

SUBJECT: Minutes of Budget Workshop
PLACE: 3301 El Paso Snyder Intermediate Board Room
DATE: May 14, 2026
TIME: 6:00 p.m.

Board Members Present:

Ralph Ramon, President
Haley Leatherwood, VP
Jennifer Taylor, Secretary
Chad Arnwine
Michael Rodriquez
Nick Barboza
Brad Hinton

Staff Members Present:

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

Guests:

Heather McCormick
David and Stacy Castillo
Jocelyn Gonzales
Eliza Rivera
Amelia Hernandez
Arthur and Brandy Martin
Carolyn Torres
Marion Ortega
Pamela Ortega
Katherine Kraatz
Blanca Saucedo
Leslie and Jason Gruben
Bailey Bailey
Caden Bailey
Ravi Shakamvri
Mike Mills
Renaew Hewley
Melissa Sorrells
Taylor Kerr
Annie Key

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

Invocation: Jennifer Taylor gave the Invocation

Pledge of Allegiance: TAFE students lead the US Pledge and the Texas Pledge

Staff Spotlight: Bailey Bailey, Carloyn Torres, Jared White and Shasta Blay were awarded the Employee of the Month.

Student Spotlight: Seventy two students were all state qualifiers and were awarded a medal of achievement from the board members.

Superintendent's Report:

- A. New Boardroom Location
- B. Intermediate Facilities Update (Chiller)
- C. Update on Professional Hires
- D. State of the District Recap
- E. Workforce Fair
- F. End-of-Year Wrap up
- G. Graduation
- H. Summer Professional Development with Board
- I. Donation Tracker
- J. Board Continuing Education for 2025-2026
- K. Regular Board Meeting June 4, 2026

Consent Agenda:

- A. Minutes from Regular meeting April 9, 2026
 - Special Meeting April 16, 2026
 - Board Training April 27, 2026
- B. Utilities and Check Register

Michael Rodriquez made a motion to approve the Consent Agenda and Chad Arnwine seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, Brad Hinton, Nick Barboza and Jennifer Taylor.

Nays: None

Abstained: None

Action:

Food Service Renewal with SFE: The board is asked to approve the renewal contract with Southwest foodservice Excellence for the 2026-2027 school year.

Haley Leatherwood made a motion to approve the food service renewal with SFE and Michael Rodriguez seconded the motion.

Yeas: Chad Arnwine, Michael Rodriguez, Haley Leatherwood, Ralph Ramon, Brad Hinton, Nick Barboza and Jennifer Taylor.

Nays: None

Abstained: None

CV (LOCAL): CV (LOCAL) For construction contracts valued at or above \$100,000, the Superintendent shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy.

Chad Arnwine made a motion to approve CV (LOCAL) and Nick Barboza seconded the motion.

Yeas: Chad Arnwine, Michael Rodriguez, Haley Leatherwood, Ralph Ramon, Brad Hinton, Nick Barboza and Jennifer Taylor.

Nays: None

Abstained: None

Tiny Tiger Addition:

At the September meeting, information was presented to the Board supporting the need for an additional 14-passenger bus, and the Board was notified that the district would proceed with evaluating quotes. Due to a transition in leadership within the department, no action was taken at that time. This item is being brought back for Board consideration and action.

The timeline for decision is important, as the vendor has provided a limited window to secure this purchase. There are currently several districts on a waitlist, and if not approved tonight and purchased within this year's budget, the cost and procurement timeline will shift into the next fiscal year.

This item was included in the 2025-2026 budget and has not yet been expended. Based on this year's travel demands, our Suburbans and current Tiny Tiger vehicles are consistently utilized at or near full capacity. The addition of a 14-passenger Tiny Tiger will provide increased flexibility and efficiency for student transportation needs, particularly as it does not require a CDL to operate, making it a practical and responsive solution for our campuses.

Haley Leatherwood made a motion to approve the 14 Passenger Tiny Tiger Addition to the fleet and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, Brad Hinton, Nick Barboza and Jennifer Taylor.

Nays: None

Abstained: None

*Interlocal Coop
Between Angelo State
And Snyder ISD for
RSOC services:*

An agreement for an interlocal agreement for no-cost antivirus/ransomware and other threats with Angelo State University.

Michael Rodriquez made a motion to approve the Interlocal Cooperation between Angelo State and Snyder ISD for RSOC services and Haley Leatherwood seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, Brad Hinton, Nick Barboza and Jennifer Taylor.

Nays: None

Abstained: None

Information:

5th Six Weeks Reflection survey: As you know, all year we've been sending out a survey to "all staff" per 6 weeks to gain their insight about what's going well, areas of opportunity, and various other aspects of the organization. Our goal is to receive formative feedback, adjust promptly (where it makes sense), as well as to be transparent yet responsive. Tonight, we are sharing the 5th 6 weeks survey results with you, as we think through priorities and potential adjustments to improve student outcomes for the 2026-2027 school year.

