

## BOARD MEETING MINUTES

A Regular Meeting of the Clyde Consolidated Independent School District Board of Trustees was held on Monday, October 20, 2025 at 6:00 PM in the Clyde Auxiliary Building, 2515 South Access Road West, Clyde, Texas 79510.

### ATTENDANCE:

Jerry Don Black: Present  
Robert Frost: Absent  
Jay Louder: Present  
Bethany Powell: Present  
Rufus Quintanilla: Absent  
Cody Walton: Absent  
Greg Welch: Present

Present: 4, Absent: 3.

### 1. CALL TO ORDER AND ANNOUNCE A QUORUM

Vice-President Greg Welch called the meeting to order at 6:00 PM with a quorum of board members present. Superintendent Bryan Allen was also present. Other Clyde CISD personnel in attendance included Dr. Paula Kinslow, Rhonda Neal, Kasey Adkins, Josh Parker, Patrick Odom, Jamie Munoz, Erin Davis, Courtney Bridges, Mike Neal, and Communities in Schools Representatives.

### 2. INVOCATION

School Board Secretary, Bethany Powell gave the invocation.

### 3. PLEDGES OF ALLEGIANCE

Greg Welch led the pledges of allegiance.

### 4. SPECIAL RECOGNITIONS AND PRESENTATIONS

4.1. Texas Education Human Resources Appreciation Day: October 8, 2025  
Superintendent Bryan Allen recognized Courtney Bridges, HR/Benefits/Payroll Coordinator, for Human Resources Day on October 8, 2025.

4.2. Principal's Appreciation Month  
Superintendent Bryan Allen recognized Josh Parker, Patrick Odom, and Jamie Munoz for School Principal Month. Also recognized was Casey Hodges, CHS (not in attendance).

4.3. Campus Employee Recognitions  
Principals, Josh Park, Jamie Munoz, John Odom, introduced their campus Employees of the Month. In Casey Hodges' absence, Superintendent Bryan Allen introduced the High School Employees. Those recognized included:  
CES: Karen Berry, Jessica Durham  
CIS: Teresa Tarpley, Jaci Miller

CJH: Angela Jackson, Amy Saunders  
CHS: Barbara Havner, Cathy Gerhart

## 5. RECOGNITION OF VISITORS/PUBLIC COMMENT

No one signed up to speak during public comment.

## 6. ADMINISTRATIVE REPORTS

### 6.1. Campus Reports--Clyde Junior High and Clyde High School

Patrick Odom presented the Clyde Junior High campus report. Communities in Schools representatives Rachel Laughlin and Tiffany Edwards reported for Clyde High School and Clyde Junior High.

### 6.2. Monthly Financial and Investment Reports

Chief Financial Officer Rhonda Neal presented the monthly financial and investment reports.

### 6.3. Curriculum and Special Programs Report

Dr. Paula Kinslow presented the monthly curriculum and special programs reports, with included the ESL Program Evaluation for 2025.

#### 6.3.1. ESL Program Evaluation 2025

### 6.4. Superintendent Report

Bryan Allen presented the superintendent's report, which included enrollment and attendance, the date for a special called board meeting, and the next regular board meeting date.

#### 6.4.1. Enrollment and Attendance Report

#### 6.4.2. Special Called Board Meeting: Monday, November 3, 2025, at 6:00pm

#### 6.4.3. Next Regular Scheduled Meeting: Monday, November 17, 2025, at 6:00pm

## 7. DISCUSSION ITEMS

### 7.1. FIRST READING: TASB Policy Update 126

- BE(LOCAL) BOARD MEETINGS
- BED(LOCAL) BOARD MEETINGS, PUBLIC PARTICIPATION
- CJ(LOCAL) CONTRACTED SERVICES
- CJA(LOCAL) CONTRACTED SERVICES, BACKGROUND CHECKS AND REQUIRED REPORTING
- CLE(LOCAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT, REQUIRED DISPLAYS
- CQB(LOCAL) TECHNOLOGY RESOURCES, CYBERSECURITY
- CQD(LOCAL) TECHNOLOGY RESOURCES, ARTIFICIAL INTELLIGENCE
- CSA(LOCAL) FACILITY STANDARDS, SAFETY AND SECURITY
- CV(LOCAL) FACILITIES CONSTRUCTION

