



**ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

4250 Cook Road, Houston, Texas 77072
P.O. Box 68, Alief, TX 77411

REGULAR BOARD MEETING WORKSHOP

Tuesday, February 3, 2026

6:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Regular Board Meeting Workshop on Tuesday, February 3, 2026 at 6:30 PM in the Board Room of the Administration Building, 4250 Cook Rd, Houston, TX 77072.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

One or more board members and/or presenters may participate in this meeting by videoconference. It is the intent of the district to have, and the meeting will have, a quorum of board members physically present at the meeting location. The meeting location will be equipped with video conference equipment.

The public may view the board meeting by watching the live stream of the meeting at the following link: <https://video.aliefisd.net/show?video=436b1ee64ce7>

Online posting found here: <https://meetings.boardbook.org/Public/Organization/770>

1. Call to Order
2. Invocation or Inspirational Remarks
3. Public Comments on Posted Agenda Items
4. Board and Committee Reports

Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

5. Consent Agenda

5.1. Consider Approval of Minutes Held on January 20, 2026.

5.2. Consider Approval of New Administrator (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)

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Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

5.3. Consider and Approve First Reading and Additions, Deletions, and Revisions to Board Policy DGBA (LOCAL), FNG (LOCAL), GF (LOCAL), CV (LOCAL), CH

(LOCAL), CLE (LOCAL), CQB (LOCAL), FFAC (LOCAL), FO (LOCAL), CJ (LOCAL), CJA (LOCAL), BE (LOCAL) AND BED (LOCAL) for the Alief Independent School District (Dr. Jeannine Porter, Chief of Staff)

Board Goal #2 Safe & Secure Alief: Alief ISD will maintain a safe and orderly environment.

6. Non Consent Agenda

6.1. Consider Approval of Board Committee Assignments

Board Goal #4 Alief Family: Alief ISD will continue to build positive relationships with all stakeholders.

6.2. Bimonthly Construction and Bond Status Update (Vinson Lewis, Assistant Superintendent of Support Services) 6

Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the District.

6.3. Graduation Update (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership) 29

Board Goal 1: Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

6.4. College, Career, and Military Readiness (CCMR) Progress Monitoring (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership) 31

Board Goal 1: Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

7. Closed Executive Session

7.1. Consult with the District's attorneys on any subjects or matters authorized by law, including any matter listed on this meeting notice/agenda, pending or contemplated litigation, and proposed settlements.

(Tex. Gov't Code § 551.071)

7.2. Deliberate the duties, responsibilities, evaluation, employment, and dismissal of personnel and officers, including the Board and Superintendent and as it pertains to any item listed on this notice/agenda. (Tex. Gov't Code § 551.074)

8. Adjournment

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive meeting or session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.071-551.089, inclusive, of the Open Meetings Act, including, but not limited to:

Section 551.071 – For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 – For the purpose of discussing the purchase, exchange, lease, or value of real property.

Section 551.073 – For the purpose of considering a negotiated contract for a prospective gift donation.

Section 551.074 – for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.082 – for the purpose of considering discipline of a public school child or children, or to hear a complaint by an employee against another employee, if the complaint or charge directly results in a need for a hearing.

Section 551.0821: For the purpose of deliberating a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation;

Section 551.083 – for the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 – for the purpose of excluding witness or witnesses from a hearing during examination of another witness.

Section 551.089: For the purpose of deliberating security assessments or deployments relating to information resources technology, network security information as described by Section 2059.055(b), or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed or executive meeting or session, then such final decision, or final vote shall be at either:

- a. the open meeting covered by the notice upon the reconvening of this public meeting, or
- b. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD DOCUMENT

MEETING DATE: February 3, 2026

AGENDA ITEM: Consider Approval of New Administrators (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

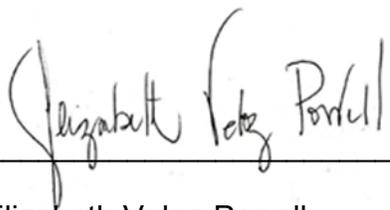
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

The procedures for hiring contracted staff involve the Superintendent making recommendations to the Board regarding the selection of contractual personnel. However, the Board retains final authority over the employment of contractual personnel. This process is outlined in DCA, DCB, DCC, and DCE policies as appropriate. Attached is the recommendation of new administrators.

