

**Unofficial and Unapproved  
Agenda of Special Board Meeting  
4-21-2026  
The Board of Trustees  
Judson ISD**

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A Special Board Meeting of the Board of Trustees of Judson ISD was held April 21, 2026, beginning at 5:30 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, Suzanne Kenoyer, Stephanie Jones, José Macias, Laura Stanford and Interim Superintendent Dr. Robert Jaklich.

Absent: None

1. MEETING CALLED TO ORDER
  - A. Roll Call, Establishment of Quorum  
Board President Monica Ryan called the meeting to order at 5:30 PM. Roll call was conducted and a quorum was established.
2. ACKNOWLEDGEMENT OF VISITORS/CITIZENS TO BE HEARD
  - A. Public Comment  
Denetrice Graham addressed the Board.

The Board adjourned into closed session at 5:36 PM.

3. CLOSED SESSION
  - A. Pursuant to Texas Government Code Section 551.071, attorney consultation regarding legal issues related to the termination of probationary contract employee at the end of the contract term
  - B. Pursuant to Texas Government Code Section 551.074, consider and discuss recommendation to terminate the employment of probationary contract employee Lauren Rodriguez at the end of the contract term
  - C. Pursuant to Texas Government Code Section 551.071, consultation with attorney regarding legal issues pertaining to the possible termination of Superintendent Dr. Milton "Rob" Fields III's employment contract during the contract term for good cause
  - D. Pursuant to Texas Government Code Section 551.074 discuss the possible termination of Superintendent Dr. Milton "Rob" Fields III's employment contract during the contract term for good cause

The Board reconvened in open session at 7:48 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 the recommendation to terminate the employment of probationary contract employee Lauren Rodriguez at the end of the contract term

Item was pulled by Administration, no action taken.

- B. Consider and take possible action regarding the termination of Superintendent Dr. Milton "Rob" Fields III's employment contract during the contract term for good cause

Motion made by Ms. Ryan that we terminate Superintendent Dr. Milton "Rob" Fields III's employment contract effective immediately for good cause, in accordance with Chapter 21 of the Texas Education Code and District Policies, including BJCE (Legal).

This action is based on the investigatory record presented to the Board of Trustees, including the termination report, documentary evidence, witness testimony, and expert opinion. The record establishes good cause, including but not limited to the following grounds for termination:

A) Fiscal Mismanagement and Failure of Fiscal Oversight

A failure to demonstrate effective planning and management of district financial operations, including:

1. Failing to adjust financial expenditures to align with student enrollment, resulting in a significant and ongoing negative impact to the district's fund balance;
2. Failing to produce a financial solvency plan that met the criteria directed by the Board of Trustees;
3. Failing to produce consistent and reliable financial information;
4. Failing to heed recommendations and warnings from District Chief Financial Officers and financial consultants; and
5. Failing to meet district financial goals set by the Board of Trustees.

B) Failure of Academic Leadership

A failure to provide educational leadership and direction for the attainment and improvement of student academic achievement, including:

1. Allowing a decline in the district academic rating from B to D during his tenure;
2. Allowing an increase in D- and F-rated campuses from 2 to 17; and
3. Failing to meet Board-established academic performance goals.

C) Noncompliance with Mandatory Background Check Requirements

A failure to oversee procedures ensuring effective and timely compliance with all legal obligations and policies, including:

1. Failing to ensure compliance with TEA-required mandatory background screening, including checking the Do Not Hire Registry and
2. Allowing multiple employees to be hired who were prohibited from working in education.

D) Failure to Report Allegations of Child Abuse

A failure to oversee procedures ensuring effective and timely compliance with all legal reporting requirements, including:

1. Having knowledge of allegations of child abuse incidents; and
2. Failing to comply with mandatory reporting requirements, including reporting to TEA, Child Protective Services, and local law enforcement.

