

Tuesday, March 17, 2026

The Board of Trustees of Henderson ISD met on Tuesday, March 17, 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
Lou Madsen
Jean Williams

Dr. John Taylor – Arrived at 5:34 PM
Loy Dorsey and Justin Scarborough were absent.

1. **Call to Order at 5:30 PM** - Board President Russell Brown called the meeting to order at 5:31 p.m.
 - A. Invocation (5:31 p.m.) – Pastor Reginald Weatherton from Lakeview Baptist Church gave the invocation.
 - B. Pledge to the US Flag and Texas Flag (5:33 p.m.) – Students Paris Hoover, Foster Mendoza, Ximena Mata, and Kallen Gatlin from WES led the pledges.
2. **Campus/Staff Recognition (5:35 pm)** – Lion Pride Band students Melinda Cooley, Julian Montes, Rory Richardson, and Staley Weatherford were recognized for being chosen for the 4A ATSSB All-State Band.
3. **Open Forum (5:43 p.m.)** – Lou Madsen commended the HHS students who volunteered with the election process during the March election for their professionalism, punctuality, and hard work on election day.
4. **Communication from citizens to discuss pending agenda items before the Board (5:45 pm)** – No citizens addressed the board regarding pending agenda items.
5. **Capital Improvement Projects Workshop (5:46 pm)** – President Brown opened the workshop and expressed the board’s desire to address capital improvements at this time. Superintendent Bowman explained that he received feedback from trustees, principals, and directors on the improvement needs of the district. A list of items, some of which date back to 2019, was presented to outline prioritized facility investments and district-wide projects focused on safety and security, facility maintenance, instructional improvements, transportation reliability, and long-term infrastructure needs. Campus project highlights included Henderson High School improvements such as an asphalt overlay and restriping of the parking lot, exterior door replacements, water heater and dryer replacement, a gym scoreboard, carpet and tile upgrades, LED lighting in hallways, removal of lockers, baseball and softball facility upgrades, band hall upgrades, and purchase of bumper weights for athletics. Henderson Middle School projects included parking lot restriping, classroom projector upgrades, and French drain installation for drainage improvements. Northside Intermediate projects included exterior door replacements, parking lot overlay and restriping, and cafeteria and gym sound system upgrades. Wylie

Elementary projects included parking lot restriping and stage lighting and sound upgrades, while Wylie Primary proposed a covered student drop-off and pick-up area. Montgomery Campus projects included sealing and striping the parking lot and constructing an enclosed security vestibule. District-wide projects included the purchase of two new school buses, the purchase of a 12–15 passenger van, replacement of wireless access points across campuses, turf and track replacement, purchase of two new mowers for grounds maintenance, and the purchase of two trailers for district use. Overall, the projects were presented as supporting safe campuses, modern learning environments, reliable infrastructure, and long-term protection of district assets. For funding of the projects, CFO Nikki Warner reported that as of August 31, 2025, we have a healthy fund balance of \$18,265,125. Districts are supposed to reserve about 25% of annual expenditures in the fund balance, and for 2025-2026, that is about \$9.6 million. After the adopted deficit is subtracted, we will have \$15.925 million. We can pay for one-time projects like this using the fund balance. The proposed first round was kept to about \$2 million.

6. Information/Discussion Agenda Items

- A. Hear a report on Results Driven Accountability (6:11 pm) - Tracy Whitaker presented a report on the RDA data-driven monitoring framework consisting of indicators in three program areas: bilingual education, English as a second language, and emergent bilingual, special education, and other special populations. The framework results in a summative performance-level determination issued annually to each LEA, ranging from 1 to 4. All performance levels are averaged together to get a Determination Level (DL). Last year, the district rating was DL 4, while this year showed some improvement at DL3. The RDA is utilized by TEA as one part of its annual evaluation of LEAs' performance and program effectiveness. Goals and strategies to improve the rating were discussed.
- B. Financial Report - January 2026 (6:25 pm) - Nikki Warner presented the January reconciled financial report.

7. Consider approval of Consent Agenda items (6:28 pm) – A motion was made by Jean Williams, with a second by Shannon Coats, to approve the Consent Agenda as presented. The motion carried unanimously, 5-0.

