

# **Minutes of Regular Meeting**

## **The Board of Trustees**

### **Duncanville ISD**

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A Regular Meeting of the Board of Trustees of Duncanville ISD was held Monday, December 15, 2025, at 6:30 PM in the Duncanville ISD Education Plaza, 710 S. Cedar Ridge Drive, Duncanville, TX 75137.

#### **1. CALL TO ORDER AT 6:30 PM**

President Jacqueline Culton called the meeting to order at 6:30 p.m. This meeting was called under the Texas Government Code 551.045.

Let the record show a quorum of the Board of Trustees was present, that the meeting has been duly called and that the notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

Our mission at Duncanville ISD is to engage, equip, and empower all scholars to achieve their unique potential. So, I would be remiss if I didn't acknowledge the beautiful choir. We could leave. Y'all were that great. All of you are just wonderful. Continue letting your lights shine and just using your gifts. We're amazed. So, thank you again for that.

The following trustees were in attendance: Jacqueline Culton, Carla Fahey, Dr. LaSonja Flowers, Phil McNeely, Janice Savage-Martin, and Janet Veracruz.

#### **2. OPENING CEREMONIES**

**A. INVOCATION**  
Trustee Veracruz

**B. PLEDGE TO US FLAG AND TEXAS FLAG**  
Daniel Elementary School Ambassadors

**C. SUPERINTENDENT'S REPORT**  
Dr. T. Lamar Goree  
1. UPDATE OF CURRENT DISTRICT EVENTS, INFORMATION, OPERATIONS, AND PROGRAMS  
Dr. T. Lamar Goree

Dr. Goree presented the Superintendent's Report. Thank you very much, Madam President and other trustees and everyone assembled here today for our December 15th, 2025, school board meeting. I'd like to begin, of course, by recognizing our TAEA distinction of our district. Duncanville ISD has once again been named a TAEA District of Distinction, and this is for our fourth year in a row that we've received this statewide honor. This recognition celebrates our commitment to high quality visual arts education, student creativity, and outstanding instruction across all our campuses. Congratulations to everyone associated with this wonderful award.

On December 3rd, we celebrated with five Duncanville high school football athletes that signed their

national letters of intent to compete at the next level. Congratulations to the standout Duncanville Panther football players from the class of 2026. We have Landon Barnes, who is taking his talents to Ole Miss, we have Victor Lincoln Jr. also going to Ole Miss, KJ Ford going to Florida Gators to play football, Zachary Turner going to Ole Miss, and Ason Theis going to TCU. We're incredibly proud of these student athletes and look forward to watching them continue their success, not only at the college level, but many of them on TV on a Sunday very soon.

Duncanville High School football is going to the ship. Yes. We are headed to the state championships after a dominant 31-9 victory over Allen. We will take on the North Shore Mustangs on Saturday, December 20th at 3:00 PM at AT&T Stadium. Please be sure to visit our social media platforms to learn more about ticketing as well as live-streaming details. Congratulations to our football team and looking forward to Saturday.

We had an incredible turnout at our December 9th job fair. Thank you to everyone who came out and spent time with us. And if you were unable to join this time and interested in joining, don't worry, there will be more opportunities ahead. Be sure to check out our upcoming job fairs at [duncanvilleisd.org/jobfairs](http://duncanvilleisd.org/jobfairs) and explore current openings on our Duncanville ISD website. Again, please, if you know of anyone that's interested in a career in education, direct them to our human resource team or to our Duncanville website.

And last, but certainly not least, just a friendly reminder that Duncanville ISD will be closed for winter break from December 22nd, 2025, to January 1st, 2026. We truly hope everyone has a safe, restful, and well-deserved break. Students will return to class on January 6th. That does conclude our superintendent's report for the month of December and thank you, Madam President.

#### **D. RECOGNITIONS/COMMENDATIONS**

Ana Avila

##### **1. DONATIONS**

Ana Avila

Ms. Ana Avila presented Donations. Good evening, once again, Madam President, trustees, and Dr. Goree. Thank you for the opportunity to present the donations received in December 2025. Each month, we are proud to share the incredible generosity of our community and the ongoing support that they show Duncanville ISD. Please look at the screens as I read the donations for this month. For Hyman Elementary, we have Clark Road Church of Christ for \$500. The remaining donations are for the Panther Pantry. Up next, we have Epsilon Sigma Alpha Theta Pie chapter for \$100. Next, we have Knick Knacks for \$36.80. Up next, we have Alicia Brown for \$1,500. Next, we have C.H. Gunther of Pioneer Foods for \$477. And next, we have Southwest Dallas Area Retired School Employees for \$150. And finally, also going to Panther Pantry, we have Random Acts of Kindness for \$120. Our total year-to-date for the 25-26 school year is \$46,185.21. Once again, thank you so much to all our donors. We really, really appreciate you.

And then we have a special announcement. I would also like to take a moment to recognize our incredible donors for their generous contributions to the Trustee's 8th Annual Student Coat Drive.

Please direct your attention to the screen and join me in giving them a round of applause.

As you can see at the bottom of the screen, our total donations were \$2,343. I'd also like to give a special

thank you and shout out to our Duncanville ISD Communications Department, and of course, our wonderful warehouse team for helping coordinate and make this initiative happen every single year. And then of course, we could not do it without our trustees. Thank you so much for doing this continuous initiative every year and giving back to our students. We really appreciate it.

## 2. MADE WITH PRIDE

Ana Avila

Ms. Ana Avila presented Made With Pride. First up we have our teacher Made With Pride honoree. Paula Tagalos, band director of Duncanville High School, please come on up. Today, we proudly recognize Paula Tagalos as an exceptional educator whose leadership, artistry, and dedication make her a shining example of what it means to be made with pride in Duncanville. Nominated by Paul Douce, Paula is described as a teacher's teacher, someone who continuously grows her craft while creating a calm, structured, and inspiring environment where students thrive. Her classroom is a place of focus and curiosity, and the musical excellence she cultivates is unmatched as she ensures every student feels both supported and challenged.

Paula's impact extends far beyond her own classroom. She is a respected leader in the state's music education community, presenting to more than 300 directors at the Texas Music Educators Association and championing the power of the arts at every level. As her nominator shared, Paula exemplifies everything the award represents through her unwavering commitment to excellence, leadership, and dedication to both her students and the broader community. Her ability to inspire growth, guide students with wisdom, and elevate the district on a state and national stage make her truly deserving of this honor. Will friends and family of Paula, please stand to be recognized as well and join me in giving her a big round of applause? Congratulations. Thank you so much, Paula.

