June 10, 2026

The Board of Trustees of the Willis Independent School District will meet in a Regular Meeting on Wednesday, June 10, 2026 in the Willis ISD Boardroom located at 612 N. Campbell Street in the Sharon Hill Jennette Administration Building in Willis, Texas, and the business to be conducted is listed below.

CALL MEETING TO ORDER

Board President, Kyle Hoegemeyer called the Regular Business Meeting to order at 5:45PM and announced 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, Kyle Hoegemeyer, Paulett Traylor, Nikita Lagway, and Chad Jones
Members Absent: Charles Perry
Board President, Kyle Hoegemeyer turned the meeting over to Superintendent, Dr. Kimberley James

PLEDGE OF ALLEGIANCE AND INVOCATION

Dr. Kim James announced the next steps for the meeting calling Travis Utecht, Exe. Director of HR to lead the meeting in the Pledge of Allegiance and Invocation.

PUBLIC COMMENTS

Board President Kyle Hoegemeyer announced that there were no public comments.

Consent Agenda

A. Approval of Minutes
B. Approval of the Willis Independent School Board District Rave Financial Credit Union In-Kind Office Space Lease Agreement
   - Speaker(s): Noah Hollander, Exe. Director of Secondary Education
C. Approve Purchase for Districtwide Teacher Laptop Replacement
   - Speaker(s): Garrett Matej, CFO
D. Approve Purchase for Elementary Classroom Promethean Boards
   - Speaker(s): Garrett Matej, CFO
E. Approve Purchase for Districtwide Campus Radio Standardization
   - Speaker(s): Garrett Matej, CFO
F. Approve Purchase for Career and Technical Education (CTE) Lab Computer Refresh
   - Speaker(s): Garrett Matej, CFO
G. Approval of TASB Comprehensive Insurance Renewal for the 2026-2027 Policy Year
   - Speaker(s): Garrett Matej, CFO
H. Approval of Instructional Materials Purchases for 2026-2027 School Year
   - Speaker(s): Sarah Ballew, Exe. Director of ITL&PD
I. Approval of the Competitive Sealed Proposal Delivery Method for Turner Elementary Campus Expansion
   - Speaker(s): Bob Eaton, Chief of Construction and Operations
J. Approval of the Deductive Change Order from UES from the Cost Savings for the Construction Material Testing at WHS Parking Lot Project
   - Speaker(s): Bob Eaton, Chief of Construction and Operations
K. Approval of Employee Disclosures of Other Employment
   - Speaker(s): Dr. Kimberley James, Superintendent
L. Approval of TASB Local Board Policy Update 127
   - Speaker (s): Travis Utecht, Exe. Director of HR

Motion by Cliff Williams and seconded by Nikita Lagway to approve the Consent Agenda items. Motion carried unanimously, 6-0.

PROGRESS MONITORING UPDATES

A. Lone Star Governance Update on HB3
   - Speaker(s): Dr. Susan Clardy, Exec. Director of Accountability, Research, & Eval.
   1. SAT Student Recognition
   2. TAFE Student Recognition
   3. Ambassador Academy Recognition

A Board Member congratulated the high-achieving students following the presentation.

Motion by Paulett Traylor and seconded by Nikita Lagway to approve the HB3 as presented. Motion carried unanimously, 6-0.

B. 2025-2026 Willis ISD NWEA MAP EOY Assessment Report
   - Speaker(s): Tracy Jackson, Assessment Coordinator

Board Member's Question: A board member asked if, after receiving the STAR results, they could form small groups like they have done in the past to compare the MAP growth data and analyze its impact on STAR performance across the prior two years.

Superintendent Dr. Kim James's Response: Dr. James confirmed they could, noting that she has already instructed staff to work with the principals to schedule those data review meetings for late June and early July.

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

A. Personnel Matters Texas Gov't Code §551.074
   1. Superintendent's Hiring Authority Part 1
   2. Board Personnel
   3. Superintendent's Hiring Authority Part 2
B. Real Estate: Pursuant to Texas Gov't Code §551.072
C. Consultation with Attorney: Pursuant to Texas Gov't Code §551.071

The Board convened into Closed Session at 6:13PM

RECONVENE IN OPEN SESSION

The Board reconvened into Open Session at 8:15PM. President Hoegemeyer asked if there are any motions from closed session.

Motion by Cliff Williams and seconded by Paulett Traylor to temporarily suspend the Superintendent's final hiring authority of contractual personnel. Motion carried unanimously, 6-0.

Motion by Cliff Williams and seconded by Chad Jones to accept the Superintendent's recommendation and hire the personnel as listed. Motion carried unanimously, 6-0.

Motion by Cliff Williams and seconded by Scott Carson to reinstate the Superintendent's final hiring authority for contractual personnel. Motion carried unanimously, 6-0.

Mrs. Kristie Wallace was introduced as the new principal of Lagway Elementary School after spending 17 years in a neighboring district as a teacher and instructional coach. Her extensive experience includes supporting campuses with district services, MTSS, PBIS, and instructional leadership. Mrs. Wallace expressed her excitement to join Willis ISD, participate in its traditions, and build upon the established success and legacy of Lagway Elementary. Additionally, she shared that she looks forward to building relationships with the school community, noting that her five-year-old daughter, Millie Pearl, will also be joining Lagway as a student next year.

DISCUSSION AND POSSIBLE ACTION ITEMS

A. Discuss and Consider Approval of the 2026-2027 Compensation Plan
   - Speaker(s): Garrett Matej, CFO

CFO Garrett Matej requested board approval for the 2026–2027 compensation plan, which features an updated teacher step scale and a targeted 3% raise for all other employee groups. The plan carries an estimated budget impact of $2.58 million, which, if approved, will be officially incorporated into the budget presented for adoption this August.

Motion by Paulett Traylor and seconded by Cliff Williams to approve the 2026-2027 Compensation Plan, Salary Scales, Pay Ranges, and Stipends as presenter. Motion carried unanimously, 6-0.

BOARD MEMBER COMMENTS

Board Member Nikita Lagway expressed great appreciation for the district's CTE and media programs, highlighting how invested and excited both the older students and younger campers are about learning the technology. She admitted to previously taking these programs for granted but has been thoroughly impressed by the students' enthusiasm and dedication over the summer. Finally, she gave a special shout-out to the Director of Fine Arts, thanking him for always being incredibly helpful and for going out of his way to accommodate a local camp right before his own daughter's performance.

SUPERINTENDENT COMMENTS

Superintendent Dr. Kim James warmly welcomed Kristie Wallace to the district family, stating that she looks forward to the great things to come from her leadership at Lagway Elementary.

FUTURE BUSINESS/MEETINGS

July 8, 2026

Budget Workshop #3 5:00PM

Regular Board Meeting 5:30PM

ADJOURNMENT OF REGULAR MEETING

Motion by Cliff Williams and seconded by Nikita Lagway to adjourn. Motion carried unanimously, 6-0.

The meeting adjourned at 8:23PM