Minutes of Regular Meeting
The Board of Trustees
Gregory-Portland ISD

A Regular Meeting of the Board of Trustees of Gregory-Portland ISD was held Monday, June 15, 2026, beginning at 6:30 PM in the Gregory-Portland ISD Administration Building, 1200 Broadway, PORTLAND, TX 78374.

I. Call to Order and Establish Quorum

The meeting was called to order at 6:07 pm by Tim Flinn, President. Members present: Nicole Nolen, Melissa Gonzales, Zachary Simmons, Carrie Gregory, Lora Deluna, and Mark Roach. Others present: Dr. Michelle Cavazos, Dr. Ismael Gonzalez III, Deborah Garza, Brittney Soliz-Sandoval, Dr. William Stout, Penny Armstrong, Dr. Michael Norris, Michael Thieme, Atanislao Acosta, Cameron Curran, Buffy Longoria, Jessica Rodriguez, George Hernandez, Dominick Hernandez, Albert Silguero, Mayor Skurow, and Amy Malone.

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CLOSED SESSION 6:15 P.M.
OPEN SESSION 6:51 P.M.

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II. The time is now 6:15 pm and we will convene in Closed Session, As Authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084, 551.087, 551.129 et seq.

A. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public employee or employees, including but not limited, to resignation and employment of personnel [551.074]
B. Deliberation regarding the purchase, exchange, lease, or value of real property pursuant to Section 551.072 of the Texas Government Code
C. Deliberations regarding security devices or security audits [551.076]

III. Open Session Action, If Any, on Closed Session Deliberations Regarding:

A. Consider Employment of Personnel

It was recommended to approve the Superintendent employment recommended items discussed in closed session. Tim Flinn made the motion, which was seconded by Nicole Nolen; motion carried 7/0.

Board Member	FOR	AGAINST	ABSTAIN
Lora Deluna	X		
Zachary Simmons	X		

Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	7	0	

B. Consider and Take Possible Action to authorize the Superintendent or designee to identify, evaluate, and negotiate the acquisition of real property

No Action Taken

Board Member	FOR	AGAINST	ABSTAIN
Lora Deluna	-		
Zachary Simmons	-		
Carrie Gregory	-		
Tim Flinn	-		
Melissa Gonzales	-		
Nicole Nolen	-		
Mark Roach	-		
Totals			

IV. Invocation was given by Melissa Gonzales.

V. Pledge of Allegiance was led by Zachary Simmons.

VI. Reading of the Gregory-Portland ISD Vision, Mission & Belief Statements and Board Meeting Norms

VII. Recognitions / Presentations
A. Recognize Elected Officials & Honored Guests
B. Community Recognition
   1. Mayor Skurow
C. Student Recognition
D. Employee Recognition

VIII. Comments from Public in Open Forum – No Public Comment

IX. Consent Agenda
A. Receive and Approve Minutes
B. Consider Ratification of Payment of Bills
C. Consider Approval of Library Materials Under Consideration for Acquisition

It was recommended to approve items A through C as one item. Nicole Nolen made the motion, which was seconded by Zachary Simmons; motion carried 7/0.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	7	0	

X. Regular Business Action Items

A. Discuss and Take Possible Action for Updates to Board Policy CH (LOCAL)

It was recommended that the Board table the update to CH(LOCAL) policy to align with changes reflected in CH(LEGAL) under TASB Policy Update 126, as presented by administration. Tim Flinn made the motion, which was seconded by Carrie Gregory; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen		X	
Mark Roach	X		
Totals	6	1	

B. Discuss and Take Possible Action to Approve CSP# 2526-08 for Early Childhood Center Classroom Additions Project

It was recommended that the Board accept Administration's recommendation and make a motion to approve and award a contract to vendor Weaver & Jacobs Constructors, the top-ranked proposer for the Early Childhood Center Classroom Additions Project, selected through the Competitive Sealed Proposal (CSP) process and evaluated in accordance with Texas Government Code Chapter 2269, Texas Education Code §44.031, and all applicable local board policies. Nicole Nolen made the motion, which was seconded by Lora Deluna; motion carried 7/0.

