

The KISD Board of Trustees met in regular session on Tuesday, September 9, 2025 at 6:00 p.m. in the KISD boardroom.

Members present:

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

Members absent: Tina Capito

Also attending:

Dr. King Davis, Interim Superintendent
Dr. Terri Osborne, Deputy Superintendent
Scott Hequembourg, Deputy Superintendent
William Baker, Assistant Superintendent
Dr. Susan Buckley, Assistant Superintendent
Dr. Jo-Lynette Crayton, Assistant Superintendent
Mike Harper, School Attorney
Brenda King, Board Specialist
Lt. Col. Veronica Jordan, Fort Hood Representative
Kristine Caparco, Fort Hood School Liaison Officer

The meeting was called to order at 6:00 p.m., Tuesday, September 9, 2025. Mr. Williams took a roll call of Board members, as indicated above, with a quorum established and in attendance. The meeting was livestreamed and recorded. Ms. Jones led a moment of silence, and Mr. Mintz led the pledges to the United States flag and the Texas flag.

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

PUBLIC FORUM

Kathy Hickok, Killeen, Texas, spoke on her inability to obtain the district's special education procedures manual through a public information request without cost, and questioned district spending on attorneys to restrict access to information.

Lisa Kianes, Killeen, Texas, spoke in support of Ms. Hickock, comparing her own experience in receiving information from the district without cost through a public records request.

The consent agenda was considered. Mr. Rainwater requested agenda item 2-G be removed from the consent agenda and considered separately. He questioned decisions being made in board officer meetings outside of discussions of the full board.

CONSENT AGENDA

The remainder of the consent agenda was considered. Ms. Adams moved to approve the consent agenda, items A through F, as presented. Mr. Gilchrist seconded the motion, which carried 6-0, with Ms. Capito absent and not voting.

As part of the consent agenda, the board approved the minutes for the August 12, 2025 regular meeting, as written.

MINUTES FOR 8/12/2025
REGULAR MEETING

As part of the consent agenda, the board approved the minutes for the August 19, 2025 board workshop, as written.

MINUTES FOR 8/19/2025
BOARD WORKSHOP

As part of the consent agenda, the board approved the minutes for the August 26, 2025 regular meeting, as written.

MINUTES FOR 8/26/2025
REGULAR MEETING

As part of the consent agenda, the board approved the resolution to recognize October 13-17, 2025 as National School Lunch Week to be celebrated the following week in Killeen ISD, as presented.

RESOLUTION FOR
SCHOOL LUNCH WEEK

As part of the consent agenda, the board approved the resolution to recognize October 8, 2025 as Texas Education Human Resources Day in Killeen ISD, as presented.

RESOLUTION FOR TEXAS
EDUCATION HUMAN
RESOURCES DAY

As part of the consent agenda, the board approved the resolution to recognize October 2025 as Principals Month in Killeen ISD, as presented.

RESOLUTION FOR
PRINCIPALS MONTH

As requested by Mr. Rainwater, agenda item 2-G was considered separately from the consent agenda. Mr. Rainwater reiterated his concern on decisions made outside of the full board. Mr. Mintz validated Mr. Rainwater's point but noted his support of the drafted policy revisions for CH (Local). The board reviewed this policy on August 5, 2025, at the request of Ms. Jones, to discuss the 2018 amendment, which changed board approval of any aggregate purchase over \$50,000 to board approval of single item purchases of \$100,000 or more. Based on board feedback, revisions were drafted, related to this amendment, to strengthen board control.

PROPOSED REVISIONS
TO BOARD POLICY CH
(LOCAL): PURCHASING
AND ACQUISITION

Ms. Jones moved to approve the proposed revisions to Board Policy CH (Local): Purchasing and Acquisition, as presented. Mr. Gilchrist seconded the motion, which carried 5-1, with Mr. Rainwater abstaining, and Ms. Capito absent and not voting.

Mr. Mintz, as chair of the audit committee, gave a brief review of the committee's recommendations and introduced Kent Ingram and Ali Taylan, of Gibson Consulting. The consultants reviewed cost proposals for the Student Information System (SIS) and Public Education Information Management System (PEIMS) audit for \$165,500; Technology audit for \$130,445; and program dashboard and management services for \$37,475, totaling \$333,420.

INTERNAL AUDIT PLAN
OF WORK AND COST
PROPOSAL FOR FY 2026

Other audits considered included a Booster Club audit for \$80,385; and Asset and Risk Management follow-up audit for \$49,440. The board considered which audits to prioritize for fiscal year 2026, with \$215,000 budgeted for audit expenditures. The board took no action and will consider this item on a future agenda.

