

The KISD Board of Trustees met in regular session on Tuesday, June 10, 2025 at 4:00 p.m. in the KISD boardroom.

Members present:

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

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
 Colonel Lakicia Stokes, Fort Cavazos Garrison Commander
 Kristine Caparco, Fort Cavazos School Liaison Officer

The meeting was called to order at 4:00 p.m., Tuesday, June 10, 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 4:02 p.m. for agenda item I-A, attorney consultation for pending litigation, proposed settlement agreement and related contract with a private school to resolve special education disputes in Mediation Docket No. 014-DM-1024, as allowed by Texas Government Code 551.071 and 551.0821; agenda item I-B, discussion of superintendent's appraisal, contract, and compensation, as allowed by Texas Government Code 551.074; agenda item I-C, discussion of reorganization of board officers, as required Texas Education Code 11.061 and authorized Texas Government Code 551.074; and agenda item I-D, discussion of personnel matters, as allowed by Texas Government 551.074. At 6:00 p.m., the board reconvened in the open meeting. No action or voting took place in closed session.

Mr. Rainwater then led the invocation, and the pledges to the United States flag and the Texas flag were led by students, Jacob Donathan and Khaleesi Hurd.

The Board recognized the following athletes for achievement in the 2025 Special Olympics Texas Summer Games:

(CLOSED SESSION)
 ATTORNEY CONSULT
 FOR MEDIATION
 DOCKET 014-DM-1024
 (551.071, 551.0821)

(CLOSED SESSION)
 DISCUSSION OF SUPT
 APPRAISAL (551.074)

(CLOSED SESSION)
 BOARD OFFICERS
 REORGANIZATION
 (551.074)

(CLOSED SESSION)
 PERSONNEL MATTERS
 (551.074)

HONORS AND
 RECOGNITION

Kamylah Martinez Batiz, placed 1st in the 400-Meter Run, and 1st in the Running Long Jump.

Ali Green, placed 1st in the Standing Long Jump, and 4th in the 100-Meter Run.

Emmanuel Nelson, placed 1st in the Standing Long Jump, and 4th in the 100-Meter Run.

Jayian Manns, placed 2nd in the 100-Meter Run, and 3rd in the Standing Long Jump.

Harold Hamilton, placed 1st in the Running Long Jump, and 1st in the 100-Meter Run.

Miley Fleming, placed 1st in the Running Long Jump, and 4th in the 100-Meter Run.

The Board recognized the following Platinum Medal artists in the Junior Visual Arts Scholastic Event:

Abigail Hartnett, Union Grove Middle School, for *Free Spirit*.

Noah Mahan, Union Grove Middle School, for *Love of the Game*.

Maya KC, Union Grove Middle School, for *Walls that Whisper, Roots that Bind*.

Laylah Russ, Nolan Middle School, for *Eliana*.

McKenzy Rider, Nolan Middle School, for *Sun*.

Brea Dyess, Eastern Hills Middle School, for *Heaven's Strongest Warrior*.

Nana Safoa, Patterson Middle School, for *Kopiko Kani*.

Mary Martin, Aycock Middle School, for *Strawberry Pot*.

Gabriel Adkins, Aycock Middle School, for *Cardboard Portrait*.

The KISD Board and Staff paid special tribute to Fort Cavazos Garrison Commander, **Colonel Lakicia Stokes**, who will be transferring command on July 11, 2025. Mr. Hequembourg presented her with a framed embroidery of the KISD emblem.

The 2025 Board of Trustees Election results were canvassed and certified on May 13, 2025. On the same day, Trustees Susan Jones and Brenda Adams were installed. Trustee Oliver Mintz was absent and was therefore installed at this meeting.

INSTALLATION OF
NEWLY ELECTED
TRUSTEE

Following the completion of the Statement of Officer, the Oath of Office was administered to Trustee Mintz (Place #3) by Brenda King, Board Specialist and Notary Public, who presented him with the Certificate of Election.

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

PUBLIC FORUM

Melissa Brown, Killeen, Texas, compared the construction cost of the new administration building to the cost of Communities In Schools program to support at-risk students.

Brianna Harrelson, Harker Heights, Texas, reiterated her concerns of her daughter's campus limiting parent engagement and visits to support her child, which affects her behavior.

Spencer Daulisa, Harker Heights, Texas, requested the use of the high school tracks, noting it was paid for with tax dollars and the gates should not be locked.

Dr. Fey provided a report on several items, including the district response to a student's concern raised in public forum regarding animation courses, and key highlights of the recent graduations and community advisory meeting.

SUPERINTENDENT'S REPORT

Texas Education Code 11.061 requires the board to select officers at the first meeting after the election and qualifications of trustees. Mr. Mintz nominated Brett Williams as President. Mr. Gilchrist seconded the motion, which carried 7-0. Mr. Gilchrist nominated Susan Jones as Vice President. Ms. Adams seconded the motion, which carried 7-0. Ms. Jones nominated Brenda Adams as Secretary. Ms. Capito seconded the motion, which carried 7-0.