Up next, we have our staff honorees, and this is our first group of the year, so we are so excited to welcome the PEIMS department to the podium. Hello, ladies. Thank you for joining us. Today we proudly recognize Marisol Munoz, Stephanie Farmer, Dorcea Crawford, and Gabriela Grant, our incredible PEIMS team, nominated by Melinda Turner for their extraordinary commitment and behind the scenes service. During this year's rezoning and reconfiguration, they worked late nights and weekends to ensure every student and staff member was accurately assigned in Skyward, reviewing more than 12,000 addresses and processing transfer requests with care. They also supported enrollment throughout the summer and the first week of school, ensuring that families experienced a smooth and efficient start. Beyond those efforts, the team established courses and grade books so teachers could take attendance and record grades on day one, all while servicing the district's frontline experts for scheduling, transcripts, and grade book support.

As their nominator shared, this was an extraordinary effort for a small department tasked with a major beginning of the year changes, and their work was critical to the smooth start. Marisol, Stephanie, Dorcea, and Gabriella exemplified dedication, excellence, and teamwork, and they truly embody what it means to be made with pride in Duncanville. Family and friends of all our PEIMS team, please stand to be recognized as well, and let's go ahead and give them a big round of applause. Thank you all so much.

And last but not least, we have our student honoree. Give it up for Alana Smith. Come join me at the

podium. Today, we proudly recognize Alana Smith, an exceptional Duncanville High School collegiate senior whose dedication and determination shine in every part of her life. Nominated by her mother, Alana is a member of the student council, the Honor Society, and the D-Ville Varsity Cheer Squad, all while completing her associate's degree at Mountain View College. Despite experiencing two concussions this year, an overwhelming challenge, both academically and physically, Alana refused to let adversity define her. Instead, she found strength and perseverance, stepping into the role of cheer manager so she could continue supporting the team that she loves. As cheer manager for both JV and varsity, Alana offers unwavering encouragement, motivation, and leadership to her teammates, including the mascots. Her commitment to excellence, even in the face of hardship, reflects a maturity and resilience far beyond her years.

As her nominator shared, she is an example of hard work and dedication. Alana truly embodies what it means to rise above challenges, serve others with heart, and lead with strength, making her a shining example of being made with pride in Duncanville. Alana's family and friends please stand to be recognized while we go ahead and give her a big round of applause.

Video played here.

Ms. Avila concluded the presentation. So once again, congratulations to our December Made with Pride Honorees.

President Culton commented. Thank you, Ms. Avila, and thank you to all our Made with Pride honorees from Ms. Alana Smith. She's learned a secret to life already. She's learned how to persevere and to redirect and just to still soar, and then to our PEIMS team, and then of course to our band director. Y'all are very inspiring.

And then for everyone who has donated anything to this district, we are very, very appreciative. For those who donated to our coat drive to ensure that our students have the opportunity to have a warm coat and even shoes, thank you. We thank you from the bottom of our hearts. It's much appreciated.

### 3. PERSONNEL INTRODUCTIONS

Pamela Brown

Ms. Pamela Brown presented personnel introductions. Good evening, Board President Culton, Board of Trustees and Dr. Goree. Tonight, I'm going to ask Mr. Cesar Quintero to join me at the podium. We are pleased to welcome Caesar Quintero to Duncanville ISD as the new principal of Fairmeadows Elementary. Mr. Quintero is a skilled instructional leader with a strong record of improving academic outcomes and strengthening campus systems. He currently serves as an assistant principal at Midlothian ISD, where he helped lead notable gains in reading and math growth and supported the campus earning a TEA B rating for the 24-25 school year, including distinctions in top 25% academic growth, and top 25% closing the gaps. His leadership in PLCs, data-driven instruction, and restorative practices contributed to reduced referrals, stronger student supports, and improved teacher coaching cycles. He previously served as an instructional coordinator at WH Adamson High School in Dallas, ISD, where US history EOC performance reached 97.7% approaches and 69.3% meets, surpassing state averages.

His teaching experience in Duncanville ISD, Cedar Hill ISD, and Dallas ISD further strengthened his

expertise in multilingual education, instructional alignment, and culturally responsive leadership. Mr. Quintero holds a Master of Education and Educational Leadership and Policy Studies from the University of Texas at Arlington, and a Bachelor of Science from Texas Tech University. He holds Texas certifications in EC6 and bilingual education. He taught at Fairmeadows Elementary during the 21-22 school year, and we are excited to welcome him back to the Panther family. I'm going to ask his family members and friends to stand at this time. I believe he has his wife and his two children. Thank you.

President Culton commented. We are certainly glad and honored to have Mr. Quintero join the staff of Fairmeadows and to join the district. We love your track record, and we're looking forward to great things here at Fairmeadows. Thank you very much for considering Duncanville ISD.

**4. BOARD MEMBER ANNOUNCEMENTS AND ACKNOWLEDGMENTS**  
Board Member

President Culton announced. We've had board members who have had family members to pass, and then we have some that have family members that are not well and just know that our thoughts and prayers are with you all.

**3. COMMUNICATIONS FROM CITIZENS**

There were no communications from citizens.

**4. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.**

The board went into closed session at 7:00 p.m.

**A. CONSULTATION WITH THE BOARD ATTORNEY ( §551.071)**

Private Consultation with the Boards' attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the Board, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act.

**B. PURCHASE, EXCHANGE, LEASE, OR VALUE OF REAL PROPERTY ( §551.072)**

**C. PERSONNEL ( §551.074)**

**Appointments, Discipline, Dismissals, Duties, Employment, Evaluations, Extensions, Leaves of Absences, Non-Renewals and Proposals for Non-Renewals, Renewals, Reassignments, Retirements, and Settlements**

**1. SUPERINTENDENT EVALUATION**

**2. SUPERINTENDENT CONTRACT**

**5. RECONVENE IN OPEN SESSION AT 8:20 PM.**

**6. TAKE ACTION ON ITEMS DISCUSSED IN CLOSED SESSION**

**Trustee McNeely made a motion to approve the superintendent's completed evaluation as discussed in closed session, effective December 15th, 2025; Trustee Veracruz seconded the motion. Motion passes 6-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	X		
Carla Fahey	X		
Janice Savage-Martin	X		

**Trustee Savage-Martin made a motion to authorize the board president to negotiate a supplemental contract with the superintendent of schools, based on terms discussed in closed session to be voted on at the next meeting; Trustee Fahey seconded the motion. Motion passes 6-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	X		
Carla Fahey	X		
Janice Savage-Martin	X		

