

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

Meeting No. 334

The Windham School District Board of Trustees met in session on Friday, February 10, 2023 at the Hilton San Antonio Hill Country in San Antonio, Texas.

**BOARD MEMBERS PRESENT:**

Patrick L. O'Daniel, Chairman  
Pastor Larry D. Miles, Secretary  
Eric Nichols  
Hon. Molly Francis  
Hon. Faith Johnson  
Ambassador Sichan Siv  
Dr. Rodney Burrow

**BOARD MEMBERS ABSENT:**

Derrelynn Perryman, Vice Chairman

**WINDHAM STAFF MEMBERS PRESENT:**

Kristina Hartman, Superintendent  
Jon Lilley  
Danielle Nicholes  
Raul Leonidas Nuques  
Kelly Ross  
Marisela Allala  
Erik Brown  
Robert O'Banion  
Charles Bell  
Azure Mach  
Jeffery Flowers  
Kimberly Calhoun  
Luann Pickett  
Laurie Olivares

**CONVENED**

Chairman Patrick L. O'Daniel convened the meeting of the 334th Windham School District (WSD) Board of Trustees (Board) to order on Friday, February 10, 2023, at 9:00 a.m. in accordance with Chapter 551 of the Texas Government Code, the *Open Meetings Act*. A quorum was present and the meeting was declared open. The meeting recessed at 9:01 a.m. and reconvened into Executive Session at 9:06 a.m. At 9:29 a.m., Chairman O'Daniel adjourned the Executive Session and reconvened regular session at 9:32 a.m. 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 O'Daniel reported that 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

Windham School District recognized three Windham employees from the Dominguez campus located in San Antonio.

The first recognition was presented by Jon Lilley, who recognized Raul Leonidas Nuques, Dominguez Campus Principal.

Mr. Lilley said Raul Leonidas Nuques was born in Guayaquil, Ecuador and raised in Brooklyn, New York. He is the middle child of three and raised by a single parent.

Mr. Lilley said Mr. Nuques has been married for 19 years and has three children ages 14, 16 and 17. He has lived in Texas since 1999. Mr. Nuques earned his bachelor's degree with a major in Chemistry and a minor in Human Resources Management. He earned his master's in business administration in International Trade with a focus on International Finance and Banking and Master of Science in Educational Administration. In addition, Mr. Nuques has completed all coursework and is working on the thesis stage for a Doctoral of Education in Educational Administration, with a focus on PK-12 School Administration. All of his degrees were earned from the Texas A&M University system.

Mr. Lilley noted that Mr. Nuques holds 13 Texas State Board for Educator Certifications and 11 educational credentials from the state of Florida Department of Education. He is also a certified mediator and holds a Training & Development Professional Certification from Texas A&M University.

Mr. Lilley said Mr. Nuques has been an educator for over 20 years holding roles such as a high school science and math teacher and a principal at multiple levels including elementary school, middle school, and a high school. Mr. Nuques then promoted to roles including Federal Programs Coordinator, Special Education Director and Superintendent of Schools. All positions were held at Title 1 campuses and Title 1 school districts.

Mr. Lilley stated Mr. Nuques joined the Windham School District in June of 2019. He has been the leader of the Dominguez campus for over three years.

Mr. Lilley asked the Board to please join him in thanking Mr. Nuques for his exemplary leadership.

Mr. Nuques said he would like to give special recognition to Ms. Hartman and Mr. Lilley. He said he appreciates everyone's support and he thanked the Board.

Chairman O'Daniel thanked Mr. Nuques and asked him if he was named after the famous Sparta king Leonidas I that fought with the 300 at Thermopylae. Mr. Nuques said he was, as well as being named after his grandfather on his mother's side, as his middle name was Leonidas.

