

Tuesday, November 11, 2025

The Board of Trustees of Henderson ISD met Tuesday, November 11, 2025, beginning 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
Lou Madsen
Justin Scarborough
Dr. John Taylor
Jean Williams

Sonny Simmons was not present.

1. **Call to Order at 5:30 PM** - Board President Russell Brown called the meeting to order at 5:30 pm.
 - A. Invocation (5:30 pm) – Lane Fears and Kloe Lingo led the invocation.
 - B. Pledge to the US Flag and Texas Flag (5:32 pm) – Darriona Murphy, Lucas Fears, Jase Fears, Teal Goode, and Judge Lingo led the pledges.
2. **Canvass results from the November 4, 2025, Board of Trustees elections (5:34 pm)** - Elections Administrator Dr. Terry Everitt presented the official results of the November 4, 2025, Board of Trustees election. Incumbent Jean Williams defeated Janet Tate-Furlow with 211 to 142 votes for the District 1 seat. Incumbent Justin Scarborough won the seat for District 2 against opponent Pedro Juarez with 327 votes to 128. These results were verified and certified by the county election authority. A motion was made by Loy Dorsey, with a second by Shannon Coats, to accept the election results as presented. The motion carried unanimously, 6-0.
3. **Administer the Oath of Office to newly elected trustees (5:36 pm)** - Dr. Terry Everitt announced the declared winner, Jean Williams for District 1, Justin Scarborough for District 2, and Lou Madsen for District 5, and presented them to take the oath of office, administered by Texas Notary Public Cindy Recendez.
4. **Open Forum (5:42 pm)** – No citizens addressed the board in Open Forum.
5. **Communication from citizens to discuss pending agenda items before the Board (5:42 pm)** – No citizens addressed the board regarding a pending agenda item.
Before convening in Closed Session, in honor of Veterans Day, President Brown recognized those who served in the military.
The HISD Board of Trustees ended Open Session at 5:44 pm.
6. **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. 551.074 - 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. Reorganization of the Board

The HISD Board of Trustees reconvened in Open Session at 5:50pm.

- 7. **Consider possible action on items discussed in Closed Session** (5:50 pm) – Upon return to Open Session, a motion was made by Loy Dorsey, with a second by Dr. John Taylor, to keep the board as it was last year (Russell Brown as president, Shannon Coats as vice president, and Jean Williams as secretary). The motion carried unanimously, 7-0.

- 8. **Campus/Staff recognition** (5:51 pm) – There were no recognitions.

- 9. **Public Hearing**

- A. Overview of School FIRST (Financial Integrity Rating System of Texas) and Henderson ISD's rating – President Brown opened the Public Hearing at 5:51 pm. CFO Nikki Warner presented the required FIRST report including the district's financial management performance rating provided by TEA for the current and previous rating year and these six required disclosures: a copy of the superintendent's contract; a schedule of reimbursements received by the superintendent and each board member; a schedule of compensation and/or fees received by the superintendent from other school districts or outside entities; a summary of gifts valued at \$250 or more received by each board member; summary of business transactions between the district and board members; other information determined to be useful. The 2024-2025 School FIRST Rating is based on the 2023-2024 financial data and 21 indicators. Indicator #10 was not scored in 2024-2025. The district received an "A" or Superior Achievement rating for 2023-2024 (score of 100) and 2024-2025 (score of 100).

- B. Public Comment - There were no public comments during the hearing. President Brown called for a motion to close the Public Hearing. A motion was made by Jean Williams, seconded by Dr. John Taylor. The motion carried unanimously, 7-0.

- 10. **Information/Discussion Agenda Items**

- A. Financial Report - September 2025 (5:55 pm) - Nikki Warner presented the September reconciled financial report.

- B. Financial Report - August 2025 Update (5:56 pm) - Nikki Warner provided the updated amounts for August 2025 which were presented to the auditors. The deficit ended at \$127,390.07. The original deficit was \$1,017,042.

- 11. **Consider approval of Consent Agenda items** (5:58 pm) – A motion was made by Shannon Coats, with a second by Loy Dorsey, to approve the Consent Agenda as presented. The motion carried unanimously, 7-0.

