

Tuesday, September 8, 2026

The Board of Trustees of Henderson ISD met on Tuesday, September 8, 2026, at 5:30 PM in the Henderson ISD Administration Boardroom, 300 Crosby Drive, Henderson, TX 75652, with the following members present:

Russell Brown
Shannon Coats
Loy Dorsey
Lou Madsen
Justin Scarborough
Dr. John Taylor
Jean Williams

1. **Call to Order at 5:30 PM** - Board President Russell Brown called the meeting to order at 5:30 pm.
 - A. Invocation (5:30 pm) – Shannon Coats led the invocation.
 - B. Pledge to the US Flag and Texas Flag (5:31 pm) – Wylie Primary students Rosy Blanton, Livie Castenada, Jordyn Chance-Landon, Cohen Green, Zola Johnson, Gunner Posey, Ellie Russell, and John Williams led the pledges.
2. **Campus/Staff Recognition** (5:34 pm) – The 2025-26 Teachers of the Year were recognized: Jessica Clapp – High School, LaToya Blanton – Middle School, Holly Watson – Northside, Crystal Charvis – Wylie Elementary, and Katelyn Byler – Wylie Primary.
3. **Open Forum** (5:45 pm) – No citizens signed up to speak in Open Forum.
4. **Communication from citizens to discuss pending agenda items before the Board** (5:45 pm) – No citizens addressed the board regarding a pending agenda item.
5. **Information/Discussion Agenda Items**
 - A. Financial Report - July 2026 (5:45 pm) - Nikki Warner presented the reconciled financials for July 2026.
 - B. Hear an update on the HISD Teacher Incentive Allotment (5:47 pm) - Mindy Rucker presented an update on the Teacher Incentive Allotment (TIA). She reported that Henderson ISD paid \$629,712.90 in TIA payments in August, with individual payments ranging from \$4,276.80 to \$17,404.20. The district had 77 current teacher designations; 44 teachers maintained their designation, three increased their designation, and 30 received a designation for the first time. The district expanded TIA eligibility from 65% of eligible teaching staff in 2025-2026 to 92% for 2026-2027. The district added numerous additional courses, including high school CTE courses, to its TIA plan. The district will continue exploring ways to include MAC teachers and pre-K through third-grade life-skills teachers in future TIA plans.
 - C. Hear a report on the 2026 HISD Accountability A-F Ratings (5:55 pm) - Mindy Rucker reviewed the state accountability system and the district's 2026 results. Henderson ISD improved from a C to a B rating, increasing four percentage points overall, with gains in student achievement, academic growth, relative performance, and closing the gaps. Henderson High School improved from 82 to 89 and increased from one distinction

designation to five. Henderson Middle School remained a C, with gains in student achievement and relative performance. Northside improved from a D to a C and earned a distinction designation. Wylie Elementary received a D; Rucker noted that campus staff had already begun reviewing results and making instructional adjustments.

6. **Consider approval of Consent Agenda items** (6:04 pm) – A motion was made by Lou Madsen, seconded by Dr. John Taylor, to approve the Consent Agenda as presented. The motion carried unanimously, 7-0. No purchases exceeding \$25,000 were presented for approval.

- A. Approve Minutes of the August 11, 2026, Regular Meeting
- B. Approve Minutes of the August 17, 2026, Special Meeting
- C. Consider approval of purchases and contracts exceeding \$25,000 but less than \$50,000
- D. Consider Approval of Remote Conferencing Instruction and Remote Homebound Instruction waiver applications to the Texas Education Agency, as needed, for eligible students during the 2026-2027 school year.
- E. Consider approval of the District Improvement Plan for 26-27 - Dea Henry

