

Minutes of Regular Meeting

The Board of Trustees Brownwood Independent School District

The Brownwood ISD (BISD) Board of Trustees met in regular session on Monday, December 8, 2025, at 6:30 p.m. The session was called to order by Board President Michael Cloy. Austin Avenue Church of Christ Minister Doug Crum gave the invocation. The Pledge of Allegiance was led by Brownwood High School (BHS) Choir members Aaliyah Basio, Kylan Perkins, Sara Field, Bo Powell, and Gale Balfour. The BHS Choir performed Joy to the World and Carol of the Bells under the direction of Choir teacher Jennifer Reeves.

PRESENT:

Mr. Michael Cloy, President
Mr. Roderick Jones, Sr., Vice President
Mrs. Diane Thompson, Secretary
Mr. Tim Wilson, Member
Mr. Justin Posey, Member
Mr. Connor Arrington, Member
Mr. Codie Smith, Member

OTHERS PRESENT:

Dr. Joe Young, Superintendent
Mr. Mitch Moore, Asst. Superintendent
Ms. Heidi Gardner, Director of Finance and Grants
Mrs. Krista Behler, Exec. Asst. to the Superintendent
Mr. Charlie Musgrove, Community Relations Coordinator
Mrs. Liesa Land, Deputy Superintendent

OTHERS PRESENT: Christi Burks, Kassie Parrish, Brec Espinoza, Lindsey Smith, Kristen Grimes, Jennifer Reeves, Ginger Alford, Brian Harris, and many community members.

East Elementary School and two of its second-grade teachers, Mary Salazar and Emily Justice, received recognition for their effective implementation of the state's Bluebonnet reading curriculum. BISD Deputy Superintendent Liesa Land shared feedback from the Texas Education Agency's grant monitors, noting that a November site visit by Region 15 Education Service Center highlighted the school's strong instructional progress and the supportive partnership between campus and district leadership. Salazar and Justice were highlighted for achieving the most significant student growth between the first and third curriculum modules, with their classes showing substantial increases in the percentages of students performing at the "approaches," "meets," and "masters" levels by the end of that period.

The following groups and individuals were recognized by BISD and were presented with certificates highlighting their achievements.

BISD SPOTLIGHT TEACHERS AND STAFF: The Brownwood ISD Spotlight recognizes members of the BISD faculty and staff who go the extra mile to ensure excellence in education for all our students. Spotlight recipients are chosen from peer nominations. December 2025 honorees were Coggin Elementary Life Academics teacher Reed Ellett and East Elementary Campus Guardian Sonny Garman.

BISD HOLIDAY CARD DESIGN WINNERS: Coggin Elementary second-grade student Abram Delgado and Brownwood High School (BHS) freshman Dayana Cruz Sanchez were recognized as the 2025 BISD Holiday Card Design Contest winners.

BHS CHOIR: Twenty-six BHS students were selected for All-Region Choir. Of those, seven students were selected for Area in All-Region Mixed Choir and made it to the third round of All-State auditions.

BHS LADY LION VOLLEYBALL: Eleven varsity volleyball players received Academic All-District awards for District 6-4A, with five earning All-District honors.

SUPERINTENDENT'S REPORT

BISD Superintendent Dr. Joe Young provided the following updates:

- Christmas programs and concerts for each campus have been announced and are coming up before the holiday break.
- There will be cost savings on multiple completed projects of the 2023 Bond package, along with interest earned on bond funds. As a result, once all planned work is finished, the district will have additional funds available to enhance projects outlined in the original three bond propositions, which include campus facility improvements, renovations at Gordon Wood Stadium, and upgrades to the Multi-purpose Activity Center (MAC).

DEPARTMENTAL REPORTS

- **Career and Technical Education (CTE) Report:** Information regarding CTE goals, benefits, and details regarding CTE offerings was provided. CTE affords students the opportunity to train for high-skill, high-wage, and high-demand careers. BISD offers five endorsements: Business & Industry, Public Service, Arts & Humanities, Multi-Disciplinary, and STEM (Science, Technology, Engineering, Mathematics). BISD continues to foster the relationships that have been developed with local institutions and industries such as Ranger College, TSTC, Hendrick Medical Center, Bruner Chevrolet, Big Country Ford, and various local pharmacies and nursing homes. Among the CTE programs highlighted were the FAA Drone Pilot Certification, Photography/Graphic Design, Automotive Technology, Education and Training, Welding, Culinary Arts, Health Science, and FFA. Students are also benefitting from hands-on experiences like the 3M Safety Roadshow and new certification offerings including Teaching and Training: Educational Aide, Culinary Arts: Food Protection Manager, Animal Science: Elanco Fundamentals of Animal Science Certificate, and Plant Science: BASF-Plant Certification.
- **Maintenance & Operations Report:** A detailed report was provided that included department changes with a continued focus on finding efficiencies, stream-lining work, processes, and improving work culture. The department was split into four main areas: grounds, athletics, general maintenance, and skilled maintenance. Improvements were listed along with details of the first Maintenance Blitz which significantly reduced the work order backlog. Goals for next year and highlights from work accomplished this year were also noted.

PUBLIC HEARING OF FIRST REPORT

The state's school financial accountability rating system, known as the Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices. A motion was made by Trustee Thompson to enter into the Public Hearing on the FIRST Financial Report. The motion was seconded by Trustee Jones, and the motion passed unanimously. The Board entered into the Public Hearing of the FIRST Report at 6:58 p.m. BISD received an Above Standard Achievement rating. The rating is based on school year 2024-2025 data. The district score was 78 out of a possible 100. The public hearing adjourned at 6:59 p.m. and the meeting returned to regular session.

CONSENT AGENDA

The following items were listed for consideration on the Consent Agenda.

1. Final approval of library materials for December purchase
2. Consider Approval of Library Materials for January Purchase
3. Final Reading - TASB Policy Update 126
4. Minutes from November 10, 2025 Meeting

Trustee Thompson moved that the Consent Agenda be approved as presented, with Trustee Wilson seconding the motion. The motion was unanimously approved.

EXECUTIVE SESSION

The board moved into executive session at 7:09 p.m. to discuss security and personnel matters, and the Superintendent Evaluation. They returned to open session at 8:15 p.m.

No action was taken on executive session items.

ANNOUNCEMENTS

The following announcements were made for upcoming events:

- December Site-Based Decision-Making Committee Meeting: Canceled
- Early Release: 12/19/25
- Christmas Break: 12/22/25-01/02/26
- Staff Development: 01/05/26
- Students Return: 01/06/26
- Next Board Meeting: 01/12/26

The meeting adjourned at 8:25 p.m.

Michael Cloy
President

Diane Thompson
Secretary