

Killeen Independent School District

Board of Trustees Meeting Minutes, Workshop Meeting October 7, 2025, at 5 p.m. in the Killeen ISD Boardroom

Board Members Present

- Brett E. Williams, President
- Susan M. Jones, Vice President
- Brenda Adams, Secretary
- Tina Capito, Member
- Rodney Gilchrist, Member
- Marvin Rainwater, Member
- Oliver Mintz, Member

Board Members Absent: None

Quorum: Established

Call to Order

The meeting of the Killeen Independent School District Board of Trustees was called to order by President Brett E. Williams at 5 p.m.

The meeting was recorded and streamed publicly.

Agenda Item 1: Public Forum

1A. Parental Comment on Continued Bullying

Speaker: **Shytavia Johnson**

Ms. Johnson addressed the Board regarding concerns of bullying experienced by her daughter across multiple middle schools and her frustration with the lack of actions taken by the administration. Ms. Johnson is seeking advise.

Agenda Item 2: Closed Session

The Board entered closed session at **5:05 p.m.** for:

2A. Discussion regarding the Duties of Administrators in the Administrative Planning Processes (Texas Government Code 551.074).

2B. Discussion of Personnel Matters (Texas Government Code 551.074)

No action was taken in closed session.

Return from Closed Session

The Board reconvened in open session at **6:00 p.m.** in accordance with the posted agenda.

Agenda Item 3: Public Forum

No members of the public signed up to speak during the forum.

Agenda Item 4: Information Items for Discussion**4A. Discussion of System Scorecard Priority 2: Human Capital**

Presenter: Will Baker

Mr. Baker provided an in-depth report on Priority 2: Human Capital, highlighting progress in employee compensation, retention, and overall workforce development. He began by reviewing updates to salary structures for teachers, campus administrators, and support staff, noting that Killeen ISD remains regionally competitive in teacher pay. Mr. Baker shared comparison data from nearby districts and emphasized that the district continues to lead in teacher compensation, particularly when factoring in longevity pay and benefits. Discussion included adjustments to principal and assistant principal daily rates, which improved competitiveness but still lagged behind some surrounding districts such as Pflugerville and Austin ISD. Trustees examined staffing shortages among custodians and nutrition workers, recognizing high turnover rates as a critical challenge impacting daily operations. Trustee Tina Capito raised concerns about the time and resources spent on continuous rehiring and training due to turnover, while Mr. Scott Hequembourg discussed the broader fiscal implications of raising base pay levels. Mr. Baker also highlighted improvements in employee benefits participation, particularly in mental health and financial planning programs, and shared increased utilization of the Employee Assistance

Program and retirement savings plans. Retention rates among teachers and bus drivers showed measurable improvement, though aides and special education staff continue to face staffing gaps. Trustees expressed appreciation for the detailed data presentation and agreed that sustained investment in employee retention and professional growth is essential for long-term district success.

4B. Discussion of Young Engaged Scholars (Y.E.S.) Program Evaluation and 2025–2026 Overview

Presenter: Dr. Jo-Lynette Crayton

Dr. Crayton presented a detailed evaluation of Phase 1 of the Young Engaged Scholars (Y.E.S.!) program that began in 2024-2025, highlighting the program's success in promoting academic engagement, leadership development, and student achievement. The report outlined gains in grade-level performance and participation in enrichment activities across elementary and middle school campuses. Dr. Crayton brought forward strategies for expanding the program for 2025-2026 to include 3rd, 4th, and 6th grade participants. All families are eligible to apply.

Phase 2 of Y.E.S.!! will begin in 2025-2026 and focus on elevating students to Advanced Placement success. Ms. Jennifer Roden provided more information on the advanced learning opportunities offered to students for early PSAT test preparations to hopefully increase National Merit Scholars in Killeen ISD. Board members commended the program and suggested plans for enhanced evaluation methods to track long-term outcomes and further align program goals with district priorities.

4C. Discussion of Bilingual and English as a Second Language (ESL) Program Annual Review

Presenter: Eli Lopez

Ms. Lopez provided the annual review of the Bilingual and ESL Programs, focusing on student performance outcomes, program compliance, and teacher certification progress. She reported notable improvements in language proficiency rates, especially among early elementary students participating in dual-language models. Ms. Lopez also highlighted the success of the emergent bilingual students. Trustees discussed the ongoing shortage of certified bilingual educators and the district's initiatives to "grow your own" teachers through internal training pathways. Ms. Lopez emphasized the importance of professional development in culturally responsive instruction and continuous language assessment. Dr. Crayton asked Trustees to please encourage people whenever they get a chance to become ESL certified. Dr. Osborne provided the Trustees with a concept that was suggested to the administration by one of the consultants regarding making the ESL certification part of the TIA application.

