

October 8, 2025

The Board of Trustees of Willis ISD met in Regular Business Session on September 10, 2025 at the Sharon Hill Jennette Administration Building in the Willis ISD Boardroom, 612 N. Campbell Street, Willis, Texas 77378, and the business to be conducted is listed below.

#### CALL MEETING TO ORDER

President Kyle Hoegemeyer called the Regular Business Meeting to order at 5:30 PM. and announce that a quorum was present and that notice of the meeting had been posted for the time and manner required by law.

Board Secretary, Chad Jones called the roll.

Members Present: Cliff Williams, Scott Carson, Charles Perry, Kyle Hoegemeyer, Paulett Traylor, Nikita Lagway, and Chad Jones

President Kyle Hoegemeyer turned the meeting over to Superintendent, Dr. Kim James. Dr. Kim James announced the next steps for the meeting, indicating she would first call on Ally Wilkins to bring her students forward for the Pledge of Allegiance and the invocation. She also requested that Mr. Anthony Roberts stay on standby, as the meeting would immediately transition to recognizing the Students of the Month afterward.

PLEDGE OF ALLEGIANCE AND INVOCATION – Parmley Elementary

#### ANNOUNCEMENTS/PROCLAMATIONS/RESOLUTIONS/RECOGNITIONS

Elementary Student of the Month – Carter Jeffers-Calhoun

Principal Ally Wilkins began by introducing first-grade teacher Ms. Bethany Miller, who was present to honor one of her students from Parmley Elementary. Ms. Miller then proudly introduced Carter Jeffers Calhoun as the Student of the Month, noting that he is just six years old. She highly praised Carter as a student who is remarkably kind, respectful, and very bright. Ms. Miller highlighted his deep compassion and empathy, qualities she described as exceptional for his age. Ultimately, she commended him for consistently embodying the qualities of a great leader and a loyal friend, making it a joy to have him in her class every day.

Secondary Student of the Month – Ethan Attaya

Principal Anthony Roberts had the honor of recognizing Ethan Ataya as the Brabham Middle School Student of the Month. Ethan's RLA teacher praised him as a dedicated student who is always the first to greet the teacher, prepared for class, and consistently puts forth maximum effort from bell to bell. His math teacher and another staff member both described him as an outstanding student who is always respectful and kind to everyone, setting a great example with his positive attitude and work ethic. Principal Roberts added a personal note, calling Ethan a "bundle of positive energy" and a high point of his day, as Ethan makes a point to greet him with a high five or fist bump nearly every day.

Kats on Patrol Award – Brandon Moulds

Meghan Ballard, Director of Federal Programs/Compliance & Grants, recognized an extraordinary act of courage and composure demonstrated by one of the district's students. The recognition stemmed from a serious incident on September 19, 2025, when the driver of bus route 56 suffered a medical emergency and briefly lost consciousness. The bus fortunately coasted to a stop, and Brandon Moulds acted with remarkable swiftness and presence of mind. Brandon immediately took action to assist the incapacitated driver and promptly ensured that emergency services were called. His calm and decisive response under intense pressure helped prevent a far more serious situation, and he was proudly recognized with the Kats on Patrol award for his heroic, life-saving actions.

National Principals Month

Noah Hollander, Exe. Director of Secondary Ed. emphasized that the appreciation for school principals should extend beyond just on month. Principals are recognized as incredible campus leaders who daily carry the weight of the school through their strength, caring, and deep commitment to knowing, loving, and supporting every student. They bring passion and student-centered energy to their roles, creating the vital conditions necessary to ensure that both staff and children can thrive.

