

The KISD Board of Trustees met in regular session on Tuesday, July 15, 2025 at 4:30 p.m. in the KISD boardroom.

Members present:

Brett Williams, President
Susan Jones, Vice President
Marvin Rainwater, Secretary
Brenda Adams
Oliver Mintz
Tina Capito (exited at 10:08 p.m.)

Members absent: Rodney Gilchrist (arrived at 5:47 p.m.)

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
Brenda King, Board Clerk

The meeting was called to order at 4:30 p.m., Tuesday, July 15, 2025. Mr. Williams took a roll call of Board members, as indicated above, with a quorum established and in attendance. The meeting was livestreamed and recorded.

The board immediately convened in closed session at 4:31 p.m. for agenda item I-A, discussion of Personnel Matters, as allowed by Texas Government Code 551.074; and agenda item I-B, discussion of superintendent's appraisal, contract renewal/extension, and compensation, as allowed by Texas Government Code 551.074 and 551.071. At 6:00 p.m., the board reconvened in the open meeting. No action or voting took place in closed session. No action was needed. Mr. Gilchrist arrived at 5:47 p.m.

(CLOSED SESSION)
PERSONNEL MATTERS
(551.074)

(CLOSED SESSION)
DISCUSSION OF SUPT
APPRAISAL (551.074)

Mr. Rainwater then led the invocation, and the pledges to the United States flag and the Texas flag were led by students, Tye Dutton and Caleb Crose.

The Board recognized the following students for achievement in the Texas Thespian State Festival:

HONORS AND
RECOGNITION

Michael Manley, Harker Heights High School
Olivia Hopson, Ellison High School
Ava Morgan, Chaparral High School
Kaitlyn Dooley, Chaparral High School
Xiana Melendez, Chaparral High School
Asher Harris, Chaparral High School
Marlee Luter, Chaparral High School
Armie Melton, Chaparral High School

Jessiel Rosario, Chaparral High School
Henry Kreinbrink, Chaparral High School
Hadassah Moon, Chaparral High School
Zachary Repine, Chaparral High School
Emely Fernandez, Chaparral High School

The Board recognized KISD bus driver **Quentin Branch** for placing 2nd in Heart of Texas Regional Rodeo, 3rd in driving skills; and 7th in Texas Association for Pupil Transportation State Rodeo.

Mr. Williams reviewed the procedures for Public Forum and invited anyone who had submitted a form to speak.

PUBLIC FORUM

Stan Golaboff, Harker Heights, Texas, spoke on the district optimization.

Laura Shackelford, Killeen, Texas, advocated for skills teachers to be included in Teacher Incentive Allotment program.

Joshua Brown, Killeen, Texas, representing Vintage Church, spoke on Senate Bill 11 related to prayer in schools.

The consent agenda was considered. Ms. Capito moved to approve the consent agenda, items A through F, as presented. Ms. Adams seconded the motion, which carried 7-0.

CONSENT AGENDA

As part of the consent agenda, the board approved the proposed resolution recognizing the extracurricular status of the Bell County, Texas, 4-H organization and the adjunct faculty agreement for the 2025-2026 school year, as presented.

RESOLUTION FOR BELL COUNTY 4-H AND ADJUNCT FACULTY AGREEMENT 2025-2026

As part of the consent agenda, the board approved the remote homebound instruction waiver requests for the 2025-2026 school year, and the delegate authority to the superintendent to approve and submit all related waiver requests, as presented.

REMOTE HOMEBOUND INSTRUCTION WAIVER REQUESTS FOR 2025-2026

As part of the consent agenda, the board approved the alternate district hearing officers for the 2025-2026 school year, as presented.

ALTERNATE DISTRICT HEARING OFFICERS FOR 2025-2026

As part of the consent agenda, the board approved memorandum of understanding with Central Counties Services for the 2025-2026 school year, as presented, and delegated authority to the superintendent or designee.

MOU WITH CENTRAL COUNTIES SERVICES FOR 2025-2026

As part of the consent agenda, the board approved memorandum of understanding with Texas A&M University Health Science Center College of Medicine to provide pediatric and adolescent behavioral health services via telehealth, as presented, and delegated signature authority to the superintendent or designee.

MOU WITH TAMU HEALTH SCIENCE CENTER COLLEGE OF MEDICINE

As part of the consent agenda, the board approved the quarterly investment report for the period ending May 31, 2025.

QUARTERLY INVESTMENT REPORT

Minutes for the June 10, 2025 regular meeting were considered. Ms. Capito moved to approve the minutes, as written. Mr. Gilchrist seconded the motion, which carried 7-0.

MINUTES FOR JUNE 10, 2025 REGULAR MEETING

Minutes for the June 17, 2025 board workshop were considered. Mr. Gilchrist moved to approve the minutes, as written. Ms. Adams seconded the motion, which carried 6-0-1, with Mr. Mintz abstaining.

