

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

Board Members Present:

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

Staff Members Present:

Jessica Gore, Superintendent
Robert Helms, CFO
Kalum McKay
Jeff McGinnis
Valerie Morris
Aleida Juarez
Jeremy Aguirre
Anthony Gonzales
Daron Worrell
Tommy Duncan
Anthony Gonzales
Cinthia Solis

Board Members Absent:

Chad Arnwine

Guests:

Jessica Gonzalez
Monique Guzman
Rob Taylor and Henry
Jacqueline Velasquez
Brandy Martin
Arthur Martin
Ryan and Amy Ford
Lisa Jeffery
April Dennis

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

Invocation: Jay Lewis gave the Invocation

Pledge of Allegiance: Intermediate Students lead the US Pledge and the Texas Pledge

Student Spotlight: Intermediate campus

Staff Spotlight: Employees of the month are Manuel Marinelarena, Safety Specialist at High School, Lisa Jeffery, Junior High, Cinthia Solis, Intermediate, and Deidra Burluson, Primary.

Public Comments: Kellye Starnes spoke on the great progress of Snyder ISD.

Executive Session (G1-G4): 6:20 pm

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.

Pursuant to Texas Government Code Section 551.074 Personnel Matters.

Contract Abandonment chapter 21 employee and report to SBEC

Superintendent's employment and contract (Tex. Gov't Code 551.074)

Reconvene from Closed Session: 6:26 pm

Contract Abandonment: Consider whether a chapter 21 employee did not have a good cause to abandon his employment contract with the District and a complaint to the State Board for Educator Certification should be made.

Doug Neff made a motion that the board finds Tyler Cooper did not have good cause to abandon his employment contract with the district and authorize the Superintendent to make a complaint to the State Board for Educator Certification and Michael Rodriguez seconded the motion.

Yeas: Michael Rodriguez, Doug Neff, Brad Hinton, Ralph Ramon, Jay Lewis and Jennifer Taylor.

Nays: None

Abstained: None

Superintendent Employment: Jennifer Taylor made a motion to approve the Superintendent Employment contract for Dr. Jessica Gore and Doug Neff seconded the motion.

Yeas: Michael Rodriquez, Doug Neff, Brad Hinton, Ralph Ramon, Jay Lewis and Jennifer Taylor.

Nays: None

Abstained: None

Superintendent's Report:

- A. Bus Accidents
- B. Discipline Trends
- C. AP Residents: Certifications
- D. 120-Day Plan update
- E. TASB GrassRoots
- F. LonestaRP3
- G. Opioid prevention Grant/ Partnership with Cogdell Memorial
- H. TASB SLI Conference Proposals
- I. Donation Tracker
- J. Regular Board meeting April 9, 2026

2024-2025 TAPR Report: Mr. Worrell presented the 2024-2025 TAPR report:

Public Comment on 24-25 TAPR Report: No Public comment

Consent Agenda:

- A. Minutes from Regular Meeting February 12, 2026 and Board Training on February 24, 2026
- B. January Utilities
- C. January Check Register

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

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

Action Agenda:

TAFE Out of State Travel: Out-of-state travel for one student from the TAFE program that made it to the National Competition in Portland, Oregon on June 20-23, 2026. Mrs. Hunter would like approval to be able to travel out of state for the National Competition.

Jennifer Taylor made a motion to approve the out-of-state travel for one student from the TAFE program that made it to the National Competition in Portland, Oregon on June 20-23, 2026 and Doug Neff seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

*Speech and Debate
Out of State Travel:*

Out-of-state travel for three students from the Speech and Debate program that have advanced to the 2026 National Speech and Debate Tournament in Richmond, Virginia on June 13-19, 2026. Mr. Jaimes would like approval to be able to travel out of state for the National Tournament.

Doug Neff made a motion to approve out-of-state travel for Speech and Debate to attend the 2026 National Speech and Debate Tournament in Richmond, Virginia on June 13-19, 2026 and Michael Rodriquez seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

2026-2027 Professional Certified Contract:

Consider and take action to approve offering professional contracts to current Snyder ISD personnel recommended by the Superintendent in the attached list for the 2026-2027 school year.

Jennifer Taylor made a motion to approve offering Professional Contracts for the 2026-2027 school year, as presented and recommended by the Superintendent and Michael Rodriguez seconded the motion.

Yeas: Jennifer Taylor, Brad Hinton, Ralph Ramon, and Michael Rodriguez

Nays: None

Abstained: Doug Neff and Jay Lewis

MOU with Scurry County Guardianship:

The Snyder ISD Board of Trustees is asked to consider approval of a Memorandum of Understanding (MOU) between Snyder Independent School District and the Scurry County Guardianship Program. This agreement establishes a collaborative partnership to support students with disabilities and their families as they navigate guardianship, supported decision-making, medical and legal alternatives, and required adult transition planning. The MOU formalizes communication protocols and shared responsibilities to ensure compliance with state and federal transition requirements, including IDEA and FERPA, while improving access to community-based resources for students beginning in junior high and continuing through secondary transition. There is no cost to the District associated with this agreement.

Administration recommends approval of this MOU to strengthen coordinated student support services and enhance transition planning outcomes for eligible students and families.

