

Killeen Independent School District

Board of Trustees Meeting Minutes, Workshop Meeting May 12, 2026, at 6 p.m. in the Killeen ISD Boardroom

Board Members Present

- Brett E. Williams, President
- Susan M. Jones, Vice President
- Brenda Adams, Secretary
- Marvin Rainwater, Member
- Tina Capito, Member
- Rodney Gilchrist, Member
- Oliver Mintz, Member

Quorum: Established

Call to Order

The meeting of the Killeen Independent School District Board of Trustees was called to order by President Brett E. Williams at 6 p.m.

The meeting was recorded and streamed publicly.

Agenda Item 1: Public Forum

Speaker: Tyler James Smith

Tyler Smith spoke in support of allowing foreign exchange students to walk at graduation. He shared that he has hosted exchange students from several countries and believes they deserve the full American high school experience. He stated that while he was not asking for diplomas to be awarded, he wanted the students to have the opportunity to walk with the friends they made. He also referenced a Harker Heights student who had already purchased a cap and gown and whose mother had made travel plans to attend.

Agenda Item 2: Consent Agenda

A. Receive and Approve Minutes for April 28, 2026, Regular Meeting

- **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

Agenda Item 3: Action Items for Consideration

3A. Consideration of Board Scholarship Committee Recommendations

Presenter: Leslie Gilmore

Ms. Gilmore presented recommendations for the 2026 Board Scholarship recipients and explained the application and interview process for graduating seniors. Ms. Gilmore noted that campuses reviewed applications, interviewed students, and selected finalists before district-level interviews were conducted by a committee. Appreciation was expressed to the scholarship committee members, including Trustee Brenda Adams, Dr. Angenet Wilkerson, Mr. Adam Rich, Ms. Chiquata Wright-Jones, Mr. Frank Crayton, and Ms. Kallen Vaden for their dedication and time spent supporting the process. The Board unanimously approved the selection of 40 students to receive the Prairie, Haynes, Franklin and Emily Pratt, Ira Cross Jr., Maude Moore Wood, and Philanthropic Trust scholarships, followed by recognition of the students and their families in attendance. Board President Williams emphasized the importance of philanthropy and reminded students that the scholarship funds were generously donated by individuals who chose to invest in Killeen ISD students and their futures. Noting that 40 scholarships totaling \$188,500 were awarded.

- **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
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3B. Consideration of the Communities In Schools of Greater Central Texas, Inc. Contract for the 2026-2027 School Year

Presenter: Dr. Angenet Wilkerson

Dr. Wilkerson presented the updated contract agreement with Communities In Schools of Greater Central Texas for the 2026–2027 school year and explained adjustments made in response to prior Board feedback. While the total number of staff members remains at 41 across 31 campuses, one full-time position was reallocated from Montague Village Elementary School to Union Grove Middle School due to Union Grove’s higher at-risk student population and the additional support services already available at Montague Village. Trustees were informed that the total investment for the program would remain at \$1,784,058, with the district and Communities In Schools each contributing 50 percent of the funding.

- **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 4: Review Results of Canvass of Votes for the Board of Trustees Election Held on May 2, 2026

Presenter: Susan Jones

Vice President Susan Jones presided over the canvassing portion of the meeting and reviewed the official results of the May 2, 2026, Board of Trustees election. The canvassing committee, consisting of Susan Jones, Brenda Adams, and Rodney Gilchrist, met earlier that evening to canvass the election results. Vote totals announced included Angela Ann Santos with 1,689 votes, Michael Green with 1,301 votes, Marvin Rainwater with 2,437 votes, and Lan Carter with 1,022 votes. Additional results included Joseph Baez with 2,303 votes and Brett E. Williams with 4,061 votes.

Agenda Item 5: Installation of Newly Elected Trustees

- A. Completion of Statement of Officer**
 - B. Administration of Oath of Office to Newly Elected Trustees**
 - C. Presentation of Certificate of Election**
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The Board conducted the installation and oath of office ceremony for the newly elected trustees following the canvassing of the May 2, 2026, election results. During the ceremony, trustees formally swore to faithfully execute the duties of the Killeen ISD Board of Trustees and uphold the Constitution and laws of the United States and the State of Texas. Newly elected trustees shared remarks expressing appreciation to supporters, family members, campaign volunteers, and community members who participated in the election process. Trustees also emphasized the importance of public education, student achievement, and ensuring all students reach their maximum potential. Additional comments highlighted the importance of community involvement, voter participation, and continued collaboration to address district issues and improve outcomes for students. Appreciation was also extended to election officials and staff members, including JC Schoel, for coordinating polling locations, canvassing activities, and election operations throughout the process.

