

Minutes of Regular Meeting

The Board of Trustees Brownwood Independent School District

The Brownwood ISD (BISD) Board of Trustees met for a regular session meeting on Monday, February 9, 2026, at 6:30 p.m. The session was called to order by Board President Michael Cloy. Coggin Church Pastor Dr. Todd Gray gave the invocation. The Pledge of Allegiance was led by Woodland Heights Elementary third-grade students Penelope Hoover, June Howey, Sadler Howey, Ximena Vazquez. Woodland Heights third-grade students performed "Viva Valentine" and a paper plate routine to the song "Everything Is Awesome" under the direction of music teacher Amy Adams.

PRESENT:

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

Absent: Mr. Justin Posey, Member; Mr. Codie Smith, Member

OTHERS PRESENT: Amy Morris, Shelby Vara, Jeryl Brixey, Jason Jones, Kassie Parrish, Brec Espinoza, Brian Harris, Jeanette Lancaster, Kyra Mills, and many community members.

BISD Superintendent Dr. Joe Young presented an update on the district's Teacher Incentive Allotment (TIA) program, a state initiative designed to reward exceptional teaching practices through data-driven designations. Based on teacher observations and student growth metrics, qualifying educators earn Recognized, Exemplary, or Master designations, with BISD teachers receiving 90% of the allotment (including benefits). Once designated, teachers receive these annual payments for a five-year period, with the ongoing opportunity to advance their designation level each year. The program has seen significant growth since its 2023-24 debut, which saw 34 teachers earn approximately \$310,000 in payouts. This momentum continued into the 2024-25 cycle with 23 new designations totaling an estimated \$490,000, and an additional 24 teachers earned designations this year, bringing the expected total payout to over \$650,000. Dr. Young emphasized that the TIA system continues to affirm teacher strengths and promote instructional excellence across the district. Furthermore, the district remains committed to expanding the program's reach; since its launch, the pool of TIA-eligible educators has grown from 95 to 173, with the ultimate goal of achieving eligibility for BISD teachers in all subject areas.

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

BISD SPOTLIGHT TEACHERS AND STAFF: The BISD Spotlight recognizes members of the faculty and staff who go the extra mile to ensure excellence in education for all BISD students. Spotlight recipients are chosen from peer nominations and awards are provided through a sponsorship by Jacobs Family Pharmacy and Brownwood Education Foundation. February 2026 honorees were Northwest Elementary teacher Denice Bessent and Coggin Elementary Life Academics teaching assistant Megan Carrillo.

Barbara Stewart: Coggin Elementary second-grade teacher Barbara Stewart was recognized for her quick thinking and decisive action during a recent incident in which she prevented a fellow teacher, Heather Bowers, from choking using the Heimlich Maneuver. We thank Ms. Stewart for her courageous actions that resulted in the prevention of a potential tragedy.

2025 VARISTY FOOTBALL: The 2025 Brownwood Lions led by Coach Brixey received several honors including 18 Academic All-District, 22 All-District Honors, 10 Big Country Preps All-Region, and 5 Academic All-State honors.

BHS ALL-REGION JAZZ BAND: BHS Jazz Band students were recognized for their accomplishments qualifying for All-Region Jazz Band and/or qualifying for Area.

BHS ALL-REGION CONCERT BAND: BHS Concert Band students were recognized for their accomplishments qualifying for All-Region Concert Band and qualifying for Area.

EXECUTIVE SESSION

The Board entered executive session at 7:00 p.m. to discuss the deployment, specific occasions for, or implementation of, security personnel or devices. This discussion includes any findings from local or state-mandated districtwide intruder detection audits. The Board exited the executive session at 7:20 p.m. and returned to regular session.

DEPARTMENTAL AND SUPERINTENDENTS REPORT

Dr. Young provided the following updates and information:

- Budget calendars, preparations and planning are underway for the 2026-27 school year.
- A School Nutrition Report was provided and included recent data, facility improvements, and updates relating to BISD school meals provided by Southwest Food Excellence (SFE). It was noted that a fully equipped food trailer is now available for district use.
- Information regarding the 2026-27 Pre-Qualification events to be held in April for BISD Pre-K and Kindergarten is ready to be published and distributed in the coming days.

CONSIDER HIRING A DIRECTOR OF ATHLETICS

After completing a thorough interview process that included both external and internal applicants, the hiring committee recommended current BHS Assistant Principal Brian Harris as the new BISD Director of Athletics. The position replaces current acting Director of Athletics Mitch Moore, who is retiring at the end of the 2026 spring semester. BISD Trustee Roderick Jones moved to approve the hiring of the Director of Athletics as presented. Trustee Arrington seconded the motion. The motion passed unanimously.

CONSIDER RESOLUTION REGARDING STUDENT RELIGIOUS EXPRESSIONS AND SENATE BILL 11

Senate Bill 11 from the 89th Legislative Session adds Texas Education Code section 25.0823, which allows school boards to designate time each school day at every campus for students and employees to pray and read the

Bible or other religious texts. Trustee Thompson moved to approve the resolution confirming that the district's existing policies regarding student religious expression are sufficient for purposes of Senate Bill 11. Trustee Wilson seconded the motion. The motion passed unanimously.

CONSIDER APPROVAL OF 2026-2027 SCHOOL CALENDAR

The district's Site-Based Decision Making Committee met, as well as solicited input from campuses in order to develop three calendars for the 2026-2027 school year. The proposed calendars continue the modified schedule with a one-hour earlier dismissal on every Friday. The staff were polled for their preference and there were 247 who answered the survey. The poll results indicated overwhelming support for Calendar C which tallied 158 of the 247 votes. Trustee Thompson made a motion to approve calendar C based on the recommendation of the Site-Based Decision-Making Committee and the results of the employee poll. Trustee Arrington seconded the motion. The motion passed unanimously

CONSENT AGENDA

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

- Consider Approval of Administrator Contracts
- Consider Approval of Library Materials for March Purchase
- Consider Approval of Bond Budget Amendment
- Minutes from January 12, 2026 Meeting

Trustee Thompson moved that the Consent Agenda be approved as presented. Trustee Jones seconded the motion. The motion passed unanimously.

ANNOUNCEMENTS

- Team of 8 Training: 02/13/2026
- President's Day Holiday: 02/16/2026
- Spring Break: 03/09 - 03/13/2026
- Next Board Meeting: 03/16/2026

The meeting adjourned at 7:35 p.m.

Michael Cloy
President

Diane Thompson
Secretary