- A. Approve Minutes of the February 10, 2026, Regular Meeting
- B. Approve Minutes of the March 2, 2026, Special Team of 8 Training
- C. Approval of donated and/or purchased library books
- D. Consider approval of Interlocal Agreement with 1GPA National Purchasing Cooperative - Nikki Warner
- E. Consider approval of Interlocal Agreement with E&I Purchasing Cooperative - Nikki Warner
- F. Consider approval of the 2026-2027 TEKS Certification - Dea Henry
- G. Consider approval of the contracts with Engage2Learn as our TEA Approved Service Provider for the LASO Cycle 4 Grant initiatives. - Dea Henry
- H. Consider approval of student insurance for 2026-2027 - Nikki Warner

8. Consider approval of Action Agenda items

- A. Capital Improvement Projects (6:28 pm) (Due to the lack of a complete board, President Russell Brown called for a motion to table items 8.A.1-4 pending the meeting

in April. The motion was made by Shannon Coats, with a second by Dr. John Taylor. The motion carried unanimously, 5-0.

1. Consider approval of the purchase of two (2) 77-passenger school buses - Tom Hottman/Nikki Warner
 2. Consider the approval of the purchase of a 12-passenger van
 3. Consider the replacement of the playing surface at Lion Stadium
 4. Consider the replacement of the track surface at Lion Stadium
 5. Consider the purchase of wireless access points (6:29 pm) – Kevin Bryan reported that the district’s current wireless access points will reach end-of-life in July of 2026. The district completed the required E-rate Form 470 competitive bidding process and then conducted a mini-bid among vendors to take advantage of DIR state contract pricing. IT staff then evaluated all eligible responses based on cost-effectiveness. The recommendation is to approve the purchase of 350 Aruba wireless access points, a five-year cloud management license for each device, and necessary mounting hardware from NextStep Innovation for a total of \$227,867.50. If the district receives E-rate funding, the district’s portion for this project will be \$34,180.13 (15% of the project). The remaining \$193,687.37 (85% of the project) will be covered by E-rate funds. Upon board approval, IT staff will file Form 471 by the April 1st deadline. A motion was made by Shannon Coats, with a second by Lou Madsen, to approve the recommendation. The motion carried unanimously, 5-0.
- B. Consider and adopt the Resolution Regarding Wage Payments and Waiver for Missed Days (6:38 pm) – In response to a bad weather event that occurred on January 26–28, 2026, Stacey Johnson presented for approval a resolution allowing the district not to require employees to make up missed days from the weather event, and allows for all employees to be paid their full daily rate for the school closure. This same resolution also provides the district the authorization to submit a waiver to the Texas Education Agency to excuse January 28, 2026, for students. The built-in student instruction minutes within the 2025-2026 school year provide for January 26–27. President Brown called for a motion to authorize the superintendent to excuse the absences of all district employees on the dates you’ve heard to pay full compensation to employees as deemed appropriate to fulfill the purpose of the resolution, and to authorize the superintendent to submit a request for waiver for the missed school day for students. The motion was made by Dr. John Taylor, with a second by Shannon Coats. The motion carried unanimously, 5-0.
- C. Consider approval of the Local Improvement Plan targeted actions for Northside Intermediate School and Henderson Middle School as presented. (6:40 pm) – In accordance with federal accountability requirements under Every Student Succeeds Act (ESSA), Dea Henry presented Local Improvement Plans (LIP) for Northside Intermediate, identified for Targeted Support and Improvement, and Henderson Middle School, identified for Additional Targeted Support based on specific student-group performance in the Closing the Gaps domain. The plans, developed in cooperation with Region 7, outline data-driven strategies to address identified student-group

performance gaps, strengthen instructional systems, and improve academic growth and achievement outcomes. A motion was made by Jean Williams, with a second by Lou Madsen, to approve the Local Improvement Plans for Northside Intermediate School and Henderson Middle School as presented. The motion carried unanimously, 5-0.

