

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

August 4, 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, August 4, 2025, 6:03 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

Mr. Martinez arrived at 6:04 p.m.

OPENING EXERCISES

The opening exercises for August 4, 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 Member Helen Berrott-Tims.

RECOGNITIONS AND ACKNOWLEDGMENTS

AP Scholar Awards

The College Board named 65 of our Goose Creek CISD students AP Scholars in recognition of exceptional achievement on the college-level Advanced Placement (AP) Examinations. 12 Scholars with Distinction will be presented to the board for recognition.

After completing challenging college-level courses at their high schools, students take AP Exams during the month of May. The College Board recognized several levels of achievement based on the number of courses and exams. Listed below are the students who attained various levels of achievement.

AP Scholar with Distinction Award - Students earned an average score of at least 3.5 on all AP Exams and scores of 3 or higher on five or more of these exams.

Goose Creek Memorial High School

Riley Bloom, Tina Chen, Aayush Koora, Joseh Kopecky, Haroon Malhi, Krystal Murillo, Khyati Singh

Robert E Lee High School

Kenia Pena

Ross S. Sterling High School
Michael Coker, Jonathan Diaz, Aidan Fear, Ly Nguyen

CITIZENS PARTICIPATION

J. Warren Singleton addressed the Board to support Howard Sampson for the naming of the fieldhouse at Stallworth Stadium. Mr. Singleton asked for the name of the fieldhouse be placed on the agenda for action.

APPROVAL OF MINUTES

Mrs. Guy moved and Mr. Martinez seconded the motion **THAT THE BOARD APPROVE JULY 14, 2025, REGULAR BOARD MINUTES AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Renteria, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion. Mr. Martinez abstained.

DISCUSSION ITEM

Superintendent's Report:

1. Strategic Plan Update

Executive Director of Community Engagement Kendall David provided an update on the 2019-2025 Strategic Plan and reviewed the proposed 2025-2035 Strategic:

- The *Goose Creek CISD Strategic Plan* identifies the primary goals for our District
- The *Strategic Plan* is a living document monitored by the Strategic Plan Action Team
- The *Strategic Plan Action Team* meets quarterly to review actions and provide input for District initiatives
- The *Strategic Plan Action Team* conducted an extensive review of the 2019-2025 plan and developed a 2025- 2030 Strategic Plan

The Strategic Plan Goals were presented as follows:

- **ACADEMIC PERFORMANCE** – presented by Area Executive Director Kevin Foxworth
- **COMMUNITY ENGAGEMENT** – presented by Executive Director of Community Engagement Kendall David
- **ORGANIZATIONAL DEVELOPMENT** – presented by Assistant Superintendent of Human Resources Matt Bolinger
- **OPERATIONAL EXCELLENCE** – presented by Assistant Superintendent of Operations Services Anthony Price
- **FINANCIAL STEWARDSHIP** – presented by Chief Financial Officer Brigitte Clark

The next steps are to present the 2025-2030 Strategic Plan to the Board for their review and consideration of approval at a September Board meeting. The 2025-2030 Strategic Plan will be communicated for total understanding of the District's goals, priorities, and vision for the future. The Strategic Plan Action Team will evaluate the progress, identify areas for improvement, and recommendations based on data, feedback, and changing circumstances.

2. Student Code of Conduct

Director of Student Services Carrie Smith presented the 2025-2026 Student Code of Conduct.

HB 1481 Personal Communication Devices

Possession of Personal Communication Devices

Students shall not use personal communication devices, including; but not limited to telephones, cell phones (smartphone or flip phone), smartwatch, tablet, laptop, radio device, paging device, smart glasses, earbuds/headphones (except for instructional use), or any other personal electronic device on school property during the school day and shall store the device in accordance with the method of storage established by the district.

The District may authorize the use of a personal communication device for the following reasons:
To implement an individualized education program (IEP) or for a plan created under Section 504, Rehabilitation Act of 1973 (29 U.S.C Section 794) or a similar program or plan;
With documented need based on a directive from a qualified physician; or
To comply with a health or safety requirement imposed by law or as part of the district's safety protocols.