**7. CONSIDER APPROVAL OF CONSENT AGENDA ITEMS (ALL ITEMS MAY BE ACTED UPON AT THE SAME TIME BY THE BOARD OF TRUSTEES)**

**Trustee Savage-Martin made a motion to approve the consent agenda; Trustee Fahey seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg prior to vote @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

**A. APPROVAL OF PURCHASES OVER \$50,000**

Darla Moss

**B. APPROVAL OF THE MONTHLY FINANCIAL REPORT**

Darla Moss

C. APPROVAL OF THE SINGLE AUDIT REPORT, SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS, (SEFA), AND RELATED AUDITORS' OPINION FOR 2024-2025

Darla Moss

D. DALLAS COLLEGE TEXTBOOKS FOR DUAL CREDIT COURSES FOR FALL AND SPRING 2025-2026 (RE-OCCURRING ANNUAL PAYMENT)

Dr. Sam Nix

E. APPROVAL OF ADMINISTRATOR OUTSIDE-SERVICE CONTRACTS

Tellauance Graham

## 8. CONSIDER APPROVAL OF ACTION AGENDA ITEMS

A. POLICY UPDATE 126 - LOCAL POLICY REVISIONS

Tellauance Graham

Mr. Tellauance Graham presented Policy Update 126 – Local Policy Revisions.

Greetings to President Culton, to all trustees, and to Dr. Goree. Tonight, I will present update 126, which is a comprehensive restructuring of our local policies. It aligns Duncanville ISD with the new state laws. Update 126 is the largest on record in Texas education. Out of the 28 policies, included as update, three are entirely new. The remaining changes incorporate laws passed during the 89th legislative session, most of which we are already following in practice. Today I will provide a high-level overview rather than reviewing each policy in detail. All district departments have reviewed these policies, offered feedback, and confirmed alignment. The board has also received the full packet for review. We will start with our board governance adjustments, BE and BED (Local).

These policies clarify how board meetings are conducted and how public participates. Meetings must be held outside of normal work hours, public comments occur at the beginning of the meeting, and notice requirements are updated to three business days. Board voting is now recorded to increase transparency and accountability.

Next is the contract services standards, CJ (Local). This policy sets clear limits on what outside vendors and contractors must provide for Duncanville ISD. Contractors may not perform DEI related duties or provide prohibited classroom instructions as described by the state law.

The next section deals with technology and data regulations. These policies focus on protecting district data and setting clear expectations for technology use. CQB requires the district to respond and report cybersecurity incidents, while CQD is a new policy that establishes required training and guidelines for the appropriate use of artificial intelligence by staff and students. Together, they ensure technology is used responsibly, securely, and in compliance with the state law.

Next is the construction and purchase rules, CV (Local). This policy clarifies how construction contracts are approved based on costs. Projects over \$100,000 require board approval, while projects at or below \$100,000 may be approved by the superintendent. This ensures the board maintains oversight of larger expenditures while allowing smaller projects to move forward efficiently.

Next section deals with employee conduct and restrictions. DBD (Local) and DH (Local). These policies set clear expectations for employee ethics and professional conduct. DBD requires employees to disclose conflict of interest or outside service, while DH outlines standards of behavior and prohibited actions in the workplace. Together, they ensure transparency, professionalism, and compliance with the state law.

Some examples of the prohibited duties under this policy are providing or facilitating prohibited classroom instruction, while that's not allowed by state law and using one's position to influence students on restricted social and political ideological topics.

Next, the leave policy overhaul. DEC (Local). This policy clarifies how employees' leave is calculated and used. It defines the daily rate of pay, outlines rules for bereavement and sick leave, and also allows certain types of leaves to be used at the same time as permitted by law. The goal is to ensure consistency, fairness, and legal compliance across the district.

The next section deals with the non-renewal of grounds that have been expanded. That's DFBB (Local). This policy clarifies additional reasons a term contract may not be renewed and strengthens the documentation requirements. Examples of prohibited duties that can lead to non-renewal include providing prohibited classroom instruction, assigning or performing prohibited DEI related duties, or engaging in conduct that violates employee standards under the law.

The next few policies are about instruction requirements. That's the new EEP (Local), EFA (Local), and EIA (Local). EEP (Local) is the lesson plan policy. It requires lesson plans and, of course, syllabi to be accessible to parents. EFA is the instructional materials policy. It allows parents to request a review of instructional materials used in the classroom. EIA is the grading and progress report policy. It requires the district to provide at least two in-person parent conferences each year to support communication about student progress.

Our next section deals with grievance and discipline systems. There are several policies here. That's FNG, DGBA, and GF (Local). We also will talk about FO local and GKA (Local). FNG is the student-parent complaints and DGBA is the employee complaints. It updates timelines and the required formal hearings for certain cases. GF is the public complaints policy. It clarifies how community concerns are submitted and addressed by the district. FO and GKA are how to conduct yourself on school premises. It clarifies rules for behavior and weapons on the district property that aligns with the state law. Again, that is the new policies for the 126 updates. At this time, I will take questions.

President Culton asked. Thank you, Mr. Graham, for your presentation. A number of these policies, there are administrative regulations and procedures that must be developed, or are they already developed, basically?

Mr. Graham replied. We do have several that have been developed. When we talk about EIA (Local) with the AI policy, we do have an administrative regulation that we developed before this policy came into play in September, and a few others will have to have some new regulations that will be developed for them as well.

President Culton asked. Then when is the implementation date?

Mr. Graham replied. All of them will be implemented as soon as they are approved, and many of them are laws, which means that many of them we are already following. In fact, most of them we are already following currently. They just sent out the actual policy behind the law.

**Trustee Fahey made a motion that the board of trustees adopt the local policy revisions included in the**

**TSB policy update 126 as presented; Trustee Savage-Martin seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

**B. CONSIDER APPROVAL OF MEMORANDUM OF UNDERSTANDING(MOU) BETWEEN, REGION 10 CERTIFICATION PROGRAM AND DUNCANVILLE ISD**

Pam Brown

Ms. Pam Brown presented Consider Approval of Memorandum of Understanding (MOU) Between Region 10 Certification Program and Duncanville ISD. Greetings, Board President Culton, Board of Trustees, and Dr. Goree. Tonight, I am going to present the MOU between Duncanville ISD and Region 10. The state has started the initiative with the Prep Allotment Grant, the Prep Allotment Program, and that is preparing and retaining educators through partnership. The purpose of this is to strengthen the recruitment and preparation of teachers across the state. This is a state initiative, and it aligns us in partnership with EPP providers. Those are educator preparation programs, the ones that are preparing our teachers, and it will allow us to have paid resident teachers to be placed with cooperating teachers in our district, and so those residents will earn enhanced standing teacher certificates. They will actually get a certificate similar to a valid teacher certification, saying, "I'm a resident teacher," while they're working on this residency.

