

Minutes of Regular Meeting

The Board of Trustees

Duncanville ISD

A Regular Meeting of the Board of Trustees of Duncanville ISD was held Monday, April 20, 2026, at 6:30 PM in the Duncanville ISD Education Plaza, 710 S. Cedar Ridge Drive, Duncanville, TX 75137.

1. CALL TO ORDER AT 6:30 PM

President Jacqueline Culton called the meeting to order at 6:30 p.m. This meeting was called under the Texas Government Code 551.045.

Let the record show a quorum of Board of Trustees is present, that the meeting has been duly called and that the notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

The following trustees were in attendance: Jacqueline Culton, Carla Fahey, Phil McNeely, Cassandra Phillips, Janice Savage-Martin, and Janet Veracruz.

2. OPENING CEREMONIES

A. INVOCATION

Trustee Janet Veracruz

B. PLEDGE TO US FLAG AND TEXAS FLAG

Hyman Elementary Students

C. SUPERINTENDENT'S REPORT

Dr. T. Lamar Goree

1. UPDATE OF CURRENT DISTRICT EVENTS, INFORMATION, OPERATIONS, AND PROGRAMS

Dr. T. Lamar Goree

Dr. Goree presented the Superintendent's Report. Good evening, Madam President and all trustees. It's certainly my pleasure to bring the superintendent's report for this month's school board meeting.

March attendance winners. Congratulations to the students from Hastings Elementary and Kennemer Middle School for being our March attendance winners. Give them a round of applause.

And again, we thank them for being our March attendance winners, and for their outstanding commitment to being present and engaged. Each month, we will continue to recognize campuses leading the way in attendance. Remember, when our students are in school, they are learning and growing.

Show What You Know. I'd like to just first thank our deputy superintendents who want the Show What You Know initiatives to encourage students to demonstrate their learning and feel confident during state testing. Please take a moment to watch the video they created and presented to our scholars,

encouraging them to do their very best doing STAR testing.

Video played here.

Dr. Goree continued his presentation. We start off thanking, of course, our deputy superintendents, but I want to just thank everyone who works on a campus and who supports a campus because, and certainly to our wonderful students, so much effort has gone into preparing and making sure our babies can show what they know on the test and really have been excited about the pep rallies that have been going on across the district as we've gone into and lived through test season. I just want to continue to be excited about what I know is possible when we pull together and really work toward a common goal. So, let's give yourselves a round of applause, everyone associated with our schools.

On March 31st, I had the pleasure of celebrating our teacher incentive allotment honorees. Across 11 campuses, we recognized 32 exceptional educators for their outstanding impact in the classroom. These remarkable teachers are setting the standard for excellence and exemplify our shared mission to make a difference in the lives of our students every day. I would also like to extend special thanks to the Duncanville High School high hats and cheerleaders for joining us and helping to make this celebration even more special. At next month's board meeting, we will invite all our TIA honorees to be recognized for their accomplishment. Let's give them a round of applause.

2026 Campus Teachers of the Year. We are proud to celebrate excellence across Duncanville ISD. Please join me in congratulating our 2026 Campus Teachers of the Year for their unwavering commitment to our students and their dedication to bringing their very best each and every day. We will celebrate all our campus teachers of the year at our annual employee appreciation event on May 7th, where we will also announce our district teachers of the year.

At this time, though, I would like to invite all our teachers of the year who are in attendance to please stand or raise your hand if you are already standing so that we can celebrate and recognize you. So, teachers of the year, please stand.

At this time, while the board members are standing, if you will come forward, we'd like to take a quick picture with you to celebrate this moment. Let's give a round of applause as they come forward.

Dr. Goree concluded his presentation. And that does conclude our superintendent's report for this April 20th, 2026, school board meeting. Thank you, Madam President.

President Culton commented. Thank you, Dr. Goree, and thank you to all the teachers of the year and to our teacher incentive allotment honorees.

D. RECOGNITIONS/COMMENDATIONS

Ana Avila

1. DONATIONS

Ana Avila

There were no donations to report for this month.

2. MADE WITH PRIDE

Ana Avila

Ms. Ana Avila presented Made With Pride. Beginning with our first honoree, please help me welcome to the podium, William Henderson.

Today, we proudly recognize Coach William Henderson, nominated by Taysha Floyd Jones for the powerful impact that he makes in the lives of students every day. Coach Henderson represents the heart of service, building relationships, creating structure, and helping young people believe in themselves long after practice ends. His commitment is evident in early mornings, late evenings after meets, and the quiet moments when students need encouragement, accountability, or simply someone who cares. As his nominator shared, he isn't just building faster runners. He is shaping responsible, resilient, young people who reflect the very best of Duncanville.

The impact was especially clear when Coach Henderson stepped into the interim head coach role during a challenging time and led five student athletes to the state track meet in Austin.

Rather than focusing on winning, he emphasized effort, growth, and showing up for yourself, an approach that inspired the team to finish second in state. Beyond athletics, he checks grades, communicates with families, celebrates small victories, and holds students to high expectations because he believes in their potential. Through his leadership, Coach Henderson develops confident, disciplined students, making him truly Made With Pride in Duncanville. Will the family and friends of Coach Henderson please stand to be recognized as well? Will everyone please give a round of applause to Coach Henderson?

Up next, please help me welcome to the podium Doris Minter from Bilhartz Elementary. Today, we proudly recognize Doris Minter, Bilhartz Elementary's dedicated registrar nominated by April White for her outstanding service and heart for others. Doris exemplifies what it means to be Made With Pride in Duncanville through her caring, compassionate nature, and her willingness to go above and beyond for students, families, and staff.

Whether she is staying late to help families enroll, assisting teachers with paperwork, or simply greeting everyone with a warm smile, she approaches every day with a servant leader's heart and a commitment to excellence. Doris is often the first to lend a helping hand, and her positive energy helps create a welcoming and supportive front office environment for the entire campus. Her Panther spirit is contagious, and she is constantly making others feel valued and supported. As her nominator shared, she is Chick-fil-A, because her service is always delivered with excellence, grace, and a genuine desire to make others feel valued.

Doris is more than just a registrar. She is the heartbeat of Bilhartz, and her dedication and care make her truly deserve this recognition. Will the family and friends of Ms. Doris Minter please stand to be recognized as well?

Finally, we have our student honoree, Ms. Harley DeShields, third grader from Hyman Elementary. Please come on up. Today, we proudly recognize Harley Deshields, a remarkable third grader nominated by Erica Greenfield for her kindness, passion, and natural leadership. Harley has a deep love for dance, and it is through this passion that she expresses herself and brings joy to others.

When she dances, her confidence shines, inspiring classmates and creating a positive energy around her. As her nominator shared, Harley is a natural leader who lifts others up and sets a positive example. Beyond her love for dance, Harley demonstrates a caring spirit in everything that she does. She dreams of becoming a doctor one day so she can help others, and she is already living out that goal by treating classmates with kindness, including everyone, and leading with patience and respect. Her compassion, determination, and bright personality make a meaningful impact on her school community.

Harley truly represents what it means to be Made With Pride in Duncanville, and we are very proud to celebrate her today. Will the family and friends of Harley please stand to be recognized as well?

Video played here.

Ms. Avila concluded the presentation. Once again, congratulations to our April Made With Pride honorees.

President Culton commented. Thank you, Ms. Avila, and thank you to our honoree's Coach William Henderson, Harley DeShields, and Ms. Doris Minter. You are all very inspiring, and you all have a message of giving back and helping things to be better. So, we thank you all for that and bless you all for that.

3. PERSONNEL INTRODUCTIONS

Pamela Brown

Ms. Pamela Brown presented Personnel Introductions. Good evening, Board President Culton, Board of Trustees, and Dr. Goree. Tonight, I'm going to ask Ms. Tamika Butts to join me at the podium. We are pleased to introduce Tamika Butts as the new assistant director of athletics for Duncanville ISD.

Ms. Butts brings 27 years of experience in education, all which have been dedicated to serving the students and families of Duncanville ISD. Ms. Butts previously served as the district's athletic academic advisor, where she oversaw academic eligibility for student athletes and ensured compliance with UIL guidelines and district policies. In that role, she worked closely with coaches, counselors, administrators, and families to support the academic success of student athletes.

