

Tuesday, June 17, 2025

The Board of Trustees of Henderson ISD met Tuesday, June 17, 2025, 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
Justin Scarborough
Dr. John Taylor
Jean Williams

Sonny Simmons was absent.

1. **Call to Order at 5:30 PM** - Board President Russell Brown called the meeting to order at 5:30 pm.
 - A. Invocation – Shannon Coats led the invocation.
 - B. Pledge to the US Flag and Texas Flag – President Brown led the pledges.
2. **Campus/Staff recognition** (5:32 pm) – There were no recognitions.
3. **Open Forum** (5:32 pm) – No citizens addressed the board in Open Forum.
4. **Communication from citizens to discuss pending agenda items before the Board** (5:32 pm) – No citizens addressed the board regarding a pending agenda item.
5. **Information/Discussion Agenda Items**
 - A. Update on required training through EduHero (5:32 pm). Stacey Johnson presented information regarding the training requirements of the Board of Trustees and two of the courses offered on the training platform EduHero.
 - B. Financial Report (5:34 pm) - April 2025 - Nikki Warner presented the reconciled financials for April 2025.
 - C. Update on 2024-2025 STAAR/EOC results (5:35 pm) - Dea Henry presented preliminary STAAR/EOC scores from the 2024-2025 school year broken down by Approaches, Meets, and Masters categories. The state will release a more detailed report with the A-F Rating later in the year.
6. **Consider approval of Consent Agenda items** (5:42 pm) – A motion was made by Loy Dorsey, with a second by Shannon Coats, to approve the Consent Agenda as presented. The motion carried unanimously, 6-0.
 - A. Approve Minutes of the May 13, 2025, Regular Meeting
 - B. Approve Minutes of the May 28, 2025, Special Meeting
7. **Consider approval of Action Agenda items**
 - A. Consider approval of Region 7 service agreements contract for 2025-2026 (5:42 pm) - Dea Henry presented the Region VII service agreements for approval (see attached list). A motion was made by Jean Williams, with a second by Dr. John Taylor, to approve the Region VII Service Agreement for 2025-2026 as presented. The motion carried unanimously, 6-0.

- B. Consider the purchase of the Edgenuity program through Imagine Learning. (5:46 pm)
 - Dea Henry presented for approval the renewal of the Edgenuity program through Imagine Learning in the amount of \$32,403. This is the online learning platform utilized by HHS PRIDE students working to complete courses for graduation, students needing to take a course not offered or that will not fit into their schedules, and those who need credit recovery. A motion was made by Shannon Coats, with a second by Loy Dorsey, to approve the purchase of Edgenuity as presented. The motion carried unanimously, 6-0.
- C. Consider Approval of Order for Trustee Election and Nomination of Election Administrator (5:48 pm) - Terry Everitt presented the order of election for the on Tuesday, November 4, 2025. The filing period for a place on the ballot will open on Saturday, July 19, 2025, and close on Monday August 18, 2025, at 5:00 pm. Trustee positions on the ballot will be District 1, District 2, and District 5. The administration recommended that the board approve the election order and appointment of Dr. Terry Everitt as the HISD Elections Administrator for the November 4, 2025, Board of Trustees election. After discussion regarding a mistyped day on the Board Background, a motion was made by Justin Scarborough, with a second by Shannon Coats, to approve the order as modified and understood and to approve the elections administrator. The motion carried unanimously, 6-0.
- D. Consider Approval of Upgrade to the District Access Control System (5:51 pm) -
 Dr. Terry Everitt presented an upgrade to the district's door access control system. The quote from 3D Security totals \$53,170.96. To maximize cost efficiency, district personnel will perform the installation of the new system. The cost of this upgrade was anticipated and included in the 2024-2025 budget. A motion was made by Dr. John Taylor, with a second by Justin Scarborough, to approve this expenditure of \$53,170.96 as presented. The motion carried unanimously, 6-0.
- E. Consider Approval of TASB Policy Update 125 (5:53 pm)- Dr. Terry Everitt presented TASB Update 125, which includes revisions to Legal and Local policies that address both board operations and student-related services. See attached Explanatory Notes. A motion was made by Loy Dorsey, with a second by Justin Scarborough, to approve policy Update 125 as recommended. The motion carried unanimously, 6-0.
8. **Superintendent Report (5:55 pm)** - Superintendent Brian Bowman reported that the district ended the year with 3,241 students, down slightly from the previous year. The ADA ended at 94.1%.
 A. Enrollment/Attendance Report
9. **Set date, time, and location of next Regular Board Meeting**
 A. Tentative date, time, and location of Regular Board Meeting: Tuesday, July 8, 2025, at 5:30 p.m. in the Administration Boardroom, 300 Crosby Drive, Henderson, Texas.
 The Henderson ISD Board of Trustees ended Open Session at 5:58 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:
 - 1. The deployment, or specific occasions for implementation, of security personnel or devices; or
 - 2. A security audit.
 - 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 Henderson ISD Board of Trustees reconvened in Open Session at 7:17 pm.
11. **Consider possible action on items discussed in Closed Session.**
Upon returning to Open Session, a motion was made by Dr. John Taylor, with a second by Shannon Coats, to adopt the recommendations of the administration regarding all personnel resignations and hires as presented. The motion carried unanimously, 6-0.
12. **Adjournment (7:18 pm)** – With no further business, a motion was made by Shannon Coats, with a second by Dr. John Taylor, to adjourn. The motion carried unanimously, 6-0.