Secondly, Mr. Nuques recognized Kelly Ross, Dominguez Campus Student Advisor. Mr. Nuques said Kelly Ross, a native of San Antonio, graduated in 2003 from the University of Texas-San Antonio with a bachelor's degree in Psychology. After graduation, Ms. Ross took a position at a local school district as the site director of an after-school program. While serving in this capacity, Ms. Ross discovered her love for teaching and education. She went on to earn her EC-4 Generalist teaching certification in 2004. Ms. Ross immediately began educating under-served people in her community for the next eight years.

Mr. Nuques noted that in 2007, Ms. Ross earned her master's degree in Counseling from the University of Texas-San Antonio. She subsequently became a public-school counselor in 2012, helping the same under-served communities she previously taught. Ms. Ross served as a counselor for six years. During this time, she decided to work towards her Licensed Professional Counselor certificate to better serve the vulnerable populations she had spent years supporting.

Mr. Nuques said Ms. Ross joined Windham School District in March 2020 as a student advisor at the Dominguez campus. In this role, she uses her experience and expertise to guide and rehabilitate the students of the Dominguez campus.

Mr. Nuques asked the Board to please join him in thanking Ms. Ross for her dedication to Windham.

Ms. Ross thanked the Board for having her present. She said her current position at Windham is her most loved position.

Chairman O'Daniel thanked and congratulated Ms. Ross.

Finally, Mr. Nuques recognized Marisela Allela, Dominguez Campus Student Advisor. Mr. Nuques said Marisela Allala has been in the educational field for 19 years. She received her bachelor's degree in Secondary Education from Roosevelt University in Chicago, Illinois. Shortly after graduating, she moved to Texas and started her career as a high school English teacher.

Mr. Nuques said Ms. Allala worked in public schools for eight years, holding roles such as teacher and the English Department Chair. She then transitioned to adult education with Windham School District in 2014 as a Cognitive Intervention Program (CIP) instructor. While working as a CIP teacher, Ms. Allala became interested in counseling and pursued her counseling career. In 2019, she received her master's in School Counseling from Texas A&M International University.

Mr. Nuques noted that Ms. Allala then transitioned to a student advisor role at the Dominguez campus, and she is currently working towards her Licensed Professional Counselor certification.

Mr. Nuques asked the Board to please join him in congratulating Ms. Allala on this outstanding accomplishment.

Ms. Allala thanked the Board for the recognition.

The Chairman thanked Mr. Nuques and congratulated Ms. Allala.

### **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 December 9, 2022 meeting, excused absences and personal property donations.

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

### **SUPERINTENDENT'S REPORT**

#### **Jobs and Education for Texans (JET) Grant Update**

Superintendent Hartman stated that in December 2022, Governor Greg Abbott announced that Windham School District received a combined total of \$845,699 across three Jobs and Education for Texans (JET) grants awarded by the Texas Workforce Commission (TWC). These grant funds will be utilized to support the purchasing of equipment required to broaden the three high-demand career and technical education (CTE) programs available through Windham — Heavy Equipment Operating, Truck Driving and Production Technician.

Ms. Hartman said through funding provided by the Texas Legislature and approved by the Governor each biennium, TWC uses JET grants as an opportunity to disband startup costs of developing CTE programs for public community, state and technical colleges, school districts and open-enrollment charter schools. Through the action of the 87th Legislature, Windham School District became an eligible grant applicant for JET funds, and in partnership with the Texas Education Agency, TWC was allocated an additional \$50 million to provide grants to eligible applicants in Fiscal Year 2022. Ms. Hartman said it was announced that a total of \$54 million was allotted by TWC within 152 total grants awarded across the state.

Superintendent Hartman said the JET Advisory Board was created as a way to aide TWC with the distribution of JET grant funds. The Board meets at least once each quarter to review applications and recommend grant awards. The Board is presided over by the Chair of TWC, and also includes education and workforce stakeholders appointed by the Texas Governor, the Texas Lieutenant Governor, the Speaker of the Texas House of Representatives, the Texas Higher Education Coordinating Board and TWC. Ms. Hartman indicated that she has also presented to the JET Advisory Board in the past to provide information on the training opportunities for students within the Windham School District.

