



A meeting of the Board of Trustees of the Bryan Independent School District will be held on Monday, May 19, 2025, beginning at 6:00 PM in the Boardroom of the Administration Building, 801 South Ennis Street, Bryan, Texas 77803, where a quorum of the Board of Trustees will be present.

The subjects to be discussed, considered, or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting agenda. A closed meeting may be held at any time during the open meeting as authorized by various sections of the Texas Government Code. When this occurs, a formal statement will be made by the president or presiding officer of the Board of Trustees.

1. Call to Order

2. Welcome

3. Pledges of Allegiance to the United States and Texas Flags

4. Spotlight

4.A. Elementary Teachers of the Month

4.B. Secondary Teacher of the Month

4.C. Auxiliary Employee of the Month

4.D. Recognition of the Rudder High School 4X1 Relay Team at the State Track Meet

4.E. Recognition of the Rudder High School Gymnastics Team at the State Gymnastics Meet

4.F. Recognition of Texas State History Day Winners and National History Day Qualifiers

4.G. Recognition of Los Vikingos Advanced to State for UIL Mariachi

2024-2025 STATE ADVANCING BHS LOS VIKINGOS

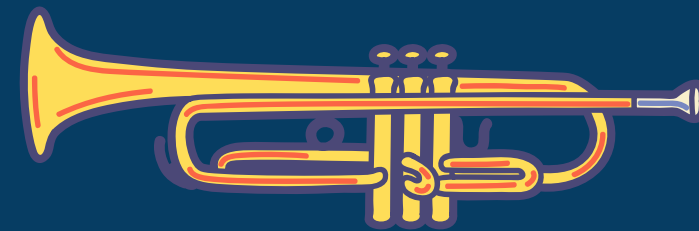


Violins:

Annalise Dombrowski - Senior
Karen Fonseca - Junior
Kimberly Fonseca Espinoza - Junior
Cruz Gonzalez - Junior
Arely Guerrero - Junior
Natalia Hernandez - Junior
Ambar Jimenez Perez - Freshman
Gabriel Morales - Junior
Alfredo Rojas - Junior
Liliana Sherman - Senior
Juan Vertiz - Senior

Trumpets:

Joshua Galindo - Freshman
David Garcia - Senior
Krystian Garza - Sophomore
Bryan Guerrero - Freshman
Miguel Hernandez - Senior



Armonia:

Justay Cervantes (Guitar) - Junior
Harvard Dang (Guitar) - Senior
Maik Mazariegos-Tamayac (Vihuela) - Senior
Nicolas Muñoz (Guitar) - Freshman
Ashton Wells (Guitarron) - Sophomore



4.H. Recognition of Career and Technical Student Organizations (CTSO) State Award Winners and National Qualifiers

4.I.

Recognition of District Staff Who Have Been Awarded the Bryan ISD Education Foundation Paraprofessional Scholarships and Alternative Teacher Certification Scholarships.

5. Board Member Reports

5.A. Superintendent's Update - Students, Staff, and Community Celebrations

5.B. Teaching and Learning Board Committee Report - Annual Purchase Renewal Requests, School Start/End Times for the 2025-2026 School Year, and City of Bryan Community Development Block Grant - Project Hope

5.C. Executive Board Committee Report - Bond Steering Committee Update, JETI, Staffing Update, and Update on the Progress of Board Goals

6. Information Items

6.A. 2025–2026 Hours of Instruction and Operation for Schools



2025 - 2026

**Hours of Instruction &
Operation for Schools**

May 19, 2025



Considerations

- **Children First.**
 - Academic Success
 - Health and Well-Being
 - Student Needs
- State-Required Instructional Minutes
 - 75,600 per year
- Instructional Day Length
- Family Impact
- Transportation Services
- Staff Impact



Stakeholder Feedback

- Ensure students who utilize transportation services arrive before school begins and also have breakfast.
- Ensuring parents who drop off students are still able to get to work on time.
- Ensure buses are able to pick up students when the school day is over and arrive home in a timely manner.
- To the extent possible, align the number of instructional minutes across campus levels.
- To the extent possible, ensure staff have time to drop off their own younger children at a childcare center prior to reporting for duty.



Transportation Analysis

- Contracted with TransPar Consulting Services for a review of transportation routing systems and efficiency.
- Findings:
 - Ensure there is at least 60 minutes between the Elementary/Intermediate Tier and the Middle/High School Tier
 - At dismissal, ensure the efficient loading of buses - no more than 7 minutes



Recommended Adjustments for 2025-2026



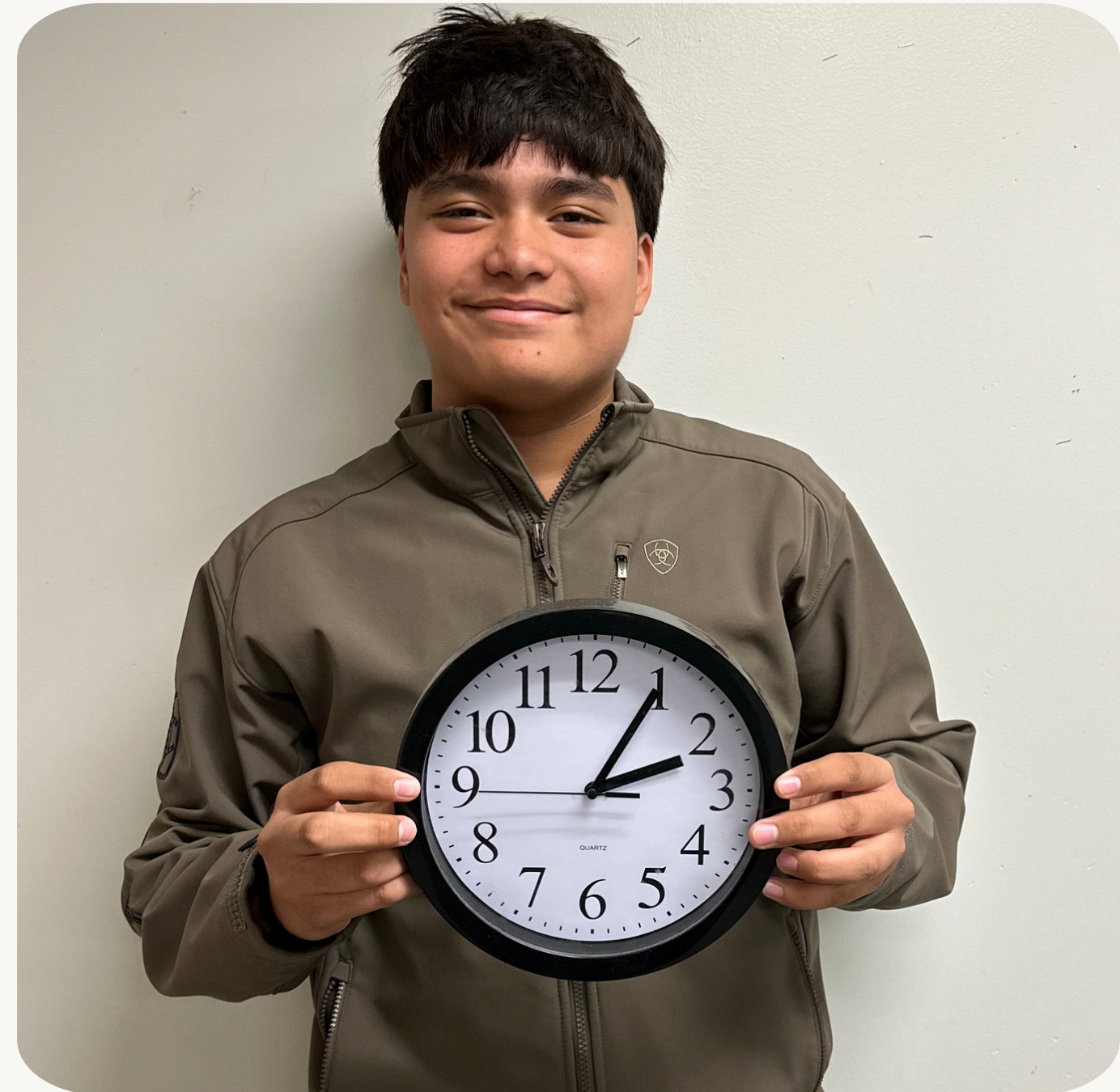
- School Doors Open at the same time
- More aligned instructional minutes across campus levels