MINUTES FOR JUNE 17, 2025 BOARD WORKSHOP

Dr. Jo-Lynette Crayton, Assistant Superintendent for Curriculum and Instruction; Patrice Robinson, Director for Career & Technical Education; Jennifer Roden, Director for Advanced Academics; Dr. Cynthia Hodges, Director for Innovative Program; and Kathleen Burke, Principal of Early College High School, presented the Central Texas College agreements: (1) Partnership Agreement, (2) Dual Credit Agreement, (3) Memorandum of Understanding for Early College High School, (4) STEM Academy Dual Credit Academy, and (5) Facility Use Agreement.

MOU AND AGREEMENTS WITH CTC DUAL CREDIT PROGRAMS 2025-2026

- 1) PARTNERSHIP
- 2) DUAL CREDIT
- 3) EARLY COLLEGE HS
- 4) STEM ACADEMY
- 5) FACILITY USE

Ms. Capito moved to approve the proposed Memorandum of Understanding and Agreements with Central Texas College Dual Credit Programs for the term August 1, 2025 to July 31, 2026, as presented. Mr. Gilchrist seconded the motion, which carried 7-0.

Dr. Jo-Lynette Crayton, Assistant Superintendent for Curriculum & Instruction, presented the annual renewal agreement to provide the continuation of students in the Temple Bioscience program. The agreement outlines enrollment, tuition and fees, instructor qualifications, and required courses approved by the Texas Education Agency. Ms. Adams moved to approve the proposed Memorandum of Understanding with Temple College for the Texas Bioscience Institute Program for the 2025-2026 school year, as presented. Ms. Capito seconded the motion, which carried 7-0.

MOU WITH TEMPLE COLLEGE FOR TEXAS BIOSCIENCE INSTITUTE PROGRAM 2025-2026

Scott Hequembourg, Deputy Superintendent Business Operations, discussed Senate Bill 401 of 89th Texas Legislature related to homeschool students participating in extracurricular activities. Ms. Jones and Mr. Mintz supported homeschool student participation as a public right of taxpayers. Administration recommended declining the participation of homeschool students due to risks of UIL eligibility, disruption to team culture, and enrollment UIL classification impacts. Ms. Adams moved to approve the proposed revision of Board Policy FM (Local), allowing the district to decline participation of non-enrolled (homeschool) students in extracurricular activities in Killeen ISD, including activities governed by the UIL, beginning with the 2025-2026 school year, as presented. Mr. Gilchrist seconded the motion, which carried 5-2, with Ms. Jones and Mr. Mintz opposed.

SB 401 AND PROPOSED LOCAL POLICY FM

Kallen Vaden, Chief Financial Officer, reviewed several general pay increase scenarios and the effect on the overall general fund budget. The recommended pay increase would cost \$6.45 million from the general fund. Mr. Gilchrist advocated for a floor raise of \$16 for nonexempt employees.

Mr. Mintz move to approve a 3% general pay increase with a \$13 floor for nonexempt employees, a minimum \$2,500 raise for special education evaluation positions, principals, assistant principals, and deans of instruction with a pay grade adjustment, a 2% general pay increase for all remaining positions, and a \$425 employer contribution to the district health insurance monthly premium for the 2025-2026 school year, as presented. Ms. Adams seconded the motion.

Mr. Mintz amended his motion to approve a 3% general pay increase with a \$13 floor for nonexempt employees, minimum \$2,500 raise for special education evaluation positions, principals, assistant principals, deans of instruction, with a pay grade adjustment, a 2% general pay increase for all remaining employees, 27 teacher FTEs for middle school PLCs in math and reading, and a \$425 employer contribution to the health insurance monthly premium for the 2025-2026 school year, as presented. Ms. Adams seconded the motion.

Mr. Mintz made a second amendment to his motion to approve a 3% general pay increase with a \$13 floor for nonexempt employees, minimum \$2,500 raise for special education evaluation positions, principals, assistant principals, and deans of instruction, with a pay grade adjustment, a 2% general pay increase for all remaining positions, adding 27 teacher FTEs for middle school PLCs in middle school math and reading, a \$425 employer contribution to the district health insurance monthly premium for the 2025-2026 school year, as well as additional staff guidance to examine the potentiality of an increase in floor rate for nonexempt employees sometime later in the school year. Ms. Adams seconded the motion, which carried 6-1, with Mr. Gilchrist opposed.

Kallen Vaden, Chief Financial Officer, reviewed that the board must update its resolution whenever authorized signers for district financial documents change. KISD typically designates the board president, superintendent, deputy superintendent for business and operations, and chief financial officer as signers, with the president and CFO signing checks once digital signatures are in place. The proposed resolution adds Mr. Hequembourg as an authorized signer, removes any no longer designated, and authorizes securing digital facsimile signatures for use in processing district checks. Mr. Gilchrist moved to approve the proposed resolution designating the persons authorized to sign district financial documents, including checks, as presented. Ms. Adams seconded the motion, which carried 7-0.

