

Minutes of Regular Meeting

The Board of Trustees Brownwood Independent School District

The Brownwood ISD (BISD) Board of Trustees met for a regular session meeting on Monday, November 10, 2025, at 6:30 p.m. The session was called to order by Board President Michael Cloy. Redeemer Church pastor Zach Tharp led the invocation. Northwest Elementary students Leo Bernal and Braxton Windham led the Pledge of Allegiance. Music teacher Lauren Mays led Northwest Elementary 4th grade students in preview performances of “One Nation” and “American Song” from their Veterans Day program.

PRESENT:

Mr. Michael Cloy, President
Mrs. Diane Thompson, Secretary
Mr. Tim Wilson, Member
Mr. Justin Posey, Member
Mr. Connor Arrington, Member

OTHERS PRESENT:

Dr. Joe Young, Superintendent
Ms. Heidi Gardner, Director of Finance and Grants
Mrs. Krista Behler, Exec. Asst. to the Superintendent
Mr. Charlie Musgrove, Community Relations Coordinator
Mrs. Liesa Land, Deputy Superintendent
Mr. Mitch Moore, Asst. Superintendent

ABSENT: Mr. Roderick Jones, Sr., Vice President, Mr. Codie Smith, Member

OTHERS PRESENT: Amy Morris, Shelby Vara, Kassie Parrish, Brec Espinoza, Lindsey Smith, Chelsy Lipsey, and many community members.

BISD Deputy Superintendent Liesa Land recognized the district’s Master Teachers (the top designation) within the BISD Teacher Incentive Allotment (TIA) program. Teachers designated at the Master level met criteria in the areas of student growth, Instruction and Learning Environment (TTESS), and received a qualifying score on a locally designed teacher designation system. In the first year BISD was awarded \$309,284 for 33 teachers and now has a total of 60 pending designations with a projected year three award of around \$600,000.

TEACHER INCENTIVE ALLOTMENT (TIA) - MASTER TEACHERS

BISD teachers designated as Master within the TIA program include Jana Roan, Natasha Brown, Amber Evans, Stephanie Hilburn, and Amy Hall.

The following groups and individuals were recognized by BISD and were presented with certificates highlighting their achievements.

BISD SPOTLIGHT TEACHERS AND STAFF: The Brownwood ISD Spotlight recognizes members of the BISD faculty and staff who go the extra mile to ensure excellence in education for all our students. Spotlight recipients are chosen from peer nominations. November 2025 honorees were Coggin Elementary teacher Tessa Cabrera and Northwest Elementary Computer Lab Aide Tosha Blake.

GRADE LEVEL PERFORMANCE IMPROVEMENTS – NORTHWEST ELEMENTARY KINDERGARTEN

Northwest Elementary kindergarten teachers Shauntel McGlothlin, Ashlyn Harvey, and Veronica Evetts were recognized for their students' academic growth (measured in Approaches, Meets, or Masters grade level performance). At the beginning of the year, results were 34% Meets and 12% Masters in RLA (Reading Language Arts). RLA performance has risen to 89% Meets and 58% Masters.

BHS BOYS CROSS COUNTRY: Boys Cross Country team members were recognized for finishing 3rd in District and as Regional Qualifiers. Regional Qualifiers and Academic All-District team members include Bennett Windham, Carter Massey, and Reagan Musungu. Additional Regional Qualifiers were Juston Burt, Hayden Mair, Brayden Musick, and Adrian Skrhak.

BHS GIRLS CROSS COUNTRY: Girls Cross Country team members were recognized as District 6-4A Runners-up and as Regional Qualifiers. One Lady Lion, Rebekkah Delgado, advanced to State, placing 43rd overall out of 151 runners with a personal best time of 12:16.3 in the 4A state race. This time moves her to hold the 4th fastest time on the state course in school history for Lady Lion Cross Country. Regional Qualifiers and Academic All-District team members include Rebekkah Delgado, Haylee Adkins, Lyndi Biasioli, and Ailean Palacios. Additional Regional Qualifiers were Jade Morin, Joclyn Salazar, and Destiny Sharp.

