

The Board of Trustees of the Midway Independent School District met on March 25, 2025 at 7:00 p.m. in the Board Room of the Midway ISD Administration Building located at 13885 Woodway Drive, Woodway, TX 76712. The following members were present: Brad Alford, Jonathan Green, Pete Rusek, Rick Tullis, Susan Vick, Pam Watts, and Colin Witt.

1. Call to Order

President Pete Rusek called the meeting to order.

7:00 p.m.

2. Welcome and District Mission Statement

The District Mission statement was presented to the public.

3. Moment of Silence

A moment of silence was observed.

4. Pledge of Allegiance

The Pledge of Allegiance was led by Chapel Park Elementary students.

Brad Alford arrived at 7:09 p.m.

5. Recognitions

5A. Resolution from the Office of Representative Pat Curry

Ashley Walter, State Representative Pat Curry's Chief of Staff, presented a Resolution to honor MISD campuses based off the 2025 U.S. News World & Report ranking. The Resolution commended MISD for helping students reach their potential.

5B. March Awareness Days

Superintendent Chris Allen acknowledged March as Texas History Month, Women's History Month, Music in Our Schools Month, Theatre in Our Schools, and National Youth Art Month.

5C. National Merit Finalists

The Board congratulated Midway High School seniors Alastair McGrath and Ty Roenfanfz as National Merit Finalists, placing them among the top 1 percent of high school scholars in the country.

5D. State Swim

Midway High School senior Ben Blalock was honored by the Board for setting school records in both the 50 and 100-yard freestyle events at Region 3-6A Championships which qualified him for the 2025 UIL 6A State Swimming and Diving Championships. Ben finished 21st in the 50-yard freestyle and 20th in the 100-yard freestyle. Ben is coached by Midway HS coach Dan Marlin.

5E. State Culinary Star Contest

The Board recognized Midway High School juniors, Brodie McKenzie, Thien Le, and Nehemiah Horton who competed at Aramark's Statewide Culinary Star competition in Houston. This culinary team is under the guidance of coaches Cheryl Haines, Chef Logan Moore, and David Wyrick.

5F. SCAN SUP Outstanding Cooperating Teacher

The recipient was unable to attend the board meeting.

5G. State Communications Awards

Congratulations to Communications Director Emily Parks and Communications Systems Coordinator Robert Pryor along with former Multimedia Specialist Katy Durham for earning multiple top awards at the Texas School Public Relations Association (TSPRA) State Star Awards for the 2023-24 school year. The team brought home six Gold awards, including four Best of Category honors.

6. Information Items

6A. Teacher Incentive Allotment Designations

The Teacher Incentive Allotment report was presented in the board packet.

6B. 2025-2026 MISD Start and Release Times

The 2025-2026 MISD Start and Release Times were presented in the board packet.

7. Presentation/Discussion Items

7A. Special Populations Update

Lisa Cochran, Director of Special Education and Section 504, highlighted the program's achievements, accountability measures, early childhood, and challenges, while also sharing some memorable moments from the year. SPED updated the technology system software into the Empower Platform that feeds into Education Modified that digitally tracks accommodations.

Like many areas in education, the Special Populations Department is currently facing challenges, including teacher retention, legislative changes, state compliance,

7B. Monthly Finance Report

Wesley Brooks presented the monthly finance report. He reported that the 25-26 budget submissions were due from campuses and departments on March 25. He also said that the state hasn’t passed a school finance bill. There are a few proposals and the state will pass a combination of salary allotment or basic allotment along with special education funding.

7C. New Personnel Positions for 2025-2026

Dr. Ashley Canuteson discussed the challenges with recruitment and retention efforts related to teachers, paraprofessionals, and special education staff. These challenges include compensation, program growth, student behavior and academic needs, and teacher/staff workload.

The solutions for consideration include a request for new personnel positions that will provide direct support for our students, teachers and staff.

Susan Vick arrived at 8:14 p.m.

