

Minutes of Regular Meeting The Board of Trustees Duncanville ISD

A Regular Meeting of the Board of Trustees of Duncanville ISD was held Monday, June 17, 2024, at 6:30 PM in the Duncanville ISD Education Plaza, 710 S. Cedar Ridge Drive, Duncanville, TX 75137.

1. CALL TO ORDER AT 6:30 PM

President Dr. Flowers called the meeting to order at 6:30 pm. This meeting was called under the Texas Government Code 551.045.

Let the record show that a quorum of the Board of Trustees is present, that the meeting has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act. Texas Government Code Chapter 551.

Our mission at Duncanville ISD is to engage, equip, and empower all scholars to achieve their unique potential.

The following trustees were in attendance: Jacquelin Culton, Carla Fahey, Dr. LaSonja Flowers, Janice Savage-Martin, and Janet Veracruz. A quorum of the Board of Trustees was present, the meeting was duly called, and notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code chapter 551.

2. OPENING CEREMONIES

A. INVOCATION

Trustee Veracruz

B. PLEDGE TO US FLAG AND TEXAS FLAG

Trustee Savage-Martin

C. SUPERINTENDENT'S REPORT

Dr. T. Lamar Goree

1. UPDATE OF CURRENT DISTRICT EVENTS, INFORMATION, OPERATIONS, AND PROGRAMS

Dr. T. Lamar Goree

President Dr. Flowers commented. Before you go into your superintendent's report, I would like to just acknowledge and thank you for being our superintendent. This is our first board meeting, so can we just acknowledge him and give him a hand, please?

Dr. Goree presented the Superintendent's Report. Thank you very much, President Flowers and to all our other trustees present and everyone in the audience today. Good evening. It is absolutely my pleasure to sit before you today and to present the superintendent's report in my capacity as Superintendent of Duncanville ISD. Please know that this is not a charge that I take lightly, and I am just so excited to have this opportunity to work alongside the school board and this entire community as we advance opportunities for children in this school system. Today, I'd like to start off by talking a little bit

about a few things that are happening in our school system. And pardon me with the technology, as I learn my way through how to navigate our wonderful new technology in our boardroom.

Of course, we'd start off tonight by congratulating the 1023 recent graduates of Duncanville High School.

At the same time, more specifically, we're really excited about the 67 of our Collegiate Academy students who graduated high school with an associate's degree. There were also 110 P-TECH certifications earned and 531 industry-based credentials earned in the CTE program. What that means is those are students that are graduating, that can choose to be employed, they can choose to go to college. They have choices, and that's what we're creating for students here in Duncanville.

Additionally, we'd like to recognize that 26 National Math and Science Initiative scholars were presented with their awards. 36 College Board Hispanic Recognition Awards, 24 College Board African American Recognition Awards, 41 College Board First Generation Recognition Awards, 11 College Board Indigenous Recognition Awards, and 10 seniors have enlisted in the military. And we thank them for their service. Congratulations again to the graduates of the class of 2024, and we certainly will be remiss if we did not acknowledge the parents, the grandparents, and all the loved ones that played a significant role. We know that, as a village, we shall raise our children.

Moving on to the Summer of Champions, which I would consider to be my inaugural event as superintendent in this district, because when I came into the district on June 3rd, we also kicked off the Summer of Champions. Our summer program has certainly been designed in Duncanville to create academic growth in our students. Again, my first week as superintendent in Duncanville provided me with the opportunities to tour summer programs with trustees. And some of the sites we went to were Acton, Hyman, and Kennemer. The Summer of Champions curriculum is engaging, and a lot of it's designed around being fun and not just your traditional things that you see during the school day. We're so proud of everyone that's contributing to this summer program and looking forward to our students taking advantage of these opportunities to not only learn, but to also engage in fun activities to create a more successful school year.

Important to note, in our pre-K - 8 programs, we have over 500 students enrolled, and we also have, in our high school programs, opportunities for students to regain credits, as well as opportunities for them to be engaged in things, such as Haircut Camp, P-TECH Bridge, GEAR UP Camp, and hair braiding, as well as beading. There are a lot of opportunities for our students to really enjoy themselves as they learn during the summer program. And again, we thank the teachers and all the leaders for everything that they've done to make this summer opportunity enjoyable for our children.

Also, I think it's important to know that we are feeding our children, as well as providing transportation. We certainly want to make sure that there are no barriers that prevent our students from being the very best that they can be academically and as they go on to becoming well-rounded human beings.

Summer professional learning, and anyone that's spent any time with me professionally knows how much I believe in supporting and providing professional learning opportunities. In fact, one of my core beliefs is that every child deserves a high-quality certified teacher who is an expert in their content area, well-trained, supported, and empowered to live out their true calling. Just as important as it is for me to teach children the things that they need, it's just as important that we support our adults. And I am so excited that we have a robust professional learning catalog that has rolled out. We have over 60

professional learning opportunities that are being offered for Duncanville staff. The catalog is comprehensive, and it goes through May of 2025. If you look at your screen on the left, you see a few of the sessions from the catalogs that are being offered.

One of the most important trainings that we offer, and I'm so excited that so many teachers are taking advantage of it, is our CHAMPS training, which is offered multiple times this summer. CHAMPS is a positive approach to campus and classroom behavior management. The practical strategies that are presented in camp help teachers in their classrooms to promote responsible student behavior. We all know that, when teachers are in the classroom, if you don't have an appropriate level of behavior and self-behavior and self-direction, it prevents you from being the very best that you can do. And this training is addressing that. We've had over 400 staff members to enroll in this training for this summer, and 200 are registered to complete it before, as they go into next school year.

And again, annually, we host the Duncanville U, a highly energetic, highly engaging two-day professional development learning conference, and that conference will take place at the Midlothian Conference Center, July 16th and 17th, and that will be from 8:00 to 3:30. And certainly, trustees, you will receive more information on that.

One of the most exciting opportunities of my first two weeks was having an opportunity to participate first in a bond update meeting and really learn more about the bond that our community passed. I would certainly be remiss if I didn't pause just to thank our community for trusting and reinvesting in what we do for children by passing a \$170 million bond this past November. As we go forward though, in that same respect, I look forward to really working side by side with our bond committee, with our community, with our architectures, with our managers, so that we make sure that we are as responsible to our taxpayers as we are to our students.

I had an opportunity, if you look at the pictures, to participate in an activity at the high school, where renderings of what our new technology center at the high school could look like were presented, and we actually had our teachers to come in to give feedback and input as to what their thoughts were around what we needed to focus our time and attention on. Who is better to tell us and to support what we do for children than our teachers? It was a wonderful day.

If you look at the bottom picture, you see that probably the only person that knows more about what the students want will be the students. So, we also engaged our students, and they were a part of this feedback opportunity, so that we make sure that whatever we do design, it will be something that will be well received and that will lead to positive outcomes for our students. That was very enjoyable and really looking forward to continuing that work as we implement those projects approved through the bond initiative.

President Flowers, that does conclude our superintendent's report, and before I pass it back over to you, I just want to, once again, thank our community for all the warm wishes, whether that's our staff, whether that's our parents. I've had several opportunities to go to community events, and it is clear why this is called the City of Champions. Because it's clearly a will and a want for this school system, for this city, to be the very best that it can be, and I just look forward to working alongside the great educators to make sure that our children are provided with those incredible opportunities academically. Thank you very much, President Flowers.

D. RECOGNITIONS/COMMENDATIONS

Connie Wallace

1. DONATIONS

Connie Wallace

Ms. Connie Wallace presented Donations. Thank you, President Flowers, Dr. Goree, and Board of Trustees. I am elated to present tonight's donations totaling over \$2,400. Kona Ice made a cash donation. The remainder of the donations that we have received are all supporting our Panther Pantry. Are there any questions about the donations that we have received that are presented here tonight?

Trustee Veracruz asked. Could you talk about the one that we received from Joe V's?

Ms. Wallace replied. Absolutely. We are grateful that Joe V's sought out our district and they presented us with a check well, we got the big check, the fake check, last week, in the amount of \$10,000. It is to support our Panther Pantry as well. Once those funds have been secured in the district and Todd's team processes everything, then we will be excited to come back to the board and formally present that as a donation received.

Dr. Goree commented. Thank you. I too want to, from my seat in the Office of Superintendent, say a huge thank you to Joe V's grocery store. We did have an opportunity, along with several trustees, to attend their opening ceremony. And I tell you, even since that time, they have reached out and are truly, truly vested in being a wonderful partner with the school system. So, we're looking forward to continuing to build on that relationship and board, we will bring you more information after those dollars have been received. They've sent the procedure to get the money though, so we just got to go through getting that done. So again, thank you to Joe V's and looking forward to them in our community, not just for grocery needs, but also, as a partner.

3. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.

The board went into Closed Session at 6:43 p.m.

A. CONSULTATION WITH THE BOARD ATTORNEY (§551.071)

Private Consultation with the Boards' attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the Board, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act.

B. PURCHASE, EXCHANGE, LEASE, OR VALUE OF REAL PROPERTY (§551.072)

C. PERSONNEL (§551.074)

Appointments, Discipline, Dismissals, Duties, Employment, Evaluations, Extensions, Leaves of Absences, Non-Renewals and Proposals for Non-Renewals, Renewals, Reassignments, Retirements, and Settlements

1. Consider Administrative Appointment - Elementary Principal

2. Consider Administrative Appointment - Intermediate Principal
3. Consider Administrative Appointment - Middle School Principal
4. Consider Administrative Appointment - Chief of Student Services & Campus Support

4. RECONVENE IN OPEN SESSION AT 7:48 PM

5. TAKE ACTION ON ITEMS DISCUSSED IN CLOSED SESSION

Trustee Savage-Martin made a motion to approve the appointment of the elementary principal as presented; Trustee Fahey seconded the motion. Motion carries 5-0.

Trustee Veracruz made a motion to approve the appointment of the middle school principal as presented; Trustee Fahey seconded the motion. Motion carries 5-0.

Trustee Savage-Martin made a motion to approve the appointment of the Chief of Student Services and Campus Support as presented; Trustee Fahey seconded the motion. Motion carries 5-0.