Superintendent Hartman noted that of the three JET grants awarded to Windham, the first totals \$278,854, dedicated to help purchase and install equipment and provide training for students to become heavy equipment operators. Upon receiving this grant, the district estimates serving 60 students in the Heavy Equipment program per year. The second grant consists of \$265,810, allotted to help obtain equipment and provide training to prepare students to receive their commercial driver's license. The annual projection shows that the district plans to serve approximately 90 truck driving students within a year of implementation. The final grant gifted to Windham consists of \$301,035. It will be used to purchase and install equipment to support training for students to become certified production technicians in the manufacturing industry. The district estimates being able to serve 160 students per year.

Ms. Hartman said Heavy Equipment Operating, Truck Driving and Production Technician programs will be implemented at the Garza West campus in Beeville, the Roach campus in Childress and the Dominguez campus in San Antonio, respectively. With the assistance provided through receiving these JET grants, Windham expects to serve an estimated 310 students annually throughout the three programs.

Ms. Hartman noted that the district offers approximately 40 CTE programs across 11 career clusters, resulting in Windham students receiving impactful knowledge and technical industry training. Program needs are determined through monitoring the evolution of high-demand fields. Some certifications deemed essential and offered through Windham include National Center for Construction Education and Research (NCCER), Automotive Service Excellence (ASE) and Occupational Safety and Health Administration (OSHA). In the 2021-2022 school year, there were a total of 12,395 CTE certificates and 17,634 industry-based certificates earned by Windham students. With the implementation of equipment being purchased with JET grant funds, it is the district's goal to continue to increase the number of certifications earned annually.

Superintendent Hartman said not only will these JET grants aide in the continuous growth of Windham's CTE programs, but affected students will be equipped with a higher quality education, necessary tools and work-related experience to begin successful and thriving careers in their respective industries. In conjunction with these three JET grants, Windham respective CTE educators across the district are instrumental in the implementation of these programs. Ms. Hartman express her excitement see Windham staff and students benefit from these JET grants and the success that will follow.

Superintendent Hartman said during the month of February, Windham School District recognizes and celebrates Black History Month. The district facilitates student participation in multiple ways including activities, instruction, and art. Activities for staff are also coordinated including guest speakers and presentations to spread knowledge and increase awareness of the history and importance behind Black History Month. Windham campuses do an excellent job at highlighting the impactful contributions made by innovative, inspirational African Americans. Happy Black History Month.

The Chairman thanked Ms. Hartman and asked if there were any questions from the Board. There were none.

## REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES

### **Jovita González de Mireles High School**

Chairman O'Daniel stated that Windham School District has made great strides in advancing its high school programs, with the introduction of the Matthew Gaines High School located at the Ferguson campus in Midway and now, with the implementation of the women's high school program at the Woodman campus in Gatesville. These programs are instrumental in aiding young students in navigating academic hurdles and introduces them to a wide-range of resources to prepare them for the future.

The Chairman said named in honor of Jovita González de Mireles, a renowned educator and strong advocate for Latin-American folklore, the inaugural class of the Mireles High School was welcomed on November 7, 2022. González was a pioneer in education and Latin-American culture, making her a significant figure in the civil rights era. It is because of her broad and expansive academic accomplishments that the Windham School District Board of Trustees approved the naming of the program to reflect González's influential impact on curriculum and education across the state of Texas.

Chairman O'Daniel noted in their first term, 12 students were enrolled, with four women achieving graduation status and eight women progressing to the next semester. Students took their STAAR end-of-course (EOC) exams in December, and earned an overall passing rate of 75%, with 100% passing rates on both the English II and U.S. History EOC exams. Students scored above state average on all five exams. The program's second term commenced on January 30, 2023, with enrollment increasing to 22 students. Windham School District is looking forward to the first Mireles High School graduation ceremony set for March 3, 2023, at the Woodman campus.

