

Minutes of Regular Meeting The Board of Trustees Duncanville ISD

A Regular Meeting of the Board of Trustees of Duncanville ISD was held Monday, September 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 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.

The following trustees were in attendance: Jacqueline Culton, Carla Fahey, Dr. LaSonja Flowers, Phil McNeely, and Cassandra Phillips.

2. OPENING CEREMONIES

A. INVOCATION

Trustee Dr. LaSonja Flowers

B. PLEDGE TO US FLAG AND TEXAS FLAG

DHS Student Council Students Reese Carter & Eli de la Rosa

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 Update of Current District Events, Information, Operation, and Programs. Thank you very much, and good evening, Madam President, and other trustees and everyone assembled here today. It is certainly my pleasure to present our superintendent's report for September 15th, 2025, school board meeting. I'd like to start off by speaking to Attendance Awareness Month. September is set aside for Attendance Awareness Month, and student services launched a program this year entitled Champions Attend and Champions Win. Each Tuesday features themed dress up days to promote daily attendance including cap days and Western days. Campuses are spotlighted on the district's attendance scorecard with top elementaries and secondary schools recognized for their strong attendance. We know students can only learn when they show up ready to learn every day.

Today marks the start of Hispanic Heritage Month celebrated nationwide from September 15 to October 15. This month honors the invaluable contributions of the Latino community in strengthening our democracy. Duncanville ISD is excited to celebrate and showcase Hispanic Heritage programs and host

events on our campuses that highlight our students' talents and cultural pride.

Duncanville ISD is proud to host the Discover Duncanville ISD Fall Festival on Saturday, October 25th from 9:00 AM to 12:00 PM at Armstrong Park. In partnership with the city of Duncanville Parks and Recreations, this event will showcase several of our choice programs for the community. It offers a preview of what to expect at the Spring Champion Choice events. We sure hope to see everyone there.

We're so close to reaching our projected enrollment for the 25-26 school year. Currently, we have 10,981 students enrolled district-wide, which is 99.2% of our goal. A huge thank you to our student service department and campus support departments for their ongoing efforts in welcoming and enrolling new students. If you look at your projections, you'll see we've hit our projections at the middle school and at the high school level and we're just a little short of making our projection at the elementary level and look forward to welcoming students every day.

On Friday, September 12th, Duncanville High School hosted its annual college fair in the cafeteria, giving students the opportunities to meet representatives from over 100 colleges and universities. The event helps students explore future opportunities and look forward to taking the next step toward being college, career and military ready. That does conclude our superintendent's report for today. Thank you, Madam President.

D. RECOGNITIONS/COMMENDATIONS

Ana Avila

1. DONATIONS

Ana Avila

Ms. Ana Avila presented Recognitions/Commendations. Good evening, Madam President, Trustees, and Dr. Goree. Thank you for the opportunity to present the donations received in September 2025. Each month we are proud to share the incredible generosity of our community and the ongoing support that they show for Duncanville ISD. Please look at the screen as I read the donations for this month. Starting out with Hastings Elementary and Bilhartz Elementary, we have Golden Chick for \$200. The rest of the donations for this month are for Duncanville ISD. Starting with Concord Church, we have \$10,000. Antioch Fellowship Church, we have \$2,500. With Duncanville High School PTSA, we have \$25. The COLLAB of Wheatland Plaza, we have \$250. From BZB Financial Services, we have \$100. From Duncanville Outreach Ministry, we have \$250. From Neighborhood Credit Union, we have \$100. And last on this page, from Scooter's Coffee-Duncanville, we have \$25.

Moving on to more donations for the district. We have First Christian Church with \$1,000. Up next, we have DARSE for \$250. Next, AT&T store of Mansfield with \$100. Coffee Creek Media Group with \$25. Crunch Fitness of Duncanville with \$895.66. Duncanville Nutrition Lounge, we have \$250. With Glow Key Rings, we have \$50. From H&H Fine Arts Academy, we have \$25. From Hamilton Counseling and Consulting, we have \$250. And from Hot Worx-Cedar Hill, we have \$60. And finally, we got one more page of donations. We have House of Spain for \$150. Lavish Wink & More for \$200. Legacy Toyota of Dallas for \$500. Mirror Image Books for 250. New Life in Christ Lutheran Church for \$500. Performa A-Z Specialties, \$100. The Ear Hustler for \$100. And last but not least, the Odighizuwa Foundation for \$1,230. We are so thankful for these donations and the continued support of our community. And that

is all we have for this evening for this section. Thank you.

2. PERSONNEL INTRODUCTIONS

Pamela Brown

Ms. Pamela Brown introduced Ms. Brandi McIntosh Lee. Good evening, Board President Culton, Board of Trustees, and Dr. Goree. Tonight, I am pleased to ask Ms. Brandi McIntosh Lee if she would join me at the podium. We are pleased to welcome Ms. Brandi McIntosh Lee as the Director of Counseling for Duncanville ISD. With 30 years of experience in education, Mrs. Lee brings a strong record of leadership in counseling, campus administration and post-secondary readiness. She earned a Master of Education in school counseling from Dallas Baptist University, a bachelor of science degree from the University of North Texas and an associate of Arts degree from Southwestern Christian College. Her credentials include principal EC-12 and counselor pre-K12 certifications.

