

**Unofficial and Unapproved
Minutes of Special Board Meeting
6-18-2026
The Board of Trustees
Judson ISD**

A Special Board Meeting of the Board of Trustees of Judson ISD was held June 18, 2026, beginning at 5:00 PM in the ERC Board Room, 8205 Palisades Dr, Live Oak, Texas 78233. Notice of this meeting was posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551. The meeting was audio and video tape recorded.

Present: Monica Ryan, Amanda Poteet, Lesley Lee, Stephanie Jones, Laura Stanford, José Macias and Interim Superintendent Dr. Robert Jaklich.

Absent: Suzanne Kenoyer

1. MEETING CALLED TO ORDER
 - A. Roll Call, Establishment of Quorum
Board President Monica Ryan called the meeting to order at 5:01 PM. Roll call was taken and a quorum was established.
2. ACKNOWLEDGEMENT OF VISITORS/CITIZENS TO BE HEARD
 - A. Public Comment
There were none.

The Board adjourned into closed session at 5:04 PM.

3. CLOSED SESSION
 - A. Pursuant to Texas Government Code section 551.071 consultation with attorney(s) regarding legal issues pertaining to Cause No. 2026-CI-01608, Lisa Butler vs. Judson ISD and Monica Ryan, In the Bexar County District Court, in the 166th Judicial District
 - B. Pursuant to Texas Government Code section 551.071, consultation with attorney regarding legal issues pertaining to Cause No. SA-26-CV-03285-OLG, Jose A. Macias, Jr., vs. Judson ISD, Et al, In the United States District Court, Western District Court of Texas
 - C. Pursuant to Texas Government Code Section 551.071, attorney consultation regarding legal issues related to the Board-approved investigation of employee(s) complaint(s) alleging discrimination, harassment, and retaliation under Judson ISD Policies DIA(LEGAL) and DIA(LOCAL), by Trustee Jose A. Macias, Jr.
 - D. Pursuant to Texas Government Code Section 551.074, discussion of the Board-approved investigation of employee(s) complaint(s) alleging discrimination, harassment, and retaliation under Judson ISD Policies DIA(LEGAL) and DIA(LOCAL), by Trustee Jose A. Macias, Jr.

- E. Pursuant to Texas Government Code Section 551.071, attorney consultation regarding legal issues related to Trustee Jose A. Macias's non-compliance with the sanctions, restrictions, limitations, and corrective measures included in Resolution of the Board of Trustees Censuring Trustee Jose A. Macias, dated April 23, 2026, and temporary restraining orders issued by Bexar County District Court, in the 73rd Judicial District
- F. Pursuant to Texas Government Code Section 551.074, discussion of Trustee Jose A. Macias's non-compliance with the sanctions, restrictions, limitations, and corrective measures included in Resolution of the Board of Trustees Censuring Trustee Jose A. Macias, dated April 23, 2026, and temporary restraining orders issued by Bexar County District Court, in the 73rd Judicial District

The Board reconvened in open session at 8:32 PM. No final action, decision or vote was taken while in closed session.

4. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS DISCUSSED IN CLOSED SESSION

- A. Consider and take possible action regarding Cause No. 2026-CI-01608, Lisa Butler vs. Judson ISD and Monica Ryan, In the Bexar County District Court, in the 166th Judicial District
Motion made by Ms. Ryan to proceed as discussed in closed session, seconded by Ms. Poteet
Aye: Ryan, Poteet, Lee, Jones
Nay: Macias
Abstained: Stanford
Motion passes.
- B. Consider and take possible action regarding Cause No. SA-26-CV-03285-OLG, Jose A. Macias, Jr., vs. Judson ISD, Et al, In the United States District Court, Western District Court of Texas
Motion made by Ms. Ryan to proceed as discussed in closed session, seconded by Ms. Poteet
Aye: Ryan, Poteet, Lee, Jones
Nay: Macias
Abstained: Stanford
Motion passes.
- C. Consider and take possible action regarding the Board-approved investigation of employee(s) complaint(s) alleging discrimination, harassment, and retaliation under Judson ISD Policies DIA(LEGAL) and DIA(LOCAL), by Trustee Jose A. Macias, Jr., including possible action to adopt a Resolution of Censure
Motion made by Ms. Ryan to adopt the following resolution of the Board of Trustees:
Censuring Trustee Jose A. Macias
WHEREAS, the Judson Independent School District is governed by a duly elected Board of Trustees charged under the Texas Education Code with the lawful, ethical, and effective governance of the District; and