	Current					Recommended for 2025-2026				
	School Doors Open	Instruction Begins	Student Afternoon Dismissal	Min. of Instruction	Surplus Days	School Doors Open	Instruction Begins	Student Afternoon Dismissal	Min. of Instruction	Surplus Days
Elementary Schools	7:00 a.m.	7:35 a.m.	3:10 p.m.	455	4	7:00 a.m.	7:30 a.m.	3:05 p.m.	455	4
Intermediate Schools	7:00 a.m.	7:35 a.m.	3:20 p.m.	465	8	7:00 a.m.	7:30 a.m.	3:10 p.m.	460	6
Middle Schools	7:45 a.m.	8:20 a.m.	4:05 p.m.	465	8	7:45 a.m.	8:30 a.m.	4:05 p.m.	455	4
RHS & BHS	7:45 a.m.	8:20 a.m.	4:00 p.m.	460	6	7:45 a.m.	8:30 a.m.	4:05 p.m.	455	4

• **Note:** No adjustments are recommended for MCH or BCHS for the 2025-2026 school year.

Stakeholder Feedback on Adjusted Times

- **Campus Administrators**
- **Parent Leadership Team**
- **Transportation Team**
- **Teaching & Learning**
- **Board of Trustees**





2025 - 2026

**Hours of Instruction &
Operation for Schools**

May 19, 2025



6.B. Update on the Budget Development Status for 2025-2026



Budget Update

May 19, 2025



Budget Goals



Support High-Quality Instruction and Resources



Retain & Recruit a High-Quality Workforce

By creating more streamlined and efficient academic and operation models, the district would be positioned to leverage future funding sources to be used for compensation and benefits that both retain and attract a high-quality workforce.



Maintain a Healthy Fund Balance



Safety & Security



Budget & Legislative Timeline

2022-2023 Budget



District Budget

With rapidly rising inflation and no new revenue from the state, the district anticipated a deficit budget of approximately \$4.05 million.



Jan. 2023 TX Legislature

Texas Legislature meets, surplus budget, no action on public school finance due to the failure of voucher legislation.

2023-2024 Budget



District Budget

With no change in the basic allotment, the district anticipated a deficit budget of approximately \$4.64 million.



TX Legislature Special Sessions

4 special sessions - voucher bills put forward while holding on public school finance
No action taken - \$4.5 **BILLION** held at the state level

2024-2025 Budget



District Budget

No action from TX Legislature, ESSER funding ended, Record district shortfalls across the state.
Anticipated deficit of \$6.2 million.



Jan. 2025 TX Legislature

Governor has said there will be no new funding for public schools until school vouchers have passed.

Fort Worth ISD considers closing up to 25 schools as the district faces budget shortfall

District leaders heard the latest proposals for a five-year facilities plan aimed at reducing expenses

By Keenan Willard • Published February 11, 2025 • Updated on February 12, 2025 at 9:38 am



Austin ISD announces hiring freeze as budget deficit grows to \$110 million

Fogel 25 at 9:43 AM CST



Leander ISD parents and students frustrated by district's decision to end popular program

The district, which has offered the International Baccalaureate (IB) program since 1999, said the decision was made to help address a \$34.4 million budget deficit.



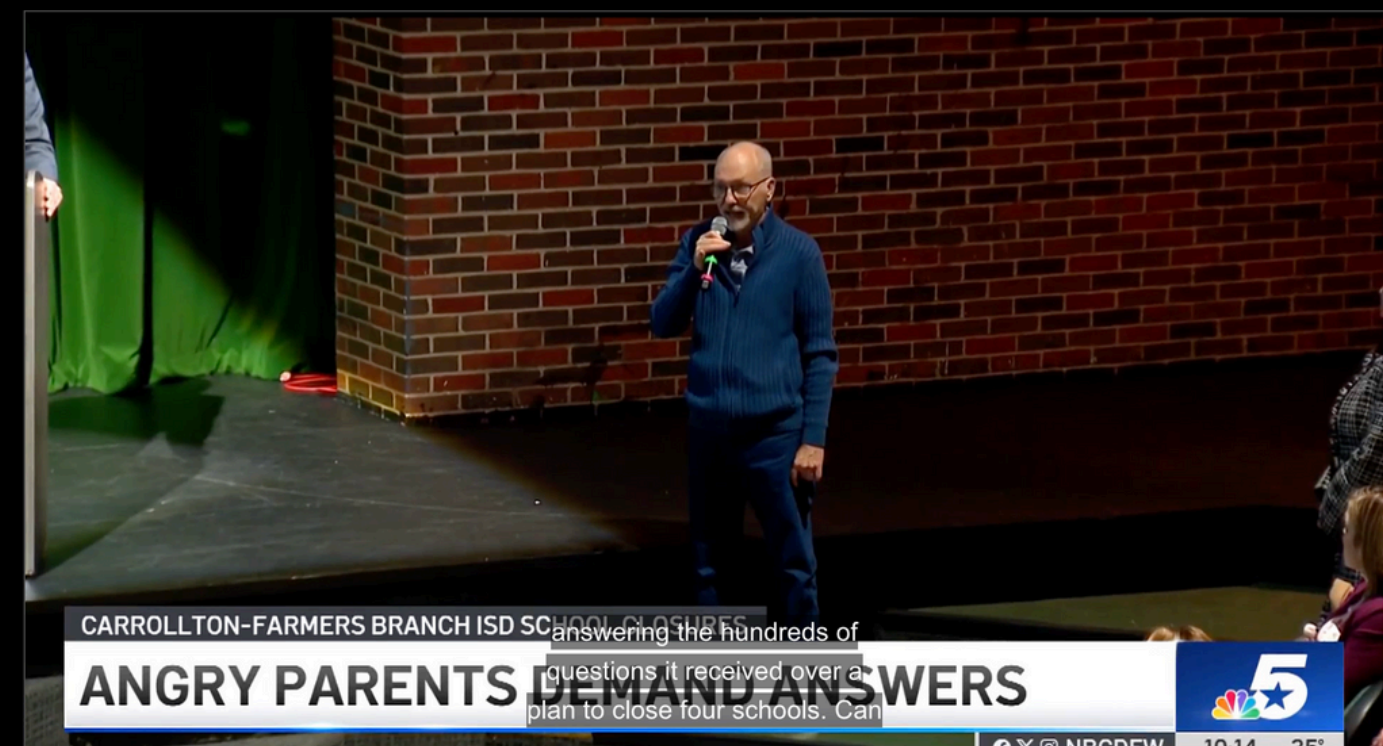
Northwest ISD to eliminate 100 teaching positions amid \$16 million deficit