Summer Learning: Snyder ISD will provide both required and optional summer learning opportunities from June 1-25, 2026, serving students at the Primary and High School campuses. The program is designed to support students in credit recovery, STAAR/EOC success, attendance recovery, and early literacy intervention, while also offering enrichment opportunities to prevent summer learning loss.

Required programming will focus on targeted academic intervention for students who did not meet state or local academic expectations, including credit recovery and EOC preparation. Optional summer learning will provide flexible reading and math opportunities for elementary students to strengthen foundational skills and build readiness for the upcoming school year.

The district will also provide meals, transportation options, and certified staff to support student participation and ensure equitable access. This update highlights program structure, student eligibility, and key supports aligned to Snyder ISD's commitment to student success.

Tiger Connect: Tiger Connect is a proposed district-managed virtual learning option for students in grades 9-12, designed to provide flexibility while keeping students enrolled, supported, and connected to Snyder ISD. The program

aims to meet the growing demand for alternative learning environments while maintaining UIL eligibility, academic accountability, and district funding.

The model utilizes an accredited online platform with certified virtual teachers, offering both self-paced and structured learning options. Students will receive ongoing progress monitoring and support through a district coordinator, with expectations for consistent engagement and academic performance.

Tiger Connect represents a strategic approach to student retention and innovation, allowing Snyder ISD to expand learning opportunities while maintaining strong relationships with students and families.

Homeschool Participation in UIL:

MOU with Cogdell: Consider approval of a Memorandum of Understanding between Snyder ISD and Cogdell Memorial Hospital to support student health services, mental and behavioral health, athletic performance, and healthcare workforce development. This partnership will enhance coordination between district staff and medical professionals, improve access to services such as athletic physicals and behavioral health supports, and strengthen safety and wellness systems for students.

The MOU also expands opportunities for students through internships, job shadowing, and healthcare career pathways aligned to local workforce needs. This collaboration is designed to provide comprehensive support for students while maintaining compliance with all applicable laws and ensuring services supplement, not replace, existing district programs. There is no cost to the district associated with this agreement.

MOU with Star Tech: The district will consider approval of a Memorandum of Understanding (MOU) between Snyder ISD and Star Tech Group, LLC to implement the ACCESS platform in support of College, Career, and Military Readiness (CCMR). This partnership is designed to strengthen student advising systems and create clear, supported pathways for students from middle school through graduation and into postsecondary opportunities.

Through this MOU, the ACCESS platform will provide tools for career interest exploration, individualized graduation and postsecondary planning, resume development, scholarship and financial aid resources,

and connections to internships and workforce opportunities. The partnership also emphasizes alignment with the district's strategic plan, including academic experience, instructional capacity, and talent development.

This collaboration represents a shift from isolated career exploration activities to a more cohesive, systemwide approach that connects students to real-world opportunities and supports long-term success beyond high school.

Student meal program Update:

The district is expanding student meal services for the 2026-2027 school year. All students at Snyder Primary (PreK-3) and Snyder Intermediate (grades 4-5) will receive breakfast and lunch at no cost. Junior High and High School students will continue to receive free breakfast, with lunch provided at no cost for those who qualify through the free and reduced-price meal application.

Expanding free lunch to all secondary students would cost the district approximately \$143,876 due to lower application participation at those grade levels. Families are encouraged to complete the free and reduced-price meal application, as it directly impacts district funding and supports student programs.

The district also has approximately \$14,000 in outstanding meal balances and asks families to review and address any remaining charges. This update reflects both expanded services and the importance of family partnership in maximizing resources for students.

2026-2027 Staff Raises:

The Board will receive an informational update on the proposed 2026-2027 compensation plan for all staff. The plan includes step increases for teachers based on years of experience. Returning employees not on a teacher pay scale will receive a 2.5% salary increase. This presentation will provide an overview of the proposed adjustments, financial impact, and alignment with the district's budget development and long-term financial strategy. No action will be taken at this time.

CKE (LOCAL):

The district annually reviews security staffing to ensure compliance with state requirements. Historically, we have not been able to staff four officers across all campuses and have operated under a good-cause exemption. Last year, we added guardians to supplement security.

This year, the Board has approved the potential placement of four School Resource Officers (SROs)—one at each campus. While we cannot guarantee full placement at this time, it remains our goal. We will also continue the guardian program to supplement SRO presence and enhance overall security.

A good cause exemption will not be required if four SRO's are available to staff campuses for 2026-2027.

Executive Session: (G1-G4): 8:14 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 of sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

- A. Pursuant to Texas Government Code Section 551.074
Personnel Matters
- B. Firearm Training for Guardian Candidates (SECURITY-GC
551.076/ 551.089)

The Board will discuss a potential list of Guardian Program candidates to participate in required firearm training. This discussion will include consideration of identified staff members who meet initial eligibility criteria and the next steps in the training and selection process. In alignment with state law and district safety protocols, this item will be conducted in closed session to ensure confidentiality and the security of district operations.

Reconvene from Closed Session: 8:39 PM

No Action Taken

Adjourn: Mr. Ramon adjourned the meeting at 8:41 P.M.

Secretary

President