7. **Consider approval of Action Agenda items**

- A. Consider Certification of Compliance with Certain Laws Under Senate Bill 12 to be Submitted to the Texas Education Agency in Compliance with Texas Education Code 39.008. (6:05 pm) - Allen Koch explained that Senate Bill 12 requires school districts to certify compliance with provisions of the Texas Education Code concerning instruction, parental rights, and diversity, equity, and inclusion duties. He reported that the district reviewed applicable Board policies, handbooks, local regulations, and TASB Update 126 and posted the required public notice. A motion was made by Shannon Coats, seconded by Justin Scarborough, to approve the HISD Certification of Compliance with certain laws as enumerated. The motion carried unanimously, 7-0.
- B. Consider the General Joint Elections Contract for the November 3, 2026, Election (6:07 pm) - Allen Koch explained that, following the Board's August 17 action ordering a Voter-Approval Tax Rate Election, the election order and sample ballot language were provided to the Rusk County Elections Office. The proposed contract provides for the Rusk County Elections Administrator to conduct the November 3, 2026, election as a joint election service. A motion was made by Jean Williams, seconded by Justin Scarborough, to approve the November 3, 2026, General Joint Election Contract as presented. The motion carried unanimously, 7-0.
- C. Consider the Certification of Unopposed Candidates and the Order of Cancellation of the at-large Henderson ISD Board of Trustees Election (6:09 pm) – Allen Koch reported that Shannon Coats and Loy Dorsey were the only candidates to file for the two at-large trustee positions and that no timely declaration of write-in candidacy was received. He explained that Texas Election Code Sections 2.052 and 2.053 provide for certification of unopposed candidates and cancellation of the election for those offices. Koch recommended that the Board accept the certifications of unopposed candidates, approve the Order of Cancellation for the November 3 at-large election, and declare Shannon Coats and Loy Dorsey elected. A motion was made by Lou Madsen, seconded

by Dr. John Taylor, to accept the Certification of Unopposed Candidates, and secondly, an Order of Cancellation of the at-large election. The motion carried unanimously, 7-0.

D. Consider changes to CH(LOCAL) (6:13 pm) - Allen Koch presented for approval changes made to Policy CH (LOCAL). The policy states: The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs \$25,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place. The new purchasing threshold for any single, budgeted purchase of goods or services would be raised to \$50,000. A motion was made by Justin Scarborough, seconded by Loy Dorsey, to approve the change to CH(Local) as presented. The motion carried unanimously, 7-0.

E. Consider changes to BED(LOCAL) (6:14 pm) - Allen Koch explained that clarifying language was added regarding public participation at Board meetings, including how public comment will be identified on the agenda and reference to the school resource officer as the presiding law enforcement officer at Board meetings. A motion was made by Justin Scarborough, seconded by Loy Dorsey, to approve the administration's recommendation as presented. The motion carried unanimously, 7-0.

F. Consider approval of Frontline Technologies renewals (6:15 pm) - Nikki Warner explained that the annual Frontline Technologies renewals cover applications used by Human Resources, Finance, Curriculum and Instruction, and other departments. Each individual application was under \$25,000, but the combined renewals totaled \$72,631.28 and were included in the applicable budgets. A motion was made by Dr. John Taylor, seconded by Lou Madsen, to approve the Frontline renewal for \$72,631.28 as presented. The motion carried unanimously, 7-0.

8. Superintendent Report (6:17 pm) - Superintendent Brian Bowman

A. Enrollment/Attendance Report - The enrollment and attendance report was presented. Enrollment was approximately 88 students lower than the prior year. Administration reported that the decrease appeared to be primarily attributable to families moving out of the area rather than students transferring to neighboring districts. Attendance had remained at or above approximately 96% each week except the prior week, when attendance was 95.93%. Administration also reported a smooth start to the school year.

9. Set date, time, and location of next Regular Board Meeting

A. Tentative date, time, and location of Regular Board Meeting: Tuesday, October 13, 2026, at 5:30 p.m. in the Administration Boardroom, 300 Crosby Drive, Henderson, Texas.

The HISD Board of Trustees ended Open Session at 6:22 pm.

10. The Board of Trustees will conduct an Executive/Closed Session pursuant to the following provisions of the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq. All final votes, actions, or decisions will be taken in Open Session.

