

**MINUTES OF THE WINDHAM SCHOOL DISTRICT
BOARD OF TRUSTEES**

Meeting No. 314

The Windham School District Board of Trustees met in session on Wednesday, August 21, 2019, at the Omni Hotel, Austin, Texas.

BOARD MEMBERS PRESENT:

Hon. Dale Wainwright, Chairman
Terrell McCombs, Vice-Chair
Eric Gambrell, Secretary
Hon. Thomas P. Wingate
Pastor Larry Miles
Tom Fordyce
Derrelynn Perryman
Mano DeAyala
Patrick O'Daniel

WINDHAM STAFF MEMBERS PRESENT:

Dr. Clint Carpenter, Superintendent
Dr. Richard Bishop
Kristina Hartman
Michael Mondville
Robert O'Banion

CONVENED

Chairman Dale Wainwright reconvened the meeting of the 314th Windham School District (WSD) Board of Trustees (Board) to order on Wednesday, August 21, 2019, at 12:21 p.m. in accordance with Chapter 551 of the Texas Government Code, the *Open Meetings Act*. During the regular session, the Board conducted business from the agenda posted in the Texas Register. A quorum was present and the meeting was declared open.

Chairman Wainwright reported the WSD Board was committed to providing the opportunity for public presentations on posted agenda topics as well as for public comments on issues within its jurisdiction as provided in Board Rule 300.1. As no speaker registration cards were received by the board staff, no public presentations on posted agenda topics were heard.

RECOGNITIONS

Chairman Wainwright recognized Roel Benavides from Representative James White's office and Judge Dale Spurgin of Jones County.

CONSIDERATION OF APPROVAL OF CONSENT ITEMS

The Chairman called the Board's attention to the Consent Items on the agenda, which consisted of the minutes of the June 21, 2019, appraiser for the 2019-2020 school year, personal property donations and an excused absence for Eric Gambrell from the April 5th meeting due to personal business and an excused absence for Terrell McCombs from the June 21st meeting for personal business.

There being no other comments, objections or amendments to the Consent Items, the Consent Items were approved as submitted.

SUPERINTENDENT'S REPORT

Windham's Historical Events

Dr. Clint Carpenter, WSD Superintendent, said the 2019-2020 school year begins on September 1, 2019. He reflected on the significant opportunities that Windham educational programming has brought to so many families and communities across Texas. This year in particular presents an opportunity to step back and look at the contributions of both Windham's dedicated staff as well as the countless numbers of TDCJ staff, correctional officers, advocates, legislators and business partners who have contributed to the success of the Windham programs since the school district's inception. October 2019 marks the 50th anniversary of the creation of the Windham School District, and during the upcoming year, presentations will be made to the board highlighting this important milestone.

Dr. Carpenter highlighted WSD historical events to kick off this year's celebration. Windham began in 1969 as an innovative idea to provide needed academic and vocational programming to offenders in what was then the Texas Department of Corrections. Senate Bill 35 of the 61st Texas Legislature authorized the Texas Department of Corrections to establish a school to provide educational services to students without a high school diploma. It was named after James Windham, a 24-year-member of the Texas Board of Corrections. Windham began operations with eight full time teachers. At that time, the Texas Board of Corrections appointed Dr. Lane Murray as the school's first superintendent, supported by Dr. George Beto of the TDC. Dr. Murray was the first superintendent of a correctional education school and the first female superintendent in the State of Texas. Windham continued to grow, employing 198 teachers serving more than 16,000 students in 1974, serving 60,000 students in 1992, and serving 68,000 today. Windham continues to find innovative ways to lower the cost of incarceration to the state and provide assistance to the TDCJ in the form of lowered recidivism and lower behavior incidents. Windham programs are fully recognized by the Texas Education Agency and was the first correctional education program accredited by the Southern Association of Colleges and Schools in 1976.

Today, Windham awards between 4,000 and 5,000 GEDs annually and more than 35,000 industry certificates. The district strives to be what Dr. Beto and Dr. Murray envisioned 50 years ago. Dr. Carpenter said he could not imagine a more fulfilling job than working at Windham. It has been his honor to serve Windham, TDCJ and the State of Texas as superintendent the past six years.

Judge Wainwright and the Board gave Dr. Carpenter a standing ovation for his work as Superintendent.

REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES

Chairman Wainwright said the Windham School District held a Strategic Planning meeting in July to refine the District's goals, objectives, and strategies for the next five-year period. The forum was led by Superintendent Dr. Clint Carpenter and Superintendent-designee Kristina Hartman. Two of the WSD board members participated in the session. Derrelynn Perryman and

Mano De Ayala were asked to share their thoughts about the strategic planning process and outcomes.

Mr. De Ayala said the WSD Strategic Planning session was a two-day event that was well attended by educators and staff from across the district. Attendees included principals, teachers and staff representing Human Resources, Information Technology and other relevant departments within Windham. The first day consisted of a review of WSD's accomplishments during the past five years through an overview of the strategic planning process and placement of attendees into four teams. Each team focused on a specific area of the planning, instruction, recruitment and retention, communication or technology. Mr. De Ayala said he was a member of the technology team and they were tasked with determining if the related objectives and strategies developed in 2015 had been accomplished, were still in progress, or were no longer relevant. From there, his team recommended updated language in preparation for the great progress that Windham intends to make over the next five years by building on current foundations and continued collaboration with TDCJ. From his observations, all of the participants present for the strategic planning session were excited to be there and worked very hard to support the development of a robust plan ensuring Texas leads the way in correctional education opportunities and reduced recidivism.

