

Killeen Independent School District

Board of Trustees Meeting Minutes, Workshop Meeting February 10, 2026, at 5 p.m. in the Killeen ISD Boardroom

Board Members Present

- Brett E. Williams, President
- Brenda Adams, Secretary
- Marvin Rainwater, Member **(joined meeting during closed session at 5:51 pm)**
- Oliver Mintz, Member
- Tina Capito, Member **(left meeting early at 8:29 pm)**
- Rodney Gilchrist, Member
- **Board Member Absent:** Susan M. Jones, Vice President

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

Speakers: Jadyne Matos, Isabella Rodriguez, Annabella Reina, and Julia Al Saadeh

Students addressed the Board to share their perspective regarding the suspension of their head coach, Coach Armstrong. They acknowledged that the language used during the game was hurtful and inappropriate and stated they understood why accountability in the form of a suspension was necessary. The students emphasized, however, that growth, reflection, and forgiveness are also essential values and expressed concern that additional disciplinary action appeared to be influenced by social media commentary rather than the voices of those directly involved. They accepted responsibility for their own heightened emotions and actions during the incident and explained that, after considering more visible protests, they chose communication as a more constructive approach. The group stated that approximately 76.2% of the team supports Coach Armstrong's return and asked the

administration to consider both student and teacher voices in order to rebuild trust, restore team unity, and focus on future growth.

Speaker: Lauren Grimes

Ms. Grimes spoke in support of Coach Armstrong, sharing her personal experience as a player under her leadership. She stated that Coach Armstrong has shown genuine care for her athletes' academic and collegiate goals and has demonstrated patience, diligence, and commitment to improvement following the initial suspension. Ms. Grimes described the coach as knowledgeable, passionate about soccer, and a positive influence on the team, and respectfully asked the Board to take these qualities into consideration.

Speaker: Maria Martinez

Ms. Martinez addressed the Board as a parent, emphasizing the strength and maturity of the student-athletes who spoke and her pride in their ability to advocate for themselves. She explained that her daughter, a junior at Chaparral High School, has experienced multiple coaching transitions and that the program under Coach Armstrong has shown increased structure, accountability, and a more positive environment. Ms. Martinez hopes the district will be considered to preserve the progress made and continue to provide stability for the program.

Speaker: Payton Armstrong

Coach Armstrong offered a direct and sincere apology for her words and actions, acknowledging that while passion can be present, it does not excuse inappropriate behavior. She stated that she teaches her players that mistakes come with consequences and expressed remorse for the situation and its impact. Coach Armstrong concluded by asking the Board to keep the best interests of the student-athletes at the forefront of any decision and affirmed that she has taken steps to ensure she provides the highest level of support and leadership they deserve.

Agenda Item 2: Closed Session

The Board entered closed session at **5:13 p.m.** for:

2A. Consultation with Legal Counsel Regarding Senate Bill 11 (Texas Government Code 551.071).

2B. Consultation with Legal Counsel Regarding Administrative Complaint (Texas Government Code 551.071).

2C. Discussion Regarding Board Operating Procedures (Texas Government Code 551.074).

2D. Consultation with Legal Counsel Regarding Amendments to Local Innovation Plan (Texas Government Code 551.071).

2E. Consultation with the District's Legal Counsel Regarding Pending Litigation, a Settlement Offer, or Other Issues Confidential under the Attorney-Client Privilege (Texas Government Code 551.071).

2F. Deliberate the Purchase, Exchange, Lease, or Value of Real Property (Texas Government Code 551.072).

2G. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Texas Government Code 551.074).

2H. Deliberate a Matter Regarding a Public School Student in which Personally Identifiable Information about the Student will necessarily be Revealed (Texas Government Code 551.0821).

No action was taken in closed session.

The Board reconvened in Open Session at **6:07 p.m.**

Agenda Item 3: Public Forum

Speaker: Johan Rodriguez

Mr. Rodriguez addressed the Board to express professional concerns regarding the proposed 90-minute daily double-blocking schedule for math and reading, emphasizing the unintended impact on fine arts and elective access. He cited research showing strong academic outcomes for students involved in arts programs and urged the Board to preserve middle school electives as critical opportunities for student engagement and passion development.

Speaker: Jameson Moss

Jameson Moss, a fifth-grade student at Haynes Elementary School, spoke about his high academic performance and concerns that the proposed middle school schedule would limit his ability to participate in both band and athletics. He questioned the necessity of required AVID placement for high-achieving students. Jameson asked the Board if this is the schedule they would have chosen for their own children.

