

SUBJECT: Minutes of Regular Meeting
PLACE: 3301 El Paso, Snyder Intermediate Boardroom
DATE: June 9, 2026
TIME: 6:00 p.m.

Board Members Present:

Brad Hinton
Chad Arnwine
Jennifer Taylor
Ralph Ramon
Michael Rodriquez
Haley Leatherwood

Staff Members Present:

Dr. Jessica Gore
Jaime Miller
Daron Worrell
Valerie Morris
Jeff McGinnis
Kalum McKay
Robert Helms
Andrew Fellows
Anthony Gonzales

Absent Board members:

Nick Barboza

Guests:

Brandi McMahand
Wade McMahand
Brittany Beltran
Liliana Juarez
Bailey and Caden Bailey
Tyler and Archie Kerr
Leah Rauch
Lupe Chavez
Beto Chavez
Christian Chavez
Cinthia Solis
Jeriel Solis
Stefani Kerr
Brandi Martin
Authur Martin
Kra Martin

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

Invocation: Haley Leatherwood gave the Invocation

Pledge of Allegiance: Ralph Ramon lead the US Pledge and the Texas Pledge

“Of the Year” Staff: Auxiliary of the Year (Custodians, maintenance, technology, cafeteria workers, security specialists, bus drivers)

- Elementary: Barbara Emerson, Custodian, Snyder Primary School
- District: Arthur Martin, Maintenance

Paraprofessional of the Year (Classroom paras, front office, library assistants, secretaries)

- Elementary: Madison Perry, Snyder Intermediate School
- Secondary: Lupe Chavez, Snyder Junior High School

Teacher of the Year (Classroom teachers who go above and beyond every day)

- Elementary: Brandi McMahan, Snyder Intermediate School
- Secondary: Bailey Bailey, Snyder High School

Professional of the Year (Principals, assistant principals, counselors, librarians, diagnosticians, nurses)

- Elementary: Cinthia Solis, Snyder Intermediate School Assistant Principal
- Secondary: Tommy Duncan, Snyder Junior High School Principal

Public Comments: Tyler Kerr and Archie Kerr both spoke on Homeschool Participation in UIL activities

Superintendent’s Report:

- A. Teacher Incentive Allotment Awards
- B. Summer Learning Update
- C. Summer with the Superintendent
- D. Changes to Be (LOCAL) Board meeting dates
- E. EIC (LOCAL) class rank Policy
- F. Regular Board meeting dates July 9 and August 20
- G. Donation Tracker

Board member Brad Hinton left the meeting due to illness.

Consent agenda:

- A. Campus Copier Lease/Purchase 2026-2029- this item was pulled out of the meeting and moved to Regular meeting in July due to the contract not being finalized.

- B. MOU with Star TECH Group and Snyder ISD
- C. Student Meal Program: Free Breakfast and Lunch for Primary and Intermediate for 2026-2027
- D. CKE (LOCAL) Security Staffing Policy
- E. Minutes from Special Meeting May 12, 2026 and Regular Meeting May 14, 2026
- F. Utilities and Check Register
- G. Financial Reports
- H. MOU with Texas Tech for Tech Teach

Chad Arnwine made a motion to approve the consent agenda with the exception of the Campus Copiers and Michael Rodriguez seconded the motion.

Yeas: Chad Arnwine, Michael Rodriguez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

Information:

*Update on Quarter 4
of our Strategic Plan:*

The Strategic Plan continues to progress on schedule, with work ongoing across all identified goals and action steps. Based on current implementation progress, the district is projected to reach 100% completion of Year 1 action items by the end of June 2026.

Moving forward, the district is developing an internal progress monitoring tool to support successful implementation of Year 2 metrics and continued improvements in student growth and outcomes. Project leads and owners have been identified, with work aligned to campus improvement plans to ensure the Strategic Plan remains the district's roadmap for priorities, systems, and time allocation.

*Discussion of Preliminary
2025-2026 STAAR/ EOC
Performance Data:*

Administration will provide an overview of preliminary 2025-2026 STAAR End-of-Course (EOC) assessment results, including overall performance trends, areas of growth, areas needing improvement, and comparisons to prior years where available. The presentation will also include discussion regarding instructional

implications, intervention planning, accountability considerations, and next steps to support continued student achievement and readiness.

*Weapon Detection
Systems Update:*

At the March board meeting, the administration discussed exploring weapon detection systems. Since then, we have completed two school visits and consulted with several districts regarding implementation.

We recommend moving forward with weapon detection for all students at secondary campuses and for adults entering buildings at elementary campuses. These systems will be purchased with grant funds, but they exceed the \$100,000 pricing threshold.

*Student Crime
Stoppers Update:*

At the March board meeting, the administration discussed exploring a student Crime Stoppers program. Since then, the administration and police department have visited Crime Stoppers programs in Abilene and Midland.