- D. Consider possible action regarding Senate Bill 546 3-point seat belt requirement (6:57 pm) – This item was taken out of order after item 8E. Superintendent Bowman explained that Senate Bill 546, passed by the 89th Texas legislature, requires that all school buses operated by a school district be equipped with three-point seat belts for every passenger, including the driver, by the 2029-2030 school year. Districts must report if budgets allow for the required updates. The cost to retrofit buses is a little over \$1 million, and replacing buses to comply is an estimated \$3.8 million. Based on current financial projections, the district will not be able to fund a large-scale fleet replacement within the general fund prior to the 2029-2030 deadline without identifying additional funding sources. A motion was made by Dr. John Taylor, with a second by Lou Madsen, that the constraints we currently face do not permit us to purchase new buses, other than what we have already discussed tonight, or retrofit existing buses to comply with SB 546. The motion carried unanimously, 5-0.
- E. Consider the purchase of support for Nutanix product (6:55 pm) – This item was taken out of order before item 8D. Kevin Bryan presented two bids for the purchase of the district’s Nutanix product, which provides compute, storage, and virtualization. Current support for the product expires in April. This support includes 24/7 technical assistance, hardware replacement, and software updates. The recommendation is to purchase a 3-year Nutanix support agreement from CDW-G for \$41,785. A motion was made by Lou Madsen, with a second by Shannon Coats, to approve the recommendation as presented. The motion carried unanimously, 5-0.
- F. Consider the purchase of staff desktop and laptop computers (7:03 pm) – Kevin Bryan explained that the district does its best to replace staff devices after seven years of service. This year, we have identified 11 laptops and 75 desktop computer systems for replacement. Bids were received from four vendors, and the district recommends going with the lowest bid from Dell of \$79,701. A motion was made by Jean Williams, with a second by Lou Madsen, to approve the purchase of laptops and desktops as budgeted for a total of \$79,701 as presented. The motion carried unanimously, 5-0.
- G. Consider approval of a bus engine overhaul on B13 (7:05 pm) - Tom Hottman presented for approval an engine repair of Unit B13. Two bids were received for the project. The first bid was from Holt Truck Centers of Texas, amounting to \$22,710.68. The second bid was from Pliler International, totaling \$26,952.12. The Transportation Department recommends accepting the bid from Pliler International due to their experience in servicing the district's buses and their familiarity with this type of vehicle. A motion was made by Dr. John Taylor, with a second by Lou Madsen, to approve the engine overhaul of B13. The motion carried unanimously, 5-0.
- H. Consider approval of budget amendments (7:07 pm) – Nikki Warner presented for approval amendments to the budget that consist of campuses and departments moving funds to the proper function and to repair Bus 13. These amendments do not affect the

budget's bottom line. A motion was made by Jean Williams, with a second by Shannon Coats, to approve the budget amendments. The motion carried unanimously, 5-0.

9. Superintendent Report (7:08 pm)

A. Enrollment/Attendance Report - Superintendent Brian Bowman reported an enrollment of 3,133 students. Compared to last year, the Average Daily Attendance (ADA) has increased 20 out of the last 23 weeks. Mr. Bowman also praised PEIMS Coordinator Kim Gunz for identifying \$1.4 million in coding funding. Additionally, she has organized a training session with Gilmer ISD to learn more about class coding to further boost funding.

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

A. Tentative date, time, and location of Regular Board Meeting: Tuesday, April 14, 2026, at 6:00 p.m. in the Administration Boardroom, 300 Crosby Drive, Henderson, Texas.

The HISD Board of Trustees ended Open Session at 7:10 pm.

11. 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

3. Consider administrator contracts

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 8:33 pm.

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

Upon return to Open Session, the following action was taken.

A motion to accept the resignations as presented and to approve contracts and other associated documents as presented and as modified was made by Shannon Coats, with a second by Lou Madsen. The motion carried unanimously, 5-0.

13. Adjournment (8:34 pm) – With no further business, a motion was made by Dr. John Taylor, with a second by Shannon Coats, to adjourn. The motion carried unanimously, 5-0.

President

ATTEST:

Secretary

**RESOLUTION RELATING TO
PAYMENT OF ALL SCHOOL DISTRICT EMPLOYEES DURING A WEATHER
EMERGENCY REQUIRING THE COMPLETE CLOSURE OF DISTRICT FACILITIES
AND
RESOLUTION PROVIDING FOR THE APPROVAL AND AUTHORIZING THE
FILING OF APPLICATION FOR MISSED SCHOOL DAY WAIVERS TO THE TEXAS
EDUCATION AGENCY**

At a lawfully called meeting held on March 17, 2026, the Board of Trustees (the “Board”) of the Henderson Independent School District makes the following Resolutions regarding the payment of salary and wages of all school employees during a weather emergency requiring the complete closure of district facilities; and a resolution approving and authorizing the submission of an application for Missed School Day Waivers to the Texas Education Agency and other matters incident and related thereto:

WHEREAS, the Henderson Independent School District was closed to all students on the 26th – 28th day of January 2026, due to a weather emergency that potentially caused hazardous driving conditions;

WHEREAS, it is the belief and determination of the Board of Trustees that the expenditure of public funds for the payment of salary and wages of all school district employees for the dates between January 26, 2026, and January 28, 2026, is necessary, appropriate, and conducive to the conduct of the public schools in the Henderson Independent School District;