Speaker: Danielle Smith

Ms. Smith, a middle school band director, stated that core teachers are currently undergoing extensive professional development and that the district has not yet completed a full testing cycle to measure the effectiveness of that training. She expressed concern that reducing access to fine arts and athletics removes critical opportunities for student success, particularly for students who struggle academically but thrive in elective environments. She asked the Board of Trustees to please consider the impact this schedule change will have.

Speaker: TaNeika Moultrie

Ms. Moultrie spoke on behalf of the Killeen Branch NAACP regarding the posting of a Deputy Superintendent position that closely mirrors Dr. Terri Osborne's current role. She questioned the transparency and intent behind the posting, highlighted Dr. Osborne's leadership and qualifications, and stated that the NAACP stands in support of her continued leadership within the district. She further questioned why the posting appeared to single out Dr. Osborne's position when no other leadership roles were similarly advertised, stating that this raised concerns about equity and consistency within the district's leadership structure. Ms. Moultrie concluded by emphasizing the historical significance of supporting qualified Black women in educational leadership.

Speaker: Laura Neal

Ms. Neal addressed the Board regarding proposed Double Block schedule and the importance of allowing incoming sixth-grade students to participate in both physical education and fine arts. She emphasized that music and extracurricular activities play a critical role in student motivation, academic success, and emotional well-being during the transition to middle school.

Speaker: Joseph Baez

Mr. Baez spoke in opposition to the district's consideration of an 1882 Texas Partnership, questioning why the district would move forward with a model that grants significant autonomy to an external operator despite community feedback favoring alternative interventions. He expressed concerns about governance, accountability, and the implications of transferring operational control of public schools to a private entity. He stated that public feedback gathered during prior town halls indicated stronger community support for the Accelerating Campus Excellence (ACE) model than for an 1882 partnership arrangement. Mr. Baez urged the Board to reconsider moving forward with a model that shifts substantial operational control away from the district and to ensure that any decision reflects community input and public accountability.

Agenda Item 4: Consent Agenda

- Receive and Approve Minutes for January 13, 2026 Workshop Meeting
- Receive and Approve Minutes for January 20, 2026, Regular Meeting
- Consideration of Quarterly Investment Report for the Period Ending November 30, 2025

- **Motion:** Brenda Adams
 - **Second:** Marvin Rainwater
 - **Vote:** 6-0-0-1
 - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones
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Board Returned to Agenda Item 2: Closed Session

The Board entered closed session at **6:29 p.m.** for:

2A. Consultation with Legal Counsel Regarding Senate Bill 11 (Texas Government Code 551.071).

2B. Consultation with Legal Counsel Regarding Administrative Complaint (Texas Government Code 551.071).

2C. Discussion Regarding Board Operating Procedures (Texas Government Code 551.074).

2D. Consultation with Legal Counsel Regarding Amendments to Local Innovation Plan (Texas Government Code 551.071).

2E. Consultation with the District's Legal Counsel Regarding Pending Litigation, a Settlement Offer, or Other Issues Confidential under the Attorney–Client Privilege (Texas Government Code 551.071).

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2G. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Texas Government Code 551.074).

2H. Deliberate a Matter Regarding a Public School Student in which Personally Identifiable Information about the Student will necessarily be Revealed (Texas Government Code 551.0821).

No action was taken in closed session.

Return from Closed Session

The Board reconvened in open session at **7:36 p.m.**

Agenda Item 5: Action Items for Consideration

5A. Consideration of the Order of Election of the May 2, 2026, Killeen ISD Board of Trustees Election

Presenter: JC Schoel, Coordinator for Logistics

Mr. J.C. Schoel presented the proposed Order of Election for the May 2, 2026 Killeen Independent School District Board of Trustees election, noting that the district will conduct a joint election with the cities of Killeen, Harker Heights, and Nolanville in accordance with Texas Election Code requirements. He explained that the order outlines polling locations, precincts, dates and hours of operation, including the recommendation to serve Coryell County precincts within district boundaries using Shoemaker High School as a polling site, and administration recommended approval of the proposed order.

- **Motion:** Brenda Adams
 - **Second:** Tina Capito
 - **Vote:** 6-0-0-1
 - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones
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5B. Consideration of the Resolution to Recognize February 2026 as National Career and Technical Education (CTE) Month in Killeen ISD

Presenter: Kathleen Burke, Executive Director of Academic Initiatives and College Career Military Readiness

Administration presented a resolution requesting recognition of February 2026 as National Career and Technical Education (CTE) Month in Killeen Independent School District, highlighting the significant role CTE plays. The resolution also recognizes the ongoing dedication and achievements of KISD's Career and Technical Education students and teachers and recommends formal designation of February 2026 as National CTE Month in the district.

