

# 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, May 19, 2025, at 6:30 PM in the Duncanville ISD Education Plaza, 710 S. Cedar Ridge Drive, Duncanville, TX 75137.

President Dr. Flowers LaSonja 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 that a quorum of the Board of Trustees is 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.

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

#### 1. OPENING CEREMONIES

##### A. INVOCATION

President Dr. Flowers

##### B. PLEDGE TO US FLAG AND TEXAS FLAG

Adrianna Fonseca, 2025 Valedictorian

President Dr. Flowers stated. Adrianna is a graduating senior at Duncanville High School Collegiate Academy, earning both her high school diploma and an Associate of Science degree through Dallas College with a 4.0 GPA and over 250 volunteer hours. She is passionate about healthcare and community service. Adrianna is the president of HOSA, National Art Honor Society and Junior Catholic Daughters of the Americas, as well as Vice President of DECA and a committee chair in student council. She's also a Rotary Youth Leadership Award recipient and a member of the National Honors Society and Spanish Honors Society. Adrianna has committed to the University of Pennsylvania where she will pursue dual degrees in economics and the Wharton School of Business in nursing at the School of Nursing.

##### C. ADMINISTER OATH OF OFFICE TO ELECTED TRUSTEES

Jody Lofton

Jody Lofton administered the Oath of Office to Elected Trustees. Good evening, President Dr. Flowers, board members and Dr. Goree. Can I please have Jacqueline Culton, Phil McNeely and Janet Veracruz join me at the front of the podium?

Ms. Lofton stated. If you please raise your right hand and repeat after me. I, state your name.

Trustee Culton repeated. I Jacqueline Culton.

Trustee McNeely repeated. I Phil McNeely.

Trustee Veracruz repeated. I Janet Veracruz

Jody Lofton stated. Do solemnly swear.

Trustee Culton repeated. Do solemnly swear.

Trustee McNeely repeated. Do solemnly swear.

Trustee Veracruz repeated. Do solemnly swear.

Jody Lofton stated. That I will faithfully execute the duties.

Trustee Culton repeated. That I will faithfully execute the duties.

Trustee McNeely repeated. That I will faithfully execute the duties.

Trustee Veracruz repeated. That I will faithfully execute the duties.

Jody Lofton stated. Of the Office of School Board Trustee.

Trustee Culton repeated. Of the Office of School Board Trustee.

Trustee McNeely repeated. Of the Office of School Board Trustee.

Trustee Veracruz repeated. Of the Office of School Board Trustee

Jody Lofton stated. Place one, Jackie Culton.

Trustee Culton repeated. Place one, Jackie Culton

Jody Lofton stated. Place two, Phil McNeely

Trustee McNeely repeated. Place two, Phil McNeely

Jody Lofton stated. Place three, Janet Veracruz

Janet Veracruz repeated. Place three, Janet Veracruz.

Jody Lofton stated. Of Duncanville ISD.

Trustee Culton repeated. Of Duncanville ISD.

Trustee McNeely repeated. Of Duncanville ISD.

Trustee Veracruz repeated. Of Duncanville ISD.

Jody Lofton stated. Of the State of Texas.

Janice Culton repeated. Of the State of Texas.

Trustee McNeely repeated. Of the State of Texas.

Trustee Veracruz repeated. Of the State of Texas.

Jody Lofton stated. And I will to the best of my abilities.

Trustee Culton repeated. And I will to the best of my ability.

Trustee McNeely repeated. And I will to the best of my ability.

Trustee Veracruz repeated. And I will to the best of my ability.

Jody Lofton stated. Preserve, protect, and defend.

Trustee Culton repeated. Preserve, protect and defend.

Trustee McNeely repeated. Preserve, protect and defend.

Trustee Veracruz repeated. Preserve, protect and defend.

Jody Lofton stated. The constitution.

Trustee Culton repeated. The constitution.

Trustee McNeely repeated. The constitution.

Trustee Veracruz repeated. The constitution.

Jody Lofton stated. And the laws of the United States.

Trustee Culton repeated. And the laws of the United States.

Trustee McNeely repeated. And the laws of the United States.

Trustee Veracruz repeated. And the laws of the United States.

Jody Lofton stated. And of this state.

Trustee Culton repeated. And of this state.

Trustee McNeely repeated. And of this state.

Trustee Veracruz repeated. And of this state.

Jody Lofton stated. So, help me God.

Trustee Culton repeated. So, help me God.

Trustee McNeely repeated. So, help me God.

Trustee Veracruz repeated. So, help me God.

Jody Lofton commented. Congratulations.

#### **D. 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 Dr. Flowers, all other trustees and everyone assembled here today. It is certainly my pleasure to present this superintendent report on May 19th, 2025, superintendent's report. If you look at the picture on the cover, this shows our cover story, which is the city-wide Field Day. Earlier this month, students had a blast at the City Field Day. Leading up to the Field Day, the weather had been rainy and overcast, but the day turned out to be perfect for our students. Our fourth, fifth and sixth grade students from across the entire district came out to compete. It was so much fun to see them engage in individual races, relays, softball throws, standing board jumps, and tug-of-war. Thank you to all our PE teachers and coaches for organizing this event. And thank you to all the teachers and leaders that supported this day.

This year's Multicultural Fair hosted by the Language Acquisition Department featured a rich array of cultural displays, performances, foods and activities that transported attendees to different corners of the world. Families had the chance to engage in hands-on activities like making Hawaiian leis, creating

African-inspired necklaces, and creating beautiful tissue paper flowers, a nod to cultural traditions spanned throughout the globe. In addition to these activities, community organizations were on hand to provide valuable information and services while food vendors delighted guests with flavors from around the world. Thank you to all who participated in this great event for our students, family and community.

District Teacher of the Year is the highest honor that we bestowed upon a teacher. This journey to District Teacher of the Year begins in February when each campus nominates and selects their Campus Teacher of the Year. Then each Campus Teacher of the Year is invited to apply to become the District Teacher of the Year, which includes a rigorous panel interview and the submission of a comprehensive application packet. We're honored to have Simone Parker and Stephen Harrell as our District Teachers of the Year. They will now compete for the Teacher of the Year for Region 10 and then I'm sure they'll go on to compete for the state honor. Simone and Stephen lead with impact, and we appreciate all they do.

Alexandra Vega recently competed at the HOSA State Conference. Alexandra achieved an impressive second place in interview skills competition, ranking among the top in the entire State of Texas. Alexandra just recently had a career change from the engineering field to the health science field. This was Alexandra's first year in HOSA. After high school, she will attend Texas Women University majoring in biology on a pre-medical school track. She is a first-generation student. As Alexandra wants to become a pediatrician, she loves dealing with kids and she always takes care of her brothers and sisters. Alexandra will now advance to the HOSA International Leadership Conference in Nashville, Tennessee to complete. Let's give her a round of applause too.

Alexandra, are you in the building? We will bring her back to the board to honor her though.