## PUBLIC COMMENTS

Board President Hoegemeyer introduced the public comment period, strictly limiting it to 30 minutes total, with each speaker allotted a maximum of three minutes to address the board. He mandated that the board will not respond to comments and reminded speakers to respect privacy by refraining from naming students, employees, or community members. The President also reserved the right to determine if an administrative attempt at resolution has been made; if not, the speaker will be referred to the appropriate policy before proceeding. Diana Hivnor expressed deep disappointment that Trustee Number Five remains on the WISD School Board, despite being arrested for DWI two years prior and found guilty by a jury one year ago, calling their continued tenure an abuse of the ethical code. She stated that multiple attempts by the community to have the trustee removed using the board's procedural rules and legal rights have been ignored, demanding that the board take immediate and definitive action on the matter. Ms. Hivnor concluded by questioning whether the board is truly serving the district's children and people due to their inaction, stating that the trustee is not worthy to continue representing the community.

Nathan Arrazate commended the high school HOSA students for organizing a successful blood drive, highlighting their exceptional professionalism and the compassionate support they offered to peers who felt unwell. He drew attention to the disproportionately low participation of adult donors (only 17) compared to the total number of donations, urging the community to increase support. Arrazate concluded by challenging everyone to participate in the upcoming February blood drive to show support for the students and help save lives in the community.

## STANDING INFORMATIONAL AND AD HOC REPORTS & ITEMS

### Student Enrollment/Attendance

Speaker(s): Heather Gattinger, Director of PEIMS

The school district reported a current enrollment of 9,635 students, marking a total monthly increase of 334 students since the last board meeting, driven primarily by gains at the secondary (219 students) and elementary (115 students) levels. Furthermore, the district recognized Calfee Middle School as the October Momentum Maker award winner for demonstrating the most significant month-over-month growth in attendance.

### District Safety Update

Speaker(s): Meghan Ballard Arthur - Director of Safety

The Texas Education Code mandates that all districts to conduct a comprehensive School Safety and Security Audit of its facilities at least once every three years. The goal of this ongoing process, which is being conducted by Region 6 in partnership with the district's safety team during the current cycle (Sep. 2023 - Aug. 2026), is to proactively identify vulnerabilities and ensure the continuous maintenance of a secure, healthy environment for students and staff.

### Financial/Bill Payment Report/Bond Summary

Speaker(s): Garrett Matej, CFO

September 2025 financial report, the first month of the fiscal year, showed a typical inverse relationship where initial expenses exceeded revenue due to the timing of annual contract payments and standard payroll. The primary goal of this reporting structure is to ensure the district maintains a healthy fund balance and sufficient cash flow, validating its ability to manage these expected periods of heavy expenditures.

### Investment Report FY 25 Fourth Quarter

Speaker(s): Garrett Matej, CFO

The CFO highlighted that the district achieved a highly successful year of investment earnings, securing an average return of 4.67% across its pools, leading to over \$9.6 million in interest earned across all district funds. This substantial interest income was crucial for covering unanticipated expenses related to bond projects, such as mandatory facility updates and furniture upgrades. The earnings from the 2022 bond fund alone totaled \$18.6 million, with those funds being leveraged for major projects like the planned expansion of Cannon Elementary. However, due to recent federal rate cuts, the CFO anticipates a decrease in future interest earnings, underscoring the necessity to structure the district's operating budget to not be dependent on these variable investment revenues moving forward.

## Bond Summary Report

Speaker(s): Bob Eaton, Chief of Construction and Operations

The construction update included the first public look at the design for the Ninth Grade Campus, set for completion in 2027, and confirmed three new parking lots were added at the high school over the summer. In response to a board question, the presenter stated the goal is to approve the Guaranteed Maximum Price (GMP) for the new Transportation Facility in November, with groundbreaking targeted for December once the city permit is secured.

## Facility Assessment

Speaker(s): Bob Eaton, Chief of Construction and Operations/Huckabee

Huckabee's, Caitlyn Munch, presented an overview of the mandated facility assessment, explaining that the goal was to walk all existing facilities with architects, engineers, and specialists to determine their condition and provide a timeline for future maintenance or bond funding. The assessment findings, including photos and prioritized cost estimates, are hosted on an interactive website that allows the district to filter deficiencies by urgency (e.g., 1–5 years) and deficiency type.

Board member questions focused on the timelines and the usability of the data: Munch clarified that timelines are based on the actual performance and observable condition of materials, not just age, since replacement histories are unknown. Superintendent Kim James and the board president expressed appreciation, noting the data is crucial for long-range planning and for transparently communicating project prioritization and progress to the community.