She also provided guidance on NCAA, NAIA, and NJCAA eligibility requirements, assisted with the college recruitment process, managed transcript requests for athletic programs, and coordinated recognition programs and scholarship opportunities for student athletes. During her career in Duncanville ISD, Ms. Butts served as both a teacher and counselor at Acton Elementary, and later as a school counselor at Summit Education Center.

In these roles, she supported students through academic planning, counseling services, and initiatives designed to strengthen student achievement and overall student wellbeing. Ms. Butts holds a Master of Arts and School Counseling from Dallas Baptist University and a Bachelor of Arts and Child Development from Spelman College. Please join us in congratulating Ms. Butts on her new role and continue to commitment to the Panther family.

Dr. Goree added. Let's not forget to get that family and friends of Ms. Butts to stand so we can recognize

you. It's probably going to be the room.

Trustee Savage-Martin commented. And she is an alumni of DHS.

Dr. Goree asked. And a Pantherette, correct?

Ms. Tamika Butts replied. Yes.

President Culton commented. Wonderful. Congratulations, Mrs. Butts. I can't think of a more deserving person.

4. BOARD MEMBER ANNOUNCEMENTS AND ACKNOWLEDGMENTS

Board Member

Trustee Phillips stated. Madam President. I've sat in this seat for nine years and tonight really, really hit me. I saw the greatness every year, every month, but tonight it just hit differently. Just seeing all the greatness throughout every department, every level of Duncanville ISD. I can ramble y'all, so I have my script written here. But I had to start with that because I don't typically get emotional, but this is a hard one. This is really hard.

Okay. For those of you that don't know, I'm just going to read my script here, my note.

So, over the past nine years, I had the true pleasure of serving alongside some of the most dedicated, committed, focused, determined, and caring board members. Together, we proudly serve the Duncanville ISD, and it has been an honor that I will always cherish. I want to sincerely thank every voter, every volunteer, every educator, administrator, staff member, parent, student, and community member for your unwavering commitment to the success of our district and our community.

And a special thank you to our incredible superintendent and fellow trustees, your leadership and partnership have made this journey even more meaningful. To my family and friends, I see... Where did Dr. Granger go?

Okay. Gosh, he just walked out. Oh, is he back there? Dr. Granger, I just want to say thank you. You know why. So, thank you for helping me on this journey. But to my family and friends, thank you for always supporting my dreams and standing beside me every step of the way. To my fellow board members, what started as a shared responsibility has grown into something much deeper. I consider you all more than fellow trustees. We are truly family. Life has a way of guiding us into new seasons. And while this chapter is coming to a close for me, the relationships and memories we built will remain with me. Though, I may no longer serve alongside you all, I hope we can stay connected.

With love and gratitude, Trustee Phillips.

Trustee Veracruz commented. Cassandra, I just want to say, thank you for your service to the school board. Your friendship runs deep. Your efforts have an everlasting impact on our students, on our families, and our educators. You're truly a trailblazer. God bless you.

Trustee McNeely commented. I just want to say that Sandra, it's been a joy to serve with you. You

served with the servant's heart. Ever since you've been on this board, you've brought something to it. I hope you take something away from it, but you can't get rid of us. Thank you.

Trustee Savage-Martin commented. Cassandra, I appreciate all the work you've done. We've been a team for sure. Thank you for bringing the coat drive. That was an excellent idea and very much pushed by you. I think you don't necessarily have to live in Duncanville to serve on a committee and head up the coat drive.

Trustee Fahey commented. She knows what I think of her. We're just close and I cry too much. So, she knows I love her, don't you? We've had a conversation already, so thank you for your service.

Dr. Goree commented. Trustee Phillips, certainly on behalf of the entire school system, I'd like to thank you for your nine years of service. From a personal space though, I'd like to thank you for being just a remarkable friend and trustee. I remember one of our first conversations and when I had the opportunity to truly hear your whole story, it is absolutely remarkable and I want you to know that you inspire me to do the work I do every day because I want to see children who have situations to happen early in life, be as successful, as committed, as confident, and as bold as you walk into every single day. So please know every time I see a child, sometimes it may not seem perfect at the moment, I think of you and I remind them of all that they can be.

Thank you for always being that supportive but yet critical friend. I do believe I stand stronger today because of our early conversations and as I've transitioned. So, to hear you call me wonderful or whatever your word was really, that sounded great from you because I know you mean it and you've had other opportunities to share those feelings with me as well. So, you're stuck with me. I will be your friend forever but thank you for your service to our children. Thank you.

President Culton commented. Trustee Phillips, this is truly a bittersweet moment, but we appreciate the nine wonderful years that you have served this district, the students, and the staff. I know when I got on the board, you took me up under your wing and you are truly a leader and you have much compassion, and you're very, very generous. You truly care for this district and the students and the staff and us. We're still going to celebrate our birthdays together. We are still going to do that, but we wish you nothing but success and Godspeed, and I know you're not going to forget about us. So, thank you very much from the bottom of our hearts for all that you have done and who you are, just period.

We have an expression of our appreciation for your service. It says, "Dedicated service presented to Cassandra Phillips for nine years of outstanding service and unwavering commitment to the student staff and community of Duncanville ISD."

Trustee Phillips commented. Madam President, I just want to say thank you all. Dr. Goree knows that I did not want to say anything tonight. You all know me. I don't like to do that. So, thank you. Thank you for reassuring me and for supporting me. And I know y'all love me. So, thank you. Thank you for that. Phil, thank you. Thank you. And everybody in this room, I appreciate you all for all that you do. We may not have had conversations, like lengthy conversations, but I love you guys too, because you are doing the work to help our students become great. So, thank you all. Thank you.

3. COMMUNICATIONS FROM CITIZENS

There were no communications from citizens.

4. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.

The board went into closed session at 7:05 p.m.

A. CONSULTATION WITH THE BOARD ATTORNEY (§551.071)

Private Consultation with the Boards' attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the Board, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act.

B. PURCHASE, EXCHANGE, LEASE, OR VALUE OF REAL PROPERTY (§551.072)

C. PERSONNEL (§551.074)

Appointments, Discipline, Dismissals, Duties, Employment, Evaluations, Extensions, Leaves of Absences, Non-Renewals and Proposals for Non-Renewals, Renewals, Reassignments, Retirements, and Settlements

1. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO ISSUE CONTRACTS FOR THE 2026-2027 SCHOOL YEAR TO EMPLOYEES IDENTIFIED ON THE 2026-2027 CONTRACT LIST

Pamela Brown

5. RECONVENE IN OPEN SESSION at 7:42 PM

6. TAKE ACTION ON ITEMS DISCUSSED IN CLOSED SESSION

- A. CONSIDERATION AND ACTION ON THE SUPERINTENDENT'S RECOMMENDATION TO ISSUE CONTRACTS FOR THE 2026-2027 SCHOOL YEAR TO EMPLOYEES IDENTIFIED ON THE 2026-2027 SCHOOL YEAR CONTRACT LIST

Pamela Brown

Trustee Savage-Martin made a motion to approve the superintendent's recommendation and issue one-year contracts for the 2026-2027 school year to the employees identified on the 2026-2027 school year contracts list except for page one; Trustee Phillips seconded the motion. Motion passes 6-0.

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Carla Fahey	X		
Dr. LaSonja Flowers	absent		
Phil McNeely	X		
Cassandra Phillips	X		
Janice Savage-Martin	X		
Janet Veracruz	X		

7. CONSIDER APPROVAL OF CONSENT AGENDA ITEMS (ALL ITEMS MAY BE ACTED UPON AT THE SAME TIME BY THE BOARD OF TRUSTEES)

Trustee McNeely made a motion to approve the consent agenda items as printed; Trustee Phillips seconded the motion. Motion passes 6-0.

