

# Killeen Independent School District

## Board of Trustees Meeting Minutes, Workshop Meeting March 10, 2026, at 5 p.m. in the Killeen ISD Boardroom

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### **Board Members Present**

- Brett E. Williams, President
- Susan M. Jones, Vice President
- Brenda Adams, Secretary
- Marvin Rainwater, Member
- Oliver Mintz, Member
- Tina Capito, Member
- Rodney Gilchrist, Member
- **Board Member Absent:** None

**Quorum:** Established

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### **Call to Order**

The meeting of the Killeen Independent School District Board of Trustees was called to order by President Brett E. Williams at 5 p.m.

The meeting was recorded and streamed publicly

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### **Agenda Item 1: Public Forum**

#### **Speaker: James Tenner**

Mr. Tenner, President of the Killeen Alumni Chapter of Kappa Alpha Psi Fraternity, addressed the Board and expressed appreciation for the leadership and dedication shown by the trustees and Superintendent Dr. Davis in supporting the youth of the community. He acknowledged the responsibilities carried by the Board in guiding students toward future success and thanked them for their continued commitment to public education. Mr. Turner also recognized Dr. Davis

for his direct engagement with the fraternity's mentorship programs and the positive impact his encouragement has had on the young men involved. He concluded his remarks by expressing gratitude for the district's partnership with community organizations and sharing the quote, "Adversity causes some men to break, but other men to break records."

**Speaker: Terry Delano**

Mr. Delano addressed the Board and thanked Superintendent Dr. Davis and the trustees for their continued service and commitment to public education, acknowledging the pressures faced by district leadership. He spoke regarding recent student protests and expressed appreciation for students who remained in class or chose to protest outside instructional time, noting that they demonstrated respect for school rules and the educational environment. Mr. Delano emphasized that students who leave class to protest during instructional time should face appropriate consequences to maintain academic expectations and accountability. He concluded by encouraging the district to continue upholding high educational standards and to ensure that public education remains focused on teaching students how to think critically while respecting the rights of others.

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**Agenda Item 2: Closed Session**

The Board entered closed session at **5:08 p.m.** for:

**2A. Level III Parent Grievance**

(Texas Government Code 551.0821, 551.071).

**2B. Rescission of the December 16, 2025, proposal to terminate the professional term contract of Ryanne Byrne**

(Texas Government Code 551.071, 551.074).

**2C. Consultation with legal counsel regarding pending or contemplated litigation and matters involving personally identifiable student information, including discussion of a proposed settlement agreement to Resolve Special Education Disputes Involving TEA Docket No. 131-SE-1125**

(Texas Government Code 551.071, 551.0821).

**2D. Consultation with legal counsel regarding legal requirements and personnel assignment for Disciplinary Alternative Education Program (DAEP)**

(Texas Government Code 551.071, 551.074).

**2E. Discussion regarding the Superintendent's contract recommendation for Deputy Superintendent for Learning Services**

(Texas Government Code 551.074).

**2F. Consultation with legal counsel regarding pending litigation a settlement offer, or other issues confidential under the attorney-client privilege**

(Texas Government Code 551.071).

**2G. Deliberate the purchase, exchange, lease, or value of real property**

(Texas Government Code 551.072)

**2H. Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employees**

(Texas Government Code 551.074).

**2I. Deliberate a matter regarding a public school student in which personally identifiable information about the student will necessarily be revealed**

(Texas Government Code 551.0821).

No action was taken in closed session.

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The Board reconvened in Open Session at **6:01 p.m.**

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**Agenda Item 3: Public Forum**

**Speaker: Joseph Baez**

Mr. Baez addressed the Board regarding concerns about the proposed performance contract related to Manor Middle School and questioned why alternative options had not been selected. He referenced comments made during a previous meeting in which Trustees acknowledged that the district would continue paying the operator while losing money, a statement confirmed by Dr. Osborne during the discussion. Mr. Baez urged trustees to reconsider the decision, arguing that approving the contract would shift responsibility and accountability for the campus away from the Board

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#### **Agenda Item 4: Consent Agenda**

- Receive and approve minutes for **February 10, 2026, Workshop Meeting**
  - Receive and approve minutes for **February 17, 2026, Regular Meeting**
  
  - **Motion:** Brenda Adams
  - **Second:** Tina Capito
  
  - **Vote:** 6-0-1-0
    - **For:** Brett E. Williams, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** Susan M. Jones
    - **Absent:** None
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#### **Agenda Item 5: Action Items for Consideration**

##### **5A. Consideration and Approval of the Performance Contract with Third Future Schools for the Operation of Manor Middle School (2026-2029)**

President Williams announced that this agenda item would not be taken up during this meeting and would instead be moved to the next regular scheduled Board meeting.

