanca Martineau	YES	Anjelica Salyer	YES
Ryan Mitchell	ABSENT		
MOTION PASSED	5 TO 0		

_____   _____   _____
  President   Secretary/Vice President   Date