For the sixth consecutive year, that's right, sixth consecutive year, Duncanville ISD has been recognized as one of the best communities for music education. To earn this honor, the committee reviews how we fund the arts, our graduation requirements, music class participation, instructional time and the overall support for the music community. Congratulations to our fine arts teachers and leaders for helping us receive this national recognition for the sixth time in a row. Let's give that a round of applause too. Truly the City of Champions on many levels.

Well, we have officially broken ground on the new CTE addition at Duncanville High School. I want to thank everyone who participated in the groundbreaking ceremony last week. Special thanks certainly go to our entire community for supporting the \$170 million bond. Your investment will have a huge impact as we provide more opportunities for our scholars. Thank you.

This year we held our seventh annual Duncanville Reads in partnership with the Duncanville ISD Educational Foundation. This year's authors came from all over Texas. The authors visited campuses and shared their love of reading and writing with our students. Our students were truly inspired by their stories. Thank you to our librarians, as well as the Duncanville ISD Educational Foundation for your efforts to coordinate this impressive literature event for our students. This is truly something that is unique to our school district. Thank you. And Dr. Flowers, that does conclude our superintendent's report for the month of May. Thank you.

## **E. RECOGNITIONS/COMMENDATIONS**

### **1. DONATIONS**

Brandy Mayo

Brandy Mayo presented Donations. Good evening, Dr. Flowers, board of trustees and Dr. Goree. I'm extremely honored to be able to present the May 2025 donations to you today. We want to extend our gratitude to Phillips Price Realty, donated to the Panther Pantry. Yamili Guardo donated food items to the Panther Pantry. SW-DARSE donated food items to the Panther Pantry. And Dennis P. Bergeron and Eleanor Bergeron donated statues, a megaphone and a microphone to Duncanville ISD. We are so grateful for our community support and our partners. And we want to extend our gratitude out. So, thank you so much.

### **2. U.N.T. DALLAS PARTNERSHIP**

Dr. Winnifred Goodman

Dr. Winnifred Goodman presented the U.N.T. Dallas Partnership. Good evening, Madam President Flowers, board of Trustees and Dr. Goree. Thank you for this opportunity to recognize five individuals who work in our district who are UNT Dallas graduates as of Tuesday.

This past Tuesday we had those five people, and I will call them and ask them to come up. Ms. Jouet Daniels, please come up to the podium. Anise Johnson, Michaela Malone, Katherine McGuire and also KeAndra Mason, who is not with us this evening.

Board of Trustees, if you'll recall, two years ago we came to ask for your support in a partnership with a second cohort of future leaders in partnership with UNT Dallas. You committed to paying 50% of their tuition if they would pay the other half for them to receive a master's degree and invest in our leadership pipeline. Well, the good news is they were able to participate in this program and because of our partnership and a scholarship through Texas Instruments, they were awarded a full scholarship.

We are Panther Proud because as of last Tuesday, they have all graduated with their master's degree in educational leadership and three of them have already completed their principal certification, all in partnership with UNT Dallas. We want to first thank them for their commitment to Duncanville ISD and let them know how proud we are. And thank you again, Board, for your support in this endeavor. At this time, I want to ask if there are any principals in the audience, school leaders, any friends or family that are here to support them this evening. I will ask them to stand at this time and be recognized. We know that this was truly a commitment, not just for them, but also for our district. So, thank you again, Board. At this time, we're going to ask if you all can take a picture with them.

Trustee Fahey asked. May I ask a question? I know Michaela is one of ours, a graduate. Any others graduate from Duncanville High School? That's good. Yay, Michaela.

President Dr. Flowers commented. Thank you, Dr. Goodman. I had the privilege of being at their graduation. And so many of the instructors really bragged about our candidates. So that was really good to hear and see.

### **3. JERRY BOYD, CROSSING GUARD**

Chief Max Geron

Chief Geron recognized Jerry Boyd, Crossing Guard. President Flowers, trustee members and Dr. Goree, I'm excited to recognize Mr. Jerry Boyd. If I could ask him to join me here at the podium. Mr. Boyd is a crossing guard, but that doesn't define who he is and what his character represents. Rain or shine, crossing guards are on duty to keep our students safe. On March 24th of this year, one of our crossing guards, Mr. Jerry Boyd, not only kept our students safe, but he put himself in harm's way and saved the life of one of our students. As a vehicle came, he shoved the student out of the way and took the injuries himself and ended up in the hospital for an extended period of time. So, Mr. Boyd, in recognition of your bravery, we want to honor your life-saving effort with this certificate and a token of appreciation. I would ask that we please give Mr. Boyd a round of applause. And my script tells me to ask if you have family here, but I already know the answer to that. So, if your family would stand and be recognized as well. And if you will step over for a picture.

#### 4. DHS PANTHERS IMPACT REPORT: SUMMER COLLEGE IMPACT

Dr. Sam Nix

Dr. Sam Nix presented the DHS Panther Impact Report: Summer College Impact. President Flowers, members of the board, Dr. Goree. Year after year, I have the pleasure of standing at this podium asking for you to approve summer tours for our students. And year after year, you always come through as a board, supporting this endeavor for our students. And this is a huge payoff for our students. So today we're here to talk about the impact of these college tours and just to recognize. So many of them make their college selections based on this experience. Board, you have helped transform and change the trajectory of our students' lives.

As Mr. Cain prepares for the next DHS Panthers Impact Summer College tour on July the 20th through August the 3rd, I want to shine a on 15 fabulous students and then tell you more about four phenomenal students.

These students participated in college tours and have selected top tier Texas schools to further their education. So, you see here, Duncanville High School Academy, Madison Bailey, Kadence Cross, Laila Elizondo, and then Duncanville High School's Jonathan Chacon and Naomi Alexander. All of those will be going to schools that they visited in state.

These 10 students are headed out of state to some of the most remarkable universities. You look here at Syracuse University, Malani, and Matthew George going to the University of Connecticut, and Marlon Marquez going to Colorado. Madison going to Yale and Giselle going to Princeton and Preston finally committing to Columbia. Yes. Toss up there. He had so many schools. DHS Collegiate, Rafael, going to Western Reserve University. Brian Nash is going to the University of Michigan. Adrian is going to the University of Michigan. And Adrianna is going to Pennsylvania as we've talked about earlier.

So far this year, they've amassed over \$5 million in college scholarships. 100% of these students are attending four-year universities with over 200 college acceptances. We are so proud of these students. We appreciate their parents for seeing the value in these college tours, approving them to go. Over the years, all their teachers, their leaders have poured into them and have prepared them for the beautiful and prosperous life after graduation. Before I introduce these four phenomenal students to you, I would like to invite the person that has used his platform leading the Youth and Government Program for the

last 13 years to transform the life of our students. Mr. Cain, will you please join me at the podium, please?