President

ATTEST:

Secretary



Service Agreements for Contract Year 2025/2026

As of Wednesday, July 2, 2025, HENDERSON ISD has selected the following services:

Agreement/Service	Fee	Date Selected	Authorized by
Academic Content Cooperative			
Academic Content Cooperative	\$37020.00	07/02/2025	Brian Bowman
Administrative Leadership Cooperative			
Administrative Leadership Cooperative	\$3400.00	07/02/2025	Brian Bowman
Bilingual/ESL Title III Contracted Services			
Title III Bilingual/ESL - Contracted	\$8052.00	07/02/2025	Brian Bowman
Career and Technical Education Contracted Services			
CTE - Contracted Service	\$7712.00	07/02/2025	Brian Bowman
Digital Learning			
Digital Learning Basic Membership Fee	\$3500.00	07/02/2025	Brian Bowman
Library and Digital Media Services (LDMS)	\$975.00	07/02/2025	Brian Bowman
DMAC Solutions			
Class Roster As Needed	\$2716.00	07/02/2025	Brian Bowman
FormWorks	\$500.00	07/02/2025	Brian Bowman
Appraisals	\$2500.00	07/02/2025	Brian Bowman
State Assessment	\$1500.00	07/02/2025	Brian Bowman
TAG	\$2500.00	07/02/2025	Brian Bowman
TEKScore	\$1500.00	07/02/2025	Brian Bowman
ESSA Contracted			
Title I, Part A Complete Services Package	\$18009.00	07/02/2025	Brian Bowman
Title I, Part A Professional Development Support	\$10005.00	07/02/2025	Brian Bowman
Funding & Accountability and OnDataSuite			
Funding & Accountability	\$3562.00	07/02/2025	Brian Bowman
OnDataSuite Software	\$6380.00	07/02/2025	Brian Bowman
PEIMS Academy	\$1750.00	07/02/2025	Brian Bowman
Fine Arts Cooperative			
Fine Arts	\$500.00	07/02/2025	Brian Bowman
Gifted and Talented			
G/T	\$19517.00	07/02/2025	Brian Bowman
Health, Nurses, and PE Cooperative			
Nurses, Health, and PE	\$2588.00	07/02/2025	Brian Bowman
Human Resources Services			
Human Resources Services	\$2275.00	07/02/2025	Brian Bowman

Agreement/Service	Fee	Date Selected	Authorized by
IMPACT ETX			
IMPACT ETX	\$7679.00	07/02/2025	Brian Bowman
Purchasing Cooperative			
Purchasing Cooperative	\$2046.00	07/02/2025	Brian Bowman
Professional School Counselor			
Professional School Counselor	\$3811.00	07/02/2025	Brian Bowman
School Safety and Security Cooperative			
School Safety Cooperative	\$8646.00	07/02/2025	Brian Bowman
Superintendent Support Services			
Superintendent Support Services	\$2600.00	07/02/2025	Brian Bowman
Technology Services			
Cybersecurity Basic Membership Fee	\$500.00	07/02/2025	Brian Bowman
TEKS Resource System/TCMPC			
TEKS Resource System	\$18456.17	07/02/2025	Brian Bowman
Total of selections	180199.17		