- DBD(LOCAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS, CONFLICT OF INTEREST
- DEC(LOCAL) COMPENSATION AND BENEFITS, LEAVES AND ABSENCES
- DFBB(LOCAL) TERM CONTRACTS, NONRENEWAL
- DGBA(LOCAL) PERSONNEL MANAGEMENT RELATIONS, EMPLOYEE COMPLAINTS/GRIEVANCES
- DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT
- EEP(LOCAL) INSTRUCTIONAL ARRANGEMENTS, LESSON PLANS
- EFA(LOCAL) INSTRUCTIONAL RESOURCES, INSTRUCTIONAL MATERIALS
- EHBAF(LOCAL) SPECIAL EDUCATION, VIDEO/AUDIO MONITORING
- EIA(LOCAL) ACADEMIC ACHIEVEMENT, GRADING/PROGRESS REPORTS TO PARENTS
- FA(LOCAL) PARENT RIGHTS AND RESPONSIBILITIES
- FEF(LOCAL) ATTENDANCE, RELEASE TIME
- FFAC(LOCAL) WELLNESS AND HEALTH SERVICES, MEDICAL TREATMENT
- FFB(LOCAL) STUDENT WELFARE, CRISIS INTERVENTION
- FFF(LOCAL) STUDENT WELFARE, STUDENT SAFETY
- FFG(LOCAL) STUDENT WELFARE, CHILD ABUSE AND NEGLECT
- FNG(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES, STUDENT AND PARENT COMPLAINTS/GRIEVANCES
- FO(LOCAL) STUDENT DISCIPLINE
- GF(LOCAL) PUBLIC COMPLAINTS
- GKA(LOCAL) COMMUNITY RELATIONS, CONDUCT ON SCHOOL PREMISES

Superintendent Bryan Allen presented the first reading of TASB Policy Update 126. Update 126 will be presented for final approval in November.

#### 7.2. Discussion of Clyde CISD Compensation Plan and Pay Scales

The Board discussed the Clyde CISD Compensation Plan and Pay Scales.

Administrators answered questions from the Board and made recommendations on how to present the compensation plan in the future.

### 8. ACTION ITEMS

#### 8.1. Consideration and Possible Action on Consent Agenda

8.1.1. Approve Minutes of the Previous Meeting(s)

8.1.2. Approve Monthly Financial and Investment Reports

8.1.3. Consideration and Possible Action to Approve the School Health Advisory Committee (SHAC) for 2025-26

8.1.4. Consideration and Possible Action to Approve 2025-2026 Clyde CISD District Improvement Plan

8.2. Consideration and Possible Action to Approve a TEA ESL/Bilingual Exceptions Waiver for the 2025-2026 School Year

8.3. Consideration and Possible Action to Approve the Annual Investment Report and to Approve a Resolution of the Board Documenting the Review of Investment Policies and Strategies

8.4. Consideration and Possible Action to Approve Cost of Living Adjustment (COLA) for Clyde CISD Employees

8.5. Consideration and Possible Action to Approve an Interlocal Cooperation Contract with Angelo State University Relating to the Use of the Angelo State University Regional Security Operations Center (RSOC) Services

8.6. Consideration and Possible Action to Approve Nominations to the Board of Directors of the Jones County Appraisal District for the 2026-2027 Term

8.7. Consideration and Possible Action to Approve Nominations to the Board of Directors of the Taylor County Appraisal District for the 2026-2027 Term

**9. CLOSED SESSION**

The Board went into Closed Session at 8:06pm pursuant to Texas Government Code 551.074, to discuss personnel.

9.1. Personnel (Texas Govt Code 551.074)

9.2. School Safety and Security Measures (Texas Govt Code 551.076)

9.3. Consult with Legal Counsel (Texas Govt Code 551.071)

**10. OPEN SESSION:** Act Upon Items as Discussed in Closed Session (as needed)  
The Board returned to Open Session at 8:36pm.

10.1. Consideration and Possible Action to Approve Professional Employment

**11. BOARD REQUESTS**

**12. ADJOURNMENT**

The meeting was adjourned at 8:49pm.

---

Presiding Officer

---

Board Secretary