Mr. Cain, my script says one thing, but I'm going to say another. I've watched you since you were at Kennemer Middle School. And I have watched and partnered with you and just watched your impact on students and your heart for students and just the passion you have for making sure that our kids have the best, are exposed to the best and are prepared to give their best. Statewide, your name is known as the preparer of students, right? For YAG. Right? I want to thank you for everything you do. You exemplify what it means to lead with impact, what it means to be an example for our children. You drive growth. You value people. You inspire results. You lead change. You're a learner. You're constantly wanting to know how to get better. You don't mind taking feedback. And you elevate excellence. And that's what leadership is in Duncanville, and you exemplify that.

So, I personally want to thank you. And I know just on behalf of the district, we just want to thank you for everything you do and everything you've done for our students. We want to also just take a moment just to say not only thank you, but you've spent so... You have a family that you have now. And you and your family invest in these children. So, thank you for everything.

Mr. Cain, this is for you. I'm going to ask if you stay here while I invite some very special individuals up. I'm going to invite Adrianna, Madison, Giselle and Preston to join us up here, please. Board, please allow me to introduce four stellar Duncanville High School students who participated in the college tours, which helped them to determine which college they were going to choose. Now this has already been read, but it's worth reading again. The board President already recognized, but if you don't mind, I'll do it again.

Adrianna Fonseca is graduating from Duncanville High School Collegiate Academy with a 4.0 GPA, over 250 volunteer hours and an Associate's of Science degree from Dallas College. Passionate about healthcare and service, she has volunteered at hospitals, her church and performed for 14 years with the Ballet Folklorico. Adrianna serves as president of HOSA, the National Art Honor Society and Junior Catholic Daughters. She's also vice president of DECA and a state finalist in multiple competitions. Committed to the University of Pennsylvania, she will pursue dual degrees in economics and nursing to lead and innovate in healthcare. I once again, want to introduce you to the one and only Adrianna Fonseca.

Our next amazing student is ranked second in her class. Madison Mbugua exemplifies excellence in academics, leadership, and service. She serves as DECA's Vice President of Test Preparation and as Community Service Committee Chair in Student Council. A State qualifier in Youth in Government and a varsity soccer player, Madison balances rigorous academics with diverse extracurricular activities. She completed a math-focused internship with GT School, volunteers with SAWA, a nonprofit supporting mental education in Kenya. Madison will attend Yale University where she plans to major in Applied Mathematics and continue making a global impact. Board, Madison.

Giselle Moreno, a senior at Duncanville High School, earned a full four-year scholarship to Princeton. Through the prestigious QuestBridge National College Match, ranked in the top 1% of her class, and a national Hispanic and first-generational scholar. She has completed 19 AP courses. A committed public servant, Giselle interned for U.S. Representative Jasmine Crockett, served on Senator Royce West's Student Advisory Council, and held leadership roles in Youth in Government and Model UN. She is

President of DECA, Vice President of NHS, and active in multiple honor societies. At Princeton, she plans to study government and economics, pursuing a future in law. Board, Ms. Giselle.

Last but not least, ranked 15th in his class, Preston Lee exemplifies visionary leadership and academic excellence. He serves as the Senior Class President, as Band President, as President of Youth in Government, Interactive Club, and the DECA Vice President of Operations, earning 10th place, globally.

As the 78th Youth Governor of Texas and Inaugural Councilman of the YMCA Youth Governors Association Council, Preston championed civic engagement statewide and beyond. He advises Texas Senator Royce West. And holds key roles in NHS and Rotary. A recipient of multiple honors, including the YMCA Youth Character Award, Preston will attend Columbia University as a John Jay Scholar, majoring in Political Science. Board, Preston.

Trustee Savage-Martin asked. Dr. Nix, would it be possible for them to just say what made them choose, once they saw their university? Just a couple of sentences. What about that process? So, you're talking to juniors this year that will be seniors next year.

Adrianna Fonseca responded. Choosing the college that I committed to was definitely a process. And it was really seeing what I wanted to do in the future that led me to want to go to that college. And knowing what impact I could do once I attend.

Madison Mbugua responded. Similarly, as for choosing the school I wanted to go to, I think a big part is also seeing what you want to do after college. And looking at the school and seeing if I was like a good fit. I was able to visit the school. And the community was unmatched. I knew once I got there that that was the place for me.

Giselle Moreno responded. I chose Princeton University mostly because of their huge undergraduate focus. I also got the opportunity to visit the school through the college tours. And I really realized that I could see myself there, and I could find myself in a community there, and see other people that are also high-achieving students and want to accomplish great things. And serve the community. So that's why I chose Princeton.

Preston Lee responded. I chose Columbia because I really knew that I needed to be pushed. I had options, but I knew that for the goals that I had for myself and what I was planning to do within the next four years, I needed to be pushed, and I needed a space that would allow me to grow, and also to take what I've learned, and apply that in so many different places.

Mr. Cain added. Just real quick, I do personally want to thank all the Board members, Dr. Jordan, Mr. Minnix, just for the continued support of the Panthers Impact Program. I think it's funny that we named that four years ago. Dr. Goree came in and his whole motto was, Lead With Impact. So, I almost feel like that's what it's all about. I look forward to this summer, going on the college tour again. I know you guys always challenged me, "Hey, we want to double it."

If you can see what these 15 kids did, \$5 million out of the 17, that the senior class, that's 15 kids. Can you imagine if we took 50 kids, right? And it always is about experience and exposure. And I'll put our

Duncanville kids up against any in the country if you give them the same opportunity.

Dr. Nix concluded the presentation. At this time, would any parents, family, friends who are here to support these amazing students, please stand and be recognized?

Also Board, at this time, if you won't mind, would you please stand to take a picture with these amazing students?

President Dr. Flowers commented. In the spirit of recognition, we had the opportunity to go by the Shine before coming back for Board, and attend the Fine Arts signing. So, congratulations to all the students who signed today with Fine Arts.

## 5. INTRODUCTION OF GIRLS' HEAD BASKETBALL COACH

Pam Brown

Ms. Pam Brown introduced the Girls' Head Basketball Coach. Greetings, Board President Flowers, Board of Trustees, Dr. Goree. I am going to ask Coach Robert Amboree to join me at the podium.

We are excited to announce the appointment of Robert Amboree as the new Head Girls' Basketball Coach. With 22 years of coaching experience, Coach Amboree is already a valued member of the Panther family. He was currently serving as the First Assistant Varsity Coach for the Girls' Basketball Team. He has played a key role in our team's remarkable achievements, including guiding them to 6-A Division One Regional Finals Championships games during the '24-'25 school year. And leading the team to victory in the 6-A Division One State Championship in the '23-'24 school year.

In addition to his work in Duncanville, Coach Amboree has had extensive experience as a Head Girls' Basketball Coach at Fort Bend ISD. He has also served as the Head Basketball Coach for Cy-Fair, Nike Elite, and DFW Elite Athletic Union Basketball Teams.