WHEREAS, the Board of Trustees finds that the Commissioner of Education of Texas has authorized school boards to approve and to submit an application for Missed School Day Waiver which applies to complete campus closures when no face-to-face instruction is provided;

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees that the Board finds a clear public purpose will be accomplished by the payment of budgeted salary and wages to all employees of the District for the period between January 26, 2026, through January 28, 2026, during a school district closure due to a weather emergency based upon the finding by the Board that paying employees for this period of time increases employee morale, reduces employee turnover, and ensures the stability of the school district workforce that is critical to the delivery of essential educational services to the students of the District;

BE IT RESOLVED and the Board further finds that the District will retain sufficient control over these expenditures to ensure that the identified public purposes are accomplished;


BE IT RESOLVED and the Board further finds that the District will ensure that the anticipated return benefit is received based on the expenditure of these public funds;

BE IT RESOLVED that the Board approves and authorizes the filing of Missed School Day Waivers for the period of January 28, 2026, during which time there was a complete district-wide closure due to a weather-related event, which constituted circumstances beyond the District’s control.

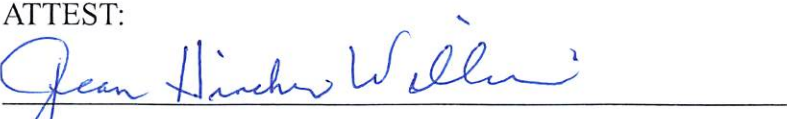
BE IT FURTHER RESOLVED that the Board of Trustees expressly authorizes the Superintendent of Schools and the District Administration to take any and all such action necessary to carry out the above stated determinations of the Board of Trustees as expressed in this resolution.

This resolution shall be in full force and effect from and after its passage, and IT IS SO RESOLVED.

PASSED AND APPROVED ON THIS 17 DAY OF March, 2026.
HENDERSON INDEPENDENT SCHOOL DISTRICT

BY: 

President, Board of Trustees

ATTEST:


Board of Trustees



NATIONAL PURCHASING COOPERATIVE

Cooperative Procurement Membership Agreement

This Agreement is entered into this 03rd day of February, 2026, between the 1 Governmental Procurement Alliance (1GPA), on behalf of its lead government agencies, as identified in **Exhibit A** (“Lead Agencies” and individually a “Lead Agency”) and Henderson Independent School District (“Participating Entity”), a Local Government Entity located in the State of Texas. By executing this Agreement, governmental entities and agencies, eligible school districts, charter schools, colleges, universities, tribes, cities, counties, all other public entities, and nonprofit organizations may participate in any bid or proposal issued by 1GPA on behalf of one or more of the Lead Agencies identified in **Exhibit A**. If Participating Entity is a governmental entity, this Agreement shall constitute an interlocal or intergovernmental agreement between Participating Entity and the Lead Agencies identified in **Exhibit A**. As permitted by law, 1GPA has been designated by said Lead Agencies as the administrator of the purchasing cooperative sponsored by the Lead Agencies, and has been delegated authority by the Lead Agencies to execute interlocal or intergovernmental agreements on behalf of the governing bodies of the Lead Agencies.

In consideration of the mutual promises contained in this Agreement and the mutual benefits to result therefrom, the parties agree as follows:

1. The specifications, terms, and conditions for products, materials and services to be purchased under this cooperative shall be determined by 1GPA, or as requested by a Lead Agency.
2. 1GPA shall conduct all procurement in strict accordance with the procurement laws applicable to the Lead Agency sponsoring the particular procurement.
3. The Participating Entity shall:
 - a. Ensure that purchase orders issued against 1GPA contracts are in accordance with terms and prices established in the 1GPA contract.
 - b. The Participating Entity shall provide 1GPA with a copy of any purchase order based on a 1GPA contract at the time the purchase order is issued. Purchase orders may be faxed or emailed (see contact information below).
 - c. Make timely payment and fulfill other obligations with the selected contractor for all products, materials, and services in accordance with the terms and conditions of the Participating entity’s 1GPA contract with the vendor, or other payment arrangements or terms negotiated between the Participating Entity and the 1GPA vendor. Payment, inspection and acceptance of products, materials and services as well as other contractual obligations, including any warranty rights for products, materials or services ordered by the eligible Participating Entity shall be the exclusive obligation between that Participating Entity and its contracted 1GPA vendor.
 - d. Be responsible for the ordering of materials or services under this Agreement. 1GPA shall not be liable in any fashion for any violation by Participating Entity of the terms of this Agreement, and the Participating Entity shall hold 1GPA harmless, to the fullest extent permitted by law, from any liability which may arise from the acts or omissions of the Participating Entity relating to this Agreement or its subject matter.
 - e. Be responsible for compliance with applicable state or federal laws in determining which goods or services Participating Entity may lawfully procure through a government purchasing cooperative, and shall further be responsible for taking all actions required under applicable state or federal law in connection with the use of interlocal cooperation agreements and purchasing cooperatives. This includes sole responsibility for any