The Chairman said after concluding the first semester, Lauren Hatfield, Windham's High School Coordinator, said, "Our students should be proud of the progress and advancements they've made throughout this initial semester. These women are building the foundation for future academic success and paving the way for opportunities they may have once believed were unachievable."

Chairman O'Daniel said as the district continues to promote growth and expand these programs, students are experiencing a prominent push by Windham's encouraging and uplifting educators to not just end their education once they've earned their high school diploma. Students are being inspired to continue on, whether that be advancing to post-secondary education, or exploring career and technical education courses to kickstart their desired occupational goals. Educators at the Mireles campus are excited about the opportunity to help students achieve success in an area they previously did not think was possible.

This concluded his report.

## DOMINGUEZ CAMPUS OVERVIEW

Mr. Nuques stated that the Dominguez campus, located in San Antonio, offers several educational opportunities for Windham students. Programs available include academics, life skills, career and technical education (CTE), supplemental services such as special education and Title 1, and library services. In addition, the Dominguez campus has a strong partnership with the San Antonio Food Bank where they offer students Apprenticeship opportunities in Culinary Arts and Assembler Technician.

Mr. Nuques said at Dominguez, classes operate on a double shift educational model. The first class starts at 5:30 AM, and the last class ends at 7:45 PM. Each day, an average of 300-325 students are served, with some students taking two or more Windham classes. In addition, the Dominguez campus provides supplemental services to approximately 50-70 students that are under the age of 22 and an estimated 10-14 students that are receiving special education services.

Mr. Nuques said he knows he can speak on behalf of his staff at the Dominguez campus when he says that they are committed to being the best that they can be for their students. In the 2021-2022 school year, they received an accountability rating of 89%, recognizing their campus as “accomplished.” Multiple metrics are factored into this ranking including attendance, educational program completions and certificates earned. Mr. Nuques said they are proud of this accomplishment and strive to show growth each year.

Mr. Nuques noted that during the 2021-2022 academic year, the Dominguez campus paved the way for over 600 graduates: 90 high school equivalency graduates, 300 CHANGES graduates and 240 CIP graduates. Dominguez ranked in the top 2 district-wide for high school equivalency, CHANGES and CIP graduates. Their students also radiated with success in their CTE programs with 911 industry-based certificates and 903 CTE certificates earned during the 2021-2022 academic year.

Mr. Nuques recognized this as a great achievement that reflects the outstanding work of the campus staff, including Student Advisors Mrs. Ross and Ms. Allala, and the hard work and commitment put forth by their students. Mr. Nuques said they are also very grateful for the strong support, collaboration and communication from Senior Warden Miller and Assistant Warden Harrison.

Mr. Nuques presented for the 2022-2023 year, the Dominguez staff has committed to the following three actions: communication, unity and accountability. To support this initiative, they have held several team building activities on the campus or at the San Antonio Food Bank. At the San Antonio Food Bank, staff worked as a team to decorate and fill duffle bags with support toys and hygiene items for their local foster care agency. They also collaborated to prepare 3,000 food plates that were distributed to local families in need. Mr. Nuques said during their staff development and planning days, they ensure to incorporate activities that support their goal of communication, unity and accountability.

Mr. Nuques said in addition, their annual non-traditional day of learning was a phenomenal success. Their attendance was at 99% percent and all student activities were highly engaging based on student interests and hobbies.

Mr. Nuques stated that the first graduation for the 2022-2023 school year took place on October 1, 2022 with Assistant Warden Harrison as their guest speaker. They had 45 students attend the graduation ceremony as well as 75 family members providing support in the audience.

Mr. Nuques presented that at Dominguez their philosophy is simple; they train, they coach, and they mentor. Mr. Nuques said they also make the impossible, possible. Mr. Nuques said he is not the only one who recognizes the hard work of the Dominguez campus staff. They received a letter from a student last month expressing his sincere gratitude for the work and wisdom put forth by their educators. Mr. Nuques said he is proud to be the leader of the Dominguez campus and looks forward to the success, growth and opportunities to come.