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Carla Fahey	X		
Dr. LaSonja Flowers	absent		
Phil McNeely	X		
Cassandra Phillips	X		
Janice Savage-Martin	X		
Janet Veracruz	X		

A. APRIL 6, 2026 BUDGET WORKSHOP MINUTES

Jody Lofton

B. APPROVAL OF MONTHLY FINANCIAL REPORT

Shonna Pumphrey

C. APPROVAL OF PURCHASES OVER \$50,000

Shonna Pumphrey

D. CONSIDER APPROVAL OF THE MEMORANDUM OF AGREEMENT BETWEEN DUNCANVILLE ISD AND DALLAS COLLEGE

Pamela Brown

E. CONSIDER APPROVAL OF THE RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS DURING THE NATATORIUM CLOSING

Pamela Brown

F. CONSIDER APPROVAL OF THE AGREEMENT BETWEEN TEACH FOR AMERICA AND DUNCANVILLE ISD

Pamela Brown

G. CERTIFICATION OF PROVISION OF INSTRUCTIONAL MATERIALS (TEKS) ANNUAL APPROVAL

Dr. Sam Nix

H. CONSIDER APPROVAL OF THE REQUEST TO THE TEXAS EDUCATION AGENCY FOR A LOW ATTENDANCE WAIVER

Dr. Tellauance Graham

I. PUBLIC INFORMATION ACT-LOCALLY DESIGNATED NON-BUSINESS DAYS

Dr. Tellauance Graham

8. CONSIDER APPROVAL OF ACTION AGENDA ITEMS

A. CENTRAL FINE ARTS ACADEMY & BRANDENBURG ELEMENTARY - CHANGE ORDER #1 Mari Zamora

Ms. Mari Zamora presented Central Fine Arts Academy & Brandenburg Elementary – Change Order #1. Good evening, President Culton, Board of Trustees, and Dr. Goree. In accordance with board policy CV legal and local construction contracts with change orders valued at \$50,000 or above require board approval. In January, the board authorized the district to enter into an agreement with Northridge Construction Group for the renovations of Central Fine Arts Academy. And then in December 2025, you also authorized an agreement with Sedalco for renovations of Brandenburg. Tonight, we're requesting approval of change orders to increase both original contracts. For Central, we are requesting an increase not to exceed \$500,000. For Brandenburg, we are requesting an increase not to exceed \$300,000.

These change orders address unforeseen conditions encountered during construction. For Central Fine Arts, these include the additional abatement during discovery during the demolition, expanded demolition and reconstruction of exterior windows and soffits, interior walls, ceilings, and concrete slabs, and the replacement of lighting and plumbing fixtures related to the abatement.

For Brandenburg, these include floor plan adjustments and additional electrical work required for lighting replacements to meet code. Even with these adjustments, both campuses remain collectively more than \$3 million under their estimated renovation budgets. Therefore, we recommend that the board take action and approve the change orders number one for Central Fine Arts Academy and the Brandenburg Elementary. Our architect, WRA, is here, as well as our bond management team, LAN, and we can answer any questions that you may have tonight.

Trustee Fahey asked. Is the abatement at Central for asbestos? And that part has never been renovated before?

Ms. Zamora: replied. The more you tear apart a building, the more you discover. So, we have some additional ones every [inaudible 00:41:16].

Trustee Fahey asked. What area is this in, the asbestos?

Ms. Zamora replied. I can have Angel come.

Trustee Fahey commented. It just seems we've done a lot of work at Central through the years, and I guess there's still asbestos.

Mr. Angel Silva asked. Good evening. Can you repeat the question?

Trustee Fahey repeated question. Where is the asbestos presently at Central?

Mr. Silva: Oh, they were in all parts of the building.

Trustee Fahey: commented. Really?

Mr. Silva replied. Yes. So, one of the CMU walls, we were able to take the pavement out, but then when we removed the frame, the doorframes, there was asbestos inside of the frame too. So even when we completed the work in the first phase, when we removed the frames, there was asbestos inside of the frame. But now with all the renovations that we have been able to do over there, 99.99% of the asbestos has been removed. So, you should have a clean building.

Trustee Fahey asked. So, in previous years, if there was asbestos abatement, it would have been within the walls, and the doors were not touched?

Mr. Silva replied. Typically, when you do renovation, you just remove the asbestos in the area that you're going to renovate. So, either renovation was minor, basically the asbestos will be removed in those particular area. But now that we went inside of the building to renovate the entire building, we needed to assess the whole building just to make sure that we don't have any more asbestos going forward. So now the building has been completely demoed, and all the material needs to be certified that none of that has asbestos going forward.

Trustee Savage-Martin asked. Is the facade still holding up?

Mr. Silva replied. Yes. And that is part of the design. The front facade will be the same. We are just replacing the windows because of the asbestos, but I believe the architect designed something similar to the actual condition that it was before, so you can maintain the same facade that was there before.

Trustee Savage-Martin made a motion to approve the Central Fine Arts Academy and Brandenburg Elementary change order #1; Trustee McNeely seconded the motion. Motion passes 6-0.

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Carla Fahey	X		
Dr. LaSonja Flowers	absent		
Phil McNeely	X		
Cassandra Phillips	X		
Janice Savage-Martin	X		
Janet Veracruz	X		

B. BUILDING THE FUTURE, RAISING CHAMPIONS PROPOSED 2026-2027 ALEXANDER ELEMENTARY STRATEGIC TRANSITION PLAN
Dr. Tellauance Graham

Dr. Tellauance Graham presented Building the Future, Raising Champions Proposed 2026-2027 Alexander Elementary Strategic Transition Plan. Greetings, Madam President, to all trustees, and to Dr. Goree. Since our last meeting, our focus has been simple. We listen, we adjust it, and we want to validate our approach in this very unique matter. So tonight, our time will be spent on community voice,

our data, and our operational reality of working together with our community to make this decision.

I want to begin by acknowledging that this recommendation does impact people and not just the campus. Since our last presentation, we have met with families, staff, and community members, and carefully considered their concerns. The core issue remains declining enrollment at Alexander and underutilization at Alexander.

This decision, again, is not about just closing a school, it's about right sizing the district for long-term success. Since our last meeting, we have revisited all the possible assumptions with our demographers, with our transportation department, with our PIEMS department and data partners, with our principals and staff, and our community. The question we challenged ourselves with was, "Are we making the best possible decision for our students, not just today, but five years down the road?" One thing that has not changed is our financial reality. We've lost over 800 students, which equates to almost \$7.1 million. Every underutilized campus spread resources thinner across the district. The key message here is not lost. It's about responsibility. Responsibility to maximize every dollar, which is part of our strategic plan, and responsibility to ensure equity across all campuses. Keeping half-full building open allows every student to receive less across the district.

Since our last meeting, we've had conversations that center around why Alexander. The data continues to show the low enrollment in the district, the long-term declining trend, even with adjustments and interventions that we have put in place, projections still show continued decline. This reinforces the challenge of the structures, not just temporary. On this slide, this is where you can see the most significant adjustments since the last meeting. Originally, we had a more concentrated reassignment plan. Based on the feedback from our board and key stakeholders, we did make changes. We redistributed Alexander students across the three campuses. We adjusted our attendance zones to create a more balanced enrollment, and we allowed Alexander families to continue to apply for Central. This approach reduces the overcrowding possibility at Brandenburg. It provides more choice and flexibility for our students, and it keeps campuses healthy with a healthy utilization range.

Again, we can look at our new elementary school configuration, and with those configurations, remember that we still have almost 2,000 open seats in our elementary campuses. That's a 66.4 utilization. Great.

Next are the actual new proposed attendance zones for Duncanville ISD elementary campuses. We revisited the zones with three priorities. Number one, we wanted to balance enrollment across the campuses. That is why we went and we changed some of the attendance zone for Merrifield. Initially, all the purple where you see Brandenburg was located was mostly the Merrifield District. We did have to take some of the Merrifield students and move them to Daniel to ensure that we got a balanced enrollment. We wanted to minimize travel. Our transportation department did a great job of helping with that, and we wanted to maintain feeder pattern stability. We worked closely with, again, transportation for efficiency and ride times, our demographer for sustainability, and our PIEMS department for accurate projections going forward.

We can look at our current feeder patterns. And the next slide shows our proposed feeder patterns. Another concern we wanted to address was the long-term continuity for students. The updated feeder pattern ensures alignment into middle school and high school pathways and stability for our students over time. While some splits remain necessary, they're now strategically designed and not reactive.

Since the last meeting, we've already held our community meetings and campus meetings. We've refined our rezoning plans. Our next step now is to focus on clear communication with families and supporting our staff transition and ensuring a smooth student experience if this is approved tonight.

At this time, it is recommended that the board of trustees approve the transition of Alexander Elementary School from its current instructional use to an operations facility at the end of this school year. At this time, are there any questions?

