

Board Meeting
Monday, May 11, 2026 5:45 PM Central

FISD Boardroom
402 Laurel Dr.
Friendswood, TX 77546

Beau Egert: Present
Rebecca Hillenburg: Present
Ralph Hobratschk: Present
Tony Hopkins: Present
David Montz: Present
Niki Rhodes: Present
Laura Seifert: Absent
Present: 6, Absent: 1.

1. Meeting Opening

1.1. Call to Order at 5:45pm

The meeting was called to order at 5:45pm.

1.2. Establish Quorum

Trustee Hobratschk, Trustee Rhodes, Trustee Seifert, Trustee Egert and Trustee Hopkins were all present on the dais. Trustee Hillenburg and Trustee Montz were present but not on the dais. Trustee Seifert left the meeting at 6:35pm.

2. Recess to Executive Session

2.1. Recess to Executive Session

The Board recessed to Executive Session at 5:46pm. The Board reconvened to open session at 6:39pm.

3. Reconvene to Open Session

3.1. Invocation

3.2. Pledge of Allegiance

3.3. Pledge to the Texas Flag

4. Recognitions and Celebrations

4.1. Teacher of the Year

Paraprofessional of the Year

Support Staff of the Year

Coaches of the Year

Patrick Rosenberg, Claire Ford, Heather Quintero, Elizabeth Bott, Brandy Mertz, and Hannah Schmanske were honored for being named Teacher of the Year!. Julie Wilson, Lynn Landry, Karina Valentine, Erin Campos, Alicia Fontenot and Sara Ruiz were honored for being named Para of the Year. Jackie King was also honored as the Support Staff of the Year. Coaches of the Year for Friendswood were also honored

4.2. Celebration of Excellence

The board meeting recognized a wide range of outstanding student achievements across academics, athletics, and extracurricular activities. The Friendswood High School Wranglers dance team was honored for an exceptional season that included multiple state and national championships under first-year directors Courtney Krantz and Annabelle Hallman. Students were also recognized for individual accomplishments, including Vikram's advancement to the national medical reading competition and Catherine Yanda's success as a girls' golf state qualifier after an impressive tournament season. Elementary students from the SEARCH program were celebrated for qualifying for the International Academic Competitions National Championships in Orlando through strong performances in math, science, history, and geography. Additional recognitions included spelling bee participant Chloe Yang, collegiate high school graduates earning both high school diplomas and college degrees, and Friendswood High School's valedictorian Charlie Tran and salutatorian Ayush Ayegoke. Throughout the presentation, district leaders emphasized the pride Friendswood ISD has in the diverse accomplishments and dedication of its students and staff.

5. Audience Participation

5.1. Audience Participation

No one requested to speak during audience participation.

6. Consent Agenda

I recommend approval of the consent agenda as presented. This motion, made by Rebecca Hillenburg and seconded by Beau Egert, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea
Yea: 6, Nay: 0, Absent: 1

6.1. Consider Approval of Minutes April 13, 2026

6.2. Consider Approval of Minutes April 27, 2026

6.3. Consider Approval of Budget Amendment

6.4. Consider Approval of Gifts and Donations

6.5. Consider Approval of Delegating to the Superintendent the authority to approve a one-year contract with TABI to provide auxiliary security officers for Cline, Windsong, and Westwood/Bales for the 2026-2027 school year

6.6. Consider Approval of Master Job Order Contracts

6.7. Consider Approval of Mustang Clinic MOU Renewal with UTMB for 2026-2027

6.8. Consider Approval of New Personnel Contracts for 2026-2027

7. Action Items

7.1. Consider and approve an Order Canvassing Returns and Declaring Results of Bond Election.

I recommend canvassing the election results as provided by Galveston County for the May 2, 2026 election. This motion, made by David Montz and seconded by Rebecca Hillenburg,

Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea
Yea: 6, Nay: 0, Absent: 1

7.2. Consider Approval of Guaranteed Maximum Price - GMP 01 First Amendment Foundation Projects at Friendswood High School and Friendswood ISD Administration Building

