



**ARLINGTON INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES
Thursday, August 7, 2025 at 5:00 PM**

NOTICE of Regular Meeting of the Board of Trustees at the Arlington Independent School District Administration Building - Board Room, 690 East Lamar Boulevard, Arlington, Texas 76011.

Meetings may be viewed online at www.aisd.net. One or more members of the Board of Trustees may participate in this meeting via videoconference call. A quorum of the Board of Trustees will be physically present at the Administration Building.

Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Members of the public seeking to provide comments concerning an agenda item or non-agenda item shall be required to register at <https://www.aisd.net/boardmeetingspeakerrequest> **NO LATER THAN 3:00 p.m. the day of the board meeting** indicating (1) person's name; (2) subject the member of the public wishes to discuss, and; (3) telephone number at which the member of the public may be reached.

1. **CALL TO ORDER: 5:00 p.m., Board Chamber**
2. **CLOSED MEETING: Board Conference Room**
Adjournment to closed meeting pursuant to Sections 551.071 (consultation with attorney to seek and receive legal advice); 551.072 (discuss the purchase, exchange, lease or value of real property); Section 551.073 - (negotiating contracts for prospective gifts or donations); Section 551.074 - (consider the appointment, employment, evaluation, reassignment, duties, discipline, non-renewal or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee); Section 551.076 - (consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates); Section 551.082 - (discussing or deliberating the discipline of a public school child or children, or a complaint or charge is brought against an employee of the school district by another employee); Section 551.0821 - (deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation); Section 551.083 (considering the standards, 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).
 - 2.A. Personnel, including; New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions, and Evaluation
 - 2.B. Consult Attorney Regarding Potential and Pending Litigation
3. **RECONVENE INTO OPEN SESSION: 6:30 p.m., Board Room**

4. **PLEDGE:**
5. **RECOGNITIONS:**
 This time has been designated for the purpose of allowing programs and/or presentations relating to matters such as curricular, extracurricular, co-curricular and PTA type activities.
- 5.A. Texas Association of School Boards Leadership Graduate
- 5.B. Texas Art Education Association District Distinction
- 5.C. National Math Stars
6. **OPEN FORUM FOR AGENDA ITEMS:**
 Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. This first Open Forum is limited to agenda items other than personnel. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.
7. **APPOINTMENTS:**
- 7.A. Consider Ratification of Administrative Appointments: 7
 Assistant Principal Martin High School, Assistant Principal Lamar High School, Assistant Principal Venture High School, Assistant Principal Venture High School, Assistant Principal Workman Jr. High, Assistant Principal Ousley Jr. High, Assistant Principal Ellis Elementary, Associate Principal Center for Visual & Performing Arts (CVPA)
8. **COMMITTEE AND STAFF REPORTS:**
- 8.A. Governance Committee Report
- 8.B. Strategic Plan Development - Values & Beliefs Report 8
9. **ACTION:**
- 9.A. Consider Approval of Designation of Official Delegates to the Texas Association of School Boards (TASB) 2025 Delegate Assembly 14
10. **CONSENT AGENDA:**
- 10.A. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions 15
- 10.B. Approval of Texas Teacher Evaluation and Support System (T-TESS) Appraisers 26
- 10.C. Approval of Minutes of Prior Meetings, June 2025 33
- 10.D. Approval of Purchases Greater Than \$50,000 45

10.E. Approval of Bids	47
10.F. Approval of 25-26 Juvenile Justice Alternative Education Program Memorandum of Understanding	62
10.G. Approval of Arlington ISD Local Policy Review Session Additions/Revisions/Deletions	70
10.H. Approval of Arlington ISD Local Policy Revisions (EFB, FD, FM, FNCE)	141
10.H.1. EFB (Local)	142
10.H.2. FD (Local)	149
10.H.3. FM (Local)	152
10.H.4. FNCE (Local)	153
10.I. Approval of HB 3 Good Cause Exception Resolution for Peace Officers at Schools	155
10.J. Approval of the TEA Staff Development Minutes Waiver 2025-2026 School Year	158
10.K. Approval of the continuation of the Interlocal Agreement between Arlington ISD and the University of Texas at Austin for the 2025-2026 OnRamps Program	159
10.L. Approval of Interlocal Agreement between Arlington ISD and the University of Phoenix Social Work Program	183
10.M. Approval of the Dual Credit Partnership Agreement between the University of Texas at Arlington and Arlington High School Dual Language Academy	193
10.N. Approval of No Pass/No Play Course List for 2025-2026 School Year	204
11. <u>OPEN FORUM FOR NON-AGENDA ITEMS:</u>	
Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.	
12. <u>SUPERINTENDENT COMMENTS:</u>	
This time is for the Superintendent to acknowledge varying kinds of activities occurring within the district. This includes such items as recognition of outstanding performance by district staff and/or students, the initiating of new programs and special activities. The Superintendent will report on the following subjects:	
12.A. District Priorities.	
12.B. Recognition of outstanding performance by district staff and students.	

12.C. Initiation of new programs and special activities.

13. **TRUSTEE COMMENTS:**

This time on the Agenda allows each member to inform other Board Members, the administrative staff and the public of activities which are of interest. The Board Members will report on the following subjects:

13.A. Board member attendance at various school and community events.

13.B. Board member announcement of various upcoming school and community events.

13.C. Board member visits to various campuses.

13.D. Board member recognition of outstanding performance by district staff and students.

13.E. Board member recognition of new programs and special activities.

14. **CLOSED MEETING:**

At any time during the meeting the Board may adjourn into closed meeting for consultation with its attorney (Texas Government Code section 551.071) or for a posted agenda item pursuant to Texas Government Code sections 551.072 - 551.084.

15. **ADJOURNMENT:**

The agenda order may be adjusted by the Presiding Officer at any time during the meeting.

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, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f).

If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et. seq., for any of the following reasons:

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, 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, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates.

Section 551.082 - For the purpose of deliberating in a case involving discipline of a public school child or children, or in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing.

Section 551.0821 - For the purpose of deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Section 551.083 - For the purpose of considering the standards, 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 examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote 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.

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.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 4th day of August 2025 at 5:00 p.m., this notice was posted on a bulletin board at a place convenient to the public at the central administrative office of the Arlington Independent School District, 690 East Lamar Boulevard, Arlington, Texas and readily accessible to the general public at all times beginning at least 72 hours preceding the scheduled time of the meeting.

A rectangular box containing a handwritten signature in black ink. The signature appears to be "M. Smith" written in a cursive style.

Matt Smith, Ed.D., Superintendent

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
August 7, 2025

Contact Person: Scott Kahl

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item: Consider Ratification of Administrative Appointments

District Priority / Goals Addressed

The purpose of this action item is to support our District's priority of "Resources" by ratifying the following personnel appointments: Asst. Principal at Martin HS, Asst. Principal at Lamar HS, Asst. Principals (2) at Venture HS, Asst. Principal at Workman JH, Asst. Principal at Ousley JH, Asst. Principal at Ellis ES, and Associate Principal at the Center for Visual & Performing Arts (CVPA).

Background

Screening and interview committees consisting of administrative staff have submitted the names to the Superintendent for consideration.

Fiscal Implications

These are budgeted positions.

Recommendation

The administration recommends the Board ratify the appointment of the applicants for the administrative positions listed above as discussed in the Executive Session.

Submitted by: Scott Kahl

Date: July 29, 2025



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:

Date:



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Strategic Plan Development - Values & Beliefs Report

August 7, 2025 - Regular Meeting
Matt Smith, Ed.D.

¹⁰ PURPOSE

Gather input from the Board of Trustees on the current draft of our Arlington ISD Values and Beliefs prior to a final presentation.

DRAFT VALUES AND BELIEF STATEMENTS

Inclusive Culture

We value our diversity and believe that every student deserves an inclusive culture where they feel valued, supported, and challenged to grow.

Strong Partnerships

We believe that strong partnerships with parents and community organizations provide a foundation for student success.

Thriving Staff

We believe that a thriving staff continuously learns and strives for excellence for the benefit of our students and community.

DRAFT VALUES AND BELIEF STATEMENTS

Maximized Resources

We believe that district talent and financial resources must be maximized to promote student learning and well being while also maintaining effective fiscal management.

Innovative Learning

We believe that innovative learning will ignite a passion for learning in our students and staff.

Learning Environments

We believe that our learning environments must be safe, productive spaces that are well designed and maintained.



DISCUSSION

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority/ Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



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RESOURCES

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ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
August 7, 2025

Contact Person: Melody Lopez

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item: Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Terminations, and Non-Renewals

District Priority / Goals Addressed

The purpose of this consent item is to approve the list of new hires, retirements, resignations, terminations, and non-renewals. This action supports the District priority of maximizing Resources through the approval of new and separating staff.

Background

Information on new hires, retirements, resignations, terminations, and non-renewals is presented for approval on a monthly basis.

Fiscal Implications

N/A

Recommendation

Administration recommends approval of new hires, retirements, resignations, terminations, and non-renewals as presented.

Submitted by: Scott Kahl

Date: 07-30-2025



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New Employees Hired 6/6/25 - 8/7/25

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
CARLISLE	WILLIAM	SPECIAL EDUCATION	BEHAVIOR INTERVENTIONIST	8/4/2025	ADMIN
PETERSON	RONNISHA	SPECIAL EDUCATION	BEHAVIOR INTERVENTIONIST	8/4/2025	ADMIN
NGUYEN-VU	DAWN	SPEDE	BEHAVIOR INTERVENTIONIST	8/4/2025	ADMIN
WESTERFIELD ROSS	MILLICENT	SPEDE	BEHAVIOR INTERVENTIONIST	8/4/2025	ADMIN
ALVAREZ	ANTONIA	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
BROWN	CHARISSE	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
DASTE	ANA	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	8/4/2025	ADMIN
GONZALEZ	JOSEPH	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
INIGUEZ	ARACELI	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
JOHNSON	WANDA	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	8/4/2025	ADMIN
KIRKPATRICK	BETH	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
KUNKEL	SARAH	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
LEATHERWOOD	JACOB	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
STEWART	CLARA	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
TODD	MIESHA	SPECIAL EDUCATION	DIAGNOSTICIAN	7/28/2025	ADMIN
WALLS	DANIELLE	SPEC ED SUPPORT SERVICES	DIAGNOSTICIAN	7/28/2025	ADMIN
HARRIS	JIMYIA	SPEC ED SUPPORT SERVICES	INTERN-LSSP	8/6/2025	ADMIN
MANCHAC	MALLORY	SPEC ED SUPPORT SERVICES	INTERN-LSSP	8/6/2025	ADMIN
NEMAH KIMBULU	WADE	SPECIAL EDUCATION	INSTRUCTIONAL SPECIALIST	7/24/2025	ADMIN
GREENWOOD	KALEIGH	SPECIAL EDUCATION	LSSP	7/21/2025	ADMIN
OLIVEIRA	RODRIGO	FACILITIES PLANNING	PROJECT MANAGER	8/4/2025	ADMIN
TOVAR	MAYRA	SCHOOL LEADERSHIP	SPECIALIST RESTORATIVE PRACTICES	7/21/2025	ADMIN
ERVES	MAGALY	WORLD LANGUAGES	SPECIALIST TRANSLATION AND INST DESIGN	7/14/2025	ADMIN
WAWAK	KATIE	CAREER AND TECHNOLOGIES	SPECIALIST WORK BASED LEARNING	7/21/2025	ADMIN
BAKER	MANAR	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
BRADSHER	CALI	SPECIAL ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
MARSHALL	CATHLEEN	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
NGUYEN	ETHAN	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
RUSSELL	ERIKA	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
WELCH	ASHLEY	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
VALLEY	MELODY	SPEC ED SUPPORT SERVICES	SPEECH PATHOLOGIST	8/4/2025	ADMIN
FUGITT	CHRISTINE	SPECIAL EDUCATION	VISION	8/4/2025	ADMIN
HURTADO	SASHA	BERRY	1ST BIL	8/4/2025	ELEM
CRISTAN	ANA	BLANTON	1ST BIL	8/4/2025	ELEM
VARGAS FARFAN	DULCE	CROW	1ST BIL	8/4/2025	ELEM
JARAMILLO	MARIANA	SPEER	1ST BIL	8/4/2025	ELEM
RUIZ	NALLALY	SPEER	1ST BIL	8/4/2025	ELEM
TODD	FANNY	WWLA	1ST BIL	8/4/2025	ELEM
WELLS	ADDISEN	ADAMS	1ST ESL	8/4/2025	ELEM
PULLAM	DARIESHA	BEBENSEE	1ST ESL	8/4/2025	ELEM
ISLENO	CRISTINE	BLANTON	1ST ESL	8/4/2025	ELEM
GARCIA	ROSA	CROUCH	1ST ESL	8/4/2025	ELEM
SPRADLIN	ELIZABETH	FARRELL	1ST ESL	8/4/2025	ELEM
HARRIS	CHRISTIAN	JONES	1ST ESL	8/4/2025	ELEM
ROBINSON	ANGELIQUE	KEY	1ST ESL	8/4/2025	ELEM
DILLON	SAVANNAH	MCNUTT	1ST ESL	8/4/2025	ELEM
SMITH	SAMANTHA	MCNUTT	1ST ESL	8/4/2025	ELEM
ENRIQUEZ	STEPHANIE	PATRICK	1ST ESL	8/4/2025	ELEM
JONES	TRACI	PATRICK	1ST ESL	8/4/2025	ELEM
SLAYTON	KATHY	STARRETT	1ST ESL	8/4/2025	ELEM
SANTANA CERVANTES	RUBY	THORNTON	1ST ESL	8/4/2025	ELEM
SHEPARD	MYRANDA	WEBB	1ST ESL	8/4/2025	ELEM
HOLDER	HALEY	WEST	1ST ESL	8/4/2025	ELEM
PONCE	ANGELINA	GOODMAN	2ND BIL	8/4/2025	ELEM
ALDHHIK	SARAH	CROUCH	2ND ESL	8/4/2025	ELEM
WEIDENDORF	HEIDI	FITZGERALD	2ND ESL	8/4/2025	ELEM
GALLEGOS	KRISTIE	FOSTER	2ND ESL	8/4/2025	ELEM
PINELL	MELANIE	FOSTER	2ND ESL	8/4/2025	ELEM
MARTIN	SAMANTHA	LARSON	2ND ESL	8/4/2025	ELEM
PRATT	ZION	LARSON	2ND ESL	8/4/2025	ELEM
MACIAS	CHRISTOPHER	MILLER	2ND ESL	8/4/2025	ELEM
HOOSIER	BETTY	PATRICK	2ND ESL	8/4/2025	ELEM
SCHWEIGARDT	JASMINE	SWIFT	2ND ESL	8/4/2025	ELEM
LILLEY	ANGELA	WEST	2ND ESL	8/4/2025	ELEM

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
MCDONALD	JEZYKA	WILLIAMS	2ND ESL	8/4/2025	ELEM
MARTINEZ	ALISUA	ADAMS	3RD BIL	8/4/2025	ELEM
GUTIERREZ OCHOA	DOMINGO	BLANTON	3RD BIL	8/4/2025	ELEM
RECIO	SERGIO	PEACH	3RD BIL	8/4/2025	ELEM
GARCIA	ADAMARI	RANKIN	3RD BIL	8/4/2025	ELEM
AGUILLON	MARIA	SPEER	3RD BIL	8/4/2025	ELEM
GOODWIN	IRISIONETTE	ATHERTON	3RD ESL	8/4/2025	ELEM
LIUZZO	LINDSEY	BEBENSEE	3RD ESL	8/4/2025	ELEM
RUFFIN	DOMINIQUE	BURGIN	3RD ESL	8/4/2025	ELEM
JONES	JENNY	DUNN	3RD ESL	8/4/2025	ELEM
STEWART	RENATA	ELLIS	3RD ESL	8/4/2025	ELEM
RANGEL-BOLIN	EVA	JOHNS	3RD ESL	8/4/2025	ELEM
LEWIS	DESTINY	LARSON	3RD ESL	8/4/2025	ELEM
PETERSON	SHERIDAN	LARSON	3RD ESL	8/4/2025	ELEM
FREEMAN	BAILEY	MILLER	3RD ESL	8/4/2025	ELEM
O'DELL	ANGELA	MILLER	3RD ESL	8/4/2025	ELEM
RAYFIELD	AUTUMN	PATRICK	3RD ESL	8/4/2025	ELEM
RODRIGUEZ	ANNETTE	PATRICK	3RD ESL	8/4/2025	ELEM
CUSACK	ASHLEY	STARRETT	3RD ESL	8/4/2025	ELEM
ANDERSON	LAUREN	SWIFT	3RD ESL	8/4/2025	ELEM
GARCIA	ALMA	WEBB	3RD ESL	8/4/2025	ELEM
JIMENEZ	ALAN	WWLA	3RD ESL	8/4/2025	ELEM
QUINTANILLA	JANESSA	ADAMS	4TH BIL	8/4/2025	ELEM
LOZANO	GUILLERMO	BERRY	4TH BIL	8/4/2025	ELEM
NUNEZ	ARISDELSI	BERRY	4TH BIL	8/4/2025	ELEM
VALENTIN RAMOS	LIZZETTE	CROW	4TH BIL	8/4/2025	ELEM
REYES TAPIA	MARIA	FOSTER	4TH BIL	8/4/2025	ELEM
AGUILAR JAUREGUI	DULCE	SOUTH DAVIS	4TH BIL	8/4/2025	ELEM
GARCIA	KARINA	BERRY	4TH ESL	8/4/2025	ELEM
MICHELLE	LUCERO	COREY	4TH ESL	8/4/2025	ELEM
CATES	EMILY	GOODMAN	4TH ESL	8/4/2025	ELEM
KALPOUZOS	JANEEN	KEY	4TH ESL	8/4/2025	ELEM
PERRY	MELENA	MILLER	4TH ESL	8/4/2025	ELEM
COLE	EMILY	PATRICK	4TH ESL	8/4/2025	ELEM
TOBIN	KELLY	PATRICK	4TH ESL	8/4/2025	ELEM
BERRY	VANIQUE	PEACH	4TH ESL	8/4/2025	ELEM
MUNDT	WHITNEY	PEARCY	4TH ESL	8/4/2025	ELEM
BLAGOGEE	KAMESHA	POPE	4TH ESL	8/4/2025	ELEM
CEJA	CRUZ	ANDERSON	5TH BIL	8/4/2025	ELEM
CLAUDIO MORALES	GLORIA	BLANTON	5TH BIL	8/4/2025	ELEM
CORNEJO SCHEELJE	CRISTINA	WWLA	5TH BIL	8/4/2025	ELEM
O'NEILL	SHELBI	AMOS	5TH ESL	8/4/2025	ELEM
HESS	MELINDA	BERRY	5TH ESL	8/4/2025	ELEM
KUE	DIANE	CROUCH	5TH ESL	8/4/2025	ELEM
SWANER	AMANDA	CROW	5TH ESL	8/4/2025	ELEM
BROOKS	JAZMINE	DUNN	5TH ESL	8/4/2025	ELEM
SHARP	MARCIE	FARRELL	5TH ESL	8/4/2025	ELEM
ROSE	TRULIE	FOSTER	5TH ESL	8/4/2025	ELEM
AGUILAR	HILDA	JOHNS	5TH ESL	8/4/2025	ELEM
HANYNES	TIFFANY	JONES	5TH ESL	8/4/2025	ELEM
ANDERSON	SHAQUILA	LARSON	5TH ESL	8/4/2025	ELEM
ARENAS	THOMAS	LARSON	5TH ESL	8/4/2025	ELEM
NELSON	CANDY	MILLER	5TH ESL	8/4/2025	ELEM
PAYES	MEGHAN	MILLER	5TH ESL	8/4/2025	ELEM
JACKSON	APRIL	PATRICK	5TH ESL	8/4/2025	ELEM
ADEOYE	FOLASADE	PEACH	5TH ESL	8/4/2025	ELEM
OLIVER	BRITANY	PEACH	5TH ESL	8/4/2025	ELEM
CLARK	KELSEY	POPE	5TH ESL	8/4/2025	ELEM
MILLER	MARQUISE	POPE	5TH ESL	8/4/2025	ELEM
WALTERS	EMMA	SHORT	5TH ESL	8/4/2025	ELEM
MELTON	BRITTANY	STARRETT	5TH ESL	8/4/2025	ELEM
MOODY-MAYHUGH	ALICIA	SWIFT	5TH ESL	8/4/2025	ELEM
TABADERO	MARIAN	SWIFT	5TH ESL	8/4/2025	ELEM
DAOUD	SAJA	WEBB	5TH ESL	8/4/2025	ELEM
GARCIA-PALOMINO	ALEJANDRO	BLANTON	6TH BIL	8/4/2025	ELEM