**ORDER OF GENERAL ELECTION FOR OTHER POLITICAL SUBDIVISIONS
 ORDEN DE ELECCIÓN GENERAL PARA OTRAS SUBDIVISIONES POLÍTICAS**

An election is hereby ordered to be held on 11 /04 /2025 for the purpose of voting on:
 (date)

(Por la presente se ordena celebrar una elección el 11 /04 /2025 con el propósito de votar sobre.)
 (fecha)

List Offices/Propositions/Measures on the ballot (Enúmere los puestos/proposiciones/medidas oficiales en la boleta)

Single Member District 1- Three Year Term
Single Member District 2- Three Year Term
Single Member District 5- Three Year Term

Early voting by personal appearance will be conducted each weekday at:
 (La votación adelantada en persona se llevará a cabo de lunes a viernes en:)

The Main Early Voting Location (sitio principal de votación adelantada)

Location (sitio)	Hours (horas)
Rusk County Election Office	8:00am- 5:00pm

Branch Early Voting Locations (sucursal sitios de votación adelantada)

Location (sitio)	Hours (horas)
TBD	

Early voting by personal appearance will be conducted each weekend at:
 (La votación adelantada en persona se llevará a cabo en el fin de semana en:)

The Main Early Voting Location (sitio principal de votación adelantada)

Location (sitio)	Hours (horas)

Branch Early Voting Locations (sucursal sitios de votación adelantada)

Location (sitio)	Hours (horas)
TBD	

Applications for ballot by mail shall be mailed to:
 (Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Shannon Brown

Name of Early Voting Clerk
(Nombre del Secretario/a de la Votación Adelantada)

204 N. Main St. (Physical) PO Box 668 (Mailing-75653)

Address (Dirección)

Henderson 75652

City (Ciudad) Zip Code (Código Postal)

903-657-0321

Telephone Number (Número de teléfono)

electionadministrator@ruskcountytexas.gov

Email Address (Dirección de Correo Electrónico)

ruskcountytexas.gov/page/rusk_elections

Early Voting Clerk's Website (Sitio web del Secretario/a de Votación Adelantada)

Applications for Ballots by Mail (ABBM)s must be received no later than the close of business on:
(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)

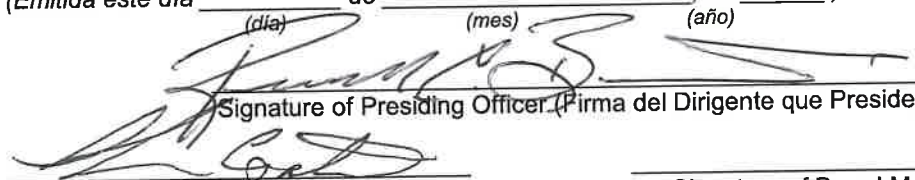
11 / 04 / 2025
(date)(fecha)

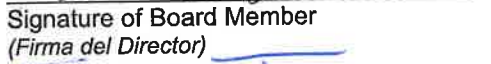
Federal Post Card Applications (FPCAs) must be received no later than the close of business on:
(La Tarjeta Federal Postal de Solicitud deberán recibirse no más tardar de las horas de negocio el:)

11 / 04 / 2025
(date)(fecha)

Issued this 17 day of June, 2025.
(day) (month) (year)

(Emitida este día 17 de June, 2025.)
(día) (mes) (año)


Signature of Presiding Officer (Firma del Dirigente que Preside)


Signature of Board Member (Firma del Director)

Signature of Board Member (Firma del Director)

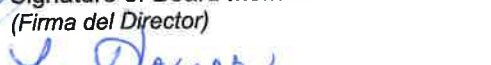

Signature of Board Member (Firma del Director)

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Signature of Board Member (Firma del Director)

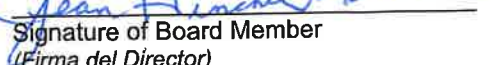

Signature of Board Member (Firma del Director)

Signature of Board Member (Firma del Director)


Signature of Board Member (Firma del Director)


Signature of Board Member (Firma del Director)

Signature of Board Member (Firma del Director)


Signature of Board Member (Firma del Director)

Instruction Note: A copy of this election order must be delivered to the County Clerk/Elections Administrator and Voter Registrar not later than 60 days before election day.
Nota de Instrucción: Se deberá entregar una copia de esta orden de elección al/a la Secretario(a) del Condado/Administrador(a) de Elecciones y el/la Registrador(a) de Votantes a más tardar 60 días antes del día de elección.

