

Minutes of Regular Meeting

The Board of Trustees Brownwood Independent School District

The Brownwood ISD (BISD) Board of Trustees met for a regular session meeting on Monday, March 17, 2025 at 6:30 p.m. Board President Michael Cloy called the session to order. BISD Trustee Time Wilson gave the invocation. Coggin sixth grade students Trinity Davis and Exebuse “Zeb” Ripley led the Pledge of Allegiance. Coggin sixth grade choir students performed a selection of songs led by choir teacher Micah Ripley.

PRESENT:

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

OTHERS PRESENT:

Dr. Joe Young, Superintendent
Mr. Mitch Moore, Assistant Superintendent
Ms. Heidi Gardner, Director of Finance and Grants

ABSENT:

Mr. Justin Posey, Member
Mrs. Krista Behler, Exec. Assistant to the Superintendent
Mrs. Liesa Land, Deputy Superintendent

Others Present:

Ben Hamlett, Rebecca Faulkner, Kali McLaughlin, Monica Verner; as well as numerous staff and community members

BISD Superintendent, Dr. Joe Young presented an update regarding the district’s Teacher Incentive Allotment (TIA) program. TIA is designed to reward and support those who have demonstrated exceptional teaching practices, contributing significantly to student success and our district’s overall performance. BISD continues to make strong progress towards implementing and expanding the program. Texas Education Agency (TEA) approval for the 2024-25 designations was received on February 4, 2025, marking the second consecutive year of designation approval through the program. BISD has a total of 48 active TIA designated teachers. In the first year the TIA program yielded a total of \$309,284.00 to be paid out to teachers based on their TIA designations. An allotment of approximately \$500,000 is anticipated for this year, with 17 new designations and six teachers who moved up a tier within the program.

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

- **BISD Spotlight Teachers and Staff:** The BISD Spotlight recognizes members of the faculty and staff who go the extra mile to ensure excellence in education for all our students.
 - Spotlight recipients are chosen from peer nominations and awards are provided through a sponsorship by Jacobs Family Pharmacy and Brownwood Education Foundation. This month’s Spotlight Teacher was Coggin Elementary Life Academics teacher Brooke Garrett who was nominated by Penelope Putnam, the parent of Piper, one of Ms. Garrett’s students. Our Staff Spotlight honoree for the month was BISD Maintenance worker Danny Goins.

EXECUTIVE SESSION: The board moved into executive session at 6:41 p.m. to discuss personnel and security matters. This discussion included any findings from local or state-mandated district-wide intruder detection audits. They returned to open session at 6:49 p.m.

SUPERINTENDENTS REPORT: Dr. Young provided the following updates and information.

- BISD Bond Update
 - The Multipurpose Student Activity Center building roof and band tower construction are complete. Work continues on the inside with a projected completion in August 2025.
 - At Gordon Wood Stadium, the walls of the new concession stand building are being constructed and the support piers for the extended stands and new press box have been poured.
 - The Baseball and Softball complex entrance arches are complete and the parking lot has been paved.
 - Concrete for the BMS locker rooms is expected to be poured soon. The BHS locker room renovations will start after school releases in May.
- The district owned building at 403 Fisk (former location of the Brown County Appraisal District) has been sold.

DEPARTMENTAL REPORTS

- **BISD Community Relations Report:** Dr. Young presented a summary of the communications-related data provided by BISD Community Relations Coordinator, Charles Musgrove. The communications report contained updates and data on several completed, ongoing, and upcoming projects including print ads, website updates, billboard campaigns, and various other digital communications. Since March 2024, sixty-one press releases and 46 School Messenger direct communications (130,978 Email / 125,871 SMS) have been sent. The report also contained examples of recent visual communications, and a summary of website and social media statistics which indicate continued growth on all social media platforms. Dr. Young noted that the district will be transitioning to ParentSquare for communications with a three-phase rollout set to begin before the end of the year. ParentSquare will streamline communications across the district, combining the capabilities of SchoolMessenger, sportsYou, and expanded classroom messaging into one unified platform.
- **TIA UPDATE:** Texas Education Agency (TEA) notified BISD on February 4, 2025, that 2024-2025 teacher designations (based on 2023-2024 teacher effective Data) have been officially approved. (See the INSTRUCTIONAL FOCUS section of this report for additional details.).
- **DISCUSSION OF PLACE 6 TRUSTEE REPLACEMENT:** Brownwood ISD Board of Trustee Place 6 has been vacated by the resignation of Amary Doremus. This position is up for election in November 2026. By law, the vacant seat must be filled within 180 days, requiring an appointment before a special election in November 2025 for the unexpired term. The appointed board member may run for election, if so desired in November 2026 to serve a full 4-year term. Those interested in applying to fill the role must live with the boundaries of Place 6. Applications will be available on the district website and at BISD Central Support Center in April. The Board anticipates the appointment of a Trustee for Place 6 will take place in May

CONSIDER APPROVAL OF GUARDIANS: Approval of Campus Guardians relates to the authorization of certain employees to possess firearms to address concerns about the effective and timely response to an emergency on District property, including the invasion of a school by an armed person who may pose a direct threat of physical harm to students or others. BISD Trustee Codie Smith made a motion to approve the Campus Guardians, per Policy CKED and the Campus Guardian plan as presented. The motion was seconded by BISD Trustee Roderick Jones. The motion was unanimously approved.

CONSIDER ACTION ON REAL PROPERTY: BISD Trustee Roderick Jones made a motion to authorize the superintendent to negotiate and execute a contract for the sale of district-owned property located at 403 Fisk in accordance with the guidelines discussed in the Executive Session and Texas Government Code 551.072. BISD Trustee Justin Posey seconded the motion. The motion passed unanimously.

CONSIDER APPROVAL OF 2025-2026 SCHOOL CALENDAR: The district's Site-Based Decision Making Committee met, as well as solicited input from campuses in order to develop two calendars for the 2025-2026 school year. It was noted that the proposed calendars include a modified schedule with a one-hour earlier dismissal on every Friday. The staff were polled for their preference and there were 291 who answered the survey. The poll results were Calendar A – 127; Calendar B – 66; Calendar C – 98. BISD Trustee Amary Doremus made a motion to approve calendar A based on the recommendation of the Site-Based Decision Making Committee and the results of the employee poll. BISD Trustee Roderick Jones seconded the motion. The motion passed unanimously.

EXECUTIVE SESSION: The Board re-entered executive session at 8:33 p.m. to further discuss personnel matters. The Board exited the executive session at 8:57 p.m. and returned to regular session.

CONSENT AGENDA

The following items were listed for consideration on the Consent Agenda.

1. Final Reading: TASB Initiated Policy Update 124
2. Instructional Materials Annual Certification
3. School Nutrition Contract Renewal
4. Minutes from February 10, 2025

Trustee Jones moved that the Consent Agenda be approved as presented, with BISD Trustee Diane Thompson seconding the motion. The motion was unanimously approved.

ANNOUNCEMENTS

- Early Release: 03/28/25
- Next Board Meeting: 04/14/25

The meeting adjourned at 7:01 p.m.

Michael Cloy
President

Mrs. Diane Thompson
Secretary