The use of district-owned and/or issued communication devices, including but not limited to tablets, laptops, computers, headphones, or any other district-owned and/or issued electronic device, is approved for instructional purposes during the school day.

Inappropriate use of a personal communication device during the school day will result in disciplinary action in accordance with this Student Code of Conduct.

Disciplinary Actions:

1st Offense: Parent/Guardian must pick up item AND 1 Day ISS

2nd Offense: Parent/Guardian must pick up item AND 2 Days ISS

3rd Offense: Parent/Guardian must pick up item AND 3 Days ISS

4th and Subsequent Offenses: Parent/Guardian must pick up item AND 3 Days OSS
+ 15 Days DAEP

Refusal to turn in a device will follow the same consequences as above.

3. Advanced Academics and CTE Updates

Deputy Superintendent of C&I Susan Jackson, Director of Curriculum and Instruction Sarah Flusche, Associate Director of Mathematics Amy Henderson, Associate Director of Science, Social Studies Liaison Amy Maddie, Director of Career & Technical Education Leia Miller, and Coordinator of Advanced Academics and Special Projects Dr. Shannon Ramirez presented a PowerPoint presentation On the 2024-2025 District Overview of Advanced Academics & Career Technology Education (CTE).

4. Lamar Repurpose

Director of Facilities Planning and Construction Brenda Garcia presented a report on the Lamar Repurpose New Peter Hyland Empower Academy & Little Giants Academy.

Budget: \$2.8 M Total

- Marquee Replacement and Exterior Signage
- Demo & Construction Phases 1 - 3
- Technology Infrastructure
- Furniture, Fixtures & Equipment
- Playground Relocations (Lamar, PEH, Travis)
- Extensive Moves (Lamar, POINT, PEH, various campuses)
- Fencing & Gates

*All funds have been encumbered.

ACTION ITEMS

9574. CONSIDERATION OF CONSENT AGENDA

- 1. Donation from Goose Creek CISD Education Foundation Designated Grant by Education Foundation of Harris County and the Harris County Department of Education**
- 2. Donation from Goose Creek Memorial Band Booster**
- 3. 2025-226 Student Code of Conduct**
- 4. Senate Bill 401 – UIL Homeschool Opt Out**
- 5. Proposed 2025-2026 Junior School Cheer Guidelines**
- 6. Proposed 2025-2026 High School Cheer Guidelines**
- 7. Proposed 2025-2026 Drill Team Constitution**
- 8. Proposed 2025-2026 Performing Fine Arts Handbook**
- 9. Proposed 2025-2026 Athletics Handbook**
- 10. Agreement for the Purchase of Attendance Credits (Option 3 Agreement – Netting Chapter 48 Funding) and to Delegate Contractual Authority to the Superintendent**
- 11. Memorandum of Understanding (MOU) Between Goose Creek CISD and Barbers Hill ISD Partnership for Special Olympics**

- 12. Final Option to Extend Competitive Sealed Proposal (CSP) for Plumbing Contractor Services on an IDIQ Basis**
- 13. CSP as the Delivery Method for the Baytown Junior School Roof and Building Repairs Project**
- 14. Final Option to Extend CSP for Transportation Equipment, Supplies and Related Services on an IDIQ Basis**
- 15. Final Option to Extend CSP for Solid Waste Management Services**
- 16. Second Option to Extend Request for Proposal (RFP) Early Learning Childhood Program and Authorize the Superintendent or Designee to Vet and Execute the 2025-2026**
- 17. RFP for Janitorial and Maintenance Services at the District's Central Administration Building**

Agenda items 5, 6, 7, 8, & 9 were pulled from consent agenda items.

Mrs. Tiffany moved and Mr. Martinez seconded the motion **THAT THE BOARD APPROVE CONSENT AGENDA ITEMS ONE THROUGH FOUR AND TEN THROUGH SEVENTEEN.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Renteria and Mrs. Berrott-Tims voting for the motion. Mr. Sampson abstained.