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
LOPEZ AVILA	GABRIEL	BLANTON	6TH BIL	8/4/2025	ELEM
SANCHEZ DE JESUS	MARIA DE LOURDES	CROUCH	6TH BIL	8/4/2025	ELEM
WILLIAMS	BENNY	JOHNS	6TH BIL	8/4/2025	ELEM
PEREZ	MAXIMINO	PEACH	6TH BIL	8/4/2025	ELEM
ALVAREZ	BRENDA	THORNTON	6TH BIL	8/4/2025	ELEM
VALENCIA LLANOS	SHERIYAH	ATHERTON	6TH ESL	8/4/2025	ELEM
CARTER	LATARA	BEBENSEE	6TH ESL	8/4/2025	ELEM
HUYCK	DANA	BEBENSEE	6TH ESL	8/4/2025	ELEM
RASCH-CRUZ	LORIE ANN	BEBENSEE	6TH ESL	8/4/2025	ELEM
NELSON	KRYSTLE	BERRY	6TH ESL	8/4/2025	ELEM
NICHOLS	MARY	CROW	6TH ESL	8/4/2025	ELEM
SIMS	BRITTANI	DITTO	6TH ESL	8/4/2025	ELEM
SMITH	DEANNA	DUNN	6TH ESL	8/4/2025	ELEM
AARON	JENNIFER	ELLIS	6TH ESL	8/4/2025	ELEM
LAWRENCE	LAQUITA	ELLIS	6TH ESL	8/4/2025	ELEM
GOLLIVER	ALLISON	FITZGERALD	6TH ESL	8/4/2025	ELEM
WHITE	CHANTEL	HILL	6TH ESL	8/4/2025	ELEM
ROSS	CHAKARRA	JOHNS	6TH ESL	8/4/2025	ELEM
DAVIS	DANIKA	LITTLE	6TH ESL	8/4/2025	ELEM
SMITH	JACCI	MCNUTT	6TH ESL	8/4/2025	ELEM
LOFTIS	TERI	MILLER	6TH ESL	8/4/2025	ELEM
DULA	JEREMY	PATRICK	6TH ESL	8/4/2025	ELEM
PHILLIPS JOHNSON	TIWANA	PEACH	6TH ESL	8/4/2025	ELEM
EVANS	JOHN	SWIFT	6TH ESL	8/4/2025	ELEM
MUSTAPHA	JASMINE	SWIFT	6TH ESL	8/4/2025	ELEM
DAY	MEGHAN	ASHWORTH	BEHAVIOR INTERVENTIONIST	8/4/2025	ELEM
GARRIDO-JUANTA	RONALD	BERRY	BIL K-6	8/4/2025	ELEM
GUTIERREZ	PAOLA	BERRY	BIL K-6	8/4/2025	ELEM
LATHAN	ROBERT	ATHERTON	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
SIMMONS	HEATHER	DUNN	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
GARZA	LISA	ELLIS	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
STEPHENS	JESSICA	MCNUTT	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
LAW	CHARRYSE	POPE	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
LOPEZ	ALONDRA	STARRETT	CAMPUS INSTRUCTIONAL COACH	7/28/2025	ELEM
QUINTANA	ESTHER	ADAMS	CAMPUS INSTRUCTIONAL COACH	8/4/2025	ELEM
EVANS	EMILY	ASHWORTH	G&T LEAD	8/4/2025	ELEM
VO	TUYEN	CROW	G&T LEAD	8/4/2025	ELEM
PONZIO	KAYLA	LITTLE	G&T LEAD	8/4/2025	ELEM
LUCIANO	MARIA	BEBENSEE	K-6 ART	8/4/2025	ELEM
WHITTENBERG	LINDSEY	COREY	K-6 ART	8/4/2025	ELEM
RUVALCABA	ANGELA	REMYNSE	K-6 ART	8/4/2025	ELEM
SOTO LOPEZ	ELBA	RANKIN	K-6 COUNSELOR	7/21/2025	ELEM
DORA	KRYSTAL	WEST	K-6 COUNSELOR	7/21/2025	ELEM
HAWKINS	KIAMESHA	PATRICK	K-6 DYSLEXIA	8/4/2025	ELEM
GILL	MARIAH	AMOS	K-6 MUSIC	8/4/2025	ELEM
YANDELL	ANDREA	FITZGERALD	K-6 MUSIC	8/4/2025	ELEM
BOYD	CLAYTON	LITTLE	K-6 MUSIC	8/4/2025	ELEM
WAMBSGANSS	CHEYENNE	SHORT	K-6 MUSIC	8/4/2025	ELEM
BAUTISTA	MELISSA	FOSTER	KINDER BIL	8/4/2025	ELEM
RICO	ESMERALDA	RANKIN	KINDER BIL	8/4/2025	ELEM
GENTRY	ISAMARIA	SOUTH DAVIS	KINDER BIL	8/4/2025	ELEM
DAVIS	KEYANA	ADAMS	KINDER ESL	8/4/2025	ELEM
RUSH-CHESNUT	HEATHER	ANDERSON	KINDER ESL	8/4/2025	ELEM
ALVAREZ	ANGIE	BERRY	KINDER ESL	8/4/2025	ELEM
SOROLA	ANNA	BLANTON	KINDER ESL	8/4/2025	ELEM
SCOTT	LATOSHA	CROUCH	KINDER ESL	8/4/2025	ELEM
PATTEN	KAREN	FARRELL	KINDER ESL	8/4/2025	ELEM
PACE	DEMARION	LARSON	KINDER ESL	8/4/2025	ELEM
WASHINGTON	ERICA	LARSON	KINDER ESL	8/4/2025	ELEM
SPORTSMAN	KAYLA	LITTLE	KINDER ESL	8/4/2025	ELEM
WRIGHT BRADLEY	TYANA	MCNUTT	KINDER ESL	8/4/2025	ELEM
LIVELY	MICHELLE	PATRICK	KINDER ESL	8/4/2025	ELEM
PUGH	DANNISSA	PATRICK	KINDER ESL	8/4/2025	ELEM
HODGE	TONIZERA	POPE	KINDER ESL	8/4/2025	ELEM
SMITH	KHAMRYN	POPE	KINDER ESL	8/4/2025	ELEM

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
FORTNER	AMBER	SHERROD	KINDER ESL	8/4/2025	ELEM
FOX	ASHLEY	SHERROD	KINDER ESL	8/4/2025	ELEM
WHITSITT	AMANDA	SOUTH DAVIS	KINDER ESL	8/4/2025	ELEM
MURRAY	JAMIE	STARRETT	KINDER ESL	8/4/2025	ELEM
JONES	SHANAYA	WEBB	KINDER ESL	8/4/2025	ELEM
SPRUIEL	JENNIFER	WEBB	KINDER ESL	8/4/2025	ELEM
FLAKE	OINETTE	ASHWORTH	LIBRARIAN	8/4/2025	ELEM
LEE	MEREDITHE	CROW	NURSE	8/4/2025	ELEM
CARTER	TASHIBA	DUNN	NURSE	8/4/2025	ELEM
TRUONG	JULIE	HALE	NURSE	8/4/2025	ELEM
EVERETT	EMILY	LARSON	NURSE	8/4/2025	ELEM
RONALDER	BRENNA	PATRICK	NURSE	8/4/2025	ELEM
BAEZ	DESTINEY	SWIFT	NURSE	8/4/2025	ELEM
LOVELAND	CARSON	BECKHAM	PE-ELEM	8/4/2025	ELEM
FOSTER	TREVOR	ELLIS	PE-ELEM	8/4/2025	ELEM
BENTLEY	JASON	FITZGERALD	PE-ELEM	8/4/2025	ELEM
KLEIN	EMMY	SWIFT	PE-ELEM	8/4/2025	ELEM
ELIAS	CINDY	BEBENSEE	PRE K BIL	8/4/2025	ELEM
MARRERO BERRIOS	WALLY	CROUCH	PRE K BIL	8/4/2025	ELEM
TRUJILLO CHAVEZ	YANETH	ELLIS	PRE K BIL	8/4/2025	ELEM
DOMINGUEZ	DANIA	JOHNS	PRE K BIL	8/4/2025	ELEM
ROLDAN	DANYA	JOHNS	PRE K BIL	8/4/2025	ELEM
TEJEDA	IBETH	THORNTON	PRE K BIL	8/4/2025	ELEM
MERRYFIELD	LEAH	DITTO	PRE K ESL	8/4/2025	ELEM
WILLIAMS	CARLETTA	ELLIS	PRE K ESL	8/4/2025	ELEM
MCCUISTION	TERESA	DUNN	PRE K ESL	8/4/2025	ELEM
GARCIA	DESTINY	FITZGERALD	PRE K ESL	8/4/2025	ELEM
WHEAT	CLAUDIA	FITZGERALD	PRE K ESL	8/4/2025	ELEM
GOODWIN	BRIDGET	HALE	PRE K ESL	8/4/2025	ELEM
CLAY	MARY	LARSON	PRE K ESL	8/4/2025	ELEM
HUGHES	TAYLOR	SHORT	PRE K ESL	8/4/2025	ELEM
O'CONNELL	KYLA	STARRETT	PRE K ESL	8/4/2025	ELEM
WIMBERLY	KENDYL	STARRETT	PRE K ESL	8/4/2025	ELEM
CHENG-TYLER	LORRAINE	THORNTON	PRE K ESL	8/4/2025	ELEM
KIM	JULIE	BUTLER	SPED - ABLE	8/4/2025	ELEM
WELBORNE	TAMMY	DUNN	SPED - ABLE	8/4/2025	ELEM
MORRISON	LISA	MORTON	SPED - ABLE	8/4/2025	ELEM
YILKES	TAIYE	MORTON	SPED - ABLE	8/4/2025	ELEM
DANCER	JLISA	STARRETT	SPED - ABLE	8/4/2025	ELEM
BALDWIN	JENNIFER	SWIFT	SPED - ABLE	8/4/2025	ELEM
ARNOLD	SHERYL	WEST	SPED - ABLE	8/4/2025	ELEM
BELK	MATTHEW	ADAMS	SPED - ALT CURR	8/4/2025	ELEM
KENNEDY	CYNTHIA	ADAMS	SPED - ALT CURR	8/4/2025	ELEM
TRAN	TIFFANY	ADAMS	SPED - ALT CURR	8/4/2025	ELEM
BRIDGEWATER	KIANA	BRYANT	SPED - ALT CURR	8/4/2025	ELEM
SWAN	MAI	BRYANT	SPED - ALT CURR	8/4/2025	ELEM
BUFFINGTON	ERICA	FITZGERALD	SPED - ALT CURR	8/4/2025	ELEM
LITZ	GWEN	FITZGERALD	SPED - ALT CURR	8/4/2025	ELEM
DEBOER	AMANDA	KOOKEN	SPED - ALT CURR	8/4/2025	ELEM
DIKE	NKEIRUKA	MOORE	SPED - ALT CURR	8/4/2025	ELEM
MANIOS	BRITTANEY	REMYNSE	SPED - ALT CURR	8/4/2025	ELEM
PULLIAM	PHILLIP	SHERROD	SPED - ALT CURR	8/4/2025	ELEM
PRATT	LACAROL	SHORT	SPED - ALT CURR	8/4/2025	ELEM
HEARN	MYKA	JOHNS	SPED - ECSE	8/4/2025	ELEM
BROWN	FALANA	WILLIAMS	SPED - ECSE	8/4/2025	ELEM
AKINYEMI	SHARON	BEBENSEE	SPED - INCLUSION	8/4/2025	ELEM
OLVERA	ANGIE	BEBENSEE	SPED - INCLUSION	8/4/2025	ELEM
CARR	WENDY	BLANTON	SPED - INCLUSION	8/4/2025	ELEM
MERLOS	LESLIE	CROUCH	SPED - INCLUSION	8/4/2025	ELEM
HINDS	GENEVIEVE	DUNN	SPED - INCLUSION	8/4/2025	ELEM
BLODGETT DUFF	CHRISTINE	ELLIS	SPED - INCLUSION	8/4/2025	ELEM
KELLUM WATKINS	KRYSTLE	FARRELL	SPED - INCLUSION	8/4/2025	ELEM
DANIELS CRENSHAW	AMANDA	FOSTER	SPED - INCLUSION	8/4/2025	ELEM
ADAME	CHRISTINE	HILL	SPED - INCLUSION	8/4/2025	ELEM
YATES	BRITTNEY	HILL	SPED - INCLUSION	8/4/2025	ELEM

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
HEARNE	JENNIFER	LARSON	SPED - INCLUSION	8/4/2025	ELEM
SMITH	LEAH	LARSON	SPED - INCLUSION	8/4/2025	ELEM
STANKEWITZ	DEBRA	LITTLE	SPED - INCLUSION	8/4/2025	ELEM
RIVES-PARKER	DARLENE	MILLER	SPED - INCLUSION	8/4/2025	ELEM
ABRON	JACQUELINE	MOORE	SPED - INCLUSION	8/4/2025	ELEM
BURKHART	ADRIENNE	MORTON	SPED - INCLUSION	8/4/2025	ELEM
SMILEY	RAIN	PEACH	SPED - INCLUSION	8/4/2025	ELEM
ADAMS	FELICIA	POPE	SPED - INCLUSION	8/4/2025	ELEM
GALINDO	MAYTEE	RANKIN	SPED - INCLUSION	8/4/2025	ELEM
LEWIS	KU-MASI	SHERROD	SPED - INCLUSION	8/4/2025	ELEM
WILLIAMS	DARIUS	SPEER	SPED - INCLUSION	8/4/2025	ELEM
ROMERO	EMILY	THORNTON	SPED - INCLUSION	8/4/2025	ELEM
JONES	LINDA	WEBB	SPED - INCLUSION	8/4/2025	ELEM
RUSSELL	AMANDA	WEST	SPED - INCLUSION	8/4/2025	ELEM
PALOMINO	AUBRIE	WOOD	SPED - INCLUSION	8/4/2025	ELEM
HOWELL	WILLIAM	SHORT	SPED - SEAS	8/4/2025	ELEM
PETTIT	ALEXANDRIA	SPECIAL EDUCATION	SPED - SEAS	8/4/2025	ELEM
SAMPSON	JOE	SPEER	SPED - SEAS	8/4/2025	ELEM
PHILLIPS	DOLLAR	STARRETT	SPED - SEAS	8/4/2025	ELEM
THERIAULT	BENJAMIN	STARRETT	SPED - SEAS	8/4/2025	ELEM
WATKINS	EBONY	SPED SUPPORT SERVICES	SPED APE	8/4/2025	ELEM
GOMEZ	MARCIA	BERRY	SSI - ACADEMIC	8/4/2025	ELEM
WILLIAMS	MARY	POPE	SSI - ACADEMIC	8/4/2025	ELEM
DAVISON	SIMONE	ELLIS	TITLE I SCHOOL SUPPORT DEAN	7/21/2025	ELEM
HARTWIG	KAYLEE	CARTER	7-8 ART	8/4/2025	SEC
TYRONE	EPAHNEE	CARTER	7-8 ART	8/4/2025	SEC
RODRIGUEZ	CARLA	GUNN	7-8 DYSLEXIA	8/4/2025	SEC
NGUYEN	VAN	VENTURE	7-8 ENGLISH/READING	8/4/2025	SEC
KNIGHTEN	RANIECE	BOLES	7-8 ENGLISH/READING	8/4/2025	SEC
JOHNSON	ASHLEY	SHACKELFORD	7-8 ENGLISH/READING	8/4/2025	SEC
LEE	KYRA	WORKMAN	7-8 ENGLISH/READING	8/4/2025	SEC
MONTGOMERY	ESSENCE	WORKMAN	7-8 ENGLISH/READING	8/4/2025	SEC
WILLIAMS	ISAIAH	WORKMAN	7-8 ENGLISH/READING	8/4/2025	SEC
WOODRUFF	BIANCA	WORKMAN	7-8 ENGLISH/READING	8/4/2025	SEC
DIMES	DON'JANAY	CARTER	7-8 MATH	8/4/2025	SEC
ESCOBAR DIAZ	INGRID	GUNN	7-8 MATH	8/4/2025	SEC
AUTRY	BRIANA	SHACKELFORD	7-8 MATH	8/4/2025	SEC
BOATENG	GEORGE	VENTURE	7-8 MATH	8/4/2025	SEC
HACKETT	JEREMIAH	WORKMAN	7-8 MATH	8/4/2025	SEC
PATTON	LAPORSCHÉ	WORKMAN	7-8 MATH	8/4/2025	SEC
YARBROUGH	TAYLOR	WORKMAN	7-8 MATH	8/4/2025	SEC
VANCE	MICHELLE	WORKMAN	7-8 MATH 180	8/4/2025	SEC
LEE	JESYKA	NICHOLS	7-8 MATH/COACH	8/4/2025	SEC
LYNCH	CATORIUS	NICHOLS	7-8 MATH/COACH	8/4/2025	SEC
MEZA	JESUS	RODRIGUEZ JHS	7-8 MATH/COACH	8/4/2025	SEC
PRINCE	MARSHALL	SHACKELFORD	7-8 MATH/COACH	8/4/2025	SEC
CLINE	DEIDRE	NICHOLS	7-8 READ 180	8/4/2025	SEC
GARNER	STEPHANIE	NICHOLS	7-8 READ 180	8/4/2025	SEC
SANDERS	SHANICE	SHACKELFORD	7-8 READ 180	8/4/2025	SEC
WALKER	ANGELICA	NICHOLS	7-8 SCIENCE	8/4/2025	SEC
CHESTER	KRISTIN	RODRIGUEZ JHS	7-8 SCIENCE	8/4/2025	SEC
BAILEY	KANESHA	TURNING POINT SEC.	7-8 SCIENCE	8/4/2025	SEC
BRUCE	TRACY	TURNING POINT SEC.	7-8 SCIENCE	8/4/2025	SEC
BORDOW	ADAM	WORKMAN	7-8 SCIENCE	8/4/2025	SEC
SWEAT	SYDNEY	BARNETT	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
SANCHEZ	STEWART	BOLES	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
GONZALEZ-ORTIZ	JUAN	GUNN	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
KNIGHT	CHARIAN	NICHOLS	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
ARELLANO	SARAHY	YOUNG	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
FAVORS	DARIAN	YOUNG	7-8 SOCIAL STUDIES/COACH	8/4/2025	SEC
CASSOL	JULIE	ACCHS	9-12 BUSINESS	8/4/2025	SEC
MCDONALD	TRENTON	ARLINGTON	9-12 BUSINESS	8/4/2025	SEC
ANDUHA	JOSHUA	SEGUIN	9-12 BUSINESS/COACH	8/4/2025	SEC
HATLEY-GREEN	ELIZABETH	MARTIN	9-12 COUNSELOR	7/15/2025	SEC