Recommendation: We recommend the board's approval of the new administrators for the 25-26 school year.



Dr. Anthony T. Mays
Superintendent



Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional
Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: February 3, 2026

AGENDA ITEM: Consider Approval of New Administrators

The following candidates fulfill the requirements for employment by local policy and Texas Education Agency standards and is recommended for election:

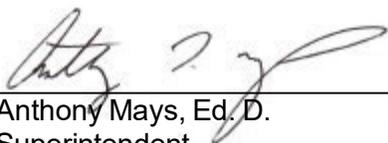
POSITION: **Director of Procurement & Distribution – Central Distribution**

APPLICANT: Adam Tabor

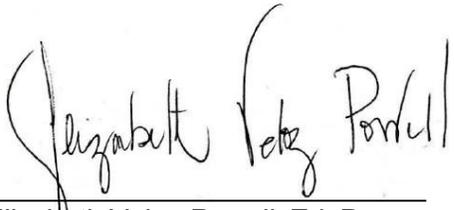
EDUCATION: Global MBA – Finance – University of Houston
BBA – Finance – University of Houston

EXPERIENCE: Adam Tabor has been selected to serve as the Director of Procurement and Distribution for Alief ISD, a role he previously held from 2016–2024. Most recently, he served as Director of Procurement at Region 4 Education Service Center. He brings 15 years in education, including 13 years in procurement and distribution, and holds an MBA and BBA from the University of Houston–Victoria. He is looking forward to working with campuses and departments to keep procurement and distribution services reliable and responsive.

RECOMMENDATION: We recommend the candidates listed above be approved to serve as administrators for the 2025-2026 school year.



Anthony Mays, Ed. D.
Superintendent



Elizabeth Veloz-Powell, Ed. D.
Deputy Superintendent
Human Resources & Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

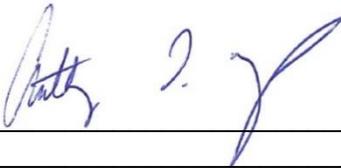
BOARD DOCUMENT

MEETING DATE: February 3, 2026

AGENDA ITEM: **Bi-monthly Construction Update** (Vinson Lewis, Assistant Superintendent of Support Services)

LAN, our bond program management firm, will present a brief update to any capital improvement and specifically bond program construction projects and their status.

