



CALL TO ASSEMBLY

Please rise.

- **Pledge of Allegiance (US)** *I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.*
- **Pledge of Allegiance (Texas)** *Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.*
- **Community Action Promise** *Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to Helping People Help themselves and each other.*
- **Our Mission** *CSNT applies all available strategies enabling Northeast Texas families to lead improved, empowered, and self-reliant lives.*
- **Our Community Services Vision** *To be the leading organization in our region which empowers families to be self-reliant, educated, and healthy*
- **Our Head Start Vision** *To provide a system of education and encouragement which results in school-readiness for young children and their families*
- **Invocation**

Board Meeting

Tuesday, October 28, 2025 @ 12:00 Noon

East Texas Enrichment Center

510 E. Bonham St., Jefferson, Texas 75567

Cecelia Huff, Board Chairperson

Michelle Morehead, B.S., CCAP, NCRT, NCRI, Chief Executive Officer

If you need assistance with physical accessibility to the meeting, please call 430-218-8277

1. Call Meeting to Order

2. Establishment of a Quorum

3. Approval of Agenda 10/28/2025*

4. Approval of Minutes 8/26/2025*

5. Chairman's Comments and Recognitions

6. Training

Head Start Governance Requirements – Berny Harris

7. Committee Reports and Information – No committee reports at this time.

- A. Planning & Evaluation
- B. Personnel
- C. Finance
- D. Executive
- E. Nominating
- F. By Laws

The Chair may make changes to committee rosters and/or develop new committees.

****Committees, other than Executive Committee, get named by the Board Chairperson**

8. Action Items

A. Seat new board member(s), if any*

Re-seat Private Sector Members:

John Baxter*

Keri Winters*

Ross Hyde*

Teresa Thompson*

Remove Previous Policy Council Liaison

Martavius Jones*

Poverty Sector Elections Report presented by CSNT, Inc. Leadership Team

Seat/Re-seat Poverty Sector Board Members (to begin/continue service January 2026):

Sheyenne Baker – Policy Council Liaison*

Casey Purifoy – Bowie County*

Harmony Roberson – Cass County*

Jenny Wilson – Lamar County*

B. Approve Consent Agenda*

- 1) Head Start/EHS & PIR Reports..... (OS 5.9).....Misty Van Hooser
- 2) Family Empowerment Report.....(OS 5.9).....Amy Perales

- 3) Human Resource Report.....(OS 5.9).....Rachel Kelsey
- 4) Service & HS Transportation Reports.....(OS 5.9)Robert Norton
- 5) Information Technology Report.....(OS 5.9).....David Buford
- 6) Financial Reports.....Melissa Burrows
- 7) Quality Assurance Report.....Berny Harris

C. Discuss/Approve Continued use of the 15% De Minimus Cost Rate & Indirect Cost Rate Certification

D. Discuss/Approve 2026 Head Start Community Assessment Update

E. Discuss/Approve Succession Plan Update

F. Discuss/Approve Bylaws Update (Succession)

G. Discuss/Approve Head Start Standard Operating Procedures

H. Discuss/Approve Head Start Operating Manuals and Forms

I. Discuss/Approve Job Descriptions

J. Discuss/Approve Updated Volunteer Rates

K. Discuss/Approve Policy Council Bylaws

9. Staff Reports

Staff Reports are located under the consent agenda.

10. Chief Executive Officer's Report

11. Discussion Items

12. Audience Comments

13. Executive Session – No Executive Session

Reminder: According to Robert's Rules of Order, the minutes from Executive Session are reviewed and approved exclusively by those members who were present at the session.

While there's an option to share the minutes with all members, the confidentiality of the discussions must be preserved.

The board will enter executive session pursuant to Section 551.001(1)(2)(3)(J), and Section 551.074(1)(2) of the government codes.

A. Consultation between the board and its attorney in those instances in which the board seeks the Attorney's advice with respect to pending or contemplated litigation, settlement offers, and other matters where the duty of the attorney to his client requires confidentiality

B. Discussion with respect to the purchase, exchange, lease, or value of real property, negotiated contracts, and prospective gifts or donations to the organization, when such discussion, if made public, would have a detrimental effect on the negotiating position of the organization.

C. Discussion with respect to matters involving the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of an officer or employee or to hear complaints or charges against such officer or employee, unless such officer or employee requests a public session.

D. Discussion with respect to any matter specifically made confidential by law or regulation. Any other exception available by state law

14. Required Action from Executive Session

15. Adjourn Board Meeting

* Requires Board Vote

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