Kristine Caparco, Fort Hood School Liaison Officer, discussed the garrison's support for KISD in the Impact Aid process. Fort Hood and the district have had an agreement since 2012, outlining the assistance in this partnership. Fort Hood provides support through communication and outreach to families and conducting source checks to verify military-connected families. Ms. Caparco affirmed the importance of Impact Aid funding and emphasized the installation's commitment to supporting the district. This item was for information.

FORT HOOD SUPPORT OF IMPACT AID SURVEYS

Dr. Jo-Lynette Crayton, Assistant Superintendent for Curriculum & Instruction, presented an overview of the summer learning and enrichment programs. She outlined state requirements for bilingual /English as a second language services, interventions for students failing assessments, extended school year for special education, and compensatory education for at-risk students. She provided key data points on elementary programs at eleven sites focusing on reading and math interventions, middle school classes at five locations with 96% of retained students earning promotion, and high school programs supporting end-of-course remediation, credit recovery and advancement.

2025 SUMMER LEARNING OUTCOMES

Extended school year services were provided for special education students across four campuses. Summer school is staffed based on historical trends with adjustments made based on enrollment. The board discussed concerns regarding attendance, discipline, student learning outcomes, and program effectiveness. They requested an update in November on improving summer learning, including strategies for attendance and accountability, expanded enrichment, extended program length, and program placement at high-need campuses. This item was for information.

William Baker, Assistant Superintendent for Human Resources, reviewed the district survey with over 3,000 responses, showing a near even split for employee preference of a monthly or semi-monthly pay schedule. Transitioning to a twice per month schedule would require additional positions in the payroll and benefits departments, as well as additional timecard responsibilities for front office campus staff. To avoid implementation costs and payroll process disruptions, the district may utilize Wagestream through Frontline Flex Pay, an application that allows employees to access an interest-free advance on *earned* wages. The tool also provides financial education resources and a 5% APY savings account offer. This item was for information.

EMPLOYEE PAY FREQUENCY AND WAGE ACCESS OPTIONS

In February 2024, the board approved three district priorities (student success, human capital, and financial stewardship) and 12 goals, to create measurable performance indicators that align with the district's strategic objectives. Dr. Susan Buckley, Assistant Superintendent for Administrative Services, proposed a fourth priority, Safety and Security, which includes five goals, for the 2025-2026 scorecard. Mr. Mintz suggested embedding Safety throughout the scorecard, rather than as a standalone priority. Ms. Adams questioned why Priority 3 had not been rewritten as previously decided and asked for a progress monitoring schedule to measure district performance. Board discussion emphasized the importance of clear communication, consistent district policy implementation, and a comprehensive framework to track and improve district performance across key areas.

SYSTEM SCORECARD PRIORITIES AND DISTRICT GOALS

Dr. Davis reviewed the draft agenda for the September 23, 2025, regular meeting, which will include the board's nomination of the tax appraisal district's board of directors, and a presentation of the system scorecard first priority. Mr. Gilchrist shared concerns of inconsistent implementation of policies and procedures across the district. Mr. Williams noted the addition of a Team of 8 training on October 20, and a future two-day Lone Star Governance training on a Friday and Saturday. This item was for information.

FUTURE BOARD MEETING AGENDAS AND TRUSTEE REMARKS

At 8:06 p.m., the board convened in closed session for agenda item #5-A, Discussion of personnel matters and nominations for the Bell County Tax Appraisal District Board of Directors for 2026, as allowed by Texas Government Code 551.074, and agenda item #5-B, Level III Parent Grievance, as allowed by Texas Government Code 551.0821 and 551.071. At 10:23 p.m., the board reconvened in the open meeting. No action or voting took place in closed session. During closed session, Mr. Rainwater exited the meeting at 8:46 p.m.

(CLOSED SESSION) PERSONNEL MATTERS AND BELLCAD BOARD NOMINATIONS (551.074)

(CLOSED SESSION) LEVEL III PARENT GRIEVANCE – K. HICKOK (551.0821, 551.071)

As a result of discussions in closed session, Mr. Mintz moved to deny Ms. Hickok's consolidated complaint appeals and uphold the administration's decisions at Level II. Mr. Gilchrist seconded the motion, which carried 5-0, with Mr. Rainwater and Ms. Capito absent and not voting. Mr. Mintz commented to Ms. Hickok that she could request information as part of her litigation from the district's assigned attorney. Ms. Hickok clarified her inquiry was before her complaint.

CONSIDERATION OF LEVEL III COMPLAINT

There being no further business or discussion, Ms. Adams moved to adjourn. Mr. Gilchrist seconded the motion, and by consensus the meeting was adjourned at 10:26 p.m.

ADJOURN

 President

 Secretary