- **Motion:** Rodney Gilchrist
- **Second:** Tina Capito
- **Vote:** 6-0-0-1
 - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones

5C. Consideration of the Resolution to Recognize March 2-6, 2026, as National Breakfast Week in Killeen ISD

Presenter: Steve Smith, Executive Director of School Nutrition

Mr. Steve Smith presented a resolution to recognize March 2–6, 2026 as National School Breakfast Week in Killeen Independent School District, emphasizing the critical role school breakfast plays in student health, focus, behavior, and academic achievement. He highlighted the district's commitment to equitable access to nutritious meals and expressed appreciation for Child Nutrition staff and campus teams, with administration recommending approval of the proposed resolution.

- **Motion:** Tina Capito
- **Second:** Rodney Gilchrist
- **Vote:** 6-0-0-1

- **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones
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5D. Consideration of the Resolution to Apply for the Active Attack Response Equipment Grant

Presenter: Scott Hequembourg, Deputy Superintendent

Mr. Scott Hequembourg presented a resolution requesting approval to apply for the Active Attack Response Equipment Grant in response to requirements established under House Bill 33, which mandates access to ballistic shields and breaching equipment for campus safety. He explained that approval of the resolution would allow the district to pursue state funding to procure ballistic shields for ISD police officers.

- **Motion:** Rodney Gilchrist
 - **Second:** Oliver Mintz
 - **Vote:** 6-0-0-1
 - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones
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Agenda Item 6: Information Items for Discussion

6A: Discussion of System Scorecard Priority 1: Student Success

Presenter: Dr. Jo-Lynette Crayton, Assistant Superintendent and Dr. Susan Buckley, Assistant Superintendent

Dr. Crayton and Dr. Buckley presented the System Scorecard for Priority One: Student Success, outlining four district goals focused on student connections, academic achievement in reading and math, and readiness for post-secondary education, military service, or workforce entry.

They explained that multiple departments contributed to the presentation, including Student Support Services, Athletics, Fine Arts, Advanced Academics, Career and Technical Education, and Learning Services. Micah Wells reviewed campus and classroom culture survey results, noting steady leadership scores and positive trends in student, family, and staff responses following continued implementation of Capturing Kids' Hearts. He stated that elementary and high school campuses showed overall growth in relational culture, while middle school data reflected steady leadership results and improving teacher implementation. Iris Felder presented average daily attendance data and noted that attendance at the beginning of the 2025-2026 school year was 93.5 percent, which is a 1.1% increase from last year. From September through November 2025, attendance was higher than those months over the past three years. Even though attendance declined in December; there was a 4% increase in average daily attendance in January from years past. Mr. Wells also reviewed discipline data for ISS, OSS, and DAEP placements, explaining that policy changes require the establishment of new baselines moving forward. Tish Williams and Matt Carroll discussed athletics participation, noting a temporary decline related to schedule adjustments and seasonal changes and reaffirmed the district's goal of increasing participation to 33 percent by 2029. Morganne Davies reported that fine arts enrollment remains steady at approximately 60 percent and shared growth in recruitment activities. Jennifer Roden and Dr. Cynthia Hodges addressed advanced academics, reporting stable enrollment in honors, dual credit, and AP courses and emphasizing that students are choosing to remain in rigorous coursework. Kathleen Burke presented Career and Technical Education data, highlighting progress in CTE completion through expanded pathways, industry partnerships, and increased student awareness. Dr. Carrie Parker reviewed elementary reading and math results, noting significant mid-year gains across grade levels based on multiple assessment tools and structured literacy practices. She explained that consistent Tier One instruction and aligned interventions have contributed to measurable student growth. Ms. Harris shared secondary reading and math data, reporting gains across middle and high school grade levels and targeted interventions for areas of concern. Trustees engaged in discussion regarding data interpretation, curriculum alignment, and the impact of proposed schedule changes, with administration providing clarification and next steps. The presentation concluded with the district's commitment to offering multiple pathways to ensure long-term student success.