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##### **5B. Consideration of Recurring Contracts Exceeding Aggregate Threshold per Policy CH (LOCAL)**

*Presenters: Scott Hequembourg and Kallen Vaden*

District staff presented a mid-year update regarding contracts that exceeded the \$3 million aggregate threshold in accordance with the recent revision to Board Policy CH (LOCAL). The report identified five contracts exceeding the threshold, including construction services for the new administration building through Bartlett Cocke, substitute staffing services, roofing services through Eskola, student nutrition services, and district insurance coverage through BKCW. Administration explained that these contracts represent services provided across the District and are monitored as part of the rolling aggregate threshold established in policy. Trustees asked clarifying questions regarding the reporting period, and staff confirmed that the information reflects totals for the current aggregate fiscal year.

- **Motion:** Rodney Gilchrist
  - **Second:** Tina Capito
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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### **5C. Consideration of the Resolution Approving the Sale of Property Located 108 W. Jasper Drive, Killeen, Texas 76542, to the City of Killeen**

*Presenter: Adam Rich*

Mr. Rich presented information regarding the former Bellaire Elementary School property, which was decommissioned in 2021 following the opening of Clifton Park Elementary School. The approximately six-acre campus includes a 54,700-square-foot school building and an additional 4,000-square-foot activity building, and the district currently spends about \$90,000 to \$100,000 annually to maintain the facility. Administration recommended approval of a resolution authorizing the sale of the property to the City of Killeen, which plans to use the site for a new fire station and has agreed to purchase the property at the appraised value of \$803,000.

- **Motion:** Tina Capito
  - **Second:** Brenda Adams
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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### **Recess**

President Williams called a brief recess at **6:11 p.m.**

The meeting reconvened at **6:19 p.m.**

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## **Agenda Item 6: Information Items for Discussion**

### **6A. Discussion of Texas Academic Performance Report (TAPR) on Early Childhood Reading & Math and Career, College and Military Readiness (CCMR) Goals, Information from Texas Higher Education Coordinating Board, PEIMS Financial Standards Reports, Report on Violent or Criminal Incidents, and Public Hearing**

*Presenters: Dawn Sills, Christianne Shinn, Kallen Vaden, and Chief Hydorn*

District staff presented information regarding the Texas Academic Performance Report (TAPR) for the 2024–2025 school year and explained that the report includes finalized consolidated data from the previous school year, with graduation and College, Career, and Military Readiness data reflecting the 2024 cohort. The presentation included an overview of district student demographics, noting that approximately 85% of the student population is comprised of African American, Hispanic, and White students. Staff reported that the district experienced a decrease of roughly 1,000 students in overall enrollment from the 2024 to the 2025 school year. Additional information was provided regarding special populations and programs, including a 4.1% decrease in economically disadvantaged students and a 3% increase in special education enrollment. Staff also shared staffing information, noting a reduction of approximately 100 staff members during the same period while highlighting that campus leadership experience levels exceed the state average. The presentation reviewed accountability measures including Results Driven Accountability and the A–F accountability system, noting improvement in the district’s determination level from Level 3 to Level 2 for special education performance. Staff also reviewed campus accountability ratings, explaining that most campuses currently fall within a “C” rating range and that the district’s goal is to increase the number of campuses earning an “A” or “B” rating. District leaders also discussed distinction designations earned by campuses and how campuses are compared to forty other schools with similar demographics and characteristics. The presentation continued with a review of STAAR performance trends, indicating that overall district performance across subjects has remained relatively stable with some improvement in the “Meets” performance level. Staff reported that reading performance remained generally consistent with the prior year while mathematics results showed mixed trends across performance levels. Science performance reflected overall increases, while social studies performance showed a slight decline compared with the previous year and remained below state averages. The average daily attendance continues to improve and remains aligned with the state, while chronic absenteeism decreased from 2023–2024 but still sits about 3% above the state rate. The district also reported gains in four-year graduation rates under both state and federal accountability measures, along with continued success in College, Career, and Military Readiness, where students are earning indicators primarily through college-readiness pathways. Postsecondary data showed that of the 2,561 students who graduated in 2024, 953 enrolled in a public two-year or four-year Texas college. District staff noted a positive shift in the number of students earning a college GPA of 2.5 or higher when comparing the 2023 and 2024 graduating cohorts. Campus leaders explained that each school uses its own TAPR data for needs assessments, campus improvement plans, and quarterly formative reviews, with mid-year updates posted publicly on the district website. Trustee Rainwater asked for more specific examples of how low-performing schools receive targeted support through their campus