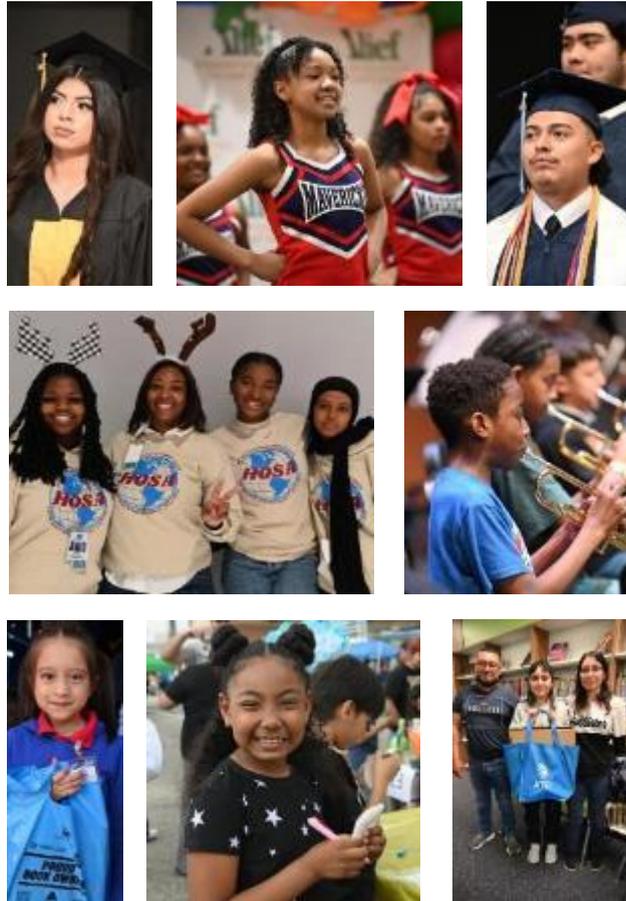
RECOMMENDATION: Report Only



Dr. Anthony T. Mays
Superintendent



Mr. Charles Woods
Deputy Superintendent of Business Services



2021 Bond Program Bi-Monthly Project Update

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Vinson Lewis – Assistant Superintendent of
Support Services



Crump Stadium Press Box Improvements

Scope of Work

- Provide ADA access to the press box along with improvements to the interior

Location

- Crump Stadium

Team Members

- Design Firm: PBK Sports
- Construction Firm: Division 1 Construction
- Managed By: Glenn Jarrett



Crump Stadium Press Box Improvements

Completed Activities

- Construction fencing is installed along project perimeter – Home Side
- Press box has been demolished

Project Milestones

- Design Phase: Oct 2024 – June 2025
- Procurement Phase: July 2025 – Aug 2025
- Construction Phase: Nov 2025 – Aug 2026
- Project is On Schedule