6B: Discussion of Texas Partnership Application Evaluation and Recommendation of a 2025-2026 Operating Partner

Presenter: Dr. Terri Osborne, Deputy Superintendent

Dr. Terri Osborne outlined the evaluation and recommendation process for selecting a 2025–2026 operating partner under the Texas Partnership framework for Manor Middle School. She explained that the recommendation followed approximately four months of work after the district's optimization decision to proceed under Senate Bill 1882 and represented one of the most significant updates related to the Call for Quality Schools. Dr. Osborne described the two major components of the evaluation process as extensive due diligence on the submitted application and a formal capacity interview. She noted that the evaluation committee consisted of senior-level district leaders selected for expertise, including Dr. Crayton for Academics, Mr. Scott Hequembourg for Operations, Mr. Baker for Human Resources, Ms. Kallen Vaden for

Finance, and community representative TaNeika Driver-Moultrie. Dr. Osborne explained that the committee utilized the Texas Education Agency model rubric, which included 82 success criteria across academic planning, financial planning, governance and operations, and existing partnerships. She detailed the rigorous review of the Third Future Schools application, including multiple attachments, evaluator training, a virtual capacity interview exceeding two hours, follow-up questions, and subsequent written responses. Based on the review and evaluation of evidence, Dr. Osborne reported that Third Future Schools was rated as meeting or partially meeting all required domains and recommended that the Board approve entering into contract negotiations. She further outlined the proposed timeline for negotiations, anticipated Board action dates in March, preparation of a draft contract, and the required submission of the 1882 benefits application to the Texas Education Agency. Dr. Osborne emphasized that successful completion of the process would allow the district to pursue both financial benefits and a two-year accountability pause while entering a minimum three-year contract.

Superintendent Zach Craddock of Third Future Schools addressed trustee questions regarding staffing, compensation, benefits, and instructional operations should the partnership be approved. He stated that selected Manor Middle School employees would become Third Future Schools employees, with payroll and benefits administered by Third Future, continued participation in TRS, compliance with FMLA requirements, and transfer of state leave but not local leave. Mr. Craddock explained that Third Future uses its own salary structure, with starting salaries beginning at approximately \$65,000 and higher average compensation for core content teachers, while complying with Teacher Incentive Allotment requirements where applicable. He described the instructional model, including 90-minute instructional blocks, daily demonstrations of learning, targeted intervention and enrichment, and structured team centers to support differentiation. Mr. Craddock also detailed curriculum alignment to Texas standards, progressive discipline practices, comprehensive special education services, and plans for staffing transitions, community engagement, and continued coordination with the district through a defined menu of services.

6C: Discussion of the Science, Technology, Engineering, and Math (STEM) Program Update

Presenter: Kathleen Burke, Executive Director of Academic Initiatives and College Career Military Readiness, Dr. Cynthia Hodges, Director of Innovative Programs and STEM Academy

Ms. Kathleen Burke and Dr. Cynthia Hodges presented a Technology, Engineering, and Math (STEM) Program update focused on middle school academic outcomes. At the Board's request, the presentation examined the program's vision, structure, and curricular initiatives, with emphasis placed on measurable student performance results. Dr. Hodges reviewed academic data for the 2024–2025 school year, comparing non-STEM students with STEM Honors and Gifted and Talented students across multiple STAAR and End-of-Course assessments. She reported that STEM Academy students met or exceeded the established goal of at least 60 percent of students achieving performance standards on all administered STAAR and EOC exams.

6D: Discussion of Middle School Double Block Instruction

Presenter: Kathleen Burke, Executive Director of Academic Initiatives and College Career Military Readiness, Dagmar Harris, Executive Director of Secondary Curriculum and Instruction

Ms. Harris and Ms. Burke presented an overview of the proposed middle school double-block instruction model for mathematics and reading language arts, explaining that the proposal is grounded in Priority One performance data showing continued academic challenges at the middle school level. They noted that six of the district's twelve middle schools are underperforming, underscoring the need to strengthen Tier One instruction and increase instructional time in core content areas. Ms. Harris explained that research and district data, including results from STEM campuses, demonstrate significantly stronger outcomes when math and reading are double-blocked, with higher percentages of students performing at the Meets level. Ms. Burke described the development of a guiding coalition composed of middle school principals, deans, district leadership, fine arts, athletics, and special education representatives to evaluate multiple scheduling models. She stated that the coalition reviewed several options and ultimately recommended consecutive double blocks for both math and reading language arts while preserving uninterrupted PLC time for all subjects. The presenters emphasized that the proposed schedule maintains opportunities for electives, special programs, AVID, and expanded CTE pathways, while increasing Tier One instructional time by approximately 126 hours annually in math and reading. Trustees engaged in discussion regarding prior success with double-block schedules, professional development needs, and the importance of equity and consistency in implementation. Superintendent Davis concluded by emphasizing the urgency of addressing middle school academic performance and reiterated that increasing instructional time and support is a necessary step to improve student outcomes.