A. 551.071 - Consultation with Attorney: A governmental body may conduct a private consultation with its attorney when the governmental body seeks the advice of its attorney about pending or contemplated litigation; or a settlement offer; or on a matter

in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter

- B. 551.072 - Deliberate the Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting would have a Detrimental Effect on the Position of the Governmental Body in Negotiations with a Third Person
 - C. 551.074 - Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee; or to Hear a Complaint or Charge Against an Officer or Employee;
 - 1. Consider hiring personnel
 - 2. Consider personnel resignations
 - D. Discussion of Board Relations Between the Members of the Board of Trustees and the Relationship of the Board of Trustees with the Superintendent of Schools
 - E. 551.076 - Deliberation Regarding Security Devices or Security Audits; Closed Meeting. This chapter does not require a governmental body to conduct an open meeting to deliberate the deployment, or specific occasions for implementation, of security personnel or devices; or a security audit.
 - 1. Consider and approve list of authorized school guardians for the 2026-2027 school year.
 - 2. Consider and approve a contract renewal with Krieg & Associates for security training services.
 - F. 551.129 - A Governmental Body May Use a Telephone Conference Call, Video Conference Call, or Communications Over the Internet to Conduct a Public Consultation with its Attorney in an Open Meeting of the Governmental Body or a Private Consultation with its Attorney in a Closed Meeting of the Governmental Body
- The HISD Board of Trustees reconvened in Open Session at 8:03 pm.

11. Consider possible action on items discussed in Closed Session.

Upon return to Open Session, the following motions were made:

A motion was made by Lou Madsen, seconded by Shannon Coats, to approve the list of probationary contracts as presented. The motion carried unanimously, 7-0.

A motion was made by Justin Scarborough, seconded by Jean Williams, to approve the resignation as presented. The motion carried unanimously, 7-0.

A motion was made by Justin Scarborough, seconded by Dr. John Taylor, to approve the 2026-27 list of authorized school guardians as presented. The motion carried unanimously, 7-0.

A motion was made by Justin Scarborough, seconded by Shannon Coats, to approve the contract renewal with Krieg & Associates for security training services as presented. The motion carried unanimously, 7-0.

- 12. Adjournment (8:05 pm)** – With no further business, a motion was made by Justin Scarborough, seconded by Shannon Coats, to adjourn. The motion carried unanimously, 7-0.

President

ATTEST:

Secretary

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Henderson ISD

County-District Number (CDN): 201902

Superintendent/CEO Name: Brian Bowman

School Certification Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

Policy	Relevancy	Numbered Update
BJCF(LOCAL) Superintendent nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law were included in the list of reasons the superintendent's contract may be nonrenewed.	127
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB12's prohibition of DEI activities. Definitions and prohibited activities and certification requirements.	126
CJ(LEGAL) and (LOCAL) Contracted Services	The new provisions adopted reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.	126

DF(LEGAL) Termination of employment	The legal framework addresses the prohibition on DEI duties and prohibited classroom instruction.	126
DFBB(LOCAL) Term Contracts: Non-renewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons a term-contract employee may be nonrenewed.	126
DH(LOCAL) Employee Standards of Conduct	The policy includes sections concerning prohibited classroom instruction or activities and prohibited diversity, equity, and inclusion duties.	126

Employees and Contractors were notified of these policies and procedures in the following ways:

- These policies and procedures are incorporated into the Employee Handbook and the Board Policy Manual which are available on the district website. Employees are required to acknowledge receipt and understanding of the Employee Handbook upon hire and annually thereafter.
- These policies and procedures are detailed in the Code of Conduct and Student Handbooks and were reviewed by all staff prior to the beginning of the school year.
- Policy FDB (Admissions), Policy FDA (Transfers), Policy DEA (Compensation Plan), Policy CV (Facilities Construction), Policy CH (Purchasing), and Policy AE or AEA (Educational Philosophy) were reviewed and policy language communicated to relevant stakeholders

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or training altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes

If yes, describe or attach a copy of the changes below.

Policy	Relevancy	Numbered Update
BJA(LEGAL) Superintendent: Qualifications and Duties	The legal framework includes information concerning the certifications that must be provided to TEA.	126
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
CDC(LEGAL) Other Revenues: Gifts and Solicitations	A district may not accept private funding to develop, purchase, or select curriculum materials or to provide teacher training or professional development related to a concept listed in Texas Education Code 28.0022(a)(4)(A).	119
CJ(LEGAL) and CJ(LOCAL) Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
CMD(LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting	When providing instructional materials for the required curriculum and grade levels, the district protects students from obscene or harmful	122

	content as required for compliance with Texas Education Code 28.0022.	
CQA(LEGAL) Technology Resources: District, Campus, and Classroom Websites	The legal framework includes the requirement to post notice at least seven days before the meeting at which the certification of compliance with Texas Education Code 11.005 and 28.0022 are discussed.	126
DG(LEGAL) Employee Rights and Privileges	Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be disciplined based on an allegation that they did so while using SBOE-approved instructional materials and teaching with fidelity.	119 and 122
EMB(LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework includes the requirements established by the Texas Education Code 28.0022.	126
FOA(LEGAL) Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident when the student is reasonably discussing certain debated and controversial topics subject to Texas Education Code 28.0022.	126