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
WIMBREY	CATHERINE	MARTIN	9-12 COUNSELOR	7/22/2025	SEC
JOHNSON	KAPRETA	LAMAR	9-12 ENGLISH/READING	8/4/2025	SEC
KLEE	SHELLY	LAMAR	9-12 ENGLISH/READING	8/4/2025	SEC
WENZEL	MICHAEL	LAMAR	9-12 ENGLISH/READING	8/4/2025	SEC
ISBELL	ARTHUR	MARTIN	9-12 ENGLISH/READING	8/4/2025	SEC
PADILLA	BILLIE	MARTIN	9-12 ENGLISH/READING	8/4/2025	SEC
PHAM	LAM	MARTIN	9-12 ENGLISH/READING	8/4/2025	SEC
HORN	SARA	WORKMAN	9-12 ENGLISH/READING	8/4/2025	SEC
WALKER	JEREMY	LAMAR	9-12 ENGLISH/READING/COACH	8/4/2025	SEC
MORIKAWA	SARAH	CARTER	9-12 FRENCH	8/4/2025	SEC
MORVANNOU	LOIC	LAMAR	9-12 FRENCH	8/4/2025	SEC
BETANCOURT	DAWSON	ARLINGTON	9-12 MATH	8/4/2025	SEC
FREEMAN	ANDROMEDA	ARLINGTON	9-12 MATH	8/4/2025	SEC
RIOS	VERONICA	ARLINGTON	9-12 MATH	8/4/2025	SEC
OWENS	MELANIE	LAMAR	9-12 MATH	8/4/2025	SEC
NZALI	JEAN	LAMAR	9-12 MATH	8/4/2025	SEC
VIDLER	FLOYD	LAMAR	9-12 MATH	8/4/2025	SEC
WADE	CHRISTOPHER	LAMAR	9-12 MATH	8/4/2025	SEC
WADE	C	LAMAR	9-12 MATH	8/4/2025	SEC
BAKER	MICHAEL	MARTIN	9-12 MATH	8/4/2025	SEC
WAGONER	HUNTER	SAM HOUSTON	9-12 MATH	8/4/2025	SEC
BAKER	TYRON	SEGUIN	9-12 MATH	8/4/2025	SEC
HARRIS	MICHELLE	SEGUIN	9-12 MATH	8/4/2025	SEC
SALAS	MARGARITA	SEGUIN	9-12 MATH	8/4/2025	SEC
SIKES	CATRINA	SEGUIN	9-12 MATH	8/4/2025	SEC
MALVEAU	TRACY	TURNING POINT SEC.	9-12 MATH	8/4/2025	SEC
CRUZ	JONATHAN	BOWIE	9-12 MATH/COACH	8/4/2025	SEC
KILDAY	SEAN	SAM HOUSTON	9-12 MATH/COACH	8/4/2025	SEC
PIOLET	DAQUVON	SAM HOUSTON	9-12 MATH/COACH	8/4/2025	SEC
PENA	MICHAEL	MARTIN	9-12 PHOTOGRAPY	8/4/2025	SEC
OKECHUKWU	OBINNA	TURNING POINT SEC.	9-12 READ 180	8/4/2025	SEC
BROOKLIN	ELLIS	BOWIE	9-12 SCIENCE	8/4/2025	SEC
AKERELE	SHERRI	LAMAR	9-12 SCIENCE	8/4/2025	SEC
MACK-LLOYD	CHRISTOPHER	LAMAR	9-12 SCIENCE	8/4/2025	SEC
FLETCHER	CHARLENE	SAM HOUSTON	9-12 SCIENCE	8/4/2025	SEC
RAEF	TARA	SAM HOUSTON	9-12 SCIENCE	8/4/2025	SEC
TUCKER	GERONICA	SAM HOUSTON	9-12 SCIENCE	8/4/2025	SEC
AGASA	EVERLINE	VENTURE	9-12 SCIENCE	8/4/2025	SEC
CAWVEY	CODY	MARTIN	9-12 SCIENCE/COACH	8/4/2025	SEC
SHEPHERD	DEVRON	MARTIN	9-12 SCIENCE/COACH	8/4/2025	SEC
JOHNSON	BRINSON	BOWIE	9-12 SOCIAL STUDIES	8/4/2025	SEC
STARK	PHILLIP	LAMAR	9-12 SOCIAL STUDIES	8/4/2025	SEC
SANDERS	JIMMY	MARTIN	9-12 SOCIAL STUDIES/COACH	8/4/2025	SEC
WALLER	BRYAN	MARTIN	9-12 SOCIAL STUDIES/COACH	8/4/2025	SEC
HOWELL	JARRETT	SEGUIN	9-12 SOCIAL STUDIES/COACH	8/4/2025	SEC
DANIELS	ANGELES	SAM HOUSTON	AGRICULTURE SCIENCE 9-12	7/7/2025	SEC
KULESZ	LAUREN	VENTURE	ART 9-12	8/4/2025	SEC
BOTELLO	CARLOS	ARLINGTON	ASST BAND DIRECTOR	7/14/2025	SEC
REYNOSO	BRENDA	LAMAR	ASST BAND DIRECTOR	7/14/2025	SEC
WALTERS	BYRON	MARTIN	ASST BAND DIRECTOR	8/4/2025	SEC
BAILEY	MATTHEW	SEGUIN	ASST BAND DIRECTOR	7/14/2025	SEC
CONNER	JAMES	BOWIE	ASST ORCHESTRA DIRECTOR	8/4/2025	SEC
GRANA	JOANNA	ARLINGTON	CULINARY/COACH	8/4/2025	SEC
PHOUMMANY	RICKEY	ARLINGTON	DANCE	8/4/2025	SEC
DESHAZO	CHRISTINE	MARTIN	DANCE/DRILL TEAM	7/21/2025	SEC
ARMSTRONG	DEMENTRIA	LAMAR	FAM CON SCIENCE	8/4/2025	SEC
OWEKHA	HANANI	LAMAR	FAM CON SCIENCE	8/4/2025	SEC
WARD	ANYATTA	LAMAR	FAM CON SCIENCE	8/4/2025	SEC
VILLALOBOS QUINTANILLA	LESLEY	SAM HOUSTON	FAM CON SCIENCE	8/4/2025	SEC
CHAVEZ	RENEE	CTC	HEALTH SCIENCE	8/4/2025	SEC
PERKINS	KENNETH	BOWIE	JOURNALISM 9-12	8/4/2025	SEC
PFaffenBERGER	MADISON	LAMAR	MUSIC/ASST CHOIR DIRECTOR	8/4/2025	SEC
MADU	TANISHA	TURNING POINT SEC.	NURSE	8/4/2025	SEC
DAVIS	ARYNIA	WORKMAN	NURSE	8/4/2025	SEC
LANGSTON	DEVEN	BOWIE	PE/COACH	8/4/2025	SEC

Last Name	First Name	Location/Organization	Position	Start Date	LEVEL
LIVINGSTON	JOEL	BOWIE	PE/COACH	8/4/2025	SEC
EVANS	MICHAEL	MARTIN	PE/COACH	8/4/2025	SEC
WESLEY	TAUSHENA	NICHOLS	PE/COACH	8/4/2025	SEC
SMITH	KYLEA	SHACKELFORD	PE/COACH	8/4/2025	SEC
LONG	ERIC	CTC	PLTW ENGINEERING & ROBOTICS	7/28/2025	SEC
RICHARDSON	LAUREL	LAMAR	SCE SUPPORT INTERVENTIONIST	7/28/2025	SEC
MEJIA	DELFIDO	WORKMAN	SPANISH 7-8	8/4/2025	SEC
DE LA FUENTE	MARTHA	ARLINGTON	SPANISH 9-12	8/4/2025	SEC
SUEZ	VALENTINA	BOWIE	SPANISH 9-12	8/4/2025	SEC
AGOSTO SANTANA	CHARITO	MARTIN	SPANISH 9-12	8/4/2025	SEC
COLOSIMO	CAROLINE	BOLES	SPED - ALT CURR	8/4/2025	SEC
JACKSON	KEITH	BOLES	SPED - ALT CURR	8/4/2025	SEC
DHANANI	HUSSAIN	CARTER	SPED - ALT CURR	8/4/2025	SEC
BROOKS	WANDA	LAMAR	SPED - ALT CURR	8/4/2025	SEC
SANDERS	RHONDA	LAMAR	SPED - ALT CURR	8/4/2025	SEC
MALKOWSKI	TIFFANY	RODRIGUEZ JHS	SPED - ALT CURR	8/4/2025	SEC
VO	PHUONG	SEGUIN	SPED - ALT CURR	8/4/2025	SEC
CORTEZ	KENNEDY	ARLINGTON	SPED - INCLUSION	8/4/2025	SEC
ARMSTRONG	SUMMER	ARLINGTON	SPED - INCLUSION	8/4/2025	SEC
DIBBLE	LATANYA	BAILEY	SPED - INCLUSION	8/4/2025	SEC
TOUSSAINT	CHARLES	CARTER	SPED - INCLUSION	8/4/2025	SEC
RICHARDSON	MONIQUE	GUNN	SPED - INCLUSION	8/4/2025	SEC
ROBINSON	MECO	NICHOLS	SPED - INCLUSION	8/4/2025	SEC
FULLER	PATSY	OUSLEY	SPED - INCLUSION	8/4/2025	SEC
ALFARO	ALISSA	SAM HOUSTON	SPED - INCLUSION	8/4/2025	SEC
HOPPER	COURTNEY	SAM HOUSTON	SPED - INCLUSION	8/4/2025	SEC
HOWARD	KIMBERLY	SAM HOUSTON	SPED - INCLUSION	8/4/2025	SEC
LOCKETT	JAMES	SAM HOUSTON	SPED - INCLUSION	8/4/2025	SEC
WHETSTONE	OLIVIA	SHACKELFORD	SPED - INCLUSION	8/4/2025	SEC
JACKSON	ALEASHA	TURNING POINT SEC.	SPED - INCLUSION	8/4/2025	SEC
TREVINO	LESLY	WORKMAN	SPED - INCLUSION	8/4/2025	SEC
ROBINSON	CALI	MARTIN	SPED - INCLUSION/COACH	8/4/2025	SEC
ROBINSON	CALI	MARTIN	SPED - INCLUSION/COACH	8/4/2025	SEC
FLETCHER	AARON	SAM HOUSTON	SPED - INCLUSION/COACH	8/4/2025	SEC
GAFFNEY	JOHNATHANE	SEGUIN	SPED - INCLUSION/COACH	8/4/2025	SEC
MCCLENDON	BILLY	SHACKELFORD	SPED - INCLUSION/COACH	8/4/2025	SEC
MICHIE	JORDAN	SHACKELFORD	SPED - INCLUSION/COACH	8/4/2025	SEC
CARTER	CHELSEA	BARNETT	SPED - ISPD	8/4/2025	SEC
PACK	JUDY	BOWIE	SPED - ISPD	8/4/2025	SEC
HALL	LAKESHA	GUNN	SPED - PREVOC	8/4/2025	SEC
ALLEN	DAWN	WORKMAN	SPED - PREVOC	8/4/2025	SEC
NEIRA	ADRIAN	BOLES	SPED - SEAS	8/4/2025	SEC
BELFOURE	MCKINNA	MARTIN	SPED - SEAS	8/4/2025	SEC
STARKE-EAST	ALISA	NICHOLS	SPED - SEAS	8/4/2025	SEC
WARNER	DIEAFRAH	CARTER	SSI - BEHAVIOR	8/4/2025	SEC
STEVENSON	MICAYLA	OUSLEY	THEATRE ARTS 7-8	8/4/2025	SEC
MORRISON	BREYONA	BARNETT	TITLE I SCHOOL SUPPORT DEAN	7/14/2025	SEC

Elementary Summary

Teacher	106
Teacher ESL	126
Admin/Other	19
Total	251

Secondary Summary

Teacher	130
Teacher ESL	15
Admin/Other	39
Total	184

Grand Total 435

Separation of Service - Effective Between June 6, 2025 to August 7, 2025
For Information Only. No Board Action Required.

CODE	LAST	FIRST	LOCATION	TITLE	TERM DATE	YRS
Employee Initiated - Reason Not Specified (53)	Holmes	Alia	Nichols Jr High School	Science Teacher 7-8/Coach	5/29/2025	1
	Mahmood	Allegra	Arlington High School	Music - Assistant Band Director - High School	5/29/2025	3
	White	Audrey	Farrell Elementary	Deaf Education Teacher - Elementary	5/29/2025	1
	Thomas	Brittany	Peach Elementary	ESL Elementary Teacher K-6	5/29/2025	8
	Wiley	Carrie	Peach Elementary	Classroom Assistant Elementary Special Ed - Inclusion	5/27/2025	0
	Criss	Christie	Workman Jr High School	CTHEI Teacher 7-8	5/29/2025	1
	Gonzalez	Claudia	Spec Ed Support Services	Classroom Assistant Elementary Special Ed - Speech	5/27/2025	18
	Reyes	Cristal	Moore Elementary	Classroom Assistant Elementary Special Ed - Inclusion	5/27/2025	2
	Gonzalez	Crystal	Gunn Jr High School	Classroom Assistant Junior High Special Ed - SEAS	5/27/2025	1
	Harvey	Cydnei	Adams Elementary	ESL Elementary Teacher K-6	5/29/2025	2
	Moss	Darla	Chief Financial Officer	Chief Financial Officer	6/30/2025	4
	Harris	Denise	Hale Elementary	Classroom Assistant Elementary Special Ed - SEAS	5/27/2025	0
	Goldsby	Desiree	Sam Houston High School	PE Teacher 9-12/Coach	5/29/2025	8
	Martin-Ramirez	Eneida	Patrick Elementary	Dyslexia Teacher - Bilingual	5/29/2025	2
	Torrey	Eric	Swift Elementary	ESL Elementary Teacher K-6	5/29/2025	0
	Corral	Esai	Health Services	Clinic Assistant - High School	5/27/2025	0
	Gay	Esther	Sam Houston High School	Family Consumer Science Teacher 9-12/Coach	5/29/2025	6
	Williams	Hannah	Larson Elementary	Classroom Assistant Elementary - Kindergarten	5/27/2025	0
	Ford	Haven	Young Jr High School	Secretary - Junior High	6/30/2025	7
	Hammonds	Jana	Lamar High School	Social Studies - History Teacher 9-12/Coach	5/29/2025	15
	Quiroz	Janelice	Remyse Elementary	Bilingual Elementary Teacher K-6	5/29/2025	0
	Bernal	Jennifer	Atherton Elementary	Classroom Assistant Elementary - Kindergarten	5/27/2025	9
	Robinson	Jennifer	Sherrod Elementary	Student Support Interventionist - Academics	5/29/2025	23
	Morris	Jodie	Farrell Elementary	Special Education Inclusion Teacher - Elementary	5/29/2025	5
	Hernandez	Josue	Patrick Elementary	Classroom Assistant Elementary Athletics/PE	5/27/2025	1
	Kolanek	Kasandra	Chief Talent Officer	Specialist - HR Recruitment Support	6/12/2025	3
	Wilson	Kedric	Lamar High School	ESL English Teacher 9-12/Coach	5/29/2025	7
	Akande	Kehinde	Workman Jr High School	Social Studies Teacher 7-8	5/29/2025	3
	Davis	Labria	Larson Elementary	ESL Elementary Teacher K-6	5/29/2025	0
	Masters	Laren	Bebensee Elementary	Special Education ABLE Teacher - Elementary	5/29/2025	1
	Croman	Lee	Barnett Jr High School	Classroom Assistant Junior High Special Ed - SEAS	5/27/2025	4
	Storm	Lillian	Rodriguez Jr High School	Science Teacher 7-8	5/29/2025	1
	Martinez	Lizbeth	Speer Elementary	Classroom Assistant Elementary - Title 1	5/27/2025	0
	Berrong	Lora	Miller Elementary	Assistant Principal - Elementary	6/2/2025	12
	Alshour	Lujain	Larson Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	0
	Boynton	Malik	Sam Houston High School	Science Teacher 9-12/Coach	5/29/2025	3
	Mitchell	Marcus	Technology Operations	Technician - Technology Warehouse	6/6/2025	1
	Rodriguez	Maribel	Peach Elementary	Classroom Assistant Elementary - Kindergarten	5/27/2025	1
	Campo	Mckenzie	Martin High School	Music - Assistant Band Director - High School	5/29/2025	0
	DeBose	Mikkia	Starrett Elementary	ESL Elementary Teacher PK	5/29/2025	0
	New	Nicole	Shackelford Jr High School	Data Clerk - Junior High	6/5/2025	1
	Morales	Orlando	Pope Elementary	PE Teacher - Elementary	5/29/2025	5
	Howard	Pacia	Patrick Elementary	ESL Elementary Teacher K-6	5/29/2025	0
Ayala	Patricia	Lamar High School	Classroom Assistant High School Special Ed - Alt Curriculum	5/27/2025	10	
Kidder	Robert	Ousley Jr High School	CTHEI Teacher 7-8	5/29/2025	6	
Hays	Sarah	Wood Elementary	ESL Elementary Teacher K-6	5/29/2025	1	
Mischnick	Sarah	Short Elementary	ESL Elementary Teacher K-6	5/29/2025	2	
Johnson	Taylor	Bebensee Elementary	Title I School Support Dean - Elementary	6/2/2025	8	
Howard	Tina	Sherrod Elementary	Special Education Inclusion Teacher - Elementary	5/29/2025	6	
Alexander	Tyrell	Sam Houston High School	Special Education Inclusion Teacher 9-12/Coach	5/29/2025	1	
Valadez	Viviana	Crouch Elementary	Classroom Assistant Elementary Athletics/PE	5/27/2025	0	
Martinez	Yuliana	Lamar High School	Attendance Clerk - High School	5/30/2025	1	
Carvajal	Zoe	Corey Academy	Spanish Language and Culture Teacher	5/29/2025	3	

