

The Board of Trustees of Willis ISD met in regular business session on May 10, 2023 at the Sharon Hill Jennette Administration Building in the Willis ISD Boardroom, 612 N. Campbell Street, Willis, Texas.

CALL MEETING TO ORDER

Presiden Kyle Hoegemeyer called the Regular Meeting to order at 4:30 p.m. and announced that a quorum was present and that notice of the meeting had been posted for the time and manner required by law.

Members Present: Kyle Hoegemeyer, presiding, Scott Carson, Charles Perry, Sr., Paulett Traylor, Nikita Lagway, Chad Jones.

Member Absent: Cliff Williams.

CLOSED SESSION

The Board entered into closed session at 4:31 p.m. for the purpose of considering matters for which closed sessions are authorized by Title 5, Chapter 551, Texas Government Code Sections (.071 - .084): 551.074

- A. Pursuant to Texas Government Code Sections 551.074 and 551.0821, Conduct Hearing and Deliberate Level III Student Grievance from Willis High School.
- B. Pursuant to Texas Government Code Section 551.071, Consult with Board Counsel Regarding Legal Issues Pertaining to Level III Student Grievance.

OPEN SESSION

The Board reconvened into Open Session at 5:28 p.m.

There was no action from closed session.

PUBLIC COMMENTS

Diane Hivnor's topic was regarding direction; discussing the Superintendent's decision on things such as the changing of law enforcement services and asking why the board members let things happen. Ms. Hivnor also expressed that teachers feel unappreciated, that sign on bonuses are unacceptable and that new leadership is needed.

Robert Holden discussed book reviews and shared that books are to enrich the district's program. Mr. Holden recommended that Willis ISD review curriculum and identify teachers who are teaching inappropriate materials.

Sunday Shibley discussed the Library Book Reconsideration Committee and expressed the importance of considering books that do not contain inappropriate content.

Yvonne Gonzalez discussed safety of Willis ISD students and that some students are being bullied and/or assaulted in front of teachers and expressed that something needs to be done about this type of behavior.

President Hoegemeyer thanked the speakers for taking their time to come.

CLOSED SESSION

The Board entered into closed session at 5:41 p.m. for the purpose of considering matters for which closed sessions are authorized by Title 5, Chapter 551, Texas Government Code Sections (.071 - .084): 551.074

- A. Discuss Teacher Resignations and Consider Approval of Teacher Appointments. Tex. Gov't Code 551.074.
- B. Safety and Security Campus Evaluation and Review of Findings. (Closed Session Pursuant to Texas Government Code § 551.076 and § 551.089 – Deliberation Regarding Security Devices or Security Audits)
- C. Discuss and Consider Professional Chapter 21 Teachers Contracts for 2023 – 2024. Tex. Gov't Code 551.074.
- D. Discuss, Consider and Possibly Take Action Regarding the Proposed Non-Renewal of the 2022 - 2023 Term Contract of Teacher at Willis High School

OPEN SESSION

The Board reconvened into Open Session at 6:44 p.m.

Motion by Paulett Traylor and seconded by Chad Jones to accept the Superintendent's recommendation on the professional personnel listed. Motion carried unanimously.

No action on Safety and Security Campus Evaluation and Review of Findings.

Motion by Paulett Traylor and seconded by Scott Carson to accept the Superintendent's recommendation on the Chapter 21 Teachers Contracts. Motion carried unanimously.

No action on Non-Renewal of Teacher at Willis High School.

INVOCATION AND PLEDGE OF ALLEGIANCE – WILLIS HIGH SCHOOL

Superintendent Harkrider introduced Willis High School Principal Eric King. Mr. King introduced Willis High School students who led the pledges and prayer.

RECOGNITIONS

Principal King introduced WHS Teacher Tanis Price to announce the Secondary Student of the Month, Mason Lightfoot. Ms. Price shared that Mason is a Willis High School sophomore, a fisherman, the 2022 – 2023 FFA Treasurer and a young man who other adults have raved about his character, leadership and demeanor.

Director of Communications, Jamie Fails, introduced Principal of Hardy Elementary, Susan Fossler. Principal Fossler introduced Hardy Elementary Fifth Grade Teacher, Stephanie Womack, who spoke and honored the Elementary Student of the Month, Malcom Cash Wilson. Ms. Womack shared that Malcom is a model student at Hardy Elementary with multiple qualities including hardworking, inquisitive, dedication, kindness and is respectful of others.