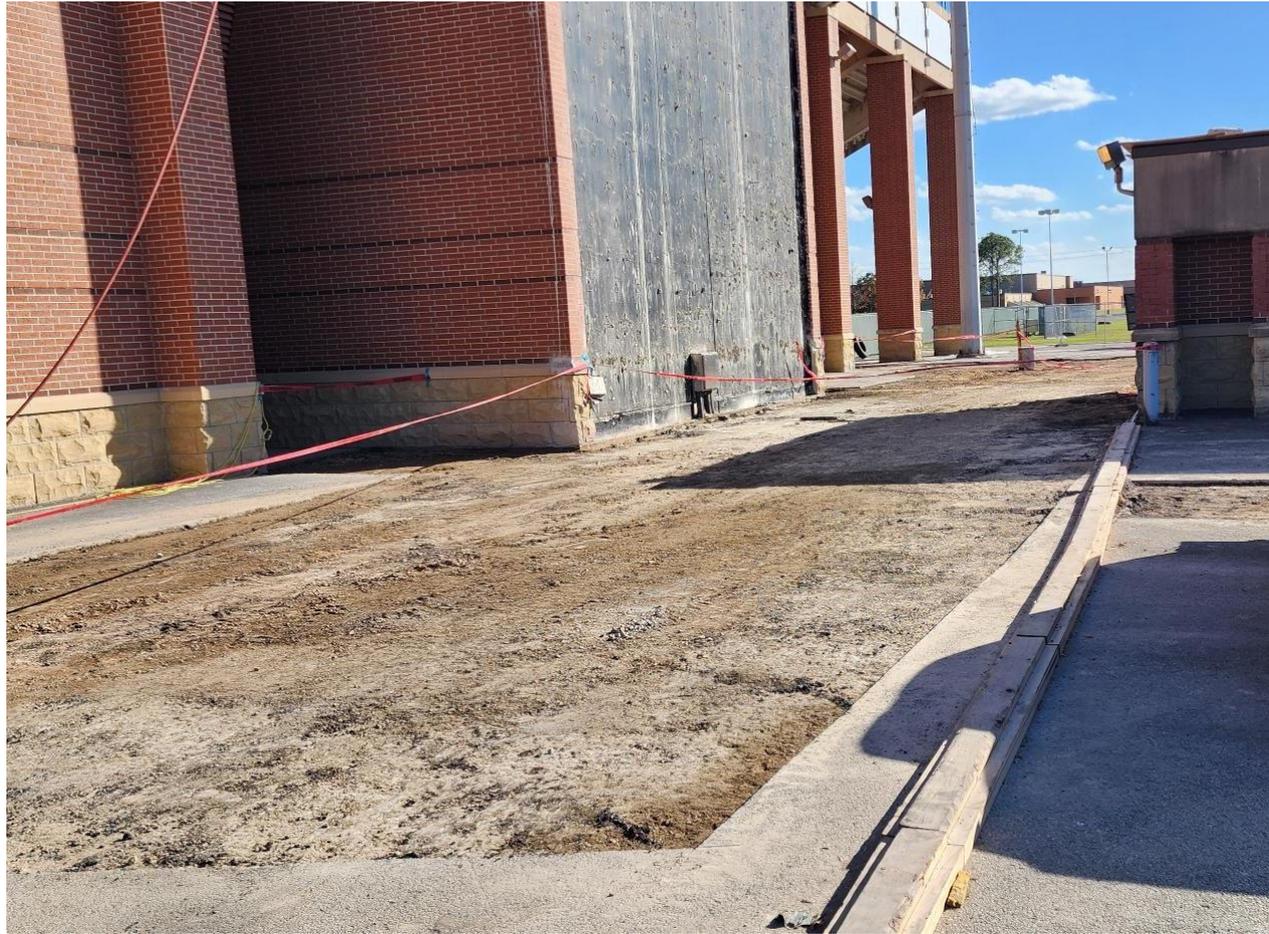
Ongoing/Upcoming Activities

- Installation of underground utilities is in progress
- Foundation pad preparation is underway