Mrs. Lee most recently served as the academic dean at the Collegiate Academy at Duncanville High School where she supported scholars in successfully transitioning to the college setting while strengthening systems for dual credit, academic support and student success. Her previous leadership roles include principal of Smith Elementary and assistant principal of Hardin Elementary and Alexander Elementary. She also has extensive experience as a counselor at both the elementary and secondary levels as well as classroom teaching experience in Dallas ISD. Her career reflects a consistent commitment to building strong systems of support for students, strengthening instructional practices and fostering college and career readiness. We are confident that Mrs. Lee's leadership will be a valuable asset to our students, staff and families and we look forward to the positive impact she will continue to make across the district. Please join us in welcoming Mrs. Lee as she steps into her new role.

Dr. Goree asked. Does she have family?

Ms. Brown replied. Oh, yes, I'm so sorry. Please, Mrs. Lee's friends and family, please stand. Thank you for that reminder. I'm so sorry.

President Culton commented. Thank you, Mrs. Lee. Congratulations. We're so happy to have you in this new role and we're sure that you'll make a real difference, so thank you.

3. BOARD MEMBER ANNOUNCEMENTS AND ACKNOWLEDGMENTS

Board Member

There were no board member announcements or acknowledgements.

3. COMMUNICATION FROM CITIZENS

There was no communication 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 6:43 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. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE A DIRECTOR OF ACCOUNTING
2. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE AN AREA SUPERINTENDENT
3. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE AN AREA SUPERINTENDENT
4. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO APPOINT AND HIRE AN INTERIM PRINCIPAL

Pamela Brown

5. RECONVENE IN OPEN SESSION AT 8:08 PM

6. TAKE ACTION ON ITEMS DISCUSSED IN CLOSED SESSION

Trustee Phillips made a motion to approve the superintendent's recommendation that we hire and issue a one-year contract to Alician White for the position of Director of Accounting; Trustee Fahey seconded the motion. Motion passes 5-0.

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

Trustee Phillips made a motion to approve the superintendent's recommendation that we hire and issue a one-year contract to April Wyatt for the position of Deputy Chief; Trustee Fahey seconded the motion. Motion passes 5-0.

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

Trustee Phillips made a motion to approve the superintendent's recommendation that we hire and issue a one-year contract to Rosa Hernandez for the position of Deputy Chief; Trustee Fahey seconded the motion. Motion passes 5-0.

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

Trustee Phillips made a motion to approve the superintendent's recommendation that we hire and issue a one-year contract to Elijah Granger for the position of Interim Principal; Trustee Fahey seconded the motion. Motion passes 5-0.

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

President Culton commented. We would like to congratulate all that were hired tonight, and we will meet them at the next board meeting.

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

Trustee McNeely made a motion to approve the consent agenda; Trustee Phillips seconded the motion. Motion passes 5-0.

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

A. AUGUST 18, 2025 MEETING MINUTES

Jody Lofton

B. AUGUST 23, 2025 MEETING MINUTES

Jody Lofton

C. APPROVAL OF THE MONTHLY FINANCIAL REPORT

Darla Moss

D. APPROVAL OF PURCHASES OVER \$50,000

Darla Moss

E. CONSIDER APPROVAL OF THE DUNCANVILLE HIGH SCHOOL BAND TRAVEL TO THE DISNEY IMAGINATION CAMPUS EXPERIENCE, MARCH 15-18, 2026

Dr. Samuel Nix

F. CONSIDER APPROVAL OF THE RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS DURING EMERGENCY SCHOOL CLOSINGS

Pamela Brown

8. CONSIDER APPROVAL OF ACTION AGENDA ITEMS

A. CONSIDER APPROVAL OF A RESOLUTION AUTHORIZING THE DEFEASANCE AND/OR REDEMPTION OF CERTAIN OUTSTANDING UNLIMITED TAX BONDS; APPOINTING AUTHORIZED OFFICERS THE AUTHORITY TO MAKE ALL DETERMINATIONS REQUIRED TO EFFECTUATE SUCH DEFEASANCE AND/OR REDEMPTION

Darla Moss

Ms. Darla Moss presented Consider Approval of Resolution Authorizing the Defeasance and/or Redemption of Certain Outstanding Unlimited Tax Bonds; Appointing Authorized Officers the authority to make all Determinations required to Effectuate Such Defeasance and/or Redemption. Good evening, President Culton, Trustees, Dr. Goree. The district has identified funds in the debt service fund to be used to prepay certain outstanding bonds to reduce the outstanding debt and create interest savings for the district and our taxpayers. The resolution we're asking you to consider tonight authorizes the Chief Financial Officer and/or superintendent to consult with the district's financial advisor to identify prepayment opportunities and to take appropriate actions to affect the defeasance and/or redemption. The district's financial advisor, Mr. Josh McLaughlin, is here tonight. He's going to review this matter with the board and answer any questions you may have.

