

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

Meeting No. 333

The Windham School District Board of Trustees met in session on Friday, December 9, 2022 at the Texas Prison Museum in Huntsville, Texas.

BOARD MEMBERS PRESENT:

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

WINDHAM STAFF MEMBERS PRESENT:

Kristina Hartman, Superintendent
Rachel Taylor
Danielle Nicholes
Felicia Johnson
Ashley Koonce
Mario Cotton
Erik Brown
Charles Bell
Michelle Owen
Ted Watts
Luann Pickett
Michelle Lewis
Megan Rumburg

CONVENED

Chairman Patrick L. O'Daniel convened the meeting of the 333rd Windham School District (WSD) Board of Trustees (Board) to order on Friday, December 9th, 2022, at 8:00 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. 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

Superintendent Hartman recognized four Windham employees for new positions, a general recognition and a promotion.

Ms. Hartman began the recognitions with Rachel Taylor. She said that Rachel joined Windham School District in April of 2022 as the executive assistant to the superintendent. Prior to joining Windham, she served as the Administrative Assistant to the Chief Technology Officer and the Inventory Specialist for Huntsville Independent School District Technology Department for six years.

Ms. Hartman said that upon high school graduation, Ms. Taylor pursued a softball scholarship to Southern Arkansas University where she received her bachelor's degree in Business Administration with a minor in Agriculture. In her spare time, Rachel and her husband enjoy playing tee ball at the ballpark with their son, spending time with family and enjoying the outdoors.

The Superintendent stated that Rachel has been an instrumental addition to the Windham team. Her organizational skills and motivation to help are unmatched. She said that Rachel keeps her on track with her day-to-day tasks as well as ensuring that she is prepared for upcoming events and conferences. Rachel regularly completes tasks before being asked and communicates well with campus-based and administration staff. She has a great personality and knack for decorating and making others feel welcome.

Ms. Hartman asked the Board to please join her in welcoming Rachel to Windham.

Rachel thanked the Board Ms. Hartman and said that she looks forward to continuing to serve Windham in everything they get to do.

Chairman O'Daniel thanked Rachel.

Next, Ms. Hartman recognized Danielle Nicholes. Mrs. Nicholes joined Windham in June of 2020 as the executive assistant to the superintendent working diligently to ensure organization and smooth functioning of the office. She then transitioned to the Communications Department as the Communications Coordinator in September of 2021. In this role, she works to increase communication efforts across the district, drafts various reports, and provides support to the Communications Administrator.

Superintendent Hartman said that Danielle's career in an educational setting began teaching first and third grade in public schools, where she was recognized as Rookie Teacher of the Year. Prior to teaching, Danielle had extensive experience performing administrative tasks. Danielle received her bachelor of science in Human Sciences from Texas Tech University in 2017 and holds her EC-6 Core Subjects and English as a Second Language certificates. She graduated Summa Cum Laude from West Texas A&M with her master of education in School Counseling in 2020.

Ms. Hartman said that Danielle is the liaison between Windham and outside entities, coordinating

and tracking partnerships. In addition, she is the liaison between the district and the Board for communication of updates, coordination of visits, and preparation of upcoming meetings.

Ms. Hartman asked the Board to please join her in congratulating Danielle on her accomplishments.

Danielle stated that it has been a blessing working with Windham and that she is thankful for the opportunity.

Chairman O'Daniel thanked Danielle.

Ms. Hartman continued her recognitions with Felicia Johnson. Ms. Hartman said Ms. Johnson started her career in education as a Teacher's Aid in public school to supplement her income. Little did she know it was going to lead to a love for teaching and desire to help and motivate others. Mrs. Johnson began her career in correctional education in 2004 as a Testing Specialist on the H. H. Coffield campus. After working with students and experiencing the Windham educational process, she developed a renewed desire to continue her career in education.

Superintendent Hartman said in 2006, Mrs. Johnson returned to school to obtain a Generalist 4-8 teaching certification, and in 2009 was promoted to an academic teaching position where she taught Literacy 1, 2 and Literacy 2, 3 and went on the teach CHANGES. Mrs. Johnson was in the classroom for six years before being promoted to the school student advisor position in 2015. In 2017, she became the principal of the Coffield campus. As the campus principal, Mrs. Johnson was awarded the Windham School District 2021-2022 Principal of the Year Award.

