

Tuesday, May 12, 2026

The Board of Trustees of Henderson ISD met on Tuesday, May 12, 2026, 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
Louy Madsen
Justin Scarborough
Dr. John Taylor
Jean Williams

1. **Call to Order at 5:30 PM (5:30 pm)** - Board President Russell Brown called the meeting to order at 5:30 pm.
 - A. Invocation (5:31 pm) – The invocation was led by Frank Lane, associate pastor of Calvary Baptist Church.
 - B. Pledge to the US Flag and Texas Flag (5:34 pm) – The pledges were led by WPS students Leah Borjon, Corbyn Case, Hadlee Hill, David Jones, and Khaleesi Miles.
2. **Open Forum (5:36 pm)** – No citizens addressed the board in Open Forum.
3. **Communication from citizens to discuss pending agenda items before the Board (5:36 pm)** – No citizens addressed the board regarding a pending agenda item.
4. **BUDGET WORKSHOP: Mid-Year Finance Update & Budget Planning (5:37 pm)** - Nikki Warner presented a mid-year financial update and budget planning report for the 2025-2026 fiscal year. Projected revenues and expenditures were reviewed, and it is anticipated that expenditures will be below the budgeted amounts. Projections were based on the fifth six-week attendance data, and accrual adjustments for audit preparation have not yet been finalized. Ms. Warner also reviewed enrollment, ADA, and FTE trends using TEA October snapshot data. She reported that the district had reduced approximately 31.65 FTEs from the prior year and that attendance rates had improved, reducing the gap between enrollment and ADA. Ms. Warner reviewed the district's budget and tax rate timeline, projected taxable values, and the impact of state funding formulas and tax rate compression on district revenue, explaining that if property values increase more than 2.5%, the state compresses the district tax rates even more. The next steps in the budget planning process, including staffing reviews, tax rate calculations, monitoring state funding estimates, and evaluating enrollment trends, were discussed.
5. **Information/Discussion Agenda Items**
 - A. Financial Report - March 2026 (5:51 pm) - Nikki Warner presented the March 2026 reconciled financials.
 - B. Hear report on donation of anti-choking devices for HISD campuses per Policy CKD (5:53 pm) – Health and Wellness Coordinator Stephanie Gatlin reported that Ali and Clint Case donated six anti-choking devices to the HISD campuses. These devices are

for use in situations where the Heimlich maneuver is not effective in removing a foreign object from an airway. Staff training on device usage will begin immediately.

6. Consider approval of Consent Agenda items (5:54 pm) - A motion to approve the Consent Agenda was made by Loy Dorsey, with a second by Lou Madsen. The motion carried unanimously, 7-0.

- A. Approve Minutes of the April 14, 2026, Regular Meeting
- B. Consider approval of Interlocal Agreement with Region 10 Education Service Center - Nikki Warner
- C. Consider approval of purchase of IXL for the 26-27 school year - Dea Henry
- D. Consider approval of purchase of Edgenuity through Imagine Learning - Dea Henry
- E. Approval of donated and/or purchased library books - Dea Henry
- F. Report on SHAC activities and consider approval of member nominations - Stephanie Gatlin
- G. Consider approval of bus engine repair — estimated additional costs - Nikki Warner
- H. Consider authorizing Jennifer Holman to train other districts - Stacey Johnson