24	CODE	LAST	FIRST	LOCATION	TITLE	TERM DATE	YRS
Employee Initiated - Certification Issues (9)	Mierez	Akira	Juan Seguin High School	Social Studies Teacher 9-12/Coach	5/29/2025	0	
	Natal	BreAnna	Webb Elementary	ESL Elementary Teacher K-6	5/29/2025	0	
	Gipson	Devin	Ellis Elementary	ESL Elementary Teacher K-6	5/29/2025	0	
	Christie	Felicia	Crow Elementary	ESL Elementary Teacher K-6	5/29/2025	0	
	Loyo Larios	Ignacio	Berry Elementary	Bilingual Elementary Teacher K-6	5/29/2025	0	
	Bomer	Jasmin	Lamar High School	Family Consumer Science Teacher 9-12	5/29/2025	0	
	Gonzalez	Juan	Rankin Elementary	ESL Elementary Teacher K-6	5/29/2025	0	
	Rogers	Kevin	Juan Seguin High School	Special Education Inclusion Teacher 9-12/Coach	5/29/2025	0	
	Medina	Nora	Sam Houston High School	Science Teacher 9-12	5/29/2025	0	
	Caring for Family Member(s) (6)	Marquez	Beneranda	Bowie High School	Spanish Teacher 9-12	5/29/2025	12
Garcia		Brianna	Key Elementary	ESL Elementary Teacher K-6	5/29/2025	6	
Forbes		Chantal	Peach Elementary	ESL Elementary Teacher K-6	5/29/2025	4	
Castro		Lani	Accounting	Clerk - Accounting Department	8/1/2025	1	
Luera		Marissa	Ousley Jr High School	Attendance Clerk - Junior High	6/6/2025	3	
Onchabo		Pamela	Foster Elementary	Classroom Assistant Elementary Special Ed - ABLE	5/27/2025	7	
Regular Retirement (13)	Gratts	Allen	Bowie High School	Head Football Coach/Athletics Coordinator	6/19/2025	24	
	Smith	Aquilla	Workman Jr High School	Music - Assistant Orchestra Director - Junior High	5/29/2025	30	
	McMahan	Barbara	Webb Elementary	ESL Elementary Teacher K-6	5/29/2025	7	
	Zavros	Chyrel	Martin High School	AP Computer Science Teacher	5/29/2025	11	
	Craig	Cynthia	Library Services	Clerk - Library Services	6/30/2025	23	
	Anthony	Danice	West Elementary	ESL Elementary Teacher K-6	5/29/2025	17	
	Herring	Linda	Building Maintenance	Clerk - Maintenance	7/31/2025	29	
	Brown	LouEllen	Pearcy Elementary	ESL Elementary Teacher PK	5/29/2025	11	
	Talamantes	Maria	Engagement, Equity and Access	Clerk - Data Community Engagement Programs	6/30/2025	24	
	Edwards	Martha	Chief Financial Officer	Administrative Assistant - Chief Financial Officer	7/31/2025	24	
	Porterfield	Peggy	Research and Accountability	Director - Assessment	7/31/2025	18	
	Anozie	Sally	Burgin Elementary	ESL Elementary Teacher PK	5/29/2025	2	
	Whitcher	Terry	Turning Point Secondary School	Credit Recovery Teacher 9-12	5/29/2025	29	
Employment Outside of Education (5)	Haynes	Chelsea	Short Elementary	Special Education Alt Curriculum Teacher - Elementary	5/29/2025	0	
	Stehr	Kelsey	Little Elementary	ESL Elementary Teacher K-6	5/29/2025	2	
	Tucker	Mekaila	Martin High School	Counselor - High School	6/12/2025	1	
	Hopkins	Tonya	Pope Elementary	ESL Elementary Teacher K-6	5/29/2025	1	
	Conan	Vedrana	Curriculum - Science	Instructional Specialist - Science	6/12/2025	17	
Employment with Another District (38)	Blankenship	Amanda	Moore Elementary	ESL Elementary Teacher K-6	5/29/2025	18	
	Vargas Lopez	Amneris	Arlington College and Career HS	Business Teacher	5/28/2025	2	
	Powers	Andrea	Berry Elementary	Title I School Support Dean - Elementary	6/17/2025	25	
	Nunez	Ashlee	Amos Elementary	ESL Elementary Teacher K-6	5/29/2025	8	
	Smith	Catherine	Little Elementary	SCE Support Interventionist	5/30/2025	17	
	Kirtley	Charli	Crow Elementary	Secretary - Elementary	6/12/2025	1	
	Snell	Chrislon	South Davis Elementary	Title I School Support Dean - Elementary	6/2/2025	8	
	Murphy	Christine	Rodriguez Jr High School	Theatre Arts Teacher 7-8	5/29/2025	0	
	Adams-Taylor	Colette	Larson Elementary	Student Support Interventionist - Academics	5/29/2025	7	
	Needham	Craig	Fine Arts	Assistant Director - Fine Arts	7/10/2025	0	
	Dunlap	Crystal	Pope Elementary	Principal - Elementary	6/17/2025	0	
	Robinson	Damon	Nichols Jr High School	Social Studies 7-8/Coach	5/29/2025	1	
	Moss	Danielle	Juan Seguin High School	ESL English Teacher 9-12	8/29/2025	1	
	Tillotson	David	Lamar High School	Math Teacher 9-12	5/29/2025	2	
	Early	Donald	Bowie High School	Science Teacher 9-12	5/29/2025	7	
	Worster	Elissa	Moore Elementary	ESL Elementary Teacher K-6	5/29/2025	11	
	Fyn	Eric	Fitzgerald Elementary	Music Teacher - Elementary	5/29/2025	11	
	Galvan	Eslandy	Thornton Elementary	Bilingual Elementary Teacher PK	5/29/2025	1	
	Willis	Holly	Curriculum - Math	Instructional Specialist - Mathematics	6/12/2025	3	
	Wiggins	Jenna	Peach Elementary	ESL Elementary Teacher K-6	5/29/2025	1	
	Coates	Jennifer	Bowie High School	Special Education Alternate Curriculum Teacher 9-12	5/29/2025	1	

25	CODE	LAST	FIRST	LOCATION	TITLE	TERM DATE	YRS
		Fralicks	Jolie	Ashworth Elementary	Gifted and Talented Lead Teacher - Elementary	5/29/2025	16
		Jefferson	Kelvin	Ashworth Elementary	Behavior Management Teacher	5/29/2025	1
		Rodgers	Lacara	Workman Jr High School	Classroom Assistant Junior High Special Ed - SEAS	5/27/2025	0
		Shunza	Lauren	Webb Elementary	ESL Elementary Teacher K-6	5/29/2025	1
		Dickens	Leika	Sherrod Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	0
		Cox	Marisa	Bowie High School	Music-Strings Teacher	5/29/2025	9
		White	Naomi	Larson Elementary	Campus Instructional Coach - Elementary	5/30/2025	1
		Lovett	Natasha	Ellis Elementary	Counselor - Elementary	6/5/2025	7
		Rubel	Nicholas	Lamar High School	Math Teacher 9-12	5/29/2025	7
		Moore	Orella	Larson Elementary	Special Education Inclusion Teacher - Elementary	5/29/2025	0
		Townley	Sara	Arlington High School	Social Studies Teacher 9-12	5/29/2025	6
		Childress	Shandanecia	Curriculum - Math	Instructional Specialist - Mathematics	6/12/2025	1
		King	Shanna	Blanton Elementary	Art Teacher - Elementary	5/29/2025	8
		Lyons	Shawneeka	Ousley Jr High School	Special Education Inclusion Teacher 7-8/Coach	5/29/2025	0
		Wright	Taylor	West Elementary	ESL Elementary Teacher K-6	5/29/2025	5
		Morales	Yesenia	Crow Elementary	ESL Elementary Teacher K-6	5/29/2025	0
		Riley	Zachary	Lamar High School	Music - Assistant Band Director - High School	5/29/2025	6

Medical Reason (2)	Villarreal Cruz	Abigail	Thornton Elementary	Classroom Assistant Elementary Athletics/PE	5/27/2025	0
	Williamson	Olympia	Martin High School	Attendance Clerk - High School	5/30/2025	1

Return to School (3)	Gomez	Martha	Kookan Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	1
	Lollar	Tynisha	Nichols Jr High School	Classroom Assistant Junior High Special Ed - Alt Curriculum	5/27/2025	2
	Quesada	Wendy	Butler Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	4

Moving Out of the Area (22)	Tosca	Alana	Spec Ed Support Services	Speech Pathologist	5/29/2025	3
	Rivera Shapiro	Brandon	Speer Elementary	Classroom Assistant Elementary Special Ed - SEAS	5/27/2025	0
	Bogier	Cari	Patrick Elementary	ESL Elementary Teacher K-6	5/29/2025	0
	Thomas	Catharine	CVPA School	Associate Principal - High School - CVPA	7/17/2025	4
	Pinilla	Cristina	South Davis Elementary	Bilingual Elementary Teacher K-6	5/29/2025	1
	Nobles	Jacob	Martin High School	Classroom Assistant High School Special Ed - SEAS	5/27/2025	0
	Cumpston	Jason	Boles Jr High School	Math Teacher 7-8	5/29/2025	5
	Ibarra	Javier	Foster Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	0
	Peters	Karen	Martin High School	Counselor - High School	6/12/2025	12
	Moreno-Wong	Kimberly	Foster Elementary	ESL Elementary Teacher K-6	5/29/2025	1
	Aponte Rodriguez	Luis	Blanton Elementary	Bilingual Elementary Teacher K-6	5/29/2025	0
	Driskell	Melissa	Short Elementary	Attendance Clerk - Elementary	6/3/2025	0
	Foxx	Melissa	McNutt Elementary	ESL Elementary Teacher K-6	5/29/2025	0
	Garza	Melissa	Rankin Elementary	Classroom Assistant Elementary Special Ed - SEAS	5/27/2025	0
	Mustapha	Philip	Rodriguez Jr High School	ESL English Teacher 7-8	5/29/2025	4
	Ibarra	Rachel	Ashworth Elementary	Behavior Management Teacher	5/29/2025	5
	Armster	Rhonda	Barnett Jr High School	Special Education Alt Curriculum Teacher 7-8	5/29/2025	16
	Honstein	Robert	Swift Elementary	ESL Elementary Teacher K-6	5/29/2025	0
	Buckley	Sarah	Moore Elementary	Special Education Inclusion Teacher - Elementary	5/29/2025	7
	Mejbel	Sarah	Little Elementary	Classroom Assistant Elementary - Pre-K	5/27/2025	2
	Williams	Shari	West Elementary	STEM Lab Manager Elementary	5/27/2025	8
	Jones	Zachary	Spec Ed Support Services	Educational Sign Language Interpreter	5/27/2025	0

Resign to be Hired as a Sub (5)	Shaw	Carlie	Sherrod Elementary	Classroom Assistant Elementary Special Ed - Inclusion	5/27/2025	1
	Diaz Rodriguez	Erika	Juan Seguin High School	Classroom Assistant High School Special Ed - Alt Curriculum	5/27/2025	3
	Meadows	Laquindia	South Davis Elementary	Classroom Assistant Elementary Athletics/PE	5/27/2025	5
	Rivera Camareno	Paola	Remyense Elementary	Classroom Assistant Elementary - Kindergarten - Spanish	5/27/2025	0
	Shaikh	Sufera	Sam Houston High School	Science Teacher 9-12	5/29/2025	4

Total Separations (156)

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:

Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

Arlington ISD T-TESS Appraiser List 2025-2026 SY			
Last Name	First Name	Job Title	Location/Campus
Tave	Nathan	Principal	Adams Elementary
Brown	Andrea	Assistant Principal	Adams Elementary
Roy Evans	Tabatha	Assistant Principal	Adams Elementary
Green	Crystal	Principal	Amos Elementary
Malone	Adrienne	Assistant Principal	Amos Elementary
Peragine	Angela	Principal	Anderson Elementary
Molina	Myra	Assistant Principal	Anderson Elementary
Bholan	Ben	Principal	Arlington College and Career HS
Espinosa	John	Assistant Principal	Arlington College and Career HS
Cole	Maria	Assistant Principal	Arlington Collegiate High School
Krieger	Jeff	Principal	Arlington Collegiate High School
Humbles	Stacie	Principal	Arlington High School
Carter	Kijuana	Assistant Principal	Arlington High School
Randle	Jonathon	Assistant Principal	Arlington High School
Hawkins	Ryan	Assistant Principal	Arlington High School
Vasquez	Vanessa	Assistant Principal	Arlington High School
Flagg	Thomas	Assistant Principal	Arlington High School
Pineda	Jesus	Assistant Principal	Arlington High School
Longoria	Carolyn	Dean - High School	Arlington High School
Newsome	Natasha	Assistant Principal	Arlington High School
Maddoux	Stacey	Principal	Ashworth Elementary
Gholston	Bianca	Principal	Atherton Elementary
Davis	Jason	Principal	Bailey Jr High School
Linson	Takyra	Assistant Principal	Bailey Jr High School
Taylor	Christopher	Principal	Bailey Jr High School
Shaw-Stines	Vana	Principal	Barnett Jr High School
Ward	Valencia	Assistant Principal	Barnett Jr High School
Williams	Jamad	Assistant Principal	Barnett Jr High School
Heck	Sophie	Principal	Bebensee Elementary
Garcia	Jessica	Assistant Principal	Bebensee Elementary
Wilks	Christi	Principal	Beckham Elementary
Powell	Claudia	Assistant Principal	Beckham Elementary School
Triana	Manuel	Assistant Principal	Berry Elementary

James	Donita	Principal	Berry Elementary
Castillo	Migdalia	Principal	Blanton Elementary
Dixson	Veronica	Assistant Principal	Blanton Elementary
Tarver	Monique	Assistant Principal	Boles Jr High School
Collins	Tracy	Assistant Principal	Boles Jr High School
Van Duzee	Codi	Principal	Boles Jr High School
Lozano	Noelle	Assistant Principal	Bowie High School
Jones	Lee	Principal	Bowie High School
Taylor	Victoria	Assistant Principal	Bowie High School
Johnson	Keith	Assistant Principal	Bowie High School
Morrow	David	Assistant Principal	Bowie High School
Lowe	Britney	Assistant Principal	Bowie High School
Fowler	Natasha	Dean - High School	Bowie High School
DeVauall	Alicia	Assistant Principal	Bowie High School
Crawford	Cecily	Assistant Principal	Bowie High School
Hoover	Jessica	Principal	Bryant Elementary
Loving	Taffi	Assistant Principal	Bryant Elementary
Turner	Latoya	Assistant Principal	Burgin Elementary
Tufts	Carin	Principal	Burgin Elementary
Basham	Mark	Principal	Butler Elementary
McMaier	Kelley	Assistant Principal	Butler Elementary
Moore	Tommy	Assistant Principal	Career and Technical Center
Polster	Ginger	Principal	Career and Technical Center
Callender	Jimmy	Assistant Principal	Career and Technical Center
Lee	Stephanie	Executive Director	Chief Schools Officer
Toperzer	Grayson	Executive Director	Chief Schools Officer
Dhalla	Shahveer	Executive Director	Chief Schools Officer
Jarchow	Theodore	Executive Director	Chief Schools Officer
Osten	Shelly	Executive Director	Chief Schools Officer
Alonso	Omar	Assistant Principal	Corey Academy
Williams	Cynthia	Principal	Corey Academy
Stephens	Jaime	Principal	Crouch Elementary
Gonzalez	Liznel	Principal	Crow Elementary School
Barlow	Jennifer	Assistant Principal	Crow Elementary School
Minyard	Margaret	Principal	Ditto Elementary
Bentley	Sheramie	Assistant Principal	Ditto Elementary School
Burns	Kelley	Assistant Principal	Duff Elementary
Harbison	Cindy	Principal	Duff Elementary School
Ashford	Katrina	Assistant Principal	Dunn Elementary