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☒ No

Total cost savings: \$ _____

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 8, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes

Public testimony opportunity provided during meeting: ☒ Yes

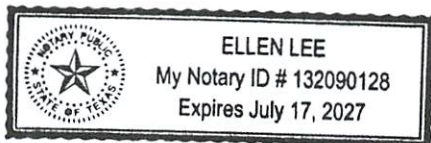
Certification approved by majority vote: ☒ Yes

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: Brian Bann

Date: _____ SWORN TO AND SUBSCRIBED before me on this 9 day of September, 2026.



Ellen Lee
Notary Public, State of Texas

**CERTIFICATION OF UNOPPOSED CANDIDATES FOR OTHER
POLITICAL SUBDIVISIONS (NOT COUNTY) CERTIFICACIÓN DE
CANDIDATOS ÚNICOS
PARA OTRAS SUBDIVISIONES POLITICAS (NO EL CONDADO)**

To: Presiding Officer of Governing Body
Al: Presidente de la entidad gobernante

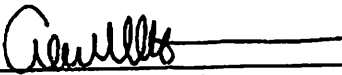
As the authority responsible for having the official ballot prepared, I hereby certify that the following candidates are unopposed for election to office for the election scheduled to be held on November 3, 2026.

Como autoridad a cargo de la preparación de la boleta de votación oficial, por la presente certifico que los siguientes candidatos son candidatos únicos para elección para un cargo en la elección que se llevará a cabo el 3 de noviembre de 2026.

List offices and names of candidates:
Lista de cargos y nombres de los candidatos:

Office(s) Cargo(s)
At-Large Trustee

Candidate(s) Candidato(s)
Shannon Coats


Signature (Firma)

Allen Koch
Printed name (Nombre en letra de molde)

(Seal) (sello)

District Elections Administrator
Title (Puesto)

9/8/2026
Date of signing (Fecha de firma)

*See reverse side for instructions
(Instrucciones en el reverso)*

**CERTIFICATION OF UNOPPOSED CANDIDATES FOR OTHER
POLITICAL SUBDIVISIONS (NOT COUNTY) CERTIFICACIÓN DE
CANDIDATOS ÚNICOS
PARA OTRAS SUBDIVISIONES POLITICAS (NO EL CONDADO)**

To: Presiding Officer of Governing Body
Al: Presidente de la entidad gobernante

**As the authority responsible for having the official ballot prepared, I hereby certify that
the following candidates are unopposed for election to office for the election scheduled to be
held on _____ November 3, 2026.**

**Como autoridad a cargo de la preparación de la boleta de votación oficial, por la presente
certifico que los siguientes candidatos son candidatos únicos para elección para un cargo en
la elección que se llevará a cabo el 3 de noviembre de 2026.**

List offices and names of candidates:
Lista de cargos y nombres de los candidatos:

Office(s) Cargo(s)
At-Large Trustee

Candidate(s) Candidato(s)
Loy Dorsey



Signature (Firma)

Allen Koch

Printed name (Nombre en letra de molde)

District Elections Administrator

Title (Puesto)

9/8/2026

Date of signing (Fecha de firma)

(Seal) (sello)

See reverse side for instructions
(Instrucciones en el reverso)

ORDER OF CANCELLATION
ORDEN DE CANCELACIÓN

The Henderson ISD Board of Trustees hereby cancels the election scheduled to be held on
(official name of governing body)
November 3, 2026 in accordance with Section 2.053(a) of the Texas
(date of which election was scheduled to be held)
Election Code. The following candidates have been certified as unopposed and are hereby elected
as follows:

