

STEPHANIE S. ELIZALDE ED.D.
SUPERINTENDENT OF SCHOOLS



July 7, 2025

Joe Bravo
jmbravo14@gmail.com
2901 Hollow Oak Dr.
Grand Prairie, TX 75052

Re: TEA Complaint #2025-02-0276

Mr. Bravo:

Dallas ISD has received and reviewed your May 22, 2025 letter regarding the complaint you submitted to the Texas Education Agency. In the complaint you allege that in or around April 2022 Timothy Minor, a teacher at Quintanilla Middle School STEAM Academy, former Quintanilla Principal Tameca Ward, and former Assistant Principal Roger Ceballos failed to report alleged child abuse as required by Texas Family Code Chapter 261. The alleged child abuse you contend they failed to report was based on actions perpetrated by you against students in your classes. The District reviewed and conducted a preliminary inquiry regarding the substantive allegations you made in the complaint.

As you know, you have a pending lawsuit against the District regarding your employment during the 2021–2022 school year: Case No. 3:23-cv-01596-K, *Joe Martin Bravo v. Dallas Independent School District*, in the United States District Court Northern District of Texas, Dallas Division. In this lawsuit, you complain about a child abuse report made by Quintanilla administrators against you in April 2022. In the lawsuit, you complain that the child abuse report to Child Protective Services (CPS) should not have been made. The District understands that you are represented by legal counsel in this lawsuit.

The District generally does not comment on pending litigation. Because the subject matter in your TEA complaint overlaps with the allegations in your pending lawsuit against the District and because communications regarding these matters should occur between your counsel and the District's counsel, this response is limited.

On April 8, 2022, Mr. Ceballos submitted a Critical Incident Report reporting allegations of misconduct against you. The Critical Incident Report stated that you had made inappropriate comments to students concerning their race, color, and economic status. The Critical Incident Report noted that Mr. Ceballos had made a Child Protective Services (CPS) report regarding these students' allegations against you. The District has reviewed its file and confirmed that Mr. Ceballos made this CPS Report. On April 8, 2022, Mr. Ceballos received an email confirmation from the Texas Department of Family Protective Services (DFPS) confirming that he had submitted a report for the Texas Statewide Abuse, Neglect, and Exploitation Reporting System provided by DFPS. This confirmation email was forwarded to Principal Ward to confirm the matter was reported.

The District conducted an Administrator's Investigation regarding the allegations against you. This Investigation was conducted at the campus and the administrators received assistance from the Professional Standards Office (PSO). This investigation substantiated that you made inappropriate race-, ethnicity-, and economic status-based comments to students and violated Standard 3.2 of the Texas Educators' Code of Ethics. Based on the results of this Investigation, Ms. Ward recommended the nonrenewal of your contract.

The District's Legal Review Committee independently reviewed the Investigation Report, and the student statements Mr. Ceballos obtained, and recommended the nonrenewal of your employment contract for violations

of District policies regarding Employee Standards of Conduct and the prohibition of discrimination and harassment against students. The District also reported to the Texas Education Agency Professional Discipline Unit and State Board of Educator Certification that you were accused of making inappropriate comments to students regarding race, color, and economic status.

Based on the District's review of your May 22, 2025 letter, the Administrator's Investigation Report regarding students' allegations against you, the student statements, the misconduct substantiated by the Administrator's Investigation, and the relevant provisions of the Texas Family Code, the District has seen no evidence that Mr. Minor, Ms. Ward, or Mr. Ceballos violated Texas Family Code Chapter 261.

The District remains committed to ensuring all employees know their legal obligation to report child abuse as required by the Texas Family Code and District policy. The District will continue to train and communicate with employees to assure all District educators know and comply with their duties to appropriately report and respond when they have reasonable cause to believe a child has been abused or neglected.

Should you have any further questions, please contact me or work with the District's external legal counsel at Thompson & Horton LLP who is defending the District in your lawsuit.

Sincerely,

Ramona Soto

Ramona Soto
General Counsel for Dallas ISD

cc: Peter Bagley
Kathryn Long
Pamela Lear