

SUBJECT: Minutes of Regular Meeting
PLACE: Snyder ISD Administration Office
DATE: February 12,2026
TIME: 6:00 p.m.

Board Members Present:

Brad Hinton, President
Michael Rodriquez
Jay Lewis
Jennifer Taylor
Chad Arnwine
Doug Neff
Ralph Ramon

Staff Members Present:

Jessica Gore, Interim Superintendent
Robert Helms, CFO
Kalum McKay
Jeff McGinnis
Valerie Morris
Andrew Fellows
Aleida Juarez
Jeremy Aguirre
Anthony Gonzales
Carla Derryberry
Andrew McCormick
Cinthia Solis
Mari Gault
Rachael Lewis

Guests:

Morgan Gore
Mark Cave
Wade Warren
Stephanie Thompson
Rachael Beynon
Kaden Beynon
Bailey Bailey
Heather McCormick
Ryan Hale
Brandie Benavidas
Bianca Chandler
Aaron Bray
Dan Hicks
Liliana Juarez
Natalia Juarez
Maria Juarez

Call to Order: Brad Hinton, President, called the meeting to order at 6:00 p.m.

Invocation: Brad Hinton gave the Invocation

Pledge of Allegiance: Doug Neff lead the US Pledge and the Texas Pledge

Campus Spotlight: Primary UIL students

Staff Spotlight: Recognized the Maintenance Staff, Employees of the Month, Brianne Perry, Lilliana Juarez, Heather McCormick, and Stephanie Grant

Consent Agenda: A. Minutes from Regular Meeting on October 9, 2025

B. Accounts Payable

C. Finance Report

Doug Neff made a motion to approve the consent agenda as presented and Michael Rodriquez seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Action Agenda:

*School Resource Officer
Expansion and Contract:*

Snyder ISD, in partnership with the City of Snyder, operates the School Resource Officer (SRO) Program and currently staffs three officers across district campuses. Recognizing the critical role SROs play in maintaining a safe learning environment, the district recommends increasing staffing to four SROs for the 2026-2027 school year to strengthen coverage, visibility, and response capacity. This increase in personnel will also allow the district to be fully compliant with HB3 by having armed peace officers at

each campus and eliminate the need for the yearly good cause exemption.

Snyder ISD will continue the School Guardian program in conjunction with campus School Resource Officers. The district will maintain active recruitment and ongoing training for qualified personnel to enhance readiness and support a timely response to protect students and staff.

Chad Arnwine made a motion to approve the SRO MOU for the 2026-2027 school year, with a projected cost not to exceed \$360,000 and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Resolution to Authorize Pay For Emergency School Closure:

Consideration of a resolution to authorize employee pay for January 23-29, 2026, during an emergency school closure, in accordance with district operations and continuity of services.

Doug Neff made a motion to approve the resolution to authorize pay for emergency school closure and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Resolution for Senate Bill 11: Senate Bill 11 (88th Texas Legislature) requires each school district board of trustees to consider and vote on whether to adopt a resolution establishing a period of prayer and the reading of religious texts during the school day. The resolution, if adopted, would authorize a designated period for voluntary prayer and

religious reading, subject to written parental consent and other statutory requirements.

The proposed resolution is presented to fulfill the statutory requirement that the Board formally consider and vote on the matter. Existing federal and state law already protects the rights of students and staff to engage in individual and voluntary religious expression. Adoption of the resolution would create additional procedural requirements related to implementation, supervision, and parental waivers.

Board action on this item is limited to consideration and potential adoption or non-adoption of the resolution as required by law.

Whereas the 89th Texas Legislature enacted Senate Bill 11 (SB 11), codified as Section 25.0823 of the Texas Education Code, which authorizes a school district to adopt a policy requiring the provision of a daily period of prayer and reading of the Bible or other religious texts; and Whereas Section 25.0823 does not require a school district to adopt such a policy but does require each board of trustees to take a record vote on whether to adopt the statutory resolution; and Whereas the Board of Trustees of Snyder Independent School District has reviewed the requirements of Section 25.0823 and considered the operational, legal, and community implications; Now, therefore, be it resolved by the Board of Trustees of Snyder Independent School District that: The Snyder Independent School District shall adopt a policy requiring every campus of Snyder Independent School District to provide a period of prayer and reading of the Bible or other religious text as provided by Section 25.0823, Education Code. This action constitutes the Board's required record vote under Senate Bill 11 and Texas Education Code § 25.0823. The Board retains authority to reconsider this matter in the future in accordance with law. PASSED and ADOPTED this 12 day of February, 2026. This motion, made by Ralph Ramon and seconded by Michael Rodriquez.

Yeas: Ralph Ramon

Nays: Chad Arnwine, Michael Rodriquez, Brad Hinton, Jay Lewis, Doug Neff, and Jennifer Taylor

Abstained: None

2026-2027 District Calendar: Two calendar proposals are presented for Board consideration for the 2026-2027 school year. Both options were developed by the district calendar committee and shared with staff and the community for feedback. Survey results indicate a clear majority preference for the balanced calendar. The results were based on over 100 staff responses and over 100 community responses. The survey showed over a 60% to 40% split in favor of the balanced calendar. The balanced calendar is recommended for approval to ensure alignment with stakeholder input, operational needs, and instructional priorities.