WHEREAS, Texas Education Code §§ 11.051 and 11.151 authorize the Board to oversee management of the District and adopt rules necessary to carry out its duties; and

WHEREAS, JISD Board Policy DIA (Local), DIA (Legal), BBFB (Legal), establish standards of conduct requiring trustees to act ethically, lawfully, professionally, and in a manner that promotes effective governance; and

WHEREAS, these standards prohibit, among other things, abuse of official capacity, misuse of official information, hostile work environment, retaliation, harassment, racism and oppression; and

WHEREAS, violations of these standards may subject a trustee to sanctions, including public censure and restrictions necessary to protect District operations, governance integrity, and student safety; and

WHEREAS, the Board finds that Trustee Macias engaged in abuse of official capacity and official oppression.

Such conduct appears to constitute potential criminal violations of Texas Penal Code §§ 36.03 (Coercion of a Public Servant), 39.02 (Abuse of Official Capacity) and 39.06 (Misuse of Official Information) for which the state might take action.

WHEREAS, the Board finds that Trustee Jose A. Macias engaged in conduct constituting hostile work environment, retaliation, harassment, racism and oppression.

Such conduct appears to constitute potential criminal violations of Texas Penal Code §§ 36.06 (Retaliation) and 39.03 (Oppression) for which the state might take action.

WHEREAS, the Board finds that Trustee Macias violated Board policy and ethical standards, including but not limited to:

- Failure to act with honesty, professionalism, and respect;
- Failure to uphold confidentiality obligations;
- Engaging in harassment, retaliation, oppression and creation of a hostile environment.

WHEREAS, the Board finds that documented evidence supporting these findings includes, but is not limited to:

- Social media posts, news articles and public statements;
- District email communications;
- Board meeting video recordings;
- Executive session memoranda;
- Litigation filings.

WHEREAS, the Board finds that such conduct:

- Undermines public trust in the District;
- Disrupts effective governance;
- Harms employees and trustees;
- Compromises confidential and privileged information;
- Exposes the District to legal risk and liability.

NOW, THEREFORE, BE IT RESOLVED:

Section 1. Adoption of Findings

The Board adopts the foregoing recitals as findings of fact and incorporates them into this Resolution for all purposes.

Section 2. Determination of Misconduct

The Board determines that Trustee Jose A. Macias has engaged in a pattern of conduct that:

- Violates Texas law, including conduct constituting potential criminal violations of the Texas Penal Code;
- Violates Board policies and governance standards;
- Constitutes abuse of official capacity, misuse of official information, hostile work environment, retaliation, harassment, racism and oppression;
- Compromises confidential and privileged information and harms the District's legal posture;
- Adversely impacts the Board's ability to govern effectively.

Section 3. Sanctions and Corrective Measures

The Board imposes the following sanctions and corrective measures:

- Public censure;
- Mandatory completion of training regarding District Policy DIA (employee treatment, harassment and retaliation) training within ninety (90) days from the date of adoption of this Resolution, with proof of completion required;
- Ineligibility to serve in any Board officer position (President, Vice President, or Secretary) for a period of one (1) year from the date of adoption of this Resolution;
- Prohibition from entering or being present on any property owned, leased, or controlled by the District, including but not limited to: all school campuses, administrative offices, athletic and extracurricular facilities, any other District-owned or District-controlled premises, further prohibition from participation as a board member in any District-sponsored, District-affiliated, or District-sanctioned event, regardless of location. This restriction does not apply to: Official meetings of the Board of Trustees or Board workshops or legally authorized governance functions. This restriction will be in place for a period of one (1) year from the date of adoption of this Resolution;
- Prohibition from initiating contact or communication with District staff for a period of one (1) year from the date of adoption of this Resolution. This restriction does not apply to initiating contact or communication with either the Superintendent or the Board President, or a constituent while conducting Board business.