Agenda Item 6: Closed Session for Discussion of Reorganization of Officers for Board of Trustees (as Required by Texas Education Code 11.061 and Authorized by Texas Government Code 551.074)

The Board entered closed session again at **6:43 p.m.** for:

No action was taken in closed session.

The Board reconvened in open session at **7:12 p.m.**

Agenda Item 7: Consideration of Selection of Officers for Board of Trustees

The Board reconvened from Closed Session with no action or voting having taken place during the closed session proceedings. Trustees then considered the selection of Board officers for President, Vice President, and Secretary for the upcoming term. Susan Jones proposed a slate consisting of Brett Williams as President, Oliver Mintz as Vice President, and Brenda Adams as Secretary. Following the vote, Susan Jones expressed appreciation for the opportunity to serve as Vice President and shared that personal and professional commitments led to her decision to step aside from the leadership role.

- **Motion:** Susan Jones
 - **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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Recess

President Williams called a brief recess at **7:13 p.m.**

The meeting reconvened at **7:17 p.m.**

Agenda Item 8: Consideration of Board Approval of a Delegate and Alternate to the 2026 Texas Association of School Board (TASB) Delegate Assembly

The Board considered approval of a delegate and alternate representative for the 2026 Texas Association of School Boards Delegate Assembly. President Williams made the motion to vote for Tina Capito as the TASB delegate and for Rodney Gilchrist as the alternate representative.

- **Motion:** Brett E. Williams
 - **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 9: Information Items for Discussion

9A. Discussion of Young Engaged Scholars (Y.E.S.!) Program Evaluation and 2025-2026 Update

Presenter: Dr. Jo-Lynette Crayton, Kiree Bons, Jennifer Roden

District staff presented an update on the Young Engaged Scholars (YES) Program, which was created through philanthropic trust funding.

Phase One: Support literacy instruction by integrating reading and writing with science, technology, engineering, the arts, and mathematics through hands-on, project-based learning experiences.

Students participated in activities including digital game design, drone coding, hydroponics projects, fine arts instruction, and field-based learning experiences at Baylor University, the Science Mill, and performing arts events. The program also removed financial barriers for families by providing no-cost access to orchestra, theater arts, visual arts, instruments, private lessons, and instructional materials for participating students.

Phase Two: Extend advanced academic opportunities for students through the district's PSAT 10 pilot. District leaders reported that the estimated cost for the 2025–2026 YES Program was \$63,247.89, reflecting a decrease from the prior year due to the completion of initial startup and implementation expenses. Kiree Bons further shared that returning YES Program elementary students demonstrated stronger academic performance and higher achievement levels when compared to newly enrolled participants, supporting the program's long-term impact on student growth. Jennifer Roden also presented results from the district's PSAT 10 pilot program, explaining that the assessment was used to identify students with advanced academic potential and provide earlier access to Advanced Placement coursework and college readiness opportunities.

Administrators stated that 330 students participated in the PSAT 10 pilot, with selection based on academic performance and AVID participation, while additional students opted to take the SAT instead of the PSAT. The District reported that participating students achieved a mean score of 932, surpassing state, national, and global averages, including averages for private schools, and two students demonstrated the potential to become National Merit Scholars. Trustees discussed expanding PSAT opportunities to additional students in future years to ensure more students could be identified for advanced academic pathways and college readiness support. Board members also emphasized the importance of equity and early identification of academic potential so that students who may otherwise go unnoticed are provided opportunities for rigorous coursework and future success. Trustees commended district staff for proactively creating programs designed to strengthen student achievement, broaden access to advanced academics, and positively impact the long-term academic trajectory of Killeen ISD students.