7. Consider approval of Action Agenda items

- A. Consider allowing the Superintendent to Authorize Personnel Contracts from May 13th to August 11th. (5:55 pm) - Stacey Johnson presented the request to authorize the superintendent to issue personnel contracts from May 13, 2026, through August 11, 2026, in lieu of board approval requirements under Board Policy DC Local. Ms. Johnson explained that the temporary authorization would allow the district to hire qualified employees more efficiently during the summer hiring season, while all new hires will continue to be reported to the board at regular meetings. A motion was made by Dr. John Taylor, with a second by Shannon Coats, to authorize the superintendent to issue personnel contracts from May 13 to August 11, 2026, in lieu of Local requirements. The motion carried unanimously, 7-0.
- B. Consider approval of a covered drop-off and pick-up area at Wylie Primary School (5:57 pm) - Superintendent Brian Bowman presented revised bids for the covered drop-off and pick-up area project at Wylie Primary School. This item was tabled in April to allow time to clarify bid specifications and obtain more comparable pricing. The administration reviewed three bids: AllStar Canopy offered \$77,990, Double Eagle Construction submitted a bid of \$64,937, and East Texas Canopy came in at \$98,800. They recommended awarding the project to Double Eagle Construction, as they were the lowest bidder. A motion was made by Justin Scarborough, with a second by Shannon Coats, to approve the engagement of Double Eagle to do the canopy project at Wylie Primary. The motion carried unanimously, 7-0.
- C. Consider purchase of new sound and lighting items for Wylie Elementary cafetorium. (5:59 pm) – Kevin Bryan presented information regarding proposed sound and lighting upgrades for the Wylie Elementary cafetorium. Mr. Bryan explained that existing equipment was outdated and did not adequately support campus programs, performances, and presentations. The proposed upgrades included new speakers, wireless microphones, stage lighting, control panels, wiring, and installation. Mr. Bryan stated that the improvements would benefit both WES and

WPS. An estimate for the project was included in the district's approved capital improvement projects. A motion was made by Shannon Coats, with a second by Justin Scarborough, to approve the sound and lighting proposal from Mundt Music totaling \$39,083.01. The motion carried unanimously, 7-0.

- D. Consider approval of culinary classroom flooring replacement (6:02 pm) - Nikki Warner explained that the board had previously approved flooring replacement projects for the high school band hall and choir room and that the Culinary Arts Department requested inclusion of Culinary Arts Room 319 in the project. The additional flooring replacement would be funded through the Career and Technical Education budget and would not require a budget amendment. A motion was made by Jean Williams, with a second by Justin Scarborough, to approve the addition of \$6,780 for the Culinary Arts flooring. The motion carried unanimously, 7-0.
- E. Consider approval of budget amendment (6:03 pm) - Nikki Warner presented a budget amendment related to sound and lighting improvements for Wylie Elementary and year-end budget adjustments. The amendment for Wylie Elementary equipment was necessary because final pricing for the sound and lighting project exceeded the original estimated amount of \$20,000 included in the April budget amendment. A motion was made by Loy Dorsey, with a second by Lou Madsen, to approve the budget amendments as presented. The motion carried unanimously, 7-0.

8. Superintendent Report (6:05 pm)

- A. Enrollment/Attendance Report - Superintendent Brian Bowman reported that enrollment is at 3,119, while ADA has dropped slightly to the high 95% range.
- B. End of Year/Graduation Report – Wylie Primary will hold kindergarten graduation ceremonies on May 19 and 20 at 1:00 pm at First Baptist Church. The HHS Graduation Ceremony will be held on May 21st at Lion Stadium at 8 pm.
- C. Capital Improvement Projects Report – The 12-passenger van has been delivered. The two buses are expected to be received in late July or early August. The old netting at the baseball and softball fields has been removed, but some issues must be resolved before the new netting can be installed. The turf replacement will begin the day after graduation. Three of the eight halls at HHS have had new lighting installed, with locker removal to begin after school is out. Before the sealcoat is laid at HHS, the high school parking lot will be patched by the maintenance department, saving over \$100,000. Re-stripping of the parking lots will begin in June.