SELECTION OF KISD BOARD OFFICERS

The board took a brief recess at 6:49 p.m. and returned at 6:56 p.m.

Following the annual selection of board officers, the Board President has traditionally made appointments to local district and board committees. The board agreed to retain their appointments to local committees, as assigned last year: (1) Brenda Adams on the School Counseling Advisory Committee, (2) Tina Capito on the Student Health Advisory Council, (3) Susan Jones on the KISD Education Foundation, (4) Brett Williams and Marvin Rainwater on the School Safety and Security Committee, (5) Oliver Mintz (as chair), Brett Williams, and Rodney Gilchrist on the Board Audit Committee, and (6) Marvin Rainwater, Brenda Adams, and Oliver Mintz on the Board Advocacy Committee.

BOARD APPOINTMENTS TO LOCAL COMMITTEES

Mr. Gilchrist moved to approve the minutes for the May 13, 2025 special meeting, as written. Ms. Adams seconded the motion, which carried 7-0.

MINUTES FOR 5-13-2025 SPECIAL MEETING

Mr. Gilchrist moved to approve the minutes for the May 13, 2025 regular meeting, as written. Ms. Capito seconded the motion, which carried 6-0-1, with Mr. Mintz abstaining.

MINUTES FOR 5-13-2025
REGULAR MEETING

Ms. Adams moved to approve the minutes for the May 20, 2025 board workshop, as written. Ms. Capito seconded the motion, which carried, 5-0-2, with Ms. Jones and Mr. Mintz abstaining.

MINUTES FOR 5-20-2025
BOARD WORKSHOP

Dr. Susan Buckley, Assistant Superintendent for Administrative Services, reviewed that KISD retained the services of Civic Solutions Group (CSG) to assist the district in identifying and refining key priorities to guide resource allocations and long-term strategic planning. Based on feedback from stakeholders, CSG developed the following draft priorities to direct the district's focus of resource allocation: (1) Academic Outcomes, focused on academic growth, subgroup performance, and measures of high-quality teaching; (2) High Quality Facilities, centered on facility investments, building conditions, and safety infrastructure; (3) Strong Leadership & Staffing, measured through climate surveys, leadership stability, and teacher retention; (4) Family & Student Engagement, measured through student attendance and family and student surveys; (5) Resources for Student Readiness, informed by cost-per-student analysis and staffing ratios. Ms. Adams moved to approve the priorities identified to optimize Killeen ISD schools and district operations, as presented. Ms. Capito seconded the motion, which carried 6-1, with Mr. Rainwater opposed.

DISTRICT OPTIMIZATION
PRIORITIES

Mr. Williams announced that the memorandum of agreement with Fort Cavazos for mutual scheduling facilities, would not be taken up at this meeting.

MOA WITH FORT
CAVAZOS FOR MUTUAL
SCHEDULING FACILITIES

William Baker, Assistant Superintendent for Human Resources, reviewed that per Local Board Policy DMA, the school board shall annually approve the district's professional development plan guided by the State Board of Education (SBEC) Professional Development Clearinghouse. On May 20, 2025, the board reviewed the proposed district professional development plan for the 2025-2026 school year. Ms. Capito moved to approve the required district professional development plan for the 2025-2026 school year, as presented. Mr. Rainwater seconded the motion, which carried 7-0.

2025-2026 SY DISTRICT
FOR PROFESSIONAL
DEVELOPMENT PLAN

William Baker, Assistant Superintendent for Human Resources, reviewed that the District of Innovation (DOI) designation provides flexibility to obtain exemptions from certain provisions of the *Texas Education Code* (TEC) to increase local control over district operations and to support local initiatives. The board adopted the 2020-2025 DOI Plan on January 14, 2020, with three subsequent amendments on January 10, 2023, March 5, 2024, and June 11, 2024.

RENEWAL OF DISTRICT
OF INNOVATION FOR
2025-2030

Per Legal Board Policy AF, the renewal plan was approved by the DOI Advisory Committee on April 23, 2025, posted on the district website for 30 days, and presented to the board on May 20, 2025. The plan must be approved by a two-thirds affirmative vote of the membership of the board, in accordance with Texas Education Code 12A.005. Mr. Gilchrist moved to approve the proposed renewal for the District of Innovation Plan for the term of August 4, 2025 to August 4, 2030, as presented. Ms. Capito seconded the motion, which carried 7-0.

Mr. Williams announced that budget amendment #2 was not needed at this time and would not be taken up at this meeting.

BUDGET AMENDMENT #2
FOR FY 2025

Mr. Williams moved ahead on the agenda to item VII-D. Colonel Stokes informed the board that the ceremony for the change of command will be on July 11, 2025. This item was for information.