9B. Discussion of Employee Health Plan Benefits Update

Presenter: Will Baker, Tad Dorroh

Mr. Baker and benefits consultant Tad Dorroh presented an update on employee healthcare benefits, insurance programs, and the district's new benefits administration system. Staff explained that the new system includes enhanced employee support features, multilingual capabilities,

Affordable Care Act reporting tools, and an AI chatbot named Emma designed to provide employees with 24-hour access to benefits assistance and information. Trustees were informed that the district moved the annual enrollment period earlier in the year to improve support for employees and allow Human Resources staff to focus more effectively on onboarding new hires at the start of the school year. Presenters shared that dental, disability, and vision insurance rates remain stable for future years, while district healthcare enrollment continues to increase due in part to more employees relying on district-provided insurance coverage. Administrators reported that the District contribution toward employee health insurance remains at \$425 per employee each month and that projected district healthcare contributions total approximately \$20.27 million. Staff also explained that the District continues to perform favorably compared to private-sector healthcare trends and national insurance averages through participation in the TRS insurance pool. Trustees discussed the district's dependent audit process, which reviewed employees covering dependents under district insurance programs to ensure eligibility and reduce future healthcare costs and risks. Mr. Dorroh noted that the audit included all employees covering dependents and that ongoing verification procedures will continue to be implemented every two to three years moving forward. Additional discussion focused on employee concerns regarding vision plan coverage, provider networks, and ensuring employees understand the full value of district benefits offerings. Trustees emphasized the importance of accountability and protecting district resources by ensuring that only eligible dependents remain covered under District insurance plans. Administrators clarified that projected savings associated with the audit represent future risk mitigation and avoided healthcare expenses rather than immediate cash savings to the District. The Board thanked district staff and consultants for their continued efforts to strengthen employee benefits, improve communication with employees.

9C. Discussion of Board Meeting Dates for June through December 2026

Presenter: Dr. King Davis

Dr. Davis discussed the proposed Board meeting schedule for June through December 2026 and explained the district's intent to maintain the regular cadence of Board workshops and regular meetings throughout the year. Administration noted that the District plans to continue holding Board workshops on the second Tuesday of each month and regular Board meetings on the fourth Tuesday, while acknowledging that holidays and fall semester breaks may require occasional adjustments to the schedule.

Agenda Item 10: Discussion of Future Board Meeting Agendas and Trustee Remarks

Board members shared trustee remarks focused on student success, District improvement efforts, and appreciation for staff, families, and community support as the school year approaches its conclusion. Trustees congratulated recently reelected Board members and newly selected Board officers while expressing optimism for continued collaboration and progress throughout the upcoming school year. Trustee Rainwater requested future discussion regarding the District's organizational restructuring and how the updated support systems and instructional coaches will improve student performance, particularly at lower-performing

campuses. Trustees also emphasized the importance of monitoring middle school progress and requested regular updates highlighting middle school achievements, improvement efforts, and areas of growth throughout the year. Secretary Adams and other trustees expressed appreciation for the public's continued support of the District's direction and emphasized the importance of maintaining focus on maximizing student potential. Additional remarks encouraged the District to celebrate positive accomplishments, including scholarship awards, student achievements, graduation ceremonies, and the dedication shown by teachers and staff members throughout the year. Trustees also recognized the significant role teachers, aides, parents, and campus staff play in supporting students daily and ensuring successful educational outcomes across the district. Vice President Mintz thanked fellow Board members for their confidence in his new leadership role and emphasized the importance of continuing to support employees who directly impact students every day. President Williams encouraged teachers and staff to "finish strong" while also investing in professional growth and self-improvement during the summer months to better support students in the future. Superintendent Dr. Davis concluded the remarks by congratulating graduating students, thanking families and educators for their support and commitment, and reminding everyone that the end of the school year is a time to celebrate student accomplishments and educational milestones.

Agenda Item 2: Closed Session

The Board entered closed session at **8:23 p.m.** for:

2A. Consultation with the District's Legal Counsel Regarding Pending Litigation, a Settlement Offer, or other Issues Confidential under the Attorney-Client Privilege
(Texas Government Code 551.071).

2B. Deliberate the Purchase, Exchange, Lease, or Value of Real Property
(Texas Government Code 551.072).

2C. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
(Texas Government Code 551.074).

2D. 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.

The Board reconvened in Open Session at **9:31 p.m.**

Agenda Item 12: Adjournment

The meeting was adjourned.

- **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 **8:43 p.m.**

Signatures

Brett E. Williams

Board President

Brenda Adams

Board Secretary