Throughout his career, Coach Amboree has been committed to coaching and athletics year after year. He holds a bachelor's degree in Pedagogy and Kinesiology from Houston Baptist University, and is certified in physical education, and special education. With a proven track record of developing winning strategies, motivating athletes, and fostering a team-oriented culture, Coach Amboree is poised to continue elevating our program. Please join us in welcoming Coach Amboree as our new Head Girls' Basketball Coach.

Coach Amboree let me know that his family was not able to make it tonight, but we know that they are proud of him. Thank you, Coach Amboree.

President Dr. Flowers commented. Congratulations coach. I had the privilege of attending the family meeting. And the coaches, the parents, the students all voiced how much they wanted to follow your leadership. So, congratulations and welcome aboard.

## 6. PRESIDENTIAL PRESENTATION

President Dr. LaSonja Flowers

President Dr. Flowers presented Presidential Presentation. I'd like to take this time to thank the entire team, our community. I've been looking forward to this for about a month, because this year as President was exciting for me. And most things are, if they are engaging children. And so, I just wanted to take this time to say it's been a great run. I had a great time. It was a lot of fun. Thank you, guys, for allowing me to be me and everything that means. And at this time, I want to share this presentation.

Video. As I close out my year as President of the Duncanville ISD Board of Trustees, I want to express my heartfelt gratitude to the Board, our district leadership, and our incredible community. It has truly been an honor to serve in this role. Thank you, trustee Phillips, for the nomination.

With a career that has spanned the classroom, the principal's office, whether in comprehensive, magnet, or continuation schools, and now the university setting, where I helped train the next generation of educational leaders, I've always believed in leading by example and staying grounded in the real work of education. I made the commitment from day one to serve all students, staff, and Board members with fairness, transparency, and purpose. I let my work speak for itself.

This year, we accomplished a great deal together. I met weekly with our Superintendent to ensure alignment and open communication. I played an active role in shaping our Board agendas, visited summer school sites with the Superintendent and took our Board's voice beyond Duncanville, as a presenter to TASA, TASB and Black Caucus.

I served on the School Safety Committee, helped implement a data workshop to raise academic awareness for the Board, and proudly supported our students at countless events, from YAG conference to job fairs, track meets, football, basketball, band competitions, and J-ROTC Banquet.

I was honored to be invited by Coach Green to speak to the Girls' Track team on resilience. I was also honored to be the guest speaker for the Youth in Government banquet and many other events. Each of these moments reminded me why I serve, to uplift young people, to support staff members, to ensure safe and supportive schools, and to create opportunities for every student to thrive.

This year reinforced that leadership isn't about agreement, but about consistency, collaboration, and a focus on students, above all else.

As I pass the baton, I remain committed to serving this district with integrity, determination, and excitement. The work continues and I am proud to be a part of it. Thank you for the opportunity to serve as School Board President for the '24-'25 school year. And to Dr. Goree, thank you so much for your spirit of collaboration. I am especially proud to have been the first president of your first full year. It has been a lot of work, but we made it fun. Thank you so much for your partnership.

## **2. COMMUNICATION FROM CITIZENS TO DISCUSS PENDING AGENDA ITEMS BEFORE THE BOARD**

President Dr. Flowers stated. We will reserve communications from citizens on any other topic for the end of the meeting. For communications from citizens regarding an agenda item, we received one card. And before you make your way to the front, please allow me to read the following.

State law prohibits Board members from responding to speakers in public forum, unless the topic regards a matter specifically posted on tonight's agenda. The Board will carefully consider any concerns

expressed. And an administrator will investigate the matter. At your request the administrator will contact you regarding your concern. Speakers will limit their comments to three minutes. If more than five speakers are present, speakers must limit their comments to two minutes. Any discussion concerning specific personnel is prohibited in open session. If you wish to address the Board regarding a personnel matter, please contact the Superintendent's Office to schedule the matter for a future closed session meeting.

Having stated that, when I call your name, please come forward, state your name and your address and you have three minutes to address the Board.

At this time, I call Dale Kaiser.

Mr. Dale Kaiser addressed the board. Good evening trustees, Board President, Dr. Flowers, Superintendent Goree. My name is Dale Kaiser, and I reside at 534 Frank Keesler Boulevard, Duncanville, Texas 75116. I'm a Duncanville ISD taxpayer. Represent Duncanville NEA, and I'm a US Government teacher here at the high school.

Duncanville NEA, Southwest AFT, and the 504 employees who sent you letters encouraged you to vote for the '25-'26 teacher salary schedule that is on your action agenda. This increase will greatly benefit your teachers, especially the ones like me, who brought home less this year than we did last year because of insurance increases. It will also help to improve Duncanville's standing in area salaries and hopefully move us into the top 30 of Metroplex pay in the Metroplex.

Next, I'd like to encourage you to move the District of Innovation agenda item from the Consent Agenda to the Action Agenda. There are several problems that we see with this. Certification requirements for teachers and other educators and counselors, our students deserve to have a certified teacher preparing them to be college and career ready. One of our biggest challenges is that our pay has not even made the top 30, in comparison with school districts in the Dallas-Fort Worth Metroplex. Hopefully, your action tonight on the teacher salary schedule will help that.

Probationary contracts, the five of April, allowing for an additional year or years for experienced teachers to be on probationary contracts will be a deterrent for experienced teachers to come to the Duncanville ISD. Teachers know, I know, that it is much easier to be non-renewed for little or no reason at all on a probationary contract. And this will reduce the likelihood that they will come to the Duncanville ISD.

Minimum attendance for class credit. The Legislature put this in place trying to ensure that students are in class. The problem is that we have enabled our students to not come to school, to not show up for class, by doing attendance recovery. Fifty-four-and-a-half percent of my first period seniors did not show up the class until at least 7:50, if they showed up at all. They lose, effectively, 20 minutes of instruction each morning. And those who do come, lose it, too, because I'm constantly letting kids in. We have hundreds of students walking up and down Main Street at 7:45 AM when school starts at 7:30. We have lots of students just roaming the halls all day long. Mr. Byrd and the admin try to do what they can, but they don't have enough resources.

Class size, class size ratio. The State already provides an opportunity for districts to get waivers for those. No need to just waive them altogether.

And finally, let me ask you this. This week in the auditorium, seniors who didn't come to class, failed classes, they'll sit there for a little bit, on Edgenuity, they'll get credit, they'll make up 30, 40, 50 absences in two-and-a-half days and they'll graduate. Is that really getting our students college and career ready? Is that excellence everywhere, every day? Is that being the Lamborghini?

President Dr. Flowers stated. Mr. Dale, I apologize your three minutes is up. Thank you so much. Thank you for coming to the meeting.