By Nicole Nielsen, Erin Jones Updated on: February 11, 2025 / 9:11 PM CST / CBS Texas



Parents voice concerns over Carrollton-Farmers Branch ISD school closures plan

Angry parents packed into an auditorium in Carrollton-Farmers Branch ISD Thursday night. Several times the crowd erupted with protests...

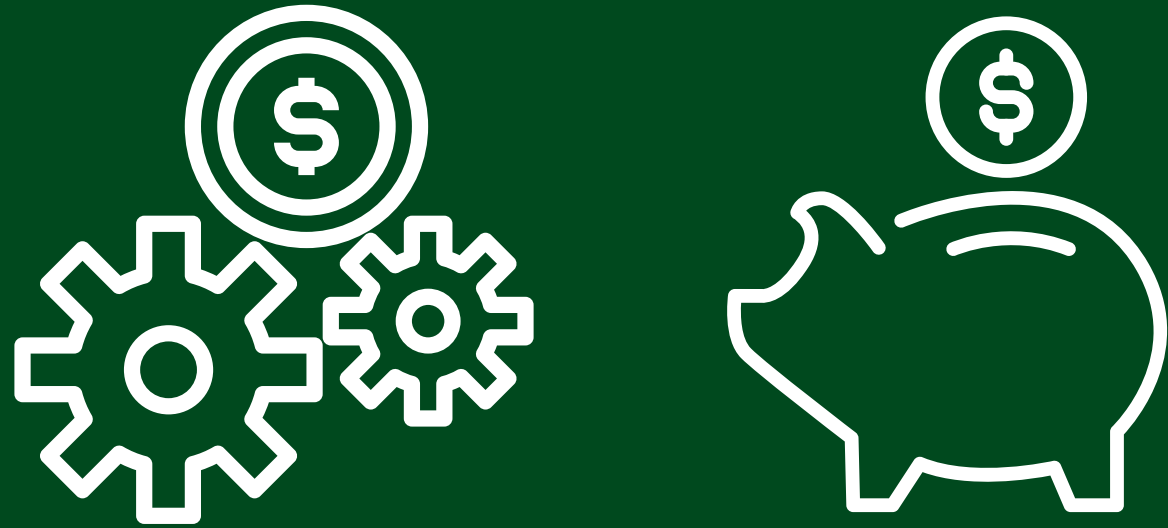


Types of Funds in Texas Public Schools

Local Funds

Maintenance & Operations

Fund Balance



- The **main funding source** for the district
- These funds are used for the **day-to-day operations** of the district (salaries, instructional resources, utilities, safety, etc.)
- **Fund Balance** (savings account) must have at least 60-90 days of operating costs

Bond Funds

Interest & Sinking



- Requires **voter approval**
- Used for capital projects and items such as **school buildings**, buses, and large technology expenses

Grant Funds

Title I, II, III, IDEA, etc.



- Can only be used for **designated purposes**
- Cannot be used to pay for something the district is required to provide (may only **supplement, not supplant**)

Public School Finance in Texas



With 100% attendance

- \$6,160 per student each year
 - Additional funding based on the individual needs of the student: special programs, CTE, etc.
 - This amount has not changed since 2019.
- The funding for each student is reduced by the number of absences of the student.

What happens if property taxes increase?



As local property wealth increases, the State's contribution to funding public education is decreased.



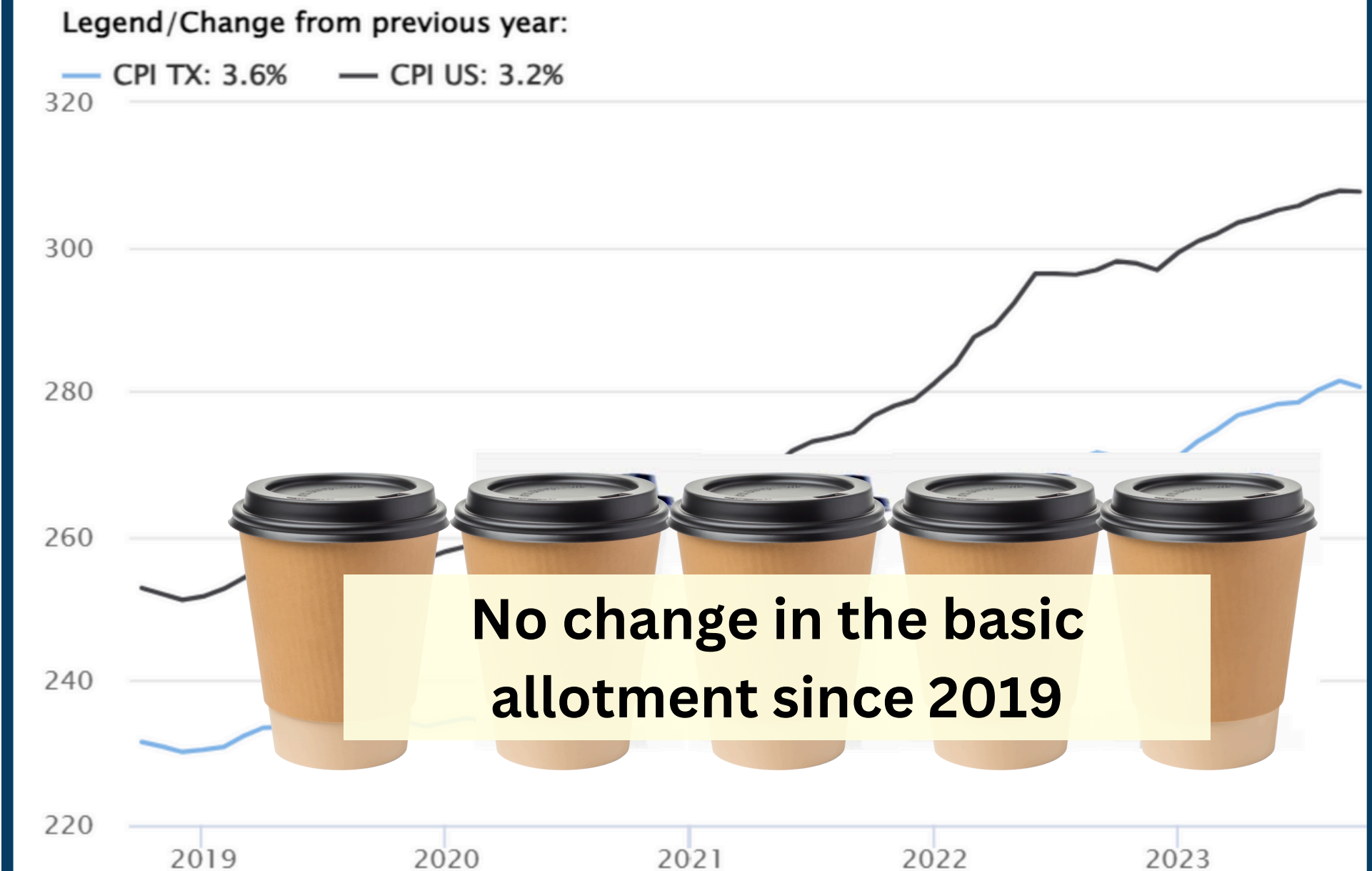
The Size of the Cup (amount of funding) Does Not Change.

