

The KISD Board of Trustees met in regular session on Tuesday, August 12, 2025 at 5:00 p.m. in the KISD boardroom.

Members present:

Brett Williams, President  
Susan Jones, Vice President  
Brenda Adams, Secretary  
Marvin Rainwater  
Brenda Adams  
Oliver Mintz  
Tina Capito

Members absent: Rodney Gilchrist

Also attending:

Dr. King Davis, Interim 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  
Mark McClellan, Fort Hood Garrison Commander

The meeting was called to order at 5:00 p.m., Tuesday, August 12, 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. Mr. Rainwater led the invocation, and the pledges to the United States flag and the Texas flag were led by Ms. Capito. Mr. Williams introduced Dr. King Davis as the new Interim Superintendent.

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

PUBLIC FORUM

Hank Glaister, Harker Heights, Texas, alleged a conflict of interest in the board's consideration of a superintendent search firm that provides legal services for the district.

Alana Janae Green, Killeen, Texas, reiterated her advocacy for the KISD Career Center animation course, citing statistical data of growth in the industry.

Beth Suiter, Harker Heights, Texas, expressed concerns of campus issues in safeguarding student medical information and medication, and campus failure to report injury to her disabled child.

On July 26, 2025, the Board officially accepted Dr. Jo Ann Fey's resignation as KISD Superintendent of Schools. As a result, the Board began discussions on the superintendent search consulting services. Dr. Mike Moses and Mr. David Thompson, of Thompson & Horton, LLP, presented a proposal to conduct the district's Superintendent Search, and answered questions of the board.

## PRESENTATION FROM SUPERINTENDENT SEARCH FIRM

Ms. Adams moved to approve the Board hiring Thompson & Horton, LLP, as the firm to conduct the Superintendent Search process for Killeen ISD. Mr. Rainwater seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

## CONSIDERATION AND POSSIBLE ACTION TO HIRE SUPERINTENDENT SEARCH FIRM

Mr. Williams announced that agenda item #4-A, Consultation with Legal Counsel regarding Superintendent Transition and Search Process; and agenda item #4-B, Discussion regarding Superintendent Search Process, including Superintendent Profile, was not needed and would not be taken up.

## (CLOSED SESSION) SUPERINTENDENT TRANSITION AND SEARCH PROCESS (551.071, 551.074)

The board took a brief recess from 5:53 p.m. to 6:01 p.m. Upon reconvening, Mr. Williams introduced Colonel Mark McClellan as the new Fort Hood Garrison Commander.

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 budget having more available funds than expected and even more than the previous year.

Dr. Davis and Dr. Osborne presented an overview of the plan for the first day of school, which begins Wednesday, August 13, 2025. They reviewed Learning Services department responsibilities and supervisor assignments, the parent guide to addressing campus concerns, and what families can expect on the first day and first week of school regarding security processes, transportation, clear or mesh backpacks, discipline expectations, cell phone policy, and attendance. This item was for information.

## SUPERINTENDENT'S REPORT AND FIRST DAY OF SCHOOL OVERVIEW

Scott Hequembourg, Deputy Superintendent for Operations, reviewed that the recent tragedy on a campus this past March prompted a greater urgency to accelerate the district's ongoing efforts to increase school safety and security. He presented an update on changes implemented, potential impacts, and what can be expected. This item was for information.

## SAFETY UPDATE DISCUSSION

The consent agenda was considered. Ms. Adams moved to approve the consent agenda, items A and B, as presented. Ms. Capito seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

## CONSENT AGENDA

As part of the consent agenda, the board approved the appointed members of the School Health Advisory Council, as listed on the membership roster for the 2025-2026 school year.

#### A. SHAC ROSTER

As part of the consent agenda, the board approved the list of certified Texas Teacher Evaluation and Support System appraisers for the 2025-2026 school year, as presented.