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

The board went into closed session at 7:16 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. CONSIDER THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE A CHIEF OF POLICE**

Pamela Brown

**2. CONSIDER THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE AN EXECUTIVE DIRECTOR OF TECHNOLOGY**

Pamela Brown

**3. CONSIDER THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE A CHIEF OF FINANCIAL OFFICER**

Pamela Brown

**4. REORGANIZATION OF THE BOARD**

Dr. T. Lamar Goree

**4. RECONVENE IN OPEN SESSION AT 7:45 PM**

**5. BOARD ACTIVITIES**

**A. REORGANIZATION OF THE BOARD - ELECTION OF OFFICERS**

Dr. T. Lamar Goree

**Trustee McNeely nominated Trustee Jackie Culton for President; Trustee Savage-Martin seconded the**

**nomination. Trustee Jackie Culton was elected as board president 7-0.**

President Dr. Flowers commented. Congratulations, Trustee Culton, President Culton, and the Culton administration.

So, President Culton, you will continue the rest of this meeting. And maybe I can get back to my old seat, but I'm moving.

President Culton commented. Thank you. Board. I am just overwhelmed. I guess I won't give a speech now. I'm going to take a little time, feel, not very much. But to serve with such a Board that has a heart for the students and the staff. And to serve with the Superintendent and the rest of the Duncanville team is an amazing experience. We are going to do our very best to make sure that we serve the students and the staff well. I'm just overjoyed. We're going to just continue to do what we've been doing, and that's pull our sleeves up and get to work. So, thank you, all. Thank you, team, for placing confidence and faith in me. And it's just my pleasure.

**Trustee McNeely nominated Trustee Janet Veracruz for Vice-President; Trustee Fahey seconded the nomination. Trustee Janet Veracruz was elected as board vice-president 7-0.**

**Trustee Veracruz nominated Trustee Cassandra Phillips for secretary; Trustee McNeely seconded the nomination. Trustee Cassandra Phillips was elected as board secretary 7-0.**

Trustee Dr. Flowers stated. Madam President, while we're doing the reorganization, I have a gift for you. As I mentioned in the video, the passing of the baton. In my normal cheerleading presentation, I pass the baton of President to you.

President Culton commented. Thank you very much.

Trustee Dr. Flowers commented. I like traditions.

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

**Trustee McNeely made a motion to approve the superintendent's recommendation to issue a one-year contract to Max Geron for the position of Chief of Police; Trustee Fahey seconded the motion. Motion passes 7-0.**

**Trustee McNeely made a motion to approve the superintendent's recommendation to issue a one-year contract to Darla Moss for the position of Chief Financial Officer; Trustee Phillips seconded the motion. Motion passes 7-0.**

**Trustee Phillips made a motion to approve the superintendent's recommendation to issue a one-year contract to Christopher Malone for the position of Executive Director of Technology; Trustee Savage-Martin seconded the motion. Motion passes 7-0.**

President Culton commented. We just hired three great employees that we're glad to have on our team.

**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 move Item 8E to the Action Agenda Item, which will become F; Trustee Phillips seconded the motion.**

**Trustee Savage-Martin made a motion to approve the Consent Agenda as amended; Trustee Phillips: seconded the motion. Motion passes 7-0.**

A. APRIL 21, 2025 MEETING MINUTES

Jody Lofton

B. APRIL 28, 2025 BUDGET WORKSHOP MINUTES

Jody Lofton

C. BUDGET AMENDMENTS

Brandy Mayo

D. FINANCIAL REPORTS

Brandy Mayo

E. DISTRICT OF INNOVATION

Pamela Brown, Tellauance Graham, and Brandy Mayo

**Moved to Action Agenda 8.F.**

F. MEMORANDUM OF UNDERSTANDING (MOU) ANNUAL RENEWAL BETWEEN DUNCANVILLE ISD AND REGION 10 FOR GEAR-UP TRANSPORTATION

Dr. Sam Nix

G. SHARED SERVICES ARRANGEMENT AGREEMENT WITH IRVING REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF FOR 2025-2026 SCHOOL YEAR RENEWAL

Dr. Sam Nix

H. PURCHASE OF SURVEILLANCE CAMERAS FOR SPECIAL EDUCATION CLASSES

Dr. Sam Nix

I. BYRD MIDDLE SCHOOL - TRAVEL TO SKILLS NATIONALS ATLANTA, GEORGIA

Dr. Sam Nix

J. DUNCANVILLE HIGH SCHOOL - TRAVEL TO HOSA INTERNATIONAL LEADERSHIP NASHVILLE, TENNESSEE

Dr. Sam Nix

K. APPROVAL OF SCHOOL BUS PURCHASE - BOND FUNDS

Mari Zamora

L. YOUTH 180 MEMORANDUM OF UNDERSTANDING (MOU) RENEWAL

Tellauance Graham

**8. CONSIDER APPROVAL OF ACTION AGENDA ITEMS**

A. CONSIDER APPROVAL OF THE 2025-2026 TEACHER SALARY SCHEDULES

Pamela Brown

Ms. Pamela Brown presented Consider approval of the 2025-2026 Teacher Salary Schedules. Greetings, Madam President Culton, Board of Trustees, and Dr. Goree. I'm here to present tonight the proposed 2025-2026 teacher salary schedules. On this slide, you see a comparison of starting salaries for teachers in Duncanville ISD in comparison with some of the other districts in our region. Our district's starting teacher salaries are currently behind some neighboring districts in the Best Southwest and the broader DFW area. Our starting salary for teachers is \$58,500 for teachers with zero years of experience, with the exception of certified bilingual and special education self-contained teachers that start off with the \$62,500.

We are proposing that we add \$2,500 to each step of the teacher's salary schedule and/or teacher's pay. The new starting salary for teachers would be \$61,000 and the proposed starting salary for special education self-contained and certified bilingual teachers would increase to \$65,000. These salary increases are aimed at enhancing our competitive edge, supporting recruitment, and improving teacher retention in the district. These pay raises for classroom teachers will be part of the district's commitment to teacher recruitment and retention and would come from local funds. It does not include any teacher pay raises that would come from House Bill 2.

Pending board approval, this slide highlights where our district will stand in start of starting teacher pay compared to with districts in the region and the broader DFW area, and also comparing us to the Best Southwest. Duncanville, if approved tonight, would offer the highest salary for teachers with zero years of experience in the Best Southwest, and those are comparing us to Cedar Hill, DeSoto, and Lancaster, and some other nearby districts as well. This competitive edge would not only help us to attract new teachers but also strengthen the retention of our already dedicated staff.

So why now? It is crucial to begin recruitment efforts early as we are entering the prime hiring season for most school districts during this time. Advertising the new salary now would allow us to attract highly qualified educators from surrounding districts and help us to fill vacancies early in the summer. By July, many teachers have already committed to other districts, and it is oftentimes too late for them to get out of their contract if they're interested in coming to Duncanville ISD, so promoting this new salary early will help us to recruit and retain our staff that is currently within the district. Are there any questions?