La Junta Directiva de Henderson ISD por la presente cancela la elección que, de lo contrario,
(nombre oficial de la entidad gobernante)
se hubiera celebrado el 3 de noviembre de 2026 de conformidad, con
(fecha en que se hubiera celebrado la elección)
la Sección 2.053(a) del Código de Elecciones de Texas. Los siguientes candidatos han sido
certificados como candidatos únicos y por la presente quedan elegidos como se haya indicado a
continuación:

Candidate (Candidato)	Office Sought (Cargo al que presenta candidatura)
<u>Shannon Coats</u>	<u>Henderson ISD At-Large Trustee</u>
<u>Loy Dorsey</u>	<u>Henderson ISD At-Large Trustee</u>

A copy of this order will be posted on Election Day at each polling place that would have been used
in the election.

El Día de las Elecciones se exhibirá una copia de esta orden en todas las mesas electorales que se
hubieran utilizado en la elección.


President (Presidente)


Secretary (Secretario)

(seal) (sello)

September 8, 2026
Date of adoption (Fecha de adopción)

PURCHASING AND ACQUISITION

CH
(LOCAL)

**Purchasing
Authority**

The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs ~~\$25,000~~ \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place.

Should the actual purchase price of Board-approved goods or services exceed the approved amount, the Superintendent, if funds are available, may approve said purchase as long as the actual price does not exceed 110 percent of the original approved amount. The Superintendent shall notify the Board of such a purchase at the next regular meeting.

**Exception for
Emergency
Contracts**

In the event of a catastrophe, emergency, or natural disaster affecting the District, the Board delegates to the Superintendent the authority to contract for the replacement, construction, or repair of school equipment or facilities in accordance with law, if emergency replacement, construction, or repair is necessary for the health and safety of District students and staff. The Superintendent shall report to the Board at the next regular meeting any contract made under this authority. [See Disaster Exception, CH(LEGAL)]

The delegation regarding emergency contracts does not waive competitive purchasing requirements under Education Code Chapter 44. Only the Board is authorized to waive competitive purchasing requirements under limited circumstances in accordance with Education Code 44.031(h). [See Emergency Damage or Destruction, CH(LEGAL)]

**Purchasing
Procedures**

The Superintendent shall develop purchasing procedures to implement the requirements of state and federal law. [See also CB, CBB, CH(LEGAL), and COA]

Purchasing Method

The Board delegates to the Superintendent the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate.

***Competitive
Bidding***

If competitive bidding is chosen as the purchasing method, the Superintendent shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be in accordance with Board-adopted rules. All bidders shall be invited to attend the bid opening. Any bid may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.

The District may reject any and all bids in accordance with state or federal law, as applicable.

PURCHASING AND ACQUISITION

CH
(LOCAL)

<i>Competitive Sealed Proposals</i>	If competitive sealed proposals are chosen as the purchasing method, the Superintendent shall prepare the request for proposals and/or specifications for items to be purchased. All proposals shall be in accordance with administrative regulations, and the submission of any electronic proposals shall also be in accordance with Board-adopted rules. Proposals received after the specified time shall not be considered. Proposals shall be opened at the time specified, and all proposers shall be invited to attend the proposal opening. Proposals may be withdrawn prior to the scheduled time of opening. Changes in the content of a proposal, and in prices, may be negotiated after proposals are opened. The District may reject any and all proposals in accordance with state or federal law, as applicable.
Electronic Bids or Proposals	Bids or proposals that the District has chosen to accept through electronic transmission shall be administered in accordance with Board-adopted rules. Such rules shall safeguard the integrity of the competitive procurement process; ensure the identification, security, and confidentiality of electronic bids or proposals; and ensure that the electronic bids or proposals remain effectively unopened until the proper time.
Responsibility for Debts	The Board shall assume responsibility for debts incurred in the name of the District so long as those debts are for purchases made in accordance with the adopted budget, state law, Board policy, and the District's purchasing procedures. [See CE] The Board shall not be responsible for debts incurred by persons or organizations not directly under Board control. Persons making unauthorized purchases shall assume full responsibility for all such debts.
Purchase Commitments	All purchase commitments shall be made by the Superintendent in accordance with administrative procedures, including the District's purchasing procedures.
Personal Purchases	District employees shall not be permitted to make purchases for personal use through the District's business office.