## Naming Process Information for Elementary #7

Speaker(s): Dr. Sarah Blakelock, Chief Communications Officer

The Chief of Communications presented the naming process for the new Elementary Number Seven, which is scheduled to open in August 2026. Submissions from the community, requiring a clear justification, will be accepted until October 24th. The process involves a board-established naming committee that will convene once to review anonymized suggestions and then present the board with the top three recommendations for final approval. The board asked how many times the committee would meet, and the presenter confirmed the goal is a single work session for review and electronic voting.

## ContigoEd Update

Speaker(s): Noah Hollander, Exe. Director of Secondary Education

The presentation detailed the district's Phase One work with Contigo Ed on College, Career, and Military Readiness (CCMR), noting that the district only accessed \$27,000 in outcome bonuses for the 2022-2023 graduation year, missing out on approximately \$1.9 million primarily because students met career standards but often lacked concurrent college readiness criteria. Key recommendations from the consultants included boosting TSI test readiness and aligning K-12 academic pathways, which the district is already acting upon by pursuing an opt-out enrollment procedure for high school advanced academics to increase student participation in rigorous coursework. A board member commented that Contigo Ed's four key recommendations mirrored the district's existing strategic plan, expressing appreciation that the data validated the current direction and confirmed the district is on track to recoup lost outcome bonus funds over the next two years.

## HB3 Progress Measure Update Informational

Speaker(s): Dr. Susan Clardy, Exe. Director of Accountability, Research, & Eval.

The speaker reported on Willis ISD's progress toward its House Bill 3 (HB 3) goals, which focus on early childhood literacy and math, and College, Career, and Military Readiness (CCMR), with goals established through 2030. For early literacy, the district has set progress measures to increase the percentage of K-2 students meeting expected growth on the MAP Reading assessment to 70–76% by 2030, using the fall 2025 data as the new baseline. Preliminary fall 2025 results show Kindergarten students performing strongly in foundational skills, with 100% approaching grade level in both phonological awareness and phonics/word recognition. First and Second Grade students also demonstrated positive achievement improvement, with First Grade reaching the 55th national percentile and Second Grade reaching the 50th percentile in fall reading.

These early indicators reflect a clear improvement and positive trajectory toward achieving the ambitious 2030 literacy goals.

#### BOY MAP Data Informational

Speaker(s): Tracy Jackson, Assessment Coordinator

The presentation provided an in-depth review of Willis ISD's beginning-of-year MAP assessment data, showing the adaptive test tracks both student achievement (RIT score) and growth against national norms. The district's overall achievement across K-12 was slightly above average, with reading and K-8 math both scoring at the 53rd percentile. However, high school math courses exhibited lower achievement scores, which the administration will be closely monitoring with targeted action plans. The district's strategy to boost performance includes comprehensive data analysis, implementing incentive programs, conducting frequent campus walkthroughs, and ensuring teachers utilize data to drive focused small group instruction and improve family communication.

#### Board Members Training Hours Report

Speaker(s): Kyle Hoegemeyer, Board President

The Board Training Hours Report confirmed that all members are compliant with Texas Government Code requirements, having completed the mandatory 9 hours of annual training, which included cybersecurity, team building, and additional elective training. Furthermore, all board members successfully fulfilled the 7-8 hours of biannual requirements, including training on child abuse prevention, Texas Education Code, evaluation and improving student outcomes, and two hours of school safety training. The presentation concluded the report confirming 100% completion across the board.