Doug Neff made a motion to approve the 2026-2027 Calendar as presented and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Compensation Plan: Bus Driver Wage Adjustment: Current compensation for bus drivers is structured at \$30 per hour for route travel and \$15.75 per hour for field trips. We are recommending a revision to the compensation plan to establish a uniform hourly rate of \$31.50 for bus driver work, including both route travel and field trips, to improve equity, recruitment, and retention. Training and Edulink (educational inter-campus shuttle. 8:00am-3:00pm) \$15.75 per hour

Doug Neff made a motion to approve the Bus Driver Wage Adjustment and Michael Rodriquez seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

2026-2027 Professional Contracts:

Consideration and approval of professional contracts for the upcoming school year in accordance with district staffing needs, board policy, and administrative recommendation.

Chad Arnwine made a motion to approve the 2026-2027 Professional Contracts as presented and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Order School Board Election:

There are three Places up for Election. Place 1, 4 and 5. We have to order the election before February 13, 2026 in accordance with Texas Secretary of State's Elections Division.

Ralph Ramon made a motion to order the School Board Election for May 2, 2026 and Chad Arnwine seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Joint Election Agreement:

This Joint Election Agreement ("Agreement") is made by and between the City of Snyder, acting through its Mayor, Stephanie Ducheneaux ("City"); Cogdell Memorial Hospital, acting through its Chief Executive Officer, Collin McLarty ("Hospital"); Western Texas College, acting through its Board of Trustees President, Jason West ("College"); and the Snyder Independent School District, acting through its Interim Superintendent, Dr. Jessica Gore ("School District").

This Agreement is for a joint election to be held on May 2, 2026, and for future election dates on which voters will elect members of the City Officers, Board of Trustees, and Board of Directors for the respective entities.

Doug Neff made a motion to approve the joint election agreement as presented and Michael Rodriguez seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriguez

Nays: None

Abstained: None

District Plan and Application the To Delay teacher Implementation curriculum Of Teacher Certification:

In accordance with Texas Education Code § 21.0032(a-1), Snyder Independent School District is required to submit a district plan to Texas Education Agency in order to delay full implementation of certification requirements for teachers of record in foundation courses until the beginning of the 2029-2030 school year.

This item is presented for Board consideration and approval of the District Plan for Meeting Teacher Certification Requirements by School Year 2029-2030. The plan outlines the district's strategies, timelines, and partnerships with approved Educator Preparation Programs to support uncertified teachers in achieving full certification while maintaining instructional continuity for students.

Board approval is required prior to submission of the plan and application to the Texas Education Agency.

Michael Rodriguez made a motion to approve the District Plan and Application to delay implementation of teacher certification requirements and Doug Neff seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriguez

Nays: None

Abstained: None

Information:

TEA School Improvement Visit:

District leadership hosted a TEA School Improvement visit at Snyder Intermediate and Snyder Junior High alongside internal instructional rounds on January 22. The visit provided an opportunity to highlight instructional progress, observe classroom practices across campuses, and align next steps for continued academic growth and support.

Potential Artificial Intelligence (AI) Policy Development:

District leadership is exploring the development of an AI policy to address emerging instructional and academic integrity considerations. The goal is to provide clear guidance for students and staff while emphasizing responsible, ethical, and effective use of AI as a learning tool. Snyder ISD already utilizes SchoolAI through a district license, and current discussions focus on aligning classroom practice with expectations, supporting teachers, and teaching students how to use AI appropriately to enhance learning rather than replace it.

Scurry County guardianship Program Partnership:

District leadership is exploring a partnership with Scurry County to support students with disabilities and their families in guardianship and transition planning as students approach adulthood. This collaboration would strengthen compliance, improve coordination of services beginning in secondary grades, and provide families with local guidance and support at no cost to the district.

School Bus Seat Belt Costs:

This study is being conducted in response to Senate Bill 546, which amended Transportation Code §547.701(f) and requires that all school buses transporting children be equipped with three-point seat belts for every passenger. As part of this legislation, the Texas Education Agency (TEA) will gather data from each school district regarding their current bus fleet and the estimated cost to retrofit those buses with three-point seat belts.

*Renewal with Southwest
Food Service:*

Review of the proposed Foodservice Management Contract for 2026-2027. This proposed contract is currently under review with the Texas Department of Agriculture. Once the TDA approves it, the board can consider the contract for renewal.

2026-2027 Cheer Handbook:

This handbook aligns the cheer program with district athletic and extracurricular expectations now that it operates under the Athletics Department and the district's Extracurricular Handbook. It outlines program structure, roles and responsibilities, eligibility, tryout procedures, conduct expectations, and participation requirements to ensure clarity, consistency, and fairness for students and families.

Superintendent's Report:

- A. Update on Days 31-60 Entry Plan
- B. Board Training: Team of 8, Mandator, and Team Building
- C. Regular Board meeting- December 11, 2025
- D. Enrollment Trends
- E. Cell Phone Tracker
- F. Donation Tracker

Executive Session (G1-G4): 9:01pm

The Board may go into closed session in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting.

Superintendent Search

Superintendent Interview(s)

Reconvene from Closed Session: 10:00pm

Doug Neff made a motion to name Dr. Jessica Gore as Lone Finalist for Snyder ISD Superintendent and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Jennifer Taylor, Doug Neff, Brad Hinton Jay Lewis, and Michael Rodriquez

Nays: None

Abstained: None

Adjourn:

Mr. Hinton adjourned the meeting at 10:06 P.M.

Secretary

President