

Minutes of Regular Meeting

The Board of Trustees Brownwood Independent School District

A Regular Meeting of the Board of Trustees of Brownwood Independent School District was held Monday, November 8, 2021 beginning at 6:30 PM at the Central Administration Office located at 2707 Southside Drive. The meeting was called to order by Board President, Michael Cloy. Union Presbyterian Church Reverend Doug House led the invocation. Northwest Elementary students Kyra Cervantes, Fransisco Chavez, and Luke Moody led the Pledge of Allegiance. Northwest Elementary Music Teacher Dean Kiesling led students in performing the Star-Spangled Banner and a Patriotic Medley. The students who performed were Northwest Elementary Outstanding Music Student Winners for the first nine weeks.

PRESENT:

Mr. Michael Cloy, President
Mr. Roderick Jones, Sr., Vice President
Mrs. Diane Thompson, Secretary
Mr. Tim Jacobs, Member
Mr. Codie Smith, Member
Mrs. Amary Doremus, Member

OTHERS PRESENT:

Dr. Joe Young, Superintendent
Mrs. Liesa Land, Deputy Superintendent
Mr. Mitch Moore, Assistant Superintendent
Mr. Charles Musgrove, Community Relations Coordinator
Mrs. Karen Dempsey, Exec. Asst. to the Superintendent

ABSENT:

Mr. Eric Evans, Member

Others Present:

BISD Staff - Mark Stanley, Angela Fabbiani, Lindsay Smith, Sandra Richardson, Jessica Morgan, Kassie Russell, Allison Northcutt, Doug Bonsal, Martha Woods, Tammy Cope, Chesney Neely, Alexis Mosqueda, Amy Hall, Serena Miller, Adrian Stewart, Shelbi Chambers, Stephanie Morton, Susan Bennett, Stephanie Hilburn, Leah Lee, Jessica Murphy, Kelsie Eldred, Susan Mora, Jessica Ashby, Angel Carbajal, Amy Younce, Brook Price, Agnes Dockins, Kellie Current, Mackenzie Jones, Jennifer James, and Demi Henry; BHS students Carson Hill and the Lady Lions Varsity Cross Country Team; Community members – Julie Willis, Bo Ledoux, Francis Zopdilla, Karl & Katherine Hirsch, and Francie Clark.

BISD Deputy Superintendent, Liesa Land, presented the Instructional Focus update. All BISD elementary through high school core subjects currently take curriculum-based assessments. The data is used to make changes as needed individually, in small groups, or in whole groups. Data was reviewed from Algebra 1, looking at student results which fall into Approaches, Meets, or Masters levels (Meets is at grade level, so BISD prefers all students achieve Meets or Masters.) BISD currently has 19 students at Brownwood Middle School (BMS) taking Algebra, 204 Brownwood High School (BHS) freshmen taking Algebra, and 77 freshmen taking Pre-AP Algebra.

BISD recognized the following groups and individuals and presented them with certificates highlighting their achievements:

- **BHS Lady Lions Cross Country District 6-4A Champions and Regional Qualifiers:** The BHS Lady Lions Cross Country team was recognized for their achievements as 2021 District 6-4A Champions and Regional Qualifiers. They are Kylea Karnes, Talia Craff, Braycee Lee, Miranda Northcutt, Sydney Windham, Kate Tindol, and Emma Stegemoller.

- **National Merit Commended Student, Carson Hill – BHS Senior:** Carson Hill participated in the PSAT/National Merit Scholarship Qualifying Test in October 2021. He was awarded based on his outstanding score placing him in the top 2% of 1.5 million students nationwide.
- **Woodland Heights Elementary Teachers:** Kindergarten and first-grade teachers, along with RTI specialists at Woodland Heights Elementary, were awarded for exemplary service in building foundational reading skills in students, marking a significant measurable increase in student achievement. The following staff members were recognized: Kindergarten teachers Amy Hall, Serena Miller, Adrian Stewart, and Shelbi Chambers, first-grade teachers Stephanie Morton, Susan Bennett, Stephanie Hilburn, Leah Lee, and Jessica Murphy, and RTI Specialist Kelsie Eldred.
- **Northwest Elementary Teachers:** Northwest Elementary early childhood special education teachers and teaching assistants (TA's) were awarded for exemplary service in programs for both three and four-year-old children, marking a significant measurable increase in student achievement. The following staff members were recognized: Teacher Susan Mora with TA's Jessica Ashby and Angel Carbajal, Teacher Amy Younce with TA's Brook Price and Agnes Dockins, Teacher Kellie Current with TA Mackenzie Jones, and Teacher Jennifer James with TA Demi Henry
- **BISD Spotlight Teachers and Staff:** The Brownwood ISD Spotlight recognizes members of the BISD faculty and staff who go the extra mile to ensure excellence in education for all our students. Spotlight recipients are chosen from peer nominations. November 2021 honorees were Northwest Elementary Pre-K teacher Martha Woods and BMS Life Academics Aide Tammy Cope.