Explanatory Notes

TASB Localized Policy Manual Update 125

Henderson ISD

AIA(LEGAL) ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions to 19 Administrative Code 97.1003(f)(3), effective February 10, 2025, prompted edits at Local Accountability Plan — Submission and Audit Standards.

AIE(LEGAL) ACCOUNTABILITY: INVESTIGATIONS

A citation to the Administrative Code has been adjusted at the end of the policy.

B(LEGAL) LOCAL GOVERNANCE

The Section B Table of Contents has been updated to reflect revised names for policies BDB, Board Committees, and BDF, Advisory Committees.

BBD(LEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION

19 Administrative Code 61.1051 was repealed on December 6, 2024, but 19 Administrative Code 61.1(b)(7), which references the repealed rule, was not amended. The requirements in the repealed provision were moved to 19 Administrative Code 103.1401. A Note has been added at Identifying and Reporting Abuse to clarify the location of the requirements.

BDAA(LOCAL) OFFICERS AND OFFICIALS: DUTIES AND REQUIREMENTS OF BOARD OFFICERS

Revisions are recommended to this local policy on board officer duties and requirements. At Board Officers, the sentence indicating that the board may assign a district employee to provide clerical assistance is recommended for deletion since the superintendent, rather than the board, manages staff assignments, including providing support to the board.

BDB(LEGAL) BOARD INTERNAL ORGANIZATION: BOARD COMMITTEES

To coordinate with the recommended changes to the local policy at this code, the subtopic has been changed from Internal Committees to Board Committees.

BDB(LOCAL) BOARD INTERNAL ORGANIZATION: BOARD COMMITTEES

This policy has been revised in coordination with BDF(LOCAL) to clarify the difference between board committees and advisory committees. Accordingly, the subtopic of this code has been changed from Internal Committees to Board Committees, and new provisions are recommended to establish how board committees are formed and outline their purpose. Text addressing Dissolution of board committees is also recommended for inclusion. The language previously at Special Committees has been moved to BDF(LOCAL).

BDF(LEGAL) BOARD INTERNAL ORGANIZATION: ADVISORY COMMITTEES

To coordinate with the recommended changes to the local policy at this code, the subtopic has been changed from Citizen Advisory Committees to Advisory Committees.

BDF(LOCAL) BOARD INTERNAL ORGANIZATION: ADVISORY COMMITTEES

This new local policy is recommended for inclusion to coordinate with the changes at BDB. The subtopic of this code has been changed from Citizen Advisory Committees to Advisory Committees. Language has been moved here from BDB(LOCAL) and updated to clarify how advisory committees are formed and the parameters of their responsibilities. A section on Dissolution of the committees is also recommended for inclusion.

Explanatory Notes

TASB Localized Policy Manual Update 125

Henderson ISD

BJB(LLEGAL)

SUPERINTENDENT: RECRUITMENT AND APPOINTMENT

New rules at 19 Administrative Code 103.1213 regarding the Sentinel system were adopted on December 13, 2024, and a new section on required reporting in that system after a superintendent change has been added to this legal framework.

CBA(LLEGAL)

STATE AND FEDERAL REVENUE SOURCES: STATE

Revisions reflect amendments at 19 Administrative Code 61.1034, effective April 13, 2025, to clarify the criteria a district must meet to be eligible for the New Instructional Facility Allotment (NIFA). Additional information about NIFA has also been included to outline eligibility provisions and the application process. NIFA was created in 1999 for districts to provide for operational expenses associated with the opening of a new instructional facility and is available to all public school districts that meet the requirements of the statute and rule.

CKA(LLEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: SAFETY AND SECURITY AUDITS AND MONITORING

New rules at 19 Administrative Code 103.1213, effective December 15, 2024, relating to the Sentinel system prompted revisions to this legal framework on safety and security audits and monitoring. A section on Reporting Through Sentinel has been added, and additional changes reflecting new reporting requirements for vulnerability assessments and intruder detection audits have been made.