Anderson	Amy	Principal	Dunn Elementary
Edwards	Kiesha	Principal	Ellis Elementary
Andrews	Nyjha	Assistant Principal	Ellis Elementary
Rodriguez	Vanessa	Assistant Principal	Ellis Elementary
Ware	Dana	Assistant Principal	Farrell Elementary
Brunk	Glen	Principal	Farrell Elementary
Green	Taffetta	Principal	Fitzgerald Elementary
Lowe	Shannon	Assistant Principal	Fitzgerald Elementary
Burden	Jacquelyn	Principal	Foster Elementary
Lang	Sherry	Assistant Principal	Foster Elementary
Hernandez	Christina	Assistant Principal	Goodman Elementary
Guzman	Marisa	Principal	Goodman Elementary
Odum	George	Assistant Principal	Gunn Jr High School
Murry	Amanda	Assistant Principal	Gunn Jr High School
Varnell	Matthew	Principal	Gunn Jr High School
Solis-Kosloski	Lorene	Principal	Hale Elementary
Greggs	Jessica	Assistant Principal	Hale Elementary
Longoria	Kasie	Principal	Hill Elementary
Flores	Flor	Assistant Principal	Johns Elementary School
Lopez	Grecia	Principal	Johns Elementary School
Alonso	Emilia	Assistant Principal	Jones Academy
Herrador	Katiuska	Principal	Jones Academy
Arceneaux	Christopher	Assistant Principal	Juan Seguin High School
Bhatt	Arun	Assistant Principal	Juan Seguin High School
Darkwa	Rosa	Assistant Principal	Juan Seguin High School
Moore	Shana	Assistant Principal	Juan Seguin High School
Zdrojewski	Dawn	Dean - High School	Juan Seguin High School
Turner	Traci	Assistant Principal	Key Elementary
Eaton	Angela	Principal	Key Elementary
Huebner	Elizabeth	Principal	Kookan Elementary
Lane	Tara	Assistant Principal	Kookan Elementary
Maroney	Lesley	Principal	Lamar High School
Thompson-Davis	Nicholas	Assistant Principal	Lamar High School
Thomas	Carlin	Assistant Principal	Lamar High School
Luna	Maria	Assistant Principal	Lamar High School
Howard	Brandon	Assistant Principal	Lamar High School
Kawasmi	Miral	Dean - High School	Lamar High School

Hernandez	Myrna	Associate Principal	Lamar High School
Willis	Crishetta	Assistant Principal	Lamar High School
Williams	Teri	Assistant Principal	Lamar High School
Boyd	Keith	Principal	Larson Elementary
Harman	Kristin	Assistant Principal	Little Elementary
Woodard	Beth Anne	Principal	Little Elementary
Redvine	Tunya	Assistant Principal	Martin High School
Smith	Robert	Assistant Principal	Martin High School
McNairn	Jennifer	Assistant Principal	Martin High School
McCollough	Kelly	Dean - High School	Martin High School
Igbokwe	Oluchi	Assistant Principal	Martin High School
Roddy	Marlene	Principal	Martin High School
Griffith-Yates	Robin	Associate Principal	Martin High School
Nuce	Austin	Assistant Principal	Martin High School
Jackson	Ravin	Assistant Principal	Mary Moore Elementary
Broughton	Chelsea	Principal	McNutt Elementary
Campbell	Doris	Assistant Principal	McNutt Elementary
Robinson	Angela	Principal	Miller Elementary
Shank	Courtney	Assistant Principal	Moore Elementary
Genis	Diana	Assistant Principal	Morton Elementary
Adams	Leigh	Principal	Morton Elementary
Claiborne	Catherine	Principal	Nichols Jr High School
Butler	Ricardo	Assistant Principal	Nichols Jr High School
Haynes	Renisha	Assistant Principal	Nichols Jr High School
Price	Amber	Principal	Ousley Jr High School
Mares	Anamaria	Assistant Principal	Ousley Jr High School
Young	Alicia	Assistant Principal	Patrick Elementary
Salinas	Veronica	Assistant Principal	Patrick Elementary
Martinez	Katina	Principal	Patrick Elementary
West	Ashley	Assistant Principal	Peach Elementary
Ramos	Ayesha	Principal	Peach Elementary
Hudson	Brittany	Assistant Principal	Peach Elementary
Moseley	Erinn	Assistant Principal	Peach Elementary
Brooks	Sarah	Principal	Pearcy Elementary
Riley-Railey	Yolanda	Assistant Principal	Pope Elementary
Ledesma	Sylvia	Assistant Principal	Rankin Elementary
Zayas	Nancy	Principal	Rankin Elementary

Ozuna	Selena	Principal	Remyse Elementary
Turnbow	Rachel	Assistant Principal	Remyse Elementary
Lopez	Elena	Principal	Rodriguez Jr High School
Tave	Shaylea	Assistant Principal	Rodriguez Jr High School
Falls	Deborah	Assistant Principal	Rodriguez Jr High School
Gutierrez	David	Assistant Principal	Rodriguez Jr High School
Henley	Sarah	Assistant Principal	Sam Houston High School
Villarreal	Juan	Principal	Sam Houston High School
Boyd	Cedric	Assistant Principal	Sam Houston High School
Weeg	Ashley	Assistant Principal	Sam Houston High School
Vaughn	Joshua	Assistant Principal	Sam Houston High School
Robles	Lexayra	Assistant Principal	Sam Houston High School
Sullivan	Christy	Assistant Principal	Sam Houston High School
Reese	Chauncey	Dean - High School	Sam Houston High School
Collado	Jason	Assistant Principal	Sam Houston High School
Linson	Billy	Principal	Seguin High School
Hicks	Andrea	Assistant Principal	Seguin High School
Smith	Kelli	Principal	Shackelford Jr High School
Durr	Kyle	Assistant Principal	Shackelford Jr High School
Nelson	Jannie	Assistant Principal	Shackelford Jr High School
Trowbridge	Andrea	Assistant Principal	Sherrod Elementary
Berkebile	Erin	Principal	Short Elementary
Waters	Keysha	Assistant Principal	Short Elementary
Kelly	Kalisse	Principal	South Davis Elementary
Cabrera	Samantha	Assistant Principal	South Davis Elementary
Savala	Stephanie	Principal	Speer Elementary
Becerra	Albert	Assistant Principal	Speer Elementary
Diaz	Grisel	Assistant Principal	Speer Elementary
Harrell	Tamara	Assistant Principal	Starrett Elementary
Sierra	Roxanna	Principal	Starrett Elementary
Lopez	Carlos	Principal	Swift Elementary
Harry	Kesha	Assistant Principal	Swift Elementary
Muldrew	Jeanne	Principal	Tarrant County JJAEP
Lyons	Crystal	Assistant Principal	Tarrant County JJAEP
Rodriguez	Alicia	Principal	Thornton Elementary
Kowalewski	Corey	Assistant Principal	Thornton Elementary
Muldrew	Jeanne	Principal	Turning Point Secondary School
Lyons	Crystal	Assistant Principal	Turning Point Secondary School
Meeks	Gregory	Principal	Venture High School

Flores	Crystal	Assistant Principal	Venture School
Parsons	Jacqueline	Dean - High School	Venture School
Orosco Mitchell	Rosa	Assistant Principal	Venture School
Navarro- Gaspar	Evelyn	Principal	Webb Elementary
Gomez	Brian	Assistant Principal	Webb Elementary
Cannon	Amber	Principal	West Elementary
Smart	Angela	Assistant Principal	West Elementary
Garcia	Chandler	Principal	Williams Elementary
Davis	Angela	Assistant Principal	Williams Elementary
Kostyniak	Chelsea	Principal	Wimbish World Language Academy
Rodriguez	Eric	Assistant Principal	Wimbish World Language Academy
Dillard	David	Principal	Wood Elementary
Andrews	Ricki	Assistant Principal	Wood Elementary
Fogleman	Erin	Principal	Workman Jr High School
Jones	James	Assistant Principal	Workman Jr High School
Healy	Meara	Assistant Principal	Workman Jr High School
Givens	Catherine	Assistant Principal	Workman Jr High School
Collins	Lathasia	Assistant Principal	Workman Jr High School
Lundin	Kirsten	Principal	Young Jr High School
Boyd	Courtnei	Assistant Principal	Young Jr High School
James	Yolanda	Assistant Principal	Young Jr High School

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
THE BOARD OF TRUSTEES
Minutes**

Regular Meeting

Thursday, June 5, 2025
5:00 PM

Members Present: Justin Chapa, Secretary Brooklyn Richardson, Melody Fowler, David Wilbanks, Larry Mike, Leanne Haynes, and Vice President Sarah McMurrugh

Members Absent: None

Media Present: Forth Worth Report

CALL TO ORDER: Room 401

President Chapa called the meeting to order in room 401 at 5:11 p.m. with seven trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas.

WORKSHOP:

A. Strategic Plan Development and Next Steps

Superintendent Dr. Smith led Trustees and members of the Student Leadership Advisory Board (SLAB) in a collaborative workshop focused on developing the district’s strategic plan and exploring shared values and beliefs. Dr. Jodi Duron and Dr. Gibson from MoakCasey, LLC also contributed to the workshop session.

CLOSED MEETING: Board Conference Room

President Chapa adjourned to closed meeting at 6:04 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

RECONVENE INTO OPEN SESSION: Board Conference Room

President Chapa convened the Board into the open meeting at 6:56 p.m. with all seven trustees present at the Administration Building. Members of the public could access the meeting via AISD website at www.aisd.net.

OPENING CEREMONY:

PLEDGE:

Fred Threats led the audience in the Pledge of Allegiance. President Chapa called for a moment of silence.

RECOGNITIONS:

A. Outgoing Student Leadership Advisory Board

Executive Director of the Office of School Leadership, Dr. Theodore Jarchow recognized the 2024-2025 Student Leadership Advisory Board (SLAB).

School	Slab Leader	Board Member
Arlington Collegiate HS	Salatua Nua	Brooklyn Richardson
Arlington College/Career HS	Leo Rodriguez	Brooklyn Richardson
Arlington HS	Camila Howard	Melody Fowler
Bowie HS	Macy Nguyen	Larry Mike
Lamar HS	Fred Threats	David Wilbanks
Martin HS	Taylor Boshek	Leanne Haynes
Lamar HS	Kara Peterson	Justin Chapa
Sam Houston HS	Angeli Gonzalez	Sarah McMurrough
Seguin HS	Lyndsey Nguyen	Melody Fowler

B. Community Partner Award

The River Legacy Foundation was honored with the Community Partner Award of Appreciation. This organization creates opportunities to preserve nature highlighting their long-standing partnership with Arlington ISD. The foundation has provided hands-on environmental education experiences for students, including the Young Scientist and Forest Detective programs. Their recent collaborations include schoolyard habitat projects and hosting the first annual wildlife contest, demonstrating their ongoing commitment to conservation and student learning.

C. AISD Principals and Assistant Principals of the Year

Karen Hicks from Sherrod Elementary has been recognized as the Elementary Principal of the Year, and Lesley Maroney from Lamar High School has been named the Secondary Principal of the Year. Additionally, Lucy Serna from Crouch Elementary was honored as the Elementary Assistant Principal of the Year, and Brandon Howard from Lamar High School received the recognition for Secondary Assistant Principal of the Year.

D. Recognition of Student Athletes- State Medalists

Dr. Michael Hill Chief Operations Officer recognized Arlington ISD student athletes, state medalists. In wrestling Martin High School Issak Arevalo, Nic Zamora, Grayson Carpenter and Robbie Rocha (2nd place) and Anthony Simpson (2nd Place) Jaylah Davenport (3rd place) from Lamar High School. In swimming, from Martin High School, Grant Hester (3rd place). For Track and Field, from Martin High School, Caitlyn Cavitt State Champion long jump.

RECESS:

President Chapa adjourned the meeting at 7:33 p.m. for a brief recess. The meeting was reconvened at 7:49 p.m. with seven trustees in attendance.

OPEN FORUM FOR AGENDA ITEMS: None

APPOINTMENTS:

A. Consider Ratification of Chief Schools Officer Appointment

Superintendent Smith recommended that the Board appoint the individual discussed in closed session, Dr. Bret Champion.

Motion by Melody Fowler, second by Larry Mike, to approve the administrative appointment as recommended in the closed session.

Voting For: 7
 Voting Against: 0

Dr. Smith introduced Dr. Bret Champion as the new Chief Schools Officer and shared his professional accomplishments.

PUBLIC HEARING: Optional Flexible School Day Program 2024-2025

President Chapa opened the Public Hearing regarding the Optional Flexible School Day Program. Barry Fox, Executive Director of Transformational Learning, conducted the public hearing.

There were no speakers from the audience, and President Chapa closed the Public Hearing at 7:54 p.m.

PUBLIC HEARING: Optional Flexible School Day Program 2025-2026

President Chapa opened the Public Hearing regarding the Optional Flexible School Day Program 2025-2026.

There were no speakers from the audience, and President Chapa closed the Public Hearing at 7:56 p.m.

OPEN FORUM FOR AGENDA ITEMS:

N/A

REPORTS:

A. Governance Committee Report

Vice President Sarah McMurrugh, Chair of the Governance Committee, provided an update from the June 2nd meeting, which focused on a comprehensive policy review, including updates recommended by the Texas Education Agency and TASB. The board will review several policy updates at the June 17th meeting, including CE (Local), which formalizes the district's existing fund balance practice.

Ms. McMurrugh also highlighted the board's advocacy efforts during the 89th Legislative Session, recognizing Trustees Fowler and Haynes, the full board, and community partners. Collectively, the board made five in-person visits to the Capitol, testified on three bills, and launched the district's first legislative toolkit to better inform the community. Ms. McMurrugh shared her gratitude to trustees and staff for their ongoing commitment to advocacy.

B. Finance and Academics Committee Report

Board Secretary Brooklyn Richardson reported that the Finance and Academics Committee has been operating with limited certainty due to delays at the state level. The committee has been working with preliminary figures to plan for both the conclusion of the current school year and the upcoming year. She expressed appreciation to Vice President McMurrugh, Trustee Willbanks, and district leadership for their support and collaboration during this time. As funding figures are available, the committee looks forward to the next steps.

C. District Priority Update: 2025-2026 Marketing Plan Framework Report

Taina Northington, Chief Communications Officer, presented an overview of the Marketing Plan framework for the 2025–2026 school year, aligned with the Board's Marketing & Engagement priority. The plan, initiated in fall 2024, was developed in response to the Board's directive to increase student enrollment and retention. The presentation included recommendations from the NSPRA Communications Audit, outlined key marketing campaigns for the year ahead, and described proposed methods for measuring success. The framework was presented for discussion and feedback.

D. District Priority Update: Community Engagement Report

Aaron Perales, Executive Director of Engagement, Equity and Access, provided an update on district family engagement supports and their alignment to the Board's Marketing and Engagement priority. The presentation included the department's definition of family engagement, the Campus Family Engagement Framework, and a Tiered Model of Family Engagement for Academic Supports. The update highlighted the infrastructure in place to foster relationships and empower families in support of student academic success.

ACTION ITEMS:

- A. Consider Approval for the Endorsement of Candidate for the Texas Association of School Boards (TASB) Board of Directors

Motion by Sarah McMurrough, second by Brooklyn Richardson, to approve the Board endorse Julie Cole, Hurst Euleless Bedford ISD for Region 11 Position A , of the Texas Association of School Boards (TASB) Board of Directors

Voting For: 7
Voting Against: 0

CONSENT ITEMS:

- A. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions
- B. Approval of Purchases Greater Than \$50,000
- C. Approval of Bids
- D. Approval of Minutes of Prior Meetings, May 2025
- E. Approval of Low Attendance Waivers
- F. Approval of Tarrant County College District and Arlington Independent School District Memorandum of Understanding for Lamar P-Tech High School
- G. Approval of the 2025-2026 Student Code of Conduct
- H. Approval of Superintendent Evaluation Instrument
- I. Approval of TEA Complaint Case# SRDR 2025-11-01 Corrective Action Plan

Motion from David Wilbanks second by Melody Fowler, to approve the consent agenda with the exemption of Item F.

Voting For: 7
Voting Against: 0

OPEN FORUM FOR NON-AGENDA ITEMS:

N/A

SUPERINTENDENT'S REPORT:

In the latest superintendent's report, several district highlights were shared. Arlington ISD recently held its annual Pre-K Signing Day, welcoming future students to their schools, while 27 campuses celebrated Hope Week to promote suicide prevention and positivity. The district's FFA Wildlife team won the Region 5 championship and is headed to the state competition, and standout CTE teachers were honored at the CTE Impact Awards, including Teacher of the Year Anai Arzola. Lastly, the By Students 4 Students Culinary Showcase saw record participation, with some student-created dishes potentially making it to school menus.

SCHOOL BOARD'S REPORTS:

N/A

ADJOURNMENT:

President Chapa adjourned the meeting at 8:57 p.m. The Board did not return to closed session.

END OF RECORDED MINUTES
June 5, 2025

Secretary

President

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
THE BOARD OF TRUSTEES
Minutes**

Regular Meeting

Thursday, June 17, 2025
5:00 PM

Members Present: Justin Chapa, Secretary Brooklyn Richardson, Melody Fowler, David Wilbanks, Larry Mike, Leanne Haynes, and Vice President Sarah McMurrugh

Members Absent: None

Media Present: Ft. Worth Report

CALL TO ORDER: Board Room

President Chapa called the meeting to order in the Board Room at 7:00 p.m. with all seven trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas.

CLOSED MEETING: Board Conference Room

President Chapa adjourned to closed meeting at 5:00 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

RECONVENE INTO OPEN SESSION: Board Conference Room

President Chapa convened the Board into the open meeting at 7:00 p.m. with all seven trustees present at the Administration Building. Members of the public could access the meeting via AISD website at www.aisd.net.

OPENING CEREMONY:

PLEDGE:

Bianca Knight led the audience in the Pledge of Allegiance. President Chapa called for a moment of silence.

RECOGNITIONS:

A. Destination Imagination (DI) Team Recognition

Dr. Karen Zeske, Director of Advanced Academics recognized the following student teams for their outstanding achievement in advancing to the Destination Imagination Global Finals.

Gunn Junior High School Fine Arts and Dual Language Academy:
The Divas and the Dude and Duck, Duck, DI

Corey Elementary:
D.I Avocados

Butler Elementary:
D.I. Nuggies

OPEN FORUM FOR AGENDA ITEMS: None

APPOINTMENTS:

A. Consider Ratification of Assistant Principal for Larson and Thornton Elementary

Superintendent Smith recommended that the Board appoint the individual(s) discussed in closed session.

Motion by Brooklyn Richardson, second by Sarah McMurrough, to approve the administrative appointment as recommended in the closed session.