Josh McLaughlin added to the presentation. Good evening, Madam President, members of the board, Dr. Goree. It's a pleasure to see you all again. Again, this resolution allows the district to move forward with a prepayment of bonds, whether it's redemption, where we pay off the bonds immediately, or a

defeasement where we put the money in escrow until those bonds are callable. Part of the reason for this is we just went through a legislative session. As you well know, TEA doesn't put up the final rules on a lot of its programs till well into the new school year. We have that on the debt service side this year with the hold harmless funding. We don't expect them to put out final rules until after the November election and then they won't put out their final template until March of next year. So, once we know all the available revenues that you bring in at your current tax rate, we can then look at the district's outstanding debt portfolio and look at which bonds we could potentially defease if there are excess revenues.

Currently, the district has roughly \$322 million of outstanding bonds. 259 million are callable prior final maturity. The benefit of actually prepaying debt is unlike a mortgage where you make an extra mortgage payment, your payments don't change right away. Your bond payments by doing a bond prepayment, a redemption or a defeasance get lowered immediately and that is a benefit to the taxpayers as well as it builds bond capacity for the district. So, with that, I'll be happy to answer any questions you might have.

President Culton commented asked. Thank you very much for appearing before us tonight. I do have a question. I know a lot of things are in limbo, but do we have any idea how much money we could possibly save or what?

Mr. McLaughlin replied. So that's really going to be a function of how much excess revenue that is potentially available to the district, how much fund balance you want to use to prepay bonds and the dollar amount of bonds that you can prepay. Once we know the dollar amount, we can then determine how much money that you can save. Based upon our initial review, we are thinking sort of a minimum of about 1.5 million. Again, that doesn't use fund balance. That 1.5 million would save taxpayers over 600,000 of future interest costs. The other nice thing about doing a bond prepayment versus a refinancing is the fees are extremely less. Typically, you're not paying an underwriter, you're not paying rating agencies fees, you're not paying us as your financial advisor. It is simply making an extra bond payment essentially.

President Culton asked. So that's prepaying, but we're in a deficit, \$18 million deficit. So how does that work?

Mr. McLaughlin replied. So again, there's two sides to the equation, right? Your operations, your day-to-day general fund balance, that is where the deficit is versus your debt service fund where you're actually projected to have a slight surplus.

President Culton asked. Okay. And that surplus amount, I'm sorry, is how much?

Mr. McLaughlin replied. Initial projections are about one and a half million. That said, again, TEA has not put out its final rules in terms of state funding assistance, so we won't know until sometime after you make your February 15th bond payment what the true excess revenues are to determine how many bonds you can actually prepay.

President Culton asked. So, you ensured a timeline with us. Could you recap that timeline as it relates to

what you're speaking?

Mr. McLaughlin replied. Exactly. Since you were a June 30th fiscal year-end, you make bond payments every August and February. Once we get past your February 15th bond payment, you'll have collected the vast majority of property taxes for the year as well as we'll have good or better idea from the state in terms of what state funding assistance, and then we can look at and say how much the district paid during the year in terms of its bond payments versus how much revenue it did collect, and then we could determine the amount. So sometime after February 15th and before your fiscal year-end of June 30th, we will run through that calculation with the district's administration, principally Ms. Moss, and then we'll determine how many bonds you could prepay, we'll come back to the board, give you the actual dollar amount and then move forward subject to your approval.

President Culton asked. Will you appear before us again before action takes place?

Mr. McLaughlin replied. Yes, ma'am.

Trustee McNeely made a motion that the board of trustees approve the resolution authorizing the defeasance and/or redemption of certain outstanding bonds of the district as presented; Trustee Fahey seconded the motion. Motion passes 5-0.

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

B. CONSIDER ADOPTION OF THE 2025 TAX RATE RESOLUTION

Darla Moss

Ms. Darla Moss presented Consider Adoption of the 2025 Tax Rate Resolution. Thank you again, President Culton, Trustees, Dr. Goree. Tonight, we're presenting the proposed tax rate for the current 2025-2026 fiscal year. The purpose of this item is to review and formally adopt the district's tax rate, which is a required step in finalizing our budget for 25-26. Adoption of the tax rate ensures the district can generate the local revenue needed to support operations, debt service and instructional priorities. Tax code chapter 26 requires the board to adopt the tax rate prior to September 30th.

The process of adopting the district's tax rate follows specific state requirements and deadlines. We began with the required public meeting to provide transparency and gather community input. This was completed on June 16th, 2025. In July, the certified property values were received from the appraisal district establishing the local tax base. In August, we conducted the local property value survey as part of the TEA funding requirements. The maximum compressed tax rate was determined by TEA, which set the baseline for our maintenance and operations tax rate. Tonight, we are at the final step in the process. The board must act by statutory deadline for tax rate adoption, which again is September 30th

to ensure that the district has the legal authority to levy and collect taxes for the 25-26 fiscal year.