Director Fails introduced Director of Nursing, Hailey Dobraski, Ms. Dobraski thanked the Board for recognizing the Willis ISD Nurses. Ms. Dobraski shared that she is very blessed to work with the Willis ISD Nurses and that these nurses juggle a lot of responsibility. Ms. Dobraski introduced each Willis ISD Nurse and honored each of them with an appreciation gift.

Ms. Fails shared her family came to Willis in 2016 and that her daughter, a WHS Senior, is being recognized tonight, for the first time, with the Willis Sweetheart Dance Team. Ms. Fails expressed how proud she was as a mom and how much she appreciates the Board recognizing the dance team.

Director Fails introduced Director of Fine Arts, Ken Labonski, who shared the accolades of the WHS Sweetheart Dance Team with special recognition to WHS Dance Teacher, Kaylee Trotter and recognized each dance team member.

Mr. Labonski introduced and recognized choir students and shared their accomplishments. WHS Choir members beautifully performed a competition piece for the Board and those present.

Ms. Fails introduced Executive Director of Athletics and Fine Arts, Jason Glenn, who recognized Willis High School Coaches and Athletes of the Tennis Team, Powerlifting Team, Softball Team, Boys and Girls Track Teams, Baseball Team, Boys Soccer Team and Girls Soccer Team. Mr. Glenn expressed that these coaches deserve recognition for their dedication and time. He also expressed appreciation to Dr. Harkrider who supports every program. WHS Tennis Team Coach Garry Kemp expressed a thank you to the School Board members and gave special recognition as he proudly introduced each Academic All District and Academic All State tennis player. WHS Powerlifting Coach Brian Fitzgerald thanked the Board and Dr. Harkrider for honoring these teams. Coach Fitzgerald recognized Coach Ryan and the powerlifting participants who worked hard and deserve the recognition of district, regional and state qualifiers. WHS Softball Assistant Coach Leechelle Lara thanked the Board for inviting the Softball Team, expressed how honored she was to be part of this program and recognized a wonderful group of young ladies with certificates for All District, Honorable Mention All District and Second Team All District. WHS Boys and Girls Track Coaches Darrick Vaughn and Aaron Breed thanked the Board for honoring these student athletes who represented Willis High School at area and regional meets. WHS Baseball Coach Brett Washburn thanked Dr. Harkrider and Mr. Glenn for their support. Coach Washburn thanked the WHS Baseball Team for a wonderful year and was proud to announce that they finished this year with a winning record. Coach Washburn recognized baseball players who earned Academic All State and Academic All District awards. WHS Boys Soccer Coach David Opp shared that this was his fifth year as Head Soccer Coach

and he has had the privilege of working with some of the finest boys in Willis High School. Coach Opp recognized boys who received First Team All District, Second Team All District and Honorable Mention. Coach Opp also introduced and honored the WHS Girls Soccer Team; players receiving First Team All District, Academic All District, Second Team All District and Honorable Mention All District.

Director Fails introduced Solution Tree State Executive Director, Darren Grissom who expressed kudos to Dr. Harkrider, teachers, coaches and the School Board for a great night recognizing students and all the great things happening in Willis ISD. Director Grissom presented Model PLC Designation to Parmley Elementary. Parmley Elementary has achieved this recognition with hard work built on a lasting achievement and have maintained this high level of success.

STANDING INFORMATION AND AD HOC REPORTS & ITEM

Director of Nursing and SHAC Chair, Hailey Dobraski, presented information regarding the School Health Advisory Council (SHAC). Director Dobraski highlighted the February and April meetings, shared other topics they discussed throughout the year and shared the 2023 recommendations.

Executive Director of Support Services and Construction, Paul Dusebout, shared that Willis ISD participated in the 2022 Commercial Solutions Energy Efficiency Program sponsored by Entergy Texas earning a total of \$18,141.56 in cash incentives by installing energy efficient LED lighting in the most recent construction projects (Turner Gym Addition, Hardy Chiller Project, Hardy Roof Project, Parmley Gym Addition, Parmley HVAC project, Parmley Roof Project, Cannan Gym Addition, Lagway HVAC Project, Lagway Kitchen, Meador Gym Addition, Roark Kitchen, Roark HVAC Project and Willis High School Roofing Project).