Ms. Perryman said the strategic planning session gave her the opportunity to observe the collaborative process and energy associated with developing meaningful performance expectations and standards. She was a member of the communication team which they also engaged in the processes detailed by Mr. De Ayala. Their team focused on strategies for enhancing communication with internal and external stakeholders. On the second day of the session, the event was especially productive and filled with enthusiasm. Teams decided to add an additional goal along with objectives and strategies, a goal was added for student employment. All parties felt that although program enrollments and completions were important, the bridge to employment was the true measure of success.

Ms. Perryman said the invitation for being present with Mr. De Ayala was appreciated, and they hope they contributed to communicating the significance of the plan. She thanked Dr. Carpenter and Ms. Hartman for the work they do and the work Windham does every single day.

DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION OF WBP-07.05, "TERM CONTRACT EMPLOYMENT"

Michael Mondville, WSD General Counsel, reported on revisions to WBP-07.05, "Term Contract Employment". The revisions are largely with the contracts, updating the language in accordance with the Texas Association of School Boards. In addition, a probationary contract has been introduced instead of a probationary period. This will reduce confusion when WSD has new teachers who are coming from independent school districts.

Mr. Mondville paused for questions and then asked that the Board approve the revisions to WBP-07.05, "Term Contract Employment" as presented.

Chairman Wainwright asked the Board for a motion.

Derrellynn Perryman moved that the WSD Board of Trustees approve the revisions to Windham Board Policy 07.05, "Term Contract Employment", as presented.

Terrell McCombs seconded the motion, which prevailed unanimously when

called to a vote.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING THE WSD
BUDGET AND SALARY SCHEDULE FOR 2019-2020**

Chairman Wainwright said that over the past few weeks, each Board member individually reviewed with the district superintendent and finance leader the details of the WSD Budget and Salary Schedule that was presented at the meeting. The budget was the result of many months of preparation and hard work and numerous meetings with leadership offices on the needs of the district.

Robert O'Banion, WSD Chief Financial Officer, thanked the members for the opportunity to discuss the budget for the 2019-2020 school year and for support of the District's mission.

Mr. O'Banion highlighted some areas within the 2019-2020 budget:

- The all fund revenues increased for fiscal year 20 by 19% to \$72,344,944. This significant \$11.6 million increase in revenue can primarily be broken down into two areas. The first is a \$5.2 million appropriation increase from the legislature. The second area of significant increase is the MOU with TDCJ, which increased approximately \$4.7 million. The TEA budgeted Grant funds remained relatively unchanged at \$2.8 million.
- The all funds budgeted expenditures increased for FY20 by 15% or \$9.6 million to \$75,000,546.
 - This amount provides for expansion for women's vocational programming of \$1.4 million, which includes funding for 10 additional vocational teaching positions, support for the women's reentry center, and a program coordinator.
 - Additional expenditure increases resulting from legislative funding include year-round school, industry certification and apprenticeship programming.
 - The addition of the Health and Wellness program to the MOU with TDCJ to promote the benefits and goals of having a healthy lifestyle increased expenditures by \$4.7 million and includes 94 additional positions.
 - This amount includes approximately \$4.6 million, for a legislative pay increase for teachers and other staff.
- The Personnel Schedule increased the overall total FTE's from last year's budget by 101.6 to 1,205.9 FTE's for FY20.
- The remaining pages of the budget book reflect the different salary plans.

Mr. O'Banion asked if there were any questions. There were no questions.

Mr. O'Banion asked that the Windham School District Board of Trustees approve the 2019-2020 budget for the Windham School District as presented and the salary schedule.

Chairman Wainwright thanked Windham employees for the work they continue to do and the impact the District has on individual students having a better life when they are released. The fact that students will be better able to contribute to society is going to save costs as recidivism goes down -- based on education and vocational training.

Tom Fordyce moved that the WSD Board of Trustees approve the Windham School District Budget and Salary Schedule for 2019-2020 and authorize the Superintendent of the Windham School District to make transfers as necessary, as authorized by policy.

Mr. McCombs seconded the motion, which prevailed unanimously when called to a vote.

Chairman Wainwright thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Thursday, October 31, 2019, at the Crowne Plaza Hotel in Austin.

Chairman Wainwright said the WSD Board of Trustees will reconvene at 1:45 p.m. to conduct an Executive Session which is closed to the public.

Accordingly the 314th meeting of the Windham School District Board of Trustees recessed at 12:42 p.m.

EXECUTIVE SESSION

The meeting reconvened into Executive Session at 2:03 p.m.

ADJOURNED

The Executive Session adjourned at 2:24 p.m.

Chairman*

Secretary*

*Signature on file

Note: Referenced attachments for draft minutes are available upon request. Following approval of the minutes, attachments will be maintained with the signed minutes in the Office of Record.