

**Hemphill Independent School District
P.O. Box 1950 - Hemphill, Texas 75948
Phone (409) 787-3371 - Fax (409) 787-4005**

**Stephen English - Superintendent
Amanda McClelland - Business Manager**

**Jessica Pickard
Elementary Principal**

**Lane Cook
Middle School Principal**

**Jeremy McDaniel
High School Principal**

**Agenda
Regular Board Meeting**

Thursday, November 20, 2025 - 6:00 p.m. - Administration Building

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

I.Members Present

Absent

II.Invocation

III.Pledge To The Flag

IV.Mission Statement

V.Visitors and Comments

VI.FIRST Rating - Notice of Public Meeting to Discuss School FIRST (Financial Integrity Rating System of Texas) Rating

VII.Consent Agenda

- 1.Minutes of the Special VATRE Town Hall Meeting October 16, 2025
- 2.Minutes of the Regular Board Meeting October 16, 2025
- 3.Bills, Financial Reports, and Investment Reports for the month of October 2025
- 4.Tax Refund Requests
- 5.TASB Policy Update 126, affecting (LOCAL)
policies to add, revise, or delete (LOCAL) policies as recommended by TASB Policy Service and according to the Instruction Sheet for TASB Localized Policy Manual 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 - RELEASED 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

VIII. Superintendent's Report

1. Enrollment
2. Personnel Update, if necessary
3. Student Overnight Trip Requests
4. Georgia Pacific Building & Trades Program donation
5. Veteran's Day Program
6. Door Sweep Findings at the High School Campus
7. Parent Letter
8. Campus Academic Reports

IX. Superintendent's Recommendations

1. Discussion/Action to approve the 2025 - 2026 District and Campus Improvement Plans.
2. Discussion/Action to approve the Superintendent and Board Members' Constraints.
3. Discussion/Action to approve purchasing fire alarms for 4 school buildings.
4. Discussion and possible action on Hemphill ISD Athletic Program.
5. Discussion/Action for accepting resignations, employing personnel, reassignment of personnel, or terminating/non-renewal of personnel.

X. Closed / Executive Session (If Necessary)

Texas Government Code 551.071 - Private Consultation with the Board's attorney on any or all subjects or matters authorized by law

Texas Government Code 551.074 - Board deliberation concerning appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public officers or employees

a. Discussion of employee hires, resignations, reassignments and discipline, including campus administration, Superintendent and professional educators and auxiliary personnel

b. 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

XI. Open Session (Action Resulting From Closed Session, if any)

1. Discussion/Action on Items Discussed in Closed Session, if any.

XII. Approval of Budget Amendment # 1 for the 2025 - 2026 School Year

XIII. Adjourn

Closed sessions are authorized by the Texas Open Meetings Act, Texas Government Codes. No action or vote may be taken in the closed meeting. An open meeting will be held to consider and take action, if any, on items discussed in closed session.

If, during the course of the meeting, discussion of any item 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, Tex. Gov't 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 open meeting. See BEC (Legal).

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease, or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment of duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment of specific occasions for implementation of security personnel and devices.

Section 551.082 - For the purpose of considering discipline of a public school child or children.

Section 551.083 - For the purpose of considering the standard guidelines, terms, or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 - For the purpose of excluding a witness or witnesses from a hearing during examinations of another witness.

Should any final action, final decision, or final votes be required in the opinion of the Board with regard to any matters considered in such closed meeting, then such final action, final decision, or final votes shall be at either:

- A.the open meeting covered by this notice upon the reconvening of this public meeting, or
- B.at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine

This notice was posted in compliance with the Texas Open Meetings Act at 9:00 a.m. on November 14, 2025.

Stephen English

Stephen English, Superintendent
Hemphill I.S.D.
For the Board of Trustees