- 1. Donation from Goose Creek CISD Education Foundation Designated Grant by Education Foundation of Harris County and the Harris County Department of Education**

The Board approved the donation from Goose Creek CISD Education Foundation on behalf of the Education Foundation of Harris County and the Harris County Department of Education in the amount of \$9,800 for the Special Education Department.

- 2. Donation from Goose Creek Memorial Band Booster Club**

The Board approved the donation from Goose Creek Memorial Band Booster Club in the amount of \$8,967.55.

- 3. 2025-2026 Student Code of Conduct**

The Board approved the 2025-2026 Student Code of Conduct as presented.

- 4. Senate Bill 401 – UIL Homeschool Opt Out**

The Board approved to opt out of Homeschool Participation in UIL Events.

- 10. Agreement for the Purchase of Attendance Credits (Option 3 Agreement – Netting Chapter 48 Funding) and to Delegate Contractual Authority to the Superintendent**

The Board approved the agreement for purchase of attendance credits (Option 3 Agreement-Netting Chapter 48 funding) and delegate contractual authority to the Superintendent as follows:

“For the 2025-2026 school year, we delegated contractual authority to obligate the school District under Texas Education Code (TEC §11.1511 (c) (4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49,

Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit or the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding).”

11. Memorandum of Understanding (MOU) Between Goose Creek CISD and Barbers Hill ISD Partnership for Special Olympics

The Board approved the Memorandum of understanding (MOU) between Goose Creek CISD and Barbers Hill ISD partnership for Special Olympics. This partnership will provide sporting activities and allows us to qualify special athletes so that they will have an opportunity to participate equitably through competitive sports in Special Olympics.

12. Final Option to Extend Competitive Sealed Proposal (CSP) for Plumbing Contractor Services on an IDIQ Basis

The Board approved the final option to extend CSP #21-019 for Plumbing Contractor Services on an Indefinite Deliver Indefinite Quantity (IDIQ) basis for (1) one year.

13. Select Competitive Sealed Proposal as the Delivery Method for the Baytown Junior School Roof and Building Repairs Project

The Board approved to select Competitive Sealed Proposal (CSP) as the delivery method for the Baytown Junior School Roof and Building repairs project. The Administration recommended CSP as providing the best value for the project.

14. Final Option to Extend Competitive Sealed Proposal (CSP) for Transportation Equipment, Supplies and Related Services on an IDIQ Basis

The Board approved the final option to extend CSP #21-018 for Transportation Equipment Supplies and Related services for (1) one year.

15. Final Option to Extend Competitive Sealed Proposal (CSP) for Solid Waste Management Services

The Board approved the final option to extend CSP #21-020 for Solid Waste Management Services For (1) one year.

16. Second Option to Extend Request for Proposal (RFP) Early Learning Childhood Program and Authorize the Superintendent or Designee to Vet and Execute the 2025-2026

The Board approved the second option to extend RFP #24-001 for Early Learning Childhood and authorize the Superintendent or designee to vet and execute the 2025-2026 contract for services and related products. The extension will be for (1) year, with the option to extend for (2) two additional years.

17. Request for Proposal (RFP) for Janitorial and Maintenance Services at the District's Central Administration Building

The Board approved the second option to extend RFP #23-002 for Janitorial and Maintenance Services at the District's Central Administration Building for (1) one year with the option to extend for two (2) additional years,

Consent Agenda Items 5 through 9

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

Mr. Clem moved and Mrs. Berrott-Tims seconded to amend the motion **THAT THE BOARD APPROVE GUIDELINES, CONSTITUTION, AND HANDBOOKS (CONSENT AGENDA ITEMS FIVE THROUGH NINE) WITH THE AMENDMENT THAT SAY COST IS INVOLVED TO PARTICIPATE AND WILL BE EXPLAINED AT A PARENT MEETING.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Renteria, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