#### B. T-TESS CERTIFIED APPRAISER LIST

The proposed *KISD Student Code of Conduct* was reviewed by the board and discussed at length on August 5, 2025. Based on board feedback, Micah Wells, Executive Director for Student Support Services, presented a second draft of the *KISD Student Code of Conduct* with additional revisions included. The board discussed conflicting points of view and discussed voting separately on particular sections of the *Code of Conduct* and then voting on the remainder of the handbook. There was debate and confusion on discussions, motions made, and voting results.

#### KISD STUDENT CODE OF CONDUCT 2025-2026

Parental agreements were considered separately. Mr. Mintz moved, as it related to the proposed Student Code of Conduct, to amend the requirements currently reflected on page 19, supplemented by handout A, regarding parental agreement options as allowed by House Bill 6; move to allow the use of behavioral agreements under the conditions of (a) that it is the first placement in DAEP, and (b) that it is for mandatory placements first time where a parent has not been allowed the opportunity to correct the offensive behavior. Mr. Williams asked for the motion to be restated for clarity.

Mr. Mintz moved to amend the Student Code of Conduct, as presented, specifically the parental agreement provision currently described on page 19 and supplemented by handout A, and as permitted by House Bill 6 that the district allow the use of behavioral agreements for the student's first assignment to DAEP and for any assignment to DAEP that is a mandatory placement and the student's first time placement where the parent has not otherwise had an opportunity to be involved. Mr. Williams asked for clarification and discussion continued.

Mr. Mintz restated his motion a third time to approve the board modify the Student Code of Conduct, as presented, specifically page 19 regarding parental agreement, supplemented by handout A and as allowed by House Bill 6, that the district allow the use of behavioral agreements only in instances where the placement is a mandatory placement. Ms. Adams seconded the motion. It was clarified that it did not relate to discretionary placements. The motion carried, 4-1-1, with Ms. Jones, Ms. Adams, Ms. Capito, and Mr. Mintz in favor, Mr. Rainwater opposed, Mr. Williams abstaining, and Mr. Gilchrist absent and not voting.

The hearing process was considered separately. Ms. Capito suggested using the current Code of Conduct and coming back for discussion rather than rush into a decision at this meeting.

Mr. Mintz moved to maintain the current DAEP placement process, using district hearing officers, without change. Ms. Adams seconded the motion. Ms. Jones, Ms. Adams, and Mr. Mintz were in favor; Mr. Williams and Mr. Rainwater were opposed, Ms. Capito abstained, and Mr. Gilchrist was absent and not voting. The motion passed; however, the board believed this motion to have failed at the time.

The remainder of the Student Code of Conduct was considered. Ms. Adams moved to adopt the proposed Student Code of Conduct, as presented. Mr. Williams clarified this motion referred to the remaining items that were not taken up, which Ms. Adams confirmed. Mr. Williams seconded the motion. Mr. Williams, Ms. Jones, and Ms. Adams were in favor; Mr. Rainwater and Mr. Mintz opposed. Ms. Capito was undecided, and discussion continued to clarify what was being considered, whether the board was still within the motion just made, and if the motion should be recalled. Mr. Williams called for a vote, which failed 2-4, with Mr. Williams and Ms. Adams in favor; Ms. Jones, Mr. Rainwater, Mr. Mintz, and Ms. Capito opposed, and Mr. Gilchrist absent and not voting.

Mr. Mintz moved that the board pass the Student Code of Conduct, as presented, with the exception of the parental agreement amendment previously voted on, as well as the district maintain the current DAEP placement as it exists today and not as it is presented in the proposed Student Code of Conduct.

Mr. Mintz restated his motion and moved that the board approve a Student Code of Conduct, acknowledging or incorporating the previous vote regarding parental agreements, and this is a change than is currently presented, and that the district maintain the DAEP placement process as it currently exists without change. Ms. Capito seconded the motion.

Further clarification was discussed. Ms. Capito asked if the Student Code of Conduct could be amended after approval, and Mr. Rainwater asked if the previous year Student Code of Conduct would be in effect if the board failed to approve a new Student Code of Conduct at this time. Board counsel advised it would be difficult to amend after the start of the school year and advised the board to approve a Student Code of Conduct, as required by law. Mr. Williams called for a vote, which carried, 5-1, with Ms. Jones, Ms. Adams, Mr. Rainwater, Mr. Mintz, and Ms. Capito in favor, Mr. Williams opposed, and Mr. Gilchrist absent and not voting.