**Trustee McNeely made a motion to approve the '25-'26 teacher salary schedules as presented?  
Trustee Phillips seconded the motion. Motion passes 7-0.**

**B. PURCHASE OF UPDATED AUTOMOTIVE LAB EQUIPMENT AT DUNCANVILLE HIGH SCHOOL  
Dr. Sam Nix**

Dr. Sam Nix presented Purchase of Updated Automotive Lab Equipment at Duncanville High School. Good evening, Madam President, Members of the Board, Dr. Goree. The Duncanville High School Automotive Lab was last updated in 2001, and so this requires immediate renovation to provide students with industry-relevant training. Not only are we talking about industry-relevant training. We're also talking about student safety. When we're dealing with heavy machinery, it's very important that the machinery works and that it works as intended so that we don't put our students in a situation where they have to kind of overcompensate for things or use machines as maybe they're not intended to be

used because of their age. So, to address this critical need, we propose the purchase of industry-recognized equipment from North Star Equipment, including a new brake lathe, aligner, and alignment rack. This investment will equip our students with the latest industry standard tools, enhancing their skills and preparing them for successful careers in the automotive field.

But I just want to also share that we received three quotes for this equipment. North Star was the least expensive of the quotes and one of the reasons that we went with them is because of the training that is provided with the equipment. Not just getting the equipment, but the training, the development, walking alongside us to make sure that our educators and our students have what they need to be successful in the use of this equipment. The other vendors that we vetted were John Bean and Snap-On, and those are pretty industry-recognized equipment. I'd be happy to answer any questions that you may have, but I would like to say that we have our director of CTE and CCMR of innovation, Mr. Winston Minix, here to support me just in answering some of the questions that you may have about the specifics.

Trustee Dr. Flowers asked. I don't know if you know the answer to this one, but I'm just wondering are we planning to move old equipment from culinary and the other things? Is that coming soon or do we have a plan to also purchase new equipment for ...

Dr. Nix replied. Yes. Absolutely. That's part of the bond. And so thankfully under the direction of Ms. Fields, we have been meeting about that and have identified it would be new equipment for the new space for our students, top of the line. All of that is covered in bond, and so no, there will not be moving of the old equipment to the new space. There will be new equipment for the new space.

Trustee Fahey asked. Yes, thank you. When we acquired the Toyota property that we later sold to the city, there were several of those car maintenance places. I don't know what they're called, the thing that raises the car and lowers. Did we get to keep any of that? Because then, it was top. That was Toyota and there were several stalls. Did we keep any of that equipment?

Dr. Nix replied. Trustee Fahey, I don't have the answer to that, but we can get that and I can make sure that we respond to you.

Trustee Fahey commented. Don't spend hours on it. I know we were able to use the umbrellas for the playgrounds for our children. But other than that, I don't know if we could use anything. I'm thinking that was a lot of expensive equipment in there. But anyway, don't spend hours on it. Really.

Trustee Savage-Martin asked. Will they get to expand in the old space?

Dr. Nix replied. We don't have currently in the bond project to expand that current space. That wasn't the scope of work that we approved or that the committee approved. But I do think that with some of this, and this is an assumption now and I need to be careful, but with the new equipment, streamlines, probably more ergonomically appropriate for the space. So, whereas some of that equipment is so large and kind of old, it's 2001, as we bring in new equipment, more standard equipment, it will probably create more space for us. But I don't have the specs and I can get that for you. Yeah.

Trustee Culton asked. What is the delivery schedule?

Dr. Nix replied. I'm going to now invite the director of CTE, Mr. Winston Minix, because he's a part of actually purchasing this.

Mr. Winston Minix added. Thank you, Board President, Trustees. To answer that question, the delivery and the installation will be, I believe, the middle of June. And just to let you know, in addition to some of the great questions you asked, the current machinery that they're using and equipment that they're using since 2001, they're not allowed to work on new vehicles, and so this is going to allow them to work on much newer vehicles.

**Trustee Phillips made a motion to approve the purchase of updated automotive lab equipment; Trustee Veracruz seconded the motion. Motion passes 7-0.**

C. PURCHASE OF DISTRICT VEHICLES  
Mari Zamora

Mrs. Mari Zamora presented the Purchase of District Vehicles. Good evening, President Culton, congratulations, Board of Trustees, and Dr. Goree. I'm pleased to come before you tonight with the opportunity to purchase new replacement vehicles for our white fleet. Currently, our district has 70 white fleet vehicles across six departments: maintenance, nutrition, police/security, technology, transportation, and the warehouse. The average age of these vehicles is 12 years old, with half being 13 years or older. With current year's funds, we're proposing to replace eight of some of our oldest vehicles. The quotes in your packet are for vehicles currently in stock and available for purchase. The proposed purchase, which is summarized on page 207 of your board book, includes four new 2024 pickup trucks and two new 2024 vans for maintenance, one new 2023 4x4 pickup truck for transportation, and one new 2025 suburban that will be used for staff to check out for travel. It'll be through the transportation department. These eight vehicles replace units that are, on average, 17 years old.

As I share, all new vehicles are in stock and ready for delivery. The 2023 and 2024 models include a model year closeout savings totaling \$8,500. All vehicles come with updated safety features and a three-year, 36-mile, bumper-to-bumper warranty, and a five-year, 60-mile warranty for powertrain, including engine and transmission, and these warranties begin at the time of purchase. The district has successfully purchased vehicles from Silsbee, their vendor affiliated with the TIPS Purchasing Cooperative. So now we're recommending the board approve the purchase of eight white fleet vehicles from Silsbee at a total cost of \$364,806. I'd be happy to answer any questions you may have and Mr. Hamrick, director of transportation, is also here to assist.

Trustee McNeely asked. Did you say they were 17 years old?

Mrs. Zamora replied. The average age of them, yes. The ones we're replacing.

Trustee McNeely asked. We're not going to squeeze 20 out of them?

President Culton asked. Will the current vehicles be auctioned or what will we do with them?

Mrs. Zamora replied. Yes. The ones that we're replacing, we would auction them off.

President Culton asked. I know we don't know until we auction, but what is the anticipated auction value?

Mrs. Zamora replied. Some of them aren't even running so we won't know until we get there. I mean, yeah, people will buy them.

**Trustee Savage-Martin made a motion to approve the purchase of eight white fleet vehicles from Silsbee at a total cost of \$364,806; Trustee Phillips seconded the motion. Motion passes 7-0.**

D. CONSIDER APPROVAL OF THE REQUEST TO THE TEXAS EDUCATION AGENCY FOR A STAFF DEVELOPMENT WAIVER  
Tellauance Graham

Mr. Tellauance Graham presented Consider Approval of the Request to the Texas Education Agency for a Staff Development Waiver. Good evening to President Culton, to all other trustees, and to Superintendent Dr. Goree. One of the expectations of our superintendent is that we get a complete understanding of all the opportunities presented to us by TEA. Tonight, I'm presenting the staff development waiver. It can also be known as the student instructional minute waiver. This waiver will allow school districts to count designated staff development minutes toward the required student instructional minutes. It provides flexibility in meeting the 75,600-minute requirement by substituting the professional development time for student instructional time on approved days.

