Agenda of Regular Meeting Minutes
The Board of Trustees
Manor Independent School District

A Regular Meeting of the Board of Trustees of Manor Independent School District will be held November 17, 2025, beginning at 5:00 PM in the Central Administration Offices, Board Room, 10335 US Hwy 290E, Manor, Texas 78653.

Present: AC, CL, PP, SH, MT, and SRB

Virtual: FM

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. *Call to Order (1 MIN) 5:02 PM*
2. *Adjourn to Closed Session (55 MIN) 5:02 PM*
    1. Pursuant to Texas Government Code Sections 551.074, 551.071, 551.129, consideration of personnel matters, and possible consultation with legal counsel.
    2. Pursuant to Texas Government Code Section 551.074, discussion of Team of Eight leadership and governance matters.
    3. Pursuant to Texas Government Code Section 551.076, deliberation regarding security devices or security audits.
    4. Pursuant to Texas Government Code sections 551.072, 551.071, and 551.129, discussion related to the purchase, exchange, lease, or value of real property.
3. *Reconvene in Open Session (1 MIN) 6:08 PM*
4. *Welcome/Pledge of Allegiance (2 MIN) 6:08 PM*
5. *Vision and Mission Statement (1 MIN) 6:09 PM*
6. *Recognition (10 MIN) 6:10 PM*
    1. November Staff of the Month
    Maritza Gallaga
    2. Manor ISD Police Department Accreditation from the TPCA (Texas Police Chief's Association)
    Maritza Gallaga
7. *Public Forum (12 MIN) 6:23 PM*

Fabian Martinez

It is the policy of the Board that, if members of the audience wish to address the board, they must sign the form at the entrance prior to the meeting. Commentaries and/or questions are limited to the public forum section of the set (said) agenda as is provided in Board Policy (BED).

Pursuant to Manor ISD Board policy BED (Local), at regular meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting. Anyone who wants to participate in this portion of the meeting must sign up before 5:45pm on November 17, 2025 and indicate the topic they wish to address. The Board will take speakers in turn from the sign-up sheet. Please note that we will continue to observe a three-minute limitation on each individual's comments.

8. ***Closed Session Action Item (5 MIN) 6:23 PM***
    1. Consideration and Approval of Educator Chapter 21 Contract Abandonment - Norma
    Moran Dr. Tamey Williams-Hill

I move that the Board make a finding that there is not good cause to support Norma Ryan's resignation from their position at Manor ISD.

Motion provided by_____**SRB**_____

Motion seconded by_____**MT**_____

CL__**X**__   AC__**X**__   PP__**X**__   FM__**X**__   MT__**X**__   SH__**X**__   SRB__**X**__

Recommended Motion- Yes

Motion passes_____**7-0**_____

9. ***Superintendent Update (10 MIN) 6:25 PM***
    1. Student Safety Update
    Dr. Robert Sormani
    2. Points Of Pride
    Dr. Robert Sormani
    3. Bond 2025 Updates
    Dr. Robert Sormani
10. ***Information Item (30 MIN) 6:44 PM***
    1. Monthly Financial Report
    Moises Santiago
    2. FIRST Rating Presentation *6:57 PM*
    Moises Santiago
    3. 2019 Bond Update *7:07 PM*
    Joe Mendez
    4. GPM #3 CCMR Board Monitoring Report *7:09 PM*
    Dr. Tamey Williams-Hill
    5. Public Hearing: Targeted Improvement Plan - Blake Manor Elementary
    Dr. Matthew Bentz *7:44 PM*
    6. Public Hearing Targeted Improvement Plan - Bluebonnet Trail Elementary
    Dr. Matthew Bentz *7:48 PM*
    7. Public Hearing Targeted Improvement Plan - Pioneer Crossing Elementary
    Dr. Matthew Bentz *7:53 PM*
    8. Public Hearing Targeted Improvement Plan - Manor High School
    Dr. Matthew Bentz *7:55 PM*
11. ***Consent Agenda (5 MIN) 8:01 PM***
    1. Consideration and Approval of the Meeting Minutes

Cynthia Kelley

2. Consideration and Approval 2025-2026 Budget Amendment #2

Moises Santiago

3. Consideration and Approval of the Staff Cost Tracker

Dr. Robert Sormani

4. Consideration and Approval of Targeted Improvement Plan - Blake Manor Elementary

Dr. Matthew Bentz

5. Consideration and Approval of Targeted Improvement Plan - Bluebonnet Trail Elementary

Dr. Matthew Bentz

6. Consideration and Approval of Targeted Improvement Plan - Pioneer Crossing Elementary

Dr. Matthew Bentz

7. Consideration and Approval of Targeted Improvement Plan - Manor High School

Dr. Matthew Bentz

8. Consideration and Approval - Other Revenues and Investment Policy (CDA Local) Moises Santiago

9. Consideration and Approval of Educational Specifications

Joe Mendez

10. Consideration and Approval of TASB Local Policy Update 126

Dr. Christopher Harvey

11. Consideration and Approval of the GPM #3 CCMR Board Monitoring Report

Dr. Tamey Williams-Hill

12. Consideration and Approval of New FTEs for the 2025-2026 SY

Dr. Matthew Bentz

I move that the Board approve the consent agenda items 11.1 through 11.12 as presented.

Motion provided by_____**PP**_____

Motion seconded by_____**SRB**_____

CL__**X**__   AC__**X**__   PP__**X**__   FM__**X**__   MT__**X**__   SH__**X**__   SRB__**X**__

Recommended Motion- Yes

Motion passes_____**7-0**_____

12. *Action Items (15 MIN) 8:02 PM*

1. Consideration and Approval of Renewal of Good Cause Exception for Manor ISD Police Department Officer Certification Requirements

Chief Clarence Yarbrough

I move that the Board approve the good cause exception of "Lack of Qualified Personnel" and direct the Chief of Police to continue to implement the alternative plan allowed under HB3.

Motion provided by_____**CL**_____

Motion seconded by_____**PP**_____

CL__**X**__   AC__**X**__   PP__**X**__   FM__**X**__   MT__**X**__   SH__**X**__   SRB__**X**__

Recommended Motion- Yes

Motion passes_____**7-0**_____

      2. Consideration and Approval of Policy GKD (Local): Facilities
      Dr. Robert Sormani

A motion was made by Fabian Martinez to table this vote.

Dr. Caitlin Lowery seconded this motion.

Motion pMotion provided by_____**FM**_____

Motion seconded by_____**CL**_____

CL__**X**__   AC__**X**__   PP__**X**__   FM__**X**__   MT__**X**__   SH__**X**__   SRB__**X**__

Recommended Motion- Yes

Motion passes_____**7-0**_____

   13. ***Confirmation of Next Regular Board Meeting on December 15, 2025, 8:07 PM***
   14. ***Adjournment (1 MIN) 8:07 PM***

Motion provided by_____**MT**_____

Motion seconded by_____**SH**_____

CL__**X**__   AC__**X**__   PP__**X**__   FM__**X**__   MT__**X**__   SH__**X**__   SRB__**X**__

Recommended Motion- Yes

Motion passes_____**7-0**_____