Ms. Hartman stated that in September of 2022, Mrs. Johnson was selected as the Administrator of the Assessment, Advisement and Records Department of the Windham School District. Mrs. Johnson holds a bachelor's degree in Sociology with a minor in Psychology from the University of Texas at Tyler and a dual master's degree in School Counseling and Licensed Professional Counseling from LeTourneau University. Mrs. Johnson believes learning is life long process, and it is her desire to always motivate, inspire, teach, learn and help others.

Chairman O'Daniel thanked Ms. Hartman and congratulated Felicia.

Felicia stated that they always say "What's in you comes out of you," so, she said she must thank God for all that he has done for her. She thanked Windham School District for being good to her and she appreciates everything. Felicia thanked the Board and Ms. Hartman for the opportunity.

Superintendent Hartman's final recognition was Ashley Koonce. Ms. Koonce has a diverse background expanding 14 years in corrections, rehabilitation, and education. Ashley is a dedicated Sam Houston State University Bearkat, receiving her Bachelor of Science in Business Administration in 2009, a Master of Business Administration with an emphasis in Management in 2018 and her Master of Science in Criminal Justice in 2020.

Ms. Hartman stated that Ms. Koonce began her career with the Rehabilitation Programs Division of the Texas Department of Criminal Justice, where she coordinated volunteer efforts and assisted

with statewide rehabilitative initiatives. In her six years with this division, she managed special projects and helped execute legislative efforts throughout the agency. She also worked with agency officials, outside agencies, and government officials to review and implement incoming rehabilitation programs, ensuring strict standards were met.

Superintendent Hartman said Ashley then assumed a new role as a Project Coordinator with the Correctional Management Institute of Texas (CMIT) located within the College of Criminal Justice at Sam Houston State University. For seven years, she coordinated state, national, and international correctional training programs and educational conferences. In this role, she also served as the Executive Director of multiple correctional professional associations, providing oversight for fiscal management, professional development and coordination, and business management, as well as managing official communications for the organizations.

Ms. Hartman said that Ashley joined Windham School District in March of 2022, as the College and Career Liaison. Her current role focuses on postsecondary education opportunities for students, as well as implementing career readiness initiatives for residents and students within the TDCJ. This role includes developing and maintaining relationships and agreements with colleges, district partners, the TDCJ, and other external stakeholders.

Ms. Hartman asked the Board to aid her in welcoming Ashley to her new role at Windham.

Chairman O'Daniel thanked Ms. Hartman and congratulated Ashley on her new role.

Ashley thanked the Board and stated it was obvious she has a passion for the world they're all working in. She said she was excited to still be a part of it.

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 October 14, 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

Windham School District's 2030 Plan

Superintendent Hartman stated that building upon the powerful idea of TDCJ's Executive Director, Bryan Collier, Windham School District developed a 2030 plan with goals and objectives outlined to promote district, staff and student success. These goals were formulated with the purpose to grow, advance and progress as a district.

Ms. Hartman stated the 2030 Plan aims to enhance the Windham vision through incorporation of new programs, collaborative partnerships and endless possibilities. The four areas outlined in the

Windham 2030 Plan are Educational Programs, Technology Advancements, Communication and Culture, and Career and Community.

Ms. Hartman said Windham School District's 2030 Plan was a team effort developed through multiple planning sessions, collaboration, and distribution to all district staff along with students and community stakeholders for input. With the implementation of these goals Windham will be able to provide exemplary services to their students, ensuring utmost preparation for success upon reentry. She advised the Board to please enjoy this video outlining Windham's 2030 Plan.

2030 VIDEO WAS PLAYED

Ms. Hartman indicated that this concluded her report and paused for questions. There were none.

The Chairman thanked Ms. Hartman.

REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES

Non-Traditional Day of Learning

Chairman O'Daniel stated that each year, the Windham School District promotes exciting, interactive learning activities to encourage enrollment in Windham educational programs. This year, the Non-Traditional Day of Learning was held on October 28th, with participation district-wide. These curriculum enhanced activities maximize student recruitment, attendance, and fun for all.

The Chairman said the annual Non-Traditional Day of Learning activities were incorporated into Windham in 2020 as an initiative to increase enrollment, spread awareness of program availability and promote recruitment of students. Through program exposure, students experience motivation and educational success. As a result, students are inspired to enroll, seeking the opportunity to build upon their experience in Windham programs.

Chairman O'Daniel said the events coordinated by the campuses align with instructional needs, while incorporating exciting activities. The Dominguez campus' theme for the day was "Building Relationships." This theme was incorporated to encourage staff and students to create positive relationships that promote learning. Students participated in board games, financial literacy activities and created bulletin boards to display student accomplishments.