No Change in the Basic Allotment & Increased Inflation

	% Increase
Fuel <ul style="list-style-type: none"> • 2019: \$474,700 • 2023: \$907,200 	91%
Utilities <ul style="list-style-type: none"> • 2019: \$4,161,600 • 2023: \$4,444,000 	7%
Property Insurance <ul style="list-style-type: none"> • 2020: \$ 934,800 • 2024: \$2,841,500 	204%
Health Insurance <ul style="list-style-type: none"> • 2019: \$19,742,700 • 2023: \$23,904,000 	21%

If the TX legislature were to account for inflation, Bryan ISD would see an INCREASE of approximately \$15-16 million in revenue.

Measures of Inflation

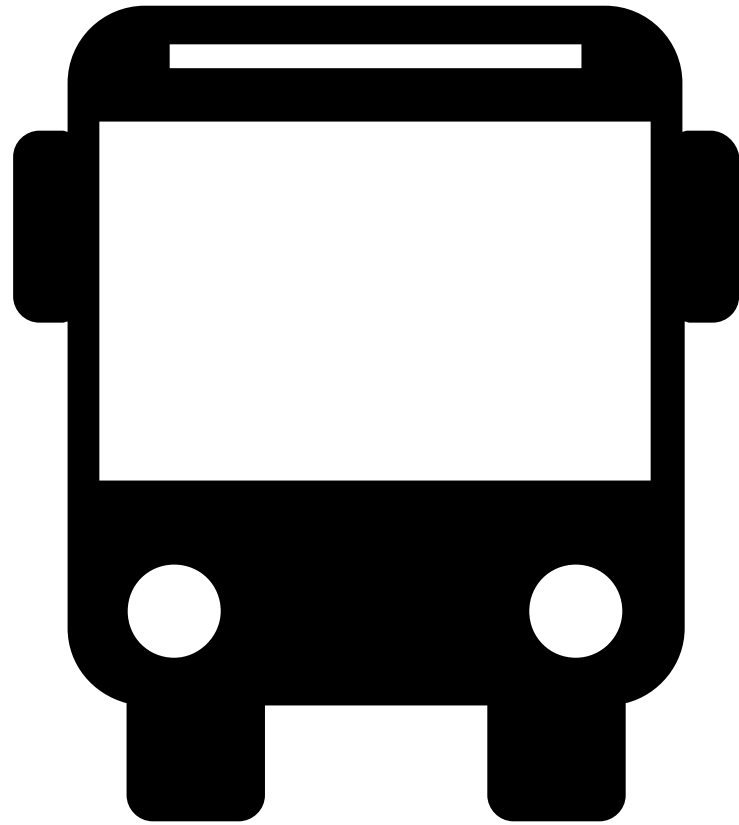


No change in the basic allotment since 2019

*Excluding food and energy

Source: US Bureau of Labor Statistics and Comptroller of Public Accounts, based on data provided by Bureau of Labor Statistics

Examples of Underfunded Mandates



Transportation

State Allotment: \$1,467,470

Cost: \$6,185,711

Underfunded: -\$4,718,241



Safety & Security

State Allotment: \$521,170

Cost: \$3,440,032

Underfunded: -\$2,918,862

Texas Public Schools Financial Challenges



Record Inflation



End of ESSER Grant



No Change in the Basic Allotment



**State-wide
Financial
Challenges in
Texas Public
Schools**

Legislative Update

SB2/HB3: Passed by the Senate, ~~Referred to~~ **Approved by the** House Public Education Committee **and the House. Sent to the Governor for signature.**

Governor signed May 3

- Create Educational Savings accounts: \$10,000, or \$11,500 if the student has a disability; \$2,000 for homeschool students
- Private schools may select a nationally norm-referenced assessment
- Private schools are not subject to federal and state laws regarding serving students with disabilities



HB2 – School Finance

Status: Amended & Passed by House April 16– Amended by the Senate May 14. Left pending in Senate Ed. Committee 5/15

- Increases Basic Allotment of \$6,160 by ~~\$220~~, ~~\$395~~, \$55 (to combat inflation, districts needed \$1,300)
- Adds
 - Teacher Retention Allotments (Classroom)
 - Nothing for teachers with 1–2 years of experience (or any other staff)
 - \$2,500 for each classroom teacher with 3–4 years of experience
 - \$5,500 for each classroom teacher with more than 5 years of experience
 - \$255 million for charter school facilities funding
 - \$500 million for school safety
- Prohibits uncertified teachers in the core curriculum for 2026–2027



Note: Inputs used for these results include estimated student counts and uniform state property value growth assumptions and may differ from local projections or projections used by others modeling the same bill text. Please note that models run under different assumptions of key inputs and assumptions concerning the bill text or implementation may produce results that vary from those shown below.