#### CONSENT AGENDA

##### Approval of Minutes

Approval of the School Health Advisory Council Member

Approval of MOU – Tri-County Behavioral Health

Approval of the Next Level Prime Membership Agreement 2025-2026

Approval of the selection of UES for the Construction Material Testing for the 9th Grade Center

Approval of Final Payment to Nash Industries Inc. for the Lucas Middle School Fine Arts Addition Bond 2022 Project

Approval of the Final Payment to Stantec Architecture for the Lucas Middle School Fine Arts Addition Project Design

Approval of the Renewal of the Membership with Walsh Gallegos Retainer Program

Approval of a Testing Adjusting and Balancing for Elementary #7, 2022 Bond Project

Approval of the Commissioning Agent for Elementary #7, 2022 Bond Project

Approval of the Willis ISD Vendor Pool for Commissioning, Testing, Adjusting & Balancing, Geo-technical Testing and Material Testing

Approval of the Retirement of K-9, River, from Willis ISD.

Approve the Omnibus Board Resolution authorizing Bus Driver Incentive Programs (Sign-On Bonus, Attendance Incentive, and Referral Program) for the 2025–2026 school year

Motion by Cliff Williams and seconded by Paulett Traylor to approve the Consent Agenda items as presented. Motion carried unanimously, 7-0.

CLOSED SESSION\*: Consideration of matters for which closed sessions are authorized by Title 5, Chapter 551, Texas Government Code Sections (.071-.084)

#### Personnel Matters Texas Gov't Code §551.074

- Discuss Teacher Resignations and Consider Approval of Teacher Appointments. Tex. Gov't Code 551.074
- Discuss and Take Action Regarding the Contract Abandonment of a Teacher at Hardy Elementary; Laura Branin
- Discuss and Consider the recommendation of a possible voiding contract of a probationary employee; Albert Smith

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Real Estate: Pursuant to Texas Gov't Code §551.072

- Discuss and consider the approval of the Superintendent to enter into contract negotiations for the 94.23 acre land deal
- Discuss and consider the approval of the submission of petition requesting the annexation of district-owned property, commonly known as Elementary School #7 property, identified as being approximately 15.000 acre(s) of land more or less, situated in the Martin P. Clark Survey, A-148, Montgomery County, Texas, to the City of Conroe and further authorize all action in furtherance of that annexation.
- Discuss and Consider Approval of a Letter of Intent for Land Sale — 1.225 acres

Consultation with Attorney: Pursuant to Texas Gov't Code §551.071

The Board convened into Closed Session at 7:11 PM.

#### RECONVENE IN OPEN SESSION

The Board reconvened into Open Session at 8:20 PM. President Hoegemeyer asked if there are any motions from closed session.

Motion by Cliff Williams and seconded by Paulett Traylor to approve the personnel as listed.

Motion carried unanimously, 7-0.

There was no action taken regarding the Contract Abandonment of a Teacher at Hardy Elementary; Laura Branin.

Motion by Cliff Williams and seconded by Chad Jones to approve the Superintendent's recommendation of a possible voiding contract of a BMS probationary employee; Albert Smith.

Motion carried unanimously, 7-0.

Motion by Cliff Williams and seconded by Scott Carson to approve the Superintendent to enter into contract negotiations for the 94.23 acre land deal. Motion carried unanimously, 7-0.

Motion by Cliff Williams and seconded by Scott Carson to approve the Superintendent's recommendation regarding the submission of petition requesting the annexation of district-owned property, commonly known as Elementary School #7 property. Motion carried unanimously, 7-0.

Motion by Cliff Williams and seconded by Paulett Traylor to approve the Superintendent's recommendation to sign a Letter of Intent for Land Sale. Motion carried unanimously, 7-0.

#### DISCUSSION AND POSSIBLE ACTION ITEMS

Discuss and Consider Approval of the Lone Star Governance Board of Trustee Self Evaluation

Speaker(s): Board President, Kyle Hoegemeyer

Motion by Scott Carson and seconded by Cliff Williams to approve the completion of the Lone Star Governance Board of Trustees' Self-Evaluation. Motion carried unanimously, 7-0.

Discuss and Consider Approval of the Acceptance of the Effective Advising Framework Grant Award

Speaker(s): Meghan Ballard Arthur

Motion by Scott Carson and seconded by Chad Jones to approve the Superintendent's recommendation and approve the acceptance of the Effective Advising Framework Grant. Motion carried unanimously, 7-0.