7D. Facility Committee Study Update

Dr. Allen briefed the board on the role the Midway Facility Study Committee will play in developing a plan that will provide direction, feedback, and guidance to the district as it addresses needs identified in the Facilities Needs Assessment conducted by Pfluger Architects. The committee consists of independent, diverse community members who will assess priorities such as facility conditions, capacity, safety, and maintenance while supporting the growth, achievement, and overall success of all students for years to come.

7E. Middle of Year Progress Monitoring Data

Kim Johnston, Director of Curriculum, presented the middle of the year progress data. The two performance tools administered are Tango LION and NWEA Map. Both assessments provide individual student progress data. The district also administers unit tests as well as early spring District Benchmark Assessment. The Midway Benchmark Assessment is intended to mirror the content and rigor level of the upcoming state assessment. The Benchmark provides guidance for final interventions prior to STAAR and EOC state assessments.

7F. 2023-2024 District Annual Report

Jess Wheeler, Executive Director, reviewed the District Annual Report which is the “final” report on the 2023-24 school year. The report includes Texas Academic Performance Reports (TAPR), PEIMS Financial Standard Report, District Accreditation Status, Campus Performance Objectives, Report on Violent or Criminal Incidents, Student Performance in Postsecondary Institutions, and Progress of the District and Each Campus Toward Meeting Board Adopted HB 3 Goals.

8. Public Hearing for District Annual Report

TEC, §39.306, requires that each district’s board of trustees hold a public hearing to discuss the district’s annual report within 90 days of receiving the PDF TAPR. Within two weeks following the public meeting, each district must widely publish its annual report, including posting it on the district website and other public places.

President Rusek closed the public meeting and opened the public hearing for the District Annual Report.

9:15 p.m.

No one addressed the Board regarding the District Annual Report.

President Rusek closed the public hearing and reconvened the public meeting.

9:15 p.m.

9. Consideration Items

9A. Consent Agenda

1. Minutes of the February 18, 2025 Special Called Board Meeting
2. Minutes of the February 18, 2025 Regularly Scheduled Board Meeting
3. Early Graduation Requests
4. New Course Approval for Midway High School – AP Seminar
5. Out of State Trip – Business Professionals of America
6. Out of State Trip – Health Occupations Students of America
7. Out of State Trip – Texas Association of Future Educators
8. Policy Update 124 Affecting Local Policies
 - a. CAA(LOCAL): FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS
 - b. CDA(LOCAL): OTHER REVENUES: INVESTMENTS
 - c. CY(LOCAL): INTELLECTUAL PROPERTY
 - d. DH(LOCAL): EMPLOYEES STANDARDS OF CONDUCT
 - e. EHB(LOCAL): CURRICULUM DESIGN: SPECIAL PROGRAMS
 - f. EHBB(LOCAL): SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS
 - g. FFG(LOCAL): STUDENT WELFARE: CHILD ABUSE AND NEGLECT
 - h. GKA(LOCAL); COMMUNITY RELATIONS: CONDUCT ON SCHOOL

PREMISES

- 9. Acceptance of Certification of Unopposed Candidates for the May 3, 2025 Midway Independent School District Trustee Election (Acepto de Certificacion para Candidatos unicos para el 3 de mayo de 2025 para la Eleccion de patronatos del Distrito Independiente Escolar de Midway)
- 10. Consideration of Order of Cancellation to Declare Candidates for Trustee Place V, VII, and VII Unopposed Candidates for the May 3, 2025 Trustee Election and Duly Elected Trustees of the Midway Independent School District (Consideration del Orden de Cancelacion para Declara Candidatos para Lugar V, Lugar VI y Lugar VII como Candidatos unicos para la Eleccion de patronato el 3 de mayo de 2025 para el Distrito Independiente Escolar de Midway)
- 11. Budget Amendment
- 12. New Personnel Positions Request for 2025-2026
- 13. Superintendent 2024-2025 Performance Goals as Part 2 of Superintendent Evaluation

President Rusek asked if anyone wished to remove any item(s) from the consent agenda. A motion was made by Rick Tullis and seconded by Brad Alford to approve Items 1-3, 5-7, and 9-13 of the consent agenda as presented. Item(s) 4 and 8 were removed from the Consent Items.