We recommend moving forward with establishing a student Crime Stoppers organization. The program would allow tipsters to submit information to help solve crimes, with small payments for verified tips. We are currently exploring fundraising activities to launch the program for the 2026-27 school year.

*Professional Hiring
and Vacancy Update:*

Update for the Board on recent hires, current vacancies, and ongoing recruitment efforts for the 2026-2027 school year.

Tiger Connect:

Tiger Connect is a proposed virtual learning option for Snyder ISD students in grades 9-12. The program is designed to provide families with a flexible learning opportunity while keeping students connected to Snyder ISD, including participation in district programs and UIL activities. Tiger Connect would support students who may benefit from a non-traditional schedule while maintaining academic expectations, accountability, and student support through a district-managed online program.

Action Agenda:

*Homeschool Participate
in UIL activities:*

For the 2026-2027 school year, the key legal point is that Texas districts are now automatically participating with homeschool participation unless they formally opt out. Under SB 401, Snyder ISD will need board action if we want to prohibit homeschool participation in UIL extracurricular activities for this school year.

Ralph Ramon made a motion that the Board of Trustees of Snyder Independent School District allow participation by eligible non-enrolled (homeschooled) students in UIL extracurricular activities for the 2026-2027 school year in accordance with Texas Education Code §33.0832 and UIL rules and Chad Arnwine seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

*Employee Compensation
for All Snyder ISD
Employees for 2026-2027:*

Last month, the Board discussed proposed compensation increases for non-teacher pay scale employees. Administration would like to clarify that the proposed 2.5% increase would also include hourly employees. In addition, as is customary, the district is recommending and proposing step increases for teachers based on years of experience.

The Board will consider approval of proposed 2026-2027 compensation increases for Snyder ISD employees. The total projected budget impact of the proposal is approximately \$360,495. These proposed increases reflect the district's continued commitment to supporting and retaining high-quality staff while balancing long-term financial sustainability.

Jennifer Taylor made a motion to approve the raises for all employees not under the teacher salary of 2.5%. This raise includes hourly employees, salaried employees, and excludes the Superintendent and Michael Rodriquez seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

Low attendance Waiver: Electricity outages at Snyder Junior High, combined with freezing weather conditions, resulted in low student attendance on January 23, 2026. Administration is requesting Board approval to submit a low attendance waiver to TEA for consideration. Due to this being a recurring issue, the district is also exploring backup options to reduce future disruptions and protect instructional minutes, particularly considering the Junior High's academic standing.

Ralph Ramon made a motion to approve the Low attendance waiver for Electrical outages for Snyder Junior High and freezing weather conditions on January 23, 2026 and Michael Rodriquez seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

Missed School Waiver: The district experienced school closures on January 26, 27, and 28, 2026, due to severe weather conditions, as well as on May 14, 2026, due to a water outage. Administration is requesting Board approval to submit missed school day waivers to TEA for consideration.

Haley Leatherwood made a motion to approve the missed school day waiver for school closures on January 26, 27, 28, 2026 due to weather and May 14, 2026 due to water outage and Chad Arnwine seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

TASB Policy Update 127: The Board will consider approval of TASB Policy Update 127, which includes recommended revisions affecting local district policies in response to changes in state and federal law, administrative guidance, and district governance practices. Administration and legal counsel have reviewed the recommended updates and are presenting them for Board consideration.

Haley Leatherwood made a motion to approve TASB policy 127 as presented and Jennifer Taylor seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

MOU with Cogdell: The Board will consider approval of a Memorandum of Understanding (MOU) between Snyder ISD and Cogdell Memorial Hospital. This partnership establishes a cooperative framework to support student health services, athletic safety and performance, mental and behavioral health resources, and healthcare workforce development opportunities for students.

Through this partnership, Snyder ISD students may benefit from healthcare career exploration, internships, job-shadowing opportunities, athletic physicals, team physician support, and enhanced access to health-related services and resources. The agreement also supports collaboration between Snyder ISD, Cogdell Memorial Hospital, and community partners to strengthen healthcare career pathways for students.

There is no cost to Snyder ISD associated with this agreement.

Haley Leatherwood made a motion to approve the MOU with Cogdell as presented and Michael Rodriquez seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

Executive Session (G1-G4)

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 or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting.

- A. Pursuant to Texas Government Code Section 551.074 Personnel Matters
- B. Guardians (SECURITY- GC 551.076/ 551.089)

Reconvene from Closed Session:

Personnel Matters: No Action Taken

Guardians: Ralph Ramon made a motion to approve the school guardians for 2026-2027 as presented and Haley Leatherwood seconded the motion.

Yeas: Chad Arnwine, Michael Rodriquez, Haley Leatherwood, Ralph Ramon, and Jennifer Taylor

Nays: None

Abstained: None

Adjourn: Mr. Ramon adjourned the meeting at 8:42 P.M.

Secretary

President