I recommend approval of the Guaranteed Maximum Price - GMP 01 First Amendment Foundation Projects at Friendswood High School and Friendswood ISD Administration Building as presented. This motion, made by Niki Rhodes and seconded by Ralph Hobratschk, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea
Yea: 6, Nay: 0, Absent: 1

The discussion focused on a proposed foundation repair project for Friendswood High School and the administration building, with an estimated cost of approximately \$3 million that remains within budget. Officials explained that the project includes installing deep steel piers, foam injection, and extensive repairs to address foundation settling, structural movement, and resulting damage such as cracks, doors, windows, and flooring issues. The repairs are intended to serve as a long-term solution, supported by warranties and additional mitigation efforts such as root barriers near large oak trees that contribute to soil movement. Trustees also discussed project logistics, timelines, and contingency plans to minimize disruption to students and staff, with hopes of completing the majority of work before the new school year begins. Overall, the project was presented as a comprehensive effort to stabilize facilities and prevent future foundation problems.

7.3. Consider Approval of the 2026-2027 Salary Plan

I recommend approval of the 2026-2027 salary plan scenario 4 as presented. This motion, made by Beau Egert and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea
Yea: 6, Nay: 0, Absent: 1

The presentation reviewed Friendswood ISD's proposed 2026-2027 salary plan, including step increases, auxiliary pay adjustments, special education stipends, and a recommended compensation scenario projected to cost approximately \$1.2 million. District leaders discussed new stipends for specialized special education positions, noting that the amounts are competitive with surrounding districts and intended to support recruitment and retention efforts. Trustees also reviewed details of a conditional one-time salary supplement tied to employee retention and district financial stability, along with clarification on how the supplement would qualify for TRS creditability. The proposed salary plan would raise starting teacher pay to approximately \$61,200 and also addressed salary structures for uncertified teachers under updated legislative requirements. Overall, the discussion centered on maintaining competitive compensation while ensuring the long-term financial sustainability of the district.

7.4. Consider Approval of the FISS District of Innovation Plan

I recommend approval of the District of Innovation Plan as presented. This motion, made by Rebecca Hillenburg and seconded by Beau Egert, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The discussion reviewed proposed updates to Friendswood ISD's District of Innovation exemptions that were originally presented in March. Since that time, the proposals were reviewed by the District Advisory Committee, publicly posted for community feedback, and ultimately recommended for board approval after no public comments were received.

Proposed additions include course syllabus posting requirements, a universal GPA weighting system, and changes to probationary contract terms. One of the most significant changes moving forward is that all newly hired employees will be placed on a probationary contract structure of "one of three" years rather than "one of one."

7.5. Consider Approval of New Personnel Units for 2026-2027

I recommend approval of the new personnel units for 2026-2027 as presented. This motion, made by Beau Egert and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The discussion focused on proposed staffing additions at Friendswood High School and Westwood to help maintain manageable class sizes and support student needs. Proposed new positions include additional math, science, and social studies teachers, with goals of keeping average class sizes around 25 students in math and social studies and 26 students in science, excluding AP courses. District leaders clarified that these are average targets, meaning some classes may still be slightly larger or smaller depending on scheduling balance. An additional special education inclusion teacher was also proposed for Westwood due to increased enrollment and the need to maintain appropriate student-to-teacher ratios. Overall, the staffing proposals are intended to support instructional quality and manageable classroom environments.

8. Information Items

8.1. Athletic Department Report

The presentation highlighted the growth and success of Friendswood ISD athletics over the past three years, emphasizing the department's focus on grit, competitiveness, leadership, and preparing student-athletes for success beyond high school. All athletic programs made the playoffs for the second consecutive year, several programs achieved historic milestones, and participation numbers—especially in football—continue to grow significantly. The department also shared progress in vertical alignment between junior high and high school programs, expanded leadership and service opportunities for athletes, and celebrated 30 student-athletes signing to play collegiate sports. Improvements from the 2020 bond, including upgraded athletic facilities, have positively impacted programs and community engagement, while future priorities include additional facility space, minimizing missed practices and games, and continuing to recruit and retain top coaching talent. Overall, the presentation reflected a strong vision for continued athletic excellence and student development in Friendswood ISD.