**Limit on
Participation**

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board **meeting or public hearing**, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Public comment shall occur at the beginning of the meeting. [See FA]

Regular Meetings

At regular Board meetings, the Board shall permit public comment, ~~regardless of whether the topic is an item on the agenda posted with notice of the meeting.~~ **as stated on the posted agenda.**

Special Meetings

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed ~~five~~ **[5]** minutes per meeting.

**Meeting
Management**

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may adjust the time allotted to each speaker. However, no individual shall be given less than ~~one~~ **[1]** minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

**Complaints and
Concerns**

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA
- Student or parent complaints: FNG
- Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from ~~law enforcement officials~~ **school resource officers** to have the individual removed from the meeting.

**Henderson ISD
Board Background**

Subject: Personnel Resignations

September 8, 2026

Presented for: Action X

Report Only

Background Information:

The following employee submitted a resignation effective immediately:

- Selena Berzoza Maddoz Northside Intermediate Clerical

Contact Person(s):

Karli Sitton

**Henderson ISD
Board Background**

Subject: Personnel Recommendations

September 8, 2026

Presented for: Action X

Report Only

Background Information:

The following individual is recommended for one-year probationary contracts for the 2026-2027 school year. She had previously been hired as a DOI teacher but has earned her one-year intern certification, which qualifies her for a contract.

- Tina Reid – Teacher, Northside Intermediate School. Tina has her Bachelor’s Degree in Business Administration from Kaplan University. She is pursuing an EC-12 Special Education Specialist. She is one of our “Grow Your Own” paraprofessionals who earned her teaching certification.

The following individual is recommended for one-year probationary dual assignment contracts for the 2026-2027 school year. He had previously been hired as a DOI teacher but has earned his one-year intern certification, which qualifies him for a contract.

- Craig McNew – Teacher/Coach, Henderson High School. Craig is a Henderson graduate and has a Bachelor of Science Business Administration degree from University of Arkansas. Craig teaches Math at Henderson High School and coaches football and baseball.

Contact Person(s):

Karli Sitton

			Henderson ISD	QTR:	1	September 8, 2026	
Framework Pillars	Student Outcome Minutes	Adult Behavior Minutes	The board tracks its time spent during public authorized meetings				Other Topic Minutes
Vision and Goals	0		← Minutes setting student outcome goals				
		0	← Minutes setting constraints or theories of action				
Progress and Accountability	9		← Minutes receiving, discussing, and voting on Student Outcome Goal Monitoring Reports according to the board adopted Monitoring Calendar				
		10	← Minutes receiving, discussing, and voting on Constraint Monitoring Reports according to the board adopted Monitoring Calendar				
	0		← Minutes evaluating the superintendent on student outcome goals, GPMs, constraints, and CPMs				
		0	← Minutes performing board self-evaluations using the LSG Integrity Instrument				
Systems and Processes	Minutes discussing, debating, and voting on other agenda items (including consent agenda items) →						18
Advocacy and Engagement	0		← Minutes hosting two-way communication meetings on student outcome goals, constraints, theories of action and/or progress toward student outcome goals ← Minutes recognizing the accomplishments of students and staff regarding progress on student outcome goals				
Synergy and Teamwork	Minutes fulfilling statutorily required public hearings, forums, and comments Minutes fulfilling statutorily required or Lone Star Governance workshops Minutes in closed session as permitted by law						
Other	Any time spent on an activity that does not meet the conditions listed above →						4
TOTALS	9	10	41				22
Use For Student Outcome and Adult Behavior Minutes Percentage Calculation: 19 ÷ 41 × 100 = 46.34 % Student Outcome and Adult Behavior Minutes							
Use For Student Outcome Minutes Percentage Calculation: 9 ÷ 41 × 100 = 21.95 % Student Outcome Minutes							

Trustees Present	Trustees Absent	% Attendance
7	0	100.00

Count of 'Other' Agenda Items
1

Goals Discussed	Goals on Target	% on Target
0	0	#DIV/0!

Consent Items	Consent Items Removed	% Remaining on Consent Agenda
4	0	100.00

GPMs Discussed	GPMs on Target	% on Target
0	0	#DIV/0!