This helps to support our strategic alignment goals with personnel and professional development by helping to address the staffing needs by allowing us to build a sustainable pipeline over time with the residency program, and focusing on building future teachers with our district, so the goal is that you serve as a resident teacher with our district, with the cooperating host teacher with the plan to hopefully retain you with Duncanville ISD. The district's responsibilities are like that of a student teacher or student interns or student teaching positions that we have in the district, except these are resident teachers. It's a new certification area with TEA to help fill the pipeline of teachers across the state, because they realize it's a teacher shortage, and so we would place them with a pre-K 12 class teacher that's certified in their area.

We would allow them to make sure that they have at least 750 hours of teaching time, and so these people would be employees of the district, serving like a paraprofessional role. We would provide co-teaching and lead teaching opportunities, and we will support the residents as they continue to take more leadership and scaffold the instruction to where they're providing more of the instruction to students in alignment with Region 10 benchmarks.

We currently do have resident FTEs, or full-time positions within the district, and so we are looking to expand that partnership with Region 10 so that we can continue with them next year, as they are an official provider of the state so that we can expand this resident program. It is no cost to the district, no additional cost to the district, and so we're requesting that you approve this MOU as presented. Are there

any questions?

Trustee Dr. Flowers asked. Thank you for that. That's exciting. My question is, what are the criteria for the teacher that we will staff or pair the resident teacher with?

Ms. Brown replied. Region 10 and any future additional partners, we hope to expand this partnership. They would have the criteria for the resident teachers as they're partnering with the state, so they would identify the teachers that are eligible for that resident teacher certification with the state that have made it to a certain part of their program, because many of these students, they haven't graduated with their teacher certification, but they're in the process of obtaining it. They're usually, like I said, it's like the student teaching. You finished all your coursework, but now you're just kind of getting that clinical internship experience. It's very similar. It's that now we're moving towards paying them, whereas as a student teacher, years ago, you used to just do that for the experience and for free, and so it's similar to what you would think of as a student teacher, so they identify those students that are ready and they identify those students that meet the criteria, but we will pair them with the host teacher.

Trustee Dr. Flowers asked. How or what criteria are we going to use to pair with the host teacher? I've seen this. I've seen it very successfully, but I've also seen it when we have strong interns and we pair them. Well, I don't need to say what I've seen. How will we pair them with the host? How will we select the host teachers?

Ms. Brown replied. The MOU talks about it being a partnership. First, we look at certification. The host teacher also must have at least three years of experience, and then another criterion that comes from the state is that the host teacher also has good performance evaluations. And so, we're looking at that, not just from T-TESS, but also academic performance and our other local criteria for what is good performance evaluation for a teacher. What does that look like? But those are the three requirements for the state, that they have three years of experience. Of course, they meet the guidelines for the resident teacher within itself from the program, and that they have those good performance evaluations, and that they're certified in the area of the resident teacher. So, we wouldn't pair an art teacher with somebody that was doing EC6.

Trustee Dr. Flowers commented. Of course, but proficient rating at the minimum.

Ms. Brown replied. Yes, ma'am. Our goal is to put them with our highest performing teachers in the district.

President Culton asked. So, the full year residency, at least 750 hours, minimum 21 hours a week for the paid resident teacher, right? So, how does that correspond to a student-teacher tenure?

Ms. Brown replied. This position would be full-time. Some people may make this a part-time position, but this would be a full-time position, but they would be hired pretty much as a paraprofessional in the classroom, so you wouldn't receive a teacher's pay. You would receive the pay for an instructional aide, but labeled as a resident teacher, getting a cooperating experience, so they would get beyond the minimum required hours as they would be here on a day-to-day basis, but part of the requirements, they

have to have release time for PD and if we're having meetings with their programs and things of the nature, so there's a small portion of release time that your traditional paraprofessionals would not have, but our resident teachers would go beyond those hour requirements.

President Culton asked. How would they qualify?

Ms. Brown replied. Well, the resident teachers, it would be twofold. Really, the program will let us know that they have a certain number of candidates, and from there, we would meet similarly to the student teachers. We don't necessarily interview them per se, but we kind of have a meeting. We talk about various host teachers and they kind of match the resident teachers with the best program. For example, Region 10 would be working with several districts across the DFW region and so they would try to match candidates according to our needs. They usually have a meeting saying, "What is it that you need? What is your highest area needs? What are some of the programs, some of the campuses where you think the resident teachers will have a good experience?" And so, we just kind of have a conversation back and forth where we work with the program and then they select candidates based on that. And then we decide upon the host teachers and the cooperating campuses.

President Culton asked. So yeah, so basically, is it to fill the pipeline of teachers because there's such a critical shortage?

Ms. Brown replied. Yes, and this is the initiative that's coming from TEA, so that is the goal.

**Trustee Dr. Flowers made a motion that the board of trustees approve the MOU between Region 10 certification program and Duncanville ISD; Trustee Savage-Martin seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

**C. CONSIDER APPROVAL TO SUBMIT THE APPLICATION FOR DELAY OF TEACHER CERTIFICATION REQUIREMENTS**  
Pam Brown

Ms. Pam Brown presented Consider Approval to Submit the Application for Delay of Teacher Certification Requirements. Greetings again, Board President Culton, Board of Trustees and Dr. Goree. Tonight, I am going to present the Application for the Delay of Teacher Certification Requirements. As we've discussed in previous board meetings with the teacher shortage, uncertified teachers now make up most newly hired teachers. And so, TEA produced some information on their website where they showed that 67% of newly hired teachers for the 24-25 school year were uncertified. Statewide, out of all total teachers, not

just the newly hired, but out of the total teacher population, approximately 12% is uncertified. And so, the teacher shortage is affecting everyone statewide.

Currently, Duncanville ISD has 110 uncertified teachers, with 58 of them being assigned to the foundation courses and those are your core subject areas, ELAR, math, science, and social studies. And on average, we hire about 94 uncertified teachers per year.