Trustee Fahey commented and asked. Thank you. I understand the need to close Alexander, not just from the staffing part, because that's not just salaries, but it's insurance and all of that for staffing. My concern is I understand demographics now and in the near future, but I'm thinking that probably long after I'm six feet under next... Well, 10 or 15 years, yeah, I'm old. There may be a need because these people, it's a beautiful neighborhood and many of them are older people. When they leave, I'm thinking newer, younger families are going to be coming in with kids, so I would just suggest keeping Alexander pretty... It's one of our prettiest buildings, I think, in this whole district. Keep it updated. You're not going to park ugly trucks in front of it, are you?

Dr. Graham replied. No, ma'am.

Trustee Fahey commented. You know my questions.

Dr. Graham replied. No, ma'am.

Trustee Fahey asked. And the name of it, what's the name going to be?

Dr. Graham replied. It's currently still going to be Alexander.

Trustee Fahey commented. Okay, because to me that's important.

Dr. Graham replied. Yes.

Trustee Fahey commented. The elementary was named after Gus and Louise Alexander's son. The auditorium is Gus and Louise, but this school, their only son, only child, died in Vietnam. So, I want that to always be Alexander something or another. Okay. This old lady's done. But thank you. Thank you for your time.

Dr. Graham replied. Those are great and relevant questions, and I appreciate that information. And that's something that we did discuss even in our community meetings, that we want to make sure that that building is taken care of by our maintenance department. And we're not making any structural changes to the building. So just in case the enrollment goes up in the next few years, we have a building that's available for us to turn back into a school.

Trustee Fahey commented. Good point. Thank you.

Trustee Savage-Martin commented. I'm concerned about the split campuses. And you can tell me that

that happens all the time and no worry, but I'm just thinking of a little girl and her best friend being split up.

Dr. Graham replied. And they still have the opportunity to apply for a transfer if they would like to go to a certain school, so that is still an option. Of course, with just making those attendance zones, we have to cut it off at some place.

Trustee Savage-Martin sked. Do you cut it off in the middle of the block?

Dr. Graham replied. We're going to look at the best and efficient route for transportation. That's the first thing that we look for when we start making those attendance boundaries. And then there's some other factors that we move to after that.

Trustee Fahey commented. So, if the friend does want to move to a different school as of now, those parents would have to provide transportation.

Dr. Graham replied. Correct.

Trustee Veracruz made a motion that the board approve the transition of Alexander Elementary School from its current instructional use to a maintenance facility effective at the end of the 2025-2026 school year and authorize the attendance rezoning plan and implement all necessary actions to support student reassignments, staff transitions, and future facility planning; Trustee Fahey seconded the motion. Motion passes 6-0.

Board Member Vote	Yea	Nay	Abstain
Jacqueline Culton	X		
Carla Fahey	X		
Dr. LaSonja Flowers	absent		
Phil McNeely	X		
Cassandra Phillips	X		
Janice Savage-Martin	X		
Janet Veracruz	X		

9. INFORMATION/DISCUSSION AGENDA

A. BOND PROJECT UPDATE

Mari Zamora

Ms. Mari Zamora presented Bond Project Update. Good evening again, President Culton, trustees, and Dr. Goree. The '26-'27 school year begins in just three and a half months. It's a little frightening to even think that, but it'll be here very soon. Students and staff will be walking in new environments, designed for academic growth, creativity, community, and collaboration. This evening, we're excited to share some progress on these new environments, including Central Fine Arts Academy, Smith Early Learning Academy, Brandenburg Elementary, and Duncanville High School. LAN is here with us again this evening to walk you through those updates, beginning with Smith Early Learning Academy and Mr. Silva.

Mr. Silva added to the presentation. Good evening. We have here Clint Q. Smith. Last week, we visited with Dr. Goree and the leadership. They were able to see for themselves the progress of the construction is going. This picture that we have here, even he took a picture inside of the rocket that some days that will be a rocket over there. So, this is the classroom that we have in Smith Early Learning. Every week that you go over there is something different. So right now, we have from 40 to 50 people working over there daily. They're moving along good.

These are more photos from the classrooms that we have. HVAC is going up. In the next week ceiling grid will be going up. We have all the material that we need to build the new walls for the classrooms on the left and on the right. These are more pictures from the classroom. I believe this is a picture on the left. I believe that will be the ocean experience classroom.

Now we're going to Central Elementary Fine Arts Academy. One of your questions earlier was about the abatement, so the framing that you see in this hallway over here previously was masonry walls, CMU walls. So, we needed to demo all that CMU because it was with asbestos. So now we're building with framing and drywall. These are pictures of the hallways of Central.

Right now, this area over here is going to be classrooms. So, this week we went back over there to the school and basically all these classrooms already had the drywall in. All the inspections have been passed, so we're moving to install ceiling grid in the next week. These are more photos from Central. The photo on the left side is the new entrance for Central. That is why we're maintaining the front facade of the building as it is, just to be able to preserve that. So, the new entrance will be on the left side of the building. And on the photo on the right will be the new sidewalk just to get from the building into the playground area.

At Brandenburg, the photo that we have over here, this renovation will be similar to the renovation that we did in Daniel and Hardin because those campuses are the same. So, this hallway will look similar to Daniel and Hardin, and then on the photo on the right will be the restroom for the kindergarten inside of the classrooms. The photo on the left will be the new music room and Brandenburg will have a new planter on the exterior of the building. This photo on the left side is the cafeteria, so we are changing all the ceiling grid. Those are new LED lights, and these are photos of the new planters on the outside of the building. I think after this photo will be CTE. Yes. And that will be Qamar.

Mr. Qamar Haque. Good evening. President Culton, board members, and Dr. Goree. The CTE addition is moving along. Well, we had some rain issues, so we were slowed down on the dry-in, but right now the bistro area is dried-in. The main area, the shelter area, is dried-in, and now we are in the salon area trying to get that dried-in. He's coming back, again, the rains are today, tomorrow, someday. It's very hard to plan, but this week he's committed to hitting it on Wednesday, Thursday, Friday, Saturday, and get it dried-in so we can do that.

Most of the glazing is done. You see a lot of glass work is done. The front of the building, these are all the rough-in and the inside building has been done. This is the main central area. They started the curtain wall, the big glass right at the front entrance that got started today, so that's happening.

This is the J area. So basically, the vendors are coming in about two, three weeks to visit and check their spaces, especially the cosmetology and the print shop that we are moving from the existing building.

The rest is the J building, Samantha.

Ms. Samantha added to the presentation. Good evening, President Culton, Board of Trustees, and Superintendent Goree. Phase one, construction in area J continues to progress well. All MEP rough-in inspections, including above ceiling and in wall have been completed and approved. As a result, wall installation is complete and first coat of painting has finalized. Ceiling grid installation is currently underway while the light fixture installs, and connection is trailing behind and to be completed next week. Door installations are also ongoing and scheduled to be completed by the end of next week. Thank you.

Mr. Haque continued the presentation. We have also worked on some of the different other buildings. First one is the plaza. This is the building we painted, and we have done the artificial turf. So those two are done. The next big one is the marquee sign, which is coming up this summer. We are finalizing all the details with Mari and the other folks. And the last thing will be to re-stripe the whole parking lot because some of the lines have been gone. This is what it looks like.

The upcoming events, Clint Q. Smith is going to keep moving, trying to get to the finish line. Central is the same way. Brandenburg, same way. High school, same.

So, four major projects are getting close to the finish line. So we are, all four of us will be busy this summer. High school J, we finished the old one, and then we'll move all the furniture and all the contents for the ninth-grade folks in the J building.

Operation Complex Roof, we have bid the project for that complex, and we're going to be doing roofing improvements at that complex.

Merrifield Education Center, we are bidding right now. We have about seven or eight bidders who are interested in bidding our work. And we're planning to start that in the summer.

Resource center is in design. We are going to bid this summer, and start as soon as we finish with Merrifield, because we PACE and Summit will move there.

The roof replacement at the high school and at Hyman. We are bidding that right now also. So that's another one.

So, there is a lot of work. There were 14 people, 14 roofing contractors are participating right now. There are other places to work, but they would much rather work here because of the relationships with the architect and us, and the district pays well on a timely manner. So, thank you very much for all the support.

Trustee Savage-Martin asked. Can you remind me what the Duncanville ISD Resource Center is?

Dr. Goree replied. The Resource Center is what we will locate at the current Smithey building, which is where PACE is located. This is where we will do our enrollment center, we'll have our food pantry, we'll have our clinic. So that will be located there.

Trustee Fahey asked. I noticed our flags are missing. Are we getting new flags?

Ms. Zamora replied. We should be getting new flags, yes.