Ms. Pam Brown introduced the new principals and Chief of Student Services and Campus Support. Greetings, Madam President and Board of Trustees and Dr. Goree. I'm here to present the candidates. I'm going to ask our first candidate to join us, Mr. Danny Colbert. I am pleased to announce Danny Colbert as the new principal of Alexander Elementary. Mr. Colbert, already a valued member of the Duncanville Panther community, is transitioning from his role as assistant principal at Duncanville High School, where he has served the past three years. At Duncanville High School, he played a pivotal role by leading the ninth-grade team, managing freshmen operations, and spearheading initiatives in the CTE and biology departments.

His efforts helped to transform professional learning communities and implement proven methods to elevate student achievement. With 17 years of experience in education, including 12 years in campus administration and leadership roles, Mr. Colbert brings a wealth of experience from his work at the elementary, middle, and high school levels. He holds a bachelor's degree from Paul Quinn College and a master's degree from Prairie View A&M University. He is a results-oriented leader with a demonstrated history of improving student performance and fostering academic excellence. Please join me in congratulating Mr. Colbert on his new role as the principal of Alexander Elementary. And if Mr. Colbert has family or friends in the audience, would you please stand as well? Thank you. Thank you, Mr. Colbert.

I'm going to ask our next candidate, Mr. William Davis, to join me at the podium. I am pleased to introduce Mr. William Davis as the new principal of Byrd Middle School. Mr. Davis brings 13 years of experience in education, having served as an elementary science and social studies teacher, elementary assistant principal, high school assistant principal, and CTE director, as well as campus principal. Most recently, he was the proud principal of Waterford Oaks Elementary in Cedar Hill ISD, where he has served for the past five years. Mr. Davis holds a bachelor's degree from the University of Texas, a master's degree from Tarleton State University, and a superintendent certification. He is a dedicated instructional and campus leader who is passionate about fostering student success and has a proven

record of excellence. His commitment to education is evident in his innovative approaches and ability to inspire both students and staff, consistently driving improvements in the academic performance and school culture. Please join me in welcoming Mr. Davis to the Duncanville ISD family. And if Mr. Davis has friends and family in the audience, would you also please stand?

I'm going to ask our next candidate, Mr. Tellauance Graham, to join me at the podium. I am delighted to introduce Mr. Tellauance Graham as the new Chief of Student Services and Campus Support for Duncanville ISD. Mr. Graham brings 22 years of educational experience to our district, having held roles as a science teacher, coach, middle school principal, high school principal, and most recently, assistant superintendent of administration and student services in Cedar Hill ISD. As a campus principal in Caddo Parish, some of his notable achievements included being principal of the year, securing a \$15,000 grant to implement a STEM program, and achieving double digit gains in student growth, which resulted in the campus being recognized as a top gains school.

With the career history marked by impactful leadership, he is no stranger to driving positive outcomes for students at every stage of his journey. He holds a bachelor's degree from the University of Louisiana at Monroe, a master's degree from Louisiana Tech University, and a superintendent certification. Mr. Graham is renowned for his outstanding leadership and his capacity to significantly boost student achievement. Please join me in welcoming Mr. Tellauance Graham to the Duncanville ISD family. And if Mr. Graham has friends and family members in the audience, would you also please stand? Thank you, Board of Trustees.

6. CONDUCT A PUBLIC HEARING TO ALLOW PUBLIC PARTICIPATION IN THE DISCUSSION OF THE PROPOSED BUDGET FOR THE 2024-2025 FISCAL YEAR FOR THE GENERAL FUND, CHILD NUTRITION FUND, DEBT SERVICE FUND, AND COMPENSATION PLAN

A. PUBLIC HEARING ON THE 2024-2025 BUDGET

Todd Garrison

Mr. Todd Garrison conducted the Public Hearing to Allow Public Participation in the Discussion of the Proposed Budget for the 2024-2025 Fiscal Year for the General Fund, Child Nutrition Fund, Debt Service Fund, and Compensation Fund. Good evening, Madam President Flowers, Board of Trustees, Dr. Goree, it's my pleasure to walk us through the public hearing for the budget for '24-'25 this evening.

We'll start with our district priorities. A lot of the slides you'll see tonight are not unfamiliar to you, as we'll walk through the priorities, as well as the process for establishing the budget. As you see there, we've accomplished the bond election and we're still working on the balanced budget. We're also working on recruiting, retaining teachers and academic performance as always. The process started all the way back as far back as November when we started working on the budget as a group in SLT. I won't read each one, but working through establishing our formulas, campus budgets, department budgets, setting staffing projections, as you've heard from the demographer, looking at our roll-up, things of those nature, as well as the certified values that we received all the way here to the end, where we're at the public hearing and for board approval.

So, predicting, projecting the budget, we start with establishing the revenue, and establishing the revenue begins with enrollment. We work with the demographers for our roll-up and our predicted enrollment as well as our attendance. As you can see there, we predicted last year to be at hope to be

at 92% attendance, at an average of 11,513 for an ADA of 10,447. We were a little under that, and as you're aware, we are declining a little bit in enrollment and our average attendance is typically around 91%. Obviously, something we hope to improve on, but that's where we're budgeting on, because that's where we've been. To give you kind of an idea of the impact of that 1%, that 1% represents about \$800,000 in revenue. So, when we talk about the importance and significance of attendance, obviously, it impacts instruction and academics, but it impacts our budget. It's a very impactful portion of that.

Our certified appraisal values for last year were 6.4 billion, and those are certified values, we don't get our certified values until July 25th. What we have currently is our estimated values. Those come out at the end of April, and so, right now, we currently sit at 7.5 billion. You see a significant increase. I do anticipate that that will drop. That 7.2 represents about a 4% decrease. Those are protested values and things that we won't get those new numbers until July 25th. Once we have those, I anticipate it'll be really close to that. But again, we're basing these on estimates, because that's what we have to go on. Those are the driving factors in setting our tax rate. And I want to be really clear on our tax rate, because you're going to see two numbers here. These tax rate numbers that you see are '23-'24 are obviously current and accurate.

The '24-'25 are predicted. They're based on what the state gives us as a ceiling and a floor. Because our values are up so much, I predict that we'll be at the floor. The 0.7452 is the floor, the 36 cents is a result of our bond election, and again, drives our I&S budget, which is only to pay back debt. So, a total value of 1.1052 is what I think we'll be at. That's my prediction. What you'll see posted in there is 0.75 cents and 0.3605. This is what I anticipate our actuals will be. We put up proposed values, because as long as we adopt values, in September, less than that, we don't have to re-advertise. We give ourselves a little bit of a cushion there. I wanted you to see what I thought it would be and what I predict it will be, but also take care and make certain that we're in compliance. Again, we'll get those values on the 25th. Once those values come in, the state will send our actual tax rates in August, and that's why we adopt them in September.

We'll move into our general fund revenues, and we'll talk mainly about the budget with our general fund, but we will touch on child nutrition and debt service as well. This is a slide that's been updated. It looks very familiar. It's been adjusted slightly in the revenue amounts, just making certain that we're really dialed in on what we feel like we're going to be. Being straightforward, I think these are aggressive projections. I think they're very accurate, but I like to give a little bit of a cushion on our revenue. There's not as much cushion here, because we're going to get all of it we can get. The biggest difference here, the two things I'd point out are you can see the difference between the flip of the percentages. The reason we're seeing less local and more state is because of the a hundred thousand dollars homestead exemption, as well as the tax compression. Because those are coming down, we get less local revenue, we're dependent more on the state revenue at this point.

The other is the federal revenue that we had a huge decrease in SHARS, and there was some ESSER or federal dollars that were not received, and I don't anticipate those will be received in the future. So, that's the most significant difference. And that 715,000 is a representation of SHARS, our medical reimbursement from SHARS, that was close to 1.8 million before this year. Change in the program, nothing that we're doing here that's affected that.

Getting into the general fund revenue or expenditures, you'll see that, obviously, the most significant

piece there is payroll. It's about 85%. It's up about 3%. I want to point out here too, because you're going to see two different sets of data, and I want to be clear on both. This is a comparison, when you look at this comparison, this is a comparison to our revised budget for '23-'24. And that revision reflects that there's less in the payroll cost on the '23-'24, because as we've had vacancies within our payroll budget, we've moved some of those funds down to the contracted services for positions we couldn't fill.

And so, that hasn't been done, obviously, in '24-'25, and we hope we don't have to do that. But if we did have positions that we didn't fill or needed to contract out, we may have to reduce the payroll side and move it over to the contracted services side. Again, same thing, that's the biggest difference if you look across horizontally contracted services, we've actually seen an increase in our contracted services, but the comparison is because we've moved money down. And so, hopefully, we won't have to do that. The others are pretty insignificant changes in our budget. But 144,403,197 is what I anticipate or what we have budgeted for our general fund.

Things that impacted our budget, the thing that has highlighted there is the addition of the Transportation Incentive Program. That document is there at the [inaudible 00:28:01] for your review and consideration, but it is included in our budget. 75,000 is the maximum impact to the budget, and the purpose of the program is to keep drivers in the bus. So, we incentivize them for attendance purposes, so we're not having to have subs or have as many people out.

And then, those others are ones that you've seen before. We've had increases in just about everything. Utilities, fuels, insurance, subs, overtime, all are significant increases. We had a pay equity adjustment. I did note there that we estimated it to be 1.8 million. It is less than that. And then, we moved out some of the budgeted health insurance that was budgeted for every employee, whether they took it or not. That was a pretty significant decrease there.

So, this puts us where, when we look at what we have predicted for revenue, with expenses at an \$18.5 million deficit budget. Again, the thing that is affecting this budget is the fact that we are declining in enrollment as the biggest impact. So, we're having a loss in revenue and an increase in expenditures and something that is driving that up. The other is the fact that we've moved over the pay raises, as well as the payroll pieces from ESSER, that have been moved in there as well. That's the most impactful piece. Again, we adopted a \$5.2 million deficit budget last year. That significant increase is moving those ESSER funds and the federal dollars that were being spent out of our federal funds into our general fund.