Section 4. Referral to Law Enforcement

The Board authorizes a limited waiver of the attorney client and work product privileged communications regarding the investigation report, documentation and statements and directs that the findings of this investigation and all supporting documentation be referred to the appropriate law enforcement agency for review and any action deemed necessary, including review of potential criminal violations under Texas Penal Code §§ 36.03, 39.02, 39.06, 36.06 and 39.03.

Section 5. Directive for Future Conduct Trustee Macias is directed to:

- Comply with all applicable laws and Board policies;
- Refrain from harassing, retaliatory, or unlawful conduct;
- Maintain strict confidentiality of closed session and privileged information;
- Conduct himself in a manner consistent with the duties of a public servant and trustee.

Section 6. Notice of Further Action

The Board notifies Trustee Macias that continued violations may result in additional lawful action as permitted by Board policy and Texas law.

Seconded by Ms. Poteet

Aye: Ryan, Poteet, Lee, Jones

Nay: Macias, Stanford

Abstained: None.

Motion passes.

- D. Consider and take possible action regarding Trustee Jose A. Macias's non-compliance with the sanctions, restrictions, limitations, and corrective measures included in Resolution of the Board of Trustees Censuring Trustee Jose A. Macias, dated April 23, 2026, and temporary restraining orders issued by Bexar County District Court, in the 73rd Judicial District, including possible action to adopt an amended Resolution of Censure

Motion made by Ms. Ryan to adopt the following resolution of the Board of Trustees finding Trustee José A. Macias in non-compliance with Board ordered corrective measures, governance directives and court imposed conditions
WHEREAS, on April 23, 2026, the Board of Trustees adopted a Resolution Censuring Trustee José A. Macias and imposing sanctions, and corrective measures, and directives intended to protect District operations, student welfare, employee relations, and the integrity of Board governance; and

WHEREAS, the Board expressly directed Trustee Macias to comply with all applicable laws, Board policies, District protocols, visitor requirements, governance standards, and corrective measures imposed by the Resolution; and

WHEREAS, the Resolution specifically required Trustee Macias to attend no fewer than one monthly meeting with the Board President and Superintendent for a period of one year to review expectations, address concerns, and ensure compliance with Board governance requirements; and

WHEREAS, following adoption of the Resolution, Trustee Macias sought judicial intervention and obtained limited temporary injunctive relief; however, the Court did not invalidate the Board's findings of misconduct and instead imposed additional conditions governing Trustee Macias' access to District property and activities while acting in his capacity as a Trustee; and

WHEREAS, the Court specifically required Trustee Macias to comply with District policies, visitor protocols, Board policies, and governance requirements as conditions of such relief; and

WHEREAS, the Board has reviewed information, reports, District records, administrative documentation, and correspondence occurring after the adoption of the April 23, 2026, Resolution; and

WHEREAS, the Board finds that Trustee Macias failed to comply with the mandatory monthly meeting requirement imposed by the Resolution despite receiving notice and opportunity to coordinate such meeting; and

WHEREAS, the Board finds that Trustee Macias entered District facilities on numerous occasions during the period in which the court-imposed restrictions were in effect and that information presented to the Board raises substantial concerns regarding compliance with the limitations imposed by the Court and the conditions under which temporary relief was granted; and

WHEREAS, the Board finds that Trustee Macias requested that District administrators remove students from instructional settings during the school day in order to meet with or question such students concerning matters unrelated to any authority vested in an individual trustee under Texas law; and

WHEREAS, the Board finds that such conduct appears to constitute continued interference with campus administration, instructional operations, and District processes previously identified in the Board's April 23, 2026, Resolution; and

WHEREAS, the Texas Education Code §11.151(b) provides that trustees possess authority only when acting collectively as a Board and that individual trustees possess no authority to direct employees, conduct independent investigations, supervise District operations, or compel administrative action absent authorization from the Board acting as a body corporate; and

WHEREAS, the Board finds that the conduct occurring after the adoption of the Resolution demonstrates continued disregard for governance requirements, Board directives, District protocols, and corrective measures previously imposed by the Board;

NOW, THEREFORE, BE IT RESOLVED THAT:

SECTION 1. ADOPTION OF FINDINGS

The Board adopts the foregoing recitals as findings of fact and incorporates them into this Resolution for all purposes.