improvement plans, emphasizing the need for concrete interventions rather than broad generalities. Financial data showed the district received approximately \$442 more per student than the state in operating revenue, spent about \$54 less per student in operating expenditures, and maintained tax rates below the state average, though overall fund balance remained significantly lower than the state. The presentation concluded with the annual report on criminal incidents and safety measures provided by the district police department. The district implements multiple violence prevention and intervention procedures, including annual active shooter training with police officers, monthly Standard Response Protocol drills with campus administrators, and routine safety sweeps using narcotics and explosives detection K-9 units. Officers also participate in Safe School Week and collaborate daily with staff to strengthen campus safety measures and maintain drug-free learning environments. In closing remarks, Board President Williams emphasized the importance of making the presentation more accessible to families by sharing both the full report online and a simplified “Reader’s Digest” version directly with parents. He noted that this information is critical because it reflects each student’s performance and allows families to better understand how their child contributes to overall district outcomes. President Williams also highlighted the need for clearer breakdowns of performance data, including comparisons by student groups, areas of greatest and least academic growth, and subject-specific trends to better inform decision-making. He acknowledged the depth and importance of the report, emphasizing that it represents the core purpose of the district’s work and should guide resource allocation and community understanding.

The public hearing was opened and closed with no citizen comments submitted.

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## **6B. Discussion Regarding Revisions to Board Policy DNA (LOCAL) Performance Appraisal: Evaluation of Teachers**

*Presenter: Will Baker*

District staff presented information regarding a proposed revision to the local policy governing teacher evaluations in connection with the Teacher Incentive Allotment (TIA) program. Staff explained that the District must reapply for participation in the program every five years and that 2026 represents the district’s fifth year of data collection and fourth year of recognizing teachers through the program. The presentation outlined that teacher effectiveness in the TIA system is determined using both student performance data and the district’s T-TESS evaluation system. Administration recommended revising the policy to require annual evaluations for teachers participating in TIA subjects, noting that teachers in those areas would no longer be eligible to request an evaluation waiver in order to maintain compliance with state program requirements. This item is recommended to be placed on next consent agenda.

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## **6C. Discussion of LASO Cycle 4 Grant Awards for School Year 2026-2027 and LIFT Approved Technical Assistance Provider Recommendation**

*Presenter: Dr. Terri Osborne and Will Baker*

Dr. Osborne presented an update regarding the Learning Acceleration Support Opportunities (LASO) grant program, a Texas Education Agency initiative that consolidates multiple state grants and support programs into a single application. She explained that the District applied for the grant in early December in order to pursue additional state resources that could accelerate student learning, strengthen instructional systems, and support innovation across campuses. The LASO grant includes approximately fifteen programs organized into four strategic focus areas: curriculum and instruction, educator training and development, expanded student learning time, and innovative school models. Dr. Osborne reported that Killeen ISD applied for four grant programs within LASO, including ACE, Additional Days School Year (ADSY), LIFT, and PREP. The ACE program was intended to provide intensive turnaround support for high-need campuses, while the ADSY program would have extended the school calendar and provided additional summer learning opportunities for students. Although the District applied for both ACE and ADSY funding, those applications were not awarded by the state. However, the District did receive funding through the LIFT and PREP programs, which will provide instructional and staffing support across selected campuses. Mr. Baker explained that the PREP program provides additional funding for existing teacher development initiatives, including the district's teacher residency partnership with Texas A&M–Central Texas and the district's "Grow Your Own" teacher apprentice program. The additional funding will also allow the District to increase compensation for teacher residents and provide stipends and training for mentor teachers supporting those programs. Dr. Osborne then provided additional detail regarding the LIFT grant, which is a three-year program designed to strengthen instructional leadership and improve the implementation of high-quality instructional materials. The District was awarded approximately \$627,000 for the first year of the grant to support five campuses, including Willow Springs Elementary School and four middle schools. The program includes professional development, leadership coaching, instructional planning support, and campus improvement planning designed to strengthen teaching and learning systems. Dr. Osborne explained that a portion of the grant funding will support district implementation while the remaining funds will be used for a technical assistance provider approved by the state. Following a review of the approved provider list and an interview process with several candidates, the District recommended Region 12 as the technical assistance provider for the program. Dr. Osborne noted that Region 12 was selected based on its experience supporting similar grant initiatives, its familiarity with district needs, and its demonstrated ability to coordinate instructional leadership support across multiple campuses. This item is asked to be placed on the next agenda as a regular action item, but was decided to be placed on consent agenda with the option to pull if necessary.

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### **Board Returned to Agenda Item 2: Closed Session**

The Board entered closed session at **7:16 p.m.** for:

previously mentioned posted agenda items as permitted under Texas Government Code 551.0821, 551.071, 551.074, and 551.072.