Chairman O'Daniel thanked Mr. Nuques.

### **DISTRICT IMPROVEMENT PLAN**

Jon Lilley, Division Director of Instruction with Windham School District, stated each year, Windham leadership, including directors, administrators, regional principals and campus principals, work collaboratively to develop a district improvement plan for the respective school year. The 2022-2023 District Improvement Plan consists of eight goals that were set with the focus of enhancing the district in a multitude of areas. These goals are specific, measurable, achievable, and relevant. Within each goal are performance objectives and strategies to help us with progress and achievement. Mr. Lilley presented a summary of the Windham 2022-2023 District Improvement Plan.

Mr. Lilley said the first goal is to provide students with adult education and literacy instruction to improve their academic skills, preparing them to earn a high school equivalency (HSE) certificate and increase their potential for employment upon reentry. In order to accomplish this, each of Windham's six regions developed a plan for the 2022-2023 school year to ensure 500 HSEs are earned by each region with an overall goal of 3,000 HSEs achieved districtwide. Windham is well on the way to achieving this goal with more than 1,200 HSEs earned so far. Windham will monitor GED® Ready pass rates in order to provide as many students as possible the opportunity to take the GED Ready test and earn their HSE certificate. In addition, professional development opportunities will be provided to campus staff that support instructional technology and the use of the new standardized curriculum.

Mr. Lilley said the second goal is to provide students with career and technical education (CTE) instruction in programs that meet the Texas labor market needs, are based on students' career pathways and result in earning industry-based certifications and securing gainful employment in the field of training upon reentry. One performance objective identified to accomplish this goal is to implement processes on all campuses to ensure students are appropriately enrolled in and complete CTE programs with the highest standards. Some strategies that have been identified to support this objective include: administering a career interest inventory to all residents at intake,



communicating Texas Department of Licensing and Regulation (TDLR) enrollment guidance to all campuses, ensuring that 100% of students pass appropriate safety tests for their CTE program prior to engaging in hands-on training, and providing professional development to student advisors on best practices for enrollment based on a student's career pathway. Additional strategies to accomplish this goal include establishing partnerships, developing and holding CTE advisory committee meetings, implementing workforce preparation activities in the classroom and conducting interviews with employers prior to reentry.

Mr. Lilley said the third goal outlined in the 22-23 District Improvement Plan is to provide students additional access to technology to improve educational achievement. Select campuses have been identified to pilot implementation of technology including Augmented Reality laptops with touch screen capability, Virtual Reality goggles, Smart Boards, and simulators for the Truck Driving and Heavy Equipment Operator programs. In addition, the Information Technology (IT) department will plan, schedule and update 25% of the established Computer Aided Instruction (CAI) labs, expand availability of CAI labs and install cradle point technology at select campuses. By incorporating these strategies, Windham will be able to improve and increase the rate of technology used by students.

Mr. Lilley stated providing students with innovative instructional strategies and programming to appropriately identify and serve all students under the age of 22, including students with disabilities, is the fourth goal in Windham's District Improvement Plan. To support this goal, the district strives to have at least 85% of all eligible students under the age of 22 enrolled in at least one Windham course based on their Individualized Treatment Plan (ITP). In addition, all campuses with students under the age of 22 will utilize strategies related to behavioral and learning support. Multi-tiered Systems of Support (MTSS) will be implemented and monitored to help staff identify students in this age group in need of a referral for special education services.

Mr. Lilley said the fifth goal includes providing students enrolled in the high school diploma (HSD) program instruction to improve academic skills and prepare them for successful completion of the HSD program. Windham will provide Texas Essential Knowledge and Skills (TEKS) based instruction to prepare students to meet graduation requirements and earn their high school diploma. In addition, the district will implement TEKS based curriculum, establish an appropriate grading policy, provide proper professional development and administer end-of-course exams to aid in students' successful completion of the HSD program. To provide technology support, the IT department will coordinate with the high school program campus staff to ensure necessary equipment is available for use and students have access to resources to support successful completion of their HSD.

