

# **Agenda Regular Meeting The Board of Trustees Shepherd ISD**

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A Regular Meeting of the Board of Managers of Shepherd ISD will be held Thursday, January 22, 2026, beginning at 6:00 PM in the Shepherd ISD Anchor Room.

**The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.**

## **1. CALL TO ORDER AND ESTABLISH A QUORUM**

### **2. OPENING ACTIVITIES**

#### **A. Invocation**

Chester Holloway, First Baptist Church Shepherd

#### **B. Pledge - US / Texas**

Shepherd ISD JROTC and Color Guard

#### **C. Staff Recognition**

Erin Goad, District Librarian and Communication Specialist

#### **D. Student Recognition**

Erin Goad, District Librarian and Communication Specialist

### **3. PUBLIC FORUM**

A. Open forum for comments from the public.

### **4. PUBLIC HEARING**

#### **A. Targeted Improvement Plan - SIS**

Local Improvement Plan - SMS

Tammie Hewitt Director of Teaching and Learning

### **5. REPORTS AND INFORMATION**

#### **A. Conservator Report**

Trish Hanks, TEA Conservator

#### **B. Leadership Team Report**

Jason Hewitt, ED.D., Superintendent

#### **C. Monthly Financial Report for December 2025**

J.W. Kirkham, C.F.O.

D. Report Only of Contracts for 2025-2026. Teachers, Nurses, Librarians, Counselors, and Administrators.

Drew Escamilla, Assistant Superintendent of HR and Student Services

**6. GENERAL CONSENT ITEMS**

A. Consider approving the minutes from December 18, 2025.

Kristie Reeves, Superintendent and Board Secretary

B. Consider approving the course offerings at Shepherd High School for the 2026–2027 school year.

Drew Escamilla, Assistant Superintendent of HR and Student Services

C. Consider approving Policy EHBD (LOCAL).

Jason Hewitt, Ed.D., Superintendent

D. Consider approval of Targeted Improvement Plan: Shepherd Primary and Shepherd Intermediate

Local Improvement Plan: Shepherd Middle School

Tammie Hewitt Director of Teaching and Learning

**7. FINANCIAL CONSENT ITEMS**

A. Consider approving the Budget Amendment as presented.

J.W. Kirkham, C.F.O.

B. Consider approving the Quarterly Investment Report and review of the Investment Policy and Strategy.

J.W. Kirkham, C.F.O.

**8. CLOSED SESSION**

A. 551.074 Discussing personnel or to hear complaints against personnel

Jason Hewitt, Ed.D., Superintendent

**9. DISCUSSION AND POSSIBLE ACTION**

A. Discussion and possible action to approve the revisions to the existing 2025/2026 Compensation Plan.

Drew Escamilla, Assistant Superintendent of HR and Student Services

B. Discussion and possible action to approve the Teacher Compensation Bands for the 2026-2027 school year aligning to Strategic Compensation/ETIA criteria.

Kriste Davis, Regional Assistant Superintendent of Talent

C. Discussion and possible action to approve the Annual Single Audit for 2025.

J.W. Kirkham, C.F.O.

**10. ANNOUNCEMENTS**

A. Next regularly scheduled meeting on Thursday, February 19, 2026 @ 6:00pm.

**11. ADJOURN**

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If, during the course of the meeting, discussion of any items on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the preside 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 open meeting. [See BEC(LEGAL)]

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on:

\_\_\_\_\_  
Jason Hewitt, Superintendent

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Time                      Date