CKC(LLEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

The new rules regarding the Sentinel system necessitated additional language regarding the Texas School Safety Center's uploading of multihazard emergency operation plans to that system. The new rules became effective December 15, 2024, and are found at 19 Administrative Code 103.1213.

CLA(LLEGAL)

BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: SECURITY

New requirements have been added at Human Trafficking Warning Signs to reflect a new rule adopted at 19 Administrative Code 103.1403, effective December 11, 2024.

CMD(LLEGAL)

EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

Changes at 19 Administrative Code 67.1315, effective December 15, 2024, prompted revisions relating to the requirement for districts to adopt an open education resource instructional materials plan unless otherwise exempt.

CNB(LLEGAL)

TRANSPORTATION MANAGEMENT: DISTRICT VEHICLES

A cross-reference to CNC has been added at School Bus Advertising for clarity regarding reporting requirements for crashes involving buses with advertising.

CNC(LLEGAL)

TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

At Annual Report to TEA, revisions to this legal framework were required after 19 Administrative Code 61.1028 was repealed and provisions moved to the new 19 Administrative Code 103.1231, effective March 10, 2025. Other revisions have been made for clarity.

Explanatory Notes

TASB Localized Policy Manual Update 125

Henderson ISD

DEAB(LLEGAL) COMPENSATION PLAN: WAGE AND HOUR LAWS

At Exempt Employees — Academic Administrators, the salary/fee rate has been removed and replaced with a reference to the established weekly threshold to prevent the need for continuous updating as the Fair Labor Standards Act rules are amended over time.

DMA(LLEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

A citation change at Child Abuse, Trafficking, and Maltreatment reflects provisions from the Administrative Code that were repealed on December 11, 2024, and moved to 19 Administrative Code 103.1401. At Mental Health, provisions have been added to reflect the adoption of 19 Administrative Code 153.1015, effective December 2, 2024.

EHBAA(LLEGAL) SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

At Evaluation for Change in Eligibility, provisions have been removed to reflect amendments to 19 Administrative Code 89.1070, adopted November 1, 2024. A cross-reference to EIF has been added for clarity.

EHBAD(LLEGAL) SPECIAL EDUCATION: TRANSITION SERVICES

Provisions at Graduation have been revised to reflect amendments to 19 Administrative Code 89.1070, adopted November 1, 2024.

EHBAF(LLEGAL) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

19 Administrative Code 61.1051 was repealed on December 6, 2024, but 19 Administrative Code 103.1301, which references the repealed rule, was not amended. The requirements in the repealed provision were moved to 19 Administrative Code 103.1401. A Note has been added at Confidentiality — Duty to Report to clarify the location of the requirements.

EHBE(LLEGAL) SPECIAL PROGRAMS: BILINGUAL EDUCATION/ESL

Extensive revisions throughout this legal framework reflect amendments to numerous Administrative Code rules, effective February 7, 2025, relating to bilingual and ESL programs.

EHDE(LLEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: DISTANCE LEARNING

Changes throughout this legal framework reflect amendments to the Administrative Code adopted on February 14, 2025.

EI(LOCAL) ACADEMIC ACHIEVEMENT

At Partial Credit, recommended revisions replace the phrase "combined grade for" with "average of" to more accurately reflect the determination of awarding credit when a student earns a passing grade in only half of a course.

EIF(LLEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

Revisions to this legal framework are a result of amendments to 19 Administrative Code 89.1070, adopted November 1, 2024.

FDA(LLEGAL) ADMISSIONS: INTERDISTRICT TRANSFERS

A paragraph has been added at Discipline and Threat Assessment Records as a result of the new Sentinel rules found at 19 Administrative Code 103.1213, effective December 15, 2024.

Explanatory Notes

TASB Localized Policy Manual Update 125

Henderson ISD

FDE(LOCAL) ADMISSIONS: SCHOOL SAFETY TRANSFERS

At Safe Schools Data, "bullying" is recommended for inclusion as an offense for which the district must collect and maintain data. The revision aligns with the Unsafe School Choice Option Guidance Handbook.

FEC(LOCAL) ATTENDANCE: ATTENDANCE FOR CREDIT

Revisions throughout this policy are recommended for clarity.

The information in the first sentence of the policy has been incorporated at Absences Considered for improved readability. Rather than directing the board to establish attendance committees, the policy now authorizes the establishment of those committees by the administration. At Parental Notice of Excessive Absences, specifics regarding petitions for credit are recommended for deletion in favor of a reference to administrative regulations.