We have an \$18.5 million deficit budget. How does this affect us? How do we manage that when we're spending more money than we're bringing in? That's being out of committed fund balance. Fund balance right now is currently, that's one of the biggest strengths of the district right now. We have \$64.4 million in reserves, which is very healthy. We're required to have three months. It's recommended we have three months fund balance, operating fund balance. It's about \$30 million, a little over \$30 million for us. So, we have a little bit available. It's not that we can't spend below that, but that's kind of the earmark for TEA for us not to fall below that.

Looking at our future projections for fund balance, you can see, in our current year, we have a prediction of \$5.2 million net loss. So, when you take that out of that 64, it shows that we'll finish just under 60 million this year, pending we don't overspend. And we look to be in good shape right now.

We'll finish out June and have a better clear picture of where we're at. But where we're at this year, with that \$18.5 million deficit, that would drop that to 40 million. Now, I think it's important, this is a good time to point out that, when we're required to adopt a budget before the end of June, we don't have to spend all that money. We will look for ways to carve out and reduce those things and be more conservative. And so, just as we've come with budget amendments in the past, we're required to adopt a budget, we can revise and amend this budget as needed. I will tell you; I feel very confident in the predicted revenue. I feel that we've got everything that we need to cover in that 144, and at this point, we would sit together and look at ways that we can reduce that. So, I don't want it to be intimidating from the fact that we have to spend it. It's just like a home budget. You can budget, but you can always be more conservative if you need to. But from where we stand right now with what's in there, that's where I feel pretty confident that's where we're at. If we did spend that and collected exactly that, we would end the year at 40 million.

The thing that I think is really important to point out is to start looking at and going into the future. We're predicted to lose 250 plus students the following year in '25-'26. That's another \$2.5 million, \$2.3 million impact to our budget. So now, we're not trying to carve out the 18.5, we're carving out 18.5 plus 2.5. And so, we have to start looking at ways to be more conservative and to get a handle on that, because that would put us at under \$20 million in fund balance, and the recommended amount for our district is 36, 31 millionish.

Again, we've covered the slide of how we get there. Pay equity adjustments, raises, incentives. Contracted services are more expensive when you outsource things that we can't fill within. So, trying to take control of those things. Having declining enrollment, not adjusting staff, things of that nature. And then we have some costs that we can't control. We have to put fuel in buses, inflation insurance, things of that nature, utilities have all been increasing, and so that's how we've arrived at this.

We'll dig more into child nutrition and debt service, but I definitely want to touch on this. It's a part of our budget hearing and budget adoption process we are required, and it's in your budget book that we post these budgets as well as the predicted tax rates in the newspaper. Those were published. That publishing is in the board book or the budget book that you have before you, but these are the three funds that we have to adopt, and we have to adopt them at the function level. And when I say the function level, the numbers you see on the left, 11 down through 99, that's what we adopt the budget at the function level. And we've covered the general fund, but I'll hit it again that you can see there that the proposed tax rate is 75 cents generating. And you see the fund balance there with a \$5.2 million deficit this year would put us at just under 60 million. 125.8 million in revenue. 144.4 in expenditures at that function level would leave us at a deficit of 18.5 million.

Then reading the same way down, we have a child nutrition... I want to make certain we touch base on this child nutrition. We have a \$3.1 million fund balance in our child nutrition and TEA would say that's excessive. We need to be closer to 1.7. When they review that, they make you put a spend down plan: what are you going to do with these funds, how are you going to use those? Ms. Markham's worked very well with TEA to put together a spend down plan that's about \$1.3 million in expenditures to buy things like new coolers, a food service truck, things of that nature that they need: coolers, heaters, milk coolers, all the things that we would need. That's a part of that \$9 million expense you see in the middle there at function 35. That is included in these expenditures. Why that's important is when you look at that 3.1 million, we're predicted to be about a half a million-dollar deficit this current year,

which would drop that to 2.6. And so, my communication with TEA is we're required to put a spend-down plan in place, but we're already spending down. The reason for the deficits that you see there is, if you remember last year, we moved all the employees' pay from \$11 minimum to \$15 minimum. So that drove that cost up and obviously the food service side is very labor-intensive, so that's why those expenses are up.

Within that \$9 million, it's included in there because TEA requires us to put it in there. I do not anticipate spending all that because if we spend all of that, you can see that that would put us at a \$2 million deficit, which would leave us about a half a million dollars in fund balance, which is also not fiscally responsible. We will monitor that spend down plan, we'll work with Ms. Marcum to make certain that we purchase the things that are essential to running the cafeteria in an efficient way, and then we'll work with TEA to show that we're already spending down and trying to have to make certain that we have substantial fund balance.

We need to be about \$1.7 million in fund balances. So, without the spend-down plan in there, that would leave us at about a \$700,000 deficit. And so, we would still be in really good shape with that coming out of that too, but we still have almost \$2 million in fund balance and are in really good position.

The debt service, again, the proposed rate is 0.3605. I really think it's going to be 36 cents. As a matter of fact, we've sold our bonds. We're closing on the bonds in the morning. The monies will be deposited, so we're very confident in that number. You can see that it's a substantial increase in expenditure, which you would expect because we've got new debt on the books. We have a very healthy fund balance of just almost 17.5 million. We're going to predict to overspend about a half a million still leaves us \$17 million in fund balance. Again, we can't do anything with that money, but pay debt. I'll remind you that we defease some debt, which means we prepaid some of our debt, which saved us millions of dollars, saved our taxpayers millions of dollars, and we'll continue to use those funds to do just that.

Anticipate about \$26.8 million in revenue as well as the exact same thing. We try to budget to the penny, what we think the payments are going to be, what we're going to bring in revenue wise. So that one is actually a balanced budget of \$26.8 million. And I'm happy to answer any questions that the board or the community might have.

President Dr. Flowers asked. Are there any public comments on the budget for the '24- '25 fiscal year for the general fund, child nutrition fund, debt service fund and compensation plan?

Trustee Culton asked. I was just wondering if we were opening the public hearing.

President Dr. Flowers replied. We did, yeah. We do not have any public comments. The hearing has ended.

7. COMMUNICATION FROM CITIZENS TO DISCUSS PENDING AGENDA ITEMS BEFORE THE BOARD

There was no communication from citizens to discuss pending agenda item.

8. CONSIDER APPROVAL OF CONSENT AGENDA ITEMS (ALL ITEMS MAY BE ACTED UPON AT THE SAME TIME BY THE BOARD OF TRUSTEES)

Trustee Savage-Martin made a motion to approve the consent agenda items; Trustee Fahey seconded the motion. Motion carries 5-0.

Trustee Culton commented. I have a question regarding Item P, transportation management. I would like to hear additional information regarding this agenda item.

Ms. Mari Zamora replied. Good evening, Board President Dr. Flowers, Dr. Goree and Board of trustees. In accordance with board policy CNA, legal and local, the board shall adopt a resolution to identify the hazardous traffic conditions or areas presenting high risk of violence within two miles of the school campus. Hazardous conditions exists where there's no walkway provided and children must walk along or cross a freeway or expressway, an underpass, an overpass or a bridge, an uncontrolled major traffic artery, an industrial commercial area or another comparable condition, or areas presenting of high risk of violence.

Because the state only provides bus transportation funding, for students who live two miles or more from the school, adopting the resolution that's on page 228 will allow the district to request additional funding up to 10% of the regular allotment for transporting students that reside within the two miles if they live in the hazardous traffic areas. And those routes you have on pages 226 and 227. Therefore, tonight we're asking you to approve their resolution, identifying the hazardous traffic areas or conditions that present high risk of violence within the two miles of the school campus.

Trustee Savage-Martin commented. It's my understanding that we've had these hazardous conditions. We've just added some for this year.

Ms. Zamora replied. We took away some because there's a sidewalk now or there's different things that we no longer consider that area hazardous.

Trustee Culton asked. What is the effective date of this proposal?

Ms. Zamora replied. It'll be the start of the new school year.

Trustee Culton asked. How will parents and students be notified?

Ms. Zamora replied. We have the list of students who will be impacted, and we will notify them a couple of ways. One, we can do the parent portal app. So, if a parent request transportation, we can let them know we're not providing it for them because they no longer live within the hazardous area. And we can also send communication through talking points because we'll have a list of students that are impacted.

Trustee Culton asked. Was there any opportunity to provide comments on this by the community or by the affected students?

Ms. Zamora replied. We did not. We did some research, we walked around the areas, looked at the

different places. We also, for violence areas, we look at if there's sex offender in the area that a child might cross nearby, near their home. We use that data to determine reducing the number of hazardous areas that we had.

Trustee Veracruz asked. I was wondering, does it affect the crossing guards, or do we mandate a crossing guard at these points?

Ms. Zamora replied. Wherever there is an area that does require crossing or if there's not a man to person there, we're working with the city of Dallas and Duncanville to make sure that there is a person assigned to those areas.

President Dr. Flowers asked. Dr. Goree, will you make sure that we get an update on how this was communicated when we come back?

Dr. Goree replied. Yes, ma'am.

President Dr. Flowers asked. Dr. Lewis, will you come to the podium please? We have a question on 8-0 college board AP exams.

Trustee Fahey asked. Do you keep data on how many students take that test and then how well they do and how far they go? I just want to get our dime's worth, and I know that some students pay for part of their exam. I mean, do you have data on how many students pay all of it, how many pay part of it, how many pay none of it? Are all the AP tests that we buy, are they all used? I just needed a little bit more information.

Dr. Melanie Lewis replied. The AP exams that we have for our students, we do have some students if they are not on free or reduced lunch that we'll pay for part of their exams. We do cover the majority of it to ensure that we have equitable access to the exams. As far as our students' success rate on the AP exams, this year, Dr. Goree actually brought out in his superintendent's report today, we have had incremental growth in our students that are excelling in the exam. So, we've had some scholars that actually that received recognition. Last year we went from having 32 students that were recognized to this year we had over a hundred students that were recognized for AP exams. We have some AP exams that are more successful than others. Our Spanish literature and language are our most successful AP exam that students are taking. But in the numbers as far as which students, the number of how many students pay for the exams, I can get that information for you if you like for the next time we meet.