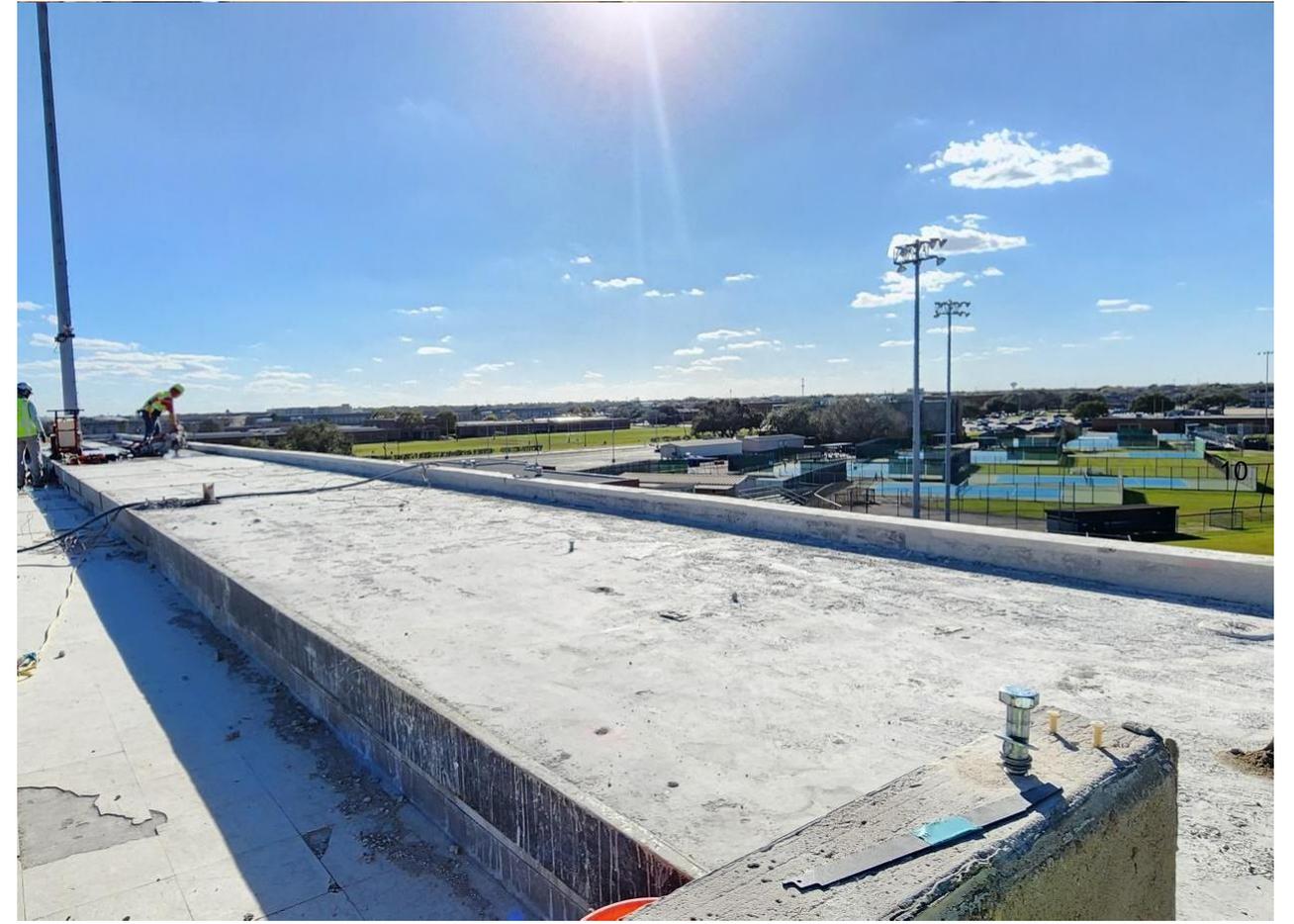
Project Cost

- Total Project Budget: \$ 9,000,000.00
- Construction Cost: \$ 10,060,365.00
- Project Cost to Date: \$ 9,036.97
- Construction Cost to Date: \$ 0.00
- Project is over Budget

Crump Stadium Press Box Improvements



Subsoil being Prepped for New Press Box Foundation



Press Box has been Demolished in its Entirety

Agricultural Science Center Project

Scope of Work

- Construct a New Agricultural Science Center



Location

- Beechnut & Dairy Ashford

Team Members

- Design Firm: Stantec Architects
- Construction Firm: Bartlett Cocke CMAR
Managed By: Glenn Jarrett

Agricultural Science Center Project

Completed Activities

- Erection of heavy timber structural system at Outdoor Learning Center
- Perimeter grade beams prepped at Ag Science Center Bldg. & Show Arena

Project Milestones

- Design Phase: Oct 2024 – June 2025
- Procurement Phase: July 2025 – Aug 2025
- Construction Phase: Sept 2025 – Dec 2026
- Project is On Schedule

Ongoing/Upcoming Activities

- Underground electrical and plumbing rough-in underway at Ag Science Center Bldg.
- Concrete Placement at Ag Science Center underway
- Underground stormwater piping installation is in progress

Project Cost

- Total Project Budget: \$ 12,000,000.00
- Construction Cost: \$ 12,176,449.00
- Project Cost to Date: \$ 712,618.78
- Construction Cost to Date: \$ 712,618.78
- Project is over Budget

Agricultural Science Center Project



Heavy Timber Structural System Erected for Outdoor Learning Center



Concrete Placement at Ag Science Center Bldg.

Ness Natatorium Renovation Project

Scope of Work

- Renovation of Alief ISD's Ness Natatorium

Location

- Ness Natatorium - 12400 High Star Dr.

Team Members

- Design Firm: AUTOARCH Architects
- Construction Firm: N/A
- Managed By: Glenn Jarrett



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Ness Natatorium Renovation Project

Completed Activities

- Schematic design review with end user held in December

Project Milestones

- Design Phase: Nov. 2025- April 2026
- Permitting/Procurement Phase: May 2026 – July 2026
- Construction Phase: Feb 2027 – Aug. 2027

Ongoing/Upcoming Activities

- Design Development Review to occur in mid - January with presentation to the Board to follow

Project Cost

- Total Project Budget: \$ 7,000,000.00
- Construction Cost: \$ N/A
- Project Cost to Date: \$ 69,250.00
- Construction Cost to Date: \$ N/A

District Wide Roof Replacement #1

Scope of Work

- Partial and complete roof replacements

Location

- Administration, Alief LC, Alief MS, Crossroads, Heflin ES, Holmquist ES, Holub MS, Martin ES, Olle MS, Warehouse, Youens ES

