



**MEETING OF THE BOARD OF REGENTS  
LEE COLLEGE DISTRICT  
SPECIAL BOARD MEETING  
February 2, 2026**

The Board of Regents of the Lee College District met on February 2, 2026, at 4:30 p.m. at John B. Tucker Hall. Chairman Santana called the meeting to order stating that the meeting was duly posted and a quorum was present.

**PRESENT:** Gilbert Santana, Chairman; Pam Warford, Vice Chair; Mark Himsel, Secretary; Gina Guillory, Assistant Secretary; Weston Cotten, Daryl Fontenot, Mark Hall, Judy Jirrels, Heron Thomas

Dr. Lynda Villanueva, President

**ABSENT:** None

**INVOCATION AND PLEDGE TO THE FLAG**

Regent Weston Cotten said the Invocation and led the Pledge to United States Flag and Texas Flag.

**PUBLIC COMMENT**

None.

**ITEM OF ACTION**

**A. NEW BUSINESS**

**5.26 Mid-Contract Termination Hearing for Ms. Selah Tacconi**

Announcing that a request was made by the employee for the hearing to be conducted in an open meeting, Chairman Santana asked Ms. Tacconi if this is still her desire. Ms. Tacconi replied yes.

Chairman Santana announced the hearing is being conducted pursuant to Board Policy DMAA (Legal) and DMAA (Local), and that the hearing is being recorded. He introduced Ms. Kelli Karczewski, noting she is present at the Board table to serve as Board counsel, is not a voting member of the Board, and will preside over the hearing and rule on objections.

Chairman Santana asked counsel for the Administration and counsel for the employee how much time each requests for their respective portions of the hearing. Each side responded three hours. He then said the Board will adjourn into Executive Session before beginning the hearing, and asked the sides if there are any other legal issues they would like for the Board to consider during this closed session before the hearing begins. None were voiced.

**EXECUTIVE SESSION**

The Board of Regents closed the Open Session at 4:34 p.m. and convened into Executive Session at 4:35 p.m. in accordance with the Texas Open Meetings Act regarding:

1. Consult with Board Attorney regarding legal advice on any item on the agenda. [TX Gov't Code § 551.071]
2. Discussion of Employee Contract Termination. [TX Gov't Code § 551.071]

No action is taken while the Board is recessed into Executive Session.

The Board ended Executive Session at 4:55 p.m. and reconvened into Open Session at 4:58 p.m.

#### **A. NEW BUSINESS (continued)**

##### **5.26 Mid-Contract Termination Hearing for Ms. Selah Tacconi (continued)**

Chairman Santana announced the Board will allow not more than 2½ hours each for Administration and employee to present evidence, to cross examine witnesses, and to make opening and closing remarks. David Mohlman will keep time and will convey status as requested, he said.

Chairman Santana then turned the meeting over to Ms. Karczewski, who explained her role and duties as presider, noting she will advise the Board on any legal issues, but is not a voting member. After Ms. Karczewski noted the presence and role of the court reporter, attorney Stephanie Hamm introduced both herself and Dr. Lynda Villanueva, President of Lee College, on behalf of the Administration, and attorney Jacqueline Armstrong introduced herself and employee Selah Tacconi.

Ms. Karczewski asked each Regent if s/he is able to serve as an impartial, unbiased member who is able to come to a decision based solely on evidence presented. Each Regent responded yes. After witnesses who may testify were sworn in by the court reporter, counsel for the employee invoked The Rule, meaning witnesses other than the parties must remain available until time to testify, but must exit the room, and are prohibited from discussing testimony with other witnesses.

Ms. Karczewski instructed the parties on procedures to be followed as described in Policy DMAA, reiterated that each party has been allotted 2½ hours, and specified additional instructions. Of 31 actions listed in Policy DMAA that rise to the level of good cause, sufficient to terminate a contract of a non-faculty employee, Ms. Karczewski named five that the Administration has identified as applicable to this recommendation to terminate: (1) deficiencies documented in observation reports, appraisals, or evaluations, supplemental memoranda, or other communications, (2) neglect of duties and/or failure to fulfill duties and responsibilities, (3) incompetency or inefficiency in performance of required or assigned duties, (4) insubordination or failure to comply with official directives, (5) failure to maintain an effective working relationship or maintain good rapport with students, the community, or colleagues. The Administration need not prove all five actions; it need only prove one, or more than one, of the five by preponderance of the evidence, Ms. Karczewski noted.

The meeting continued with opening statements, first by Ms. Hamm, then by Ms. Armstrong. Testimony and cross-examination of witnesses followed, beginning with Dr. Villanueva, then Brian Waddle, who is Executive Director of Marketing & Public Affairs, then Ms. Tacconi, who is Chief Advancement Officer for Lee College and Executive Director of the Lee College Foundation. Both Ms. Hamm and Ms. Armstrong then made closing statements.

#### **EXECUTIVE SESSION**

The Board of Regents closed the Open Session at 10:54 p.m. and convened into Executive Session at 10:55 p.m. in accordance with the Texas Open Meetings Act regarding:

1. Consult with Board Attorney regarding legal advice on any item on the agenda. [TX Gov't Code § 551.071]
2. Discussion of Employee Contract Termination. [TX Gov't Code § 551.071]

No action is taken while the Board is recessed into Executive Session.

The Board ended Executive Session at 11:35 p.m. and reconvened into Open Session at 11:37 p.m.

**ITEM OF ACTION**

**A. NEW BUSINESS**

**6.26      Consideration of Action on Recommendation to Terminate Employee Mid-Contract**

Chairman Santana asked for a motion regarding the proposed termination, paused, then asked again for a motion and paused. He declared that, hearing none, the recommendation to terminate fails. The employee remains employed by Lee College, subject to supervision of the President, he said.

**MATTERS OF CONCERN FOR FUTURE AGENDAS**

None.

**ADJOURNMENT**

Chairman Santana declared the meeting adjourned at 11:38 pm.

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Chairman, Board of Regents

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Secretary, Board of Regents