Trustee Fahey asked. Is it usually about half? I think last year it was about half. It was something like 45,000.

Dr. Lewis replied. It is. I want to say it is about half, but I can get a more specific number for you for the next time.

Trustee Fahey commented. Don't worry about it.

Dr. Lewis asked. Is that helpful?

Trustee Fahey replied. It is. Thank you.

Dr. Goree commented. We'll get that to you.

Dr. Lewis commented. I can get that.

A. May 13, 2024 BUDGET WORKSHOP MEETING MINUTES

Jody Lofton

B. MAY 20, 2024 REGULAR BOARD MEETING MINUTES

Jody Lofton

C. FINANCIAL REPORTS

Todd Garrison

D. CONSIDER APPROVAL OF AUTHORIZED INVESTMENT
BROKERS/DEALERS

Todd Garrison

E. DUNCANVILLE ISD LIST OF COOPERATIVES AND FEES

Todd Garrison

F. BOARD AUTHORIZATION FOR SUPERINTENDENT TO HIRE
DURING THE SUMMER

Dr. T. Lamar Goree

G. APPROVAL OF PURCHASE FOR MICROSOFT SERVICES

Dr. Brian Brown

H. APPROVAL OF PURCHASE FOR CISCO SMARTNET SERVICES

Dr. Brian Brown

I. APPROVAL OF PURCHASE FOR SKYWARD

Dr. Brian Brown

J. TEKS VERIFICATION & CERTIFICATION OF PROVISION OF INSTRUCTIONAL MATERIALS AND
TECHNOLOGY ALLOTMENT USE OF FUNDS (IMTA)

Dr. Sam Nix

K. 2024-2025 DALLAS COLLEGE MEMORANDUM OF UNDERSTANDING

Dr. Melanie Lewis

L. RENEWAL OF TEXAS A & M UNIVERSITY AND DUNCANVILLE ISD MEMORANDUM OF
UNDERSTANDING (MOU)

Dr. Melanie Lewis

M. SAVVAS CTE MIDDLE SCHOOL INSTRUCTIONAL RESOURCES

Dr. Melanie Lewis

N. eDYNAMICS 50K CTE HIGH SCHOOL INSTRUCTIONAL
RESOURCES

Dr. Melanie Lewis

O. PURCHASE OVER \$50,000 - COLLEGE BOARD AP EXAMS

Dr. Melanie Lewis

P. TRANSPORTATION MANAGEMENT - HAZARDOUS TRAFFIC
CONDITIONS

Mari Zamora

9. CONSIDER APPROVAL OF ACTION AGENDA ITEMS

A. APPROVAL OF 2024-2025 BUDGET

Todd Garrison

Mr. Todd Garrison presented Approval of 2024-2025 Budget. Good evening again, Madam President Dr. Flowers, Board of Trustees, Dr. Goree. It is time to actually adopt our budget. Again, as mentioned, one of our requirements by law is to publicize our proposed tax rate and proposed budget. Again, that's been done in a timely manner and then this is a much more bland presentation from what you've seen from the hearing, it's just a breakdown of the spreadsheets and budgets and an opportunity to go over this again and formally adopt the budget at the function level. Again, you have a board budget book there as well, has much greater detail.

We'll cover the budget assumptions again just briefly. 10,360 ADA based on the 11,385 enrollment at 91% attendance, about 11% increases. What we're looking at currently in our taxable value to 7.2 billion. We did an equity adjustment for our salary structure to maintain the integrity of that structure. Estimated rates for our maintenance and operation of 0.7452 and I&S of 36 cents. I think it's important to note here that I&S came in under what we promised the voters in our bond election process. We said it would be under 0.3685. We came in almost a full dollar under what we had anticipated, what we were looking at. We don't really have any control over the M&O, but it is decreased. The state has moved forward with tax compression. So, to put \$170 million in debt on the books and have that vote of confidence from our citizens and have such a minimal tax increases I think a real positive note for our district.

Again, this is a further breakdown of what I just covered. The revenue comparison from '23-'24 to '24-'25, and this is general fund. You can see there the 125.8 million. It's about \$1.6 million difference from what we adopted last year. Now when you consider the fact that we lost almost \$3 million in federal, and we've only shown a decline of 1.6. That's largely due to our investments. We have quite a bit of fund balance invested in the pools and we're drawing in good investment money, so that helps offset that loss, it's a real win for us as well.

A breakdown of the source of our revenue. We see we get very little federal money, which is not uncommon. Again, less local, more state. That's just opposite of what you've seen probably over the last 10 years due to the tax compression and the increasing homestead exemption. This is the general fund comparison on the expense side. There are some things I really want to point out that really I feel like skews this data and I want to make certain that I point that out because we're actually showing a \$3 million decrease in our overall expenditures, and we know that that's not the case.

This includes, if you remember, we did a \$15 million budget resolution to help pay for our bond resolution until we got our bond funds. Our bond funds are going to be deposited tomorrow. This is indicative of that. In line 34 there, function 34 in transportation services, again, we don't have a decrease in those expenditures even though it shows that we put 2.5 million in there for the purpose of purchasing buses. And then in line 81, facilities, that's where the other \$12.5 million was deposited for architect services, bond services, things that we were going to pay out of the bond until we were able to refund those. And so that's what throws those numbers and makes that look like that. I want to make certain that we covered those two things in particular. Again, with the \$144.4 million expense

anticipated, it would show a \$18.5 million deficit and leave us with a fund balance of \$40.6 million about 28%.

This is the comparison by object that I told you would be a little bit different than you saw in the budget hearing presentation because this is a true comparison from what was adopted last year's original budget, not revised, to our current proposed budget. You can see that there's very little change in supplies, miscellaneous, and capital outlay. About a 2 million difference in our contracted services, about a million dollars goes into our... I'm drawing blank, I'm going to come back to that. One of them is transportation services. It's something we've outsourced. HopSkipDrive, they have been in a federal fund that got moved over some of the mowing, and it's ed blocks. We just talked about that in Elevate K-12 contract. There's a million dollars in there for an outsourced company that comes in if we can't fill teacher vacancies that they have that service. That's where the other million is in contracted services.

On the payroll side, we're up about \$9 million. 7.7 we talked about most moved over from ESSER and then as well as the increase in the overtime and extra duties items that have been moved up. So, an increase overall compared from last year to this year from adopted to adopted, just 11.6 million.

And this is a breakdown by those object codes. So, these object codes of 61, 62, 63, that's how we categorize payroll contract services, miscellaneous supplies, et cetera. This is just a chart that shows you the percentage of those. And really the main point of this is to show you that the bulk of our spending goes directly towards payroll, over 85%. That's a pretty high margin for schools. Again, I think it's another good visual of when we talk about the \$18.5 million deficit. There's not a lot of money when you take the rest of that up there, that's 11, 16, 22, 23 million dollars that's not dedicated towards payroll. And if we're \$18 million over budget, we can't cut all of those. So, a lot of that's going to be payroll heavy when we're looking at budget production.

On the child nutrition side, again, this is just a more blown-up version of where we're at. The one thing I think I would highlight here; we talked about the \$3.1 million fund balance coming in. We'll probably finish about half a million dollars over budget to 2.6 million. The difference in revenue is about 700,000. One, I think we'll have less, again, declining enrollment, a little bit less students, but frankly I feel like the revenues just over projected a little bit last year. And so, I think these are more accurate. Ms. Marcum worked with me on this, and she did a really good job and put a lot of work into really looking at her budget and I was very grateful for that. I feel like that's a more accurate projection of our revenue.

When we look at the expenditure side again at the function level there. You can see that last year the bulk of this was spent in 35 in food service, and that's where all your apparel as well as food is in that line code. That's a pretty significant increase of 1.4 million. Well, that 1.4 million also includes the 1.3 million in the TEA spend down plan that was required to be in there. And that's noted there in that asterisk, TEA requirement for Spend Down, 1.388 million. If that was to be removed and we were to budget true to what we think we were going to do, we would be about \$670,000 over budget. Visited Ms. Marcum earlier, and we feel like that that also can be reduced and we can be a little more refined with that one come in better than that number. But even with that number, we would finish with about a \$2 million fund balance, which is still within the margin of where we need to be.

Then on the debt service side, debt service is typically pretty straightforward. We had a beginning fund balance of almost 17.5 million. Again, we're going to spend probably about half a million more than

what we had budgeted for revenue wise, and we had about \$17 million in fund balance. Moving into this year, adding the \$170 million in bond funds to pay that back, you're now looking at 26.85 in revenue.

I want to get really technical. It's really kind of interesting to see that we're actually getting some state help. That's very unusual. The state does help provide some debt services. It's very unusual to get that, but we were able to claim some of that this year, ran those numbers twice, pretty unusual to see that. But we will get about a million dollars. We're predicted to get about a million dollars to help pay for our debt service. And so again, that's exactly what we anticipate our fees to be for a balanced budget in that category. And then this is just a combined sheet that has all that data on this chair. I'm happy to answer any questions.

President Dr. Flowers asked. Do I have a motion to approve the general fund child, nutrition fund, and debt service fund budgets for 24-25 as submitted by Todd Garrison, Chief Financial Officer and is recommended by Superintendent Goree? Yes. May I have a motion?

Trustee Savage Martin asked. Just the debt service and child nutrition service? Is that what you said?

President Dr. Flowers replied and asked. No. Do I have a motion to approve the general fund, child nutrition fund and debt service fund budgets?

Trustee Savage Martin replied. No, we're not ready. I have questions.

President Dr. Flowers asked and stated. But do we have a motion? Questions and comments and discussion comes after the motion and second. Can we get a motion? So, we can vote on whether we approve the budget or not, but we need a motion and to have it seconded. We have our attorney present. Ms. Ashley, will you assist us please?

Ms. Ashley: If no one feels comfortable making a motion right now, it is okay for them to ask questions to staff if they want some additional information and then a motion can be made. You can call for motion again, Dr. Flowers.

President Dr. Flowers replied. Thank you. Okay, so are there any questions?