Chairman O'Daniel stated that students at the Estelle campus participated in a fashion show, which enabled students to work together to design items of clothing such as shirts, pants and hats made of newspaper. Following creation of their unique items, students walked down the red carpet to showcase their masterpieces to the crowd of staff and classmates. In addition, cup stacking activities were provided in order to enhance team building and collaboration. All activities encouraged communication, critical thinking, and creativity among the students.

The Chairman said the theme at the Woodman campus was "Don't Overreact, it's Just Science!"

Students learned about chemical reactions, participated in experiments, and played science bingo. Some of the students' experiments included lemon volcanos, slime, and elephant toothpaste. Bingo helped students learn various science terminology and allowed them to participate in friendly competition.

The Chairman said educators at the Mt. View campus taught a lesson on character traits. Students then created a monster and were tasked with describing their traits, personalities and skills both visually and through creative writing. The monsters were hung on the walls of the education department for all to observe.

Chairman O'Daniel stated that Non-Traditional Day of Learning at the Hightower campus consisted of "Game Day." CTE students planned, created and built games to play. Preparation included measuring angles to ensure smooth functionality of the game. Academic and life skills students played a variety of games that were earned by accurately reviewing previous knowledge learned. In addition, all Hightower students were given the opportunity to participate in a cornhole tournament. The cornhole boards were built by CTE students on a previous Non-Traditional Learning Day.

The Chairman stated the Hughes Automotive Fundamentals students broke into teams to solve brain teasers that revealed clues upon completion. The clues led them to identify different automotive parts such as the timing belt. The team that completed the task first and correctly was awarded a golden wrench autographed by the team members. Academic students at the Hughes campus were tasked with finding the most examples of figurative language in a story.

Chairman O'Daniel concluded that Windham's 2022 Non-Traditional Day of Learning was a success for both staff and students. Feedback received from campus principals indicated that the day was full of learning, excitement and fun. The activities and lessons coordinated by the campuses exceeded expectations by allowing learners to experience educational accomplishments first-hand promoting future enrollees motivated for success. Windham is excited to continue educating students as well as the opportunity to open the door to education for others.

This concluded his report.

COMMUNICATIONS TEAM UPDATE

Danielle Nicholes, Communications Coordinator, introduced the Windham School District's Communications Department as being dedicated to increasing communication to a variety of stakeholders through a multitude of platforms. Mrs. Nicholes said through enhancing the district's social media presence and consistently seeking ways to improve district communication, the team is challenged and motivated to succeed. The Windham Communications Team consists of six positions, with team members all dedicated to the overall goal of increasing district-wide communication efforts.

Mrs. Nicholes stated on the team, they have a Communications Administrator, Communications Coordinator, Graphic Designer, Social Media and Communications Content Producer, Managing

Editor, and Social Media and Communications Intern.

Mrs. Nicholes said in her role as Communications Coordinator, she assists in coordinating and developing communications strategies, creating and distributing visuals such as pamphlets and brochures, and drafting content for a variety of purposes. She serves as the liaison between Windham and various entities, such as the Board office, and develops and tracks memorandum of understandings between the district and a multitude of partners. For example, Bulkley Trucking, Lee College, and the Department of Family Protective Services. In addition, she provides program and technical support to the Superintendent. In the absence of an administrator, she coordinates the development and distribution of the monthly newsletter, annual performance report, and miscellaneous district communications. She said the district's monthly newsletter includes updates and highlights from departments and campuses and is distributed to all staff for viewing.

Mrs. Nicholes stated Mary Partida, Graphic Designer, is essential in coordinating visual graphics and formatting a variety of items for the district. Mary specializes in ensuring the district brand is consistent, formatting is functional, and provides technical support district-wide for various templates including graduation programs, campus brochures and the graphics for state and national conferences. In addition, Mary is instrumental in the layout and organization of the annual performance report.

Mrs. Nicholes said Dylan Allen is Windham's Social Media and Communications Content Producer. He is the architect behind the district's social media platforms. Dylan develops, prepares and schedules all posts on platforms such as Facebook, LinkedIn, Twitter, and Instagram and monitors the reception that WSD receives online from individuals and other organizations. In addition, Dylan travels frequently to miscellaneous campuses and events to ensure coverage and reaches out to campus officials to obtain valuable content for WSD's digital platforms. Dylan is also responsible for the compilation and creation of videos highlighting various programs and events such as the district's 2030 plan and graduations. In addition, he produces the videos that are shown during Board meetings.