So, with House Bill 2, as you've seen a lot of legislative changes that have come with House Bill 2, it automatically removes any District of Innovation or DOI waivers for the foundation core curriculum courses. And so, beginning with next school year, the state has said that you cannot have uncertified teachers at the elementary level. And so, districts, because of the data that I just showed you on the previous slide, the state realizes that this poses a significant challenge with two-thirds of the teachers being newly hired being uncertified. So, they have posted an application to the Commissioner to delay the certification requirements until the 2029-2030 school year.

The state is offering several supports to address the statewide teacher shortage. One is they are providing certification fee waivers and reimbursements for special education and bilingual education. Duncanville ISD has gone beyond that in partnership with the Commit organization so that any of our teachers, not just Sp Ed and bilingual, that are taking their exam can get the certification and fee reimbursements if they meet the criteria. We have been sharing all of that information with our uncertified teachers as we've been having individual one-on-one meetings with them. The state is also providing grant information about teacher residency and mentorship partnership opportunities. The teacher residency that I just discussed with Region 10 is an example of one of the partnerships where they'll be of help trying to help districts build a pipeline and pathway to help teachers get certified and to recruit and retain certified teachers.

Additionally, the state will be sending \$1,000. They will be given \$1,000-incentives or stipends for teachers completing their certification requirements. They will be e-mailing district HR departments in the spring about these people being uncertified on this date, they tested between this window, they have since met their certification requirements and so they're going to be providing \$1,000-stipends for their teachers. So that's an incentive that the state is saying, "Hey, we're trying to help you get certified teachers. We realize this is the real shortage." Additionally, they have posted the application to delay certification requirements. They do realize that it is a challenge to say no uncertified teachers in the classroom for foundation core curriculum courses for the next school year. So that is the law. They do realize that it will be detrimental to school districts across the state. Therefore, they have posted the application, but it requires board approval to apply.

And so, the recommendation is to approve for the district to submit the application for the delay of teacher certification requirements under HB 2. This will allow us to maintain instructional continuity while strengthening our recruitment and certification efforts at the same time. If approved, we will submit the application. They are doing what they call rolling review approvals, so they're not waiting till the deadline. As they are receiving them, they approve them, but all decisions will be shared by March 31st. Are there any questions?

President Culton asked. So currently, are 58 of our uncertified teachers in the foundation courses?

Ms. Brown replied. That is correct.

President Culton asked. Do we know how many are at the elementary school level?

Dr. Goree replied. We can pull that data.

Ms. Brown added. Yes, we can get that data.

Dr. Goree added. One thing I think we'll point out is that if you look at our teaching staff, that's probably about 5% of our staff. So, I do think we're trending a little below the state there, but again, we'll be more than happy to provide that information to the board around what subjects and grade levels. I think that'll be interesting information for the board to have.

**Trustee Savage-Martin made a motion to approve the application for delay of teacher certification requirements; Trustee Fahey seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

**D. COMPETITIVE SEALED PROPOSAL (CSP) FOR RFP #25-26.015 BRANDENBURG RENOVATIONS**  
Mari Zamora

Ms. Mari Zamora presented Competitive Sealed Proposal (CSP) for RFP #25-26.015 Brandenburg Renovations. Good evening, Madam President, trustees, and Dr. Goree. Bond 2023 projects included the renovations of all our intermediate schools. So, to finalize these renovations, the district set up contractor proposals on October 27th, 2025, for Brandenburg. In the request for proposal, RFP2526.015 was issued as a Competitive Sealed Proposal or CSP and included a non-mandatory pre-proposal conference that was held on November 3rd. And at this conference, we reviewed the project scope and the details with the potential contractors. The completed proposals were submitted prior to the closing deadline of November 18th, 2025. The district received eight completed proposals from general contractors which were then evaluated by district staff.

The Competitive Sealed Proposal evaluation summary that is on page 220 of the board book, that evaluation shows that SEDALCO Incorporated ranked first. Based on price, referrals, and prior experience in Duncanville ISD, they were determined to provide the best value to the district. Their proposal was more than \$1.5 million below the estimated renovation budget for Brandenburg. It is a recommendation of the administration that the board consider and take possible action to negotiate and enter into an agreement with SEDALCO Incorporated for Brandenburg Renovations.

I'd be happy to address any questions you may have. Also, with us tonight is WRA Architects, SEDALCO,

John Fisher, and of course LAN.

President Culton commented. In looking at the evaluation, screening, Tegrity Contractors looks like they had the lowest base proposal. However, their rating was a little over, 1.6 less than SEDALCO.

Ms. Zamora replied. They came in under what the two areas that you'll notice, the two areas are one, the references, SEDALCO outscored them in references and also prior positive experience with the owner. Those were two main areas that, reasons why SEDALCO outranked Tegrity.

**Trustee Savage-Martin made a motion that the board of trustees consider and take possible action to negotiate; Trustee Fahey seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

#### E. CONSIDER APPROVAL OF BUDGET AMENDMENT

Darla Moss

Ms. Darla Moss presented Consider Approval of Budget Amendment. Thank you. Good evening, President Culton, trustees, and Dr. Goree. Tonight, we're presenting the second budget amendment for the current fiscal year for your consideration and approval.

In September, if you'll remember, the board approved an amendment adjusting both the general operating fund and the child nutrition fund. Tonight, we are requesting board approval and consideration for just the general operating fund.

This table shows the items we are proposing for amendment tonight. Our human resources department has presented adjustments due to position leveling and other adjustments netting \$727,200. The financial services team met with senior leadership to discuss budget reduction strategies. This collaboration resulted in a reduction or resulted in the identification of \$324,442 in reduced expenditures. An analysis of vacant positions as of this month resulted in 2.9 million in additional expenditures and reductions. The total amount of proposed changes to the general operating fund is \$4,034,200.

This slide shows a comparison of the original adopted budget and the amendment we are proposing tonight for your consideration. The general operating budget was adopted in June with a deficit of just over 18 million. The board approved the September amendment, adjusting the deficit down to 16.7 million. Tonight's amendment, if approved, will reduce the general operating deficit to 12.6 million.

In summary, we are requesting a reduction to the general operating fund of \$4,034,200. There are no

changes to the food service or debt service budgets. I'm glad to answer any questions you might have.

**Trustee Savage-Martin made a motion that the board approves the budget amendments as presented; Trustee Fahey seconded the motion. Motion passes 5-0.**

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Janet Veracruz	X		
Cassandra Phillips	absent		
Dr. LaSonja Flowers	X		
Phil McNeely	Left mtg @ 8:22 p.m.		
Carla Fahey	X		
Janice Savage-Martin	X		

President Culton commented. Thank you and your team for identifying additional budget amendment cuts that can help us with our financial situation.

