



North East Independent School District

8961 Tesoro Drive, San Antonio, Texas 78217

NOTICE OF MEETING OF THE BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the North East Independent School District will be held on January 7, 2026. The Board will convene in Open Session at 5:30 PM, then move into Executive Session and resume the public portion of the meeting no earlier than 6:15 PM. The Board will meet on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas 78217. Such meeting is a regular meeting.

The open session portion of the meeting is livestreamed, and members of the public may view the meeting by going to the North East Independent School District's YouTube channel. Click the link below or type it into your browser.

<https://www.youtube.com/c/NEISDtv>

Items will not necessarily be discussed or considered in the order they are printed. Anyone wishing exhibit information in accordance with Local Board Policy GBA, must contact the Public Information Officer.

MISSION STATEMENT

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

I. ESTABLISHMENT OF QUORUM AND CALL TO ORDER

II. EXECUTIVE SESSION

A. Personnel, including but not limited to Administrative Appointments pursuant to Government Code Section 551.074

1. Hearing and Deliberation on TEA Hearing Examiner's Recommendation Issued in Chapter 21 Term Contract Employee's Termination Case
2. Discussion Regarding Termination of Chapter 21 Term Contract Employee

B. Consultation with Board's Attorney pursuant to Government Code Section 551.071

1. Pending and/or Possible Litigation

III. RECONVENE INTO OPEN SESSION

IV. MATTERS FROM EXECUTIVE SESSION

A. Personnel, including but not limited to Administrative Appointments pursuant to Government Code Section 551.074

1. Possible Action on TEA Hearing Examiner's Recommendation Issued in Chapter 21 Term Contract Employee's Termination Case 3

2. Possible Action Regarding Termination of Chapter 21 Term Contract Employee 4

Presenter: Rudy Jimenez, Chief of Schools and Leadership

V. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in an Executive or Closed Session, the Board will convene in such Executive or Closed Session in accordance with the Open Meetings Act, Texas Government Code, Section 551.071, 551.072, and 551.074.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 1st day of January, no later than 5:30 PM, this notice was posted on a bulletin board located at a place readily accessible and convenient to the public at the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas.

The North East Independent School District does not discriminate
on the basis of race, color, religion, gender, national origin, age or disability



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: January 7, 2026

Presenter: Rudy Jimenez,
Chyla Whitton,
Executive Director,
Human Resources

Subject: TEA Hearing Examiner's
Recommendation Issued in
Chapter 21 Term Contract
Employee's Termination Case

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

A formal hearing was conducted by a Texas Education Agency-appointed Independent Hearing Examiner (IHE) on December 11, 2025, concerning the proposed termination of a Chapter 21 term contract employee. This hearing was held in accordance with the applicable provisions of the Texas Education Code, including § 21.256. Following due consideration of the complete record evidence presented during the hearing, the IHE has issued a formal opinion. This opinion includes a recommendation to the Board of Trustees of the North East Independent School District to adopt the findings of fact and conclusions of law included therein and to enter an order consistent with the IHE's recommendation, wherein he found that good cause exists to terminate the employee's contract.

The Board shall consider the recommendation and record of the hearing examiner at the first board meeting for which notice can be posted in compliance with Chapter 551, Government Code, following the issuance of the recommendation.

ADMINISTRATIVE CONSIDERATION

The Texas Education Code § 21.259 requires the Board of Trustees to formally adopt, modify, or reject the IHE's recommendation.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District adopt the independent hearing examiner's conclusions of law, including a determination regarding good cause for termination for the identified Chapter 21 term contract employee.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: January 7, 2026

Presenter: Rudy Jimenez,
Chyla Whitton,
Executive Director,
Human Resources

Subject: Termination of Chapter 21
Term Contract Employee

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

Texas Education Code § 21.251 requires a teacher who wishes to challenge a proposed termination of a term contract to notify the Commissioner of Education and the Board of his or her desire for a hearing within fifteen calendar days of receipt of the notice. In this case, the teacher filed an appeal within the applicable deadline and the hearing was held on December 11, 2025. The independent hearing examiner (IHE) issued his opinion which included his findings of fact and conclusions of law based on the record evidence presented during the hearing, on December 30, 2025. Therefore, the Board of Trustees may proceed with a vote to immediately terminate the teacher's contract.

ADMINISTRATIVE CONSIDERATION

Formal approval of the termination of a Chapter 21 term contract employee by the Board of Trustees is required.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District approve the termination of the identified employee Chapter 21 term contract discussed in executive session, and notify the employee of the action, which is based upon the finding that good cause exists for such termination.

BOARD ACTION REQUIRED

Approval/Disapproval