Now the state requirement is that all Texas districts must operate at a minimum of 75,600 instructional minutes, which include recess, which include intermission and instruction. Duncanville ISD's current calendar has exactly 75,600 minutes. We also have three designated teacher professional development days. Staff development days were held on September 20th, 2024, January 6th, 2025, and March 17th, 2025, totaling 1,260 minutes of professional development. This waiver can give us up to 2,100 minutes added to our 75,600 minutes.

The purpose of the Staff Development Waiver allows districts to substitute development days for student instructional minutes. Each approved staff development day counts toward the 75,000 minutes requirement. Now why does this matter? Unforeseen closures. If our district were to close tomorrow for some type of issue, we would have to make that day up. And historical data shows that anytime we have a make-up day, our average daily attendance is lower than 70%. Also, if this passes, we can make up or we can use those three professional days, turn them into student instructional days, and we can regain funding for our transportation department.

The next slide shows our reported minutes for this year. You can look at the first six weeks and you'll see that we had 12,150 minutes. We had one professional day, which is 420 minutes. If you look at the fourth six weeks, 11,700 minutes, we had one professional day on January the 6th. And if you look at the last one in the fifth six weeks, which is March the 17th, a staff development day of 420 minutes. That totals 1,260 minutes. Again, those total of that 1,260 minutes can now be added back to the

75,000 minutes, which will give us 76,860 minutes.

Again, why now? If schools were to close unexpectedly, this waiver would ensure that we remain in compliance with the required instructional minutes, protecting our state funding. Approval allows us to convert professional days into instructional days, enabling us to claim transportation mileage for funding on those days. And last, submitting this waiver this year also gives us the opportunity to understand the approval process more clearly in case it's denied, important preparation as we plan to submit it early next year. Do you have any questions at this time?

Trustee Savage-Martin commented. So normally, you ask in advance of the year, not at the end, but because the situation isn't understood, we're doing it in arrears.

Mr. Graham replied. Two reasons. We learned about this a few months ago after clearly doing our homework on what it actually requires. And second, we can actually go back and gain those minutes for this year, which will allow us to gain funding for transportation. So, it's two reasons we would go ahead and do it this year.

Trustee Fahey asked. So, is this more about receiving funding than it is our students having the 75 six minutes?

Mr. Graham replied. It's a little bit of both. Again, ultimately we always want to do what's best for children at all times. Here it gives us an opportunity, if we have days this year, we had to make up a day in February. On that day, our attendance for that day was 62%. If we had this in place, we would not have to have made that day up. So ultimately it allows us to increase funding for the district and also allows, it's saying that teacher preparation is as important as student instructional minutes in certain times, but you should plan for this before school starts.

Dr. Goree added. Madam President, if I could add something to that. And I appreciate your question because initially when staff brought me this proposal, I looked at this as though, well, are we saying that we don't need to make up this time? But what I would assure the board is that there are so many opportunities and we learned so much coming out of COVID around unique opportunities to where we can make sure that students are still receiving high-quality instruction, they're still being held to the same standards and to the same requirements and not actually be at school. So those would be things that we would do, but I do want to reassure this board that we will continue to have those same requirements even if we execute this waiver.

President Culton asked. I know school is coming to a close, but if an event were to happen and we were not able to have our normal day, what would be the consequence if we didn't have a waiver, seeing that we have the 75 minutes, 75,000- 70. Yes.

Mr. Graham replied. If we had an unforeseen event tomorrow, we would have to make that day up next week and chances are no one would come to school on that day.

**Trustee Phillips made a motion to approve the request to submit a staff development waiver to the Texas Education Agency for the 24/25 school year; Trustee Savage-Martin seconded the motion.**

**Motion passes 7-0.**

E. YOUTH TRUSTEE ADVISORY COMMITTEE

President Dr. LaSonja Flowers

**Trustee McNeely moved to table this motion until a later date; Trustee Savage-Martin seconded given that we were not given any written information on the program.**

Trustee Dr. Flowers stated. I'm sorry, the presentation was made last month. I just don't want that on the record that there was no information. There was an information session.

President Culton stated. It's been properly moved and seconded that this item be tabled to an indefinite date. And with that, are there any questions or comments? If not, trustees, please cast your vote.

**Motion passes 6-1.**

F. DISTRICT OF INNOVATION – **Moved From Consent Agenda Item 7.E.**

Pamela Brown, Tellauance Graham, and Brandy Mayo

Ms. Pamela Brwon, Mr. Tellauance and Ms. Brandy presented District of Innovation. Ms. Pamela Brwon started the presentation. Good evening again, Board President Culton, Board of Trustees and Dr. Goree. Tonight, I am going to present information regarding our District of Innovation Plan.

So, what is the District of Innovation? In the 84th legislative session, Texas school districts were allowed to pursue the designation of District of Innovation. This provision allowed traditional ISDs some of the flexibilities that are currently allowable for charter schools, and it's also intended to allow greater local control and innovation to better meet the needs of the students.

In 2017, Duncanville ISD, the board of trustees approved the original District of Innovation with six exemptions under the DOI plan, which allowed flexibility to the minimum attendance for class credit or final grade 90% rule, the length of the instructional day, the uniform start date, or the first day of instruction, the campus behavior coordinator, the state certification requirements for teachers and other educators, and information regarding their probationary contracts and the 5-of-8 rule.

This slide shows the timeline of the District of Innovation plan and how it has progressed through Duncanville ISD. You can see here in 2015, it was approved by our Congress. In 2017, Duncanville adopted our first DOI plan. It was renewed in 2022 with one additional exemption, and tonight we are presenting a proposal for seven additional exemptions.

The amendment process for the DOI plan could be done at any time during the term. It does not require the district to adopt the entire document entirely, and it does not change the date or the term of the plan. The DOI plans must be renewed every five years and that original adoption date and the renewal dates from there on after remain the same.

So, tonight, these are the original six exemptions that I referred to earlier that were adopted in 2017, and I won't read them again, but these are the original exemptions. And one additional exemption was approved in 2022.

In 2022, this is the additional exemption, and it was dealing with the transfer of students or pretty much affecting our limited open enrollment students and the ability for students who transfer outside of the district with them requiring the application and doing that annually and making sure that they do not violate the terms of the agreement for our enrollment. And that deals with discipline, behavior and things of that nature, so that was an additional exemption that was renewed last year.

I'm about to get ready to go over some of our local proposed amendments for 2025. This slide shows all our proposed amendments for 2025, and we will further explain these on the slides in detail. In a minute, I'm going to ask Mr. Graham and Ms. Mayo to join me later.

The first slide outlines several exemptions that will provide us with the flexibility to address staffing needs if we are unable to find certified teachers. Our goal is always to hire certified educators first. The teacher shortage remains significant across the state and nationally. The University of Texas released a report that shows that 57% of new hires in the state are uncertified. So, this is not an issue that is unique to Duncanville ISD. It is impacting districts across the region and across the state. These exemptions will not be our first option, but they would allow us the availability only when absolutely necessary to hire individuals that are pursuing their teaching degree. They're enrolled in an educator preparation program to obtain their certification to address student needs, but they don't yet have that intern certificate.