SUPERINTENDENT'S REPORT

Dr. Joe Young provided the following updates:

- Thanksgiving lunches with family at the elementary schools are going well with a few more scheduled in the coming week.
- The varsity Brownwood Lion football team has made the playoffs, and the first game is scheduled for 7:00 p.m. on Friday, November 14, at ACU in Abilene.
- Dr. Young has met with the Superintendent's Student Advisory Cabinet and has an upcoming meeting scheduled with the Superintendent's Parent Advisory Cabinet. These meetings continue to help gather valuable feedback from parents and students throughout the district.
- The BISD Combined 4th Grade Veterans Day program is scheduled for 9:30 a.m. on November 11 at the Brownwood Event Center.
- Bond 2023 Update: The district is nearing completion on the Multi-Purpose Activity Center (MAC) indoor facility as well as the Brownwood Middle School (BMS) locker room renovations. Both projects are expected to close out over \$200,000 under budget while also delivering more than expected.

DEPARTMENTAL REPORTS

- **Technology Report:** A technology report was provided to the Board that gave an overview of the technology within Brownwood ISD as well as an update on technology projects that are taking place in the district. Dr. Young noted that the Technology Department, led by Jimmy Fisher, currently provides support for more than 6000 computing devices in addition to over 1000 other devices. The report also detailed updates in E-RATE funding, district safety and security, cyber-security, and additional current and upcoming projects.
- **School Safety Report:** The report listed Bond safety and security improvement projects including new cameras, door card access systems (exterior complete, interior under development), and improved fencing at Coggin Elementary and Northwest Elementary. Also noted were district-wide safety and security initiatives which include new House Bill 33 requirements as well as other safety-related programs in operation throughout the district. The report included information

regarding the BISD Campus Guardian Plan which employs five full-time Campus Guardians and includes eight Guardian Team Members.

- **Gifted & Talented Report:** The Gifted & Talented program provided a report that included goals and initiatives as well as the number of students in the program at each grade level and campus. A total of 144 K-6 students and 142 BMS/BHS students are involved in the program.
- **BISD TIA UPDATE:** BISD continues to make progress in implementing and expanding the Teacher Incentive Allotment program with a goal of making the program available to teachers in all subject areas within the district. Currently there are 37 active designated teachers within BISD and a total of 60 active or pending designations amounting to a projected year three award of around \$600,000. The plan distributes 90% of the allotment directly to designated teachers with the remaining 10% supporting the local TIA program administration and sustainability. Designated teachers receive their TIA payment as a lump-sum each August.
- **HOUSE BILL 3 UPDATE – BOARD GOALS:** An update regarding the progress towards achieving goals set for K-3 Reading was provided to the Board and showed the district making considerable progress and already closing in on many of the targets.

ADMINISTRATION OF OATH OF OFFICE TO NEW BOARD MEMBER: Board member Connor Arrington – Place Six, was duly elected for purposes of the November 4, 2025 election, pursuant to the order of cancellation issued on September 8, 2025, cancelling the special election that was scheduled to be held on November 4, 2025. The Oath of Office was administered, and Connor Arrington was sworn in.

FIRST READING: TASB INITIATED POLICY UPDATE 126: This update included TASB localized policy manual updates, including revisions to fifteen LOCAL policies. Details are available in the Board Book published on the Brownwood ISD website (<https://www.brownwoodisd.org/boardbook>). The update was presented as a first reading, with no action on the item scheduled until next month.

CONSENT AGENDA

The following items were listed for consideration on the Consent Agenda.

1. Final Approval of Library Materials for November Purchase
2. Consider Approval of Library Materials for December Purchase
3. Minutes from October 6, 2025 Meeting

BISD Trustee Diane Thompson moved that the Consent Agenda be approved as presented, with BISD Trustee Justin Posey seconding the motion. The motion passed unanimously.

ANNOUNCEMENTS

The following announcements were made for upcoming events:

- Thanksgiving Break: 11/24/2025 - 11/28/2025
- Veterans Day Program: 11/11/2025
- Next Board Meeting: 12/08/2025

EXECUTIVE SESSION

The Board moved into executive session at 7:12 p.m. to discuss personnel and security matters. They returned to open session at 7:27 p.m.

The meeting adjourned at 7:27 p.m.

Michael Cloy
President

Diane Thompson
Secretary