2025-26			
Estimated Foundation School Program			
State & Local Revenue			
	Current Law	Senate CSHB2	Difference
ADA	14,450.000	14,450.000	0.000
WADA (Sum of Subch B & C Allotments / District BA)	22,430.671	22,610.482	179.811
State Aid Calculation:			
Regular Program Allotment (Subch B)	\$77,067,760	\$77,696,823	\$629,063
Small-MidSize Allotment (Subch C) REVISED mutliplier factors are increased	\$0	\$0	\$0
Special Education Allotment (after ECI set-aside) (Subch C) NOTE: FY27 Revisions to Funding Structure not Reflected	\$19,900,524	\$20,078,971	\$178,447
Special Education Evaluation Allotment (Subch C) NEW	\$0	\$731,000	\$731,000
Dyslexia Allotment (Subch C)	\$785,400	\$792,413	\$7,013
Compensatory Education Allotment (Subch C)	\$19,487,083	\$19,661,074	\$173,992
Bilingual Education Allotment (Subch C)	\$3,112,340	\$3,140,129	\$27,789
Career/Technology Allotment (Subch C) REVISED (adding JROTC; revising PTECH; eliminating NewTechNetwork)	\$9,874,480	\$10,044,320	\$169,840
Public Education Grant Allotment (Subch C)	\$0	\$0	\$0
Early Education Allotment & Literacy and PreK Funding (Subch C) REVISED see detail report	\$2,956,800	\$2,771,654	(\$185,146)
College, Career, & Military Readiness Outcomes Bonus (Subch C) REVISED - Special Ed Grads increase to \$4K	\$252,000	\$252,000	\$0
Fast Growth Allotment (Subch C)	\$0	\$0	\$0
Gifted & Talented Allotment (Subch C) after proration to statewide cap of \$100m	\$303,535	\$303,535	\$0
Teacher Incentive Allotment (Subch C) REVISED beginning FY27	\$3,858,000	\$3,858,000	\$0
School Safety Allotment (Subch C) REVISED per ADA increased from \$10 to \$20 per Campus from \$15K to \$34K	\$519,500	\$1,139,000	\$619,500
Mentor Program Allotment (Subch C) REPEALED	\$0	\$0	\$0
Rural Pathways Excellence Partnership (R-PEP) Allotment & Outcomes Bonus	\$0	\$0	\$0
Teacher Retention Allotment (Subch D) NEW	\$0	\$4,365,000	\$4,365,000
Transportation Allotment (Subch D) REVISED Special Education Rate increase from \$1.08 to \$1.13	\$1,467,469	\$1,483,668	\$16,199
NIFA (Subch D) REVISED max statewide cap increase from \$100m to \$150; renovations for high-cost CTE covered	\$0	\$0	\$0
Dropout Recovery School & Residential Placement Allotment (Subch D)	\$52,250	\$52,250	\$0
Tuition Allotment (Subch D)	\$0	\$0	\$0
College Preparatory Exam Reimbursement Allotment (Subch D)	\$52,411	\$52,411	\$0
Industry Certification Exam Reimbursement Allotment (Subch D) REVISED - \$15m statewide cap; 2nd exam & expenses	\$41,878	\$44,879	\$3,001
Subtotal - Tier 1 Entitlement	\$139,731,430	\$146,467,126	\$6,735,697
Total M&O Revenue per ADA	\$10,797	\$11,247	\$449

Discussion in Legislative Session

- **Projected Cost of SB26**

- Not Included in SB26: Teachers 0-2 Years of Experience and all other non-teaching staff
- Teachers 3-4 Years of Experience (\$2,500): \$355,000
- Teachers 5+ Years of Experience (\$5,500): \$4.2 million

- **REMINDER: Retention Stipends from 2024-2025**

- \$1,000 New Teacher Signing Bonus
- September: 2% Retention Stipend
 - all employees
 - not less than \$500
- December: 2% Retention Stipend
 - all employees
 - not less than \$500
- May: Retention Stipend
 - Employees below A6: 2%
 - not less than \$500
 - A6 & above: 1%

*Approximately
\$7 million*

Due to no action at the state-level, and in consultation with TASB & TASBO, there is not enough information to make any recommendations regarding compensation or possible retention stipends for the 2025-2026 school year at this time. Decisions and information will be forthcoming as the legislative session unfolds.

Streamlining the Budget

Campus and district administrators' feedback resulted in the following commitments for streamlining the budget.

2023-2024

- Reduction in central administration staffing
- School Nutrition Cost Sharing
- Reduce Staff Conference Travel
- Shifting Positions to Federal Funding
- FAST Dual Credit Savings
- ESS Cost Reduction
- Middle School Schedule Adjustment
- Other Staffing Adjustments

2024-2025

- Additional reductions in central administration staffing
- Increased School Nutrition Cost Sharing
- Further reduction of Staff Conference Travel
- Through attrition, reviewing all positions for potential consolidation and cost savings.

2025-2026

- Through attrition, reviewing all positions for potential consolidation and cost savings.
- Refining Skyward position control to analyze vacancies and refine master schedules
- Eliminate retention stipends
- Considering all options to reduce expenditures



BUDGET DEVELOPMENT TIMELINE

- January 2025 - Preliminary estimated budget
 - Based on current funding formulas and enrollment
- February 2025 - Board finance committee meetings/Board budget workshop
 - Staffing reviews, campus & department budget meetings
- April 2025 - Board budget workshop
 - Certified estimate of appraised property values received
- May 2025 - Board finance committee meetings/Board budget workshop
 - Preliminary campus/department budgets pushed out for review
 - Updated revenue forecast
 - Published budget hearing notice
- June 2, 2025 - Final update to Board of Trustee on 2025-26 budget
 - Also - Sine die. (Last day of 89th Regular Legislative Session)
 - Governor still has 20 days to act on legislation passed in last 10 days of session
- June 16, 2025 - Public Hearing to adopt 2025-26 budget



Budget Update

May 19, 2025



7. Public Comment on Non-Agenda Item

8. Public Comment on Agenda Item

9. Consent Agenda

9.A. Consider Approval of the Meeting Minutes for April 7 and April 21, 2025



BRYAN ISD BOARD OF TRUSTEES MEETING

The Bryan ISD Board of Trustees met for a regular meeting on April 7, 2025, at 12:00 p.m., in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street, Bryan, TX 77803.

Board members present:

- Felicia Benford (Vice President)
- Joel Bryan (Secretary)
- Ruthie Waller
- Leo Gonzalez, II
- Dr. Julie Harlin
- David R. Stennis

Absent:

- David Stasny (President)

CALL TO ORDER REGULAR MEETING

Board Vice President Felicia Benford called the meeting to order at 12:00 p.m. A warm welcome was extended to all in attendance.

Information Items

Teaching and Learning Update

The Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, the Deputy Superintendent, Dr. Brian Merrell, and the Executive Director of School Leadership, Linda Montoya, provided an update on the Accountability System and presented a historical review of the State Assessments and accountability Systems. In 2022-2023 a new State Assessment and new Accountability system STAAR 2.0 was released with significant changes to the content, structure, cut points and methodology of the test. Under the latest assessment, TEA stated, "It is possible that a campus with an A in 2022 may improve in 2023 and yet receive a B." On April 3, 2025, the 15th Court of Appeals issued a judgment. The court determined that the trial court erred in granting a temporary injunction preventing the Agency from issuing 2023 A-F ratings and ordered that the trial court's decision be reversed and that the case be dismissed with prejudice. Bryan ISD has multilayered plans to provide curriculum and instructional coaching support focusing on implementation, performance management, and system alignment.