## **9. INFORMATION/DISCUSSION AGENDA**

### **A. FINANCIAL UPDATE**

Darla Moss

Ms. Darla Moss presented Financial Update. Thank you again, President Culton, trustees, Dr. Goree. December marks the midpoint of our current fiscal year, and tonight's presentation is just an update briefly. I'm going to review the 24-25 fiscal year closeout. We'll look at current year-to-date information and look at some budget reduction strategies that the district has been working on.

So, we want to start with last year or the year that just ended on June 30th. Our external auditors completed their review in November, their review of the financial statements, and reported to the board. Tonight, I just want to share some highlights of this fiscal year and the impact to the fund balance as a result of that closeout.

If you'll look at this table, we ended the year with a \$27 million fund balance in our debt service fund. As a reminder, these funds are used strictly to pay down debt. Revenue ended with an excess of 352,000 over the adopted budget and expenditure was 3.9 million under the adopted budget. The debt service fund has a strong fund balance, which ensures that all voter approved debt obligations, including principal and interest payments are met as they come due.

Then, I want to look at our child nutrition fund or our student nutrition fund. It ended with a balance of 3.4 million. Revenue exceeded the adopted budget by 36,000 and expenditure was 1.9 million below the adopted budget. We had 276,000 transferred into the general operating budget to cover our student meals. And then when we look at the general operating fund, the adopted budget deficit included... I mean, it was \$18 million. Audited actuals improved the deficit to 7.9 million, and our revenue was short of the adopted budget by 487,000. Expenditures were 11.3 million below the adopted budget. This difference mainly reflects our unspent payroll.

So, then I want to take a closer look at fund balance as we ended 24-25. The general operating fund remains, again, financially stable and continues to support the district operations. This table shows the

beginning balance, which was 59% of the total budget as adopted in June of 2024, after the audit, the deficit of 7.6 million, the percent of total expenditures is 48%. While this is still indicative of a strong fund balance, it must be monitored closely, and our team is watching it on a regular basis.

Now, I want to switch over to current year that started July 1st of this year, and it ends on June 30th of next year. As we look at our debt service fund, as of October 31st, we have received 667,000. Historically, we receive most of our tax revenue in the month of January, so we're on target for those dollars. The expenditure amount of 7.1 million represents interest paid in the month of August on bonded debt. We have \$18.4 million that is due in principal and interest on February 15th of 2026.

When we look at our child nutrition as of October 31st, we've received 1.3 million and that is approximately 19% of the budget. The expenditures were just over 1.9 million or 21% of the budget, so we're tracking well there as well. Then, I wanted to look at what we started and what our assumptions looked like when we built the budget or the board adopted the budget in June. Student enrollment for budgeting purposes was forecast at 10,740. As of November 30th, it was 10,946, which is under the 10,946. Well, the 10,740 is under the 10,946. So, we're still trending well based on what we budgeted, not on what the district said, but what we budgeted for student enrollment. Our average daily attendance was 89.35 on November 30th compared to the forecast of 93%. So that's just one day in time. That amount has increased since November 30th. Our basic allotment, if you look at it from that perspective, the budget amount of 10,740 would result in 66.7 million. As of November 30th, the 10,946 would result in just a little more revenue of 68 million.

While student enrollment is one of the largest drivers in forecasting revenue, we know that our staffing and salaries are the largest expenditure of the district. We monitor this very closely as well. This table shows the staff position count as of June 2025 compared to November of 2025. The general fund staff count decreased by 24 and staff for all funds decreased by 30. The table also shows the decrease in the number of vacancies over time. Our human resources department worked hard over the last few months to reduce the number of overall vacancies, as you can see by the 196 reduction or difference. We collaborate with Ms. Brown and her team to monitor the impact of vacancies. That's how we're able to bring to the board those budget amendments that we brought.

When we look a little closer at the general operating fund, our revenues are performing as anticipated mid-year. Our spending is also aligned with the approved budget. And as stated earlier, we continue to monitor payroll and what that impact of vacancies are as well. We also monitor utilities and contracted services. We received approximately 25% of our revenue as of October 31st and expended 24% of the budget as of October 31st.

So, I wanted us to take a closer look at fund balance and where we might be based on some of the things that we've done this year. On June 30th, that fund balance was 63.8 million or 48% of the total budget. The board adopted that deficit of 18 million, which represents about 13% of the budget. In September, our amendment that we brought to the board, as I stated earlier, reduced that deficit to 16.7 million or 12% of the total budget. And in December, tonight, we asked the board to amend the budget again and that reduced the deficit to 12.6.

Based on the 12.6, the projected fund balance ending June 30th of 2026 would be 51.1 million. That represents about 38% of the total budget, which is still a strong fund balance, but it also represents a 20% decrease in overall fund balance. So that's something that we must monitor and look at very closely, and

we have to continue the work that we've done so far in trying to reduce that deficit and reduce our expenditures so that we can and keeping in mind that we've got to continue to support students and staff. So, it's one of those balancing acts that we must do as well. So the work going forward is to stabilize the general operating budget through budget reduction strategies, including minimizing the impacts to students.

We currently have some short-term reduction strategies and process here. I won't read them all, but these strategies are mainly focused on minimizing disruption while achieving budget savings. The first two short-term items that you see on the screen have resulted in the budget amendments that we brought or mentioned earlier today, and that totals just over 5.3 million. On the long-term, Dr. Goree and the leadership team continue to look at long-term strategies that will both impact the deficit and align resources with the strategic plan. That concludes my update, and I'm happy to answer any questions.

Trustee Dr. Flowers asked. You don't have to provide this tonight, but at some point, I would like to see our staffing budget this time last year compared to our staffing expenditures is what I'm saying this year.

Ms. Moss replied. Absolutely.

President Culton asked. So, the debt expenditures were 3.9 million below the adopted budget. And I was just wondering, is that because we did the... and it's not called the refinance of the bonds, but because we did something with the bonds where we lowered the interest or I guess, could you explain?

Ms. Moss asked. Are you in the 2024-25 or '25-26?

President Culton replied. Yes, ma'am.

Ms. Moss replied. If I recall correctly, our FA shared with me that they brought an item to the Board to approve a defeasance last year. But that didn't happen. So, we also brought another defeasance for this year. Typically, we would wait until after we do our bond payment in February to see where we kind of stand. We work with the financial advisor, and at that time he'll determine us whether conditions are favorable for us to go in and do a defeasance or a refunding.