Voting For: 7
Voting Against: 0

Dr. Smith introduced Dr. Jynine Caldwell who is currently serving as an instructional Facilitator in Arlington ISD as the new Assistant Principal for Larson Elementary.

Also introduced was Estefania Gomez Thornton Elementary as the new Assistant Principal of Thornton Elementary who is currently serving as Assistant Principal in Grand Prairie ISD.

RECESS:

President Chapa adjourned the meeting at 7:15 p.m. for a brief recess. The meeting was reconvened at 7:32 p.m. with seven trustees in attendance.

OPEN FORUM FOR AGENDA ITEMS:

Eric Crile spoke on items related to the Tarrant County Appraisal District (TAD).

REPORTS:

A. Citizens Bond Oversight Committee Report

Assistant Superintendent of Facility Services Kelly Horn introduced the Citizens Bond Oversight Committee Chair Ms. Catherine Parra who presented the committee recommendations related to the expenditures of bond fund proceeds authorized in the 2019 bond election.

B. 2019 Bond Update Report

Assistant Superintendent of Facility Services Kelly Horn provided the board on the progress of the 2019 Bond Program including Joey Rodriguez Jr. High School, Glaspie Field Construction and Wilemon Field.

C. District Priority Update: Curriculum Management Audit Report

Chief Academic Officer Dr. Wurtz provided the board with an update on the draft finding pertaining to the first phase of the curriculum management audit.

D. Legislative Impact on Educator Compensation Report

Holly Stambaugh Senior Director of Human Resources and Scott Kahl Chief Talent officer provided the board with a legislative update, and it pertains to compensation, TRS Active-Care rates and healthcare.

PUBLIC HEARING:

2025-2026 Budget and Tax Rate

Norberto Rivas, Assistant Superintendent of Financial Services conducted a public hearing regarding proposed budget and Tax Rate

President Chapa opened the Public Hearing regarding at 10:03 p.m.

Public Hearing closed at 10:03 p.m.

ACTION ITEMS:

- A. Consider the Approval of Adoption of the 2025-2026 Budget-General Fund, Debt Service Fund, Debt Service Fund, Capital Project Fund, and Child Nutrition Fund.

Motion by David Wilbanks, second by Melody Fowler, to approve as presented.

Voting For: 7
Voting Against: 0

- B. Consider Approval of the Sale of Real Property, Locally Known as 2424 Hedgeapple Drive

Motion by Larry Mike second by Melody Fowler, to approve as presented.

Voting For: 7
Voting Against: 0

- C. Consider Approval of the Purchase of Real Property, locally known as 1323 W. Pioneer Parkway

Motion by Brooklyn Richardson second by Larry Mike, to approve as presented.

Voting For: 7
Voting Against: 0

CONSENT ITEMS:

- A. Approval of Final Budget Amendment
- B. Approval of Monthly Financial Report
- C. Approval of Purchases Greater Than \$50,000
- D. Approval of Donations
- E. Approval of Bids (2025-2026)
- F. Approval of Annual Investment Activity Review
- G. Approval of Resolution designating the employee(s) to serve as investment officers of the District and to invest District funds
- H. Approval of Annual Purchases Greater Than \$50,000
- I. Approval of Annual Report for Fees Related to the Arlington ISD Cooperative Purchasing Program
- J. Approval of Education Service Center (ESC) Region XI and AISD Master Interlocal Agreement (MIA) and all 2025-2026 Service Agreements and Contracts
- K. Approval of Continuation of the Interlocal Agreement between Arlington ISD, Tarrant County College (TCC) and the Arlington Fire Department for the 2025-2026 Fire Academy Program (SP)
- L. Approval of Field/Clinical Experience Interlocal Agreement between Arlington Independent School District and Keuka College
- M. Approval of Resolution Authorizing an Interlocal Agreement Between the Arlington ISD and the North Central Texas Council of Governments for the Purpose of Making State Solid Waste Grant Funds Available to the District for Contracted Chemical Waste Collection and Disposal
- N. Approval of Resolution Authorizing an Interlocal Agreement Between the Arlington ISD and the North Central Texas Council of Governments for the Purpose of Making State Solid Waste Grant Funds Available to the District for Organic Materials Reuse and Recycling Equipment
- O. Approval of Arlington ISD Local Policy Review Session Additions/Revisions/Deletions
- P. Approval of TASB Policy Update 124

Q. Child Care Management Services Agreement

ITEMS TO BE WITHDRAWN FROM THE CONSENT AGENDA:

Items O and Q will be removed from the agenda, there was no further consideration of item o.

Motion from David Wilbanks second by Melody Fowler, to approve the consent agenda items as presented minus items O and Q.

Voting For: 7
Voting Against: 0

Item Q

Motion from Brooklyn Richardson second by David Wilbanks, to approve the consent agenda item

Voting For: 6
Voting Against: 0
Abstain: 1

SUPERINTENDENT'S COMMENTS:

At the June board meeting, Dr. Smith shared encouraging academic progress updates, highlighting growth in grades 3–8 STAAR scores, especially in math, science, and Spanish assessments. He celebrated the district's focus on academic growth and credited teachers and staff for their efforts. Additional highlights included the success of Camp Innovation, Wimbish World Language Academy's acceptance into the prestigious Spanish ISA network, 161 students earning the Global Seal of Biliteracy, and three AISD graduates being selected for UTA's competitive McNair Scholar Program.

SCHOOL BOARD'S REPORTS:

Trustee Richardson reflected on the recent graduation ceremonies, emphasizing the joy and pride shared by students, families, and staff during the celebrations. She highlighted special moments, such as former Superintendent Dr. Cavazos presenting his son's diploma, and other staff presenting diplomas to their own children. Richardson also shared her appreciation for the board's recent professional development in San Antonio, praising the commitment of trustees to ongoing learning and expressing gratitude for the camaraderie and teamwork among board members.

ADJOURNMENT:

President Chapa adjourned the meeting at 10:32 p.m. The Board did not return to closed session.

END OF RECORDED MINUTES
June 17, 2025

Secretary

President

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
THE BOARD OF TRUSTEES
Minutes**

Regular Meeting

Thursday, June 26, 2025
5:00 PM

Members Present: Justin Chapa, David Wilbanks, Larry Mike, Leanne Haynes, and Vice President Sarah McMurrrough
Secretary Brooklyn Richardson & Melody Fowler (joined virtually)

Members Absent: None

Media Present: Ft. Worth Report

CALL TO ORDER: Board Room

President Chapa called the meeting to order in the Board Room at 5:22 p.m. with five trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas. Secretary Brooklyn Richardson and Melody Fowler joined the meeting virtually.

CLOSED MEETING: Board Conference Room

President Chapa adjourned to closed meeting at 5:22 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda. Secretary Brooklyn Richardson and Melody Fowler joined the closed session meeting virtually.

RECONVENE INTO OPEN SESSION: Board Conference Room

President Chapa convened the Board into the open meeting at 6:07 p.m. with five trustees present at the Administration Building. Secretary Brooklyn Richardson and Melody Fowler joined the closed session meeting virtually. Members of the public could access the meeting via AISD website at www.aisd.net.

OPENING CEREMONY:

PLEDGE:

Katherine Crossnoe and Luke Crossnoe led the audience in the Pledge of Allegiance. President Chapa called for a moment of silence.

OPEN FORUM FOR AGENDA ITEMS: None

APPOINTMENTS:

A. Consider Ratification of Principal for Ellis Elementary and Executive Director of Curriculum and Instruction

Superintendent Smith recommended that the Board appoint the individual(s) discussed in closed session.

Motion by Larry Mike, second by Leanne Haynes, to approve the administrative appointments as recommended in the closed session.

Voting For: 7
Voting Against: 0

Dr. Smith introduced:

Keisha Edwards as the new Principal for Ellis Elementary. Mr. Butler was previously the Assistant Principal at Ousley Junior High for Arlington ISD.

Dr. Smith also introduced:

Delisse Hardy as the new Executive Director of Curriculum and Instruction. Ms. Hardy was previously the Director of World Languages for Arlington ISD.

RECESS:

President Chapa adjourned the meeting at 6:17 p.m. for a brief recess. The meeting was reconvened at 6:29 p.m. with seven trustees in attendance.

OPEN FORUM FOR AGENDA ITEMS:

Perinza Reddic spoke on the new legislative pay increase and the impact on teachers who serve as AVID coordinators.

ACTION ITEMS:

A. Consider 2025-2026 Compensation Plan Adjustments

Holly Stambaugh presented an overview of the proposed market-based pay adjustments and legislative funding changes for the 2025–2026 Arlington ISD Employee Compensation Plan.

- Teachers with 3 -4 years of experience will receive an annual increase of \$2,500
- Teachers with 5 or more years of experience will receive an annual increase of \$5,000
- New to the district first-year teachers will earn \$66,100, with an increase to \$67,600 for those holding a master’s degree
- All other current employees, including teachers with 1-2 years of experience, will receive a 3% raise on their 25-26 pay grade midpoint.

For the first time in four years, Arlington ISD is increasing its monthly contribution to employee healthcare premiums—adding \$33 a month to help offset rising insurance costs. This brings the district's annual healthcare contribution to over \$4,200 annually.

Motion by Sarah McMurrough, second by Brooklyn Richardson to approve the compensation plan as presented.

Voting For: 7
Voting Against: 0

B. Consider Approval of 2025-2026 Appointments to the Citizens Bond Oversight Committee (CBOC)

Motion by Leanne Haynes, second by Melody Fowler, to approve the 2025-2026 Citizens Bond Oversight Committee appointments as presented.

Voting For: 7
Voting Against: 0

C. Consider Approval of 2025-2026 Appointments to the Financial Futures Committee (FFC)

Motion by Larry Mike, second by, David Wilbanks to approve the 2025-2026 Financial Futures Committee appointments as presented.

Voting For: 7
Voting Against: 0

CONSENT ITEMS:

- A. Approval of Interlocal Agreement Between Arlington ISD and NC Dept of Natural and Cultural Resources A+ Contract
- B. Approval of Purchases Greater Than \$50,000
- C. Consider approval of Memorandum of Understanding between Arlington ISD and Region XI

Reading Academies Comprehensive Cohort(s)

- D. Consider Approval of Tarrant County College District and Arlington Independent School District Memorandum of Understanding for Lamar P-Tech High School
- E. Approval of Extension of Legal Services Agreement

Motion from David Wilbanks second by Melody Fowler, to approve the consent agenda items as presented.

Voting For: 7
Voting Against: 0

SUPERINTENDENT'S REPORT:

N/A

SCHOOL BOARD'S REPORTS:

Board of Trustees recognized Melody Fowler for completing the Leadership TASB program and earning the prestigious Master Trustee designation.

ADJOURNMENT:

President Chapa adjourned the meeting at 7:20 p.m. The Board did not return to closed session.

END OF RECORDED MINUTES
June 26, 2025

Secretary

President

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority/ Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by: *Norberto Rivas*

Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

Control Number	AISD Department	Budget Owner	Vendor Name	Goods or Services	Estimated	Fund Source	Purchase Method
25-08-07-01	Athletics	Eric White	ArbiterSports	Electronic Payment System for Sports Officials	\$65,000	Local	EPCNT
25-08-07-02	Technology	Eric Upchurch	CableLink	IDF Remediations @ Sam Houston HS	\$398,375	Bond	24-86
25-08-07-03	Technology	Eric Upchurch	Canon Solutions America	New Printing Equipment	\$243,000	Local	DIR
25-08-07-04	Technology	Eric Upchurch	Canon Solutions America	New Printing Equipment	\$197,000	Local	DIR
25-08-07-05	Technology	Eric Upchurch	H5P Group	Software	\$50,935	Local	
25-08-07-06	Technology	Eric Upchurch	Unite Private Networks	Leased Dark Fiber Services	\$61,728	Local	21-27
25-08-07-07	Professional Development	Ginger Cole-Leffel	Engage2Learn	Software	\$99,000	Federal Grant	Allied States Cooperative
25-08-07-08	Special Education	Cindy Brown	Frontline Education	Frontline Education 2025-2026 Subscription Renewal	\$327,602	Local	Allied States Cooperative
25-08-07-09	World Languages	Patty Bustamante	Intervene K-12	Software	\$267,760	Local	TIPS
25-08-07-10	World Languages	Patty Bustamante	Extempore dba The Speaking Practice App	LMS Integration District Extempore License and Extempore training.	\$67,388	Local	EDTECH
25-08-07-11	World Languages	Patty Bustamante	Avant Assessment	Stamp @S Listening & Speaking and Stamp4S and Stamp 4Se	\$61,280	Local	Allied States Cooperative
25-08-07-12	World Languages	Patty Bustamante	Diffit For Teachers	Software	\$93,500	Federal Grant	26-02
25-08-07-13	Special Education	Cindy Brown	Star Autism Support, Inc.	2025 ECSE Grant Trainings	\$56,863	Federal Grant	Buyboard
25-08-07-14	Special Education	Cindy Brown	FrontLine Education	Student Data Management software subscription system services	\$199,134	Local	Allied States Cooperative
25-08-07-15	Special Education	Cindy Brown	Merakey Allos	Day School Educational Services	\$150,401	Federal Grant	25-05
25-08-07-16	Curriculum & Instruction	Jamie MacDougall	Amplify	Software	\$232,944	Local	Allied States Cooperative
25-08-07-17	Facility Services	Kelly Horn	Veritiv	Custodial Equipment	\$66,000	Bond	TIPS
25-08-07-18	Martin High School	Marlene Roddy	Live By Lowes	Senior Prom Venue	\$75,000	Fiduciary Funds	Non-Competitive Procurement
25-08-07-19	Special Education	Cindy Brown	Collaborative Classroom	Reading Intervention Materials	\$51,000	Local	Omnia
25-08-07-20	Special Education	Cindy Brown	Just Right Reader, Inc.	Curriculum	\$650,000	Federal Grant	TIPS
25-08-07-21	Facility Services	Kelly Horn	FCC Environmental/Premier Waste Services	Waste Disposal	\$200,000	Local	25-02
25-08-07-22	Facility Services	Kelly Horn	Mart	Building Repairs at Martin HS	\$230,000	Local	25-66

\$3,843,910

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority/ Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by: *Norberto Rivas*

Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.



FROM: Lisa Phillips
Purchasing Director

DATE: August 7, 2025

RE: **Qualifying BID: BID 25-56 Instructional Materials, Supplies, Service Providers and Consumable Items**

Bid Number 25-56 is an annual contract for instructional materials, supplies, service providers and consumable items for all AISD campuses and departments. This is a qualifying bid. Quotes will be obtained from the responding bidders as purchases and services are needed.

It is recommended that all vendors meeting specifications be approved.

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
10286027	A to Z Books, LLC	West Seneca	NY
10276574	A V Pro, Inc.	DeSoto	TX
10287149	A.M. Designs LLC	Rogers	TX
10285548	A+ Computer Science	Cypress	TX
6026	ABDO Publishing Co.	Minneapolis	MN
10288695	Abecedarian ABC, LLC	Austin	TX
10280626	ABI Digital Solutions / Digital Performance Gear	Conroe	TX
10281447	Accelerate Learning Inc.	Dallas	TX
10279119	Accent Awards & Trophies, LLC	Arlington	TX
10275363	ACCO Brands USA LLC	Dallas	TX
13393000	A C P Direct	Dallas	TX
Vendor Not Set Up	ACT Education Corp.	Iowa City	IA
Vendor Not Set Up	Advanced Technologies Consultants (T S Enterprise Associates, Inc)	Plymouth	MI
Vendor Not Set Up	Advantage Global Logistics, Inc.	Lewisville	TX
10288511	Advantage Imaging Supply, Inc	San Juan Capistrano	CA
10286868	Aerowave Technologies	Lewisville	TX
Vendor Not Set Up	Affairs Affloat Balloons	Fort Worth	TX
Vendor Not Set Up	Age of Learning	Glendale	CA
10286814	Aimgraphics (American Installation and Management)	Eules	TX
Vendor Not Set Up	Alfred Music	Louisville	CO
Vendor Not Set Up	Algorhythm & Blues, LLC	Sheridan	WY
2093000	All American Awards & Gifts	Arlington	TX
Vendor Not Set Up	*Amazon Business	Seattle	WA
Vendor Not Set Up	American Concepts (Southwest Athletics)	Dallas	TX
10286814	American Installation and Management (Aimgraphics)	Eules	TX
10282869	American Legacy Publishing - Studies Weekly	Orem	UT
13773000	American Reading Company	Blue Bell	PA
Vendor Not Set Up	Amira Learning, Inc	San Francisco	CA
3498000	Anixter, Inc.	Lewisville	TX
Vendor Not Set Up	Apple Books	Mankato	MN
10287135	Aqua-Rec, Inc	Azle	TX
5655	Arbor Scientific	Saline	MI
10284896	Argument-Driven Inquiry, LLC	Lakeway	TX
13694000	Arlington Kid to Kid	Arlington	TX
10281333	Arte Público Press (University of Houston)	Houston	TX
1443	Attainment Company	Verona	WI
10273513	Audio Resource Group	West Fargo	ND
Vendor Not Set Up	Avantis Education, Inc.	Arlington Heights	IL
3292	Award Center	North Richland Hills	TX
10287963	Awards 4 Winners	Mansfield	TX
Vendor Not Set Up	Baker & Taylor, LLC	Charlotte	NC
2739000	Ballard & Tighe, Publishers	Brea	CA
10274159	Band Shoppe	Cynthiana	IN
8224000	Bandmans Company	Dallas	TX
5687	Barnes & Noble Booksellers, Inc	Dallas	TX
10285917	Barnes & Noble Booksellers Inc. (PUNCH-OUT)	Dallas	TX
Vendor Not Set Up	Beable Education, Inc.	Lakewood	NJ
Vendor Not Set Up	Bellwether Media	Minnetonka	MN
99078	Benchmark Education Company	New Rochelle	NY
10288310	Beyond Therapy Educational Solutions	Irving	TX
11932000	Bio Corporation	Alexandria	MN
Vendor Not Set Up	Bio-Rad Laboratories, Inc.	Hercules	CA
10284375	Blick Art Materials	Chicago	IL
10287212	Blocksi Inc	Palo Alto	CA
10287971	Bono Percussion	Chapel Hill	NC

