

The KISD Board of Trustees met in a workshop session on Tuesday, February 4, 2025 at 9:00 a.m. in the KISD boardroom.

Members present:

- Brett Williams, President
- Marvin Rainwater, Secretary (exited at 9:50 a.m.)
- Brenda Adams
- Oliver Mintz (exited at 12:53 p.m.)
- Tina Capito
- Rodney Gilchrist

Members absent: Susan Jones, Vice President (present during closed session via teleconference from 9:22 a.m. to 10:58 p.m.)

Also attending:

- Dr. Jo Ann Fey, Superintendent
- Megan Bradley, Deputy Superintendent
- Dr. Terri Osborne, Deputy Superintendent
- William Baker, Assistant Superintendent
- Dr. Susan Buckley, Assistant Superintendent
- Mike Harper, School Attorney
- Brenda King, Board Specialist

The meeting was called to order at 9:00 a.m., Tuesday, February 4, 2025. Mr. Williams took a roll call of Board members, as indicated above. A quorum was established and in attendance. The meeting was livestreamed and recorded.

Mr. Williams reviewed the procedures for public forum and asked anyone who had submitted a form to speak. As no one had signed up to speak, public forum was closed.

PUBLIC FORUM

At 9:03 a.m., the Board moved ahead on the agenda to convene in closed session for agenda item IV-A, Discussion of Districtwide Intruder Detection Audit Reports, as allowed by Texas Government Code 551.076 and 551.089; agenda item IV-B, Deliberate the Purchase, Exchange, Lease or Value of Real Property, as allowed by Texas Government Code 551.072; agenda item IV-C, Attorney Consultation regarding Pending or Contemplated Litigation, as allowed by Texas Government Code 551.071; and agenda item IV-D, Discussion of Personnel Matters, as allowed by Texas Government Code 551.074.

(CLOSED SESSION)  
INTRUDER DETECTION  
AUDIT REPORTS (551.076,  
551.089)

(CLOSED SESSION)  
DELIBERATION OF REAL  
PROPERTY (551.072)

(CLOSED SESSION)  
ATTORNEY  
CONSULTATION FOR  
PENDING LITIGATION  
(551.071)

Ms. Jones participated in closed session via teleconference call, entering at 9:22 a.m. and exiting at 10:58 a.m. Mr. Rainwater exited the meeting at 9:50 a.m.

At 12:22 p.m., the Board reconvened in the open meeting. No action or voting took place in closed session. No action was needed.

(CLOSED SESSION)  
PERSONNEL MATTERS  
DISCUSSION (551.074)

Mr. Mintz, as chair of the Board Audit Committee, discussed proposed revisions to the Board Audit Committee Charter that better aligns with board practice and district goals. Mr. Mintz will work with the Board Specialist to edit the Charter in mark-up for the board's consideration at a future meeting. This item was for information.

ANNUAL REVIEW OF  
BOARD AUDIT  
COMMITTEE CHARTER

In accordance with the KISD Board Audit Committee Charter, the Board Audit Committee shall report its activities to the full Board following a meeting of the Committee. Mr. Mintz, chair of the Committee, was absent from the last Committee meeting on January 14, 2025; therefore, Mr. Gilchrist provided the report of the meeting in which the district's financial auditors discussed the single audit report and financial report. The Board subsequently approved the Annual Comprehensive Financial Report on January 22, 2025. This item was for information.

1/14/2025 BOARD AUDIT  
COMMITTEE REPORT

Dr. Susan Buckley, Assistant Superintendent for Administrative Services, introduced the district optimization process aimed at ensuring long-term financial sustainability and high-quality educational opportunities. She discussed the partnership with Civic Solutions Group, Huckabee, Zonda, and advisory teams, to help navigate the process and create ongoing systems and structures. The process involves reviewing data, making decisions to put students and teachers in the best position to succeed, and ensuring responses to family demand. Possible elements of optimization include expanding or implementing programs, consolidating underperforming schools, rezoning to align with changing housing patterns, and long-range facilities planning for growth or decline. Dr. Buckley answered questions of the Board regarding the potential costs, academic return on investment, and decision factors on programs or school redesigns. This item was for information.

DISTRICT OPTIMIZATION  
PROCESS

Mr. Mintz exited the meeting at 12:53 p.m.

KISD has developed a System Scorecard to set goals and measure performance in the three district priorities: student success, human capital, and financial stewardship. William Baker, Assistant Superintendent for Human Resources, presented the Priority Two Report on Human Capital, which includes four sub-items: (2.1) To recruit and retain staff, the district will promote a positive work environment and provide a competitive compensation and benefits package, (2.2) The district will implement effective standards and practices that will consistently and strategically staff campuses and departments, (2.3) The district will identify and provide ongoing training and coaching needed for staff to build their professional capacity, and (2.4) All staff will have opportunities to give and receive feedback regarding job satisfaction and performance. Mr. Baker provided a progress update on key strategic actions to improve retention strategies and provide professional development.

SYSTEM SCORECARD  
PRIORITY TWO: HUMAN  
CAPITAL REPORT

Principal Tomas Sias and Assistant Principal Jenna McArthur, of Ira Cross Elementary, discussed the teacher resident program being piloted at their campus and shared the benefits of the program, including mentorship, professional development, and leadership capacity building. The program allows teacher residents to gain experience and puts them on a path to become fully certified teachers, while also serving as substitutes and contributors to the campus. The district is also working on other talent development pipelines, including a manager-in-training program for Child Nutrition and a bus driver trainee program. This item was for information.

There being no further business or discussion, Ms. Capito moved to adjourn. Ms. Adams seconded the motion, and by consensus, the meeting adjourned at 1:32 p.m.

ADJOURN

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President

\_\_\_\_\_  
Secretary