Trustee Savage Martin commented. Yes, there are. You mentioned that we had more information in our board book, but the board book contained one page and it was general of nature, like suggested motion recommendation, but we didn't get that information until tonight. So, it's really kind of hard to dig down into the budget at this point. But maybe some questions will help us a little bit, but I thought maybe you had more information, and we don't.

Mr. Garrison replied. My understanding is that those are books that always been given at this time. I could be mistaken.

Trustee Savage Martin commented and asked. Well, for the budget, our biggest thing is the budget and hiring a superintendent and we really need information before the night that we have to do it. Plus, the

last budget meeting a week ago or two weeks ago was canceled. So, I'd like to know what 2% to existing employees, professional employees, would do to our budget? If we voted right now, we're already voting for a deficit budget. I'd like to see how much further it would go with 2% for professional employees, possibly a set stipend or whatever you call it for our auxiliary employees. But these kinds of things are usually done, I'm throwing it at you, and you probably don't have it in your head unless you've been working on it, but I kind of would like to know. Because I'd like the employees to know we at least looked into it, and it hasn't been mentioned in the two budget meetings that we had.

Mr. Garrison replied. In my opinion, the reason it has not been looked into is because it was never given consideration as our budget deficit has grown three times the amount, and within two years we will be below the recommended threshold for even in our fund balance. So, any increase to overall, we had no increase in funding from state level and we're already over budget with where we're at. And so there was no mention within any of our groups, SLT, budget committee meeting, workshop, it's never once been mentioned that there was any interest in seeing if there was an ability to increase salaries. Compensation was discussed in both of those meetings and compensation was approved through HR for the equity adjustment. And if it was going to be done or considered, that would've been the appropriate time to do that. I'm happy to look into it, but not only is it going to increase your deficit beyond 18.5, but it's also going to increase it from now on.

Trustee Savage Martin commented. Because it's an ongoing expense.

Mr. Garrison replied. Yes, ma'am.

Trustee Savage Martin commented. Yeah, because explaining that very fully helps. You may not know, but we've been receiving tons of letters from our employees. Not only our employees, but AFT employees that I think have come from other school districts. But it really puts pressure on us to at least not investigate it. You know what I mean?

Trustee Fahey commented and asked. I have not looked, haven't had time to look through this evening, but I know that a couple of years ago when we gave some great raises to everyone, and Dr. Smith warned us. He told us that we probably shouldn't be doing that, but we wanted to help our staff and so we did it. But in that raise, we also gave teachers with 20 years or more an extra \$4,000. Well, those teachers this year are going to get another extra \$4,000. What part of this budget goes to those teachers? I'd like a little more numbers like that. How many paraprofessionals do we have now and average... And it's probably in here and I apologize.

Okay, that's one thing. My second thing is on our budget calendar from the very get go when we started doing budgets back in November, we had June the 10th as a planning meeting and it was canceled last Monday, but I don't know who or why it was canceled. I don't know.

Ms. Jody Lofton replied. It was originally on the calendar as a tentative date, and so it was just tentative.

Trustee Fahey replied. Okay. Okay. I don't distinguish in my little calendar what's tentative. I figure if it's

there, I'm going to put it in red. But thank you, Jody. Thank you.

President Dr. Flowers commented. Thank you, Ms. Fahey. And just I wanted to address the statement with Dr. Smith. I don't recall him saying we probably shouldn't do it. He just said, "If we do this, here's the consequences. This is what we're going to be looking at as far as the budget."

Trustee Fahey commented. You're correct.

President Dr. Flowers commented. But I didn't want anybody to think he wasn't in favor of it. He just said, "If we did it, this is how it was going to impact us financially."

Trustee Fahey commented. Yes, that's correct. I mean, we all wanted to give raises and all that we could. He just told us the financial impact, and now we're eating it, I guess.

President Dr. Flowers asked. Any additional questions? Trustee Culton?

Trustee Culton commented and asked. Thank you very much. I have several questions and if you would please just be patient with us and walk us through, because as the other trustees have mentioned, we didn't have the opportunity to review these materials prior to tonight. So, in your budget hearing document on slide five, tax rate. Okay, so... Oh, do you have it?

Mr. Garrison replied. Yes, ma'am.

Trustee Culton asked. I believe I heard you say that these rates were conservative. No?

Mr. Garrison replied. My statement on the tax rate are, "These are what I predict that our actual tax rates will be."

Trustee Culton commented. No, I'm sorry, slide six. And so, the amounts, I believe you said that they were conservative.

Mr. Garrison replied. I actually said they're aggressive.

Trustee Culton commented. Okay. They're aggressive.

Mr. Garrison replied. Yes, ma'am. Which means that when we're predicting revenue, there are several formulas that we tie in, and we have an amount that comes in and I would love to predict 5% less just to give a cushion. This is not a hundred percent, but it's 98%. So, there's really not a lot of wiggle room in our revenue budget. If there's any discrepancies, any lag in tax collections or drop in interest earnings or anything like that, it doesn't give a lot of cushion for that. That's what I mean by aggressive. I do feel like that this is very on target for where we'll be. I feel like these will be pretty accurate but there's not a lot of cushion in doing that.

Trustee Culton commented. And then you mentioned something about a medical reimbursement.

Mr. Garrison replied. The federal dollar there, that's 715,000 that's related to our SHARS. That's federal reimbursement for students that receive reimbursable services through health claims. It's about half of what it was previously, and again, that's a federal change nationwide.

Trustee Culton commented and asked. On the budgeted payroll cost, there is a net change of 14 million between the revised budget for 24 and for 25. And so I believe you said that ESSER funding, the 7 million is rolled in, is a part of that 14 million?

Mr. Garrison replied. Yes, ma'am.

Trustee Colton asked. And then you identified another maybe 3 million in other cost. What's the difference?

Mr. Garrison replied. The slide that's actually on the screen right now is a better indicator because in that slide, the 14 million also accounts for money that's transferred out of payroll in our current year. And so, you have two moving scales. The one that's on the screen is more accurate. You'll see that the '24-'25 is the same as on that screen, but when you compare it to what was adopted for payroll in the previous year, that number's bigger. It's not 109, it's 114. It's about a \$9 million difference. So, when you take the 7.7 for ESSER out of there, it's a smaller figure. And so, we were very under budgeted in our extra duty, our overtime and our subs, all of those were over budget in our current year, so those had to be moved up as well. Those were the biggest factors on increases to our payroll.

Trustee Culton asked. So, through attrition, did we not reduce positions?

Mr. Garrison replied. We have reduced some, yes, ma'am.

Trustee Culton commented. Looking at the revised budget, it takes into consideration that we have vacancies. So, while our adopted budget was 114, our revised budget for '24 is 109.

Mr. Garrison replied. Correct.

Trustee Culton asked. Due to vacancies?

Mr. Garrison replied. No, due to money that was transferred. Payroll cost, the payroll line was decreased, the contracted services line was increased. So, the monies that were in those vacancies have been moved down to the contracted services.

Trustee Culton asked. For '24?

Mr. Garrison replied. For '23-'24 current year.

Trustee Culton asked. And then for '25, monies were taken out of contracted services and put back in payroll?

Mr. Garrison replied. Yes. Not necessarily taken out, but it's your back to your original budgets for both.

Trustee Savage Martin asked. Would that include substitutes in the contracted services?

Mr. Garrison replied. No, ma'am.

Trustee Savage Martin asked. No, that's in the payroll?

Mr. Garrison replied. Yes, ma'am.

Trustee Culton asked. I have a question regarding fund balance. Slide 10. So, total fund that the 64.4 million, that's as of projected for July 1st?

Mr. Garrison replied. It was July 1st of '23. Because we've adopted a negative or a deficit budget this current year of 5.2, we're predicted that that 64 would end up being closer to 59 million as of July 1st of '24.

Trustee Culton asked. And then so our minimum fund balance in order to meet our financial criteria, is it 36 million? 31 million? 30 million?

Mr. Garrison replied. Well, it's three months of your operating budget. That's going to fluctuate depending on what your operating budget is. So, when our operating budget was 132, it's going to be different than it is at 144. At the time this was done, this was based on the 132, and so at 144, that's the reason for the fluctuation. But to be honest with you, between 31 and 36 million is insignificant when our fund balance is 18 million. But it is very valid, but that is the difference because it's really a percentage, not really a percentage, it's a three... You could take your operating budget divided by 12 and multiplied by three, and that's going to give you roughly where you need to be, where we need to be.

Trustee Culton asked. So, we're saying it's 31 million, and the reason...

Mr. Garrison replied. At the time that this slide was done, it was based on the 132, so yes, ma'am.

Trustee Culton asked. So, the reason why I'm asking is because if our minimum that we have to have in that fund is 31 million and our balance is 59 and we've got, okay... So, the 31,872, that's what we're required to have?

Mr. Garrison replied. At the time of this budget. This new budget is going to be more than that, but yes ma'am.

Trustee Culton commented. And then we've reserved another 21 million.

Mr. Garrison replied. Reserved is a distinction given by the auditors. That's where that number comes from and it's a part of that 31. We just don't need to be below 31. Yes.

Trustee Culton commented. So, the 21 is a part of the 31, but this says we have 11.2 available.

Mr. Garrison replied. That would give us the 11.2 that we could spend and be completely comfortable with before we got into an area where we would be vulnerable.

Trustee Culton asked. So, how is it that we're able to say that we have an \$18 million deficit and we're looking to the fund balance? Seems like we wouldn't be able to maintain the required amount of funding in the fund balance.

Mr. Garrison replied. Yes, that is exactly correct. At \$18 million, \$18.5 million deficit. Pulling this back up, it's easier to see on this screen. I think it's on this one right here. After the 18 million that puts us at 40 million. 36 is pretty close to the threshold. You say 36, 31. It's really going to depend on where we land with our overall operational budget, but that puts us about \$4 million away from the 36. And so, we would be fine in this first year, but that also would mean you'd have to carve out \$22 million before the next year's budget before you are credible below. You're 100% correct. We have the money in the fund, we have 64 million. If we overspend by 18 million, we're going to have 40 million. We'll be fine. But that also puts you in a position of cutting \$22 million out of your budget, which is not possible when 24 million of it is your complete operation, everything that's not payroll.