- A. Approve Minutes of the October 14, 2025, Regular Meeting

- B. Consider and Approve Authorization for Dr. Nikki Driver to Accept TASSP Voucher in Accordance with HB 3372 - Dr. Terry Everitt

- 12. **Consider approval of Action Agenda items**

- A. Consider agreement with Enterprise Fleet Management (5:58 pm) - Dr. Terry Everitt presented for approval an agreement with Enterprise Fleet Management for a replacement strategy for the district's aging transportation white fleet. Henderson ISD

currently operates 23 light-duty vehicles across various departments. Of those, 20 vehicles are ten years old or older. The proposal does not require a large upfront purchase but will replace the white fleet over time and will align with existing budget constraints. Katie Macaulay with Enterprise Fleet Management presented the fleet synopsis, profile and replacement plan, and a 10-year financial model. A motion was made by Loy Dorsey, with a second by Shannon Coats, to approve the recommended plan as presented. The motion carried unanimously, 7-0.

- B. Consider Approval of Amendment to the HISD District of Innovation Plan (6:23 pm) - Dr. Terry Everitt presented an amendment to the HISD District of Innovation Plan, which includes a change made during the 89th Legislative Session in HB 6 which amended the statute to prohibit DOI plans from exempting any portion of Texas Education Code, Chapter 37-the chapter governing student discipline. This legislative change effectively invalidates any existing DOI exemptions related to student discipline provisions. Henderson ISD's current plan, renewed in 2022 for a five-year period, includes an exemption allowing multiple Campus Behavior Coordinators to be designated on each campus. Under the new law, however, only one Campus Behavior Coordinator may be appointed per campus. To remain in compliance with current statutory requirements, Henderson ISD must amend its DOI plan to remove this exemption and designate one behavior coordinator at each campus. The District Education Improvement Committee reviewed and approved the proposed revision to the plan on October 15. President Russell Brown called for a motion to approve. A motion was made by Lou Madsen, with a second by Dr. John Taylor. The motion carried unanimously, 7-0.
- C. Consider and Take Possible Action to Approve the Replacement of an Air Conditioning Unit at the Henderson High School PE Gym. (6:31 pm) - Dr. Terry Everitt presented for approval a bid from Shawnee Air Conditioning to replace one of the air conditioning units serving the Henderson High School PE Gym. The three bids received were from TDR Contractors for \$78,343, Air Cybernetics for \$60,978, and Shawnee Air Conditioning for \$39,200. A motion was made by Loy Dorsey, with a second by Justin Scarborough, to accept the bid from Shawnee Air Conditioning to replace the air conditioning unit. The motion carried unanimously, 7-0.
- D. Review the district's investment policy and adopt a resolution to designate investment officers (6:33 pm) – In accordance with the Public Funds Investment Act, Nikki Warner presented the investment policy and investment strategies of the district. Policies CDA(LEGAL) and CDA(LOCAL) were presented along with the proposed resolution. Mrs. Warner recommended no changes to the policies or the strategies. A motion was made by Jean Williams, with a second by Justin Scarborough to adopt the investment policy resolution as presented. The motion carried unanimously, 7-0.

13. Superintendent Report (6:34 pm) -

- A. Enrollment/Attendance Report - Superintendent Brian Bowman reported that enrollment was at 3,164 yesterday. Principals have worked with parents and students to increase attendance. Last year the ADA was in between 94-95%. Yesterday

cumulatively the district ADA was at 96.7%. Our out-of-district transfers are at 203, a 20% increase over the last five years.

14. Set date, time, and location of next Regular Board Meeting

- A. Tentative date, time, and location of Regular Board Meeting: Tuesday, December 9, 2025, at 5:30 p.m. in the Administration Boardroom, 300 Crosby Drive, Henderson, Texas.

The HISD Board of Trustees ended Open Session at 6:37 pm.

15. 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 HISD Board of Trustees reconvened in Open Session at 7:39 pm.

16. Consider possible action on items discussed in Closed Session.

Upon return to Open Session, a motion was made by Justin Scarborough, with a second by Lou Madsen, to adopt the recommendation of the administration regarding personnel. The motion carried unanimously, 7-0.

17. **Adjournment** (7:40 pm) – With no further business, a motion was made by Justin Scarborough, with a second by Shannon Coats, to adjourn. The motion carried unanimously, 7-0.