Mrs. Nicholes stated on the Communications Team is also Bambi Kiser, Managing Editor of the ECHO. The ECHO is a newspaper for residents written by residents. It is made possible through a memorandum of understanding between TDCJ and Windham beginning in 2001. Bambi is located in the education department on the Wynne campus, supervising and leading the development of the ECHO from start to finish. She is instrumental in locating stories, scheduling interviews and ensuring that the copy is finalized in time for publication. Bambi supervises six resident workers who assist her in writing, formatting and publishing the ECHO newspaper ten times a year. The ECHO publishes 140,000 12-page issues per distribution, with copies provided for free to each resident of TDCJ. There is also a subscription list which includes outside stakeholders such as family members, volunteer groups and legislators. The ECHO provides an effective means of communicating information from TDCJ and WSD directly to readers, while also motivating them with success stories, inspirational articles, and creative pieces.

Mrs. Nicholes said Windham also utilizes intern positions to offer college students, or recently graduated students, an opportunity to gain experience in their area of training. Recently, the Communication's Team hired a Social Media and Communications intern, Shelby McVey. Shelby

joined the team right out of college and eager to learn. She has been essential in writing content for a variety of outlets including social media posts and the APR. Shelby also works closely with Bambi in coordinating and developing the ECHO.

Mrs. Nicholes said the Communications Team is full of talented, motivated individuals dedicated to promoting communication efforts across the district. In addition to the district's weekly and monthly items, the Communications Team also recently kicked off an exciting project, completely renovating the district's website. Windham has contracted with a third party to collaborate and produce an updated website that is more user friendly and conducive to reaching various audiences.

Mrs. Nicholes said the Communications Team works diligently to ensure that Windham staff and stakeholders are communicated with regularly on a variety of platforms. Through implementation of multiple strategies, the team strives to continue making advancements and increasing communication efforts district-wide.

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

Pastor Larry Miles said he would like to say that he always enjoys his copy of the ECHO, and stops what he's doing to read it cover to cover. He asked Mrs. Nicholes to pass that information along. Mrs. Nicholes agreed and thanked Pastor Miles.

Chairman O'Daniel said he didn't realize Mrs. Nicholes and the Communication Team produced a monthly newsletter. He asked if it was just issues concerning Windham. Mrs. Nicholes stated it is updates and highlights submitted by staff and campus principals that they either want to message to the staff or if they have highlights they want to include. Chairman O'Daniel said that he thought it would be great to send the newsletter to the Board members and they would like to receive that. Mrs. Nicholes agreed.

Chairman O'Daniel thanked Mrs. Nicholes for the presentation.

DIVERSITY, EQUITY AND INCLUSION REPORT

Mario Cotton, Windham School District's Professional Development Administrator and in addition, the Diversity, Equity and Inclusion Officer stated that recognizing and celebrating diversity is a priority at Windham. All individuals have different characteristics and varying backgrounds that make them unique. They are equally as important and deserved to be recognized, celebrated and valued. In order to ensure inclusivity and diversity district-wide, Windham created a diversity mission statement in January of 2020. The statement highlights the importance of recognizing the contributions and accomplishments of many diverse groups. WSD strives to foster an environment that is supportive to all cultures, traditions, challenges and achievements while simultaneously spreading awareness of these unique backgrounds.

Mr. Cotton said to support the mission statement, a Diversity, Equity and Inclusion Committee was formed. The purpose of the Committee is to meet regularly and discuss various ways to celebrate diversity across the district. The voluntary Committee consists of WSD staff that want to help spread cultural awareness and recognition.

Mr. Cotton said the Diversity, Equity and Inclusion committee meet prior to each school year to discuss the themes to be highlighted throughout the year. Each month is dedicated to honoring a different heritage, culture, ethnicity or group. Examples of this include recognizing “Black History Month”, “Women’s History Month”, “Asian American and Pacific Islander History Month” and “Second Chance Month.” The Diversity, Equity and Inclusion Committee is dedicated to providing input on increasing diversity among recruitment. The Committee’s goal is to hire qualified applicants from all backgrounds and abilities, thus creating a workforce rich in diversity and inclusion.

Mr. Cotton stated each month, campuses are encouraged to celebrate the theme in classroom activities, discussion and instruction. Campuses provide photos of their celebrations to be included in the district’s monthly newsletter and social media platforms. In addition, guest speakers have been arranged in order to provide further discussion and information of the theme being highlighted.