Trustee Savage Martin commented. That's another reason not to add to your employees.

Mr. Garrison replied. Yes, ma'am.

Trustee Culton commented and asked. For the sake, I know that you all have worked very hard on bringing us this budget and a number of considerations have been made. Can you share, I know you had a one-page summary of things that you all have reduced, but can you talk about that process?

Mr. Garrison replied. The process has been working strategically with our SLT group, our departments and campus budgets. Some of the things that we've done, we've reduced the campus budgets. We wanted them to be the least impacted, and so we reduced the campus allocations at the secondary level by 5%. I believe it was 3% at the middle school level and 2% at the elementary level and that's by students. They take their number of students, off the top of my head high school, the secondary was 220. We took 5% away from that. We reduced theirs down by that amount per student allocation. So, they still got that allocation less that 5% indicator. At the department budgets, we asked that they execute a 10% reduction of their budget. All departments were able to do that with the exception of maintenance and transportation and athletics.

It just wasn't reasonable for them to do that with the consideration of utilities, fuel, overtime, payroll budgets, the things that were moved into transportation from federal was almost a million dollars. Athletics the same thing. It wasn't given to their discretionary line-out on budgets, but their extra duty overtime for gate workers at events, things, the auxiliary cost of running and hosting our events were far over budget, so to correct those budgets, so nothing was added so that somebody had extra money. It was to cover excessive costs that were already occurring by holding those events. So, in doing that, even though we reduced out probably four or five hundred thousand we added \$1.8 million in extraneous costs that we're already spending that just weren't budgeted, that were unbudgeted. And

so, I know that there's a lot of moving factors, but a lot of that increase is correcting budget errors, or I shouldn't say budget errors, but budget situations that are consistently over budget each year.

So, trying to dial those in again, subs, overtime, extra duty, things of that nature that are unseen. We work with the departments to do that. And then within our budget group, Ms. Fields, human resources, we looked at ways to what reductions could we have as far as in any vacancies that we can close, any attrition, those types of things. And again, one of the things that I don't think that I really hit on it, but a part of that increase is the equity adjustment. Wouldn't say that there are raises given, but to move the scale and to make certain that people's salaries... So essentially the best way to explain it is if you had a first-year teacher this year that was paid at a rate and you didn't change the scale and you had them come up, they would be a one-year teacher. You have a new person come in that would be making the same. So, sliding that scale to make it equitable for everyone was also a cost. That was an add to the payroll side.

Trustee Culton asked. Well, I do have another question, and I guess for the superintendent, we know that we were in a deficit position. We thought 6 million this time last year we thought \$6 million. So now we're 18 million, I think that's going to grow based upon the information we've seen to 20 million. What are our plans going forward to address this?

Dr. Goree replied. And thank you so much for the question and the opportunity to really speak to that. And what I would remind the trustees is that in my experience, I've done this before and what I will tell you is that it's going to take a very aggressive plan that's going to start almost immediately and very formally as we go into September, around what are those things that you do in a school system to cut this type of money out of our budget. One thing I will tell you is that we have to make every effort to move towards that zero mark and all decisions have to first support what's best for children and what's best for the opportunities, but also what's going to reduce the cost that we're spending out. Well, the unfortunate part is that most of the decisions made are around people because as Todd, Mr. Garrison pointed out, 85% of our cost is people.

So, as we go into conversations, not just at the horseshoe but with our community around what are those things that we want to do so that we can reduce the budget. It's not going to be easy things because again, this is a large sum of money, but again, we are going to have to have those conversations very early on and engage more of our community around what are those things that we do so that we can reduce the cost. In your most extreme situation, you're looking at a reduction in force, but we will take every action before we get to that, to do that. Other things that you could be looking at are closure and consolidations of schools because we are operating currently in a setting where we're not operated at financial capacity based on numbers of facilities. So really all these conversations will be had.

Really the exciting part, there's an optimistic side, is that we have 170 million bond and how we utilize that to increase opportunities but also be more fiscally responsible will be a great opportunity to do that. One other thing that I would remind the board if I can, is that we have to also outperform this budget. The goal tonight is to adopt the budget so that we can meet what's required by law, but the charge to me and certainly my charge to my staff would be what of those areas where we can outperform the budget and really still make those necessary cuts so that we can move forward. One thing I will say, and I know for a fact that our HR team working of course with Ms. Fields has done a

good job of really reducing positions, but as we talk about even some of the positions that we've reduced from SLT, it provides a wonderful opportunity for us to now go through and ensure that every employee at the central level is also maxed out on their efficiencies and that we're getting maximum returns.

But this conversation is going to be about really looking at what are those big items that we can do, but also looking at every operational position to ensure that we are as efficient as we can be. Oh, and one more thing that, just in full transparency, we've done this through attrition. If we are not very careful that attrition is going to become something that we have to do. So, we want to make sure that we're making those decisions early on and engaging the community.

President Dr. Flowers asked. I have a question. Mr. Garrison, I heard you mention the percent for departments insights. I didn't hear a percent of district leadership team. So DLT, what percent, or have we made adjustments there? As we talk about equity and those things, I want to know, have we calculated where we've even addressed it there?

Mr. Garrison replied. I don't have it specifically for DLT, but I will tell you and speak to what Dr. Goree said is that it's really been more of a function of HR. And not to pass the buck, we all have our lanes, and so we work together on that. They make the recommendations on what can be, but we all work together, but at the end of the day, they're looking at the staffing numbers ratios, what we can do. Once those are pulled, then I pull it into the budget. How does that affect it? What does that amount look like? I don't see it from my end. As you can see, it's more of a holistic group. So, I don't see it so much from a position of DLT or SLT or teaching or paras. I see it as a holistic of what does this look like as a percentage of our budget.

I can tell you from sitting in the meetings that all of those, there's been short of it. And again, I appreciate Dr. Goree's vision of what affects kids [inaudible 01:24:47] short of teachers, kids, everything else has been considered frozen and considered, other than direct instruction for kids.

President Dr. Flowers commented. Yeah, I wanted to know, but also for the public to know that we're not just looking at departments and sites and those things, and then there's no mention of district leadership team.

Mr. Garrison replied. I appreciate you saying that and to speak to that, that has been the most significant reduction. And so, it's been the only thing that, again, that's been untouched is anything that's direct instruction to children. And I'll say again, the most minimal impact on the budget has been directly at the campus level, even for theirs. They were asked to pull back a little bit, but it was the most insignificant of the group.

Trustee Savage Martin commented. Or the state could get it together along with our alumni sitting down there. Maybe we need you and Dr. Goree to go down there and kind of show them how this is affecting a little district because I don't know if anybody's shown him, and he graduated from here.

Mr. Garrison replied. I feel like I can speak to that. The unfortunate part is, and I feel very comfortable saying this, they don't care. They have their own political agenda, and I shouldn't say they as a whole...

Let me explain it this way, they're sitting on the largest fund balance they've ever had in history, and they chose not to take any action because they couldn't get the charter bill fast. And so, until that's done, until they get their own agenda done, we're at mercy. At the same time, we are not the only district in the state in this plight. There are others that are better off. There are others that are worse off. But I do think that with it going into a legislative year and the number of deficit budgets that are in place and the impact that it's going to have on local communities, I think there'll be more of an outcry in this legislative session to have that happen than ever.

Dr. Goree commented. Right. And one thing [inaudible 01:27:09], Todd, and I like you to speak to those dollars because I do believe all indications do lean to that we will receive some additional revenue. I think it's important to note though that that's not going to be a silver bullet. If you look at the amount of money and how some of those dollars will be earmarked to specific costs and certainly inflation, we're still going to have some very aggressive decisions to make as a board. And again, let me first off, apologize for you receiving the information late tonight. But again, what I will tell you is we will certainly correct that as we move forward. And the board will be engaged in this conversation from the beginning because with the level of decisions that you'll be asked to make, you're going to need as much time and as much information as possible.

So, as we move forward, we will have that information out. The optimistic side is that we do have the money because you have been good stewards of the taxpayer dollars. And we do have the monies on hand to deal with next year's situation, but just know that the others after tomorrow, there'll be some serious decisions to make.

Trustee Fahey commented. Thank you for your work on this. I'd just like to make a general statement about the \$170 bond money. That cannot be used for teacher salaries. I think there's some in our public, general public who think, "Well, why don't you take that \$170 million and divide that?" Well, it cannot be used for that. Number two, I realize that budgets are very fluid. They're not going to be at the end. I mean just like our household budgets.

Trustee Fahey made a motion to approve the general fund, Child Nutrition Fund and debt service fund budgets for 2024-2025 as submitted by Todd Garrison Chief Financial Officer and is recommended by Dr. T. Lamar Goree Superintendent of schools; Trustee Savage-Martin seconded the motion. Motion carries 5-0.

B. AUTHORIZATION OF SUPERINTENDENT TO EXECUTE BOND CONTRACTS Andrea Fields

Ms. Andrea Fields presented Authorization of Superintendent to Execute Bond Contracts. Good evening, President Dr. Flowers, Dr. Goree, and board members and waiting audience. I'm glad to be back on this side of the podium. I appreciate the opportunity to be back in my seat as I thank you all for the service and support you gave me last month. But I'm glad to be back here on this side. Tonight we just finished speaking about the \$170 million bond, and if you will recall, board, I brought this very same resolution to you in the month of March, asking you to give me at that time as the interim, the opportunity to negotiate the contracts for, as it is listed in your board item for, architectural services,

engineering, which would include things like geo tech, our site surveying, and plotting and construction services. And you did graciously grant that resolution until July the first of this year.

Now with Dr. Goree being here as our superintendent, we are coming to you again this time, and I am the bond district representative. I'm kind of taking the spot where Dr. Holacka was to represent us. Of course, it's no new work to me, and so I'm excited about being able to fill that role again this year.

What we're asking you tonight is to approve this, of course, all these purchases align with CH legal and local policies regarding purchases over \$50,000. And so, you can imagine all of this, and of course the fiscal note there, of course, is the execution of our bond contracts and the work that we will do there.