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

- A. Tentative date, time, and location of Regular Board Meeting: Tuesday, June 9, 2026, at 5:30 p.m. in the Administration Boardroom, 300 Crosby Drive, Henderson, Texas. The next Regular Meeting was changed to Monday, June 8, 2026, at 5:30 pm. The HISD Board of Trustees ended Open Session at 6:14 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: the deployment, or specific occasions for implementation, of security personnel or devices; or a security audit.
 - 1. Hear and discuss a report of the intruder detection audit conducted on April 23, 2026, and its findings.
 - 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 8:41 pm.
11. **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 Dr. John Taylor, to approve recommendations by administration regarding the list of new hires as presented, a list of resignations as presented, and a list of DOI letters of reasonable assurance as presented. The motion carried unanimously, 7-0.
12. **Adjournment** (8:42 pm) - With no further action, a motion was made by Justin Scarborough, with a second by Loy Dorsey, to adjourn. The motion carried unanimously, 7-0.

President

ATTEST:

Secretary



Pursuant to Texas House Bill 3372, the Board of Trustees of Henderson Independent School District is required to provide prior written authorization for a school administrator or similar position to receive payment for personal services from an entity doing business with or related to public school districts, after determining that no conflict of interest exists and that the activity does not interfere with district duties.

Authorization

The Board of Trustees of Henderson Independent School District hereby **authorizes Jennifer Holman**, HISD Attendance Officer, to accept compensation for serving as an attendance consultant for independent school districts, subject to the following conditions:

1. The services shall be performed **entirely outside of Mrs. Holman's contracted work hours**.
2. The activity shall **not interfere with or detract from her professional duties** with Henderson ISD.
3. The Board has determined that this activity **does not create a conflict of interest**, does not harm the district, and does not involve entities doing business with Henderson ISD in a manner prohibited by law.
4. Compensation is expected to be approximately \$1,000-\$5,000, depending on the length of the training and the size of the district.
5. This authorization applies only to attendance consulting and may be revoked by the Board if circumstances change.

The Board has reviewed the request and, after consideration, finds that granting this authorization is **in compliance with Texas House Bill 3372** and district ethics standards.

Effective Date

This authorization is effective upon approval by the Board of Trustees and remains valid unless rescinded by Board action.

Approved by the Board of Trustees: Yes No

Date of Board Action: May 12, 2026

“The Tradition of Excellence Continues”

Relationships Ownership Attitude Resilience

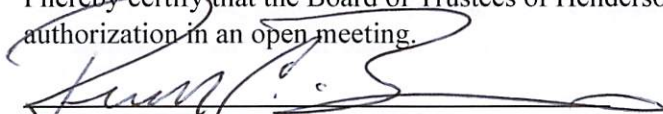
Brian Bowman, Superintendent

P.O. Box 728 ~ Henderson, TX 75653 ~ 903-655-5000 ~ fax 903-657-9271 ~ www.hendersonisd.org



Board President Certification

I hereby certify that the Board of Trustees of Henderson Independent School District approved this authorization in an open meeting.


Board President, Henderson ISD

Printed Name: Russell P. Brown

Date: 5/12/2026

“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



This Master Interlocal Agreement ("Agreement") is made by and between Education Service Center Region 10 ("ESC Region 10") and Henderson Independent School District ("Local Government"), (collectively referred to as the "Parties" or individually as the "Party") acting herein by and through their respectively authorized officers or employees.

PREMISES

WHEREAS, Chapter 791 of the Texas Government Code authorizes local governments to contract with each other to provide governmental functions and services; and
WHEREAS, The Parties wish to enter into this Agreement to provide local governments with greater efficiency and economy in purchasing products and services; and
WHEREAS, The governing bodies of the Parties, individually and together, do hereby adopt and find the foregoing promises as findings of said governing bodies; and
NOW THEREFORE, premises considered, and in consideration of and conditioned upon the mutual covenants and agreements, herein, the Parties hereto mutually agree as follows:

AGREEMENT

1. **Term:** This Agreement is effective from the date of the last signature and shall automatically renew annually unless either party gives sixty (60) days prior written notice of non-renewal.
2. **Purpose:** This Agreement shall: (1) Allow the Local Government to purchase products or services by purchase order, contract, agreement, or other appropriate legal method from ESC Region 10; and (2) Allow the Local Government to join ESC Region 10 sponsored purchasing cooperatives in order to purchase products or services from vendors which have been properly awarded contracts through statutorily authorized methods.
3. **Relationship:** The relationship between the Parties is that of Independent Contractor. Neither Party has the authority to bind the other in any manner The Local Government may be required to enter into subsequent contractual arrangements with ESC Region 10 for specific products or services.
4. **Agreement and Interpretation:** The Parties covenant and agree that any litigation relating to this agreement, the terms and conditions of the agreement will be interpreted according to the laws of the State of Texas and venue shall be exclusively in Dallas County, Texas.

Local Government

Henderson Independent School District

Name of Local Government

300 Crosby Dr, Henderson, TX 75652

Address of Local Government

Nikki Warner (903) 655-5021

Contact Name and Telephone Number

[Handwritten Signature] 5/12/2026

Board President Signature / Date

May 12, 2026 201902

Board Approval Date

County/District#
(if applicable)

ESC Region 10
 400 East Spring Valley Rd
 Richardson, TX 75081
 Attn: Sue Hayes, CFO

Authorized Representative Signature / Date

Authorized Representative Title

**Henderson ISD
Board Background**

Subject: Personnel Resignations

May 12, 2026

Presented for: Action X

Report Only

Background Information:

The following employees have submitted a resignation letter effective at the end of the 2025-2026 school year:

- | | | |
|-------------------|----------------------------|-----------------------------|
| • Taryn Adams | Henderson High School | Teacher |
| • Abigail Argueta | Wylie Elementary School | Paraprofessional |
| • Jennifer Barth | Northside Intermediate | Teacher |
| • Allie Decker | Wylie Elementary School | Teacher |
| • Monica Hachtel | Henderson High School | Teacher |
| • Jeffrey Holt | Henderson Middle School | Paraprofessional |
| • Ashley Parker | Northside Intermediate | DOI Teacher |
| • Terri Patterson | Wylie Primary School | Paraprofessional |
| • Paula Sledge* | Maintenance/Transportation | Clerical |
| • Mallory Spencer | Special Education | Occupational Therapist Asst |
| • William Toon | Henderson Middle School | Teacher/Coach |
| • Emily Weeks | Henderson Middle School | Teacher/Coach |

The following employee did not sign his board-approved contract for 2026-2027. Failure to sign a contract in a timely manner results in a resignation:

- | | | |
|-----------------|-----------------------|---------------|
| • Wayne Daniels | Henderson High School | Teacher/Coach |
|-----------------|-----------------------|---------------|

The following employees have submitted a resignation letter effective immediately:

- | | | |
|-------------------|-------------------------|------------------|
| • Teris Butler | Henderson Middle School | Intervention |
| • Nakia Mcelhanon | Northside Intermediate | Paraprofessional |
| • Chase Penney | Maintenance | Groundskeeper |
| • Leah Vickers | Northside Intermediate | DOI Teacher |

The following employee has been terminated effective immediately:

- | | | |
|---------------|----------------|-------------------|
| • Korbin Best | Transportation | Mechanic's Helper |
|---------------|----------------|-------------------|

***Retiring**

Contact Person(s):

Stacey Johnson

**Henderson ISD
Board Background**

Subject: Personnel Recommendations

May 12, 2026

Presented for: Action X

Report Only

Background Information:

The following individual is recommended for a one-year probationary administrative contract for the 2026-2027 school year:

- Terry Alexander – Assistant Principal, Henderson Middle School. Earning a Bachelor’s degree from Sam Houston State University and Master’s degrees from Sam Houston and Texas A&M Texarkana, Mr. Alexander brings a wealth of experience to HISD. He began his career as a teacher/coach prior to moving into administration. He has most recently served as Assistant Principal at New Boston High School. Mr. Alexander is certified in the following areas: PE, Special Education, Social Studies, and Principal.