Strategic Plan Update

Deputy Superintendent Dr. Brian Merrell and Project Manager Bobby Griffin provided an update on the Strategic Planning Committee. The committee received department updates from the

Technology Services Teams, which include Data Services, Technical Support, Instructional Technology, and Cyber Security. Multiple options were discussed to keep the district data secure.

Bryan ISD's top priority is School Safety and Security. The Safety and Security Committee, including First Responders and local law enforcement, has comprehensively reviewed the state-wide mandates and mandatory safety audits. As added safety measures, the committee thoroughly examined vehicle bollards, graphic window film, weapons detection, and an updated surveillance technology with message boards was discussed.

An overview of the Transportation Department was presented. The department, which has 147 employees in various roles and responsibilities, manages the safe transport of 5,000 riders daily. The drivers have 108 routes, which cover 453 square miles daily. The yellow school bus has a 15-year life cycle, but has a 2-year lead time for delivery. The average price is \$175,000. Fifteen of the district's buses were purchased before 2012. The life cycle for the white fleet is approximately 10 years, with a 6-month lead time for delivery for SUVs and Sedans. The committee discussed the need to update technology for tracking ridership, driver tablets for routes, and a comprehensive video training and monitoring system. Additional buses will be needed to address the aging fleet.

To ensure that industry standards are met, a comprehensive assessment of the interior and exterior of each campus and district building has been conducted.

Citizens' Comment

No comment cards were presented.

ITEMS FOR DISCUSSION AND OR ACTION CONSENT AGENDA

A **motion** was made by Ruthie Waller and seconded by Leo Gonzalez, II to approve all the items listed on the consent agenda as presented.

- Truancy Grant Resolution
- Board Policy Update
- Memorandum of Understanding with Educational Service Center Region 6 for Reading Academies

The motion passed unanimously.

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

DISCUSS AND CONSIDER APPROVAL OF INSTRUCTIONAL MATERIALS FOR K-8 MATHEMATICS

Assistant Director of Instructional Technology and Resources, Jana Wenzel, Associate Superintendent, Dr. Barbara Ybarra, and Director of Curriculum and Instruction, Dr. Leslie Holtkam, stated that the Board policy EFA provides the framework for selecting instructional materials. This year, the State Board of Education (SBOE) implemented the new statewide process for choosing instructional materials as defined by the legislature. Under the new process, the SBOE approved several instructional materials for K-8 mathematics. Since the state has not provided new resources for K-8 mathematics since 2015, the district convened grade-level committees to review the possible resources according to rubrics. HB 1605 created new instructional material review criteria, now known as the Instructional Materials Review and Approval (IMRA) process.

The committee recommends the adoption of Accelerate Learning STEMScopes Mathematics for grades K-8. The state of Texas would provide funding for these resources through the Instructional Materials Allotment.

A **motion** was made by Leo Gonzalez, II, and seconded by Joel Bryan to approve the selection of Accelerate Learning STEMScopes Math as the instructional materials for grades K-8, as presented. *The motion passed unanimously.*

DISCUSS AND CONSIDER THE CERTIFICATION OF PROVISION OF INSTRUCTIONAL MATERIALS

Associate Superintendent, Dr. Barbara Ybarra, and Executive Director of Technology Services, Julea Johnson, the annual Certification of Provision of Instructional Materials for 2024-25 certifies that Bryan ISD's instructional materials and resources cover 100% of the TEKS in K-12 English Reading Language Arts, Mathematics, Social Studies, Science, and K-3 Phonics. This form also certifies that BISD protects against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act. After the School Board President and Secretary sign this form, the district can order materials through the Instructional Materials Allotment once the legislature has funded it.

A **motion** was made by Ruthie Waller and seconded by David R. Stennis to approve the TEKS Certification 2023-24 Form and survey as presented. *The motion passed unanimously.*

CONSIDER APPROVAL OF THE PURCHASE OVER \$50,000 FOR THE TURF REPLACEMENT AT MERRILL GREEN STADIUM

Executive Director of Athletics, Dereck Rush, provided an update on the turf replacement at Merrill Green Stadium. Merrill Green Stadium is an essential facility for Bryan ISD, a vital facility for its student-athletes, hosting numerous events each year. The stadium's artificial turf was installed in 2016, and its lifespan typically ranges between 8 and 10 years. Given the high volume of activity the stadium experiences annually, the turf has significantly worn down, and it has now reached the end of its expected lifespan. The administration recommended replacing the turf at Merrill Green Stadium to maintain students' safety. Funds from the 2014 and 2019 Bonds will be used to replace the turf, while the Athletic Department will seek prospective sponsors to help cover the cost.

A **motion** was made by Dr. Julie Harlin and seconded by Joel Bryan to approve the replacement of the Turf at Merrill Green Stadium to Paragon Sports in the amount of \$697,664.00 as presented. *The motion passed unanimously.*

CONSIDER APPROVAL OF THE PURCHASE OVER \$50,000 FOR THE REPLACEMENT OF KITCHEN AND CAFETERIA EQUIPMENT

Director of School Nutrition Sandra Baxter and Assistant Superintendent of Business Services Kevin Beesaw stated that this purchase is part of the TDA-approved Excessive Fund Balance Plan. Bryan ISD has outlined a plan to meet the department's needs while reducing the excess fund balance. The purchase request included replacing the Johnson Elementary Serving Line, Johnson Elementary Pass-Thru Refrigerator, Johnson Elementary Pass-Thru Heated Cabinet, Johnson Elementary Kitchen Vent Hood & Fire Suppression System Replacement, BHS Reach-In Heated Cabinet, BHS Reach-In Freezer, Houston Elementary Double Steamer, and purchasing Cafeteria Tables to replace aged tables throughout the district.

This purchase is part of the TDA-approved Excessive Fund Balance Plan, in which the district has outlined its intent to meet the departmental needs while reducing its excess funds in the fund balance.

A **motion** was made by Leo Gonzalez, II, and seconded by David R. Stennis to approve the replacement kitchen and cafeteria equipment listed to Ace Mart Restaurant Supply in the amount of \$360,694.35, as presented. *The motion passed unanimously.*

CONSIDER APPROVAL OF THE PURCHASE OVER \$50,000 FOR THE WORKER'S COMPENSATION AND LIABILITY THIRD PARTY CLAIMS ADMINISTRATION SERVICES

Assistant Superintendent of Business Services, Kevin Beesaw, and Assistant Director of Benefits and Risk Management, Michael Stires, provided a report on Workers' Compensation and Liability Third-Party Claims Administration Services. A Request for Proposals was issued for workers' compensation, and Third-Party Administrative Services was asked to review current insurance contracts and obtain the best value for Bryan ISD.