As stated earlier, the TEA determined the maximum compressed tax rate of 0.6169. The MCR is added to the enrichment rate, which is 0.1283 for Duncanville ISD. The total of the MCR and the enrichment rate equals the total M&O rate. The tax rate we are proposing is composed of two parts, the maintenance and operations rate, which funds daily operations including salaries, utilities, and classroom resources. The interest in sinking tax rate funds debt service on bonds approved by the voters. The tax rate we are proposing remains the same as the total rate for the 24-25 school year.

Overall taxes property value in the district shows a decrease of 117 million. The M&O levy reflects a small difference compared to last year and that's likely due to the updated certified values and the additional \$40,000 homestead exemption that has already been applied. The M&O and I&S tax rate are unchanged from the prior year. The average taxable value of a home in the district has decreased slightly. This is likely the result of the homestead exemption adjustment. Because of these factors, the average homeowner will see a decrease in projected taxes compared to last year even though the M&O and the I&S rates remain the same. We are required by statute to calculate the no new revenue tax rate. That rate is 1.08655, which is 1.75% lower than the proposed rate. The figures provided tonight represent estimates based on certified values and state formulas. Individual taxpayer bills may vary depending on specific property values and exemptions. The key takeaway is that while tax rates remain stable, the average homeowner is expected to benefit from a reduction in their projected tax burden.

This table shows the board a five-year history of Duncanville's tax rates and the impact the tax rates have on a \$200,000 home. The homestead exemption has increased by \$115,000 over time and this date is calculated based on a \$200,000 home since the average home in Duncanville is just under \$200,000 as seen on the previous slide. Senate Bill 4 increased the state mandatory homestead exemption applicable to school districts from 100,000 to \$140,000 per eligible homestead. The increase is contingent upon the passage of the constitutional amendment, which will be on voter ballots in November 2025.

The total tax rate proposed for board approval is 1.1057. 0.7452 is for M&O, and 0.3605 is for I&S. Again, this is the same rate as we proposed for the 2024/25 fiscal year. Per statute, there is a required motion if the no new revenue tax rate exceeds the proposed rate, the required motion language is included in the executive summary, and the resolution is included in tonight's board package. It is recommended that the board approve the 2025 tax rate resolution as presented, and I am glad to answer any questions.

President Culton commented. Thank you very much for the very detailed report and for walking us through. It's very good to see that the tax rate has not increased from last year, and that as a matter of fact, homeowners are likely to see a decrease in the amount of taxes they pay.

And it's a little different how we have to state it, because yeah, there is actually no increase in the tax rate, but it's just based on the calculation, the state's calculation of the effective-

Ms. Moss replied. No new revenue rate.

President Culton commented. Yes, the no new revenue rate. Okay. And this is something that we must

do by September 30th is adopt the tax rate.

Trustee Phillips made a motion that the property tax rate be increased by the adoption of a tax rate of \$1.105700, which is effectively a 1.75% increase in the tax rate; Trustee McNeely seconded the motion. Motion passes 5-0.

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

C. BUDGET AMENDMENTS

Darla Moss

Ms. Darla Moss presented Budget Amendments. Thank you. The purpose of this item tonight is to present a budget amendment for the board's review and approval under Texas Education Code and the TEA's Financial Accountability System resource guide. The board of trustees is responsible for adopting and amending the district's official budget. Once a budget is adopted, any necessary amendments to reflect changes in expenditures or revenues must be formally approved by the board.

So, what we are proposing is a reduction of 1.3 million to the general operating fund. The details of that proposal are listed on this table. The three and a half million dollars that you see in the first item is in addition to revenue. This includes estimates of the teacher retention allotment, the basic cost allotment and the support staff allotments to be paid by the TEA. So, we're reducing our revenue on that side.

The offset for the teacher retention allotment is included in the 4.2 million salaries cost as an expenditure. You'll see that in the bottom line there. The \$107,186 is the net of positions that have been added and/or deleted since the budget was adopted by the board in June. And by reviewing historical spending, we identified funds that were included in the budget, but were not utilized in previous years. These items were adjusted in the current year budget in the amount of \$1.4 million. The \$630,090 reduction includes a reconciliation of the property insurance invoice to the budget, and the DCAD Dallas Central Appraisal district invoice was reconciled to the budget as well.

As stated earlier, the \$4.2 million includes the estimated expenditures for the teacher retention allotment. It also includes the 2% salary increase approved by the board in July. As a result of these changes, we are proposing a reduction of the general operating deficit from the current 18 million to 16.7 million. We will continue to evaluate expenditures each month with a focus on efficiency, sustainability and academic priorities.

The child nutrition budget, we are proposing a reduction of 193,287. This amount includes the additional 2% increase in salaries approved by the board in July. Our team also worked with child

nutrition staff to assess and identify staffing and operational efficiencies. The identified changes are included in the proposed reduction. We are not recommending any amendments at this time to the debt service budget.