William Baker, Assistant Superintendent for Human Resources, reviewed that on April 9, 2024, the board approved the ESS agreement to provide substitute placement services, which automatically renews annually until terminated. On September 10, 2024, the board approved an addendum to the agreement to add rates for specialized positions. Mr. Baker presented a second addendum to restructure pay rates to be more competitive with surrounding districts, reward substitutes for taking more jobs throughout the year, and encourage filling teacher assistant positions. Ms. Adams moved to approve the second addendum to the Substitute Staff Placement Agreement with ESS South Central, LLC, as presented. Ms. Capito seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

## SECOND AMENDMENT TO ESS AGREEMENT

Scott Hequembourg, Deputy Superintendent for Operations, introduced Tyler Robert of the Killeen Economic Development Corporation. This item was previously discussed at the August 5 meeting. The Killeen Economic Development Corporation, Fort Hood Region Economic Development Corporation, and Dongjin Semichem seek KISD's Letter of No Objection to create a Foreign Trade Zone (FTZ) at Dongjin's facility in Killeen Business Park. The FTZ exempts Dongjin from inventory tax and allows deferral of import duties on products entering the U.S. Letters have been provided by the City of Killeen and Bell County. Final designation is determined by the U.S. Department of Commerce. Mr. Mintz moved to approve the Letter of No-Objection for Dongjin Semichem Texas, Inc., as presented. Ms. Adams seconded the motion, which carried 5-1, with Ms. Jones opposed and Mr. Gilchrist absent and not voting.

## FOREIGN TRADE ZONE DESIGNATION LETTER OF NO OBJECTION

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that the district previously discussed this item at the March 5 workshop. The District has no current or foreseeable need for the facilities or land parcel at former Sugar Loaf Elementary School. The proposed resolution would authorize the district to begin the necessary steps to receive offers to purchase the property from interested parties. The Board previously approved a similar resolution for the former Bellaire Elementary School and former Clifton Park Elementary School properties on October 27, 2020. Ms. Capito moved to approve the proposed resolution authorizing the sale of district-owned real property that is excess to the needs of the district, as presented. Ms. Adams seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

## RESOLUTION FOR THE SALE OF REAL PROPERTY, KNOWN AS SUGAR LOAF ES

Dr. Susan Buckley, Assistant Superintendent for Administrative Services, reviewed that the board recently approved Local Policy FM, allowing the district to decline participation of non-enrolled students in extracurricular activities in the district.

## PROPOSED REVISION OF LOCAL BOARD POLICIES FD AND FM

TASB Policy Services recommended revisions to both Local Policy FM and Local Policy FD to clarify language and address the denial of concurrent enrollment in the district as it relates to private school or homeschool students participating in school district activities. Ms. Adams moved to approve the proposed revisions to Board Policy FD (Local): Admissions, and Board Policy FM (Local): Student Activities, as recommended by TASB Policy Services. Ms. Capito seconded the motion, which carried 5-1, with Mr. Mintz opposed and Mr. Gilchrist absent and not voting.

Dr. Susan Buckley, Assistant Superintendent for Administrative Services, reviewed that House Bill 1481, of the 89th Texas Legislature, requires school districts to prohibit student use of personal communication devices at school during the school day, effective September 18, 2025. Districts may choose not to allow possession on property or to establish processes for storage of such devices during the school day, with limited exceptions to use communication devices. Ms. Capito moved to approve the proposed revisions to Board Policy FNCE (Local): Student Conduct – Personal Telecommunications/Electronic Devices, as recommended by TASB Policy Services. Ms. Adams seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

#### PROPOSED REVISION OF LOCAL BOARD POLICY FNCE

Mike Harper, School Attorney, noted revisions to the following local policies due to legislative changes, clarifying language, and district practice: (1) BDAA: Officers and Officials – Duties and Requirements of Board Officers, (2) BDB: Board Internal Organization – Board Committees, (3) BDF: Board Internal Organization – Advisory Committees, (4) EI: Academic Achievement, (5) FDE: Admissions – School Safety Transfers, and (6) FEC: Attendance – Attendance for Credit. Mr. Harper answered questions of the board posed at the last meeting on August 5. Ms. Adams moved to approve the addition, revision, or deletion of Local Policies as recommended by TASB Policy Services and according to the Instruction Sheet for TASB Localized Policy Manual Update 125, as presented. Mr. Mintz seconded the motion, which carried 6-0, with Mr. Gilchrist absent and not voting.