Mr. Cotton said for example, in March of 2022, Dr. Bernadette Pruitt, Sam Houston State University Associate Professor, spoke with the Windham administration building via Zoom to deliver her presentation on “The Legacy of the Great Migration.” This resounding presentation included details of her family history, challenges and accomplishments that play a role in her success today at Sam Houston State University.

Mr. Cotton said that in May of 2022, Windham celebrated “Asian American and Pacific Islander History Month.” This month was dedicated to feature the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture and achievements of the United States. Board member Ambassador Sichan Siv spoke via Zoom with Windham administration staff regarding his life story starting as a young boy in Cambodia and his adventure to the United States. Mr. Cotton said that if he remembers correctly, Ambassador Siv also spoke at the Career Technical Education conference in San Antonio as well and it was a great hit. He thanked Ambassador Siv.

Mr. Cotton said last year, Windham celebrated “Second Chance Month” in April of 2022. This month is dedicated to offering second chances to those individuals who have bettered themselves and reentered our communities from incarceration. Former Windham students were interviewed live via Zoom. Interviews included individual updates, reflection on their time while incarceration and in Windham courses they attended while incarcerated and how it has benefitted them in their lives today.

Mr. Cotton presented that spreading awareness is stronger through partnerships, and Windham staff recognize this collaborative benefit. To support this priority, multiple district staff such as Superintendent Hartman are a part of organizations that recognize diverse leaders in education such as The Texas Alliance of Black School Educators (TABSE), the Texas Association of Latino Administrators and Superintendents, and the Texas Council of Women School Executives. Jerry Brown, Windham Transition Services Specialist, will be presenting on the Family Literacy Program at the upcoming TABSE meeting to spread program awareness.

Finally, Mr. Cotton said the Windham Diversity Statement reads, “One of the best opportunities

for the WSD to demonstrate its commitment to inclusion and diversity is to recognize the achievements and contributions of the many diverse groups. By celebrating the unique cultures, traditions, struggles, inventions, and achievements of others, we can gain a greater appreciation for the contributions made by individuals and groups from diverse backgrounds.” Through the incorporation of the Diversity, Equity and Inclusion committee and calendar, themes with diverse differences and contributions can be recognized and celebrated. Mr. Cotton said he commends the Windham staff for their participation in spreading diversity and he looks forward to future celebrations.

This concluded his report. Mr. Cotton paused for questions and comments.

Chairman O’Daniel thanked Mr. Cotton for his presentation. He presented to Mr. Cotton to consider in the future, or as more targeted lessons, that there are a large number of correctional officers from Nigeria and it could potentially be helpful to have some lessons about the country of Nigeria, and its culture. He stated that a lot of these officers are native to Nigeria so possibly learning a couple of words from there as well could be helpful. He asked to pass that information along.

Pastor Miles asked if there would be a spot to teach and celebrate Texas history. Mr. Cotton stated that yes, that is part of diversity. Mr. Cotton said that Windham campuses monthly report some of their themes, cultures and activities regarding their celebration of diversity from that month. Mr. Cotton stated he often gets reports back that they are celebrating Texas history and Texas cultures, so the district is celebrating that. Mr. Cotton said while now there is currently not a federal theme or national theme for it, that is a state recognition that the district does participate in on its campuses. Pastor Miles said that this is Texas, and he would like to celebrate the history of Texas. Chairman O’Daniel commended Pastor Miles for his suggestion.

Judge Faith Johnson commented that she would like to understand how the district came up with second chances being included in diversity. She stated that when she thinks of diversity, she thinks of different foods, and different countries, so she would like to know how Mr. Cotton would include second chances as diversion. Mr. Cotton complimented her question and he concurred, saying that diversity is certainly inclusive of Black History Month, Women’s History Month, Native American Heritage Month, Hispanic Heritage Month, Pacific Asian American Pacific Islander Month. Mr. Cotton added that diversity is much broader. Mr. Cotton said the district also includes recognizing as many students that they can to help them appreciate diversity but at the same time recognizing some of the backgrounds and some of the situations they’re in as well. He noted that the district tries to include as much as possible outside of the national themes to include something that impacts Windham directly. Mr. Cotton said the district also added a Health Literacy Awareness Month as well because they realized that a lot of employees, a lot of staff members and also a lot of students are dealing with some mental anguish as well. Mr. Cotton stated that the district recognizes that as a part of diversity. Mr. Cotton asked Superintendent Hartman if she would like to add anything to that statement, to feel free to do so. Ms. Hartman declined and said Mr. Cotton’s answer was great.