4D. Discussion of Financial Integrity Rating System of Texas (FIRST) Rating Report and Public Hearing

Presenter: Kallen Vaden

Ms. Vaden presented the district's 2025 FIRST Rating Report, confirming that KISD achieved a Superior Achievement designation. She reviewed rating criteria including budget practices, financial transparency, and fund balance management.

The public hearing was opened and closed with no citizen comments submitted, and

Trustees recognized the finance team's diligence in maintaining fiscal accountability.

4E. Discussion of Quarterly and Annual Investment Reports for the Periods Ending August 31, 2025

Presenter: Kallen Vaden

Ms. Vaden reviewed investment performance and compliance with Board policy for both quarterly and annual periods. Discussion noted stable market conditions, effective diversification, and adherence to the district's risk-management guidelines.

This item will be included on the next Consent Agenda.

4F. Discussion of Resolution for the Annual Review and Adoption of Board Policy CDA (Local): Other Revenues – Investments, as the District's Investment Policy

Presenter: Kallen Vaden

Ms. Vaden presented the annual resolution affirming compliance with the Public Funds Investment Act and renewal of Policy CDA (Local). The report confirmed that internal procedures and authorized investment officers remain current.

This item will be included on the next Consent Agenda.

4G. Discussion of Resolution for the Annual Review of Qualified Brokers/Dealers Authorized to Engage in Investment Transactions with Killeen ISD

Presenter: Ms. Kallen Vaden

The Board reviewed the updated list of financial institutions approved to conduct investment transactions for the district. Ms. Vaden explained selection criteria, ongoing vetting processes.

This item will be included on the next Consent Agenda.

4H. Discussion of Cooperative Purchasing Management Fees Report for School Year 2024–2025

Presenter: Kallen Vaden

Ms. Vaden provided a summary of cooperative purchasing management fees, emphasizing cost savings realized through state and regional purchasing cooperatives.

4I. Discussion of Selection of Engineer & Commissioning Agent for Fiscal Year 2026 HVAC Life Cycle Replacement Capital Improvement Project

Presenter: Adam Rich

Mr. Rich outlined the process for selecting engineering and commissioning firms for the FY2026 HVAC replacement project.

This item will be included on the next Consent Agenda.

4J. Discussion of Selection of Architectural and Engineering Professional Services Pool

Presenter: Adam Rich

Mr. Rich presented recommendations for firms to join the district's professional services pool.

This item will be included on the next Consent Agenda.

4K. Discussion of 2025–2026 Communications Department Priorities

Presenter: Karen Rudolph

Ms. Rudolph presented the 2025–2026 Communications Department Priorities, outlining a strategic plan to enhance transparency, district branding, and community engagement. She detailed upcoming and recent initiatives including a redesign of the district website, expansion of bilingual communication resources, and improved social media outreach to better connect with families. The departments also provides a newsletter, digital storytelling efforts to highlight student success, staff excellence, and district achievements. Trustees discussed the importance of maintaining clear, consistent communication during periods of transition and emphasized the value of proactive information sharing. Ms. Rudolph reported that the communications team is developing new training opportunities for campus staff to support unified messaging and ensure accessibility for all families. The Board expressed appreciation for the department’s work in strengthening community trust and noted that effective communication is essential for transparency, stakeholder confidence, and districtwide success.

4L. Discussion of Future Board Meeting Agendas and Trustee Remarks

Trustees discussed priorities for upcoming board meetings and expressed appreciation for the comprehensive presentations and reports shared during the session. Several Trustees acknowledged the hard work of the staff to provide all this information and to continue to strive for success and improvement daily. The importance of maintaining consistent communication with staff and families to strengthen community trust and transparency was highlighted. It was also emphasized to remember that we are not just teaching Killeen ISD students. We are teaching Americas students. The Board collectively agreed that continued alignment between administrative planning and Board expectations is essential for advancing the district’s long-term goals and maintaining a culture of accountability.

Agenda Item 5: Closed Session

The Board entered a second closed session at **8:39 p.m.** for:

5A. Discussion regarding the Purchase, Exchange, Lease or Value of Real Property for which Deliberation in an Open Meeting would have a Detrimental Effect on the District’s Position in Negotiations with a Third Party (Texas Government Code 551.072).

5B. Discussion regarding the Appointment, Employment and Duties of the Interim Superintendent (Texas Government Code 551.074).

5C. Discussion of Personnel Matter (Texas Government Code 551.074).

No action was taken in closed session.

The Board reconvened in open session at **11:10 p.m.**

Agenda Item 6: Adjournment

- **Motion:** Rodney Gilchrist
- **Second:** Brenda Adams
- **Vote:** 7-0-0-0
 - **For:** Tina Capito, Rodney Gilchrist, Marvin Rainwater, Brett E. Williams, Susan M. Jones, Oliver Mintz, Brenda Adams
 - **Against:** None
 - **Abstained:** None
 - **Absent:** None

There being no further business, the meeting adjourned at **11:10 p.m.**

Signatures

Brett E. Williams
Board President

Brenda Adams
Board Secretary