During the Audience for Guests portion, Mrs. Katherine Hirsch and Mr. Karl Hirsch delivered remarks and a prayer on behalf of the Community Impact Team and in support of the Board, the importance of biblical foundations, and getting to know each of the elected Board members.

Next Dr. Young gave the Superintendent's Report and noted that the annual BISD Holiday Card Design Contest is underway. Board members were invited to cast their votes for one elementary and one secondary student-designed card that will be used for the district's Christmas card.

Project Neighborhood task force meetings are moving forward, identifying logistical issues, and working through any specific areas of concern as the plan aligning elementary grade levels into neighborhood schools continues to take shape.

Dr. Young also provided budget and staffing reports and noted that prior to the next Board meeting on December 13, members are invited to bring their family to a meal at 5:30 p.m., which will also showcase several BHS programs. The Culinary Arts Department will be preparing the food, the Floral Design class will arrange the decorations, and the BHS Choir will provide entertainment.

The following Departmental Reports were presented:

Technology Report: A technology report was provided to the Board that gave an overview of the technology within Brownwood ISD as well as an update on technology projects that are taking place in the district. Dr. Young noted that the Technology Department, led by Mark Stanley, currently provides support for 5321 computing devices in addition to well over 900 other devices. The department continues to offer great service and support for technology throughout the district, including rollouts, upgrades, and maintenance on laptops, Promethean boards, printers, document cameras, network-related equipment, and security technology.

School Safety Report: A list of security measures that have been added at each BISD campus was provided. The list noted technology updates and safety projects, including several new security cameras, door access controls, playground equipment removed due to safety concerns, and district-wide safety meetings and revisions to the Emergency Operations Plan.

Gifted & Talented Report: The Gifted & Talented program provided a report that included the number of students in the program at each grade level and campus. The report also noted additional program resources, new initiatives, and goals for the program. A total of 114 K-6 students and 127 BMS/BHS students are involved in the program. A parent orientation was held on October 18, with around 80 in attendance. It was noted that the annual Gifted and Talented Showcase is scheduled for April 25 and 26, 2022.

Teacher Incentive Allotment Report:

The Teacher Incentive Allotment (TIA) is state funding given to districts for the purpose of teacher performance-based compensation. Through a TIA committee, BISD has provided a plan including a funding breakdown for campuses. Per the guidelines established by TEA, 90% of the allotment must go toward teacher compensation for teachers where the designated teacher works. This is still early in the process, with the initial plan submission to TEA scheduled for April 2022 and the first payments not happening until 2024.

The Board next considered the approval of a custodian recruitment and retention pay plan. In a good faith effort to address the current custodial shortage and in appreciation to our custodians currently on staff, BISD will implement a retention and recruitment stipend plan for the remainder of the 2021-2022 school year. The stipend will start at \$1500 for those custodians that have been with BISD 0-2 years and reaches as high as \$4000 for 20+ years with the district. BISD Trustee Jacobs made a motion to approve the Custodial Recruitment and Retention Stipends for the 2021-2022 school year as presented. BISD Trustee Diane Thompson seconded the motion. The motion passed unanimously.

The Board considered approval for the superintendent to negotiate a professional services agreement with Claycomb Associates, Inc. BISD has been approached by several citizens requesting improvements be made to select facilities in our district and offering leadership in the process. To help guide the community group's efforts, professional services including master planning, site analysis, facility condition study, and cost estimates are needed. Claycomb Associates provides these services at no cost to the community. These are considered professional services, so a formal agreement allows Claycomb to work with community leaders and the district. BISD Trustee Codie Smith made a motion to authorize the Superintendent to negotiate a professional services agreement with Claycomb Associates. BISD Trustee Roderick Jones seconded the motion. The motion passed unanimously.

Items on the Consent Agenda were approved unanimously as presented, with a motion by Trustee Tim Jacobs and a second by Trustee Diane Thompson..

The items on the agenda included the following:

- Minutes of October 4, 2021 Board Meeting

The Board moved into executive session at 7:26 p.m. to discuss personnel matters. They returned to open session at 7:32 p.m. No action was taken on executive session matters.

The meeting adjourned at 7:34 p.m.

Michael Cloy
President

Diane Thompson
Secretary