Motion carried 7-0

The Board discussed Item 4. After discussion, a motion was made by Pam Watts and seconded by Susan Vick to approve Item 4.

Motion carried 7-0

The Board discussed Item 8. Colin Witt made a motion and Jonathan Green seconded the motion to approve Item 8 as presented.

Motion carried 7-0

9B. Approve Professional Contracts

Colin Witt made a motion to approve professional contracts for 2025-2026 school year and Rick Tullis seconded the motion.

Motion carried 7-0

9C. Consideration of Personnel

Professional Recommendations:

New Hires:	Castleman Creek Elementary	Ashley King, 2 nd Grade Teacher Christine Pyron, 4 th Grade Teacher Rebecka Saulnier, SPED Teacher (Para to Pro)
	Chapel Park Elementary	Mary Watson, 3 rd Grade Teacher Miranda Unger, 1 st Grade Teacher
	Hewitt Elementary	Brandie Wright, SPED Teacher
	Midway High School	Marcus Thompson, Teacher/Coach
	Midway Middle School	Cassidy Gray, Math Teacher Lindsey Hess, English Teacher
	Park Hill Elementary	Ashley Guyton, 4 th Grade Teacher Emily Weichert, 5 th Grade Teacher Halle Scott, 1 st Grade Teacher Lorin Sulak, Kindergarten Teacher
	River Valley Middle School	Tanya Willingham, Social Studies Teacher
	Spring Valley Elementary	Jessica Bancale, SPED Teacher Kassidi Huff, 2 nd Grade Teacher Kimberly Kelley, PK 3 Teacher (Para to Pro) Samantha Jones, 4 th Grade Teacher
	Woodway Elementary	Stacy Kelley, SPED Teacher (Para to Pro) Chase Tieben, SPED Teacher (Para to Pro)

The Board noted the following:

Professional:

New Hires:	Midway High School	Jodi Gillespie, Math Teacher Ray Ramos, CTE Teacher
	River Valley Middle School	Erika Beverly, SPED Teacher
Separations:	Administration	Marva Harrison, Truancy Officer (retirement)
	Castleman Creek Elementary	Adria Collins, 2nd Grade Teacher * Aubrie Hutson, 4th Grade Teacher * Brennon McFarlane, 4th Grade Teacher * Cianka Haynes, SPED Teacher * Elizabeth Fox, 5th Grade Teacher (retirement) Halford Dionne, 5th Grade Teacher * Melora Roach, 5th Grade Teacher (retirement) Micah Friesen, 2nd Grade Teacher *