Superintendent Dr. Tim Harkrider reviewed the Safety Performance Report for April 2023; there were three accidents / incidents, no lost time injuries and no employees on workers compensation.

There were no questions concerning the financial reports and bill payment report for April 2023.

Superintendent Harkrider reviewed the Bond Summary Report; there were no questions concerning the 2015, 2020 and 2022 Bond Issue Funds.

Superintendent Dr. Harkrider reported there are 8,846 students enrolled in Willis ISD as of May 8, 2023; which is 213 students more than this time last year.

Turner Elementary School Collaborative Team Presentation - Dr. Michelle Hall, Principal of Turner Elementary, introduced the Turner Elementary Second Grade Collaborative Team. The Turner Elementary Second Grade Team shared their process of working together, how they utilize data, expect more than average growth and extend learning in student choice.

Lucas Middle School Collaborative Team Presentation - Eric Burns, Principal of Lucas Middle School, introduced the Lucas Middle School Collaborative Team. The Lucas Middle School Design Team presented a power point and information regarding their collaborative process showing how they support

teachers, track student data, and implement a Backward Design in education. The Board of Trustees participated in an activity as the Lucas Design Team demonstrated how the Backwards Design method benefits knowing where students are, exposing students to different ways of learning and allowing teachers to determine where students should be.

CONSENT AGENDA

A. Approval of Minutes

Motion by Paulett Traylor and seconded by Charles Perry to approve the Consent Agenda items as presented. Motion carried unanimously.

DISCUSSION AND POSSIBLE ACTION ITEMS

Executive Director of Student Services, Brad Mansfield, discussed the Allotment and TEKS Certification 2023-2024. Dr. Harkrider recommended approval of this Allotment and Certification.

Motion by Scott Carson and seconded by Chad Jones to accept the Superintendent's recommendation to approve the Allotment and TEKS Certification 2023-2024. Motion carried unanimously.

Director of Child Nutrition, Michael Northey, discussed the bid related to Request for Proposal (RFP) #042423 – Snack Bar at Willis High School. Dr. Harkrider recommended approval of this bid at a cost of \$75,000.

Motion by Chad Jones and seconded by Paulett Traylor to accept the Superintendent's recommendation to award the bid related to RFP #042423 to Kommercial Kitchen and approve the purchase of \$75,000 from the Child Nutrition Budget. Motion carried unanimously.

Executive Director of Support Services and Construction, Paul Dusebout, discussed the need of additional Software from Tyler Technologies to surpass the transportation challenges from this last year and to allow better tracking of students on the bus. Dr. Harkrider recommended approval of this purchase at a cost of \$235,520.00.

Board Member Scott Carson asked if parents would be able to access this new information.

Dr. Harkrider shared that information can and will be shared with parents. This software will allow the Transportation Department to track who is getting on and off the bus with more real time information.

Motion by Scott Carson and seconded by Chad Jones to accept the Superintendent's recommendation to purchase the additional Tyler Technologies Software for \$235,520.00 from Function 34, for the Transpiration Department. Motion carried unanimously.

Executive Director Dusebout discussed the Construction Delivery Method providing the best value for the Middle School #3 Project. Dr. Harkrider recommended the Construction Manager at Risk as the construction delivery method for this project.

Motion by Scott Carson and seconded by Charles Perry that the Board determine that Construction Manager at Risk, one-step utilizing a Request for Proposals, is the construction delivery method providing the best value for the Middle School #3 Project and delegate Authority to the Superintendent for the procurement, including establishment of criteria, weight, and methodology, pursuant to statute and Board Policy. Motion carried unanimously.

Director of Technology, Stephen Shannon, discussed the need for instructional technology purchases over \$50,000 for projectors, teacher laptops and CTE desktops. Superintendent Harkrider recommended these purchases with a total cost of \$297,226.90.

Motion by Paulett T aylor and seconded by Scott Carson to accept the Superintendent's recommendation for instructional technology purchases in the sum of \$297,226.90 from Function 11 in the General Fund. Motion carried unanimously.

