

BOARD HIGHLIGHTS

November 2025



Santa Fe ISD
Board Members
2024-2025

Top Row (L to R): Superintendent - Dr. Kevin Bott,
President - J.R. "Rusty" Norman, Trustee-Angie Lambert

Bottom Row (L to R): Trustee - John F. Couch II,
Secretary - James Grassmuck, Trustee - Patrick Kelly,
Vice President- Eric E. Davenport, and
Trustee-Clay Hertenberger

WELCOME TO SANTA FE ISD

2025-2026 New Hires and Transfers

Employee

Position

Campus/Department

Alan Cummings
Jenni Hibbard
Tatiana Roque-Wright

Campus Safety Assistant
Paraprofessional
Paraprofessional

SFISD Police Dept.
Kubacak
SFHS



SANTA FE ISD
HUMAN RESOURCES &
COMMUNICATIONS DEPARTMENT

EMPLOYEES OF THE MONTH

Congratulations to our November Employees of the Month

Barnett Elementary
Kubacak Elementary
Wollam Elementary
Santa Fe Junior High
Santa Fe High School
ALC
Transportation Department
Maintenance & Operations Department
Custodial Department
Cowan Administration
Police Department
YUM! Nutrition Services Department

Haylee Kelm & Jadah Micks
1st Grade Team
Stacy Pope
Amanda Wagner
Ciara Sunseri
Jarika Doty
Steve Clark
Jose Osorio
Araceli Ayala
Lori Marks
William "Travis" Fojtik
Sarah Koubek



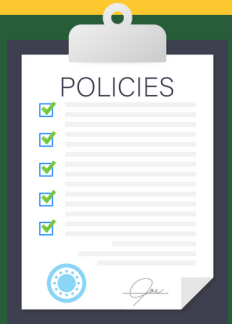
Kubacak 1st Grade Team:

Lena Castro
Emily Corley
Kyleigh Elgin
Suzanne Groo
Lori Lamb
Karley Steel

AGENDA ITEMS



APPROVED



DEC (LOCAL) Friends Helping Friends:

This policy will provide our staff the opportunity to donate local and state sick leave days to another employee who is need due to a catastrophic injury or illness or is absent due to the catastrophic illness of a family member. The regulations will be created by the Superintendent.



APPROVED



Region IV Service Agreements to provide professional development and support under the LASO Grant:

SFISD received the LASO Grant in the second funding round. The district must use a properly trained service provider for Bluebonnet implementation, with 50% of grant funds allocated to that provider. Santa Fe ISD selected Region IV to train teachers, administrators, and specialists, as well as to offer walk-through data and coaching to support effective implementation.



APPROVED



Galveston-Brazoria Cooperative for the Deaf and Hard of Hearing:

Galveston-Brazoria Cooperative for the Deaf and Hard of Hearing provides services for our students who are deaf and hard of hearing through direct site services and itinerant support services.

AGENDA ITEMS



APPROVED



Policy Update 126:

The policy update that came out of the 89th legislative session was over 1400 pages and had close to 200 policy updates. The changes listed below are local policy changes, which include additions, deletions, and replacements.

BE(LOCAL): BOARD MEETINGS

CJ(LOCAL): CONTRACTED SERVICES

CJA(LOCAL): CONTRACTED SERVICES - BACKGROUND CHECKS AND REQUIRED REPORTING

CLE(LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT - REQUIRED DISPLAYS

CQB(LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY

CQD(LOCAL): TECHNOLOGY RESOURCES - ARTIFICIAL INTELLIGENCE

CSA(LOCAL): FACILITY STANDARDS - SAFETY AND SECURITY

CV(LOCAL): FACILITIES CONSTRUCTION

DBD(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST

DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

DFBB(LOCAL): TERM CONTRACTS - NONRENEWAL

DGBA(LOCAL): PERSONNEL-MANAGEMENT RELATIONS - EMPLOYEE
COMPLAINTS/GRIEVANCES

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

EEP(LOCAL): INSTRUCTIONAL ARRANGEMENTS - LESSON PLANS

EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS

EHBAF(LOCAL): SPECIAL EDUCATION - VIDEO/AUDIO MONITORING

EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS

FA(LOCAL): PARENT RIGHTS AND RESPONSIBILITIES

FEF(LOCAL): ATTENDANCE - RELEASED TIME

FFAC(LOCAL): WELLNESS AND HEALTH SERVICES - MEDICAL TREATMENT

FFB(LOCAL): STUDENT WELFARE - CRISIS INTERVENTION

FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY

FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT

FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT
COMPLAINTS/GRIEVANCES

FO(LOCAL): STUDENT DISCIPLINE

GF(LOCAL): PUBLIC COMPLAINTS

GKA(LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES

Grateful

It's hard to believe that we are already to Thanksgiving break. Although we have had a busy first couple of months, it's always nice to pause and think about all of the things we are grateful for.

We are grateful that you have chosen to be a part of Santa Fe ISD, that you are committed to this district, and that you have a genuine passion for our students. Your dedication and involvement are what makes our school district truly special. From the teachers who inspire and educate our children, to the support staff who ensure our schools run smoothly, every member of our district plays a crucial role in shaping the future...and for you, we are truly grateful!



OUR COMMUNITY. OUR LEGACY. OUR FUTURE.