This slide shows the side by side of the amendment we are proposing for board approval tonight compared to the board adopted budget, and these changes are minimal, but we are moving in the right direction. We have not yet evaluated enrollment and that could of course impact our revenue as well. And so just in summary, we're proposing a net reduction of 1.3 million to the general operating budget, 193,827 reduction to the child nutrition budget, and no changes to the debt service budget. I'm glad to answer any questions.

Trustee Phillips made a motion to approve the budget amendment as presented; Trustee McNeely seconded the motion. Motion passes 5-0.

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

President Culton commented. Thank you, Ms. Moss, for presenting a decrease in the deficit for reviewing the way that we spend our funds and to ensure that we are as efficient as possible.

Dr. Goree added. And Madam President, I'll also add that we do plan in October to have a detailed conversation more around the plans to continue to make reductions to our current deficit.

President Culton commented. Down is always good for in this case.

D. CONSIDERATION OF THE NOMINATION OF A CANDIDATE FOR THE DALLAS CENTRAL APPRAISAL DISTRICT (DCAD) BOARD OF DIRECTORS

Darla Moss

Ms. Darla Moss presented Consideration of the Nomination of a Candidate for the Dallas Central Appraisal District (DCAD) Board of Directors. Thank you again and I think the board is familiar with this item. This is something that you do routinely. I'll just share a few highlights of the process. All the information is included in your packet, but just for the public, there is a letter from the Dallas Central Appraisal District that you have. The election appointment is for two members to the board of directors for the Dallas Central Appraisal District. Duncanville is allotted 20 of those votes and this letter that we have received is the first step in the process. The next step is the nomination of the candidates. The nomination may be made only by resolution as adopted by the board and submitted to the chief appraiser before October 15th, 2025. So that's what we prepared for you tonight is that resolution.

Specific qualifications and instructions for any nominees are also included in your packet. Before

October 30th, 2025, the chief appraiser will prepare and submit a ballot of all timely submitted nominees to each taxing entity that is eligible to vote and a resolution casting the votes must be submitted by the board to the chief appraiser before December 15th, 2025. December 15th is a Friday. So, December 12th is when the resolution casting the ballots will be required to be submitted to DCAD.

Trustee Dr. Flowers made a motion for the board of trustees to nominate Trustee Cassandra Phillips to serve on the Dallas County Appraisal District Board of Directors; Trustee Fahey seconded the motion. Motion passes 5-0.

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

E. STRATEGIC PLAN UPDATE 2025
Tellauance Graham

Dr. Goree commented prior to the presentation. Madam President, as Mr. Graham is coming, I would like to give the board a little information as it speaks to our strategic plan and some of the information that Mr. Graham will be presenting today. As we looked at our strategic plan and we looked at our expected outcomes, certainly, the primary focus is improving student performance across all grade levels. Clearly, we want to make sure that we define accountability results, things that we can measure. The second thing was really aligning our financial resources to support our instructional priorities. If you'll remember, the strategic plan that we currently operate within began development December of 2020, which was right outside of COVID. The initial plan was designated to run from 2021 to 2026. Tonight, as we present the plan and as we look at a lot of data that we've received within the last year, or last six months really, if you look at three years' worth of test data, our desire is to extend some of those due dates to 2028.

We have refined and narrowed the primary focus to student achievement and fiscal responsibility, reducing the number of goals and ensuring that we're focusing on the main things. Again, when we look at the amount of data that we've received recently, we do believe that the smart goals that we've set based on where we are today will get us to where we need to be as a district. I'd remind the board too though that those goals that you are responsible for, such as early childhood literacy, mathematic achievement at the early grades as well as college career and military readiness are all incorporated in this plan. So, at this point I will ask Mr. Graham to present. Thank you.

Mr. Tellauance Graham presented Strategic Plan Update 2025. Good evening to President Culton, to all Trustees, and to Dr. Goree. The strategic plan matters because when we use it effectively, it's more than just a document, but a clear roadmap to our future. Our strategic plan should be something that any

stakeholder in our district can pick up and understand and know exactly where we're going in this district. Today, our strategic plan aligns our resources, our people, and our priorities around common goals. This iteration of our plan is about one word, and that's focus. We recognize that as a district we were trying to do too much with limited resources of time, people and funding. That reality led us to refine our approach, and we reduced our goals from 19 in the previous iteration to 12, so we could concentrate on truly what moves the needle in student achievement. Every priority now is intentional, and every goal is measurable, and if the initiative doesn't directly impact student learning, it doesn't belong in this plan. To sharpen this focus, we ensure that we provide you with meaningful data and provide you with clear evidence and progress for our future board meeting updates.

As we look at refining this plan, we're now grounding ourselves in three key steps. First, it's the current state of analyzing our data. Next, the future state of where we want our children and our school to be, and then the action steps that we will take to get us there. This year we are not just presenting a plan, but we're setting the tone for how we will operate in Duncanville ISD. The strategy only matters if it leads to results. That's why our plan is bold and clear this year, focusing on every student and every dollar. It reminds us that every decision must do two things, elevate student achievement and ensure that we make wise decisions with our finances.