No action was taken in closed session.

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The Board reconvened in open session at **8:17 p.m.**

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### **Agenda Item 9: Consideration and Possible Action on a Proposed Settlement Agreement to Resolve Special Education Matters Involving TEA Docket No. 131-SE-1125, Including Possible Delegation of Authority to the Superintendent to Execute the Final Settlement Agreement on Behalf of the District.**

The Board considered proposed settlement agreement related to Texas Education Agency Docket Numbers 131-SE-1125. Trustees discussed possible delegation of authority to the Superintendent to execute the final settlement agreement.

As a result of discussion in closed session Ms. Capito moved to approve the proposed settlement agreements for Texas Education Agency docket number 131-SE-1125 and authorized the Superintendent to execute all necessary documents on behalf of the District.

- **Motion:** Tina Capito
  - **Second:** Rodney Gilchrist
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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### **Board Returned to Agenda Item 2: Closed Session**

The Board entered closed session again at **8:19 p.m.** for:

previously mentioned posted agenda items as permitted under Texas Government Code 551.0821, 551.071, 551.074, and 551.072.

No action was taken in closed session.

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The Board reconvened in open session at **9:55 p.m.**

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### **Agenda Item 8: Consideration and Possible Action Regarding Level III Parent Complaint**

The Board considered action regarding level III parent complaint.

As a result of discussion in closed session Mr. Mintz moved to uphold the administrations decision on the grievance and deny the relief requested.

- **Motion:** Oliver Mintz
  - **Second:** Rodney Gilchrist
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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### **Agenda Item 7: Consideration and Possible Action to Rescind the December 16, 2025, Proposal to Terminate the Professional Term Contract of Ryanne Byrne**

The Board considered possible action to rescind the December 16, 2025, proposal to terminate the professional term contract of Ryanne Byrne.

As a result of discussion in closed session Ms. Adams moved to approve to rescind the December 16, 2025, proposal to terminate the professional term contract of Ryanne Byrne.

- **Motion:** Brenda Adams
  - **Second:** Oliver Mintz
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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**Agenda Item 10: Consideration and Possible Action Regarding Superintendent's Contract Recommendation for Deputy Superintendent for Learning Services**

Superintendent Dr. King Davis presented a recommendation regarding the Deputy Superintendent for Learning Services position and recommended the appointment of Dr. Donald Stewart as part of the district's ongoing organizational restructuring and leadership alignment.

The Board considered possible action regarding Superintendent's contract recommendation for Deputy Superintendent for Learning Services.

As a result of discussion in closed session Mr. Mintz moved to approve the Superintendent's recommendation for the Deputy Superintendent for Learning Services Dr. Donald Stewart.

- **Motion:** Oliver Mintz
  - **Second:** Marvin Rainwater
  - **Vote:** 7-0-0-0
    - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
    - **Against:** None
    - **Abstained:** None
    - **Absent:** None
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## **Agenda Item 11: Discussion of Future Board Meeting Agendas and Trustee Remarks**

Trustees shared remarks emphasizing student safety and reminded parents and students to exercise caution when crossing streets near campuses and encouraged the use of designated crosswalks and crossing guards after recent incidents involving students being struck by vehicles. Trustees discussed the importance of clearly communicating plans for the proposed school under HB 1882, emphasizing transparency so parents fully understand how the campus will operate and what to expect. Board members also expressed appreciation for staff efforts, highlighting successful events such as the Science Olympiad and the many opportunities provided to showcase student achievement. Additional gratitude was extended to behind-the-scenes personnel, including bus drivers, custodial teams, and aides, whose daily contributions are essential to campus operations. Trustees encouraged all students, staff, and families to enjoy a safe and restful Spring Break while taking time to recharge. Several remarks reinforced the importance of safety, student achievement, and continued focus as the district approaches the final stretch of the school year. In closing, trustees urged families to support students during the upcoming testing season, remain engaged, and keep service members and their families in their thoughts. Superintendent Dr. King Davis concluded the discussion by encouraging continued partnership between parents and schools as the District enters the final quarter of the school year and prepares for upcoming testing.

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## **Agenda Item 12: Adjournment**

The meeting was adjourned following trustee remarks.

- **Motion:** Brenda Adams
- **Second:** Tina Capito
- **Vote:** 7-0-0-0
  - **For:** Brett E. Williams, Susan M. Jones, Brenda Adams, Marvin Rainwater, Oliver Mintz, Tina Capito, Rodney Gilchrist
  - **Against:** None
  - **Abstained:** None
  - **Absent:** None

There being no further business, the meeting adjourned at **10:05 p.m.**

*Signatures*

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**Brett E. Williams**

Board President

**Brenda Adams**

Board Secretary

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