6E: Discussion of a Delay of Teacher Certification Requirements

Presenter: Will Baker, Assistant Superintendent

Mr. Baker presented a discussion on the proposed delay of teacher certification requirements in response to House Bill 2 and its phased implementation. He explained that while the district remains committed to ensuring all teachers in Killeen ISD are fully certified, existing "Grow Your Own," teacher resident, and alternative certification pipelines would be significantly impacted without a transition period. Mr. Baker outlined that during the 2025–2026 school year, the district may continue its current DOI plan, but beginning in 2026–2027 and beyond, uncertified teachers would face increasing restrictions in foundational subject areas. He noted that these changes would directly affect successful pipeline programs, including paraprofessional-to-teacher pathways and university partnerships. To address this, administration proposed requesting a state-approved transition plan that would allow continued placement of participants while they complete certification requirements. Mr. Baker detailed that the plan includes structured training, mentoring, certification progress monitoring, and sustained collaboration with higher education and educator preparation partners such as Texas A&M–

Central Texas and Teach Worthy. He shared that the district currently employs 274 teachers without full certification across various subject areas and that these figures reflect overlapping assignments at the elementary level. Mr. Baker concluded by requesting Board approval of the delayed certification proposal so it may be submitted to the Texas Education Agency for consideration and implementation.

President Brett E. Williams called for Agenda item 6G:

6G: Discussion of Number and Dollar Amounts of Board Scholarships to be Awarded for Fall 2026

Presenter: Kallen Vaden, Chief Financial Officer

Ms. Vaden presented a discussion regarding the number and dollar amounts of Board scholarships to be awarded for Fall 2026, noting that the district has awarded scholarships annually and continues to benefit from longstanding endowment donations. She reviewed the current list of scholarship endowments, including historical donations and recent philanthropic contributions, and highlighted the Board's designation of \$2 million to support scholarship funding. Ms. Vaden explained that scholarship award caps are calculated by averaging the prior three years of endowment balances and applying a four percent distribution rate to ensure sustainability and continued growth. She concluded by reviewing the recommended award amounts for Fall 2026.

Board Returned to Agenda Item 2: Closed Session

The Board entered closed session at **9:50 p.m.** for:

2A. Consultation with Legal Counsel Regarding Senate Bill 11 (Texas Government Code 551.071).

2B. Consultation with Legal Counsel Regarding Administrative Complaint (Texas Government Code 551.071).

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2H. Deliberate a Matter Regarding a Public School Student in which Personally Identifiable Information about the Student will necessarily be Revealed (Texas Government Code 551.0821).

No action was taken in closed session.

Return from Closed Session

The Board reconvened in open session at **11:05 p.m.**

President Brett E. Williams noted in open session that Agenda item 6F will not need to be called

Agenda Item 7: Discussion of Future Board Meeting Agendas and Trustee Remarks

Trustee Oliver Mintz shared remarks recognizing the Nightclub performance at Harker Heights High School, praising the students' exceptional talent and commending the Fine Arts staff for organizing a well-executed and professional event. He encouraged community members to attend future performances and thanked all staff involved for their dedication and hard work. Trustee Rodney Gilchrist urged the district community to continue supporting our students. Board President Brett Williams acknowledged February as Black History Month. In recognition of Black History Month, remarks emphasized that Black history is most meaningful when it is lived, seen, and personally experienced, highlighting local leaders whose impact demonstrated what is possible within the Killeen community. Individuals recognized included Ron Gray, Connie Green, Tim Hancock, Debbie Nash-King, Sandra Forsythe, and Alice Douse, whose leadership and service left lasting impressions and inspired future generations. President Williams encouraged students and community members to honor the past while focusing on present actions, noting that the history of the future is shaped by what is done today for all people. Additionally, congratulations were extended to Elise Kea, head girls basketball coach at Shoemaker High School, and the Shoemaker Lady Grey Wolves for clinching a district championship, celebrating both athletic success and a legacy of community pride. Remarks highlighted pride in Elise Kea, a former Killeen High School student now serving as the head girls basketball coach at Shoemaker High School, noting her continued success and leadership within the district. He also reflected on the meaningful legacy of Coach Kea's grandmother, Miss McDade, a longtime cafeteria employee at

Killeen High School, emphasizing how her influence helped shape a new generation of success within the same community.

Agenda Item 8: Adjournment

The meeting was adjourned following trustee remarks.

- **Motion:** Brenda Adams
- **Second:** Oliver Mintz
- **Vote:** 5-0-0-2
 - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Rodney Gilchrist
 - **Against:** None
 - **Abstained:** None
 - **Absent:** Susan M. Jones, Tina Capito

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

Signatures

Brett E. Williams
Board President

Brenda Adams
Board Secretary