As we look at our strategic plan, this year, our priorities will remain the same, but every department now plays a role in every priority. Student achievement isn't just about the academic's department and fiscal responsibility isn't just about the business office. All priorities focus on one priority, which is student success. Our performance objectives were built with lessons learned and designed to meet two guardrails, as Dr. Goree stated, accountability in raising our district performance is a must, and second, trustee goals must be addressed. That's early childhood literacy, early childhood math, and CCMR is College Career and Military Readiness.

As we continue, the first priority is student academic success, and as I review these objectives, please remember you will continue to receive updates on the performance objectives throughout the year. Our first performance objective is to increase the percentage of third grade students meeting grade level on STAAR reading from 34% to 43% by 2028. That is about a three-year gain each year, and we are currently at that 34%. Next, increase the percentage of third grade students meeting grade level on the STAAR math from 27% to 35% by 2028, and finally, as part of the accountability system, the TEA accountability system, improve the district accountability rating from Domain II school progress from 72% to 80% by 2028. Again, why did we choose these particular goals? First, we want to ensure that we meet those key components, ensure that we follow the trustee goals, ensure that students are improving, and ensure that our district gets that acceptable rating that we are striving for.

Our second performance objective, or priority number two, I'm sorry, priority number two has three performance objectives, and the first performance objective of priority number two is to increase the percentage of students graduating college or career ready from 89% to 96% by 2028. Again, priority number one focused on establishing that foundation of learning. But again, priority number two is about enrichment and engagement. It focuses on how well we're preparing our students for college and career readiness. So the first one is about CCMR, the second one is one that you've heard several times when increasing the average student attendance rate from 91% to 94% by 2028, which will net us somewhere in the ballpark of about \$2 million, and the last one is to increase the number of students

meeting TSI without College Bridge from 11% to 21%.

And to break that particular one down, TSI stands for Texas Success Institute. Is it an assessment that our 11th and 12th grade students take to show that they are prepared for college. When students pass both the math and the English portion and the writing portion of this particular test with a 950 or above, they will be TSI met, which means that now they will get a point in that first performance objective of CCMR. Now, there are several other ways that we can currently get that point through College Bridge, but College Bridge is going away in the future. So, our goal is to ensure that without College Bridge we can raise that 11% to 21% by 2028.

Next, personnel and professional development. Priority three goes without saying that teachers are our heart of success. Our goal is clear, recruit exceptional teachers, retain them and grow every new and developing teacher into a great one. So, the first performance objective is to increase the number of teachers receiving that TIA distinction from zero to 60 by 2028. Now, the TIA is the Texas Incentive Allotment that Ms. Brown talks about all the time. Texas Incentive Allotment. And of course, this is the first year that we're starting at zero. This is the base year for that. So right now, we're currently at zero.

Now, what does that mean? That means that as far as every goal being related back to priority number one, student success, teachers can only get a certain amount of money from between 3,000 and \$32,000 for the district if they are rated highly effective. So again, that is the first one that goes back... The alignment is there. It goes back to that first priority. Priority number two, increase the percentage of teachers holding a valid teaching certificate from 85% to 88% by 2028. And the last one of course is to increase the retention of certified teachers from 79% to 82% by 2028.

Our last priority, fiscal stewardship and operational excellence. Again, while the first three priorities focus on students and teachers, the final priority ensures that we have resources to make it all possible. It's about alignment, communication, and consistency within all departments. As we look at our first performance objective, increased instructional expenditures in function 11 from 52.7% to 60% by 2028. Function 11 is the classroom budget. It is how much we're spending on our teachers; how much we're spending on items that are happening during the day in the classroom. By raising this from 52.7% to about 60%, that will be adding about five to \$6 million to our budget in function 11. Again, we're putting the money where it affects children the most.

Next, improve our school first rating from an A, which we're currently at 90, to a 94 by 2028. Again, the Financial Integrity Rating System of Texas is that FIRST rating that Ms. Moss talks about all the time, and of course we want to continue to make sure that we're managing our money properly. Do we pay our bills on time? And of course, how much debt and several other things that go into that FIRST rating. And finally, we want to reduce our payroll expenditure by 5% from 85% to 80.3% by 2028, and that will allow us to cut about \$6 million from our budget.

As we finish with the key actions for this, we stated several times that the goal of this over the next three years is to ensure that we have data to show where we're going in this district to ensure that we have cross-functional teams, which means that each priority, several departments will be working on that particular priority. Not just the academics team for the student success priority, several departments will be working on that and monitoring that particular priority just as all other priorities.

And finally, as we move into our next steps, we have developed departmental goals at this time. Each

department has goals that will impact each priority. That work is already underway and as I mentioned at the start, everyone has a role to play, and we're going to keep track of those particular teams and establish and monitor this progress throughout the year. At this time, at the end of the presentation, do we have questions?