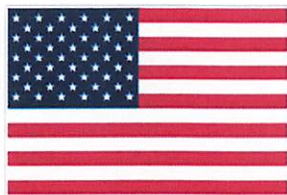


Exhibit A

Lead Agencies

Arizona

Chandler Unified School District

1524 W. Frye Road
Chandler, AZ 85224
480.812.7000

City of Tempe

20 East 6th Street
Tempe, AZ 85281
480.350.8324

Deer Valley Unified School District

20402 N 15th Avenue
Phoenix, AZ 85027
623.445.5100

Northern Arizona University

545 E. Pine Knoll Drive
Flagstaff, AZ 86011
928.523.5285

Paradise Valley Unified School District

15002 N. 32nd Street
Phoenix, AZ 85032
602.449.2071

Pinal County ESA

75 N. Bailey
Florence, AZ 85132
520.450.4477

Yavapai Accommodation School District

2972 Centerpointe E. Dr.
Prescott, AZ 86301
928.759.8126

Texas

Deer Park ISD

2800 Texas Ave.
Deer Park, TX 77536
832.668.7061

***** THE PARTIES AGREE AND ACKNOWLEDGE THAT THIS EXHIBIT A MAY BE SUPPLEMENTED OR AMENDED, FROM TIME TO TIME, AND WITHOUT NEED FOR WRITTEN CONTRACT AMENDMENT, AS NECESSARY TO ADD OR REMOVE THE NAMES OF ELIGIBLE LEAD AGENCIES**

Updated as of 05.05.2025

Member Contact Information

Dear 1GPA Member,

We want to take this opportunity to thank you for being a Member of the 1GPA Family! In order to serve you better, we want to be sure that we have the correct points of contacts on file. This will ensure that you are keeping your business and

purchasing offices updated on all things 1GPA! We will send out notifications of potential/upcoming contracts, new contracts, cancelled contracts and contracts that have been rebid.

We look forward to serving you!

Business Office Point of Contact for 1GPA:

Name: Nikki Warner

Title: Chief Financial Officer

Entity: Henderson Independent School District

Address: 300 Crosby Dr

City: Henderson

State: TX

Zip: 75652

Phone: (903) 655-5021

Email: jwarner@hendersonisd.org

Purchasing/Procurement Office Point of Contact (if different from above):

Name:

Title:

Entity:

Address:

City:

State:

Zip:

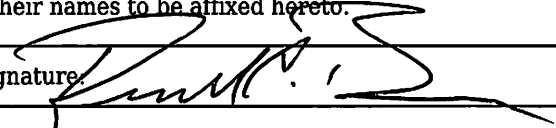
Phone:

Email:

consequences related to Participating Entity's use of 1GPA's services under this Agreement.

4. The exercise of any rights or remedies by the Participating Entity shall be the exclusive obligation of Participating Entity; however, 1GPA, as the contract administrator, may, but shall not be obligated to unless required by applicable law, choose to join in the resolution of any dispute between Participating Entity and a 1GPA vendor. Failure of the Participating Entity to secure performance from its chosen 1GPA vendor in accordance with the terms and conditions of any issued purchase order or contract does not necessarily require 1GPA to exercise its own rights and remedies.
5. 1GPA may terminate this Agreement immediately, upon written notice, if the Participating Entity fails to comply with the terms of this Agreement, applicable state or federal law, or any provision of a 1GPA contract that is binding on Participating Entity.
6. The Participating Entity may terminate this Agreement immediately, upon written notice, if 1GPA fails to comply with the terms of this Agreement.
7. This Agreement shall take effect upon execution by the parties and shall continue until it is terminated in accordance with its terms. This Agreement supersedes any and all previous purchase agreements.
8. Except as provided in paragraphs 5 and 6, either party may terminate this Agreement with at least thirty (30) days written notice to the other party.
9. There shall be no charge to the Participating Entity for membership in 1GPA.