#### TASB POLICY MANUAL UPDATE 125 AFFECTING LOCAL POLICIES: BDAA, BDB, BDF, EI, FDE, & FEC

Kallen Vaden, Chief Financial Officer, discussed budgeting \$100,000 in compensatory education funds as a budgeted line item within fiscal year 2026 General Fund budget to provide accelerated instruction at high schools for students who did not meet end-of-course requirements. House Bill 5, of the 83rd Texas legislative session, requires school districts to offer, without cost to the student, additional accelerated instruction in any subject if the student failed to perform satisfactorily on an end-of-course (EOC) assessment instrument.

#### FY 2026 ACCELERATED INSTRUCTION BUDGET

Each district is required to separately budget and prioritize state compensatory education funding and any other funding necessary to sufficiently support the cost of additional accelerated instruction for students who fail to perform satisfactorily on an EOC assessment instrument. State compensatory education funds cannot be used for any other purpose until the district has sufficiently funded additional accelerated instruction. This item will be considered for action at a future meeting.

Mr. Rainwater left the meeting at 8:57 a.m.

Kallen Vaden, Chief Financial Officer, reviewed that the budget is an estimation of actual costs used as a managing and planning tool and should not be exceeded in any major expenditure functional category. The budget is prepared on a basis consistent with generally accepted accounting principles. In accordance with the *TEA Financial Accountability System Resource Guide*, budgets for the General, Food Service, and Debt Service funds are included in the official adopted budget. The Board proposed budget will be summarized on the district website prior to the public notice in the newspaper in compliance with the *Truth-in-Taxation* guidelines.

PROPOSAL OF FY 2026  
DISTRICT BUDGETS:  
GENERAL FUND,  
SCHOOL NUTRITION,  
AND DEBT SERVICES

Ms. Adams moved to officially propose the fiscal year 2026 district budgets for the general fund, school nutrition fund, and debt service fund, as presented, for consideration at a public meeting to be scheduled for this purpose. Mr. Mintz seconded motion, which carried 5-0, with Mr. Rainwater and Mr. Gilchrist absent and not voting.

Kallen Vaden, Chief Financial Officer, reviewed that annually, the Board must approve a budget and then a tax rate, which when applied to the certified property values, will raise the local funds that are used to help fund the district. The local funds are combined with state and federal funds to pay for the coming year's school operations. Texas Education Agency calculated the district's Tier I maintenance and operations (M&O) tax rate, based on property tax values at \$0.6182. The district adds its Tier 2 enrichment pennies of \$0.05 to the Tier 1 rate to arrive at \$0.6682.

PROPOSAL OF 2025 TAX  
RATE OF \$0.8778,  
CONSISTING OF M&O AT  
\$0.6682 & DEBT SERVICE  
AT \$0.2096, FOR FY 2026  
REVENUE BUDGET

Prior year adopted tax rates were \$0.6682 for Maintenance and Operations and \$0.2076 for Debt Service for a total of \$0.8758. The date of the required Notice of Public Meeting to discuss the budget and proposed tax rate will be published in the *Killeen Daily Herald* on Friday, August 15, 2025. The Board may adopt a rate that is lower than the rate published in the notice but, by statute, cannot adopt a rate that is higher. These tax rates will be used to prepare the district's 2026 Budget.