- 5. The Board approved the Proposed 2025-2026 Junior School Cheer Guidelines, (Cost is involved to participate and will be discussed at the parent meeting).**
- 6. The Board approved the Proposed 2025-2026 High School Cheer Guidelines, (Cost is involved to participate and will be discussed at the parent meeting).**
- 7. The Board approved the Proposed 2025-2026 Drill Team Constitution Guidelines, (Cost is Involved to participate and will be discussed at the parent meeting)**
- 8. The Board approved the Proposed 2025-2026 Performing Fine Arts Handbook Guidelines, (Cost is involved to Participate and will be discussed at the parent meeting)**
- 9. The Board approved the Proposed 2025-2026 Athletics Handbook Guidelines, (Cost is involved to participate and will be discussed at the parent meeting)**

9575. FUTURE BOARD AGENDA ITEMS, BOARD TRAINING, BOARD MEETINGS

FUTURE BOARD AGENDA ITEMS

- Graduation Update
- DIP & CIP
- Review Local Policy CW; Naming of Facilities to include a timeline (discuss with legal counsel in Close Session)

BOARD TRAINING

- txEDCON 2025 Convention, September 11-14, 2025, George R. Brown, Houston

BOARD MEETINGS

- September 8 and 22, 2025

CLOSED MEETING

At approximately 8:36 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 10:20 p.m., the Board reconvened into Regular Session with President James “Jim” Campisi presiding. No action was taken while in Closed Session.

9576. CONSIDERATION OF PERSONNEL

Mr. Clem moved and Mr. Renteria seconded the motion **THAT THE BOARD APPROVE THE THIRTY-SIX (36) SUPERINTENDENT APPROVED ELECTIONS AND EIGHT (8) RESIGNATIONS AND RETIREMENTS AS PRESENTED.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Renteria, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

Approved Elections

1. Stephanie Ables, teacher, assigned to Goose Creek Memorial High School.
2. Christina Barlow, teacher, assigned to Gentry Junior School.
3. Nita Bhakta, teacher, assigned to Ross S. Sterling High School.
4. Thesiana Carter, teacher, assigned to Liles Early Learning Academy.
5. Nancy Cox, teacher, assigned to Clark Elementary School.
6. Amber Diaz, teacher, assigned to Robert E. Lee High School.
7. Baylor Doffing, teacher, assigned to Robert E. Lee High School.

8. Andrea Dwyer, teacher, assigned to Bowie Elementary School.
9. Jaylon Finner, teacher, assigned to Ross S. Sterling High School.
10. Klarissa Gale, nurse, assigned to Stuart Career Tech High School.
11. Anthony Gipson, teacher, assigned to Goose Creek Memorial High School.
12. Daria Hall, teacher, assigned to Peter E. Hyland Center.
13. Jessica Harber, teacher, assigned to Liles Early Learning Academy.
14. Elisabeth Hayden, teacher, assigned to Horace Mann Junior School.
15. Connor Johns, teacher, assigned to Travis Elementary School.
16. Jacarius Keener, teacher, assigned to Robert E. Lee High School.
17. Corrie Leckey, teacher, assigned to Cedar Bayou Junior School.
18. Alyssa Martinez, nurse, assigned to Highlands Junior School.
19. Derrick McWilliams, teacher, assigned to Goose Creek Memorial High School.
20. Hailey Morse, teacher, assigned to Ross S. Sterling High School.
21. Doriana Nava, teacher, assigned to Horace Mann Junior School.
22. Eric Oliver, teacher, assigned to Cedar Bayou Junior School.
23. Laura PerezAlvarez, teacher, assigned to De Zavala Elementary School.
24. William Pursley, teacher, assigned to Travis Elementary School.
25. Denishia Reynolds, teacher, assigned to E. F. Green Junior School.
26. Robert Roberts, teacher, assigned to Robert E. Lee High School.
27. Carliss Robinson, teacher, assigned to Robert E. Lee High School.
28. Shari Ruiz, nurse, assigned to Hopper Primary School.
29. Dean Rumsey, teacher, assigned to Jesse Lee Pumphrey Elementary.
30. Rachel Salas-Contreras, teacher, assigned to Ashbel Smith Elementary School.
31. Rachel Swor, teacher, assigned to Highlands Elementary School.
32. Derrick Thomas, teacher, assigned to Horace Mann Junior School.
33. Sierah Thomas, teacher, assigned to Horace Mann Junior School.
34. Jennifer Wade, teacher, assigned to Cedar Bayou Junior School.
35. Shawn Wilson, teacher, assigned to Crockett Elementary School.
36. Landon Wood, teacher, assigned to Robert E. Lee High School.

