

The Board of Trustees of Denton Independent School District, State of Texas, met in a Regular meeting at the Denton ISD Central Services building, 1307 N. Locust St., Denton, Texas, on Tuesday, February 24, 2026, at 6:00 PM.

The meeting was called to order by President Barbara Burns who announced that a quorum was present.

Board Members Present: Burns, Dunworth, English, Sosa-Sanchez, and Stafford

Wright

Board Members Absent:

Arrived Late:

Left Early:

School Personnel Present: Andress, Brown, Brownell, Garcia, Guajardo, Liewehr, O'Bara, Parham, Petito, Pierce, L. Rainey, J. Rainey, Robinson, Schulz, E. Smith, T. Smith, Simpson, Stewart, Thibodeaux, and Thompson

Others: Cindy Breeding, *Denton Record-Chronicle*; citizens, staff, and students

Pledges The Pledges to the flags were led by McNair Elementary School students.

Presentations/ Recognitions Earning All-State honors through the Texas Music Educators Association (TMEA) is the highest distinction available to high school musicians in Texas. Each year, tens of thousands of students begin the audition process at the regional level, performing challenging repertoire before expert judging panels. Only the top musicians advance to Area auditions, where the most outstanding performers in the state are ultimately selected to perform in one of 18 elite All-State ensembles representing band, orchestra, and choir. Denton ISD is proud to recognize 10 Denton ISD students and their directors for this remarkable accomplishment.

Denton ISD's Teacher Residency Program provides a paid, hands-on pathway for aspiring educators to earn their teaching certification while gaining real-world experience in Denton ISD classrooms. Through partnerships with the University of North Texas and Texas Woman's University, residents complete certification coursework while working alongside experienced mentor teachers and campus leaders. Upon successful completion, residents are prepared to transition into full-time teaching roles within Denton ISD.

This item is for information only. No action is required.

Open Forum	Community members that addressed the Board: Jonathan Lock, Marian Levinstein, Braden Peterson, and Rebecca Bertoni.
Discussion of Teacher and Principal Residency Grant Update	<p>Jason Rainey, Interim Assistant Superintendent of Human Resources, and Emily McLarty, Director of Employee Engagement, provided an update regarding the partnerships between Denton ISD, Texas Woman’s University, and the University of North Texas on two unique Residency programs. Continuation of the Teacher Residency Program strengthens the district’s educator pipeline and alignment to instructional practices. The program supports staffing stability, reduces vacancies, and enhances classroom effectiveness. The Principal Residency Program provides a pathway for teachers with a master’s degree in educational leadership and principal certification an opportunity to work in a full-time, year-long residency program at a high needs campus.</p> <p>This item is for information only. No action is required.</p>
Discussion of Teacher Incentive Allotment Expansion Update	<p>Jason Rainey, Interim Assistant Superintendent of Human Resources, provided an update on the Teacher Incentive Allotment (TIA) expansion. The TIA, established by the State of Texas under House Bill 3, provides additional state funding to districts that designate highly effective teachers based on student growth and performance criteria. Denton ISD currently participates in TIA and has implemented local designation systems aligned with state requirements. Expansion of the program will increase the number of eligible teachers and campuses participating, allowing the district to access additional funding while further supporting strategic compensation initiatives. Expansion of the TIA strengthens Denton ISD’s ability to recruit and retain high-performing educators while requiring structured oversight to manage evaluation processes and funding alignment.</p> <p>This item is for information only. No action is required.</p>
Discussion of Updated Campus Targeted Improvement and Turnaround Campus Plans Update	<p>Dr. Lacey Rainey, Assistant Superintendent of School Leadership and Academic Programs, and Robin Brownell and Luci Schulz, Area Superintendents, provided an update on the Targeted Improvement Plan (TIP) and Turnaround Plan (TAP), data-driven action plans required by the Texas Education Agency for campuses that fail to meet accountability targets under the A–F system. The Targeted Improvement Plans and Turnaround Plans serve as both a diagnostic and planning tool. Campuses conduct a root cause analysis using performance data and stakeholder input, then establish annual goals, progress measures, and targeted strategies aligned to ESF priorities. The plan must include milestones for implementation, professional learning support, stakeholder engagement strategies, and evidence of monitoring cycles. In November 2025, the TIP and TAP Plans were board approved. This workshop provided an update to</p>

the Paloma Creek Targeted Improvement Plan and the Ginnings at Evers Turnaround Plan school improvement strategies.

This item is for information only. No action is required.

Discussion of Prop
A Survey Results
Update

Dr. Susanna O'Bara, Superintendent, provided an update on the Proposition A employee survey results. The passage of Proposition A will provide Denton ISD with approximately \$26+ million in additional annual funding. While this funding will help address the district's current \$15+ million deficit, thoughtful decisions must be made about how these resources are allocated. Compensation, staff support, and restored positions are among the priorities being considered, and employee input is essential in helping guide these decisions. Increasing compensation was the most important priority reflected in the survey results.

This item is for information only. No action is required.

Intruder Detection
Audit Report

Region 11 is conducting Intruder Detection Audits pursuant to updated legal requirements. To date 26 Denton ISD schools have been reviewed. Further details, if any, have been provided to the Board in executive session and will be provided to the district's Safety and Security Committee in an upcoming meeting for the purpose of safety and security.

This item is for information only. No action is required.

Consent Agenda

The Superintendent requested that consent item F: Library Materials Procurement, be pulled from the agenda. The item was not acted upon at this time.

Motion by Sheryl English and seconded by Patsy Sosa-Sanchez

To approve (the minutes of the February 10, 2026 Board meetings; Personnel matters, leaves, and absences; Budget amendments as of January 31, 2026; AWSFYC Head Start Monthly Compliance Report; HB 3372 Outside Employment Disclosure).

The motion passed unanimously of Board members present and voting.

Closed Meeting

The Board convened into Closed Session at 7:58 pm

Open Meeting

The Board reconvened into Open Session at 8:53 pm

*Motion by Patsy Sosa-Sanchez and seconded by Buddy Dunworth:
To adopt the resolution authorizing a compensation increase for teachers and staff as discussed in closed session, for the purpose of improving employee retention.*

The motion passed unanimously of Board members present and voting.

Motion by Charles Stafford and seconded by Buddy Dunworth:
To approve the revised Paloma Creek Elementary Targeted Improvement Plan and revised Evers Park Elementary Turnaround Plan, as presented, including the closure of Paloma Creek Elementary and its repurposing in accordance with the plan.

The motion passed unanimously of Board members present and voting.

Motion by Sheryl English and seconded by Buddy Dunworth:
To authorize the Superintendent to hire an Executive Director of Secondary Teaching and Learning and to negotiate and execute the employment contract and any related documents necessary to finalize the appointment.

The motion passed unanimously of Board members present and voting.

Motion by Sheryl English and seconded by Buddy Dunworth:
To adopt the resolution declaring the approximately 0.1271 acres of District-owned real property located at 201 West Ryan Road, Denton, Texas, as surplus property.

Further, that the Board approve the sale of the property to the City of Denton and authorize the Superintendent or designee to execute all documents necessary to effectuate the closing.

The motion passed unanimously of Board members present and voting.

Adjournment:

The meeting adjourned at 9:02 pm

President

Secretary