President Culton asked. And then on page 243, on the general fund budget assumptions, where the... I guess the basic allotment, there is a 6,215 listed, and then I heard a 10,900 and... a different number.

Ms. Moss replied. Yes, our basic allotment that we get for each student is 6,215. So, what this slide represents is when you look at the budgeted number for student enrollment of 10,740, if you multiply that by that 6,215, you get 66.7 million. So that's just a rough estimate of what we might generate in revenue from our student enrollment. We are paid by average daily attendance, but that's just a rough estimate of what we might receive in comparison to what our number is right now as of November 30th. The 10,946 multiplied by that 6,215 basic allotment would generate 68 million. So based on what we budgeted, we're a little bit to the good on that.

President Culton asked. Yes, because that was my question. I was thinking it was based on the average daily attendance. So, the student enrollment, I guess, is just the max.

Ms. Moss replied. Yes, it's just the number of students. It doesn't take into consideration the average daily attendance. So, when we do the state revenue template, we use the average daily attendance. Refined ADA.

Dr. Goree added. And one thing I'd like to add to that too is that the average daily attendance is a space that we are putting a lot of time and attention into for a short-term win from a budget perspective for long-term benefits to children when we have them in school. So please know that we are doing some specific things around trying to outperform our fall numbers in the spring. And traditionally in school systems, the spring attendance is not as strong as it is in the fall. So, specifically every school's having a plan around how do we outperform the fall in the spring. It's kind of the title that we've labeled that with.

#### B. 2025 DEMOGRAPHIC REPORT

Tellauance Graham

Mr. Tellauance Graham presented 2025 Demographic Report. Good evening once again, President Colton, to all trustees, and to Superintendent Goree. Duncanville ISD has partnered with Zonda Demographics, formerly Templeton Demographics, over the last five years to provide us with up-to-date information on housing research and student mobility rates. This allowed us to, of course, do our long-term planning for rezoning and other areas of the district. Tonight, we will present the 2025 Demographic Report, and it will be presented by Dr. Paul Cash.

Dr. Paul Cash added to the presentation. Well, good evening, President Culton, Dr. Goree, board members, executive team. I am Paul Cash, and I'm here to give the demographic report for you guys. As Mr. Graham mentioned, we are previously Templeton Demographics, and we've been working in the state for almost 25 years. And so, I'm going to try to be brief. You guys have heard a lot of numbers and a lot of letters tonight and so I thought I was going to go after the letters, but now I'm after the numbers and so that'll be fine.

One of the tools we use to look at a specific area is unemployment rate. And in DFW and Dallas County, the unemployment rate has gone up over the last year. It's still at 4.5, which is less than five. And this slide, which is new to us, is you can look at the different trades and how the unemployment rate is for each of those trades. And so just some good information for you. The economy is still pretty strong here in the area.

This slide talks about the national level regarding home sales. I may not cover every slide just for time, but this does say that housing sales right now across the country are behind what they were a year ago.

When we look at regional sales, you can see on this graph, the one line, the purple line, is where housing starts, and the blue line is closings. And you can see over the course of the last year, they are on the downhill slide. The bottom line, and you're going to hear this more than once, is with the economy where it is and the interest rate that's only dropped a quarter or a half a percent last year, until this interest rate changes, people really just aren't buying a lot of houses and builders aren't building a lot of houses. And that's not just true in Duncanville ISD, it's true in a lot of school districts that we work with.

When we look at specifically in Duncanville ISD in regard to starts and closings, so far this year through

three quarters, you guys have 41, only 41 starts, which is behind the pace of what it was last year. And then, however, closings, you've had 46 closings. Homes closed in the Duncanville ISD area, which is higher than all last year, higher than 23, higher than 22. And so, houses have been sold over the first three quarters of this year.

When we look at housing activity, this slide looks at the activity across the different elementary school zones. And you can see here that the Alexander School Zone has the most activity. Hyman has some activity, and then even Bilhartz has some futures. Total, the district has about 121 lots that are prepped and ready for building, and then a little bit over 800 future planned lots.

So now as any good educator, or any great educator I might add, I have put in some key terms for you, just so that when you look at these maps, it kind of guides you through what exactly we're talking about.

So overall, the district has three active subdivisions in the district, and those are the ones in the green. There's two down here in the Alexander area, and there's one little small one up off Camp Wisdom. There are only about 35 homes under construction, and there are 120 lots ready for building. In regard to potential future subdivisions, there are six of those, and a total of about 640 single family lots, but you have to be careful with futures because just because somebody buys some land and submits a plan to the city, doesn't mean they're going to get the funds or the utilities or anything else for that to actually start building homes. And so, we kind of take that into consideration until streets start going in.

I do want to talk about just a few of these. Homestead at Daniel Farms is an active subdivision. You can see that down there in the southeastern part of the district that it has 455 total lots, 193 those are occupied. So that's about 40% of that subdivision have finished homes. And the student yield there is 0.264. And what that means is there's 2.6 students for every 10 occupied homes there in Homestead at Daniel Farms.

Another one we look at is Ten Mile Creek Estates. That's also in the Alexander Elementary School Zone in the far south part of the district. 368 total homes with 305 of those occupied. This subdivision is 83% full, and so it should be completely built out in three to five years. Right now, there's about two students for every 10 occupied homes that attends Duncanville ISD.

Now the little small active subdivision we talked about is Camp Wisdom Estates. It's the one up there, obviously on Camp Wisdom, hence the name. 23 total lots, 14 of those are occupied, and you guys have four students for every 10 homes there. And you can see the satellite image on the left, just how they're almost finished with that.

The next couple I want to look at are futures, Juniper Creek and Heritage on the Hill. They are again in the Alexander Elementary School zone. Total they have 206 total lots, and both of those are in the very beginning stages of planning with the city.

Capella Park South, that is in the far northwest part of the district. It is in the Bilhartz Elementary zone. Currently, 133 total town homes. The development was approved in October of '24, but they haven't started building yet. And you can see it's just an addition to the Capella Park that's already there. But those are going to be town homes, 133 town homes.

We look at multifamily housing in Duncanville ISD, there's only one subdivision that's under construction, and it's 234 multifamily units and it's there. It's the purple dot. There are some multi-families coming

online later in the two other school zones.

Mountain Creek Apartments is the one I just talked about there in Hyman, 234 lots. They are expecting, they're at least a year away before they start leasing units.