IN WITNESS WHEREOF, the parties of this Agreement have caused their names to be affixed hereto.

Name of Entity: Henderson Independent School District	Signature: 
Select Type of Entity: <input checked="" type="checkbox"/> K12 (School Districts/Charter/Private Schools) <input type="checkbox"/> Higher Education <input type="checkbox"/> City/Town/Municipality/County <input type="checkbox"/> State/Local/Federal Government <input type="checkbox"/> Non-Profit <input type="checkbox"/> Native American Community <input type="checkbox"/> Other	
Address: PO BOX 728,	Printed Name: Russell Brown
HENDERSON, Texas, 75653	Title: President, Board of Trustees
Email: rcbrown@hendersonisd.org	
Date: 03/17/2026	Phone Number: (903) 655-5000

1GPA Approvals

1GPA Signature:	
Printed Name:	
Title:	
Date:	

1GPA -
1910 W. Washington St.
Phoenix, AZ 85009

P: 866.306.3893
F: 602.663.9515
E: admin@1GPA.org

Certification 2026–27 Survey Ratification

[Print, Sign, and Upload via Qualtrics]

In accordance with [Texas Education Code §31.1011](#), school districts and open-enrollment charter schools are required to certify annually to the State Board of Education and the commissioner that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS) for the coming school year. Additionally, in accordance with Texas Administrative Code [19 TAC §66.105](#), school districts or charter schools are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C).

These certifications must be ratified by local school boards of trustees or governing bodies in public, noticed meetings. Districts and open-enrollment charter schools will be unable to order instructional materials through EMAT until the certifications have been received by the Texas Education Agency (TEA)

District County Number (6-digit ID):

201902

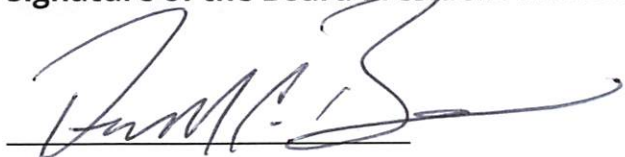
District Name:

Henderson

Date of Ratification by Local School Board of Trustees or Governing Body:

March 17, 2026

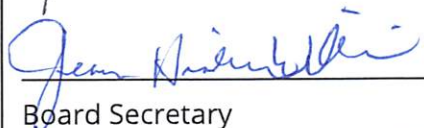
Signature of the Board President and Secretary or Governing Board Officer



Board President

3/17/2026

Date



Board Secretary

After ratification, please scan the last page of this form and submit it to TEA through the electronic Qualtrics Certification of Provision of Instructional Materials Survey.

- The Certification 2026–27 Survey will be available on the Certification of Provision of Instructional Materials web page and open for submissions beginning **Tuesday, February 17, 2026.**



SERVICES AGREEMENT


This Services Agreement, including any attached exhibits, and any ordering document (“**Order**”) or statement of work (“**SOW**”) attached hereto or referencing this Services Agreement (collectively, this “**Agreement**”) is between Engage! Learning, LLC, d/b/a Engage2Learn, together with its subsidiaries and affiliates (collectively, “**Engage**”) and the customer identified below (“**Customer**”) for Engage’s provision of certain software and related services to Customer. This Agreement is effective as of the date of last signature below (the “**Effective Date**”). Engage and Customer may each be referred to herein as a “**Party**” and collectively as the “**Parties.**”

This Agreement is the complete agreement between the Parties and replaces any prior or contemporaneous oral or written communications between the Parties concerning the subject matter of the relevant Order or SOW(s). There are no conditions, understandings, agreements, representations or warranties, express or implied, which are not specified herein. This Agreement may only be modified by a written document expressly stated for such purpose and executed by the Parties.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be duly executed. Each Party warrants and represents that its respective signatories whose signatures appear below have been and are on the date of signature duly authorized to execute this Agreement.

Henderson ISD
("Customer")

Engage! Learning, LLC, d/b/a engage2learn
("Engage")


Name/Title
Board President

Matt Bachman, CFO, engage2learn
Name/Title

3/17/2026
Date

Date

PLEASE READ THESE STANDARD TERMS (THE “TERMS”) CAREFULLY. THIS WEBSITE, SOFTWARE SOLUTION, PLATFORM OR PORTAL AND ANY OTHER SIMILAR OFFERING OF ENGAGE, ITS AFFILIATES OR AGENTS (COLLECTIVELY, THE “PLATFORM”) AND THE INFORMATION ON IT ARE CONTROLLED BY ENGAGE. THESE TERMS GOVERN THE USE OF THE PLATFORM AND APPLY TO ALL USERS VISITING OR ACCESSING THE PLATFORM.

