

January 21, 2026

Mr. Derrick Jenkins

Redacted
552.11765

Re: Notice of Proposal to Terminate Term Contract pursuant to Board Policy DFBA (LEGAL), or in the alternative notice of proposed nonrenewal pursuant to Board Policy DFBB (LEGAL).

Dear Ms. Jenkins,

This letter is notification that the Board of Trustees (“Board”) of the Collinsville Independent School District (“Collinsville ISD” or “District”) met on January 19, 2026, and received my recommendation as Superintendent of the District to send notice of the proposed termination of your employment with the District. The Board authorized me to send this Notice of Proposal to terminate your employment with the District under Section 21.211(a) of the Texas Education Code, as summarized in Board Policy DFBA (LEGAL) and pursuant to the termination provisions of your term contract with the District. **See Exhibits “1” & “2.”**

Specifically, under section 21.211(a) of the Texas Education Code, the District may terminate your contract at any time for good cause, as determined by the Board. **See Exhibit “1.”** This proposed action is based upon, in general, the reasons outlined below, and the Board Policies identified herein, which individually and collectively constitute good cause for the termination of your term contract. The District believes this letter fairly and accurately gives you written notice of the grounds and basis for your proposed termination. It is not intended to marshal all the facts that may be presented at the hearing of this matter. The District assumes that you acknowledge adequate written notice of such grounds and basis unless you advise the District otherwise in writing.

Alternatively, if the time for termination expires after the end of your contract term or the burden is not meant for good cause termination, the District also moves to send notice of proposed nonrenewal under Board Policy DFBB (LEGAL).

The District lists the following reasons for your termination or alternatively, your nonrenewal, some or all of which may be mixed statements of fact and the legal basis for good cause, and all of which may be amended or supplemented at any time.

A. Facts

During Fall 2025, the District received information that you engaged with students on snapchat. **See Exhibit “1.”** Upon information and belief, the District presented the information to the Texas Education Agency and placed you on administrative leave with pay. **See Exhibit “2.”** Based on your statements, statements of law enforcement, multiple parents and students, the District believes you improperly communicated with minor students via snapchat.

Moreover, in December 2025, the District received a picture of you with alcohol in your hands off school grounds surrounded by minor students who were also engaged in illegal consumption of alcohol. Upon information and belief, you drank with minor students on more than one occasion.

Based on the preponderance of the evidence, I find that your conduct violated Board Policy and the Texas Educator’s Code of Ethics, specifically:

- Board Policy DH (EXHIBIT), which reads in relevant part: “The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas

educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. 19 TAC 247.1

- Board Policy DH (EXHIBIT), which reads in relevant part: “Standard 1.7. The educator shall comply with state regulations, written local school board policies, and other state and federal laws.”
- Board Policy DH (EXHIBIT), which reads in relevant part: “Standard 1.10. The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.”
- Board Policy DH (EXHIBIT), Standard 3.9. The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:
 - The nature, purpose, timing, and amount of the communication;
 - The subject matter of the communication;
 - Whether the communication was made openly or the educator attempted to conceal the communication;
 - Whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
 - Whether the communication was sexually explicit; and
 - Whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student. 19 TAC 247.2
- Board Policy DH (EXHIBIT), Standard 3.7. The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.
- Board Policy DH (LOCAL), which reads in relevant part: “Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators’ Code of Ethics. [See DH(EXHIBIT)]”
- Board Policy DH (LOCAL), which reads in relevant part: “Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment.”
- Board Policy DH (LEGAL), which reads in relevant part: “Educators shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom.”

Copies of the referenced policy are provided online at <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=525&code=DH#exhibitTabContent>.

B. Conduct Also Demonstrated a Failure to Fulfill the Essential Functions of Your Position and Violated the Terms of Your Contract.

Your actions, as outlined in this notice, violated the terms of your term contract and of Collinsville ISD Board Policy. In particular, you failed to perform the duties in the scope of your employment that a person of ordinary prudence would have done under the same or similar circumstances, and your actions are inconsistent with the continued existence of the employer-employee relationship. The policy and contract violations listed below, and the facts, allegations, and violations described in this notice, individually and collectively, constitute the basis for the proposal of termination of your term contract of employment:

Moreover, your conduct failed to comply with the expectations set forth in the Employee Handbook, which you acknowledged you received and understood.

Your conduct also constituted good cause for the following reasons:

- Failure to fulfill duties or responsibilities.
- Incompetency or inefficiency in the performance of duties
- Insubordination or failure to comply with official directives.
- Failure to comply with Board policies or administrative regulations.
- Failure to meet the District's standards of professional conduct.
- Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.

C. Witnesses to the Conduct

A non-exhaustive list of witnesses to the grounds for the proposed termination are as follows, and may be supplemented at any time:

1. Mr. Matt Davenport, Superintendent of Collinsville ISD
2. Mr. Jeff Ashabranner, Chief of Police, Collinsville Police Department

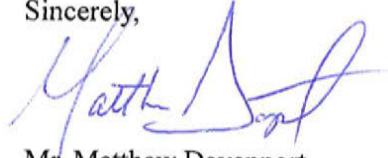
D. Due Process Rights

Pursuant to Texas Law and Collinsville ISD Board Policies DF (LEGAL), DFBA (LOCAL), DFD (LEGAL) and DFD (LOCAL), if you desire to protest the proposed action to terminate your employment with the District, you must file a written request for a hearing with the Commissioner of Education within fifteen (15) days after the date you receive this official notice. You must provide the District with a copy of this request. Timely notice entitles you to a hearing before a hearing examiner as provided by Sections 21.251 through 21.260 of the Texas Education Code. This hearing will be closed, unless you specifically request in writing that the hearing be open. If you fail to request a hearing within fifteen (15) days after receiving this notice of the proposed action to terminate your employment with the District, the Board of Trustees will take the appropriate action to terminate your employment with the District.