Trustee Fahey commented. Okay. I missed them tonight.

Dr. Goree commented. I just want to take this opportunity to thank our partners for bearing with me and my team as we went out to tour those buildings last year. And one thing is they don't really like, especially Ms. Zamora doesn't like me to tour because I tend to spend more money every time. Every time. So, but nevertheless, some of my team, we're doing all this work, furniture, ordering things, and we were just wondering as you drive by the school, is it going to be a school? So, thank y'all for bearing with us. Really impressive work as you walk through the inside and just so incredibly excited for what our children will experience in these totally redesigned spaces. So, thank you very much for your partnership.

B. DISCUSS BOND PREPAYMENT PLAN FOR YEAR 2025/26 AND ALL MATTERS INCIDENT OR RELATED THERETO
Shonna Pumphrey

Ms. Shonna Pumphrey presented Discuss Bond Prepayment Plan for Year 2025/26 and all Matters Incidents or Related Thereto. Good evening, President Culton, Board of Trustees, Superintendent Goree. At the September 15th, 2025, meeting, the board approved a resolution authorizing the chief financial officer and/or the superintendent to consult with the district's financial and bond advisor to identify outstanding unlimited tax bonds for prepayment opportunities and take appropriate actions as it related to those bonds. Our bond advisors, BOK, came out and provided the board with an update and information on the available options. And we have Mr. Joshua McLaughlin out here tonight from BOK to give an update to the board regarding that resolution in the prepayment. And as we go into the budget workshops to also update the board on available options as it relates to the bonds and some of the legislation that was passed.

Mr. Joshua McLaughlin added to the presentation. Good evening, President Culton, members of the board, Dr. Goree. It's good to see you again. I will try to make this as painless as possible, but I do warn you, there's a lot of information tonight. So, as we dive into it, as I come out every time, I like to start out with how the district manages its debt portfolio, either through refinancing your debt at a lower interest rate or prepaying bonds prior to final maturity. Since 2005, so over the last 20 years, the district has reduced its interest costs by over \$61.2 million, a benefit for the district and its taxpayers.

As you well know, each year, the board adopts two different tax rates, your M&O, or Maintenance and Operations Tax Rate, and your Interest and Sinking Fund Tax Rate. Since we're talking about bonds, we'll focus on the Interest and Sinking Fund Tax Rate, which is currently 36.05. It increased in 2024-2025 as a result of the 2024 bond program and the district maintained its current tax rate for the year. I also like when I come out to point out the district's overall tax rate has declined by more than 26 cents over the last five years. It's always important to note that.

This gives you a look at the current district debt portfolio. As you can see, it has essentially level annual payments over the next several years, and then you'll see drops in the overall debt service. This will

provide the district with bond capacity at the next bond election to hopefully do more projects for no tax rate increase. Currently, the district has just over \$311 million of debt outstanding.

Out of the 311 million, 256 are callable prior to final maturity. These are the bonds we look to, A., refinance at a lower interest rate if market conditions allow, or B., prepay to manage your annual tax rate.

So, when we start looking at your overall debt portfolio, this is an eye exam and I'm not going to go through this, but essentially, this looks at every single one of your bonds that's outstanding by individual bond series, when it's called, but what the coupon is. This is the basis we start to look at when we decide which bonds to prepay.

So as Ms. Pumphrey alluded to earlier, we were back here in September talking about maintaining your current tax rate, taking the excess funds that would be generated, and then prepaying bonds. Well, based upon your fund balance as of the end of February, the district collected roughly \$3.9 million of excess funds.

Now, let me stop there and say, this is on the debt service side, not on the general operation side. All this money could be used for is to pay debt, nothing else. So, knowing that we have 3.9 million of excess funds, rather than letting it flow into your fund balance, we're going to take that money and prepay bonds. So, what we did was look at each individual bond series and said, "For 3.9 million, how many bonds can I prepay and what the interest cost savings would be?" As you can see from the table at the bottom here, each one of those projected savings are in the far column on the right. The bottom line, the most efficient use of that 3.9 million is to repay your Series 2024 bonds. We can redeem roughly 3.85 million and save taxpayers just under 4.4 million.

Now, again, this is based upon investment rates as of April 7th. We won't be able to lock this in until we actually pull the trigger here in a couple weeks, so it's subject to change a little bit, but we don't anticipate a big variance between the savings we're showing you tonight versus the savings we'll lock in here in a couple weeks.

With that, it would be our recommendation to prepay a portion of your Series 2024 bonds before June 30th. Again, it'll take us about two weeks to lock this in. That should save taxpayers again, roughly 4.4 million. The cost is associated with this bond prepayment are roughly \$13,494. You'll see those broken out there. Bond counsel may or may not charge the fee. They asked us to put that in as a placeholder, so they very well may not charge that. The escrow agent fee will be around 5,750, a verification agent fee and CUSIP fee. You'll notice as your financial advisor, we do not take a fee for bond prepayments. So that's at least one piece of good news for you tonight.

So, I'm going to stop there for a second and see if you have any questions with regard to the bond prepayment plan for '25, '26.

President Culton asked. What is the current rate?

Mr. McLaughlin asked. The current rate on those particular bonds?

President Culton replied. Yes

Mr. McLaughlin replied. If you look at this, this is the last series of bonds on the far right, and we're literally taking a portion of the final maturity. The interest rate on those is roughly 4.125%. The bottom line is when we repay those, you're saving the interest costs from basically 2054 all the way through 2033, which is the call date on those bonds. So that is where you save the vast majority of your money.

Trustee Fahey commented. It's funny to me, I look at that bottom date, 2053, '54. I'd be 104. Okay, let's get this paid now.

Mr. McLaughlin replied. Trust me, I have the same feeling as I'm designing bond programs right now.

President Culton commented. Thank you very much. This is definitely a win for the district to be able to retire this debt early and save money. So, thank you all.

Mr. McLaughlin continued the presentation. Now comes the second half of the presentation when we start talking about debt management for next year. As the district starts to get geared up for budgeting for 2026-2027, we did want to point out a couple things that changed in the last legislative cycle. The first one is known as State Funding Assistance for Bond Payments, which is, or what the state calls Additional State Aid for Homestead Exemption Funding, or the acronym is ASAHE for facilities. Now, you get hold harmless funding on both the M&O and the debt service side of the equation, but this funding was created essentially for when the state increases the homestead exemption for those people that own residences. Essentially, when they increase the homestead exemption, they basically take away school district's taxable value, and there are all sorts of implications for that. They have done that essentially five times since 2015. And so, there's, believe it or not, five different calculations that we have to go through, starting with level one all the way through level five.

What's a little bit different is in this last session, when they created level four and level five, they put in a new rule. Now what the state does is they look at your revenues versus your expenditures. So, what they do in terms of the revenue side is that they look at your property taxes plus any state funding assistance and they add that together. And then they look at your minimum bond payment requirements before any bond prepayments. And if your revenues exceed expenditures, these start to take away your state funding assistance. So, for 2025-2026, if you look at level four and level five, you will generate roughly \$2.7 million of state funding assistance. But because you collected an excess of that in terms of revenues, you're going to forego that state funding, but you're better off because you're going to save taxpayers \$4.3 million, or \$4.4 million by prepaying your bonds.

Now saying this, this now becomes an annual calculation the district must go through, right? This is something we must do each year to make sure that mathematically, it's better off either to prepay bonds or, alternatively, maximize your state funding.

The second thing the legislature did was pass Senate Bill 1453, which is a new requirement that starts for the first time in 2026-2027. So now what the district must do is when it sets its INS tax rate, it has to publish what the minimum tax rate is before any bond prepayments, what your proposed tax rate would be. Literally you must pose the difference between the two figures and then what the money will be used for. And then if you're going to adopt the higher rate, 60% of the board must approve of it. Essentially what this bill is designed to do is to make your tax rate a political decision each year versus a

financial decision.

So, let's look at what your options are in 2026-2027. The first option is simply you could reduce your INS tax rate. So, for argument purposes, assuming no growth in your tax values, you could reduce your INS tax rate from 36.05 cents to roughly 29.42 cents, which is a reduction over 6.6 cents. That would bring the tax rate down, give a benefit to taxpayers. On the flip side, from a financial point of view, that means every one of your bond programs going forward would carry a tax rate increase.

