



**Agenda of Grievance Committee Meeting**  
**SCHOOL BOARD**  
**LA JOYA INDEPENDENT SCHOOL DISTRICT**

A Grievance Committee Meeting of the School Board of **LA JOYA INDEPENDENT SCHOOL DISTRICT** will be held on **Wednesday, September 16, 2026, beginning at 4:30 PM**, in the Staff Development Center Board Conference Room at Nellie Schunior Administration Building, 200 W. Expwy 83, La Joya, TX 78560. A quorum of the Board and the presiding officer will be present at this location. Any Board members participating by videoconference will be in accordance with Section 551.127 of the Texas Government Code.

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 order shown on this meeting notice.

**1. CALL MEETING TO ORDER**

**2. ROLL CALL**

**3. PUBLIC COMMENTS**

**4. CLOSED SESSION - A Closed Meeting will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code, Sections 551.071 and 551.074.**

**Time:** \_\_\_\_\_

4.1. Hear and Consider R. Ochoa Level Three Grievance Appeal. (Texas Government Code, §551.074)

4.2. Hear and Consider R. Santos Level Three Grievance Appeal. (Texas Government Code, §551.074)

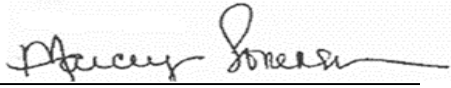
4.3. Consult with the Board's Attorney. (Texas Government Code, §551.071: For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Texas Government Code, §551.074: For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.)

**5. RECONVENE IN OPEN SESSION**

5.1. Consider and Take Possible Action Concerning R. Ochoa Level Three Employee Grievance Appeal.

5.2. Consider and Take Possible Action Concerning R. Santos Level Three Employee Grievance Appeal.

## 6. ADJOURNMENT

A handwritten signature in black ink, appearing to read "Marcey Sorensen", is written over a horizontal line.

Dr. Marcey Sorensen  
Superintendent of Schools

Posted: September 10, 2026

By: Mari Elizondo @ 11:00 a.m.



# La Joya Independent School District

## Board Agenda Item Submission

**Board of Education Meeting:** September 16, 2026

**Strategic Priority:** Priority 1 - Excellence in Leadership

**Agenda Category:** Action Item

**Item Title:** Consider and Take Possible Action Concerning Level Three Employee Grievance Appeals

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### **BACKGROUND:**

The Board Grievance Committee Will Discuss, Consider, and Take Possible Action Regarding the Level III Employee Grievance Appeals Filed by Ruben Ochoa and Reyna Ericka Santos, Including Deliberation of the Matters Presented and Any Action Deemed Appropriate in Accordance with District Policy and Applicable Law.

### **RATIONALE:**

The Employees have Followed the Proper Procedure to Appeal Their Grievances to Level Three Pursuant to Board Policy DGBA (Local). The Board Committee Must Hear and Consider the Level Three Appeals as the Last Step in the Formal Grievance Process.

### **BUDGET:**

**Cost**  
N/A

**Funding Source**  
N/A

**Vendor**  
N/A

**Purchasing Mechanism**  
N/A

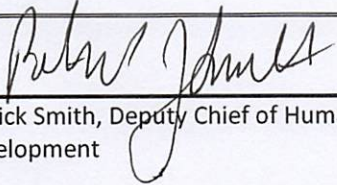
**Additional Documentation**  
N/A

### **RECOMMENDATION:**

Administration Recommends that the Grievance Committee Vote to Uphold the Level Two Decisions and Deny the Level Three Appeals.

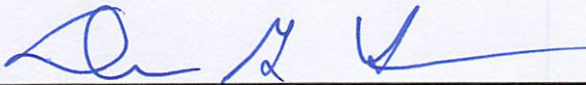
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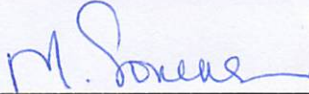
**Initiated by:**

  
Patrick Smith, Deputy Chief of Human Capital & Talent Development

**Approved for Submission  
to the Board of Education:**

**Reviewed by:**

  
Dr. Derek Little, Deputy Superintendent

  
Dr. Marcey Sorensen  
Superintendent of Schools

**BF&AS  
Reviewed by:**

N/A

**Executive  
Cabinet  
Review by:**

  
Dr. Derek Little, Deputy Superintendent



# La Joya Independent School District

## Board Agenda Item Submission

**Board of Education Meeting:** September 16, 2026

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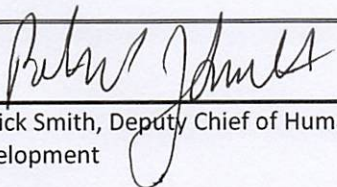
**Additional Documentation**  
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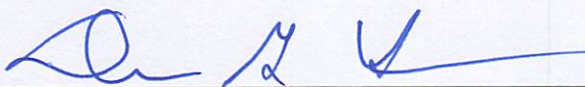
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**Initiated by:**

  
Patrick Smith, Deputy Chief of Human Capital & Talent Development

**Approved for Submission  
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**Reviewed by:**

  
Dr. Derek Little, Deputy Superintendent

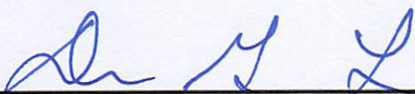


Dr. Marcey Sorensen  
Superintendent of Schools

**BF&AS  
Reviewed by:**

N/A

**Executive  
Cabinet  
Review by:**

  
Dr. Derek Little, Deputy Superintendent