On this next slide, it is referring to certified counselors. Again, our first priority is always to hire certified counselors. This exemption would provide us with flexibility if we are unable to find certified candidates. It would allow us to hire those pursuing their counseling certificate through an educator preparation program such as a university or Region 10, and even with the possibility of hiring LPCs, which our legislature also approved a couple of years ago.

If uncertified counselors are hired, and this is not our goal, the District will offer additional training and support to ensure their professional growth and success. This flexibility will help to ensure that students will receive the guidance that they need despite staffing challenges.

This slide addresses the probationary contracts. Teachers with zero years of experience may be placed on a probationary contract for up to three years. However, the 5-of-8 rule refers to teachers that have worked in public education for five of the past eight years and they have a probationary contract that can only be used for that one year. This exemption will allow us the flexibility to extend that up to three years. That is only needed if a teacher were to require additional evaluation before transitioning them to a term contract.

Before I get ready to transition this to Mr. Graham, I would like to know if I can answer any questions about any of the items that I have presented.

Mr. Tellauance Graham continued the presentation. To Board President Ms. Culton and to all the trustees and to Superintendent Goree, as we continue with the proposed amendments. The first one that I would like to present is the vape e-cigarette DAP placement amendment. Duncanville ISD requests an exemption from the current requirement that all vaping-related offenses result in a mandatory placement in the discipline alternative education program. Before this 2020 change in policy, District retained local discretion in responding to vaping incidents. Since that state-mandated zero-tolerance approach took effect, both vaping violations and DEAP placements have increased by 47%, straining the

campus resources and instructional continuity. Restoring flexibility to our principals will empower them to apply a wider range of evidence-based consequences, such as counseling, restorative practices, and short-term in-school interventions, rather than just defaulting to one DEA placement for every case.

The next proposed amendment is the attendance for class credit. Duncanville ISD requests the exemption from the 90% attendance rule required to award credit for final grades. Again, this amendment will allow the district to prioritize student learning, particularly for those students with unique needs by offering flexible, innovative instructional models. Attendance expectations will remain in place, but this flexibility supports retention and academic success. Currently, Duncanville loses between 50 to 100 students annually to dropout or district's offering virtual options. This amendment focuses solely currently on dropout prevention with the possibility of innovative classes in the future.

And the final proposed amendment is the class size, class ratio amendment. This amendment provides flexibility to maintain classes near that 24-1 ratio without compromising educational quality. Eliminating the 22-student cap and the waiver process empowers the district to make timely local decisions that keep students in their neighborhood schools and reduce unnecessary transfers. This approach supports classroom stability, personalized learning, and improves transportation efficiency by reducing the need to bus students to other campuses due to class size limits. It's especially important this year with elementary enrollment increasing following the reconfiguration. At this time, do I have any questions?

President Culton asked. With the class size, Texas Education Code 25.113 provides that we must give written notice of the exception to the parent or person standing in parental relation to each affected student. Would the exemption that we're asking for, speaking of tonight, would that exempt us from that requirement?

Mr. Graham replied. Yes. We will not have to give notice to the parent if we stay under the proposed ratio.

Trustee Fahey asked. Was there a committee to form these proposed amendments?

Mr. Graham replied. Yes. We've had several meetings with the teacher committees, we've had meetings with, our principals had opportunities to look at this. Of course, SLT had opportunities to look at this as well. This started back in the fall when Mrs. Wallace presented this information and several of those committees began at that time.

Trustee Fahey asked. But there was one committee to propose these amendments. Was there a group of people who proposed these amendments, or did you just go to different places?

Mr. Graham replied. These amendments were given to each department. For example, any of these amendments that fall in my particular department, I went through, and I studied other districts to determine some of the best possible ways that we could possibly implement this and would this fit Duncanville? We know that we have certain traditions here. We wanted to make sure that this would fit what we do in Duncanville.

Trustee Fahey asked. So, you as in SLT?

Mr. Graham replied. Yes. It started with the person in that particular department. We presented it to the SLT and then it started to go to the different committees that are in the district.

Dr. Goree commented. Mr. Graham, if I'm correct, DEIC saw this as well, right? The District Committee saw this. From DEIC it went on to the principals and it worked through those. It went through the teacher group as well. And all those groups had an opportunity to provide feedback to develop the final recommendation.

Trustee Culton asked. So, on the class ratio, if we are exempt from that, there is no max?

Mr. Graham replied. Yes. The 24 would be the max at that time.

Trustee Culton asked. I know it says a target. So that would be the max. So, it would be two students?

Mr. Graham replied Yes.

Ms. Brandy Mayo continued the presentation Thank you, Mr. Graham. President Culton, Board of Trustees and Dr. Goree. I am bringing you a proposed amendment to our Term of Depository Contract. So current law states that the term of a school district's contract with a depository bank is two years and allows for three additional two-year terms. We are currently with our first additional two-year term that the board adopted last fall.

The business services department is seeking an exemption for requirements regarding the term of a district's contract with a depository bank. The changes detailed in the presentation extend the current contract period for one additional two-year term. So instead of three additional terms, it allows for one more additional two-year term. Please keep in mind that every two years, the board does approve this extension, so there is extensive review of the contract to ensure fiscal responsibility, partnership with the district and the banking institution. Using this designation allows us to modify the state requirements to better meet our needs. It helps us gain flexibility to extend the banking contract beyond the standard limit, ensuring continuity with financial services and better long-term planning and strategic partnerships with our local vendors. Are there any questions?

Trustee Savage-Martin commented. I do remember in changing, it really affects the employees heavily and I'm sure it affects the finance department, but the employees especially having to change banks to where they cash their checks or deposit, what have you. And then I just saw something that I didn't know. So, at the end of that three additional two-year term, you would have to go out for a bid even if you were having a great relationship with that bank.

Ms. Mayo replied. That's exactly right. So even if we were having a great relationship with the bank, then we'd found them to be the most fiscally responsible partnership, we would have to go out for RFP. So, this does allow us an additional two-year term.

**Trustee Savage-Martin made a motion to approve the proposed amendments to the District of Innovation Plan as presented; Trustee Phillips seconded the motion.**

Trustee Fahey asked. Do we vote yes on all seven? Okay. It's not one by one, it's all seven?

President Culton replied. All amendments.

Trustee Fahey asked. All the amendments with one vote?

President Culton asked. Would you like to take them individually?

Trustee Fahey replied. No, that's okay.

**Motion passes 6-1.**

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

There were no information/discussion agenda items.

#### **10. COMMUNICATIONS FROM CITIZENS**

There were no communications from citizens.

#### **11. ADJOURNMENT AT 8:40 PM**

Trustee Phillips made a motion to adjourn; Trustee Veracruz seconded the motion.



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Dr. T. Lamar Goree  
Superintendents of Schools

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Board President

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Board Secretary