Two proposals were received and evaluated by a committee of Finance, Purchasing, Risk Management, Operations, and Campus Administration representatives. After an extensive review of the submissions, the committee recommends awarding the contract to CAS - Claims Administrative Services. The initial term of the agreement will be 2 years, with the option to renew for three one-year terms, if approved by both parties.

A **motion** was made by Dr. Julie Harlin and seconded by Leo Gonzalez, II to approve CAS - Claims Administrative Services for Worker's Compensation and Liability Third Party Claims Administration Services not to exceed \$60,000 annually, as presented. *The motion passed unanimously.*

Closed Session

CONVENE IN CLOSED SESSION

Vice President Felicia Benford called for a closed session at 1:34 p.m. as authorized by *Texas Government Code Chapter 551.074, 551.0821, 551.071, 551.087, and 551.076* for the subjects allowed.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE - TEXAS GOVERNMENT CODE SECTION 551.074

The agenda item was discussed in a session closed to the public.

DISCUSSION RELATED TO A PUBLIC SCHOOL STUDENT WHEREIN PERSONALLY IDENTIFIABLE INFORMATION WILL NECESSARILY BE REVEALED - TEXAS GOVERNMENT CODE SECTIONS 551.0821

The agenda item was discussed in a session closed to the public.

CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL REQUIREMENTS AND FINANCIAL TERMS OF JETI TAX INCENTIVE PROGRAM - TEXAS GOVERNMENT CODE SECTIONS 551.071 AND 551.087

The agenda item was omitted from the closed session agenda.

Reconvene in Open Session

The Board reconvened in an open session at 2:18 p.m. and took no action during the closed session.

CONSIDER APPROVAL OF THE SUPERINTENDENT'S RECOMMENDATION TO HIRE THE CHIEF FINANCIAL OFFICER / ASSISTANT SUPERINTENDENT OF BUSINESS SERVICES

A **motion** was made by Joel Bryan and seconded by Leo Gonzalez, II, for the approval of Norma Friddle as the Chief Financial Officer / Assistant Superintendent of Business Services for Bryan Schools as presented.

ADJOURN

There being no further business, the meeting adjourned at 2:19 p.m.

President

Secretary



BRYAN ISD BOARD OF TRUSTEES MEETING

The Bryan ISD Board of Trustees met for a regular meeting on April 21, 2025, at 6:00 p.m., in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street, Bryan, TX 77803.

Board members present:

- David Stasny (President)
- Felicia Benford (Vice President)
- Joel Bryan (Secretary)
- Ruthie Waller
- Dr. Julie Harlin
- Leo Gonzalez, II
- David R. Stennis

CALL TO ORDER REGULAR MEETING

Board President David Stasny called the regular meeting to order at 6:00 p.m. and welcomed all attendees.

Pledge of Allegiance

Fourth-grade student ambassadors from Kemp-Carver Elementary recited the U.S. Pledge, and students representing Anson Jones Elementary recited the Texas Pledge.

Spotlight

Elementary Teachers of the Month

Principal Alison Boggan introduced Rhonda McDaniel as Kemp-Carver Elementary Teacher of the Month for April 2025. Principal Dr. Alma Velez introduced Auxiliadora Cobo as Jones Elementary Teacher of the Month.

All Teachers of the Month were recognized for exhibiting outstanding Essential 8 (E8) characteristics in their classrooms and throughout their campuses. Each teacher received a certificate of appreciation and a gift card from Truist Bank.

Auxiliary Employee of the Month - Maintenance & Operations

Interim Executive Director of Maintenance and Operations Pat Corbett introduced Antonio Gonzalez as the department's Auxiliary Employee of the Month. Gonzalez received a certificate of appreciation and a gift card from Truist Bank.

Recognition of John Lindeman of Mack Bolt, LLC, for its Support of Bryan ISD's Career and Technical Education Program

Assistant Director of Career and Technical Education Laura King introduced John Lindeman of Mack Bolt, LLC. Mack Bolt, LLC has donated welding and building supplies to Bryan ISD's Career and Technical Education Program.

Recognition of Victory Foundation, SPARK Art Exhibition Participants, and Victory Foundation Scholarship Winner

Director of Fine Arts, Jacob Justice. The Victory Foundation, a local nonprofit organization, hosted an Art Show and awarded two students a \$2,500 scholarship. Over 14 pieces of art were on display. Caden Adams from Bryan High School was awarded the scholarship.

Recognition of Bryan High School Cross Country State Meet Participants

Executive Director of Athletics, Dereck Rush, introduced BHS Cross Country Coach Justin Havens. Diego Duran, an 11th grader attending Bryan High School, participated in the Cross Country State Meet and demonstrated exceptional sportsmanship and determination. Coach Justin Havens introduced Duran.

Recognition of Bryan High School and Rudder High School State Wrestling Meet Participants

Executive Director of Athletics, Dereck Rush, introduced the Wrestling Coaches for Bryan High School, Coach Victor Thomas, and Rudder High School Wrestling Coach Stewart Donley.

Coach Thomas recognized participants from Bryan High School as Katelynn Dockery, a 10th grader; Zoe Sonnier, a 10th grader; Cody Welch, an 11th grader; Caelan Fletcher, an 11th grader; and Nate Surley, a 12th grader.

State Wrestling Meet participant from Rudder High was Gabby Godoy, a 12th grader, introduced by Coach Stewart Donley.

Bryan Collegiate High School Dell Scholars Recipients

Dr. Desiree Caperton, Principal of Bryan Collegiate High School, introduced Amy Carreon, an AVID Teacher, who introduced the recipients of the Dell Scholars Scholarship. Bryan Collegiate High School seniors: Uriel Cortez, Araceli Salazar, Jaqueline Arredondo, and Josh Chayoga were selected. In 2025, 500 Dell Scholars were selected nationwide, and four scholarships were awarded to Bryan Collegiate High School. This program awards \$20,000 scholarships to high school seniors in college readiness programs. The program will support students in achieving their college and career goals by providing financial assistance and mentoring for their remaining college years.

Bryan ISD Education Foundation Alternative Certification Scholarships

The Executive Director of the Education Foundation, Sarah Braden, reported on the Bryan ISD Education Foundation Alternative Certification Scholarship program. The Foundation is launching a new permanent initiative to provide scholarship opportunities for district staff to obtain their teacher certification. We are dedicating \$40,000 to help two classroom paraprofessionals complete their undergraduate degrees in Education. The scholarships will enable the staff to take the next step in their educational journey while also investing in the development of future classroom teachers. The Education Foundation also voted to allot \$221,000 in funds for an alternative scholarship program, which will help degreed paraprofessionals and current District of Innovation teachers earn their certification credentials. One of Bryan ISD's priorities is to recruit and retain top talent, which is how the Foundation can support that goal. The \$221,000

investment in our teacher certification initiative is the most significant single gift the Foundation has ever given to the district in a single year. It is made possible by the outstanding community support at our 2024 Hometown Reunion event.