The following individuals are recommended for one-year probationary contracts for the 2026-2027 school year:

- Erica Ashinhurst – Classroom Teacher, Henderson High School. Ms. Ashinhurst has a Bachelor’s degree from Western Governor’s University and is certified in 7-12 Science. Most recently working in Ft. Worth ISD, she has experience with high school students and is excited to join the HHS team.
- Dylan Bowman – Teacher/Coach, Henderson High School. Completing a Bachelor’s from ETBU and a Master’s from Texas A&M Commerce, Coach Bowman brings 5 years of public school experience to HISD. He has most recently worked in Lubbock ISD and is certified in Business and Finance 6-12.
- Charlotte Kennedy – Classroom Teacher, Northside Intermediate. Ms. Kennedy received both her Bachelor’s and Master’s degrees from Jarvis Christian University. Bringing three years of teaching experience to HISD, she is certified as an EC-6 Generalist.
- Misty Long – ARD Facilitator, Special Education Department. Ms. Long brings 11 years of experience as a teacher to the HISD Sped Department. A graduate of Lamar University, she is certified in these areas: EC-4 Generalist, EC-12 Special Education, and ESL.
- Shanah Lybrand – Classroom Teacher, Northside Intermediate. Earning both a Bachelor’s and Master’s from Stephen F. Austin State University, Mrs. Lybrand brings 14 years of experience as an elementary school teacher to HISD. She is a certified EC-4 Generalist.

Contact Person(s):

Stacey Johnson

**Henderson ISD
Board Background**

**Subject: Personnel Recommendations
District of Innovation**

May 12, 2026

Presented for: Action X

Report Only

Background Information:

Henderson ISD’s District of Innovation (DOI) policy has provided an avenue to fill instructional vacancies when fully certified teachers cannot be found for a specific position. Although the individuals may not hold the full certification credentials, they have strong knowledge of the subject matter and are passionate about teaching students. Our goal as a school district is to assist all current DOI staff members to become fully certified as soon as possible. This goal will be accomplished through consistent support and feedback with each DOI staff member according to the action plan adopted by the Board of Trustees in January 2026.

HISD administration recommends that the following individuals be approved as continuing District of Innovation teachers for the 2026-2027 school year and receive one-year letters of reasonable assurance. They have made significant progress this year, and several will be moving to probationary contract status this summer.

NAME	TEACHING ASSIGNMENT	CAMPUS	ALTERNATIVE PROGRAM
Ursula Brown	Head Start	WPS	N/A – Grandfathered Child Associate Development certification
Meggan Starling	1 st Grade	WES	Texas Teachers
Jalisa Beard	5 th Math	NS	UT Tyler alternative program
Jolie Bryan	5 th Math	NS	Region 7 Impact
Rebecca Harrison	5 th Math Resource	NS	iTeach Texas
Jennifer Matyasovich	5 th Reading/Language Arts	NS	iTeach Texas
Jennifer Raack	4 th Math	NS	iTeach Texas
Kennedy Dickerson	6 th Social Studies	HMS	Region 7 Impact
Faith Landreneaux	8 th Special Ed/Coach	HMS	iTeach Texas
Maryanna Luna	7 th Reading/Language Arts	HMS	iTeach Texas
Kenzy Castaneda	Biology	HHS	Region 7 Impact
Lily Charlo	English	HHS	Teachworthy
Raini Dorman	World Geography	HHS	Teach Us Texas
Trestan Ebner	World Geography	HHS	Region 7 Impact
Karley Free	World History	HHS	iTeach Texas
James Gillam	English	HHS	Teach Us Texas
Oscar Guevara	Spanish	HHS	Pride Path/A&M Commerce
Craig McNew	Math	HHS	Region 7 Impact
Joana Olvera	Spanish	HHS	Region 7 Impact
William Shaw	Science	HHS	iTeachTexas

Contact Person(s):

Stacey Johnson