SECTION 2. FINDING OF NON-COMPLIANCE

The Board finds that Trustee Jose A. Macias has failed to comply with the corrective measures imposed by the Board's April 23, 2026, Resolution and has engaged in conduct inconsistent with:

- a. Texas Education Code §11.151(b);
- b. Board Policy BAA (Legal);
- c. Applicable District visitor and campus access protocols;
- d. The Judson ISD Good Governance Handbook;
- e. Directives and corrective measures imposed by the April 23, 2026 Resolution; and
- f. Conditions imposed by the District Court as a prerequisite to temporary judicial relief.

SECTION 3. FINDING OF GOVERNANCE VIOLATIONS

The Board further finds that the conduct described herein demonstrates a continuing pattern of behavior involving:

- a. Disregard for Board directives and governance requirements;
- b. Failure to comply with corrective measures ordered by the Board;
- c. Interference with District administrative operations;
- d. Attempts to exercise authority not granted to an individual trustee;
- e. Disruption of instructional activities and campus operations; and
- f. Conduct that undermines confidence in the Board's governance processes and corrective actions.

SECTION 4. SANCTIONS AND CORRECTIVE MEASURES

In light of Trustee Macias' failure to comply with previously imposed corrective measures, the Board imposes the following additional sanctions and directives:

1. Formal finding of non-compliance with the April 23, 2026 Resolution;

2. Ineligibility to serve in any Board officer position (President, Vice President, or Secretary) for 18 months from the date of adoption of this resolution;
3. Prohibition from entering or being present on any property owned, leased, or controlled by the District, including but not limited to: all school campuses, administrative offices, athletic and extracurricular facilities, any other District-owned or District-controlled premises, further prohibition from participating as a board member in any District-sponsored, District-affiliated, or District-sanctioned event, regardless of location. This restriction does not apply to: Official meetings of the Board of Trustees or Board workshops or legally authorized governance functions. This restriction will be in place for a period of 12 (twelve) months from the date of adoption of this resolution;
4. Requirement that if a temporary court order is in effect that allows temporary limited access to facilities, requests to visit a campus or attend an activity or function must be requested through the Superintendent at least three (3) business days before the visit and the Superintendent will have the opportunity to have a cabinet level leader or board officer present for the visit, event, or function;
5. Mandatory completion of 3 additional hours of Introduction to the Texas Education Code training within 60 days, with proof of completion required;
6. Requirement that any future meetings or communications with District personnel occur only for lawful governance purposes and in compliance with Board policy and District administrative procedures;
7. Written acknowledgment within ten (10) calendar days of this Resolution affirming receipt of and intent to comply with all Board directives, District policies, governance standards, and court-imposed conditions.

SECTION 5. NOTICE OF POTENTIAL FUTURE ACTION

The Board finds that the failure to comply with corrective measures imposed by the Board constitutes an aggravating circumstance demonstrating that prior sanctions have not achieved their intended purpose.

The Board expressly reserves the right to consider any additional lawful action available under Texas law, Board policy, court order, or future governance proceedings should further violations occur.

SECTION 6. REFERRAL

The Board authorizes a limited waiver of the attorney client and work product privileged communications regarding these findings and directs that the findings and all supporting documentation be referred to the appropriate law enforcement agency and appropriate state or federal court for review and any action deemed necessary, including a review of potential criminal violations.

Seconded by Ms. Poteet

Aye: Ryan, Poteet, Lee, Jones, Macias, Stanford

Nay: Macias, Stanford

Abstained: None.

Motion passes.

5. ADJOURNMENT

There being no further business, the meeting was adjourned at 9:18 PM.

Board President

Date

Board Secretary

Date