



Pursuant to Texas House Bill 3372, the Board of Trustees of Henderson Independent School District is required to provide prior written authorization for a school administrator to receive payment for personal services from an entity doing business with or related to public school districts, after determining that no conflict of interest exists and that the activity does not interfere with district duties.

### Authorization

The Board of Trustees of Henderson Independent School District hereby **authorizes Holly Wilson**, Principal of Montgomery Achievement School, to accept compensation for serving as a **cheerleading tryout judge** for neighboring independent school districts, subject to the following conditions:

1. The services shall be performed **entirely outside of Mrs. Wilson's contracted work hours**.
2. The activity shall **not interfere with or detract from her professional duties** with Henderson ISD.
3. The Board has determined that this activity **does not create a conflict of interest**, does not harm the district, and does not involve entities doing business with Henderson ISD in a manner prohibited by law.
4. Compensation is expected to be approximately **\$125 plus mileage per event**.
5. This authorization applies only to cheerleading judging services and may be revoked by the Board if circumstances change.

The Board has reviewed the request and, after consideration, finds that granting this authorization is in **compliance with Texas House Bill 3372** and district ethics standards.

### Effective Date

This authorization is effective upon approval by the Board of Trustees and remains valid unless rescinded by Board action.

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Approved by the Board of Trustees:  Yes  No

Date of Board Action: 2/10/2026

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“The Tradition of Excellence Continues”

**Relationships Ownership Attitude Resilience**

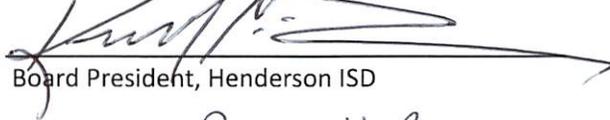
Brian Bowman ~ Superintendent

P.O. Box 728 ~ Henderson, TX 75653 ~ 903-655-5000 ~ fax 903-657-9271 ~ [www.hendersonisd.org](http://www.hendersonisd.org)



**Board President Certification**

I hereby certify that the Board of Trustees of Henderson Independent School District approved this authorization in an open meeting.

  
Board President, Henderson ISD

Printed Name: Russell Brown

Date: 2/10/2024

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**Certificate of Board**

Henderson Independent School District  
Name of School District

Rusk  
County

201-902  
Co.-Dist. Number

We, the undersigned, certify that the attached annual financial reports of the above named school district were reviewed and (check one)  approved \_\_\_ disapproved for the year ended August 31, 2025, at a meeting of the board of trustees of such school district on the 10<sup>th</sup> day of February, 2026.

  
Signature of Board Secretary

  
Signature of Board President

If the board of trustees disapproved of the auditor's report, the reason(s) for disapproving it is (are):  
(attach list as necessary)

**Henderson ISD  
Board Background**

**Subject: Personnel Resignations**

**February 10, 2026**

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**Presented for: Action X**

**Report Only**

**Background Information:**

**The following employees have submitted a resignation letter effective at the end of the 2025-2026 school year, thus qualifying for the Early Resignation Stipend:**

- |                  |                               |                  |
|------------------|-------------------------------|------------------|
| • Edna Mata      | Wylie Elementary School       | Paraprofessional |
| • Susan Malone   | Henderson High School         | Teacher          |
| • Taylor Matlock | Northside Intermediate School | Teacher          |
| • Tiffani Pinson | Henderson Middle School       | Paraprofessional |

**The following employees have submitted a resignation letter effective immediately:**

- |                   |                               |                  |
|-------------------|-------------------------------|------------------|
| • Karen Brown     | Wylie Primary School          | Paraprofessional |
| • Natassia Davis  | HISD Transportation           | Bus Driver       |
| • Augusta Maharg  | Northside Intermediate School | Paraprofessional |
| • Te'Ara O'Quinn  | Wylie Elementary School       | Paraprofessional |
| • Beatrice Ormsby | Northside Intermediate School | Paraprofessional |
| • Starlean Page   | Henderson High School         | Paraprofessional |

**Contact Person(s):**

Brian Bowman  
Stacey Johnson

			Henderson ISD	QTR: 1	February 10, 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	0		← Minutes receiving, discussing, and voting on Student Outcome Goal Monitoring Reports according to the board adopted Monitoring Calendar			
		18	← 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) →				12	
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 →				2	
<b>TOTALS</b>	<b>0</b>	<b>18</b>	<b>32</b>		<b>14</b>	
<p>Use For Student Outcome and Adult Behavior Minutes Percentage Calculation: <math>\frac{18}{32} \times 100 = 56.25</math> % Student Outcome and Adult Behavior Minutes</p> <p>Use For Student Outcome Minutes Percentage Calculation: <math>\frac{0}{32} \times 100 = 0.00</math> % Student Outcome Minutes</p>						

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
3	0	100.00

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