Board Members Reports

Teaching and Learning Board Committee Report: Math Adoption K-8, TEKS Certification, Spring Survey, and Texas Strategic Leadership

Vice President Felicia Benford stated that the committee had met on April 4. The State Board of Education had implemented a new statewide process for selecting instructional materials, as defined by the legislature, for K-8 materials. The annual Spring Survey was launched early in April and closed on April 13. District administrators thanked the parents, students, staff, and community for participating in the annual spring survey.

Executive Board Committee

Secretary Joel Bryan reported that the committee had met on April 9. Within that meeting, the committee discussed the JETI Tax Incentive, the PASA Demographic Study, and the Population Survey Analysts report.

CTE, Fine Arts, and Athletics Celebrations and Accomplishments

Trustees Ruthie Waller, Joel Bryan, and David Stennis provided an update on the CTE, Fine Arts, and Athletic committee meeting. In CTE, many SkillsUSA and TSA students placed first or qualified nationally in their respective programs. The Brazos County Youth Livestock Show sale brought in \$1.8 million for Brazos County students. The proceeds were expected to exceed \$2 million after all add-ons were tabulated. The CTE Administrators met with families of 8th graders, and applications were accepted for the new program. CTE is working with Region 6 and the Brazos Valley Workforce to offer a first-time adult education construction class this summer. The class will be offered to recent graduates of Mary Catherine Harris School.

Trustee Joel Bryan reported that choir students from Rayburn, SFA, and Davila Middle Schools are heading to All-State Choir this summer at TCDA. The Shyannes and Rangerettes prepare for their spring shows, and Bryan High School theatre will host a final performance of their one-act play. The administration has seen an increase in the number of students participating in Fine Arts.

Trustee David Stennis reported that Rudder High School gymnastics will have athletes competing at the state meet in Odessa, Texas. Bryan High School and Rudder High School's spring games are scheduled for early May, and both athletic programs are excited about the new turf at Merrill Green Stadium.

Superintendent's Update - Students, Staff, and Community Celebrations

Superintendent Ginger Carrabine provided a comprehensive update on district student activities and staff celebrations. Students participated in the State History Fair competition and received medals as State Champions. In athletics, students celebrate at the annual Special Olympics competitions in College Station. Rudder High School's 4x100-meter relay team advances to State. At Bryan High School, 16 seniors were celebrated as they signed their letter of intent to play sports at the collegiate level.

Information Items

Population and Survey Analysts Demographer's Report

Deputy Superintendent, Dr. Brian Merrell, introduced Population and Survey Analyst Kris Pool, Planner, and Susan Cates, Demographer. Pool and Cates provided the demographic study components, including demographic trends, student enrollment, economy, housing, and student enrollment projections for Bryan ISD. The study was conducted to collect background data, economic and housing data, and past and current student populations. Bryan ISD is ranked 18th in the region for total student growth.

Safe and Supportive Schools Update

Senior Administrators gave a broad overview of the Safe and Supportive Schools Update. Linda Montoya, Executive Director of School Leadership, stated, "Six Foundations in Safe & Civil Schools represent a comprehensive approach to creating a positive school environment". This approach focuses on six key components (discipline policies, school climate and culture, school safety, student-staff interactions, student motivation, and academic engagement). The 3-year initial training commitment for foundations supports District Board Goal number 2. This goal aims to foster and sustain a culture and climate that encourages a shared responsibility for a positive learning environment and promotes engagement in academic, extracurricular, and service activities. Consequently, foundations provide teachers and administrators with a universal training and support system.

Assessment and Accountability Update

Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, reported that, following a two-year injunction, the 2023 A-F ratings will be released on April 24, 2025. According to a statement from the Texas Education Agency about the significant changes to the State of Texas Assessments of Academic Readiness (STAAR) and the A-F rating system, all schools are expected to have a lower rating despite improvements. Bryan ISD improved its graduation rates, College and Career Readiness, and improved in all End-of-Year course assessments and many STAAR assessments. Even with these improvements, Bryan ISD will receive a lower "letter" rating under the new A-F system for 2023.

Public Comment on Non-Agenda Item

David J. Dockery - Junior High Wrestling

Cody Welch - Wrestling Program for SFA

Public Comment on Agenda Item

No comment cards were presented.

ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

A **motion** was made by Leo Gonzalez, II, and seconded by Felicia Benford to approve the items listed on the consent agenda. *The motion passed unanimously.*

- Meeting Minutes March 3, 2025
- Meeting Minutes March 24, 2025

- Financial Statements Report for March 2025
- Contract Recommendations for Administrators for the 2025-2026 School Year

Closed Session

CONVENE IN CLOSED SESSION

President David Stasny called for a closed session on the subjects allowed at 8:25 p.m. as authorized by Texas Government Code Chapters 551.074, 551.0821, 551.071, and 551.087.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE - TEXAS GOVERNMENT CODE SECTION 551.074

The agenda item was discussed in a session closed to the public.

DISCUSSION RELATED TO A PUBLIC SCHOOL STUDENT WHEREIN PERSONALLY IDENTIFIABLE INFORMATION WILL NECESSARILY BE REVEALED - TEXAS GOVERNMENT CODE SECTIONS 551.0821

The agenda item was discussed in a session closed to the public.

CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL REQUIREMENTS AND FINANCIAL TERMS OF JETI TAX INCENTIVE PROGRAM - TEXAS GOVERNMENT CODE SECTIONS 551.071 AND 551.087

The agenda item was discussed in a session closed to the public.

Reconvene in Open Session

The Board reconvened in an open session at 9:55 p.m. No action was taken during the closed session.

CONSIDER APPROVAL OF THE RECOMMENDATION FOR THE PRINCIPAL OF TRAVIS B. BRYAN HIGH SCHOOL

A **motion** was made by Leo Gonzalez, II, and seconded by Felica Benford to approve the Superintendent's recommendation for Dr. Gregory Bowhuis as Principal of Travis B. Bryan High School. *The motion passed unanimously.*

ADJOURN

There being no further business, the meeting adjourned at 9:57 p.m.

President

Secretary

9.B. Consider Approval of Financial Statements and Purchasing Report for April 2025

10. Action Items

10.A. Consider Approval of Purchase Over \$50,000 for Armed Security Guards

11. Closed Session

11.A. Discuss Issues Pertaining to Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee - Texas Government Code 551.074

11.B. Discussion Related to a Public School Student Wherein Personally Identifiable Information will Necessarily be Revealed - Texas Government Code 551.0821

11.C. Consultation with Attorney to Discuss Legal Requirements and Financial Terms of JETI Tax Incentive Program - Texas Government Code 551.071 and 551.087

12. Reconvene in Open Session

12.A. Consider Approval of the Recommendation to Hire the Principal of Stephen F. Austin Middle School

12.B. Consider Approval of the Recommendation to Hire the Principal of Navarro Elementary School

13. Adjourn

Posted: Friday, May 16, 2025, 4:20 p.m.



For the Board of Trustees