FUTURE BOARD
MEETING AGENDAS AND
TRUSTEE REMARKS

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that on October 8, 2024, the board approved the construction managers rank order, with Bartlett Cocke General Contractors as the highest ranked. On March 26, 2025, construction documents were issued for bids, which were received on April 22, 2025. Bartlett Cocke proposed a guaranteed maximum price of \$35,304,416, which included a \$1,588,699 project contingency allowance. The total project budget, to include construction cost, permitting fees, design and engineering fees, and furniture and equipment, is \$43,604,416, funded from the Strategic Facilities Plan budget. Mr. Gilchrist moved to approve the future Central Administration Building renovation project guaranteed maximum price for a cost not to exceed \$35,304,416 and to delegate authority to the superintendent or designee to execute AIA Document A133 – 2019 Exhibit A: Guaranteed Maximum Price Amendment. Ms. Adams seconded the motion, which carried 7-0.

FUTURE CENTRAL
ADMINISTRATION
BUILDING RENOVATION
PROJECT GUARANTEED
MAXIMUM PRICE

Adam Rich, Assistant Superintendent for Facilities Services, reviewed that on February 13, 2024, the board approved Lackey de Carvajal Cx, a member of the district's professional services pool, to provide mechanical, electrical and plumbing commissioning services for the future Central Administration Building renovation project. The permitting and construction process is planned to take approximately 14 months, with a targeted substantial completion date of July 30, 2026, followed by an additional month for district move-in. Lackey de Carvajal's proposed MEP commissioning fee of \$63,340.82 will be funded from the Strategic Facilities Plan.

FUTURE CENTRAL
ADMINISTRATION
BUILDING RENOVATION
COMMISSIONING AGENT
CONTRACT PROPOSAL

Ms. Jones moved to approve the future Central Administration Building Renovation Project commissioning agent contract, as presented, and to delegate authority to the superintendent or designee to execute the associated Task Request. Ms. Adams seconded the motion, which carried 7-0.

As a result of discussions in closed session, Ms. Jones moved to approve the proposed settlement agreement and related private school contract concerning Mediation Docket No. 014-DM-1024, and to authorize the superintendent to execute all necessary documents on behalf of the district. Ms. Adams seconded the motion, which carried 7-0.

Adam Rich, Assistant Superintendent for Facilities Services, provided an overview of the Central Administration Consolidation Projects. Following the district's plan to consolidate 22 departments within the future Central Administration building, staff has evaluated additional departmental and equipment relocations which allow for the decommissioning of Killeen Learning Support Services and Dock Jackson Jr. Professional Learning Center facilities. The total estimated cost, including construction, permits, design and engineering fees, and furniture and equipment, is \$4.4 million. If the decommissioned buildings are auctioned or exchanged, the district could potentially save \$8.25 million in future roofing, HVAC, and painting life cycle replacements, along with \$315,000 in annual operating costs. This item was for information.

Kallen Vaden, Chief Financial Officer, provided an update on the fiscal year 2026 district budget planning, including discussion of House Bill 2 (89R) related to required teacher salary raises; general fund revenues, expenditures, and fund balance; and the budget adoption timeline. Tad Dorroh, district benefits consultant of BKCW, reviewed the TRS ActiveCare Plan highlights, including a premium increase and plan changes. The board raised concerns of the financial effect on lower income employees. Mr. Dorroh answered questions of the board. This item was for information.

In accordance with the Board Audit Committee Charter, Mr. Mintz provided a report on the May 15, 2025 committee meeting, which included a discussion of potential audits for next fiscal year, and preliminary results of the cost savings audit. Gibson Consulting will prepare a cost proposal for public education information management system / student information system (PEIMS / SIS) audit in Fall, and technology audit in Spring. Optional audits include asset/risk management follow-up audit, booster club and campus finance audit. The current cost savings audit differs from typical audits in that the audit team identifies opportunities rather than findings. Gibson had presented the committee with six potential savings options. Mr. Mintz noted the intention to align audits with strategic priorities. This item was for information.

Dr. Fey reviewed the upcoming agenda for the June 17, 2025 board workshop. Mr. Gilchrist spoke of his recent tour of the Dongjin facility and recommended board members tour the facility. This item was for information.

PROPOSED SETTLEMENT
AGREEMENT & PRIVATE
SCHOOL CONTRACT TO
RESOLVE SPECIAL
EDUCATION MEDIATION
DOCKET 014-DM-1024

CENTRAL
ADMINISTRATION
BUILDING
CONSOLIDATION
PROJECTS OVERVIEW

FY 2026 DISTRICT
BUDGET PLANNING AND
2025-2026 EMPLOYEE
HEALTHCARE PLAN

REPORT OF BOARD
AUDIT COMMITTEE
MEETING ON 5/15/2025

FUTURE BOARD
MEETING AGENDAS AND
TRUSTEE REMARKS

At 8:23 p.m., the board convened in closed session for agenda item I-B, Discussion of superintendent's appraisal, contract renewal/extension, and compensation, as allowed by Texas Government Code 551.074; and agenda item I-D, Discussion of personnel matters, as allowed by Texas Government Code 551.074. At 9:47 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)

(CLOSED SESSION)
PERSONNEL MATTERS
(551.074)

There being no further business or discussion, Ms. Capito moved to adjourn. Ms. Adams seconded the motion, and by consensus, the meeting adjourned at 9:48 p.m.

ADJOURN

President

Secretary