Team Members

- Design Firm: Armko Industries
- Construction Firm: Argio, TBD, Atlas
- Managed By: Glenn Jarrett /LAN



District Wide Roof Replacement #1

Completed Activities

- Pre-Construction meeting with Argio occurred in December
- Contracts with Argio and Altas have been finalized

Project Milestones

- Design Phase: December 2024 – July 2025
- Procurement Phase: July 2025 – August 2025
- Construction Phase: October 2025– Sept 2026
- Project is On Schedule

Ongoing/Upcoming Activities

- Pre-Construction meetings to be scheduled with Altas and Reliable at the end of the Month
- Argio to mobilize on site to start work at ACL by end of January
- Roofing Contractor recommendation for Roof Package #4 to be submitted to the Board for approval in January

Project Cost

- Total Project Budget: \$ 16,420,000.00
- Construction Cost: \$ 16,152,398.60
- Project Cost to Date: \$ \$840,000.00
- Construction Cost to Date: \$ N/A
- Project is In Budget

District Wide Roof Replacement #2

Scope of Work

- Roof replacements at the eight-classroom addition
- Replacement of skylights

Location

- Albright MS, Alexander ES, Boone ES, Bush ES, Chancellor ES, Collins ES, Cummings ES, Elsik HS, Hearne ES, Heflin ES, Hicks ES, Kennedy ES, Liestman ES, Mahanay ES, Miller IS, Outley ES, Owens IS, Petrosky ES, Rees ES, Youens ES, Youngblood IS

Team Members

- Design Firm: BEAM Professionals
- Construction Firm: Argio Roofing and Sea Breeze Roofing
- Managed By: Glenn Jarrett/LAN



District Wide Roof Replacement #2

Completed Activities

- New Skylight installation at Albright MS is complete

Project Milestones

- Design Phase: December 2024 – March 2025
- Procurement Phase: March 2025 – April 2025
- Construction Phase: May 2025– Dec 2025
- Project is On Schedule

Ongoing/Upcoming Activities

- Project is substantially complete
- Contractor working through final punch list items

Project Cost

- Total Project Budget: \$ 4,170,000.00
- Construction Cost: \$ 3,707,934.00
- Project Cost to Date: \$ 3,183,657.29
- Construction Cost to Date: \$ 2,974,857.29
- Project is In Budget

District Wide Roof Replacement #2



New Skylight System at Albright Middle School



New Skylight System at Albright Middle School – Aerial View

District Wide Site Improvement Project

Scope of Work

- Replace damaged paving surfaces
- Repair and replaced damaged sidewalks

Location

- Elsik HS, Hastings HS, Holub MS, Smith ES, Transportation

Team Members

- Design Firm: Brooks & Sparks
- Construction Firm: Comex Corp (Phase 1), TBD (Phase 2)
- Managed By: Glenn Jarrett/LAN



District Wide Site Improvement Project

Completed Activities

- Pre-Construction coordination meeting conducted with end users for Transportation Center
- Jamail and Smith has mobilized to Transportation Center
- Phase 1 concrete placement complete at Transportation Center
- New asphaltic overlay installed at Douglas Smith ES

Project Milestones

- Design Phase: December 2024 – March 2025
- Procurement Phase: March 2025 – May 2025
- Construction Phase: May 2025– Aug 2026
- Project is On schedule

Ongoing/Upcoming Activities

- Concrete demolition underway for Phase 2 at Transportation Center
- New asphalt drop-off lane and visitor parking lot to be complete over the Summer Break at Smith ES
- Work at Transportation Center will be closely coordinated and phased to avoid any disruption of services

Project Cost

- Total Project Budget: \$ 4,625,000.00
- Construction Cost: \$ 2,286,500.00
- Project Cost to Date: \$ 2,413,054.65
- Construction Cost to Date: \$ 2,044,300.90
- Project is in Budget