E) Failure to Comply with Legal Processes

A failure to oversee procedures ensuring effective and timely compliance with all legal obligations, including:

1. Failing to respond to TEA subpoenas issued in pending investigations against current and former employees.

F) Violations of Law and District Policy

A failure to comply with federal law, state law, and district policies, including:

1. Personally accessing the student records of board members' children without a legitimate educational purpose or permission, in violation of the Federal Educational Rights and Privacy Act;
2. Bringing and distributing alcohol on district property during work hours;
3. Sharing his username and password for Judson ISD and external computer systems and programs, therefore granting unauthorized access to student, employee, financial, and other sensitive or protected information, in violation of the Judson ISD Acceptable Use Policy; and
4. Using district resources to produce and distribute a video advocating for the passage of the 2025 VATRE and requiring employees to view the video during work hours, in violation of state electioneering laws.

G) Submission of Untimely and Altered Financial Reports

A failure to submit timely and accurate reports as required by law to the Board of Trustees, TEA, and external agencies, including:

1. Failing to ensure timely payments to the Internal Revenue Service and failing to implement appropriate financial controls; and
2. Requesting reported findings be removed and presented an altered audit report for Board approval and submission to TEA.

H) Ineffective Organizational Leadership

A failure to organize district staff in a manner consistent with district priorities and resources and to monitor administrative organization for effectiveness and efficiency, including:

1. Assigning personnel to positions for which they lacked the necessary qualifications and experience, particularly in business, finance, and human resources;
2. Structuring positions in an ineffective and inefficient manner, including failing to assign Chief Financial Officers to the cabinet level; and
3. Making organizational decisions that contributed to failures in communication, compliance, and outcomes addressed in this termination.

I) Failure in Personnel Management and Oversight

A failure to properly supervise and evaluate district personnel and to accurately communicate evaluative documents, including:

1. Completing and signing employee growth plans without communicating or presenting them to employees for acknowledgment;

2. Failing to appropriately discipline employees found to have violated district policies;
  3. Failing to take appropriate supervisory action against employees who created hostile or toxic work environments while taking no action against others for similar conduct; and
  4. Representing to the Board of Trustees that growth plans, reprimands, and other supervisory actions had been completed when, in fact, they had not.
- J) Provision of False Information During a Legal Investigation  
Including:
1. Representing to investigators that he had a clean personnel file with no prior investigations or findings; and
  2. Failing to disclose a substantiated sexual harassment complaint and a letter of reprimand.
- K) Creation of a Hostile Work Environment  
A failure to foster a positive and professional work environment, including:
1. Creating and supporting a work environment characterized as retaliatory and exclusionary; and
  2. Engaging in conduct intended to humiliate, embarrass, or threaten employees.
- L) Failure to Administer Compensation and Benefits in Accordance with Board Policy  
Including:
1. Reassigning employees to lower-paying positions without adjusting their salaries in accordance with the Board-approved compensation plan; and
  2. Disregarding guidance to cease such practices without Board approval; and
- M) Failure to Maintain Positive and Professional Working Relationships with the Board of Trustees  
Including:
1. Failing to support Board policies and decisions and instead speaking negatively about the Board, its members, and its actions in both public and private settings;
  2. Inserting himself into Board politics and speaking negatively about Board members to others;
  3. Undermining Board cohesion and failing to make efforts to build a “Team of 8” relationship; and
  4. Failing to keep the Board informed of significant matters, including subpoenas, educator misconduct investigations, TEA Special Investigations Unit cases, and pending litigation involving the district.

I further move that we direct the Board President to provide written notice of this action to Dr. Fields and to authorize the Board President to make any necessary reports to any state agency arising from this matter.

Finally, I move that we approve a limited waiver of confidential attorney-client privileged and work product privileged communications solely for the purpose of releasing a redacted version of the termination report, ensuring the protection of personally identifiable information of witnesses and students, information related to ongoing or potential investigations by TEA or other state agencies, and any other information required by law.

Seconded by Ms. Poteet

Motion made by Mr. Macias to postpone termination in lieu of a letter of resignation by Dr. Fields, seconded by Ms. Stanford

Aye: Kenoyer, Macias, Stanford

Nay: Ryan, Poteet, Lee, Jones

Abstained: None.

Motion fails.

Vote was taken on Ms. Ryan's motion

Aye: Ryan, Poteet, Lee, Jones

Nay: Kenoyer, Macias, Stanford

Abstained: None.

Motion passes.

5. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:12 PM.

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Board President

\_\_\_\_\_  
Date

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Board Secretary

\_\_\_\_\_  
Date