Mr. Lilley stated that expanding and improving educational programming to serve all students was identified as the sixth goal in the District Improvement Plan. To support this goal, Windham will review English as a Second Language (ESL) curriculum and determine appropriate enrollment and exit assessments. Professional development will be provided to ESL teachers and principals to support educational gains among English language learners. Appropriate assessments will also be implemented at ESL campuses to identify learner needs. In addition, Windham strives to provide educational services to students in restrictive housing. Progress

towards this goal will be done through finalizing policies and procedures to outline clear expectations, and the district will design and purchase secure program chairs from TDCJ's Manufacturing, Agribusiness and Logistics division for restrictive housing education students.

Mr. Lilley said the seventh goal consists of improving district operations through the acquisition of goods and services through sound fiscal management and compliance with all applicable laws, regulations, and internal policies and procedures. Staff will receive training regarding purchasing policies and procedures at new hire orientation, district professional development and upon request. In addition, the Business Office will solicit ideas annually from campus and department staff to evaluate and recommend items for warehouse stock ensuring that high demand items are available for request. Lastly, the Business Office will continue to update and distribute the minor equipment catalog annually to facilitate bulk purchasing and promote a proactive approach for budgeting campus needs. In addition, the overall cost savings through bulk purchasing translates to increased funds available for other campus initiatives.

Mr. Lilley presented that these eight goals were identified as key areas necessary to drive district success and instrumental in fulfilling the district mission. The plan is evaluated quarterly throughout the school year, progress is documented and areas needing further evaluation are identified for discussion.

Mr. Lilley stated that by successfully accomplishing these goals through implementing identified performance objectives and strategies, Windham will continue to empower students and transform lives through education.

Mr. Lilley stated that January was School Board recognition month. Mr. Lilley said Windham School District is honored to celebrate their Board members for their dedication and commitment to their schools, their staff and their students.

Mr. Lilley said this year's School Board Recognition theme from TEA was "Forward Together" that highlights the collaboration they see in the district among the Board, school leadership, teachers and students.

Mr. Lilley thanked the Board for their support in the leadership of the district.

This concluded his report, and he paused for questions and comments.

Chairman O'Daniel thanked Mr. Lilley for his report and for the gift.

The Chairman paused for questions. There were none.

### **CELEBRATING TEXAS HISTORY-TEXAS RANGERS**

Danielle Nicholes, WSD Communications Administrator, presented that Windham School District is excited to inform the Board that we have implemented a "Texas History" series to be featured at upcoming Board meetings. The series will highlight various Texas leaders, accomplishments and historical events that have contributed to the state's growth, safety and

success. In August, Windham will then celebrate Texas History Month as the diversity theme by facilitating staff and student activities to feature these momentous contributions. Mrs. Nicholes said today, they are excited to kick-off the series by celebrating the history and selfless acts of the Texas Rangers.

Mrs. Nicholes stated The Texas Rangers date back to 1823, when lieutenant Moses Morrison, under the command of Stephen F. Austin, assembled a group of volunteers to protect the Texas coast. The team continued to grow to act as a common defense. In 1935, the group began operating within the Texas Department of Public Safety, resulting in increased communication and stability. Today, the Texas Rangers consist of approximately 170 men and women dispersed across seven areas.