Eric Nichols said he really appreciated Mr. Cotton’s presentation and that it is great to hear what the Board already knew, which is that there is a tremendous emphasis on DEI within the Windham

community. Mr. Nichols presented a follow up question, asking Mr. Cotton if the Mission Statement of DEI is available through the Windham School District website. Mr. Cotton said that it may not be available on the website. He noted that although it should be, it is posted everywhere at the campuses, and its posted in the district’s administrative building departments but if it is on the website, that may be a social media question. Superintendent Hartman responded that the statement will be on the website. She said that as Danielle mentioned, Windham is going through a website renovation. There were some content additions the district made to their website that due to some glitches with the provider, disappeared one day. She said it will be there soon. Mr. Nichols said that is great to hear and that he really appreciates everything the district is doing. He concurred that it would be a helpful addition to the website.

Chairman O’Daniel again thanked Mr. Cotton.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION
OF WSD BOARD POLICY 02.00, “WINDHAM BOARD OF TRUSTEES
RESPONSIBILITIES”**

Erik Brown, General Counsel, stated that the Board would find the proposed revision to Board Policy 02.00 at tab G of their binders. The revisions update the responsibilities of the Board to add the approval of district teaching permits and approval of the names of Windham campuses. Additionally, the revisions update the listed Board Policies to reflect changes to policy titles. Other revisions improve organization, clarity and conciseness. Mr. Brown paused for questions. There were none.

Chairman O’Daniel asked the board for a motion.

Mano DeAyala moved that WSD Board of Trustees approve the revision of the WSD Board Policy WBP-02.00, “Windham Board of Trustees Responsibilities.”

Vice Chairman Derrelynn Perryman seconded the motion, which prevailed unanimously when called to a vote.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION
OF WSD BOARD POLICY 07.56, “PROHIBITED EMPLOYEE RELATIONSHIPS”**

Erik Brown, General Counsel, stated that the Board would find the proposed revision to Board Policy 07.56 at tab H of their binders. The revision combines Board policy 07.56 “Employee Offender Relationships,” and Board policy 07.15 “Sexual Misconduct with Offenders” to create Board Policy 07.56 “Prohibited Employee Relationships.” The new Policy removes classroom management provisions to be included in a more appropriate directive. The revisions add a clause relating to the requirement to report to the State Board of Educator Certification any incidents of sexual or romantic behavior between an educator and student. Other revisions update Windham terminology and improve organization, clarity and conciseness. Mr. Brown paused for questions. There were none.

Chairman O'Daniel asked the board for a motion.

Judge Faith Johnson moved that WSD Board of Trustees approve the revision of the WSD Board Policy WBP-07.56, "Prohibited Employee Relationships".

Dr. Rodney Burrow seconded the motion, which prevailed unanimously when called to a vote.

DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION OF WSD BOARD POLICY 07.57, "DISTRICT TEACHING PERMIT- CAREER AND TECHNICAL EDUCATION"

Erik Brown, General Counsel, stated that the Board would find the proposed revision to Board Policy 07.57 at tab I of their binders. Currently, the Policy authorizes the district to issue Career and Technical Education permits. The proposed revision authorizes the district to issue academic teaching permits to eligible qualified persons in a similar process. Mr. Brown paused for questions. There were none.

Chairman O'Daniel asked the board for a motion.

Dr. Rodney Burrow moved that WSD Board of Trustees approve the revision of the WSD Board Policy WBP-07.57, "District Teaching Permit- Career and Technical Education".

Pastor Larry Miles seconded the motion, which prevailed unanimously when called to a vote.

DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REPEAL OF WSD BOARD POLICY 07.15, "SEXUAL MISCONDUCT WITH OFFENDERS"

Erik Brown, General Counsel, stated that as discussed previously, the entirety of this policy was combined with Board Policy 07.56 to create revised Board Policy 07.56 "Prohibited Employee Relationships." Accordingly, he proposed the Board Policy 07.15 be repealed. Chairman O'Daniel paused for questions. There were none.

Chairman O'Daniel asked the board for a motion.

Pastor Larry Miles moved that WSD Board of Trustees approve the repeal of the WSD Board Policy WBP-07.15, "Sexual Misconduct with Offenders".

Mano DeAyala 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, February 10, 2023 in San Antonio, Texas.

ADJOURNED

There being no further business for the regular session, Chairman O’Daniel adjourned the 333rd meeting of the Windham School District Board of Trustees at 8:49 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.