

**Notice of Grievance Committee Meeting
Board of Trustees
Wednesday, October 14, 2026**

A Grievance Committee Meeting of the Board of Trustees will be held on Wednesday, October 14, 2026, beginning at 5:00 PM, in the Staff Development Center Board Room at Nellie Schunior Administration Building, 200 W. Expwy 83, La Joya, TX 78560.

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. For more information about public comment, see Policy BED. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. CALL MEETING TO ORDER

2. ROLL CALL & DECLARE QUORUM

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: _____**

1. Hear and Deliberate Regarding Level Three Employee Grievance Appeal. (Texas Government Code, §551.074)
2. 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

6. ACTION & DISCUSSION ITEM(S)

1. Consider and Take Possible Action Concerning Level Three Employee Grievance Appeal, *Item Lead: Dr. Derek Little, Deputy Superintendent*

7. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See TASB Policy BEC(LEGAL)]

For the Board of Trustees



La Joya Independent School District

Board Agenda Item Submission

Board of Education Meeting: October 14, 2026

District Priority: Priority 1 - Excellence in Leadership

Agenda Category: Action Item

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

BACKGROUND:

The Board Grievance Committee Will Discuss, Consider, and Take Possible Action Regarding the Level III Employee Grievance Appeal filed by Maria Isabel Rios, Including Deliberation of the Matters Presented and Any Action Deemed Appropriate in Accordance with District Policy and Applicable Law.

RATIONALE:

The Employee has followed the Proper Procedure to Appeal their Grievance 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.

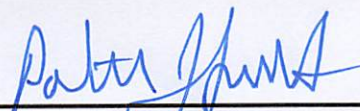
BUDGET:

Cost	Funding Source	Vendor
N/A	N/A	N/A
Purchasing Mechanism	Additional Documentation	
N/A	N/A	

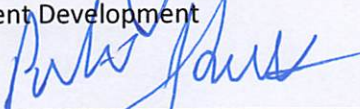
RECOMMENDATION:

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

Initiated by:


Patrick Smith, Deputy Chief of Human Capital & Talent Development

Reviewed by:


Patrick Smith, Deputy Chief of Human Capital & Talent Development

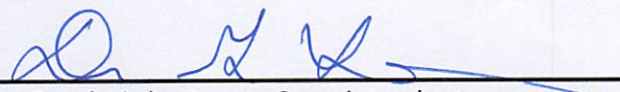
BF&AS

Reviewed by:

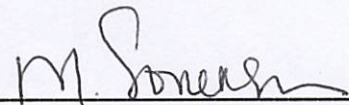
N/A

Executive
Cabinet

Review by:


Dr. Derek Little, Deputy Superintendent

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


Dr. Marcey Sorensen
Superintendent of Schools