Mrs. Nicholes said 2023 marks the 200th anniversary of the establishment of the Texas Rangers. After two centuries, they continue to provide services in areas of defense, support and safety. In present day, the Texas Rangers are responsible for investigating crimes, directing and supervising programs, and assisting in other functions as requested. Examples of investigation done by the Texas Rangers include bank fraud, misuse of criminal history information, and missing persons. With the courageous commitments made by the Texas Rangers, these cases are able to be explored and potentially solved. In addition, local law enforcement officials collaborate with the

Mrs. Nicholes presented that Texas Rangers frequently to help achieve the ultimate goal of suppressing crime. In each issue of the ECHO, the resident newspaper provided to all residents in the Texas Department of Criminal Justice, a brief Crime Stoppers report about a missing person or cold case is included to reach potentially more than 100,000 readers. In the past, the ECHO has been contacted by Texas Rangers requesting copies of the publication to further investigate the Crime Stoppers cases. Bambi Kiser, Managing Editor of the ECHO, says, "We are happy that we can assist the Texas Rangers in their mission to investigate and solve crimes."

Mrs. Nicholes said many programs look to the Texas Rangers for guidance and direction including the Unsolved Crime Investigation Program, Joint Operations Intelligence Centers and Public Integrity Investigations. In addition, the Texas Rangers supervise multiple Special Operations groups such as Special Weapons and Tactics (SWAT), Regional Special Response Teams (SRT), Crisis Negotiations Units (CNU) and Explosive Ordnance Dismissal (EOD).

Mrs. Nicholes stated that the Texas Rangers represent state-wide law enforcement and strive to bring protection to the great state of Texas through hard work, dedication and perseverance. Windham would like to recognize Commander Lance Coleman and Cris Love, Office of Inspector General Director, for their service as Texas Rangers. Windham and TDCJ are lucky to have had you both defending the state of Texas and now supporting the Office of Inspector General. The efforts put forth by the Texas Rangers in promoting safety and justice are recognized and appreciated.

This concluded her report, and Mrs. Nicholes paused for questions and comments.

Judge Molly Francis commented on the timeliness of the pictures presented. Chairman O'Daniel also commented on the display of pictures.

Chairman O'Daniel thanked Mrs. Nicholes for her report and asked for questions from the Board.

Ambassador Sichan Siv indicated that he serves on the Bicentennial Hosts Committee of the Texas Rangers with President George W. Bush and Robert Duvall and Chuck Norris. Ambassador Siv said he would be happy to interact with Mrs. Nicholes on this issue. He said they launched the Bicentennial in Fort Worth the previous month and they would be traveling around the State to all of the companies, from Alpha to Fox. Ambassador Siv said he would be honored to be a part of the activity if they shall need someone to show up with the hat. Ambassador Siv presented his hat as a Bicentennial hat. He mentioned there were only 170 of those hats made, and he received one of them.

Mrs. Nicholes thanked Ambassador Siv.

Pastor Larry Miles thanked Mrs. Nicholes for her presentation. He asked who the Texas Ranger was pictured on the horse. Mrs. Nicholes said she believes it was Commander Lance Coleman.

The Chairman thanked Mrs. Nicholes for her presentation.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION  
OF WSD BOARD POLICY 07.26, "EMPLOYEE GRIEVANCE PROCEDURES"**

Erik Brown, General Counsel, stated that the Board would find the proposed revision to Board Policy 02.00 at tab H of their binders. The revisions update definitions and terminology, and clarify timelines. The revisions clarify the roles of the Grievance Coordinator and decision authorities. The remainder of the revisions were made for organization, clarity, eliminating redundancy and conciseness. Mr. Brown paused for questions. There were none.

Chairman O'Daniel asked the board for a motion.


*Ambassador Sichan Siv moved that WSD Board of Trustees approve the revision of the WSD Board Policy WBP-07.26, "Employee Grievance Procedures."*

*Judge Molly Francis seconded the motion, which prevailed unanimously when called to a vote.*

Chairman O'Daniel thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Friday, April 21, 2023 in Austin, Texas.

**ADJOURNED**

There being no further business for the regular session, Chairman O'Daniel adjourned the 334<sup>th</sup> meeting of the Windham School District Board of Trustees at 10:18 a.m.

  
Chairman

  
Secretary

*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.*