8.2. FISD Culture and Climate Survey Results

The presentation reviewed the results of Friendswood ISD's third annual culture and climate survey, which received responses from 51% of district staff. Survey results showed strong employee satisfaction in areas such as pride in working for the district, relationships with coworkers, communication, and understanding how individual roles contribute to district goals. Areas identified for continued improvement included workload, compensation competitiveness, staff voice in decision-making, support for special populations, and campus maintenance. District leaders noted positive gains in several categories compared to previous years, particularly regarding discipline support, compensation perceptions, and professional learning. Staff members also identified additional local leave days, health insurance support, and other benefit enhancements as top priorities moving forward.

8.3. Safety Update

Mr. Roher updated the Board on the final three unannounced intruder audits conducted this year. Friendswood High School, Westwood Elementary, and Windsong Intermediate were recently audited, and all three campuses received no findings or deficiencies. With those results, all six campuses audited during the 2025-2026 school year completed the process with perfect results. Friendswood ISD has maintained a clean record on intruder audits every year since the audits began.

8.4. District Vulnerability Assessment

District leaders reviewed the required three-year safety and security assessment process, noting that the detailed findings had previously been shared and discussed with the Board in executive session due to the sensitive nature of the information. The assessment fulfills state mandates related to school safety and emergency preparedness. Officials explained that the item was presented publicly as an informational requirement to document that the Board had reviewed the findings. Board members commented positively on the overall results of the assessment.

8.5. Budget Update

The budget update presentation reviewed Friendswood ISD's projected financial outlook for the 2026-2027 school year, including updated property value estimates, staffing costs, and employee compensation considerations. District officials reported that projected property value growth has been adjusted from 7% to approximately 5.8% based on preliminary appraisal data and legislative changes affecting exemptions. The proposed budget includes salary scenario adjustments, potential retention stipends, restored funding for priority maintenance and infrastructure needs, and discussions regarding increasing district contributions toward employee health insurance costs. Trustees also discussed the possibility of adding a local wellness day for staff and reviewed how Friendswood ISD's insurance contributions compare to neighboring districts. Overall, the discussion reflected ongoing efforts to balance fiscal responsibility while supporting employee compensation, benefits, and district operational needs.

8.6. Bond Update

District leaders reviewed the preliminary financing timeline for the recently approved bond projects, explaining that the district is preparing to move quickly once the required 30-day election contest period ends. The district plans to begin the bond sale process in early summer, with the goal of locking in interest rates and completing the sale by early August. Officials emphasized the importance of beginning planning, design work, and project preparation now

so major projects—such as critical infrastructure improvements, Westwood upgrades, technology updates, buses, science labs, and CTE facilities—can move forward efficiently once funds are available. While the district cannot legally spend bond funds until the sale is finalized, staff can begin developing project packages, gathering bids, and coordinating timelines. District leaders also stressed the importance of ongoing communication with the community as projects progress and timelines become clearer.

8.7. 2026-27 Student Enrollment and Projections

Administration shared that, as part of the District of Innovation (DOI) Plan, K-4 class size ratios will be reported to the Board monthly beginning in May. The Board reviewed a spreadsheet showing projected student enrollment for the 2026-2027 school year, with a growth factor applied only between Kindergarten and 1st grade. Teacher counts reflected staffing plans currently in place for the upcoming school year. Administration also reported that enrollment for the 2026-2027 school year is ongoing. As of May 1, the "NSOE" column reflected 176 new student enrollments in process or completed, in addition to returning Early Childhood and PreKindergarten students expected to enroll in the fall.

9. Financial Report

9.1. Tax Assessor Collector's Report

9.2. Monthly Check Register and Payroll Summary Report

9.3. Bond 2020 Financial Report

9.4. School Lunch Fund

9.5. Balance Sheets

9.6. Revenue and Expenditure Reports

9.7. Monthly Investment Report

10. Superintendent's Report

10.1. Superintendent's and Board Member's Report

11. Adjourn

I recommend adjourning the meeting. This motion, made by Niki Rhodes and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The meeting was adjourned at 9:09pm