

The KISD Board of Trustees met in a workshop session on Tuesday, May 20, 2025 at 8:00 a.m. in the KISD boardroom.

Members present:

- Brett Williams, President
- Marvin Rainwater, Secretary
- Brenda Adams
- Tina Capito
- Rodney Gilchrist

Members absent:

- Susan Jones, Vice President
- Oliver Mintz

Also attending:

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

The meeting was called to order at 8:00 a.m., Tuesday, May 20, 2025. Mr. Williams took a roll call of Board members, as indicated above, with a quorum established and present. The meeting was livestreamed and recorded.

Mr. Williams reviewed the procedures for public forum. As no one had signed up to speak, public forum was closed.

PUBLIC FORUM

At 8:03 a.m., the board moved ahead on the agenda to convene in closed session for item III-A, Consultation with Legal Counsel regarding Superintendent Evaluation Process, as allowed by Texas Government Code 551.071; and agenda item III-B, Discussion regarding Superintendent Evaluation, as allowed by Texas Government Code 551.074.

(CLOSED SESSION)
LEGAL CONSULTATION
FOR SUPERINTENDENT
EVALUATION PROCESS
(551.071)

At 8:20 a.m., the board reconvened in the open meeting. No action or voting took place in closed session. No action was needed at this time.

(CLOSED SESSION)
DISCUSSION OF
SUPERINTENDENT
EVALUATION (551.074)

Adam Rich, Assistant Superintendent for Facilities, reviewed that the district is beginning development of a Long-Range Facilities Master Plan to assess and prioritize facility needs for the next 10 years and beyond. The Texas Administrative Code requires the plan to include input from teachers, students, parents, taxpayers, and other stakeholders. Once approved by the board, the plan is valid for five years. This item was for information.

LONG-RANGE
FACILITIES MASTER
PLAN OVERVIEW

KISD changed health care providers to Teacher Retirement System (TRS) ActiveCare in January 2024 for a short 8-month plan transition year, and subsequently renewed September 2024 for a required 5-year term. Tad Dorroh, BKCW benefits consultant, provided updates on employee engagement and overall fiscal analysis of projected 2025 plan year rates that will be finalized at the June 2025 TRS Board Meeting. The district contributes \$325 per month, and the state contributes \$75 per month for employees who choose the healthcare coverage. Employees who opt out due to other qualified coverage can receive \$200 monthly in lieu of benefits. This item was for information.

EMPLOYEE HEALTH PLAN BENEFITS UPDATE

The process to create a Long-Range Facilities Master Plan, as required by *Texas Administrative Code*, is guided by a long-range demographic study which forecasts future growth within the district's boundaries. The district contracted with Zonda Education, who specializes in demographics and planning for school districts, to provide a long-range demographic study. Bob Templeton, of Zonda Education, presented a detailed report on the study. This item was for information.

LONG-RANGE DEMOGRAPHIC STUDY

Mr. Rainwater exited the meeting at 8:56 a.m.

Per Local Board Policy DMA, the school board shall annually approve the district's professional development plan, which must be guided by the State Board of Educator Certification (SBEC) professional development clearinghouse. William Baker, Assistant Superintendent for Human Resources, reviewed the clearinghouse recommendations and proposed the district's schedule of required professional development. This item will be placed on the next consent agenda to approve the required district professional development plan for the 2025-2026 school year.

ANNUAL REVIEW OF SBEC PROFESSIONAL DEVELOPMENT CLEARINGHOUSE AND PROFESSIONAL DEVELOPMENT PLAN 2025-2026

William Baker, Assistant Superintendent for Human Resources, reviewed that the District of Innovation (DOI) designation provides flexibility to obtain exemptions from certain provisions of the *Texas Education Code* (TEC) to increase local control over district operations and to support local initiatives. The Board adopted the 2020-2025 DOI Plan on January 14, 2020, with three subsequent amendments on January 10, 2023, March 5, 2024, and June 11, 2024.

PROPOSED RENEWAL FOR DISTRICT OF INNOVATION 2025-2030

In accordance with Legal Board Policy AF, the renewal plan was approved by the DOI Renewal Advisory Committee on April 23, 2025, and posted on the district website for 30 days. The plan was presented to the board for discussion at this workshop. Texas Education Code 12A.005, requires the plan to be approved by an affirmative vote of two-thirds of the membership of the board. The DOI plan renewal will be considered at the next regular meeting.

Dr. Fey reviewed the upcoming board agenda for the June 10, 2025 regular meeting. Mr. Mintz will take his oath of office at that time. This item was for information. The board recessed at 9:28 a.m. to attend the special education graduation, and returned at 11:04 a.m.

FUTURE BOARD
MEETING AGENDAS AND
TRUSTEE REMARKS

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 REPORT:
HUMAN CAPITAL

Mr. Rainwater returned to the meeting at 11:48 p.m.
The board took a brief recess from 12:01 p.m. to 12:16 p.m.

Dr. Susan Buckley, Assistant Superintendent for Administrative Services, discussed the district’s partnership with Civic Solutions Group (CSG) to shape key priorities for future budgeting and long-term planning. Through extensive input from staff, leadership, community groups, and trustees, CSG developed the following five priorities to guide district decisions and resource allocations: (1) academic outcomes focused on academic growth, subgroup performance, and measures of high-quality teaching, (2) high quality facilities centered on facility investments, building conditions, and safety infrastructure, (3) strong leadership and staffing measured through climate surveys, leadership stability, and teacher retention, (4) family and student engagement measured through student attendance and family and student surveys, and (5) resources for student readiness informed by cost-per-student analysis and staffing ratios. These five priorities will be placed on the next consent agenda to approve the priorities identified to optimize Killeen ISD schools and district operations.

DISTRICT OPTIMIZATION
PRIORITIES

There being no further business or discussion, Ms. Adams moved to adjourn. Mr. Gilchrist seconded the motion and by consensus, the meeting adjourned at 12:49 p.m.

ADJOURN

President

Secretary