

## **Doral Academy of Texas**

### **Board of Directors Called Meeting Minutes**

Date: December 11, 2025

Time: 5:00 PM

Location: 1333 Firecracker Dr., Buda, TX 78610 (with remote participation as permitted under the Texas Open Meetings Act)

#### **1. Call to Order and Establishment of Quorum**

The called meeting of the Board of Directors of Doral Academy of Texas was called to order at 5:02 PM. A quorum was established, and the meeting was conducted in compliance with the Texas Open Meetings Act.

Attendees: Eileen Hernandez (board chair, in person), Casey Earley (board secretary, in person), Peter Key (board member, virtual), Mason Morgan (board member, virtual), Doug Rodriguez (board member, virtual), Courtney Oliver, Kelly Cast, Lisa Smith, Emmanuel Manon, Danny Diaz, Julie DeClouette, Victor Barroso, Marla Dewitt, Alex Gonzales

#### **2. Public Comment**

*There were no public comments.*

#### **3. Consent Agenda**

The Board reviewed and voted on the consent agenda items:

- Approval of October 29, 2025 Board Meeting Minutes
- Approval of BTA Policy
- Approval of MOE for Academica Online
- Approval of Participation in Cooperative Agreements

*Motion: Mr. Douglas Rodriguez*

*Second: Mr. Mason Morgan*

*Vote: Approved unanimously*

#### **4. Action Agenda Items**

##### **4.1 Presentation, discussion, and possible action regarding 3% Pay Increase for Returning Employees**

Ms. Julie DeClouette presented a proposal for a 3% pay increase for ten long-term Doral Academy of Texas employees who have not previously received increases, excluding teachers who received the Teacher Retention Allotment.

Mr. Douglas Rodriguez expressed support for the proposal, stating it was appropriate. Ms. Courtney Oliver noted the positive impact ahead of the holiday season, particularly for paraprofessionals and support staff.

Action:

A motion to approve the 3% pay increase was made by Douglas Rodriguez, seconded by Peter Key. None abstained. Motion passes.

##### **4.2 Presentation, discussion and possible action regarding District Vulnerability Assessment**

*The Board entered executive session pursuant to Texas Government Code §551.076 to discuss the District Vulnerability Assessment at 5:12PM*

The board came out of executive session at 5:18PM

No motion was made during executive session, no motion was needed or made by the board for this agenda item.

No action was taken.

The Board reconvened in open session.

#### **5. Presentation Agenda Items**

##### **5.1 HB3 Goals and TAPR Report**

Ms. Courtney Oliver explained that the TAPR report included academic data only and that HB3 goals remain unchanged through 2027.

Motion: Mr. Mason Morgan

Second: Mr. Douglas Rodriguez

Vote: Approved unanimously

## **5.2 Financial and Audit Update**

Mr. Emmanuel Manon reported the financial audit is on track for completion by early January, ahead of the February deadline. Potential budget amendments may be required for general supplies and EMAT software.

Enrollment Update:

Current enrollment is 470 students, up from 360 last year, with a goal of reaching 550+ students.

## **5.3 Superintendent Update**

Ms. Courtney Oliver acknowledged Mr. Cast for maintaining staff stability. Ms. Kelly reported an 81% increase in identifying emergent bilingual students and highlighted recent and upcoming campus events.

Casey Earley, board member noted improved communication and marketing efforts, with Doral Academy gaining increased recognition in the City of Buda.

## **6. Adjournment**

A motion to adjourn the meeting was made by Douglas Rodriguez at 5:30PM and seconded by Peter Key