BY ACCESSING OR USING THE PLATFORM IN ANY WAY, INCLUDING USING THE SERVICES AND RESOURCES AVAILABLE OR ENABLED VIA THE PLATFORM (EACH A “SERVICE” AND COLLECTIVELY, THE “SERVICES”), BY CLICKING ON THE “I ACCEPT” BUTTON, COMPLETING THE REGISTRATION PROCESS, AND/OR BROWSING THE PLATFORM OR DOWNLOADING THE MOBILE APPLICATION (THE “APPLICATION”), YOU, “COMPANY,” REPRESENT THAT (1) YOU HAVE READ, UNDERSTAND, AND AGREE TO BE BOUND BY THE TERMS OF USE, AND (2) YOU HAVE THE AUTHORITY TO ENTER INTO THE TERMS PERSONALLY OR ON BEHALF OF THE ENTITY YOU HAVE NAMED AS THE USER, AND TO BIND THAT ENTITY TO THESE TERMS. IF YOU DO NOT AGREE TO BE BOUND BY THE TERMS OF USE, YOU MAY NOT ACCESS OR USE THE PLATFORM OR THE SERVICES.



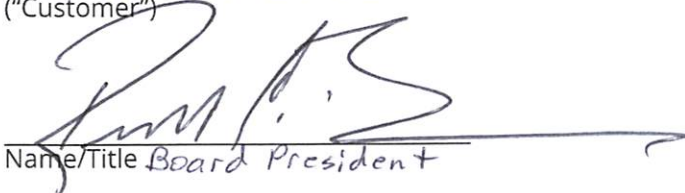
SERVICES AGREEMENT

This Services Agreement, including any attached exhibits, and any ordering document (“**Order**”) or statement of work (“**SOW**”) attached hereto or referencing this Services Agreement (collectively, this “**Agreement**”) is between Engage! Learning, LLC, d/b/a Engage2Learn, together with its subsidiaries and affiliates (collectively, “**Engage**”) and the customer identified below (“**Customer**”) for Engage’s provision of certain software and related services to Customer. This Agreement is effective as of the date of last signature below (the “**Effective Date**”). Engage and Customer may each be referred to herein as a “**Party**” and collectively as the “**Parties.**”

This Agreement is the complete agreement between the Parties and replaces any prior or contemporaneous oral or written communications between the Parties concerning the subject matter of the relevant Order or SOW(s). There are no conditions, understandings, agreements, representations or warranties, express or implied, which are not specified herein. This Agreement may only be modified by a written document expressly stated for such purpose and executed by the Parties.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be duly executed. Each Party warrants and represents that its respective signatories whose signatures appear below have been and are on the date of signature duly authorized to execute this Agreement.

Henderson ISD
("Customer")


Name/Title Board President

3/17/2026
Date

Engage! Learning, LLC, d/b/a engage2learn
("Engage")

Matt Bachman, CFO, engage2learn
Name/Title

Date

PLEASE READ THESE STANDARD TERMS (THE “TERMS”) CAREFULLY. THIS WEBSITE, SOFTWARE SOLUTION, PLATFORM OR PORTAL AND ANY OTHER SIMILAR OFFERING OF ENGAGE, ITS AFFILIATES OR AGENTS (COLLECTIVELY, THE “PLATFORM”) AND THE INFORMATION ON IT ARE CONTROLLED BY ENGAGE. THESE TERMS GOVERN THE USE OF THE PLATFORM AND APPLY TO ALL USERS VISITING OR ACCESSING THE PLATFORM.

BY ACCESSING OR USING THE PLATFORM IN ANY WAY, INCLUDING USING THE SERVICES AND RESOURCES AVAILABLE OR ENABLED VIA THE PLATFORM (EACH A “SERVICE” AND COLLECTIVELY, THE “SERVICES”), BY CLICKING ON THE “I ACCEPT” BUTTON, COMPLETING THE REGISTRATION PROCESS, AND/OR BROWSING THE PLATFORM OR DOWNLOADING THE MOBILE APPLICATION (THE “APPLICATION”), YOU, “COMPANY,” REPRESENT THAT (1) YOU HAVE READ, UNDERSTAND, AND AGREE TO BE BOUND BY THE TERMS OF USE, AND (2) YOU HAVE THE AUTHORITY TO ENTER INTO THE TERMS PERSONALLY OR ON BEHALF OF THE ENTITY YOU HAVE NAMED AS THE USER, AND TO BIND THAT ENTITY TO THESE TERMS. IF YOU DO NOT AGREE TO BE BOUND BY THE TERMS OF USE, YOU MAY NOT ACCESS OR USE THE PLATFORM OR THE SERVICES.