The District believes this letter fairly and accurately gives you written notice of the grounds and basis for your proposed termination. The District assumes that you acknowledge adequate written notice of such grounds and basis unless you advise the District otherwise in writing. This notice and accompanying exhibits are provided with the redaction of personally identifiable information about District students. Should you choose to request a hearing before an independent hearing officer as stated above, you may seek a copy of this notice and accompanying exhibits that are not redacted through the subpoena procedures applicable to such hearings.

Please direct any questions regarding this matter to me or have your counsel contact Rebecca Bradley, attorney for Collinsville ISD, at 214-544-4055.

Sincerely,

A handwritten signature in blue ink, appearing to read "Matthew Davenport". The signature is fluid and cursive, with the first name "Matthew" written in a larger, more prominent script than the last name "Davenport".

Mr. Matthew Davenport

Superintendent of Collinsville ISD

Exhibit 1


On October 20, 2025, Matthew Davenport (Superintendent), Mr. Jeremy Harpole (Assistant Superintendent), and David Walters (Collinsville ISD Police Chief) met with Derrick Jenkins at 2:00 PM to notify him that the Collinsville Police Department had opened an investigation against him and the district would put Mr. Jenkins on paid administrative leave.

During the meeting, Coach Jenkins stated that he had used Snapchat to communicate with students.

The Texas Educators Code of Ethics states:

Standard 3.9. The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

(iii) whether the communication was made openly, or the educator attempted to conceal the communication;

A handwritten signature in blue ink, appearing to read "Matthew Davenport". The signature is written in a cursive style with a large initial "M" and "D".

**COLLINSVILLE
INDEPENDENT
SCHOOL DISTRICT**



**MATTHEW DAVENPORT, M. Ed
SUPERINTENDENT**

**E-MAIL: matt.davenport@collinsvilleisd.org
PHONE: 903.426.6272**

October 20, 2025

Mr. Derrick Jenkins

Redacted
552.11765

RE: Administrative Leave

Dear Mr. Jenkins:

This letter is formal notification that you are being placed on administrative leave with pay effective today, October 20, 2025. Pursuant to District Policy, you are being placed on administrative leave pending an investigation by the Collinsville Police Department of allegations that you engaged in inappropriate communications with a student or minor. I have determined that the District's best interest will be served by placing you on administrative leave at this time.

At this time, you are directed to turn in all keys and other District property currently in your possession. While on leave, you are prohibited from entering any facility within the District or attending any District functions/activities without my written consent. You are also directed to refrain from any conduct which in any way constitutes or resembles retaliation against, or harassment of, any employee and/or student, of the District. Violation of this directive may result in adverse employment action against you up to and including termination of your contract. While this matter is being investigated, you are directed as follows:

1. The investigation is being conducted by a law enforcement officer and the investigation is a criminal investigation..
2. As an employee of the District, you are directed to cooperate with the investigation or inquiry, and to provide truthful, complete responses to questions asked by the investigator, both verbally and/or in writing.
3. You are directed to treat the investigation or inquiry as confidential as it may involve sensitive employee and/or student information. Disclosure of this information may compromise the integrity of the investigation. The District has narrowly tailored the following directives to meet the District's compelling interest in: maintaining the confidentiality of student information; ability to conduct an accurate and thorough investigation; and ability to maintain a non-disruptive work environment.
4. Until you receive written authorization from me and/or the investigator that this directive is no longer effective, you are directed to not discuss this investigation or inquiry, or any information that you and the investigator discuss, with any District employee.

**COLLINSVILLE
INDEPENDENT
SCHOOL DISTRICT**



**MATTHEW DAVENPORT, M. Ed
SUPERINTENDENT**

**E-MAIL: matt.davenport@collinsvilleisd.org
PHONE: 903.426.6272**

5. Disclosure of information pertaining to this investigation in violation of this directive and/or failure to comply with the directives herein may result in disciplinary action against you up to, and including, nonrenewal, non-extension or termination of your employment.
6. You may request written permission for an exception to this directive from the Collinsville ISD Board of Trustees to the extent necessary to pursue a grievance pursuant to Board Policies DGBA (LEGAL) and DGBA (LOCAL).
7. You are directed to refrain from any conduct that constitutes or could be interpreted as retaliation against any individual involved in the investigation pursuant to Board Policies DIA (LEGAL), DIA (LOCAL), FFH (LEGAL) and FFH (LOCAL).
8. The directives outlined herein remain in effect until the conclusion of the investigation. You will be notified in writing when the investigation is concluded.

In conjunction with the investigation, you are directed to submit a written response to the allegations to my office no later than October 23, 2025. You will be contacted when the investigation regarding your conduct has been completed.

All employees have the right to file a written grievance in accordance with Board Policies DGBA (LEGAL), DGBA (LOCAL), and DGBA (EXHBIT), which can be accessed via Policy On-line at: <https://pol.tasb.org/PolicyOnline?key=525>. Please note that all timelines will be strictly enforced.

If you have any questions regarding this action, you may contact me at matt.davenport@collinsvilleisd.org.

Respectfully,

A handwritten signature in black ink that reads "Matthew Davenport".

Matthew Davenport
Superintendent
Collinsville ISD

I have received a copy of this document. I understand that my signature below indicates receipt of this document, not necessarily agreement with its contents. In addition, I understand it is my responsibility to comply with all lawful directives issued by the District, regardless of whether I agree with the directives. I further understand that I may attach a written response to this document within 10 District business days.

A handwritten signature in black ink, which is mostly illegible but appears to be a name.

[NAME]

A handwritten date "10/24/25" in black ink.

Date