Chapel Park Elementary	Andrea Osowski, 5th Grade Teacher * James Curry, 5th Grade Teacher * Lilia Oubre, 4th Grade Teacher (retirement)
Hewitt Elementary	Abigail Traylor, 5th Grade Teacher * Angela Scarborough, SPED Teacher (retirement) Candace DeSopo, SPED Teacher * Melody Abbott, SPED Teacher *
Instructional Services	Allison Vickers, Speech Therapist * Amanda Miller, Occupational Therapist * Linda Mooneyham, Dyslexia Teacher * Melissa Besch, Dyslexia Teacher *
Midway High School	Cheryl Haines, CTE Teacher (retirement) Dea Biberdorf, SPED Teacher * Dede Moore, CTE Teacher (retirement) Edgar Miranda, Assistant Principal * Eric McDade, Teacher/Coach (retirement) Esrom Martinez, Teacher/Coach Kalon Gervin, Teacher/Coach * Rachel Williams, Teacher/Coach * Stephen Duncan, CTE Teacher * Susan Hughlett, Teacher (retirement) Vernon Turner, Teacher/Coach *
Midway Middle School	Donnie McLean, Math Teacher * Emilie Lutgen, English Teacher * Rachel Wolfer, English Teacher * Troy Simonek, Teacher/Coach (retirement)
Park Hill Elementary	Cynthia Gage, School Nurse * Deborah Brusen, 4th Grade Teacher * Jennifer Swope, Pre-K 4 Teacher * Wendi Singletary, 1st Grade Teacher *
River Valley Middle School	Brittney Johnson, English Teacher * Clay Cunningham, Teacher/Coach * Jennifer Allison, Principal * Keeley Brister, Teacher/Coach * Laura Terrell, Social Studies Teacher * Maureen Herring, English Teacher * Michael Devenport, Band Asst Director * Nick Wright, Math Teacher * Syliva Gast, Social Studies Teacher (retirement)
Special Education Speegleville Elementary	Allison Vickers, Speech Therapist * Erica Butcher, 4th Grade Teacher * Sheila Hilburn, SPED Teacher * Susan Whitley, Pre-K 4 Teacher (retirement)
Spring Valley Elementary	Graciela Hutson, 4th Grade Teacher * Jessica Ponce, 1st Grade Teacher * Kailey Hoffman, Kindergarten Teacher * Marjorie Bowman, SPED Teacher * Regan Mengel, SPED Teacher *
Woodway Elementary	Elizabeth Smith, 5th Grade Teacher *

Transfers:

Alexa Van Hal from 5th Grade Teacher at SBE to 5th Grade Teacher at WWE
Christy Baish from Interventionist at CCE to 2nd Grade Teacher at PHE
Jordyn Reeves from SPED Teacher at MHS to SPED Teacher at MMS
Natalie Neidig from SPED Teacher at PHE to SPED Teacher at HE
Nevaeh Tarbush from Pre-K Assistant at SPE to Instructional Assistant at HE
Sara Staton from SPED Teacher at MMS to SPED Teacher at RVMS
Stacy Spink from 1st Grade Teacher at CCE to 1st Grade Teacher at PHE
Valery Haskett from 4th Grade Teacher at WWE to 2nd Grade Teacher at CPE

Paraprofessional:

New Hires:	Horizons/DAEP Park Hill Elementary River Valley Middle School	Tracy Woodson, ISS/DAEP Assistant Tia Seibel, SPED Assistant Lisa Escalante, Registrar
Separations:	Castleman Creek Elementary Chapel Park Elementary Instructional Services Park Hill Elementary River Valley Middle School South Bosque Elementary	Marquise Hughes, SPED Assistant * Brock Sykora, Instructional Assistant * Cynthia Bain, SPED Assistant * Kristy Stoll, LSSP Intern * Danielle Morgan, Instructional Assistant Irma De Las Nieves, Receptionist Ofelia Lopez, Registrar (retirement) Julie Barnum, Pre K 3 Assistant *

Spring Valley Elementary	Ronald Nunley, Instructional Asst (retirement) Danice Johnson, Campus Secretary (retirement)
Woodway Elementary	Michelle Pena, Instructional Assistant * Paige Hartom, Instructional Assistant *

Transfers: Hannah Howse from SPED Para at SBE to SPED Para at PHE

* End of Contract

10. Superintendent Communication

Dr. Allen mentioned being included in Waco Day Chamber of Commerce event at the State Capitol and thanked Rick Tullis for including him. He was appreciative of the elected officials who took time to visit and communicate with the group. Dr. Allen stated even though we may not agree with all decisions that are made, it was very productive time.

President Rusek announced the Board would go into closed session pursuant to Texas Government Code Section 551.074.

9:27 p.m.

President Rusek reconvened the public meeting and stated no action was taken in closed session.

10:06 p.m.

No action taken in open session.

11. Adjournment

President Rusek declared the meeting adjourned.

10:06 p.m.

Pete Rusek, President

Pam Watts, Secretary