Option two is you manage your debt portfolio just like you did this past year. You would post a minimum tax rate of 49.42 cents, your proposed tax rate, assuming you want to maintain it at 36.05, a difference of 6.63 cents, and that the excess funds would be used like you did this year, to prepay bonds, and save future interest costs for taxpayers.

The third option is we restructure a portion of your debt, which is currently callable, your Series 2015 bonds. We do that so you can maintain your 36.05 cent INS tax rate, and this time maximize your state funding assistance. So, and under that option, currently you have roughly 26.8 million outstanding in your Series 2015 bonds. The average interest rate is roughly 4.15%. If we refinanced it in today's market, it'd be roughly 3.43, and you would generate an interest cost savings of roughly 2.9 million for the district and its taxpayers. If you look at the table on the right, essentially, we're taking nine-year debt and we're pushing it up and we're repaying it essentially in four years. By doing that, we will save future interest cost over the life of the bonds again at 2.9 million.

Now, you may look at the first three years and say, "Boy, I have a lot of negatives. Why do I want to have negatives?" And I'll show you why. So again, this is a reading test, but it goes through your overall tax rate calculation. If you look at column G, which is your Projected State Funding Assistance, current year it's roughly 2.4 million, but by restructuring your debt to take away the difference between your projected revenues and your projected expenditures, you are now maximizing state funding assistance. You will literally pick up another \$2.6 million a year over the next few years. The bottom line is if you look at column K, that allows you to maintain your current tax rate and maximize the state funding assistance and the lowest cost to taxpayers.

We wanted to introduce this to you as you start going through this topic for your thought. It would be our goal in the next couple of months to come back to you and ask you to adopt a parameters order so we can move forward with the refunding. These are sample recommendations that we achieve at least savings of 2.4 million. We can't refinance any more than your callable series 2015 bonds. The maximum interest rate cannot exceed 375, although when we price, we try to do this to maximize the lowest interest rate and maximize your savings. The final maturity cannot exceed the final maturity of your existing bonds, and then we would have six months, essentially, to get this complete.

By moving forward with this, the goal would be to, once you get your certified values in July, structure these bonds accordingly so we know exactly what your tax rate will be for 2026-2027, and to have a maximized fund.

I know I went through that relatively quickly. I'll be happy to answer any questions you might have.

Trustee Fahey asked. Just a question about bond ratings. Our Moody's would be A, a.3., and the S&P would be AA. What is the best for each of those? Is it A or is it AAA or what's the best?

Mr. McLaughlin replied. For Moody's, it is AAA. There are only seven school districts within the state that have a AAA rating by Moody's. Those are typically very large or very wealthy school districts. The closest one to you is Highland Park ISD.

Trustee Fahey commented. Surprise, surprise.

Mr. McLaughlin continued. There you go. In terms of S&P, believe it or not, it is not AAA. That would be the highest rating, but no school district in the state receives a AAA rating from S&P. The highest rating is AA Plus, so two notches above where you currently stand. I believe there's about 28 school districts in the state, again, very large, very wealthy, very developed districts that don't have a whole lot of debt aids.

Dr. Goree added. And again, we did want to bring this tonight as informational. We will have more opportunities to work with our CFO as we make decisions moving forward.

Trustee McNeely commented. Don't sleep on that.

C. POLICY ALIGNMENT UPDATES

Dr. Tellauance Graham

Dr. Tellauance Graham presented Policy Updates. Greetings once again and tonight, I'll walk you through the most exciting part of the night. We go from debt to policy. So, let's see how this one goes.

Tonight, I am going to walk you through some new policies that are not new policies, but updates to our old policies. These are not new initiatives. They're already approved by the board, but what we're doing now is ensuring that these policies match what's in our DOI plan.

Before we get into specific policies, I want to give you a brief overview of the District of Innovation that we currently are. Under the Texas Education Code, Chapter 12, traditional school districts like ours can access many of the same flexibilities available to charter schools. Duncanville first became a District of Innovation in 2017, and our current plan was renewed in 2022 and runs through next year, 2027. In May of 2025, the board approved seven amendments last year. The DOI gives us the ability to make locally driven decisions that are in the best interest of our students and staff, rather than being locked into one size that fits all requirement.

So why do we need to make these updates to policies? Now, over time, some of our policies have come to repeat language that already exists in our DOI plan, and some of the wording is outdated. When the DOI says one thing, but our local policy says something slightly different, it creates ambiguity and potential legal risk. TASB has recommended that we clean this up immediately by removing duplicative language and letting the DOI serve as the controlling document where it applies.

Tonight, we're looking into three categories for action. First, we want to adopt revised policies where the language needs to be updated, and you'll see where it says updated. Second, we want to delete one policy that no longer needs to be there because the DOI already covers it. Third, adding the DOI reference notes to our legal framework, which will come through the TASB Update 127 this fall.

I want to emphasize we're not changing direction. We're not changing policy. We're simply aligning how our policies are written to what the board has already approved, so this is not new.

As we turn to specific policies, DBA Local addresses teacher certification flexibility. The revised policy allows the district to hire non-certified teachers when it serves best interests of the district and when positions require specialized expertise. TASB recommends that we adopt the revised policies because this exemption is already in our DOI plan.

Next slide covers two policies. DK Local gives the superintendent the authority to assign and reassign staff across campuses, approve non-certified staff placements, and set work schedules and calendars. TASB recommends adoptions of this revised policy. For DCA Local, we're recommending deletion of this policy. This policy addresses probationary contracts under the 5-8 rule. The DOI plan already provides flexibility to extend probationary periods for three years for newly hired teachers. Keeping both the DOI provision and a separate local policy creates redundancy and potential legal inconsistency. By deleting DCA, the DOI becomes the single source of truth for all contract flexibility. This is a cleaner and more defensible approach in our district.

This next slide addresses two additional areas covered by our DOI amendments. For counselor certification under DPB, the DOI exemption allows the district to hire licensed professional counselors or candidates working towards school counseling certificates. A DOI reference note will be added to the legal framework in Update 127. So again, you don't see that one right now because again, that's going to be updated in the fall in Update 127.

For vaping an e-cigarette discipline, the DOI amendment gives the district the local discretion on the first offense for non-THC vaping rather than mandatory DAP placement. However, if we remember, we should note that House Bill 6 from the 89th legislative session, which we approved last semester, now provides discretion in this area altogether, so this will be deleted when we revise our DOI plan next year.

Next, calendar flexibility. For EB Local, the school calendar policy, the DOI exempts us from the state requirement that instruction cannot begin before the fourth Monday in August. TASB recommends adoption because the DOI already authorizes this flexibility and the extra language in the current policy is not needed.

For BDAE Legal, the depository contract policy, the DOI allows us to extend banking contracts based on performance rather than going through the mandatory rebid cycle. A DOI reference note will be added to the legal framework in update 127.

For class size flexibility, under EEB, the DOI provides an exemption for the state's 22:1 cap for pre-K through fourth grade. A DOI reference note will be added again in update 127.

For student transfers under FDA Local, the revised policy removes the guaranteed one-year transfer commitment. The board will need to adopt the revised policy that is attached. The legal framework for FDA already includes this DOI reference.

If you look at this table, it just goes through all the different adoptions and plans and changes that we would like to adopt in next month's board meeting.

Finally, are there any questions?

D. POLICE BODY WORN CAMERA SELECTION & PURCHASE OVER \$50K

Chief Max Geron

Chief Max Geron presented Police Body Worn Camera Selection & Purchase over \$50K. Thank you, President Culton, Members of the Board, Dr. Goree. Tonight, I'm bringing forward a recommendation for the department's first body-worn camera program. This has been a deliberate and a very thoughtful process. We conducted a full evaluation, and I'd like to walk you through our process and why we're confident in what we're recommending and what we will be asking you to approve at the next board meeting because it's an over \$50,000 purchase.

As I'm sure you're aware, body-worn cameras are no longer optional for law enforcement. They're a national standard, and that applies to both school-based police departments just as much as it does to municipal agencies. Our officers interact with students, staff, and the public every day, and body-worn cameras protect them as well as the district. They will provide an objective record that everyone, the department, the community, and the board, can rely on when the questions arise.

This wasn't a rush decision. In fact, we evaluated three platforms and we scored them across six criteria and made sure that we're choosing based on long-term value, not just who came in as the lowest bidder.