Revisions at Imposing Conditions for Awarding Credit or a Final Grade are recommended to clarify requirements regarding "seat time." For more information, see the TASB.org article [TEKS Mastery, Not Seat Time, Required for Attendance for Credit](#).

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

FFAC(LEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

Extensive changes throughout this legal framework have been made for clarity and to reflect new Department of State Health Services rules on Maintenance and Administration of Medication for Respiratory Distress.

FFAC(LOCAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

The revisions to the legal framework at this code reflect the new Department of State Health Services rules on unassigned medication for respiratory distress. If your district currently maintains medication that can be used when a person is experiencing respiratory distress, please contact your policy consultant for appropriate text to include in your local policy.

FFB(LEGAL) STUDENT WELFARE: CRISIS INTERVENTION

A section on Use of Sentinel Assessment Instrument, Manual, and Field Guide has been added to reflect the new Sentinel rules found at 19 Administrative Code 103.1213, effective December 15, 2024.

FOC(LEGAL) STUDENT DISCIPLINE: PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING

Revisions to this legal framework at Determination of Violent Conduct reflect new language at 19 Administrative Code 103.1205, effective October 29, 2024.

FOF(LEGAL) STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

A new section on Peace Officer or Security Personnel Use of Restraint or Taser has been added to reflect new language at 19 Administrative Code 89.1053, effective October 7, 2024.

**Henderson ISD
Board Background**

Subject: Personnel Recommendations

June 17, 2025

Presented for: Action X

Report Only

Background Information:

The following individual is recommended for a one-year probationary administrative contract for the 2025-2026 school year:

- **John Pyle** – Assistant Principal, Henderson High School. Mr. Pyle earned both a Bachelor’s and Master’s degrees from the University of Texas at Tyler. With 17 years of experience, nine of which as an assistant principal, Mr. Pyle brings a wealth of knowledge to HHS. He is certified in the following areas: Social Studies 4-8, Social Studies 8-12, and Principal EC-12.

The following individual is recommended for a one-year probationary non-certified professional contract for the 2025-2026 school year:

- **Thomas Hottman** – Transportation Coordinator, Transportation Department. Mr. Hottman has been an HISD transportation employee since 2020. During his tenure with the district, he has served in several capacities including a bus driver, trip coordinator, and video specialist. This experience, along with previous supervisory experience, serves as foundational skills for his selection as the HISD transportation coordinator.

The following individuals are recommended for a one-year probationary certified professional contract for the 2025-2026 school year:

- **Kayla Crawford** – Certified Counselor, Henderson Middle School. Ms. Crawford has been working at HMS as a counselor intern and has now completed her counselor certification, School Counselor EC-12.
- **Laurie Gaddy** – Licensed Professional Counselor, Special Education Department. Ms. Gaddy received both her Bachelor’s and Master’s degrees from the University of North Texas. Recently serving students through a private practice setting, she brings a total of nine years of experience to HISD and will be serving as the fully licensed counselor for the Special Education Department.
- **Carrie Mashburn** – ARD Facilitator, Special Education Department. A Henderson High School graduate, Ms. Mashburn received a Bachelor’s and a Master’s at Stephen F. Austin State University. Spending several years of her career as a teacher with HISD, she has most recently been an administrator at Sabine. She returns to HISD with 21 years of experience.
- **Laci Meeks** – Certified Counselor, Wylie Primary School. Ms. Meeks has both a Bachelor’s and Master’s from Northwestern State University in Natchitoches. After teaching several years part of which were in Henderson ISD, she earned a second Master’s degree in counseling and has been a counselor for four years in Center ISD. Ms. Meeks’ certifications include EC-12 School Counseling and EC-4 Elementary Education.
- **Sheridan Spencer** – Speech Language Pathology Assistant, Special Education Department. Receiving a Bachelor’s degree from the University of Texas at Tyler, Ms. Spencer has been working with H2 Health in Longview for two years and contracting for Henderson ISD for the 2024-2025 school year. She is a fully certified SLP-A.

