

Minutes of Regular Board Meeting

The Board of Trustees Huntsville ISD

A Regular Meeting of the Board of Trustees of Huntsville ISD was held Tuesday, June 17, 2025, beginning at 6:00 PM at the Hawkins Administration Building located at 441 FM 2821 E., Huntsville, Texas 77320.

Board Members Present	Ken Holland , President; Tracy Stoudt, Vice-President;; Amanda Burris, J.T. Langley, and, and John Hendricks
Others Present	Marcus Forney, Deputy Superintendent, Nkrumah Dixon, Asst. Superintendent, Paul Brown, Chief Financial Officer, Josh Campbell Asst. Superintendent, and Paul Trevino, Asst. Superintendent
PUBLIC NOTICE Item I-B	Dr. Sheppard certified that public notice of the Board Meeting was given in accordance with the provision of Section 551.002 et. Seq. of the Texas Government Code.
INVOCATION Item II-A	JT Langley
PLEDGES Item II-B	Pledges were led by Shannon Hollis
BOARD OF TRUSTEE COMMENTS Item III-A	Ken Holland shared reflections from a recent conference in San Antonio, emphasizing the rarity and value of full board attendance and the informative nature of the sessions, particularly regarding the legislative impacts on public education.
SUPERINTENDENT BRIEFING Item IV-A	Dr. Shepard, the superintendent, echoed the appreciation for full board participation at the summer leadership institute and provided insight into the busy nature of the post-legislative summer period. He introduced two new senior leaders, Paul Tvino and Josh Campbell, who have joined the district’s cabinet, with formal recognition planned for the upcoming school year.
MONTHLY DIGITAL REPORT Item V	The monthly digital report produced by Matthew Lahey was viewed highlighting new employee hires, summer workouts, summer school programs, and HEAP.

RECOGNITIONS
Item VI (A)

Shannon Hollis recognized Jonathan Read as June’s Employee of the month.

- **Employee of the Month: Jonathan Reid**
Jonathan Reid was honored for his crucial role in supporting major district milestones, including the grand opening of Huntsville ISD’s first stadium, as well as various athletic and performing arts events. His technical expertise, leadership, and graphic design talents—exemplified by the creation of the state of the district brochure—have made a significant impact. Jonathan was celebrated for his behind-the-scenes work and dedication to fostering student skills in live event production.
- **Hornet Yearbook Team**
The yearbook team reported a highly successful year surpassing sales expectations and announced a creative distribution event to engage students in yearbook signings. Their efforts in photography, writing, editing, marketing, and sales were acknowledged, highlighting the collaborative nature of the program.

BRIEF RECESS
Item VII

Recess was not taken.

PUBLIC HEARING
Item VIII A(1)

Assistant Principal Timothy Wade presented the TOPS Elementary School turnaround plan, developed in response to state accountability ratings from 2018 and 2023. The plan addresses three root causes impacting performance:

1. Curriculum and instruction alignment concerns
2. Ineffective implementation of Response to Intervention (RTI) models
3. Rapid enrollment growth, particularly in the virtual campus

Key strategies outlined include:

- Enhanced teacher training focused on effective instruction and assessment
- Strengthening Professional Learning Communities (PLCs) to support collaborative growth
- Increasing rigor and alignment in assessments and data-driven instruction
- Developing individualized data plans to support student progress monitoring

The plan spans two years with ongoing data collection and stakeholder engagement. Board members inquired about enrollment trends and student-to-teacher ratios, particularly in the online setting, which currently stands at 65:1 with a blend of synchronous and asynchronous instruction.

PUBLIC COMMENT
Item IX

None.

ITEMS REQUIRING
BOARD ACTION
CONSENT AGENDA
Item X- A 1-18

JT Langley made a motion to approve the consent agenda which consisted of minutes of Board meeting held on May 15, 2025, monthly financials, Budget Amendment #7, approval of printing proposal, HISD Portable Building Project, furniture purchase, server and storage infrastructure, Grease pumping service, Policy Update 125, 2025-2026 Out of District Tuition, 2025-2026 Grading Handbooks, Optional Flexible School Day Waiver, Branching Minds contract, Iready contract, Waiver for Teacher Data Portal of Texas Assessment, purchase of Accelerate Learning STEM Scope, Resolution#25-16, and Professional Learning Plan.

Amanda Burris seconded the motion. The motion passed 5-0.

Item X-B

Dr. Sheppard and Dr. Nkrumah Dixon presented the proposed 2025-2026 Compensation Plan.

This plan is shaped by the outcomes of a TASB (Texas Association of School Boards) comprehensive salary study conducted in response to legislative changes and market demands.

- **Certified Teacher Starting Salary Increase:** Raised from \$50,000 to \$52,500 using local funds, independent of legislative funding.
- **Non-Certified Staff Salary Schedule:** Introduction of a separate schedule with a lower starting salary but incentives for non-certified staff to pursue certification.
- **General Pay Increases Based on Midpoint:** A shift from raises based on current salaries to raises based on adjusted midpoint salaries, with a recommended 5% increase on the midpoint. This method benefits lower-paid employees and supports equitable salary progression.
- **Implementation of a 226-Day Calendar:** Introduction of a new calendar for certain employee groups to facilitate career progression and salary differentiation.
- **Teacher Hiring Schedule Adjustments:** The legislature mandated raises for teachers with 3+ years of experience, which the district supplemented with local funds, resulting in an overall 20% increase in the hiring schedule for mid-career teachers. This ensures competitive compensation and retention.
- **Substitute Pay Increases:** Adjusted upward by \$10 per run to attract and retain quality substitute teachers, acknowledging their vital role in the district.

Board members engaged in detailed discussions on how salary midpoints are calculated, the influence of experience on pay scales, and the external market factors considered during the TASB study. The district's unique geographic and demographic challenges, such as a large service area with low population density and limited taxable land, were highlighted as constraints impacting funding and operational costs. Despite these

JT Langley made a motion to approve Dr. Sheppard's proposed updates to the 2025-2026 Compensation Plan/Hiring Schedule.

Tracy Stoudt seconded the motion. The motion passed 5 to 0.

REPORT/DISCUSSION
INFORMATION
Item XI (A-C)

A. Disciplinary Monthly Comparison Report-written only
B. Bond Projects Update-written only
C. Huntsville ISD Every Student Succeeds Act (ESSA) grant application and grants
spending review
Presenter: Jessica Hassell

NEXT MEETING/
EVENT NOTICE
Item XII

A. Regular Board of Trustees Meeting-THURSDAY July 17, 2025 6:00 PM

CLOSED SESSION
Item XIII

The Board adjourned to Closed Session @ 7:18 pm and reconvened to Open
Session @ 7:57pm

ITEMS REQUIRING
BOARD ACTION

Amanda Burrus made a motion to approve employee contracts and employ Dr.
Stephanie Dominique as the Director of Special Education.

Item XIV

JT Langley second the motion. The motion passed 5-0.

ADJOURNMENT
Item X

There being no other business on the agenda, the Board adjourned the Regular
Meeting at 7:58 pm.

Ken Holland, Board President

Cathy Schweitzer, Board Secretary
441 FM 2821 East
Huntsville, Texas 77320