Parc at Daniel Farms, that is a multi-family subdivision. It's planning for 400 total lots, 480 total lots, sorry about that. It's in the Merrifield Elementary zone, and they expect to start leasing mid-2027, so that's not even really close to the radar there. They're just beginning work.

We talk about students that live in multi-family homes. So, the district's yield for that is 2.6, and so about 2.6 students for every 10 multi-family units across the district.

Now let's start talking about enrollment and enrollment trends. This slide here shows newcomers and leavers. And I know y'all have seen this before, but newcomers are exactly that. They are students that were not in the district last year, but are in the district this year, and that doesn't count pre-K or kinder. This year, regarding newcomers, there were 1,438 newcomers. And then the other category, the light blue, are leavers. Those are students that were in the district last year, not counting seniors, but are no longer active students this year. And so that number was 1,675. And so, the difference between the newcomers and the leavers this year is the greatest, it's been really since we've been tracking that. There's been a slow trend of it going down, but they've stayed pretty even. And then this year we had a lot more leavers than newcomers.

The hardest grade to make enrollment projections is kindergarten, and we try to use birth rate data to do that, just kind of anticipate what that is. You guys average about 0.6 students for every student that's born in the county.

Let's talk about numbers. The numbers that were submitted to me were 10,910, which now it's gone up a little bit from that. It's at 10,946, so it's grown 36 students since I ran these numbers. And so that really puts the difference from last year to this year at 689 students less than what you guys had enrolled in last year. And if you look at the two largest grades, 11th grade is the largest grade in the district. And if you can see, and if you look at the diagonal of that, they've been the largest grade in the district since they were ninth graders.

Now, it's pretty common that a ninth-grade group's the largest just because you have those kids that are just half a credit short. Ninth grade's the second largest, but that 11th grade group was largest as 10th graders and are also largest as ninth graders. So that's a big group. The caution there is when that large group graduates in two years, it's going to be another drop because they're such a large group. So, you need to kind of plan for that, that that's a big group coming through. The table at the bottom just shows the biggest growth from year to year, from eighth to ninth grade, and then also from sixth to seventh, there was a lot of growth.

When we look at projections, I am projecting about a 1% decrease in enrollment average over the course of the next 10 years. This 725 or 689 really didn't help with that. We hope there's a bounce back and really, I'm planning for a bounce back. I'm not expecting that to happen again. So, what that would mean in five years, the overall enrollment would be almost 10,300 students. In 10 years, projected enrollment to be right at about 9,800.

These two slides, this slide just shows the projections for each elementary campus through 10 years what

those projections are going to be, and those remain flat. There's some that grow a little bit and there's some that lose a little bit. And then the same thing's true for the secondary campuses, middle schools and high schools. And so, you can look through that.

This slide talks about a high and low projection, really with the economy and the interest rate, the way it is, really looking more at the mid or low projections would be the most benefit to the district. And really to summarize, you guys do have some housing activity in the district but really had a tough year with students this year, projecting just under 10,300 in five years, and then around 9,800 in ten. Any questions that you guys may have for me.

#### C. BOND PROJECT UPDATE

Mari Zamora

Ms. Mari Zamora presented Bond Project Update. Good evening again, Madam President, trustees, and Dr. Goree. It's been two years since our community voted for Bond 2023, and we've made significant progress in putting that investment into work to build brighter futures for our kids.

Tonight, we're excited to share some updates from Central Fine Arts Academy, Smith Early Learning Academy, and Duncanville High School.

Now, while some of the photos you're going to see may look stark as the buildings have been opened and demoed, but this is a clear sign of transformational work that's happening inside the buildings.

So once again, our partners with LAN are here to walk you through these updates, and we're going to start with Central Fine Arts Academy and Mr. Kevin Simon.

Mr. Kevin Simon continued the presentation. Good evening, President Culton, Board of Trustees, Dr. Goree. I'm just going to give you all some updates on, as Ms. Zamora mentioned, these pictures aren't the best pictures right now, but that means progress is coming. We're opening up these schools. And I mean, as you can see, we're opening up, and we're going to transform these into beautiful spaces. And as the months go by until the summer, you're going to see a very transformative growth with these schools.

I'm not going to spend too much time on these because it's kind of just random renovation pictures. So that's the cafeteria at Central right now. I mean, it's going to look totally different whenever it's complete.

And when we move to Smith, as you can see, it's kind of looks a whole lot different when you walk in, so you wouldn't recognize it at all because like on the left, you have the cafeteria on the right, that used to be like three classrooms. There's a lot of things we're uncovering that we need to address with an older building like that, but we're working through that and to make it all function properly.

We have asbestos abatement that we had to do, remediation, things like that. So, take care of before in the construction. So, all that comes into play, but we're working through all those processes.

Now I'll turn it over to Mr. Kamar Haque. He'll go through the high school and he'll kind of run the show for you.

Mr. Kamar Haque added to the presentation. Good evening, President Culton, Board of Trustees, Dr.

Goree. The high school is moving along in good shape. The first photograph, you see a white beam. This is the beam we all signed a couple of weeks ago. This area is now, as of today, is under roof and the roofer is going to start here in a couple of days. So, things with the good weather, now we're picking up some speed.

This is the inside of the shelter area which is coming along. This is some of the work we have done in the auditorium. This is Shine Performance Hall. We have changed the carpet finally and got new lights in the aisle. So, this has been an improvement. We don't have a photograph for the Alexander, but we did paint it and the roof leak has been fixed and there were some roof drain issues, so we have fixed all those. We've painted all the walls and patched all the ceilings.

The next one, right in the holiday season, December 22nd, Shine Performance Hall will start the sound and the AV system, and the Alexander will start some of the replacement of the carpet. The carpet will be replaced. There were two layers of carpet, and it took us a long time to get them out. But again, this is a big improvement in the auditoriums and once the sound system and then the house lighting starts this area will keep changing.

Duncanville High School, the CTE addition is moving along, and Building M is going to be done in the next two weeks and we'll move over the holidays from some of the CTE from Building J to Building M, which is the old ninth grade center. So that area is coming up well. The high school is moving along good, and then J will start next month.

Central Elementary is moving along. Again, all these projects that we're finishing up in July 2026. So the summer of '26 is going to be the busiest we have ever seen. Any questions?

#### **10. ADJOURNMENT AT 9:28 PM**

Trustee Savage-Martin made a motion to adjourn; Trustee Fahey seconded the motion.



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Dr. T. Lamar Goree  
Superintendent of Schools

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Board President

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Board Secretary