Trustee Fahey asked. Thank you. Tell me, the strategic planning committee of years ago, I guess it was 2021, I know many of those people are gone. Who were the members who developed these numbers, these percentages? What group was that? And I don't mean to defy or anything like that. I just hadn't heard much of these numbers until now.

Mr. Graham replied. Thank you for that question. This year we chose to do an update to the original plan, which means we didn't start over, and I say that because we are in a state of emergency here where we need to move quickly, therefore starting over a new plan at this particular time, we would've had to go through that particular process that you did starting in 2020, which would've taken a semester or two to complete in order to start over. Therefore, we wanted to ensure that we looked at the current data that we have, use that information to gather and create goals that are realistic and achievable and what's best for Duncanville at this time.

Dr. Goree added. One thing I'll add to that. I think a little bit about the who. We looked at the academic readiness team, which consists of all our academic executive directors as well as our SLT team. Those were the teams that came along. We worked very closely with assessment. When we talked about the numbers and what we wanted to achieve, we set those numbers based on where we currently are today, but then we looked at that stretch data as we relate to where we want to be and we looked at how does this get us to a B district in pretty much all of our situations. What I will tell you is that some of the goals, even though they seem low, they are aggressive if you look at realistically how these numbers flow, but we do believe that they are realistic things that we can accomplish.

Trustee Fahey asked. Do we have the same percentages, the same numbers that we developed back in 2021 and see how we scored on those? I mean, how it turned out. I mean, I can understand the change, but I would like to see how those goals were met back then.

Mr. Graham replied. And that's something that we want to ensure that you get during our board updates throughout this year. No longer will we come to you at the end of the year and just state or you not know where we're at during the particular year. But yes, we do have the data to show how we did on the previous goals.

Trustee Fahey stated. I would like to see that please. Thank you.

Trustee Dr. Flowers asked. Is that data part of the data that we were reported to have gotten?

Dr. Goree replied. I will tell you absolutely. What you're going to see is we can go back to your 2021 data and show you where we are today, but when you look at some of the data for some of those in-between years, it's just not good data. There was data there that is not good, but I do think it is fair that we started that 2021 and we can show the board where we would be. How we work toward achieving

that data. But there is absolutely your point, some of that data is just not credible and we can point out where that is believed to be the case. And that is critically why we had to start over. We had to start with new data because I can assure you data from last year was not reliable data. So, we had to do some cleanup.

Trustee Dr. Flowers asked. I have a question about our TSI, and we mentioned, of course, it's a test that we usually give to 11th and 12th graders. Is there a plan to start testing our students in eighth, ninth, 10th grade? Is there a plan to do that?

Mr. Graham replied. We have discussed that. I don't know if the plan is in place at this particular time, but they are looking aggressively at trying to push that down so we can ensure that students are prepared earlier than the 11th grade.

Trustee Dr. Flowers stated. You should have some notes or some records on that. We've been talking about that for a long time, but we are a TSI testing site, which means we have room to proctor the test on the high school campus, and there's so many advantages with being a TSI site, I'd like to see us come up with some plans for how we can take advantage of that and start testing our students before... The TSI scores help with CCMR for STAAR, but also, there's no reason that they have to start at 11th grade to take it. So, if we can take advantage of starting in ninth and 10th grade, then that's one less thing that juniors and seniors will have to do when they get there. So, Dr. Goree, we can meet about that in our one-on-one and then you share out with us.

Dr. Goree replied. Absolutely. Thank you.

Trustee Dr. Flowers asked. And then you mentioned the teacher incentive allotment being rated highly effective. What is that rating? Because that's not a rating on T-TESS. So, what would they have to get for the incentive?

Mr. Graham replied. I'm going to have to phone a friend on that.

Trustee Dr. Flowers stated. It's in one of your slides.

Ms. Brown replied. Good evening again. Board President Culton, Board of Trustees, Dr. Goree. Trustee Flowers, they must get proficient or higher and they must get that in every single indicator. So, no less than proficient.

Trustee Dr. Flowers stated. Thank you. So that's what we consider highly effective, proficient.

Ms. Brown replied. That is part of the teacher incentive allotment. The other part is they must meet that student growth factor. So, you can have a high evaluation, but if your student growth, the minimum is at least 55% student growth, that's the bench line. You have three tiers to the teacher incentive allotment, but the bottom tier is having what we call equivalent to what we say a 3.7 evaluation, and so with five being distinguished and so they have to have at least an average of a 3.7 score, which is at least proficient on every indicator and a minimum of 55% net growth for their student achievement. So,

a teacher would be considered to be effective if they met both of those categories.

Trustee Dr. Flowers stated. I was just concerned about the highly effective. That term isn't used with T-TESS and it just kind of threw me off. So, we may want to change that bullet or whatever that was. Thank you.

President Culton asked. I believe I heard that the department plans are underway. And then there's deployment and monitoring plans that will follow. What is the timeline for those?