COMPENSATION PLAN GENERAL PAY INCREASE AND EMPLOYER HEALTH PLAN CONTRIBUTION AND DISCUSSION OF BUDGET PLANNING

RESOLUTION FOR AUTHORIZED SIGNERS OF DISTRICT FINANCIAL DOCUMENTS

Kallen Vaden, Chief Financial Officer, reviewed that the district uses facsimile signatures of the board president, chief financial officer, superintendent, or deputy superintendent for business and operations, due to the high volume of checks. Mr. Gilchrist moved to approve the proposed resolution allowing the depository institution, JPMorgan Chase, to honor checks, drafts, or other orders with facsimile signatures. Mr. Mintz seconded the motion, which carried 7-0.

RESOLUTION FOR FACSIMILE SIGNATURES

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that the district issued a request for competitive sealed proposals, which were ranked based on specific criteria. Eskola, LLC's bid of \$4,444,394 includes a \$200,000 project contingency allowance and an alternate price to install a two-ply modified bitumen roofing system, increasing construction cost by \$195,512, for a total cost of \$4,639,906. The budget for this project was \$6 million funded by the strategic facilities plan. Reimbursement will be sought from the district's property insurance policy.

PRATT LEARNING AND LEADERSHIP CENTER ROOF REPLACEMENT PROJECT CONTRACTOR RANK ORDER

Mr. Gilchrist moved to approve the proposed rank order of the contractors for the Pratt Learning and Leadership Center roof replacement project, and to delegate authority to the superintendent or designee to execute the contract, provided there are no material changes to the contract included with the procurement package. Ms. Capito seconded the motion, which carried 7-0.

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that the board was recently presented with renovation plans for the existing Central Administration building to consolidate four departments from three facilities, which would allow potential closure of two aging buildings. The 16-month project is scheduled for completion in March 2027, with move-in the following month. The \$1.6 million budget will be funded through the strategic facilities plan. Ms. Adams moved to approve commissioning Huckabee Architects as the architect for the existing Central Administration building renovation project, and to delegate authority to the superintendent or designee to negotiate a contract for possible board action. Ms. Capito seconded the motion, which carried 7-0.

ARCHITECT FOR EXISTING CENTRAL ADMIN BUILDING RENOVATION PROJECT

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that the board was recently presented with plans to relocate a district data center to Douse Elementary School, enabling the potential closure of the aging KLSS building and avoiding \$5.25 million in needed repairs. The 7-month project is set for completion in March 2026, with move-in the following month. The \$1 million budget will be funded through the strategic facilities plan. Mr. Gilchrist moved to approve commissioning Huckabee Architects as the architect for Douse Elementary School Data Center relocation project and to delegate authority to the superintendent or designee to negotiate a contract for possible board action. Mr. Mintz seconded the motion, which carried 7-0.

ARCHITECT FOR DOUSE ES DATA CENTER RELOCATION PROJECT

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that the board was recently presented with plans to move the district's central professional development center to Pratt Learning and Leadership Center, enabling the potential closure of the JPLC building. The 18-month renovation is set for completion in February 2027 with move-in the following month. The \$1.8 million project will be funded through the strategic facilities plan. Mr. Williams asked for the plan to include a space for town hall meetings. Mr. Mintz moved to approve commissioning Huckabee Architects as the architect for the Pratt Learning and Leadership Center renovation project, and to delegate authority to the superintendent or designee to negotiate a contract for possible board action. Ms. Capito seconded the motion, which carried 7-0.

PRATT LEARNING AND LEADERSHIP CENTER RENOVATION PROJECT

Dr. Fey reviewed the agenda for the August 5, 2025 workshop. Ms. Capito asked for an agenda item of the first day of school plan for visiting campuses. Mr. Mintz asked for items of DAEP updates and summer school discussions. Effective September 1, the board meetings must occur during normal business hours. The board discussed all workshops and regular meetings beginning at 6 p.m. and whether closed sessions could occur earlier. This item was for information.

FUTURE BOARD MEETING AGENDAS AND TRUSTEE REMARKS

At 9:16 p.m., the board moved back on the agenda to convene in closed session for agenda item I-B, Closed session for discussion and consideration of superintendent's appraisal, contract renewal/extension, and compensation, as allowed by Texas Government Code 551.071 and 551.074. At 11:00 p.m., the board reconvened in the open meeting. No action or voting took place in closed session. No action was needed.

(CLOSED SESSION) DISCUSSION OF SUPT APPRAISAL (551.074)

Ms. Capito exited the meeting at 10:08 p.m.

There being no further business or discussion, Mr. Gilchrist moved to adjourn. Ms. Jones seconded the motion, and by consensus, the meeting adjourned at 11:01 p.m.

ADJOURN

President

Secretary