We are asking you to pass the resolution throughout the entire bond as it states there to adopt this resolution, delegating the authority to the superintendent or designee to take necessary and appropriate actions to enter into and implement agreements for the architecture, engineering, surveying and construction services as determined by the administration to be necessary to carry out the projects of the November 2023 bond for the total up to the \$170 million. And that's our recommendation. We do have representatives from Lockwood, Anderson, and Newman here, LAN. They're here if there are any specific questions, but I hope I'll be able to answer or entertain any of those if you have them at this time.

Trustee Veracruz made a motion to approve board, adopt the resolution delegating authority to the superintendent or designee to take all necessary and appropriate actions to enter into and implement agreements to architecture, engineering, surveying and construction services, as determined by the administration to be necessary to carry out projects for the November 2023 bond up to the total amount of the bond budget; Trustee Savage-Martin seconded the motion. Motion carries 4-1.

C. CONSIDER APPROVAL OF REQUEST TO THE TEXAS EDUCATION AGENCY FOR OPTIONAL
FLEXIBLE SCHOOL DAY PROGRAM
Pamela Brown

Ms. Pamela Brown presented Consider Approval of Request to the Texas Education Agency for Optional Flexible School Day Program. Good evening, Madam President, Board of Trustees, and Dr. Goree. I'm here to present the Optional Flexible School Day Program, which we use at PACE High School. The Optional Flexible School Day Program is a flexible method of taking daily student attendance for students at risk of dropping out. The methodology focuses on students accruing instructional minutes over the course of days rather than being absent or present at a given time. Four hours of instruction equals one eligible day present. During the traditional attendance method, as you can see from the sample on the slide, students must be present at the official attendance taking time. However, they are not counted for funding purposes if they are absent. With the Optional Flexible Day School Program, we have some options to get funding for attendance overtime. In the traditional method, if a student comes to school after funding, it is not generated. So even if they come late after that official attendance taking time, there's no money generated for their program. And so, this Flexible School Day Program will allow us to get one day of attendance for every four hours of instruction for that student.

Many students enrolled at PACE High School work jobs, or care for children, or are unable to attend

school and are at risk of dropping out. Adopting the Optional Flexible School Day Program would benefit the district by collecting attendance funding through accrued instructional minutes per student rather than the traditional attendance method of being absent or present. This method of taking attendance is one of the programs used to prevent students from dropping out, and it benefits the district financially at the same time. During the '23-'24 school year, six students participated in the Optional Flexible School Day Program, and 77 days of attendance was accrued in addition to the ADA for PACE increasing this school year from 70.09% to 73.51%. Therefore, it is recommended that the school board approve the Optional Flexible School Day Program application for PACE High School to the Texas Education Agency for the '24-'25 school year. I am happy to answer any questions you may have.

President Dr. Flowers asked. Isn't this a renewal?

Ms. Brown replied. Yes.

President Dr. Flowers asked. This is how they've always gotten their attendance? So, it's not something new, it's just a renewal?

Ms. Brown replied. Yes, it's just a renewal, and the way it has to be presented is we have to discuss the benefits, but yes ma'am.

Trustee Savage-Martin made a motion to approve the optional flexible school day as alternative method of attendance, accounting for Mary E. Smithey PACE High School for the '24-'25 school year; Trustee Culton seconded the motion.

Trustee Savage Martin asked. At first, it wasn't clear until you did this recommendation, but this is not for Duncanville High School. This is only for PACE?

Ms. Brown replied. Only for PACE, that's correct.

Motion carries 5-0.

D. APPROVAL OF SCHOOL BUS PURCHASE
Mari Zamora

Ms. Mari Zamora presented Approval of School Bus Purchase. Good evening, again. I'm pleased to come before you again with the opportunity to purchase new school buses. As I've shared previously, last year, the bond committee recommended allocating \$7 million to purchase approximately 40 new buses. These will replace the 38 buses that are beyond their lifespan. So, voters that said yes in November, followed by your approval to use bond reimbursement funds, this allowed us to purchase the first 15 school buses in January. Those are expected to arrive in our district by the end of July. So, today I'm seeking your approval for the next batch of 15 buses in alignment with the voters' decision.

The proposed bus is an IC Corp Model CE PB110. They're similar to the ones that you approved in January, they'll have 13 rows, which will include seven rows with three-point seats and six rows with integrated safety seats, like the one shown on the slide. The new buses will have numerous increased safety features such as rounded windshields for increased visibility, No Child Left Behind monitoring,

and crash mitigation. The buses will take an estimated one year to arrive, which is why we're pursuing approval now, so the buses will be ready by the start of the '25-'26 school year. By purchasing now, the price is locked in. Each bus is just over \$161,000. A total of 15 buses is \$2,423,310.

In January when I was here, I outlined for your plan to distribute the school bus purchases across four years. However, since the bonds were all sold, we have modified our timeline to three years. The final buses will be ordered next year to be ready for the '26-'27 school year. We estimate it to be about 10 buses, or however many the budget will be able to fund. This could be more depending on the purchasing prices next year. So therefore, tonight, we're recommending the board approve the purchase of 15 school buses from Longhorn LLC for \$2,423,310 as part of the approved bond allocations. The district has successfully purchased buses from this vendor in the past. I'd be happy to answer any questions for you.

Trustee Veracruz made a motion to approve the purchase of 15 school buses from Longhorn Bus Sales LLC for \$2,423,310; Trustee Savage-Martin seconded the motion.

Trustee Fahey commented and asked. Thank you for your presentation. How many of the new buses are going to be for special needs, or are they all the same? The wheels on the bus go round and round tightly.

Ms. Zamora replied. These first two sets that we're purchasing are going to be regular buses, because they're the ones that would need to be replaced sooner.

Trustee Fahey commented. I learned a lot about throttles and torque and suspension.

Motion carries. 5-0.

E. APPROVAL OF INTERCOM REPLACEMENTS

Mari Zamora

Ms. Mari Zamora presented Approval of Intercom Replacements. To ensure communication throughout the campuses, including in cases of emergency, intercom system upgrades and replacements are needed at Bilhartz, Hastings, Acton and Kennemer. The four intercom systems that are there are not compatible with CareHawk intercom systems that we use at all the other campuses. The goal is to have every campus on the same system for seamless communication and integration with our current Cisco phone systems. These upgrades will enhance security and increase safety for students and staff. We have state-provided safety grant funds available for these projects, so we will not have to use the general fund for these upgrades. The upgrades are expected to be completed by the start of the '24-'25 school year. The district has successfully utilized communication concepts in the past. They're pre-vetted and approved by various cooperatives. Communication Concept is also a factory-authorized distributor for the CareHawk emergency communication system. Therefore tonight, we're recommending the board approve the purchase of Intercom systems for Acton, Bilhartz, Hastings and Kennemer by Communication Concepts at a cost exceeding \$50,000. I'll be happy to answer any questions for you.

Trustee Veracruz made a motion to approve the purchase of Intercom systems for Acton Elementary,

Bilhartz, Hastings, Kennemer Middle School by Communications Concept at a cost exceeding \$50,000; Trustee Culton seconded the motion.

Trustee Fahey asked. Of the four schools, two are our newest, how long has this CareHawk been used by us? And if it's been longer than they are old, then why didn't we use them to begin with in the brand-new schools?

Ms. Zamora replied. That's a great question. I'm not sure why they chose to go with those systems that are there now. We can pull the systems and then sell them, so we can recoup some of the money that went towards them. What we've done moving forward is we have a facility plan, to where any new building we have, there's certain products or types of materials that we want included in the build. So, definitely moving forward, we have CareHawk as the preferred system.

Trustee Culton commented and asked. Thank you very much for your presentation. I appreciate what the staff is doing because this helps the schools to be more secure when they can all communicate. So, on Bilhartz, does that have a CareHawk system already?

Ms. Zamara replied. Yes, it just needs to be upgraded. The panel.

Trustee Culton asked. So, everything else is compatible with this system?

Ms. Zamora replied. Yes, across the board. You've already approved earlier this year, DHS and Hyman, and so those are in the process of getting updated. But all should be done by the start of the school year.

Trustee Culton asked. What is the warranty on this equipment?

Ms. Zamora replied. I'll have to get back to you on that. I'll look that up and get that to get that information to you.

Trustee Savage Martin asked. When the bond people get together and they order whatever they're going to put in a new facility, say like CTE up at the high school, are you sitting in on that meeting?

Ms. Zamora replied. Yes. We do sit in on the meetings, and then we do have that manual that discusses what specific types of materials we want to be installed.

Motion carries 5-0.

F. APPROVAL OF PURCHASE FOR SINGLEWIRE
Dr. Brian Brown

Dr. Brian Brown presented Approval of Purchase for Singlewire. Good evening, Madam President Dr. Flowers, Board of Trustees, and Dr. Goree. It is my pleasure to submit for your consideration a purchase of more than \$50,000 for a Singlewire InformaCast system upgrade. This system enhances the district's phone system, our current phone system, by extending the communications capabilities into the

campus public address systems that we just talked about, the CareHawk systems.

We solicited three bids for this purchase, and the total cost for implementation and five years of licensing through DataVox Incorporated is \$94,600.88. The funding source is the state safety grant and is not impacting local funds. This purchase interconnects the phone system and the PA systems across every academic campus in our district, and it'll create an ad hoc PA system in the buildings that do not have a PA system, things like Education Plaza, the Idea Hub, Nutrition. They don't have centralized PA systems, but this will actually allow us to use the phone system as a PA system. We also gain new features that allow us to send text alerts to our ISD's police department and campus administrators, so when certain conditions are triggered by the system. I'm happy to answer any questions you may have.

Trustee Veracruz made a motion to approve the purchase of Singlewire InformaCast through DataVox Incorporated in the amount of \$94,600.88; Trustee Culton seconded the motion.

Trustee Culton commented and asked. Thank you very much for your presentation, and in light of our budget discussions tonight, we can appreciate the fact that this is a grant funded. So, what is the schedule on this? I mean something like this, I mean it's almost instantaneous?