President

ATTEST:

Secretary

CANVASS OF GENERAL ELECTION

I, Russell Brown, Board President
(name) (office)

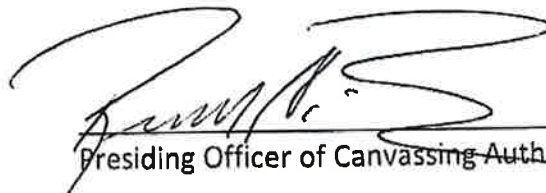
of Henderson ISD, Texas, met with the Board of Trustees
(political subdivision holding election) (body acting as canvassing board)

sitting as the canvassing board to canvass the general election of November 4, 2025

on November 11, 2025 at Rusk County, Henderson Texas.

I certify that the figures on the tally sheets correspond with the figures on the returns.

Witness my hand this 11th day of November, 2025.


Presiding Officer of Canvassing Authority

Summary Results Report
2025 Joint Election
November 4, 2025

UNOFFICIAL RESULTS

Rusk County

Henderson ISD, Trustee Single Mem. Dist. 1

Vote For 1

	TOTAL	Absentee	Early Voting	Election Day
Janet Tate-Furlow	142	3	91	48
Jean Hinchey Williams	211	3	128	80
Overvotes	0	0	0	0
Undervotes	21	0	11	10

Henderson ISD, Trustee Single Mem. Dist. 2

Vote For 1

	TOTAL	Absentee	Early Voting	Election Day
Justin Scarborough	327	5	200	122
Pedro Juarez	128	1	66	61
Overvotes	0	0	0	0
Undervotes	22	0	12	10

Summary Results Report
2025 Joint Election
November 4, 2025

UNOFFICIAL RESULTS

Rusk County

Statistics

	TOTAL	Absentee	Early Voting	Election Day
Ballots Cast - Total	851	12	508	331



RESOLUTION

Review and Approval of Investment Policy

BE IT RESOLVED, by the Board of Trustees of Henderson Independent School District, at a meeting duly called, with a quorum present, held November 11, 2025:

WHEREAS, Section 2256.005(e) of the Public Funds Investment Act (Texas Government Code 2256) requires the Board of Trustees of Henderson Independent School District to (a) review the District's investment policy and investment strategies [set forth in CDA(LEGAL and CDA(LOCAL)] not less than annually and (b) shall adopt a resolution stating that that the Board's review and record any changes made to the investment policy or strategies;

WHEREAS, the District desires to designate the incumbents serving the District as Superintendent and Chief Financial Officer as its' investment officers;

WHEREAS, the District's investment policy for 2025-2026 has been presented to the Board for its consideration and approval, as required by the Act; and

WHEREAS, the written policy is attached and recorded without change, as presented November 11, 2025 at a regularly scheduled Board meeting.

NOW THEREFORE, BE IT RESOLVED, the Board of Trustees of the Henderson Independent School District reviewed the District's investment policy and hereby adopts the unchanged policy; and the Henderson Independent School District Superintendent of Schools and Chief Financial Officer shall serve as its investment officers; and shall manage District funds under the provisions of policy and law; and be designated representatives to conduct business with the District's authorized investment pools, brokers, and advisors. This resolution shall remain in effect until formally rescinded by the Board or until such time as a new resolution is passed by the Board.

Adopted this 11th day of November 2025 by the Board of Trustees. FOR 7 AGAINST 0



Russell Brown, President



Secretary

"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

Henderson ISD			QTR: 1	November 11, 2025	Other Topic Minutes
Framework Pillars	Student Outcome Minutes	Adult Behavior Minutes	The board tracks its time spent during public authorized meetings		
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		
		3	← 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) →		
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 →		
TOTALS	0	3	21		18
Use For Student Outcome and Adult Behavior Minutes Percentage Calculation:					
	3		21	× 100 =	% Student Outcome and Adult Behavior Minutes 14.29
Use For Student Outcome Minutes Percentage Calculation:					
	0		21	× 100 =	% Student Outcome Minutes 0.00
Trustees Present 7 Trustees Absent 0 % Attendance 100.00					
Count of 'Other' Agenda Items 4					
Goals Discussed 0 Goals on Target 0 % on Target #DIV/0!					
Consent Items 2 Consent Items Removed 0 % Remaining on Consent Agenda 100.00					
GPMs Discussed 0 GPMs on Target 0 % on Target #DIV/0!					