Arlington Independent School District

Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

Vendor #	Vendor	City	State
5492	Booksource	Hazelwood	MO
156	Bound To Stay Bound Books	Jacksonville	IL
10282190	BrainPop LLC	New York	NY
12040000	Brodart Company	Williamsport	PA
10286918	BSN Sports	Dallas	TX
13440000	Burmax Company, Inc.	Holtsville	NY
10288807	Business Essentials	Grapevine	TX
711	Cambridge University Press	New York	NY
10285818	Candor Consulting & Diagnostics, LLC	Belton	TX
10287438	Cape Equipment & Services LLC	Houston	TX
11002000	Capturing Kids' Hearts (The Flippen Group, LLC)	College Station	TX
101514	Carnegie Learning, Inc.	Pittsburgh	PA
14910000	Carolina Biological Supply Company	Charlotte	NC
1458	Carson Dellosa Publishing	Dallas	TX
100581	CDW Government LLC (CDWG)	Vernon Hills	IL
14275000	Cengage Learning, Inc.	Farmington Hills	MI
10284080	Century Resources, LLC	Columbus	OH
10283483	CEV Multimedia, Ltd.	Lubbock	TX
Vendor Not Set Up	Chalk Talk Solutions Inc	Brooklyn	NY
Vendor Not Set Up	Character Development and Leadership, LLC	Williamsburg	MI
10284924	Cheerleading Company, Inc	Dallas	TX
Vendor Not Set Up	Chef Works	Poway	CA
14350000	Cherry Lake Publishing	North Mankato	MN
Vendor Not Set Up	Cignition, Inc.	Portola Valley	CA
Vendor Not Set Up	ClassDojo	San Francisco	CA
Vendor Not Set Up	Clayton Youth Enrichment (Clayton Child Care Inc.)	Fort Worth	TX
10285241	Colibri System	Los Angeles	CA
2980	College Board The	New York	TX
Vendor Not Set Up	Community Products LLC, dba Rifton Equipment	Rifton	NY
10274227	Complete Book & Media Supply, LLC	Cedar Park	TX
10280026	CompuScholar, Inc.	Alpharetta	GA
10287805	Loving Guidance (Conscious Discipline)	Oviedo	FL
10287261	Cook Center for Human Connection	Pleasant Grove	UT
10278949	Cosenza & Associates, LLC	Dallas	TX
Vendor Not Set Up	Cousin's Concert Attire	Stamford	CT
6941	Crisis Prevention Institute, Inc.	Milwaukee	WI
10283278	Custom Sportswear, Inc.	Sewell	NJ
10287347	Cut Time LLC	St. Augustine	FL
10284713	DanzGear, LLC	San Antonio	TX
Vendor Not Set Up	Davis Publications, Inc	Worcester	MA
Vendor Not Set Up	Debbie Doodles (Debra H Cummings)	Arlington	TX
10288652	Delaney Educational Enterprises	Peotone	IL
10284972	DeltaMath Solution Inc	New York	NY
Vendor Not Set Up	Designs By King	Lake Elsinore	CA
10276407	Digital Resources, Inc	Southlake	TX
10282312	Director's Assistant	Dallas	TX
10278428	Discount School Supply	Carol Stream	IL
11618000	Discovery Education, Inc	Baltimore	MD
Vendor Not Set Up	Dr. Mike!	Wimberley	TX
10285333	Dream Ranch Office Supplies (PUNCH-OUT)	Krum	TX
11478000	EAI Education (Eric Armin Inc.)	Boston	MA
10285031	ECS Learning Systems	Spring Branch	TX
10286563	Edmentum, Inc.	Minneapolis	MN
10286008	EdTech Games	Provo	UT

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
101971	EducAide Software	Vallejo	CA
1943	Educational Products Inc.	Carrollton	TX
10275035	Eduphoria! Inc	Dallas	TX
10277901	Edvotek	Bethesda	MD
10288359	eDynamic Holdings LP	Southlake	TX
10288931	Emily Jensen	Gilmer	TX
10274831	Empowering Writers	Monroe	CT
10288354	Encyclopaedia Britannica, Inc.	Chicago	IL
Vendor Not Set Up	E-Panzer (Panzer Security Consulting Inc)	Denton	TX
10285451	Essential Education	Corvallis	OR
1719000	ETA hand2mind	Chicago	IL
724	Evan-Moor Educational Publishers	Monterey	CA
Vendor Not Set Up	Exalt Printing Solutions	Carrollton	TX
10288322	Exemplars, Inc.	Underhill	VT
10288307	ExploreLearning, LLC	Dallas	TX
10275122	Express Booksellers	Dallas	TX
10283409	Fat Brain Toys LLC	Elkhorn	NE
10282908	Field and Floor FX	Gettysburg	PA
10282008	Final Graphic	Fort Worth	TX
10280190	Finishing & Mailing Center LLC	Dallas	TX
10274062	FIRST - For Inspiration and Recognition of Science & Technology	Manchester	NH
29780000	Fisher Science Education	Atlanta	GA
10285941	Flyleaf Publishing	Manchester	NH
10286154	Follett Content Solutions, LLC	McHenry	IL
101326	Forde-Ferrier	San Antonio	TX
Vendor Not Set Up	Foundations In Teaching (Rogelio Gomez Jr.)	Mission	TX
4099	Frog Publications, Inc.	San Antonio	FL
10284265	Fun and Function	Merion Station	PA
10281817	Game One (formally Cardinal's Sport Center)	Lubbock	TX
10286480	Generation Genius, Inc	Sherman Oaks	CA
10278122	GF Educators Inc	Mineola	TX
10287415	Gipper Media, Inc.	Boston	MA
10288786	Glendale Parade Store LLC	San Antonio	TX
10287819	God's Blessings Services LLC	Cedar Hill	TX
35004000	Gopher Sport	Owatonna	MN
7347	Great Ideas for Teaching	Wrightsville Beach	NC
Vendor Not Set Up	Greatness Only Apparel	Cedar Hill	TX
10279808	Grey House Publishing, Inc.	Amenia	NY
3242000	Gumdrop Books	Bethany	MO
5819000	H.E. Cannon Floral Company Inc.	Arlington	TX
10284951	H5P Group AS	Tromsø	Norway
10274738	Hameray Publishing Group	Los Angeles	CA
13298000	Hands On Tasks	Katy	TX
6468	Harry K. Wong Publications	Mountain View	CA
6937000	Hawthorne Educational Services	Columbia	MO
5828	Heinemann	Chicago	IL
8210	Hexco Academic	Hunt	TX
4957000	High Scope Educational Research Foundation	Ypsilanti	MI
15478000	HMH Education Company	Chicago	IL
11194000	Hobby Lobby (Hobby Lobby Stores, Inc.)	Oklahoma City	OK
Vendor Not Set Up	Hole in the Roof Marketing Inc	Waco	TX
10283515	Houghton Horns	Keller	TX
Vendor Not Set Up	IAmCultured LLC	Richardson	TX
Vendor Not Set Up	iCook After School (iCook Inc)	Chicago	IL

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
10286591	iDismiss LLC	Dallas	TX
10286156	Imagine Learning LLC	Phoenix	AZ
Vendor Not Set Up	Impact Printing and Graphics LTD	Dallas	TX
Vendor Not Set Up	Innov8 TX (Parachute RGV LLC)	McAllen	TX
Vendor Not Set Up	InstaRaise by JMS Fundraising (Joint Marketing Solutions LLC)	Lawrence	NY
10278855	Integral Mathematics, Inc.	Frisco	TX
Vendor Not Set Up	Ivy Bound Tutors (Firm Connections, LLC)	Farmington	CT
10275890	IXL Learning, Inc.	San Mateo	CA
10286167	J Appleseed, Inc	Mankato	MN
2908000	J.W. Pepper & Son, Inc.	Philadelphia	PA
11977000	Jack Rasmussen "Luthier"	Alington	TX
10836000	Jostens	Arlington	TX
10281270	JourneyEd.com, Inc	Allen	TX
101900	Junior Library Guild	Carol Stream	IL
10288130	Just Right Reader, Inc.	Dallas	TX
2817	KAMICO Instructional Media, Inc.	Salado	TX
44075000	Kaplan Early Learning Company	Charlotte	NC
10285737	KDAA Network Solutions LLC	Arlington	TX
10287192	KDW Uniform Sales Inc	Plano	TX
Vendor Not Set Up	Klett World Languages, Inc.	Chicago	IL
15303000	Knowsys Educational Services, LLC	Ganado	TX
10283412	Kodo Kids	Broomfield	CO
101068	Lab Resources, Inc.	Tomball	TX
Vendor Not Set Up	Lady Liberty Flag & Flagpole (Convict Hill Floor Covering/Design)	Austin	TX
2631000	Lakeshore Learning Materials, LLC	Carson	CA
10285521	Lakeshore Learning Materials, LLC (PUNCH-OUT)	Carson	CA
10276966	Laura Farnell	Arlington	TX
10288916	Lead Your School	Hebert City	UT
10278693	Lead4Ward, LLC	Plano	TX
10288345	Leapin' Leotards	Houston	TX
Vendor Not Set Up	Learn21	Cincinnati	OH
10282924	Learning A-Z, LLC	Boston	MA
13552000	Learning Internet (Learning.com)	Chicago	IL
9146	Learning Without Tears	Gaithersburg	MD
10276277	Learning Zone	San Antonio	TX
Vendor Not Set Up	Lee & Low Books Inc.	New York	NY
10280138	LEGO Education	Boston	MA
Vendor Not Set Up	Lehrbook, LLC	Monsey	NY
Vendor Not Set Up	Let The Beat Build Corp	Irving	TX
10284342	Letterland	Herndon	NC
10284528	Lexia Learning Systems LLC	Concord	MA
102587	Libraria	Beecher	IL
Vendor Not Set Up	Library Ideas, LLC	Vienna	VA
10282723	Lincoln Electric	Cleveland	OH
Vendor Not Set Up	Lingco Language Labs, Inc.	Lansing	MI
10286246	Literati, Inc	Austin	TX
101290	Lone Star Learning	Lubbock	TX
10287805	Loving Guidance, Inc	Oviedo	FL
10286658	Macie Publishing Company	Peapack	NJ
101350	Mackin Educational Resources (Mackin Book Company)	Burnsville	MN
10279015	MPS Bedford, Freeman & Worth	Palatine	IL
10288888	Magnatag Inc.	Fairport	NY
14501000	MakeMusic, Inc.	Louisville	CO
9888000	Mardel Inc	Oklahoma City	OK

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
10280722	Mariachi Connection	San Antonio	TX
663	Marianna Industries	Omaha	NE
10283279	Master Teacher The	Manhattan	KS
10285395	MasteryPrep	Baton Rouge	LA
10288372	Math GPS, LLC	Boerne	TX
13698000	MathWarm-Ups.com	Round Rock	TX
10282735	MAVICH	Keller	TX
8418	Maxwell Medals & Awards	Traverse City	MI
10288420	McGraw Hill LLC	Chicago	IL
10282369	MCP Shows (Margaret Clauder)	Arlington	TX
Vendor Not Set Up	Meg LLC	New York	NY
Vendor Not Set Up	Merge Labs, Inc.	San Antonio	TX
Vendor Not Set Up	Metadil USA Corporation	Hallandale Beach	FL
52805000	Midwest Technology Products	Sioux City	IA
10282928	Mighty Music Publishing	Austin	TX
14389000	MindWorks Resources	Coppell	TX
10286344	MobileMind Technologies, Inc.	Ponte Vedra	FL
10276763	Mr. Disposable Inc	Ridgewood	NY
10284998	MRNS Music	Carrollton	TX
Vendor Not Set Up	Mrs. Nelson's Book Company	Pomona	CA
8169	Multi-Health Systems Inc.,	Toronto	ON Canada
10282910	N Tune Music & Sound, Inc	Odessa	TX
10282875	Nasco (Nasco Education LLC)	Fort Atkinson	WI
102446	National Center for Youth Issues	Chattanooga	TN
3878	National Educational Systems, Inc	San Antonio	TX
57	National FFA Organization (Future Farmers of America)	Indianapolis	IN
10279525	National Inventors Hall of Fame	North Canton	OH
15334000	NCS Pearson, Inc., through its Clinical Assessment Business	Chicago	IL
1704000	New Readers Press	Syracuse	NY
Vendor Not Set Up	Next Level Libraries	Whitehall	PA
57350000	Norcostco Inc	Minneapolis	MN
8954	Northern Speech Services	Gaylord	MI
Vendor Not Set Up	NSV Inc. (nsavsolutions.com)	Patchogue	NY
10273576	OCLC, Inc.	Denver	CO
Vendor Not Set Up	OneScreen (NZS Inc.)	San Diego	CA
10282367	Oriental Trading Company (OTC Brands Inc)	Omaha	NE
10286305	Oriental Trading Company (OTC Brands Inc) - PUNCH-OUT	Omaha	NE
10285602	ORIGO Education	Earth City	MO
9186	Oticon Inc	Pittsburgh	PA
10282780	OverDrive, Inc.	Cleveland	OH
10288166	Ozark Delight Candy Company	Prairie Grove	AR
Vendor Not Set Up	Paloma Learning, Inc.	Alameda	CA
Vendor Not Set Up	Panda Pics Shop	Arlington	TX
1643000	Pellerin Laundry Machinery Sales Company, Inc.	Kenner	LA
60550000	Perfection Learning Corporation	Logan	IA
3531	Peripole, Inc	Salem	OR
60552000	Perma-Bound Books	Jacksonville	IL
10282930	Pikes Peak of Dallas	Dallas	TX
Vendor Not Set Up	Pioneer Healthcare Services LLC	San Diego	CA
102303	Pioneer Valley Educational Press	Florence	MA
10285751	Pitsco Education, LLC	Pittsburg	KS
10287206	Playaway Products LLC	Cleveland	OH
2922	Positive Promotions, Inc.	Hauppauge	NY
4068000	Prentke Romich Company	Cleveland	OH

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
4001	Precision Business Machines, Inc	DeSoto	TX
10280184	Prestige Business Solutions	Grapevine	TX
10287402	Priceless Education	Arlington	TX
10286468	Progress Learning LLC	Atlanta	GA
10284430	Project Lead The Way, Inc.	Indianapolis	IN
4945000	Psychological Assessment Resources, Inc	Lutz	FL
63265000	Pyramid School Products	TAMPA	FL
1047	QEP Inc.	Plano	TX
63308000	Quality Audio Visual Service, Inc.	North Richland Hills	TX
Vendor Not Set Up	QuaverEd, Inc	Nashville	TN
10284365	Quill Corporation	Philadelphia	PA
10281463	Rainbow Book Company	Crete	IL
10628000	Rally! Education	Glen Head	NY
10280485	Reading Horizons	Kaysville	UT
10287696	Really Good Stuff, LLC.	Shelton	CT
4403	Really Good Stuff, LLC. - PUNCH-OUT	Shelton	CT
10284158	Respondus, Inc.	Redmond	WA
10282876	Rethink Autism, Inc.	New York	NY
10288350	Robotics Classroom	Vacaville	CA
13325000	Romeo Music	Coppell	TX
10273019	Rosetta Stone LLC	San Mateo	CA
10284040	Roundtree Group, PLLC	Austin	TX
7627	Rydin Decal	Elk Grove Village	IL
9739	S&S Worldwide	Boston	MA
4646000	Saddleback Educational, Inc.	Pasadena	CA
10286657	Sal-Tees	Burleson	TX
Vendor Not Set Up	SAMS Shaping Academic Minds (TagTeam Tutoring)	Cedar Hill	TX
10284930	Savvas Learning Company LLC	Paramus	NJ
4542	Scholastic Book Fairs	Jefferson City	MO
100905	Scholastic Inc.	Cincinnati	OH
12506000	School Datebooks	Lafayette	IN
5346	School Health Corp	Hanover Park	IL
10286401	School Health Corp - PUNCH-OUT	Hanover Park	IL
6509	School Mate	Kearney	NE
10285363	School Specialty LLC	Philadelphia	PA
10285615	School Specialty - PUNCH-OUT	Philadelphia	PA
10284340	Seesaw	San Francisco	CA
10279391	Seidlitz Education	San Clemente	CA
7473000	Shar Products Company	Ann Arbor	MI
10287699	Shine 49 Media House, LLC	Blue Ridge	TX
10281520	Sirius Education Solutions	Austin	TX
Vendor Not Set Up	Smart Delivery Service Inc.	Southlake	TX
71260000	Social Studies School Service	Culver City	CA
10286320	Southern Floral Company	Houston	TX
10275506	Speech Corner	Chandler	AZ
10281836	Sphero, Inc	Greenville	TX
10286779	SSR Jackets	Dallas	TX
Vendor Not Set Up	STEM Education Works	Lafayette	IN
10280443	STEMfinity, LLC	Boise	ID
10282911	Steve Weiss Music	Willow Grove	PA
101937	String Connection The	Arlington	TX
10286123	Stuttering Therapy Resources, Inc.	McKinney	TX
10281828	Summit K12 Holdings Inc	Austin	TX
7042000	Super Duper Publications	Greenville	SC

Arlington Independent School District
Bid 25-56 Instructional Materials, Supplies, Service Providers & Consumable Items - Qualifying Bid
Effective Dates: June 18, 2025 through June 30, 2026

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Vendor #	Vendor	City	State
10284804	Superior Fiber & Data Services, Inc.	Carrollton	TX
10283553	Superior Text, LLC	Troy	MI
10287209	Sweet Pipes	Port Orange	FL
Vendor Not Set Up	Synergy Telcom Inc.	Indianapolis	IN
10281276	Teacher Innovations, Inc.	Yorkville	IL
592	Teachers Discovery Inc	Auburn Hills	MI
10285381	Teaching Strategies, LLC	Bethesda	MD
900000	Technical Laboratory Systems, Inc.	Houston	TX
Vendor Not Set Up	TechTerra Education	Chapel Hill	NC
Vendor Not Set Up	Teerifx (One Stitch Two Stitch)	Arlington	TX
7992	Tellermate Inc	Alpharetta	GA
Vendor Not Set Up	Texas Art Supply Company	Houston	TX
10276203	Texas Pottery Supply & Clay Company	Haltom City	TX
Vendor Not Set Up	Texas Pride Marketing	Willis	TX
80045000	Texas Scenic Company, Inc.	San Antonio	TX
10280254	Textbook Warehouse	Alpharetta	GA
10288357	The Bach Company	Mountain View	CA
Vendor Not Set Up	The Design Lab (5 Stones Creative)	Richardson	TX
11002000	The Flippen Group, LLC (Capturing Kids' Hearts)	College Station	TX
10288324	The Reading Warehouse	Summerville	SC
5031	Therapro, Inc.	Framingham	MA
10274181	Think Social Publishing, Inc	Santa Clara	CA
10851000	Thinking Maps, Inc.	Cary	NC
Vendor Not Set Up	Titan School Solutions, Inc.	Wilmington	NC
8478	Tobii Dynavox LLC	Pittsburgh	PA
10287039	Toolkit Technologies, Inc.	Austin	TX
Vendor Not Set Up	TriAxis Solutions	Fort Worth	TX
Vendor Not Set Up	Tumaini DC, Inc.	Washington	DC
Vendor Not Set Up	Tutteo Inc.	Claymont	DE
10281338	U.S. Games	Dallas	TX
Vendor Not Set Up	Uniform Solutions, Inc.	Carrollton	TX
100717	Unipak Corporation	West Long Branch	NJ
15296421	University of Texas at Austin High School	Austin	TX
10284278	USA Fundraisers LLC	Mont Belvieu	TX
84280000	Vandergriff Chevrolet	Arlington	TX
10274612	Velázquez Press	El Monte	CA
10288718	Vernier Science Education	Beaverton	OR
10286188	Vestige International	Desoto	TX
10274815	Vex Robotics Inc.	Dallas	TX
10281126	Voyager Sopris Learning	Boston	MA
87235000	West Music Company	Coralville	IA
Vendor Not Set Up	White Horse Distribution, LLC (Tammy Tran)	Fort Worth	TX
Vendor Not Set Up	Whole Phonics, Inc.	New York	NY
Vendor Not Set Up	WiddyUP, Inc.	Jackson	WY
4751	Wieser Educational, Inc.	Rancho Santa Margarita	CA
66347000	William H. Sadlier, Inc.	Newark	NJ
14524000	William Harris Lee & Company	Chicago	IL
Vendor Not Set Up	Winward Academy	San Diego	CA
100010	Woodburn Press	Dayton	OH
10284435	YouthPLAYS	Los Angeles	CA
5648	Zaner-Bloser, Inc.	Columbus	OH

*Failure to certify or agree to attribute

Estimated Award: \$6,000,000.00



FROM: Lisa Phillips
Purchasing Director

DATE: August 07, 2025

RE: Qualifying BID: BID 26-02 All-Purpose Supplies, Equipment and Services

Bid Number 26-02 is an annual contract for contracted services for all AISD departments. This is a qualifying bid that is open for the entire school year. As vendors are needed, responses will be accepted to the RFP online and the Purchasing Department will bring the new vendor(s) to the Board of Trustees for approval on a monthly basis. Quotes will be obtained from the responding bidders as purchases and services are needed. Some of the items and services provided are aluminum ramps and stairs, crane rental, electrical services, fencing, parking lot striping, and waterproofing.