District Wide Site Improvement Project



New Asphaltic Overlay at Smith ES – Aerial View



Concrete Demolition Underway at Transportation Center

District Wide Arch. Improvement Project

Scope of Work

- Replace door/window storefront
- Renovation improvements at Transportation
- Restroom upgrades
- Foundation repairs
- Bus wash upgrades

Location

- Alexander ES, Annex, Martin ES, NGC. Olle MS, Sneed ES, Transportation

Team Members

- Design Firm: Joiner Architects
- Construction Firm: TBD
- Managed By: Glenn Jarrett/LAN



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District Wide Arch. Improvement Project

Completed Activities

- Board approved M Scott Construction as the GC for Windows and Doors Project
- Bus Wash Equipment installed at Transportation Center

Project Milestones

- Design Phase: February 2025 – December 2025
- Procurement Phase: January 2026 – February 2026
- Construction Phase: May 2026– Aug 2026
- Project is On Schedule

Ongoing/Upcoming Activities

- Pre-Con to be schedule with M Scott Construction for Window and Doors Project
- Cost estimates for standalone restroom for ASF to be reviewed and considered
- Drawings for Generator Project at Transportation Center with City of Houston for permitting
- Delivery Method for Generator Project will be Job Order Contract

Project Cost

- Total Project Budget: \$ 2,235,000.00
- Construction Cost: \$ 325,000.00
- Project Cost to Date: \$ 184,754.40
- Construction Cost to Date: \$ 84,544.40
- Project is In Budget

District Wide Arch. Improvement Project



New Bus Wash Equipment – Transportation Center



New Bus Wash Equipment – Transportation Center

District Wide Misc HVAC Upgrades

Scope of Work

- Air Handling Units and Condensing Units replacement
- RTU replacement
- Boiler replacement

Location

- Alief Learning Center, Bush ES, Leistman ES, Alief Maintenance

Team Members

- Design Firm: LTY Engineering
- Construction Firm: ACIS Mechanical
- Managed By: Glenn Jarrett



District Wide Misc HVAC Upgrades

Completed Activities

- HVAC Scope complete at Maintenance Dept. Bldg.

Project Milestones

- Design Phase: December 2024 – May 2025
- Procurement Phase: May 2025 – June 2025
- Construction Phase: June 2025– Dec 2025
- Project is On Schedule

Ongoing/Upcoming Activities

- Project is substantially complete
- Contractor working through punch list and final systems programming

Project Cost

- Total Project Budget: \$ 2,122,350.00
- Construction Cost: \$ 1,948,051.00
- Project Cost to Date: \$ 995,500.00
- Construction Cost to Date: \$ 750,000.00
- Project is In Budget

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: February 3, 2026

AGENDA ITEM: Graduation Update (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)

Board Goal 1: Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

Presentation Summary: The Board will receive an informational report providing an update on district graduation outcomes. The presentation will include a review of 2024 graduation actuals and 2025 projected estimates, highlighting progress, trends, and areas of continued focus. The report will also outline ongoing collaboration and targeted strategies supporting student completion, as well as early indicators of impact reflected in Fall 2025 End-of-Course (EOC) results.

RECOMMENDATION: Information only – no recommendation required.



Dr. Anthony T. Mays
Superintendent



Dr. Charles Garcia
Deputy Superintendent of Curriculum,
Instruction, and School Leadership

SAMPLE

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

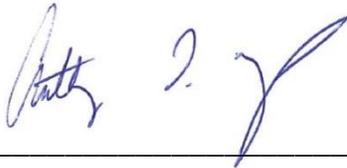
MEETING DATE: February 3, 2026

AGENDA ITEM: College, Career, and Military Readiness (CCMR) Progress Monitoring (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)

Board Goal 1: Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

Presentation Summary: The Board will receive a progress monitoring report on the district College, Career, and Military Readiness (CCMR) efforts, including key priorities and related data.

RECOMMENDATION: Information only – no recommendation required.



Dr. Anthony T. Mays
Superintendent



Dr. Charles Garcia
Deputy Superintendent of Curriculum,
Instruction, and School Leadership