The following individuals are recommended for a one-year probationary contract for the 2025-2026 school year:

- **Lindsey Aten** – Classroom Teacher, Wylie Elementary School. Ms. Aten is a graduate of the University of Texas at Tyler and has a total of 10 years of teaching experience. She is certified in the following areas: EC-4 Generalist, EC-4 Core Subjects, and EC-12 Special Education.
- **Jennifer Barth** – Classroom Teacher, Northside Intermediate School. Ms. Barth is a graduate of Stephen F. Austin State University. Bringing 6 years of experience to HISD, she is certified in Core Subjects EC-6.
- **Heather Burris** – Dyslexia Teacher, Northside Intermediate. A graduate of Harding University, Ms. Burris returns to HISD with 24 years of experience. She is certified in the following areas: Elementary 1-8, Special Education PK-12, and ESL PK-12.
- **Stephanie Cassey** – Classroom Teacher, Henderson High School. Ms. Cassey completed her Bachelor’s degree with the University of Phoenix and her Master’s at the University of Texas in El Paso. With five years of experience, she is certified in English Language Arts for Grades 4-8 and 7-12, as well as 4-12 ESL.
- **Donna McCune** – Classroom Teacher, Henderson High School. Ms. McCune is a graduate of Stephen F. Austin State University and has over 20 years of experience teaching mathematics. She is currently certified in 4-8 Math and ESL 4-8.
- **Casey Orr** - Classroom Teacher, Henderson Middle School. After a successful career as a licensed professional civic engineer, Ms. Orr decided to make a career change. She has passed her 4-8 Math test and is earning an alternative certification through 240 Certification. This will serve as her internship year in education.
- **Mackenzie Russell** - Classroom Teacher, Henderson High School. Earning her Bachelor’s in Biology from the University of Texas at Arlington, Ms. Russell brings two years of experience to HISD. She is certified in 7-12 Science.
- **Kandice Smith** - Classroom Teacher, Henderson High School. A graduate of Stephen F. Austin State University, Ms. Smith worked as a Registered Nurse before becoming a Health Science teacher. She brings extensive health science experience to HISD.

The following individuals are recommended as District of Innovation teachers for the 2025-2026 school year and will receive a one-year letter of reasonable assurance. Two are currently enrolled in an approved program and actively working toward full certification by the end of the new school year. The last individual is completing her 4-year degree and will begin an alternative program upon graduation.

NAME	TEACHING ASSIGNMENT	CAMPUS	ALTERNATIVE PROGRAM
Jolie Bryan	Classroom Teacher-Math	Northside	Region 7 Impact
Ashley Conner	Classroom Teacher-Math	Northside	Texas Teachers of Tomorrow
Joana Olvera	Classroom Teacher-Spanish	HHS	TBD

Contact Person(s):

Brian Bowman, Superintendent
 Stacey Johnson, Interim Director of Human Resources

**Henderson ISD
Board Background**

Subject: Personnel Recommendations

June 17, 2025

Presented for: Action X

Report Only

Background Information:

The following contracted employees have submitted a resignation for the end of the 2024-2025 school year.

- | | | |
|------------------------|---------------|----------------|
| • Kristin Byrd | Director | Central Office |
| • Clay Freeman | Director | Transportation |
| • Lauren Ham | Teacher | Middle School |
| • Katie Hurst | Teacher | High School |
| • Melissa Hutchens | Teacher | High School |
| • Cadie Lawrence | Speech Asst. | Central Office |
| • Kim L. Miller | Teacher | Northside |
| • Sierra Parnell | Teacher | Northside |
| • Gloria Smith* | Teacher | High School |
| • Robert Spencer (DOI) | Teacher/Coach | Middle School |

*Retiring

Contact Person(s):

Brian Bowman, Superintendent
Stacey Johnson, Interim Director of Human Resources

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	7		← Minutes receiving, discussing, and voting on Student Outcome Goal Monitoring Reports according to the board adopted Monitoring Calendar	
		9	← 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) →	9
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
TOTALS	7	9	27	11

Use For Student Outcome and Adult Behavior Minutes Percentage Calculation: $\frac{16}{27} \times 100 = 59.26$ % Student Outcome and Adult Behavior Minutes

Use For Student Outcome Minutes Percentage Calculation: $\frac{7}{27} \times 100 = 25.93$ % Student Outcome Minutes

Trustees Present	Trustees Absent	% Attendance
6	1	85.71

Count of 'Other' Agenda Items
2

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

Consent Items	Consent Items Removed	% Remaining on Consent Agenda
2	0	100.00

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