Ms. Jones moved to officially propose the 2025 Tax Rate consisting of Maintenance and Operations at \$0.6682 and Debt Service at \$0.2096, for a total tax rate of \$0.8778 for the Fiscal Year 2026 Revenue Budget. Mr. Mintz seconded the motion, which carried 5-0, with Mr. Rainwater and Mr. Gilchrist absent and not voting.

Kallen Vaden, Chief Financial Officer, reviewed that after the Board has officially proposed the tax rates, the Board must schedule the required public meeting to discuss and adopt the budget and tax rate. Mr. Mintz moved to officially schedule August 26, 2025, as the date of the public meeting to discuss and adopt the Fiscal Year 2026 budgets and related tax rates. Ms. Capito seconded the motion, which carried 5-0, with Mr. Rainwater and Mr. Gilchrist absent and not voting.

#### SCHEDULING PUBLIC MEETING TO DISCUSS AND ADOPT FY 2026 BUDGETS & TAX RATES

Dawn Sills, Executive Director for Assessment & Accountability, reviewed that on July 11, 2025, the Texas Education Agency released the final Spring 2025 State of Texas Assessments of Academic Readiness (STAAR) end-of-course assessment results, including Algebra I, English I, English II, Biology, and U.S. History assessments. On July 12, 2025, the Texas Education Agency released the final Spring 2025 STAAR results for students in Grades 3 through 8, including assessments in mathematics and reading language arts in grades 3-8, 5th and 8th grade science, and 8th grade social studies. Ms. Sills presented a detailed overview, including an overall summary, performance data, and demographics. She answered questions of the Board and Mr. Mintz expressed appreciation for her presentation of relevant data. This item was for information.

#### 2025 STAAR RESULTS FOR GRADES 3-8 AND HIGH SCHOOL EOC ASSESSMENTS

On March 4, 2025, the Board was presented with the district's plan to improve the Disciplinary Alternative Education Program (DAEP), focusing on social-emotional learning support, conflict resolution, and transition support for students returning to campus. Based on board feedback and legislative changes, Micah Wells, Executive Director for Student Support Services, presented a comprehensive overview of changes and process improvements in the district's DAEP, which focuses on strengthening student accountability, engaging parents, and supporting academic growth alongside behavioral change. Safety measures have been reinforced on home and DAEP campuses, with targeted interventions and transition plans aimed at reducing repeat incidents and promoting long-term student success. This item was for information.

#### KISD DAEP PROCESS IMPROVEMENTS

Dr. Osborne reviewed the next board meeting agenda for August 19, 2025 Regular Meeting. Board members had no requests or remarks.

#### FUTURE BOARD MEETING AGENDAS AND TRUSTEE REMARKS



At 10:23 p.m., the Board convened in closed session for agenda items:

#11-A, Discussion regarding Duties of Acting/Interim Superintendent, as allowed by Texas Government Code 551.074;

#11-B, Discussion of Personnel Matters, as allowed by Texas Government Code 551.074;

#11-C, Discussion of School Safety and Security, as allowed by Texas Government Code 551.076 and 551.089;

#11-D, Attorney Consultation for Pending or Contemplated Litigation, as allowed by Texas Government Code 551.071; and

#11-E, Deliberate regarding Board and Superintendent Communications, Board Operating Procedures, Board Member Duties and Responsibilities, as allowed by Texas Government Code 551.074.

At 12:24 a.m., on Wednesday, August 13, 2025, the board reconvened in the open meeting. No action or voting took place in closed session. No action was needed.

There being no further business or discussion, Mr. Gilchrist moved to adjourn. Ms. Jones seconded the motion, and by consensus, the meeting adjourned at 12:25 a.m., on Wednesday, August 13, 2025.

(CLOSED SESSION)  
DUTIES OF INTERIM  
SUPERINTENDENT  
(551.0741)

(CLOSED SESSION)  
PERSONNEL MATTERS  
(551.074)

(CLOSED SESSION)  
SCHOOL SAFETY  
UPDATE (551.076, 551.089)

(CLOSED SESSION)  
ATTORNEY CONSULT  
(551.071)

(CLOSED SESSION)  
BOARD MEMBER DUTIES  
(551.074)

ADJOURN

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President

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Secretary