Board Member	FOR	AGAINST	ABSTAIN
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	7	0	

C. Discuss and Take Possible Action to Approve Acquiring Moak Casey for the Completion of an Efficiency Audit

It was recommended that the Board approve the engagement of Moak Casey & Associates to conduct the District's Efficiency Audit and authorize the Superintendent or her designee to execute all necessary documents to complete the audit. Nicole Nolen made the motion, which was seconded by Carrie Gregory; motion carried 7/0.

Board Member	FOR	AGAINST	ABSTAIN
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	7	0	

D. Discuss and Take Possible Action to Approve Voter Approval Tax Rate Election on November 3, 2026

It was recommended that the Board table the calling of a Voter-Approval Tax Rate Election (VATRE) to be held on November 3, 2026, for the purpose of restoring the 3.17 compressed copper pennies to the district's Maintenance and Operations tax rate. Carrie Gregory made the motion, which was seconded by Nicole Nolen; motion carried 7/0.

Board Member	FOR	AGAINST	ABSTAIN
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		

Mark Roach	X		
Totals	7	0	

RECESS AT 7:59 PM
RECONVENE AT 8:09 PM

E. Discuss and Take Possible Action on the 2026-2027 Compensation Plan for Non-Exempt Hourly Employees

It was recommended that the Board approve the 2026–2027 compensation plan for non-exempt hourly employees, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of $3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved. Mark Roach made the motion, which was seconded by Melissa Gonzales; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna		X	
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	6	1	

F. Discuss and Take Possible Action on the 2026-2027 Compensation Plan for School-Based Administrators

It was recommended that the Board approve the 2026–2027 compensation plan for school-based administrators, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of $3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved. Nicole Nolen made the motion, which was seconded by Zachary Simmons; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna		X	
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		

Totals	6	1	

G. Discuss and Take Possible Action on the 2026-2027 Compensation Plan for Non-School-Based Administrators

It was recommended that the Board approve the 2026–2027 compensation plan for non-school-based administrators, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of $3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved. Carrie Gregory made the motion, which was seconded by Nicole Nolen; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna		X	
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	6	1	

H. Discuss and Take Possible Action on the 2026-2027 Compensation Plan for Teachers

It was recommended that the Board approve the 2026–2027 compensation plan for teachers, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of $3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved. Mark Roach made the motion, which was seconded by Zachary Simmons; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna		X	
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	6	1	

I. Discuss and Take Possible Action on 2026-2027 Compensation Handbook

It was recommended that the Board approve the recommendation by the administration regarding the 2026-2027 compensation handbook and allows and authorizes the superintendent or superintendent's designee to make any necessary adjustments/edits before the adoption of the 2026-2027 fiscal year budget. Nicole Nolen made the motion, which was seconded by Zachary Simmons; motion carried 6/1.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna		X	
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	6	1	

J. Discuss and Take Possible Action to Approve the 2025-2026 Teacher Incentive Allotment (TIA) Spending Plan (Cohort E) and Budget Amendments

It was recommended that the Board approve the District's 2025-2026 Teacher Incentive Allotment Spending Plan and Budget Amendment for TIA including teacher compensation and other allowable expenditures associated with implementing the spending plan. Nicole Nolen made the motion, which was seconded by Melissa Gonzales; motion carried 7/0.

Board Member	**FOR**	**AGAINST**	**ABSTAIN**
Lora Deluna	X		
Zachary Simmons	X		
Carrie Gregory	X		
Tim Flinn	X		
Melissa Gonzales	X		
Nicole Nolen	X		
Mark Roach	X		
Totals	7	0	

XI. Reports/Discussion Items
   A. Board Scorecard Report
      1. Review Board Calendar
   B. Superintendent's Report
      1. Priority 3.2 & 3.3 Update
      2. Legislative Update

XII. Board Instructions to President/Superintendent on Items of Discussion

None

XIII. Meeting Adjourned at 9:40 PM

Board President, Tim Flinn

Board Secretary, Melissa Gonzales