

SUBJECT: Minutes of Regular Meeting
PLACE: Snyder ISD Administration Office
DATE: January 15, 2026
TIME: 6:00 p.m.

Board Members Present:

Brad Hinton, President
Michael Rodriguez
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
DeeAnna Blanton
Jeremy Aguirre
Tommy Duncan
Aleida Juarez
Anthony Gonzales
Zach Lewis

Guests:

Allison Allen
Lisa Butler
June Isbell
Josh Lewis and Family
Wace Warren
Katherine Kraatz
Angie Bloyd
Heather McCormick

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:

High School TAFE and Mrs. Hunter, and Junior High DAR awards presented by June Isbell

Staff Spotlight: Scott Clark, Rebekah Natividad, Rachael Lewis and Melinda Dominguez were presented as the employees of the Month.

Consent Agenda:

- A. Minutes from Regular Meeting on December 11, 2025 and Special Meeting December 18, 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.

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

Nay: None

Abstained: None

Action Agenda:

Purchase of Lease Of Copiers: The copier lease was up in November 2025. We are issuing an RFP for new copiers in the Spring of 2025, with installation scheduled for the summer. The copiers need to be purchased and used in the months between contracts.

Doug Neff made a motion to approve the purchase of the Lease of Copiers and Chad Arnwine seconded the motion.

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

Nay: None

Abstained: None

TexStar Authorization: We need to add Dr. Jessica Gore to the TexStar Account.

Doug Neff made a motion to approve Dr. Jessica Gore to the TexStar Account and Michael Rodriquez seconded the motion.

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

Nays: None

Abstained: None

TexPool Authorization: We need to add Dr. Jessica Gore to the TexPool account.

Doug Neff made a motion to approve Dr. Jessica Gore to be added to the TexPool account and Jennifer Taylor seconded the motion.

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

Nays: None

Abstained: None

First Public/

Lone Star Investment Pool: We need to add Dr. Jessica Gore to the First Public / Lone Star Investment Pool account.

Chad Arnwine made a motion to add Dr. Jessica Gore to the First Public/Lone Star Investment Pool and Michael Rodriquez seconded the motion.

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

Nays: None

Abstained: None

Prosperity Bank:

We need to add Dr. Jessica Gore to all Prosperity Bank accounts allowing all access and privileges as Mr. Rauch and changing Mr. Rauch's title to Superintendent Emeritus.

Doug Neff made a motion to add Dr. Jessica Gore to all Prosperity Bank accounts allowing all access and privileges as Mr. Rauch and changing Mr. Rauch's title to Superintendent Emeritus and Jennifer Taylor seconded the motion.

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

Nay: None

Abstained: None

Information:

Fine Arts Update:

Mr. Zack Lewis presented an update from the Fine Arts Department, sharing information on program participation, accountability, and recent highlights. At Snyder ISD, we believe extracurricular involvement plays an important role in student success. These programs create meaningful connections, strengthen a sense of belonging to the school community, and provide an added layer of accountability and support that helps students thrive.

Post Election Bond Survey:

Valerie Morris presented an update following the recent bond election, the district launched a post-election community survey to provide a direct avenue for feedback and to learn from a broader range of perspectives as Snyder ISD considers future facility needs. While the bond proposition did not pass, the district recognizes that additional construction and renovations, particularly at Snyder High School, will be needed in the coming years and that major projects will require voter approval. This survey builds on earlier engagement efforts, including the work of

a community facilities committee, and reflects the district's continued commitment to listening, learning, and planning thoughtful next steps.

Staffing Update:

Kalum McKay presented mid-year turnover data over the past five years reflects a clear and positive stabilization trend across the district. Salary separations decreased from 21 in 2022-23 to 14 in 2023-24 and 15 in 2024-25, and they stand at only 4 for 2025-26. Hourly separations declined from 34 in 2021-22 to 17 in 2022-23 and 11 in 2023-24, experienced a temporary increase to 27 in 2024-25, and have improved again to 15 this year. Combined totals moved from 49 in 2021-22 to 38 in 2022-23, 25 in 2023-24, 42 in 2024-25, and 19 in 2025-26. These results indicate stronger retention, particularly among certified staff, and signal growing confidence in campus and district leadership. Looking ahead, this positive trajectory positions us well to continue strengthening recruitment, deepening support systems for employees, and building a culture where talented staff choose to stay and thrive.

Calendar Committee Update:

The Snyder ISD Calendar Committee convened on December 17 to review historical calendar practices, consider recent community feedback, and establish guiding priorities for development of the 2026-27 academic calendar. The committee examined key parameters such as major holiday breaks, STAAR testing windows, professional development alignment, and new-teacher orientation structures, while also identifying practices that may need revision, including the placement of PD days, lengthy instructional stretches without breaks, and Monday semester start dates. Several topics were flagged for additional analysis, and example calendar models will be brought forward for committee review at the next meeting. The committee will continue its work on January 7, January 14, and January 21, with the intent of presenting a draft calendar for Board consideration in February.

Benchmark Data:

Campus Principals gave an update on the Benchmark data from the first Semester.

*Third Six Weeks
Reflection Survey:*

The district conducted another round of staff surveys during the third six weeks to gather regular feedback and identify opportunities for timely, responsive action. This shorter survey, designed at staff request, allowed for a quick pulse check while still providing meaningful insight into staff experiences. Feedback from the survey is being used to guide immediate adjustments where possible and to inform ongoing efforts to improve staff support, instructional conditions, and overall outcomes throughout the school year.

*Scurry County Appraisal
District Board of
Directors Election:*

The votes for the election of the 2026-2027 Scurry County Appraisal District Board of Directors have been received from the voting taxing units and counted. The results are attached and the Board members are:

Will Collier
Ryan Grady
Rod Partain
Tyson Price
Mike Ward
Jany Young, Tax Assessor/Collector (Non-voting member)

Interim Superintendent's Report:

- A. Interim Superintendent Entry Plan Update
- B. Donation Tracker
- C. Cell Phone Tracker
- D. Special Meeting- Financial Audit- January 29, 2026
- E. TEA Visit0 January 22, 2026
- F. Apply for Place on the Board- Place 1, 4, 5-1/14-2/13
- G. Regular Board Meeting- February 12, 2026
- H. Enrollment Tracker and Trends

Executive Session 8:53 PM

The Board may go into closed session in accordance with the Texas Open Meetings Act, Texas 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.

Pursuant to Texas Government Code Section 551.074 Personnel Matters

Reconvene from Executive Session 9:11 PM

Adjourn: Mr. Hinton adjourned the meeting at 9:13 P.M.

Secretary

President