Mr. Graham replied. Currently, on the 24th and 25th, we will complete the department plans. We have meetings set up. They are two-hour meetings with a consultant and I about exactly what we're going to do for the department's plans. After they create their department plans, they're going to create times that they're going to share out with the SLT department on updates for those particular department plans. Now, the ART team that Dr. Goree has spoken about has created our impact focus meeting for our principals. Those are meetings that we have with the principal where they'll go through their data and expectations throughout the year, and as we get that data, that's the data that we'll also come back and share with you during our board meeting updates.

President Culton asked. And so that's the monitoring plan and then the deployment. Is that the deployment and monitoring plan?

Mr. Graham replied. That's part of that reasoning there. The deployment is sharing that information with the different groups to ensure that we're moving forward on the goals that we set.

President Culton commented. I guess bottom line, I'm just trying to figure out when we'll be ready just to run with this.

Mr. Graham replied. The first data that you'll receive is the beginning of the year data. Of course, they took that iReady test at the beginning of the year and right now they're processing that information and you'll receive that in your first board update. I don't know the date of that meeting, but it's coming up soon.

Dr. Goree added. One thing I'll add though, in part of your question is that we're already running in a lot of ways. I think when you look at everything that's in our action plan, as we built this out, even as our ART team has met weekly since this summer, a lot of these things were already running on. I think that the delay is that we wish this presentation would've been last month or even in July, but because we did not have the data from the state yet, it delayed us being able to set these numbers. But a lot of the things that are going to go into those action plans that we will verify on the 24th and 25th, those things are already taking place. An example, you talk about the academic part with our implementation of the Bluebonnet Curriculum and our work with Sustained Ed, our consultant. A lot of that work has already begun.

I think that that's just going to be an opportunity for us when we present this. Our commitment is to present something in this space of either academics or strategic plan every month. I do believe you're going to see that readily data, and remember, we have those three schedule... Mr. Graham referenced

those work sessions that we'll do at three different times of the year to look at our data as well.

Trustee Dr. Flowers made a motion that the Board of Trustees approve the revisions to the 2021-2026 Strategic Plan; Trustee McNeely seconded the motion. Motion passes 5-0.0

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

F. PURCHASE OF CLASSROOM FURNITURE

Mari Zamora

Ms. Mari Zamora presented Purchase of Classroom Furniture. Good evening, Madam President, Trustees, and Dr. Goree. So as part of the Bond 2023 reconfiguration and realignment, the district solicited proposals from co-op approved vendors to replace the furniture in K-8 classrooms. The district requested proposals on May 23rd, 2025, for furniture replacement at the renovated elementary and middle schools. The proposal includes a replacement of both teacher and student furniture.

Five vendors, all part of a purchasing co-ops, submitted proposals and were interviewed on July 17th, 2025 by a committee consisting of district and campus leadership. The vendors presented their proposals and provided samples of the proposed products. The committee then evaluated based on the overall design of the furniture, maintenance and durability qualities, experience and results of proposed personnel, quality of product as it relates to meeting the district needs and warranty and service delivery approach.

So based on this criterion and the price as seen on the evaluation sheet that's on page 130 of your board book, PPG Furnishings ranked first. The prices by all vendors were based on 300 classrooms. With school now in session, the actual order will be based on current classrooms that we have now. The district will utilize bond savings to purchase this furniture. So, it's recommended that the board approve possible action to enter into negotiations with PPG Furnishings for the furniture replacement agreement exceeding \$50,000. I'd be happy to address any questions you may have.

President Culton asked. I have an observation. I noticed that PPG Furnishings and Medi-R Education were within, what, \$1,600 out of almost \$2 million contract. Can you just explain why PPG was the better?

Ms. Zamora replied. Yes. We looked at the durability, we looked at the product itself, we looked at the variety. One of the things that PPG products offered for the same exact cost, you can have a dry erase table, and so if you're in a classroom, I mean, dry erase, kids can have markers, they can write on the desk. All that was offered by PPG at no extra cost. So that's something that appealed to us. So just the quality of the product and the variety that they offered at no extra cost. As an elementary teacher, I

would've loved that. That was one of the things that stood out. Also, warranty was big. We want to make sure that we have the best warranty. I mean, they're great quality, but things happen, and so they offered that. That was better. The other thing that stood out was they're close by, and so if we needed to replace a product, it wouldn't take long to get a replacement. So that was one of several things that kind of stood out to the committee.

President Culton commented. Thank you very much. You all put a lot of thought and research into that selection.

Trustee McNeely made a motion that the Board of Trustees consider and take possible action to negotiate and enter an agreement with PPG Furnishings for furniture replacement at the realignment schools; Trustee Fahey seconded the motion. Motion passes 5-0.

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

Trustee Dr. Flowers commented. Madam President, I'd like to take this time to just formally say happy birthday to our superintendent since we're all together. Happy birthday.

President Culton commented. Happy birthday.

9. INFORMATION/DISCUSSION AGENDA

There were no information/discussion agenda items.

10. ADJOURNMENT at 9:07 PM

Trustee McNeely made a motion to adjourn; Trustee Dr. Flowers seconded the motion.

Dr. T. Lamar Goree
Superintendent of Schools

Board President

Board Secretary