Dr. Brown replied. It's a software upgrade. We actually have an existing system, it was just installed in 2014, so it's a 10-year-old software. It won't do everything we need it to do, so we are just purchasing the upgrade with five years of licensing. So, it would actually be installed before the beginning of the school year. It would coincide with the CareHawk Installations.

Trustee Savage Martin asked. And your department will be implementing a live stream of this meeting next month?

Dr. Brown replied. If that is the board's wish, yes ma'am. Absolutely.

Motion carries. 5-0.

10. INFORMATION/DISCUSSION AGENDA

A. REVISION TO POLICY DEC LOCAL-BEREAVEMENT LEAVE Andrea Fields

Ms. Andrea Fields began presentation Revision to Policy DEC Local-Bereavement Leave. Good evening again. Board, last month at our May meeting, our regular board meeting, we heard from two speakers regarding bereavement leave, with an ask that we would consider adding this to our local policy. I heard them and our administration heard them. And so, we have taken a deep dive and research the possibility of adding paid bereavement leave to our local leave policy. In just a few minutes, a few seconds, Ms. Pam Brown will come to present an overview of our findings. Since this is the first reading of a proposed change to policy, there will be no action tonight. We want you to hear from us. We have already vetted this with our TASB policy representative, and we have also vetted this with our legal counsel. If determined you want to move forward, we will bring it back to you again in July. But in the meantime, I'm going to step away and ask Ms. Pam Brown to come, and then I'll come back at the end.

Ms. Pam Brown added to the presentation. Good evening again, Madam President, Dr. Goree, Board of Trustees. I'm here to present information on policy DEC Local, which deals with bereavement leave. Here on this slide, we see the wording that would be added to the DEC local. There's just a small paragraph, but we're proposing that the board grant up to three days of bereavement leave for the death of an immediate family member, as outlined already in DEC Local, with there being a maximum of nine days per year. And we put up to three days of bereavement leave because some employees decide to take bereavement leave, whereas others have different ways to make arrangements. And so, the leave would not be cumulative, it would not roll over from year to year. But, if need be, they could take up to three days per year upon the death of an immediate family member, with a maximum of nine days per year with no loss of pay or no loss of their state or local leave, which they already have, the five days of local leave and the five days of state leave. This would be in addition to that, if needed, due to death.

The district is developing administrative regulations, and so they would have to follow the process for requesting the leave and submitting that to HR. Policy DEC local already defines what is an immediate family member, so the district did not have to come up with that definition. But as you can see on this slide, it outlines the different categories for what's considered to be immediate family, even people residing in the home at the time of their death, if that happens, unfortunately. Employees would request bereavement leave by reaching out to HR, and then they would have to provide the appropriate documentation, various options for documentation, as far as submitting that they had a family member that passed away and their connection with their family member. And then upon that, we would grant the bereavement leave with no loss of pay or their state or local leave.

We looked at other districts that offer bereavement leave. And so, we did find some districts in the area that offer bereavement leave as well as some other paid bereavement leave. In addition to some other districts across the state, when I was reaching out with TASB, I asked them, "How many districts offer bereavement leave?" And they told me they could not give me that number, but they did let me know that 237 districts out of 1026 have the word "bereavement" in their policy. So somehow, one way or another, is addressed in their policy, but they cannot give me the exact data, so we're looking at about a quarter of the districts that address bereavement in some form or fashion in their policy. Some offer different days, but the majority of the pattern is three days per death of a family member. And so, these are some of the other districts in the area that do offer bereavement leave. Are there any questions? Yes, ma'am.

Dr. T. Lamar Goree commented. Thank you very much Ms. Fields, as well as Ms. Brown. One thing that I would add to the board is that when we talk about things to really incentivize people wanting to come work here and stay here, this is a way that we do that, especially when we're not in a situation to really provide additional raises. This would go a long way with our employees,

Trustee Savage-Martin asked. What is documentation?

Ms. Brown replied. For example, they could provide an obituary, a death certificate, just different forms of documentation that someone did indeed pass away. Because leave is a form of pay, and so if they are requesting bereavement leave, we would want some type of documentation that an immediate family member passed away in our administrative regulations. We said even a letter from the funeral

home, because some people don't make funeral arrangements, they choose not to have a service. But even if you had a letter from the funeral home saying that they receive their loved one, even if a formal service is not being held. We have different options that would fit the family member for them providing documentation that a loved one had died.

Trustee Savage-Martin stated. Yeah, because death certificates take a while.

Ms. Brown replied. No, no, no. That's not one of the things, but just different forms of documentation. And there would be a process, a form.

President Dr. Flowers asked. And so, we'll see the criteria before we roll it out, is that correct?

Ms. Fields replied. That would be correct. We are working even on tomorrow to review the actual regulation that will govern it. But yes, we can provide that for you as well. We're hesitant even today, the things you have in front of you and the PowerPoint, because we were waiting on legal counsel to call us back. And it took them a little while, so we apologize you didn't have it. You had the board item, you just didn't have the PowerPoint and the draft. You have the draft there in front of you as well. But yes ma'am, the regulation will be provided.

President Dr. Flowers asked. Part of that documentation is also proving the relationship that fits immediate family, correct?

Ms. Fields replied. Yes.

Dr. T. Lamar Goree added. If I could add one thing to that too though, one advantage, as they work through this is that so many of our neighboring districts have already set a roadmap for, so we will be studying those policies too to make sure that we are in line with those policies, and also speaking to them to see what were those roadblocks as they initially implemented this too, so that we bring a robust policy that will work.

Trustee Fahey asked. Because you can't accumulate days pass from year to year. Can you gift days? If you've got three coming to you, I've heard some businesses, you can gift a day to someone. I don't know if that's considered or not.

Ms. Fields replied. We have not considered that as part of the regulation. We have the sick leave bank, that's kind of the similar question you're asking. We will kind of do a little bit more deep dive on that. Obviously, anytime you give something, you have to have someone who administers it, some type of person who regulates it. We want to do it as fairly as possible. And so, when we do that, that's why we want to have our regulation really tight, on how we go about doing it. But thank you for the input.

Ms. Brown added. I want to add one clarifying thing. So, with bereavement leave, this is not something that, for example, when employees start the school year off, you can see they can log into Skyward and they see, "I have five days of local leave and five days of state leave." Bereavement leave is only added upon the death of a family member. So, they will not start the school year saying, "Oh, I have three, six or nine days of bereavement leave, and I can use this at my discretion." So oftentimes, people go years

without having an immediate family death. It's only granted upon the death. And so, if you do not have the death of an immediate family member, you will not receive bereavement leave, so it's only activated once that family member passes away. It's not like all employees would have that in their leave bank at the beginning of the year. But upon losing a loved one, then it would be activated. I was hoping that would answer to gift. You wouldn't have it to gift if you didn't have a loved one pass away.

11. COMMUNICATIONS FROM CITIZENS

President Dr. Flowers stated. We now move to the communications from citizens, and we received two cards. Before you make your way to the front, please allow me to read the following, "State law prohibits board from responding to speakers in public forum unless the topic regards a matter specifically posted on tonight's agenda. The board will carefully consider any concerns expressed, and an administrator will investigate the matter. At your request, the administrator will contact you regarding the concern. Speakers will limit their comments to three minutes. If more than five speakers are present, speakers must limit their comments to two minutes. If delegations of more than five people plan to speak on the same topic, they should appoint one representative to speak on their behalf or be limited to five speakers. Any discussion concerning specific personnel is prohibited in open session. If you wish to address the board regarding a matter, please contact the superintendent's office to schedule the matter for a future closed session meeting."

Having stated that, when I call your name, please come forward, state your name and address, and you have three minutes to address the board. Dr. Gabrielle Wallace.

Dr. Gabrielle Wallace addressed the board. Good evening, Madam President, Dr. Flowers, Board of Trustees, and Dr. Goree. My name is Dr. Gabrielle Wallace. I live at 1715 Beaver Creek Drive in Duncanville, Texas. I am a fellow of the Texas Education Policy Institute and a proud alumna of Duncanville High School. First, I want to express my gratitude to the district for securing an approved bond, ensuring budgetary transparency, and prioritizing investments in people above all else. The approved bond allows for the safety and security updates, which is why I stand before you here today. I strongly advocate for implementing technology measures that include filters to flag content related to self-harm, suicide, and violent acts. Companies like Lightspeed Systems with the Lightspeed Alert, Student Risk Module, a part of iboss, have developed technology that alerts school personnel on their phones and other devices when concerning content is detected.

This proactive approach enables schools to address mental health and wellness and is the ultimate preventative measure for school safety and security. Adopting such technology not only strengthens protocols, but also facilitates preventative safety measures. Nearby districts, such as Lancaster ISD, are already integrating technology into their safety and security protocols. Imagine the difference it would make when warning signs are brought to light, so no student has to suffer in silent desperation.

House Bill 18, section 32.1021 addresses proactive measures for student mental health and implementation of stronger internet filters for self-harm, suicide, and violent acts against others. Suicide is the second leading cause of death among students aged 10 to 24, and there has been a

69% increase in students seeking mental health support. Coupling current district safety measures and security with technology, like Lightspeed Systems, Light Speed Alert, Student Risk Modules can immediately alert personnel when concerning content is detected and can identify students who need care the most. When the school personnel are alerted, they are able to quickly provide the restorative intervention and counseling that needs to happen in a crisis or before a crisis occurs. This enables students to feel safe and empowered to overcome their struggles. I urge you to consider a proactive approach by adopting technology measures that provide concerning content alerts to school personnel on their phone or devices into your safety and security protocols. Thank you.

President Dr. Flowers commented and asked. Thank you. Dr. Wallace. Will you please state your address for us?

Dr. Wallace stated. 1715 Beaver Creek Drive.

President Dr. Flowers commented. Thank you kindly.

Dr. Wallace replied. Thank you.

President Dr. Flowers asked. Is LaBrica Schaefer present?

There was no response.

12. ADJOURNMENT AT 9:39 PM



Dr. T. Lamar Goree
Superintendent of Schools

Board President

Board Secretary