Director Shannon, discussed the need for technology purchases over \$50,000 to upgrade servers and data storage. Superintendent Harkrider recommended these purchases with a total cost of \$92,595.77.

Motion by Chad Jones and seconded by Paulett T aylor to accept the Superintendent's recommendation for instructional technology purchases in the amount of \$92,595.77 from Function 53 in the General Fund. Motion carried unanimously.

Assistant Superintendent of Human Resources and Operations, Robert Whitman, discussed the need for a resolution that outlines the parameters for a one-time payment to each employee who meets the guidelines. Dr. Harkrider recommended \$3,000 payment to all fully certified bilingual, secondary math and secondary science teaching positions hired under the following criteria:

- Fully-certified individuals newly hired prior to the first day of instruction to work full-time as an EC-5 Bilingual, Secondary Math, or Secondary Science Teacher for the 2023-2024 school year.
- Employees must remain in full-time employment with the District through the end of the 2023-2024 Work Calendar and not have tendered a resignation on or before May 24, 2024.
- Currently employed individuals are ineligible for this signing bonus.
- Individuals who are not currently employed, but who were previously employed on or after August 1, 2021, are ineligible for this signing bonus.
- The signing bonus will be paid to those meeting the above criteria in August of 2023.
- Should the employee separate from employment either voluntarily or involuntarily, by resignation or termination prior to May 24, 2024, the employee will no longer be eligible for this one-time retention incentive payment, or the employee will reimburse the District

for the full amount of the one-time sign-on payment. Additionally, all employees eligible for the retention payment will be required to sign an agreement that they understand this requirement.

Board Member Scott Carson asked how the signing bonus will be paid.

Assistant Superintendent Whitman responded that the bonus is paid at the beginning of the signing agreement but if the employee leaves before the end of the school year, they will be responsible for refunding the bonus to Willis ISD.

Motion by Scott Carson and seconded by Chad Jones to accept the Superintendent's to approve the proposed resolution establishing a \$3,000 Sign-On Bonus for new, fully-certified EC-5 bilingual, secondary math, and secondary science teachers that meet the established guidelines noted in the resolution and authorize the Superintendent to take all actions necessary and appropriate to implement same. Motion carried unanimously.

Assistant Superintendent Robert Whitman discussed the need for adding additional personnel and shared that the position that is noted ESSER Funds will be fully funded out of Elementary and Secondary School Emergency Relief (ESSER) grant funds, thus the position will end at the conclusion of the 2023-2024 school year.

Elementary Teachers (3) (CES – 1, PES – 1, CCH – 1 Bil.)	Dyslexia Specialist (1) (Location TBD)	WHS Sp.Ed. Teacher (1) (18+ Program)
WHS Sp.Ed. Para (1) (18+ Program)	ITL w/ESSER Funds (1) (Sp.Ed. Instructional Coach)	Bilingual Para (1) (REEC)

Dr. Harkrider recommended these additional positions.

Motion by Paulett Traylor and seconded by Chad Jones to accept the Superintendent's recommendation to add the positions listed above. Motion carried unanimously.

Superintendent Harkrider discussed the adoption of new Board Operating Procedures and shared that the Board reviewed the Willis ISD Board Operating Procedures with Region VI Education Service Center Field Services Agent Suzie McWilliams during the Team of Eight Training Session on February 8, 2023.

Motion by Scott Carson and seconded by Charles Perry to accept the Superintendent's recommendation to approve procedures. Motion carried unanimously.

BOARD MEMBER COMMENTS

Board Member Scott Carson expressed a thank you and appreciation to all teachers in honor of Teacher Appreciation Week—teachers are the most influential people in our students' life besides parents, coaches and pastors.

President Kyle Hoegemeyer shared that he attended the football scrimmage which had a great turnout and expressed that the stadium presents very well for WISD thanking all those who supported turf on that field. This field is being used for lots of sports and activities.

FUTURE MEETINGS

The regular June Board Meeting will be held on June 14, 2023 at 5:30 p.m.

ADJOURNMENT OF REGULAR MEETING

Motion by Scott Carson and seconded by Paulett Traylor to adjourn. Motion carried unanimously.

The meeting adjourned at 8:25 p.m.