We built our evaluation around these six criteria, officer safety being paramount. For example, how do officers activate the cameras in an incident? Does it give supervisors real-time situational awareness during an active incident? We also looked at the quality and the robustness of the evidence management along with technology integration, as well as our existing Avigilon camera system, as well as other IT infrastructure. We looked at the long-term sustainability of the vendor, transparency and accountability for public records, and ultimately, the total cost of ownership over the full five-year life cycle. Every vendor was measured against these same six criteria.

We evaluated three prominent platforms. I won't spend much time on the two that we didn't select, but I do want to be transparent about our reasoning. Vendor Number 2 had the lowest overall cost, and while that may have been a plus, it operates primarily as a standalone system in that there was no integration with our neighboring agencies, and it offered a more limited situational awareness platform. And therefore, it also had a more limited ecosystem for us to operate. Vendor Number 3 had some compelling hardware and a strong integration with our existing Avigilon camera system, but at almost \$76,000 over five years, it was the most expensive option, and its annual subscription cost after one year was the highest of the three.

Axon stood apart for several reasons, not just as a camera, but its entire platform. Its evidence storage site, evidence.com, gives us a Criminal Justice Information Service, or CJIS, compliant cloud storage with automated uploads and a full audit trail. Their Fusus situational awareness software gives supervisors a live operational map, which provides officer locations and the ability for live camera feeds with the addition of in-car cameras that will have the same capabilities with all our vehicles. And that'll be all on one screen. Access is already a platform that's in use with the Dallas Police Department, the Dallas Independent School District Police Department, and the Duncanville Police Department, which means that when our officers are at a shared critical scene, we're all working in the same ecosystem.

To give you a concrete example of what that looks like in practice, during the recent student walkout protests, we established a joint command center with the Duncanville Police Department. We relied very heavily on their Fusus platform to monitor not only officer movement, but consequently the crowd movement as well because the officers moved along with them. We were able to pull in their drone footage into that platform live as it happened, as well as in-car camera footage all at the same time. And that kind of unified situational awareness allowed us to make better decisions faster and keep everyone safe.

We know firsthand the benefits of that system, but the difference is that tonight our officers don't have that capability, so we want to move in that direction. This investment will close that gap.

On cost, all the numbers you see here came from the vendor quotes, not estimates. Vendor Number 2 came in at \$47,423 over five years, Axon is at \$56,930, and Vendor Number 3 was at \$75,868. The difference between Axon and the lowest-cost option is about \$9,500 over the five-year life cycle of the contract, which breaks down to about \$158 a month. And when I put that against the difference in capability integration and regional interoperability, that gap is easy to justify. Axon was the middle in the price, but the top option in value.

I'll close on this slide because I think it speaks directly to why this matters beyond just officer equipment. School police departments operate in an environment of heightened scrutiny. That's understandable and obviously appropriate. And when an incident happens on one of our campuses, there will be questions. Parents will want answers. You will all want and expect answers and updates. Public records requests will come in, and we'll have to present evidence in court.

So, what this system will give us is the infrastructure to answer those questions with confidence. Everything is uploaded automatically when an officer docks their camera. Every piece of footage has a complete audit trail, who viewed it, who downloaded it, who shared it. AI-assisted redaction features help us handle and process public records requests more efficiently, quickly, and consistently, and the evidence chain of custody is unbroken from the moment of recording until it's presented in court.

So, for us, this was about doing things right for our officers, our students, and this community. And with that, I'm happy to answer any questions that you may have.

Trustee McNeely commented. Seems like you covered it.

Trustee Veracruz commented. Yes, thank you for that.

Chief Geron replied. You're very welcome. Happy to do it.

Dr. Goree added. And this, again, is something that we wanted to bring to the board for information so that you have a little time, if you have any questions, with an action coming next month.

Trustee Fahey asked. The cameras would be for Duncanville ISD Police only. They wouldn't be in the halls of the schools, the SROs, or just policemen?

Chief Geron replied. Our SROs are police officers.

Trustee Fahey defined. I mean security guards.

Chief Geron replied. My plan is to equip our police officers first, and then under our good cause exception as we begin to add the armed security officers, I would feel much more comfortable, and I think the board would also, if the armed officers had body-worn cameras in the event of a critical incident. So that's my plan going forward.

E. 2ND - 12TH GRADE CHROMEBOOK REFRESH Chris Malone

Mr. Chris Malone presented 2nd-12th Grade Chromebook Refresh. Good evening, Madam President, Members of the Board, and Dr. Goree. It's with great honor that I come to you tonight and share an exciting new process for device refresh in Duncanville ISD. This has been a passion project of mine for more than three years. I've spent lots of hours after work and on the weekends in my spare time designing this process, attending school finance classes, scouring the web for anything like it. And I've come up with a final process that I'm ready to share with you guys tonight.

I looked around and there are similar processes, but nothing just like this. I'm sure that you're going to have a lot of questions for me, and I hope you do because I'm really excited to talk about this with you. I've even taken the first steps to patent this process, so I'm very, very excited and very passionate and I'm so excited to be able to bring this to Duncanville ISD.

I'm sure that you've all been hearing all the talk about AI, data centers, rare earth minerals, RAM or memory shortages. And with that, we're having a lot of trouble acquiring devices at a fair price because all those items are being used to support the data centers and the AI manufacturers. Right now, technology leaders around the globe are struggling to procure the quality devices that we seek to make our organizations whole in this ever-changing world. Our manufacturers are struggling to get the necessary parts needed to cost-effectively build and sell Chromebooks, Windows laptops, and Windows desktops. We now receive quotes from our vendors that are only valid for 14 days. This means that a school district has only 14 days to step through the full procurement process and place an order before the quote expires. With that, our vendors are now quoting a 20 to 25% increase, just so the quotes will last for 30 days. This makes building a refresh cycle almost impossible until now.

I designed this process around one question: what can a school district do while in a deficit budget to be fiscally responsible and provide a quality device to its students without depending on a bond every four to five years or the need to take from the general fund? Well, this is what we can do. We can refresh using a managed service model. What I'd like to do is walk you through the difference between a direct purchase and a managed service model. In these first two slides, I'm going to go through the direct purchase first, and then I'll go back through what the managed service model is.

With direct purchase, there's a large upfront cost. With direct purchase, you must pay for all devices, any peripherals, such as cases, warranty, and services, upfront. It's a large capital expenditure that can negatively impact the A rating and bond purchasing power of the district. This capital asset must now follow the financial rules of depreciation. It's a strain on your staff because you must provide warehousing, deployment, ongoing repair, and lifecycle management falls on the district, taking away

valuable time that they could be supporting instruction in the classroom. And finally, the heavy burden of managing the end of the cycle repairs and e-waste recycling.

On the managed service model, there are many benefits to a school district outside of just getting new quality devices. The managed service model is a contracted service in which the district pays a low cost upfront, one-time setup fee, which is the low upfront cost, and a subscription for four years. This is a four-year predictable and equal payment.

Here are the main advantages to the managed service. The low upfront cost compared to the direct purchase model. This is a contracted service, not a capital expenditure, therefore helping the A rating of the district. It is not a lease which puts a strain on the district's bond purchasing power. Today, TEA mandates that a minimum of 40% of the district's budget must be spent on instruction. This contracted service can be funded out of Function 11 and will directly benefit the A rating. This service model will directly impact instruction because our students will not have to be without a device for more than just a few minutes instead of days.

On this next slide, it shows the mixed mess of the direct purchase and all the things that the district is responsible for. It looks at the operational burden that each model will put on the district. With the direct purchase model, the entire burden falls on the district staff. And with the managed service model, the entire operational burden falls on a service provider. One thing to note is the labor recovered using the managed service model is estimated to save 12 technician hours per day that is spent on Chromebook service. This time can now be spent on more instructional classroom support.

This next slide shows the comparison of the service side of each of these models. With the direct purchase model that we currently use today, a device gets turned in for repair and a loaner device will be given if there are any available. If there is not a loaner device available, then the student will be without a device until a loaner becomes available or their device is repaired. This could take several days. The warranty process is even worse. It's much longer and more arduous because the technician must follow a six-step process that can take 10 days or more because they must ship us a box. We put it in the box, we ship it to the manufacturer, they repair it, they ship it back, then we get it back to the students. This process is not efficient and diminishes instructional time in the classroom.