Accepted Resignations and Retirements:

1. **Ashley Ameen**, AVID teacher at Horace Mann Junior School, resigned effective May 23, 2025.
2. **Paula Black**, librarian at James Bowie Elementary School and Lorenzo De Zavala Elementary School, resigned effective June 5, 2025.
3. **Erika Espitia**, agriculture, food & natural resources teacher at Ross S. Sterling High School, resigned effective July 10, 2025.
4. **Brenda Garcia**, director of facilities planning and construction, resigned effective July 31, 2025.
5. **Anyia Miller**, fourth grade teacher at Dr. Johnny T. Clark Elementary School, resigned effective May 23, 2025.

6. **Christopher Moore**, mathematics teacher at Highlands Junior School, resigned effective May 23, 2025.
7. **Daniel Ragsdale**, MTSS instructional specialist, resigned effective July 23, 2025.
8. **Amber Truncale**, lead educational diagnostician, resigned effective June 5, 2025.

Administrative Personnel:

Educational Diagnosticians

Mrs. Guy moved and Mr. Sampson seconded the motion **THAT THE BOARD APPROVE THE ELECTION OF EDITH NAVARRO AND LISA SPREHE AS EDUCATIONAL DIAGNOSTICIANS.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims, voting for the motion.

Social Studies Instructional Specialist

Mr. Martinez moved and Mr. Clem **THAT THE BOARD APPROVE THE ELECTION OF STEPHANIE SCHRULL AS INSTRUCTIONAL SPECIALIST – SOCIAL STUDIES.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims, voting for the motion.

Reading Literacy Coach Specialist

Mr. Renteria moved and Mr. Clem **THAT THE BOARD APPROVE THE ELECTION OF STEPHANIE STULTS AS SPECIALIST – LITERACY COACH.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims, voting for the motion.

9577. CONSIDER AND TAKE POSSIBLE ACTION CONCERNING EMPLOYEE GRIEVANCE APPEAL FILED BY JENNIFER PONTON

Mr. Clem moved and Mr. Renteria seconded the motion **THAT THE BOARD DENY EMPLOYEE GRIEVANCE APPEAL FILED BY JENNIFER PONTON.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, Mr. Renteria, and Mrs. Berrott-Tims Voting for the motion.

9578. CONSIDER AND TAKE POSSIBLE ACTION TO TERMINATE THE TERM CONTRACT OF DIMITRISE HAYNES FOR GOOD CAUSE

Mr. Clem moved and Mr. Renteria seconded the motion **THAT THE BOARD APPROVED TO TERMINATE THE TERM CONTRACT OF DIMITRISE HAYNES FOR GOOD CAUSE.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Renteria, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion.

**9579. CONSIDER PROPOSALS REGARDING SUPERINTENDENT SEARCH AND
RELATED ACTION**

Mr. Clem moved and Mr. Martinez seconded the motion **THAT THE BOARD APPROVE TO HIRE THOMPSON AND HORTON AS THE SUPERINTENDENT SEARCH FIRM.** The motion passed with Mr. Campisi, Mr. Clem, Mrs. Guy, Mr. Martinez, Mr. Sampson, and Mrs. Berrott-Tims voting for the motion. Mr. Renteria voted against.

ADJOURNMENT

Board President James “Jim” Campisi adjourned the regular Board meeting at 10:36 p.m.