Henderson ISD
Board Background

Subject: Contract Renewal for Administrative Personnel

March 17, 2026

Presented for: Action X

Report Only __

Background Information:

The following contract recommendations are based on the performance and responsibilities of each individual and what is appropriate for each position. All extensions, with the exception of Kevin Bryan and Dea Henry, are recommended for a one-year extension of each individual’s current contract or letter of reasonable assurance as noted below. For the two district administrators noted above*, since their contracts were not extended last year, we are recommending returning both administrators to the multi-year status represented in their current expiring contracts.

District-Level Administrative Personnel

Name	Contract Type	Extension Year
Christopher Kevin Bryan*	Multi-Year Term Contract	2027-2028
Dea Henry*	Multi-Year Term Contract	2027-2028
Richard Meeks	Multi-Year Term Contract	2028-2029
Jessica (Nikki) Warner	Multi-Year Term Contract	2027-2028
Tracy Whitaker	Multi-Year Term Contract	2027-2028
David Chenault	One-Year Non-Certified Contract	2026-2027
Gary Don Davis	One-Year Non-Certified Contract	2026-2027
Thomas Hottman	Letter of Reasonable Assurance	2026-2027
Marsha Jackson	Letter of Reasonable Assurance	2026-2027

Campus-Level Administrators:

Name	Contract Type	Extension Year
Leslie Baker	Multi-Year Term Contract	2027-2028
Angela Crow	Multi-Year Term Contract	2027-2028
Shannon Dickerson	Multi-Year Term Contract	2027-2028
Nikki Driver	Multi-Year Term Contract	2027-2028
Courtney Jarrell	Multi-Year Term Contract	2027-2028
Breanna Lary	Multi-Year Term Contract	2027-2028
Lisa McCreary	Multi-Year Term Contract	2027-2028
Jodie Morse	Multi-Year Term Contract	2027-2028
Lacye Rusell	Multi-Year Term Contract	2027-2028
Laquisha Williams	Multi-Year Term Contract	2027-2028
Holly Wilson	Multi-Year Term Contract	2027-2028
John Pyle	One-Year Term Contract	2026-2027
Trista Simmons	One-Year Term Contract	2026-2027
Taylor Spoon	One-Year Term Contract	2026-2027

Recommendation: Approve the administrative contracts as presented.

Contact Person(s):

Brian Bowman
Stacey Johnson

**Henderson ISD
Board Background**

Subject: Personnel Resignations

March 17, 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, thus qualifying for the Early Resignation Stipend:

- | | | |
|--------------------------|------------------------------|------------------|
| • Kaylie Bradam | Wylie Elementary School | Teacher |
| • Hope Daily | Henderson Middle School | Teacher |
| • Stephanie Davis | Henderson Middle School | Paraprofessional |
| • Hannah Dorsey | Wylie Elementary School | Child Nutrition |
| • Myra Harris | Henderson Middle School | Nurse |
| • Robert Helwig | Wylie Elementary School | Counselor |
| • Tina Johnson* | Wylie Elementary School | Technology |
| • Amanda Jones-Barrow | Henderson Middle School | Teacher |
| • Mackenzie Russell | Henderson High School | Teacher |
| • Barbara Smith-Vallier* | HISD Special Education Dept. | Teacher |

*Retiring

Based on the above list and the February resignations, we have a total of 9 professional and 4 hourly employees who have taken advantage of the Early Resignation Stipend, thus costing the district a total of \$5,500.00.

The following employees have submitted a resignation letter effective immediately:

- | | | |
|-------------------|-------------------------|------------------|
| • Selena Jaime | Henderson Middle School | Clerical |
| • Crystal Mills | Henderson High School | Teacher/Coach |
| • Tiffani Pinson | Henderson Middle School | Paraprofessional |
| • Destiny Santana | Wylie Primary School | Paraprofessional |
| • Russell Wylie | Henderson Middle School | Administrator |

Contact Person(s):

Brian Bowman
Stacey Johnson