Doug Neff made a motion to approve the Memorandum of Understanding between Snyder ISD and the Scurry County Guardianship Program, as presented, to establish a collaborative partnership supporting students with disabilities and their families in guardianship planning, supported decision-making, and adult transition service, and authorize the Superintendent to execute the

agreement on behalf of the District and Jennifer Taylor seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

Chromebooks:

All K-12 students in Snyder ISD are issued Chromebooks, which the district replaces on a rotating schedule. In 2026, we plan to replace high school devices. Due to a current chip shortage, we are seeking to lock in pricing on available inventory now to reduce costs. For this reason, this item is presented for board action rather than for information only.

Doug Neff made a motion to approve purchasing Chromebooks not to exceed \$320,000 and Michael Rodriquez seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

SB 546 Reporting on School: 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.

Step 1: Board Determines Financial Feasibility

The board must first decide whether purchasing buses equipped

with 3-point seat belts fits within the district's budget and plan for the purchase. If the board determines it is financially feasible and plans to proceed, reporting can be completed in Sentinel at this stage. If not, continue to Step 2.

Doug Neff made a motion that the purchase of school buses equipped with three-point seat belts does not fit within the District's current budget and Jennifer Taylor seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

eRate:

Snyder ISD received and evaluated 2026 eRate Category One and Category Two quotes and recommends awards that best serve students and staff while maximizing eRate support.

For Category Two, the district will upgrade wireless networks at the Primary, Technology, and Administration Buildings with Trifecta Integrations at a total project cost of \$120,715.90, with an anticipated district share of \$24,143.18.

For Category One, the Auxiliary Campus internet service will be provided by Poka Lambro Telecommunications at \$120 per month per site under a three-year contract totaling \$17,280, with an anticipated district share of \$3,456 over the term.

For transparency, the presentation also includes a summary of existing telecommunications and internet contracts.

Doug Neff made a motion to approve the contract with Trifecta Integrations for Wifi upgrades in the amount of \$120,715.90, contingent upon successful, favorable, and final funding approval from the Universal Service Administrative Company (USAC) and receipt of an E-rate Funding Commitment Decision Letter (FCDL) for the 2026 funding year. If E-rate funding is not approved for any reason, this contract is deemed void or subject to renegotiation and Jennifer Taylor seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriquez

Nays: None

Abstained: None

Michael Rodriguez made a motion to approve the contract with Poka Lambro Telecommunications for Internet Service in the amount of \$17,280, contingent upon successful, favorable, and final funding approval from the Universal Service Administrative Company (USAC) and receipt of an E-rate Funding Commitment Decision Letter (FCDL) for the 2026 funding year. If E-rate funding is not approved for any reason, this contract is deemed void or subject to renegotiation and Doug Neff seconded the motion.

Yeas: Jennifer Taylor, Doug Neff, Brad Hinton Ralph Ramon, Jay Lewis and Michael Rodriguez

Nays: None

Abstained: None

Information:

LASO Cycle 4:

Snyder ISD has been conditionally granted funding through the Learning Acceleration Support Opportunities (LASO 4) grant program. The awarded funds support the implementation of Teacher Preparation Mentorship and Teacher Preparation Residency pathways designed to strengthen instructional capacity, improve teacher retention, and build a sustainable grow-your-own teacher pipeline.

This grant builds upon systems established under LASO 3, including instructional coaching structures, data-driven PLC processes, mentor training, and targeted academic supports. The continuation and expansion of these systems will further enhance Tier 1 instruction and support improved student growth outcomes aligned to district accountability goals.

Final approval and implementation planning are underway, with mentor selection, residency placement, and progress monitoring structures to follow.

Teacher Incentive Allotment: Snyder ISD is proud to announce that the district has once again been awarded funding through the Texas Teacher Incentive Allotment (TIA). This continued recognition reflects our commitment to instructional excellence and the effectiveness of our local designation system in identifying, supporting, and rewarding highly effective educators.

Through TIA, designated teachers earn significant additional compensation based on demonstrated student growth and performance outcomes. These funds not only recognize outstanding classroom instruction but also strengthen our ability to attract, retain, and reward top teaching talent across the district.

Receiving TIA designation again affirms the strength of our evaluation processes, instructional coaching systems, and data-driven practices. Most importantly, it highlights the exceptional work taking place daily in our classrooms to accelerate student learning and achievement.

We commend our designated teachers and campus leadership teams for their dedication to excellence and for continuing to raise the standard of academic success for all Snyder ISD students.

4th Six Weeks Reflection Survey:

Valerie Morris will present a summary of the 4th six-week staff survey results, including participation rates, key themes, areas of strength, and identified opportunities for growth.

Academic Update:

Dr. Gore, Principals and Instructional Coaches gave an update on Academics and the progress being made.

Facilities Assessment Committee:

Valerie Morris will provide a recap of the recent Facilities Assessment Committee meeting, including attendance, topics discussed, the committee's charge and timeline, and initial feedback from participants. The update will also outline the next steps as the committee works to develop a long-range facilities roadmap.

Safety Updates for 2026-2027: General updates concerning student and staff safety.

2026-2027 Compensation Plan: Discuss potential compensation plan adjustments. the plan includes updates to select extra duty stipends, and revised pay ranges for paraprofessional, professional, auxiliary, and administrative positions to maintain internal alignment and market competitiveness. The proposal also clarifies stipend structures and compensation guidelines across programs. The goal is to support recruitment, retention, and equitable compensation across all employee groups.

Update Policy CFB (LOCAL): CFB (LOCAL) The Capitalization threshold for purposes of classifying individual capital assets shall be \$10,000 effective 9/1/2025.
The Superintendent shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above, but for which the cost in the aggregate is significant.

Adjourn: Mr. Hinton adjourned the meeting at 8:59 P.M.

Secretary

President