Now with the managed service model, the device is turned in for repair, and a replacement device is given immediately. It's not a loaner. It becomes the student's new device. This is how the program will work at the high school. In the classroom cart-based model, there will be additional devices at each campus for immediate replacement into the carts when a device goes out for repair. The service provider will go to each campus weekly to pick up the devices needing repair. They will know how many are being picked up and will leave the same number that they're taking. Then the repaired devices go back into our inventory stock ready to be returned as they are needed. As part of the managed service model, the service provider will also pick up all devices at the end of each school year, take them to their facility, clean them, sanitize them, repair them, and bring them back ready for deployment the next school year. With the direct purchase model, cleaning and sanitizing rarely gets done.

This next slide tells you what happens at the end of the four years. With the direct purchase model, the district owns the fleet of fully depreciated four-year-old devices that may or may not be fully functional. The district IT staff will now need to sort the repairable devices from the non-repairable devices and start the repair process. The managed service model gives the district the opportunity to enter a new

agreement and start fresh with brand-new devices for a low entry cost and four equal annual payments, or the service provider will offer the opportunity to purchase all or some of the fully functional A-grade devices at fair market value, which in today's dollar is about \$8 a device. So, if that were today, we could purchase all 10,000 devices that have been cleaned, repaired, and ready for service for \$80,000. At this point, the district would reconcile with the service provider any devices that were lost, stolen, or broken beyond repair. This will be the only potential extra money that will be spent.

This next slide shows a side-by-side comparison of the decision matrix. The key takeaway is that the direct purchase gives the district absolute physical control of the devices. The managed service model shows financial efficiency, operational health for IT staff, and a growth in instructional uptime.

The path forward here, we're presenting the Board of Trustees with this information tonight. We would like to bring this back to you for action soon. If you choose to adopt this process, the slide shows the next steps, getting these new devices in the hands of our students beginning this next school year.

This last slide recaps the differences between the direct purchase model and a managed service model. I've included the numbers on this slide for your review. These numbers will look slightly different than what you may have already received. The manufacturer updated pricing, as they do, they have been about every two weeks. Updated pricing, our price, because we've been working on this deal, they only increased \$14 a device, but with the other vendor that I was looking at for the direct purchase, they went up almost \$36 a device.

You can see the direct purchase model includes not only a large upfront cost, a higher cost for the devices, also the cost of out-of-warranty or non-accidental repairs over the four-year cycle. With the managed service model, it has a low upfront cost, four equal annual payments, and all services included. With these options, if you look at the difference over the four-year period, it could save the district almost \$1.7 million in service and repair.

Thank you for this amazing opportunity to present this to you tonight, and I would love to answer any questions that you may have.

Trustee Fahey asked. If we were going to manage service, what would happen to the 10,000 devices we currently have?

Mr. Malone replied. Well, that's a great question. And what we would do is we're going to take probably about 5,000 of the best ones that we have, and that will become our loaner program for students in the middle school that still need to take home a device. So, they can check out the loaner like a library book, have it for up to five days, then bring it back and check it out again if they need it.

The rest of them that we don't keep, the service provider will take and give us credit for the parts and anything, the e-waste and recycling. Then we can use that credit to then reconcile if we have lost, stolen, or broken beyond repair devices. So, there may not be any more money out of pocket with that type of credit that we get with them.

Trustee Savage-Martin commented and asked. I like how you bring solutions and not problems. And I like how you think because this seems so logical. And you couldn't find any other districts that do this?

Mr. Malone replied. There are no districts that do it, and there's only a couple of opportunities that I even saw in scouring the web over the last three years. There are a few companies that do a lease program and they provide the service, but nobody does the unconditional service that we've built into this and not being a lease. This is just strictly a managed service that we can provide.

Trustee Savage-Martin asked. Is this managed service in other industries other than education?

Mr. Malone replied. Not that I've found.

Trustee Savage-Martin asked. So, who would do it?

Mr. Malone replied. I've been in contact with one of our local vendors. It must be a very specific type of vendor to make it work. They must be able to not only procure from the manufacturer, but also provide the service, have the manpower, the warehousing, and the opportunity. And it's a local vendor that we currently use. They're on the cooperative buy board. And I've worked with this company for more than 20 years and the district is currently, and before I got here, used them as well.

Trustee Savage-Martin asked. And they love your idea?

Mr. Malone replied. Absolutely. I can't get the owner to quit calling.

Trustee Savage-Martin commented. I think it's great that you're looking into patenting. I think that's great. I mean, I just think it's a no-brainer.

Mr. Malone added. I'd like to show y'all, this is the device that they're offering. It's the latest and greatest by Lenovo with the case and all the licensing. So, I'll leave it if you want. But yeah, it's a really nice device.

Trustee Savage-Martin asked. And I think I saw somewhere where we're not going to allow kids in the younger grades to take devices home?

Mr. Malone: replied. Yes, ma'am.

Trustee Savage-Martin commented. That they'll use it at school. If they need to, they can check it out.

Mr. Malone replied. Right. And what we'll do, we're piloting that program right now at Byrd Middle School, and it's been very successful for the last month that we've been trying it.

Trustee Savage-Martin commented. Makes sense.

Mr. Malone added. I guess it was Thursday before last, we did an all-call and did the same thing for Kennemer, so Kennemer is now following it. That way we could have enough devices for testing because we had our big testing day last Tuesday where we tested almost 4,500 students at once. So, we needed to pull those together to be able to have a testing device for every student.

With this, we go to a cart-based model, all these brand-new devices will be in the carts at the middle school, in the classroom, charged and ready. So, the students that didn't bring their device or have a broken device won't be wandering the halls, going to the library, stopping off at the bathroom, spending 20 minutes of class going to get another Chromebook. And so that will help with that, and that's where we gain that instructional time back. And then we'll be able to have our older Chromebooks as loaners. If they need to take something home, they can check out one of the older ones. And we're still going to offer our optional insurance for all secondary students. If a parent wants to pay for the insurance, if their student checks went out, they're still covered, just like they would if it was their normal take home device.

President Culton commented and asked. Thank you for your innovation. Is the company going to provide the service of the, I guess, the repairs of the Chromebooks?

Mr. Malone replied. They provide everything.

President Culton asked. What kind of timelines are we looking at as far as turnaround time?

Mr. Malone replied. Well, since I presented it to you tonight, as soon as we can get action and you guys approve it, we'll get the PO to them and Lenovo has guaranteed us the stock. They've only raised the price in the last three months of us talking about it, that \$14. And they've guaranteed it through May 1st, and they think that they can hold it to the next board meeting. But as soon as May the 18th and we get the PO the next day, they'll start the process and they said they can have our students' new devices by the start of next year, this coming school year.

President Culton asked. Okay, wonderful. And then the repair turnaround time?

Mr. Malone replied. It's a week turnaround. In the numbers that we've built, we've built a stockpile of readily available devices. So that first month, two months, as soon as they know I'm coming to Acton to pick up four, they're going to have four to leave at Acton. So, there's never a loss of time. And those that need repair will go back; they'll get repaired and they'll go right back in the stash of our stockpile.

Trustee Fahey asked. Will we be a pilot ISD?

Mr. Malone replied. We will be the first school anywhere to do it.

Trustee Fahey commented. Well, we can sell our product. You invented it. It can be on national TV. I can see it now.

Mr. Malone: Like Shark Tank. And just for the record, with those savings, we could get chief's body cameras.

President Culton commented. Thank you very much. We appreciate you.

F. BOARD OF TRUSTEES EDUCATION HOURS
President Jacqueline Culton

President Jacqueline Culton presented Board of Trustee Education Hours. As board president, I am required to announce the name of each board member who has completed or is deficient in meeting the required continuing education CEC hours. All board members have an obligation and a duty to make sure that we are trained and that we stay up with the latest state laws. And so, I am going to read how each trustee has done.

I guess I'm the first one. I completed the required continuing education CEC hours. Trustee Veracruz has completed the required continuing education CEC hours. Trustee Phillips has completed the required continuing education CEC hours. Trustee Flowers has completed the required continuing education CEC hours. Trustee Fahey has completed the required continuing education CEC hours. Trustee McNeely has completed the required continued education CEC hours. Trustee Savage-Martin has completed the required continued education CEC hours, so we all have completed our training hours. Thank you, Trustees.

10. ADJOURNMENT AT 9:05 PM

Trustee McNeely made a motion to adjourn; Trustee Savage-Martin seconded the motion.

Dr. T. Lamar Goree
Superintendent of Schools

Board President

Board Secretary