It is recommended that all vendors meeting specifications be approved.

Arlington Independent School District
 26-02 All-Purpose Supplies, Equipment & Services Qualifying Bid
 Effective Dates: August 8, 2025- August 31, 2026

<u>Vendor Number</u>	<u>Participant Name</u>	<u>City</u>	<u>State</u>
10276593	A Turtle Loves Me	Gainesville	TX
10280626	ABI Digital Solutions / Digital Performance Gear (Airbrush Images Inc)	Conroe	TX
5333	Ace Mart Restaurant Supply	San Antonio	TX
Not Set Up	American Agro Products	Dallas	TX
9416	American Dance/Drill Team (Davis,Dreibrodt & Felder Inc.)	Salado	TX
Not Set Up	Asa Burk	Fort Worth	TX
10284937	Batteries Plus (TKC Enterprises)	Irving	TX
10287991	Beereaders Inc	Austin	TX
Not Set Up	Benchmark Signs (Brooks & Brooks Services)	Weatherford	TX
10287930	Boland Production Supply Inc.	Winter Haven	FL
10282912	Bus Bulletin, Inc.	Panama City	FL
10284080	Century Resources, LLC	Columbus	OH
10285458	Circle Saw Builders	Houston	TX
10281652	Class A Products	Northfield	OH
10284877	Clubhouse Trailer Company	Oklahoma City	OK
9815	Coaches Video LLC (Webb Electronics LTD)	Lewisville	TX
10286358	Crown Awards	Hawthorne	NY
Not Set Up	Dan's Auto/Truck Repair (DLW Enterprises)	Arlington	TX
10288340	Debs Dots, LLC	Arlington	TX
10284156	Delegard Tool of Texas	Houston	TX
10282170	DeMoulin Brothers & Company	Greenville	IL
Not Set Up	Designs by King	Lake Elsinore	CA
10288050	Diffit, Inc.	Oakland	CA
10284349	DOT Medical and Drug Testing Services, Inc.	Grand Prairie	TX
10288459	DSJ Contractors, Inc	Mansfield	TX
Not Set Up	Dwayne Stokley	Haltom City	TX
10288954	Eastern Plumbing Supplies	Dallas	TX
10947000	Empire Paper	Wichita Falls	TX
Not Set Up	Eureka Business Group	Plano	TX
Not Set Up	Exserv Facility Services, Inc.	Dallas	TX
Not Set Up	Field Dots, LLC	Arlington	TX
10288945	Game Chaser	Fort Worth	TX

15464000	GTS Technology Solutions, Inc.	Houston	TX
Not Set Up	Happy Pressure Washer (White Hat Holsters LLC dba)	Arlington	TX
Not Set Up	inMOTION Studios	Waxahachie	TX
102819	Interboro Packaging Corp.	montgomery	NY
2908000	J.W. Pepper & Son, Inc.	Philadelphia	PA
Not Set Up	John W. Gasparini	Fort Worth	TX
10287753	Joshua johnson (Joshua Johnson)	Arlington	TX
Not Set Up	JRL Vending	Macedonia	OH
12606000	Justin Seed Co.	Justin	TX
10288218	Kim Paper (Choice Cleaning Supply, Inc.)	Austin	TX
Not Set Up	Lady Liberty Flag & Flagpole (Convict Hill Floor Covering & Design, Inc.)	Austin	TX
10287514	LiveSchool (LiveSchool, Inc.)	Brentwood	TN
10282735	Mavich	Keller	TX
Not Set Up	Miller Equipment Company (Kam Miller & Sons LLC)	Garland	TX
Not Set Up	MP Healthcare Medical Supply (Procare Mobility and Medical Supply)	San Antonio	TX
10284998	MRNS Music	Carrollton	TX
10288816	MTMG AV Pro LLC	Irving	TX
13357000	Music and Arts (Guitar Center Stores Inc)	Frederick	MD
10288794	National Guaranteed Vinyl, Inc.	Ben Wheeler	TX
57350000	Norcostco Inc	Minneapolis	MN
Not Set Up	OccuPros	Arlington, TX	TX
10285559	On Guard Transport LLC	Grand Prairie	TX
102850009	Parts Town, LLC	Chicago	IL
10282015	Screencast-O-Matic (Big Nerd Software LLC)	Seattle	WA
Not Set Up	Service Tech Cooling Towers LLC	Chickasha	OK
10287699	Shine 49 Media House, LLC	Blue Ridge	TX
10288513	Shipley Donuts	Arlington	TX
10288316	Southern Construction	Rockwall	TX
Not Set Up	Spencer Key	Denton	TX
11876000	Star Roofing and Sheet Metal (M & H Roofing and Sheet Metal)	Balch Springs	TX
10287209	Sweet Pipes	Port Orange	FL
Not Set Up	Texas Art Supply Company	Houston	TX
Not Set Up	The Mariachi Connection	San Antonio	TX
2296000	Trinity Ceramic Supply, Inc (Trinity Ceramic Supply)	Dallas	TX
100717	Unipak Corp.	West Long Branch	NJ

12548000	United Ag & Turf	Waco	TX
Not Set Up	WRS Group, Ltd.	Waco	TX

Award Total: \$1,000,000.00

* This amount covered entire bid



FROM: Lisa Phillips
Director of Purchasing

DATE: August 7, 2025

RE: Qualifying RFP: RFP 26-06 Academic Educational Consultants and Professional Development Services

Request for Proposal **26-06** is an annual contract for academic educational consultants and professional development services for all AISD departments and campuses. This is a qualifying bid that is open for the entire school year. As vendors are needed, responses will be accepted to the RFP online and the Purchasing Department will bring the new vendor(s) to the Board of Trustees for approval on a monthly basis. Prior to contracting for services, quotes will be obtained from the approved bidders as needed. Services provided under this RFP include educational consulting services, trainers, and professional development speakers.

It is recommended that all vendors meeting specifications be approved.

Arlington Independent School District
RFP #26-06 Academic Educational Consultants and Professional Development
Services Effective Dates: August 8, 2025- August 31, 2026

Vendor Number	Responding Supplier	City	State
NOT SET UP	360 Athletics	Edinburg	TX
10279408	Accountable Healthcare Staffing, Inc.	Boca Raton	FL
10276020	Amanda Musser	Arlington	TX
9416	American Dance/Drill Team	Salado	TX
10283707	Educational Consulting and Evaluations, LLC	Grapevine	TX
10289004	Final Graphic	Fort Worth	TX
NOT SET UP	Fort Worth Pediatric Therapy PLLC	Fort Worth	TX
10285967	Happy Chapters, LLC	Austin	TX
10286549	IL Inizio Consulting, PLLC	Garland	TX
NOT SET UP	inMOTION Studios	Waxahachie	TX
NOT SET UP	Integrity Educational Consulting	Lewisville	TX
NOT SET UP	IPS Global Consulting Group	Dallas	TX
NOT SET UP	JNREMU Business Solutions	Frisco	TX
10288044	Jonathan Weeks	Roanoke	TX
NOT SET UP	Learn2Engage	Summerfield	FL
NOT SET UP	Legacy Counseling & Life Coaching LLC	Grand Prairie	TX
10275790	LISA VAN GEMERT, LLC	Arlington	TX
NOT SET UP	Mental Health Wellness LLC	Southlake	TX
NOT SET UP	Mira J. Rollins Engagement Programs	Cedar Hill	TX
NOT SET UP	Pamela L. Fox, PLLC dba Synergy Counseling & Coaching Center	Grand Prairie	TX
NOT SET UP	Premier Distinctions	Desoto	TX
10285094	Spectrum Consulting	Grand Prairie	TX

Total Estimated Award: \$250,000.00*

*Amount covers entire bid award

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
August 7, 2025

Contact Person: Michael Hill

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item: Approval of 25-26 Juvenile Justice Alternative Education Program Memorandum of Understanding

District Priority / Goals Addressed

Safety & Discipline: The District prioritizes a safe and productive learning environment for students and staff. As we work to create that space, this Memorandum of Understanding with Tarrant County JJAEP provides an alternative placement for students who have exhibited certain extreme behaviors that compromise our ability to have a safe and productive learning environment.

Background

Pursuant to Chapter 37 of the Texas Education Code, this Memorandum of Understanding is entered into by the Arlington ISD and Tarrant County. The minimum length of a placement in this new agreement will continue to be 60 successful days. The state will continue to pay \$86.00 per day for each day of attendance for mandatory placements at JJAEP. AISD will pay \$129.00 per day for every day of attendance for discretionary placements at JJAEP.

Fiscal Implications

\$29,100.00

Recommendation

The administration recommends the Board of Trustees approve the 25-26 Juvenile Justice Alternative Education Program Memorandum of Understanding as it is presented.

Submitted by: *Michael Hill*
Date: July 30, 2025



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM
IN TARRANT COUNTY
MEMORANDUM OF UNDERSTANDING

Term of Agreement: August 1, 2025 – July 31, 2026

TARRANT COUNTY JUVENILE BOARD
TARRANT COUNTY JUVENILE SERVICES
TARRANT COUNTY PUBLIC SCHOOL DISTRICTS
TARRANT COUNTY JUVENILE COURT

This memorandum of understanding (MOU) is entered into pursuant to Chapter 37, Texas Education Code, by and between certain Texas public school districts in Tarrant County ("Districts"), as indicated by the signatures of their representatives to this Memorandum hereinbelow and Tarrant County, a political subdivision of the State of Texas (the "County"), acting through Tarrant County Juvenile Services ("TCJS") and the Juvenile Board of Tarrant County.

WHEREAS, Tarrant County, Texas, has a population greater than 125,000, and therefore, the Tarrant County Juvenile Board is required to develop a Juvenile Justice Alternative Education Program (JJAEP) subject to the approval of the Texas Juvenile Justice Department; and

WHEREAS, the Districts of Tarrant County desire to participate in and positively support the Program.

NOW, THEREFORE, the Districts and the Juvenile Board, in consideration of the recitals set forth above and the terms, covenants, and conditions set forth herein, agree as follows:

1. **Subject of Agreement:** The Juvenile Board, in cooperation with the Districts, will provide the juvenile justice alternative educational programming as specified in Chapter 37, Texas Education Code, either through the direct provision of services or through a contractual agreement with an education provider. The programming will be managed by Tarrant County Juvenile Services ("TCJS"), subject to the oversight of the Juvenile Board. TCJS and its authorized representatives and employees shall be the contact points for the Districts regarding all JJAEP matters.
2. **School Districts:** The Juvenile Board will offer JJAEP services for the benefit of any school district located, in whole or in part, in Tarrant County, Texas, for students of the district who reside in Tarrant County or whose managing conservator, joint managing conservator, or possessory conservator reside in Tarrant County. The Districts include:

- | | |
|------------------------|-----------------------|
| Arlington | Fort Worth |
| Azle | Grapevine-Colleyville |
| Birdville | Hurst Eules Bedford |
| Burleson | Keller |
| Carroll | Kennedale |
| Castleberry | Lake Worth |
| Crowley | Mansfield |
| Eagle Mountain-Saginaw | Northwest |
| Everman | White Settlement |

3. **Location:** The JJAEP will be provided in a facility operated and maintained by Tarrant County, Texas, or through a contractual agreement with an education provider. Facilities must comply with all applicable federal, state, county, and city regulations.

Eligibility and Enrollment:

- A. Texas Education Code, Chapter 37.010(a) requires that every expelled student who is not detained or receiving treatment under an order of the juvenile court must be enrolled in an educational program. The JJAEP will provide services to students expelled under the mandatory expulsion criteria in Chapter 37.007(a), (d), or (e), or who are ordered to attend the JJAEP by the Juvenile Court.
 - B. The JJAEP will also provide services to students in grade levels 6th – 12th or ages 12 – 17 expelled under the discretionary expulsion criteria in Chapter 37.007(b), (c), or (f), and who are referred to the JJAEP by a District. Discretionary referrals will be accepted on an as-space-is-available basis.
 - C. Each District will provide the Director of TCJS with a viable estimate of the number of projected discretionary student attendance days to be utilized for the upcoming school year by completing the JJAEP School Year Projections report by June 30th each year. (Attachment A)
 - D. The Juvenile Board will provide JJAEP services to expelled students who are less than eighteen (18) years of age. Students who are referred, who are eighteen (18) years of age or older, will be reviewed for admission on an individual basis and will be admitted or denied at the sole discretion of the Director of TCJS. The JJAEP will be required to begin enrollment proceedings within two (2) working days of receipt of referral, and the student will attend the JJAEP within five (5) working days of the initiation of enrollment proceedings. Upon expulsion to JJAEP, parents electing to place their child in a private or home school will provide private school information or home school curriculum information to the JJAEP Probation Officer. The Probation Officer will review the terms of the expulsion order and all applicable terms of probation. If the District Court does not intervene by ordering this student to attend the JJAEP, then TCJS will notify the District Liaison of the parents' decision to place their child in a private or home school.
 - E. Eligibility for enrollment at the JJAEP is also determined by service capacity. The JJAEP will serve no more than a maximum of a hundred (100) students each day that school is in session. Upon reaching maximum capacity at the JJAEP, the Districts will serve any additional expelled students within their respective Districts until space becomes available at the JJAEP. Priority for eligibility for enrollment at the JJAEP once maximum capacity is reached will be on a first-come, first-served basis, determined by the date and time of the receipt by the JJAEP of the individual referral.
5. **Referral:** If a student is expelled under the mandatory or discretionary Title 5 felony expulsions provisions, the referral to TCJS requires a law enforcement report. If a student is removed to the JJAEP under the registered sex offender provision, the referral to TCJS requires official documentation of this registration. All referrals should be completed on the "Independent School District Removal and Expulsion Notification to Tarrant County Juvenile Services" form with the following attachments: expulsion order, sending school withdrawal form with grades, recent report card, TEA withdrawal form, status of LEP if applicable and any accompanying documentation regarding testing exemptions, high school transcript, TAKS/STAAR/EOC test profile sheet, recent TAKS/STAAR/EOC scores, graduation plan, birth certificate, social security, immunization record, special education records including recent admission review and dismissal (ARD) report, manifestation determination (ARD), individual education plan (IEP), modifications necessary for success in general education program, 504 C documents, and psychological assessment.

6. **Reimbursement:**

- A. From August 1, 2025 to July 31, 2026, the Juvenile Board will provide an alternative education program for expelled students who meet the criteria of Chapter 37, Section 37.007(a), (d), or (e), as outlined by the Texas Juvenile Justice Department, including mandatory expulsions when the adjudication petition is not sustained or if the proceeding is dismissed. The state will pay \$86.00 a day for each day of attendance.
- B. Each District that refers a student expelled under Chapter 37.007(b), (c), or (f) or removed under 37.309 will pay \$129.00 a day for every day of attendance. In the event of school closure, due to severe community health issues, disaster, flood, or extreme weather conditions, said District will pay \$125 a day during any such closure for up to five (5) school calendar days. Payments will be made within thirty (30) days of receipt of an invoice from TCJS. Districts placing discretionary students in the JJAEP agree up to a 180-day regular school year, and up to a 35-day summer school program.

7. **Due Process:** Students who are expelled from the school district setting will be afforded due process within the respective District as provided by District policy and federal and state law.

8. **Notice:**

- A. For purposes of this Agreement and pursuant to the Texas Family Code, Section 52.041(e), notice by a school district of an expulsion must be provided to Tarrant County Juvenile Services, 3131 Sanguinet, Fort Worth, Texas 76107, within two (2) working days of the expulsion order. Failure to timely notify Juvenile Services will result in the District's duty to compel the student to continue attending the District's educational program, which will be provided to that student until such time as the notification to Juvenile Services is properly made.
- B. Juvenile Services will provide notification to Districts of action taken regarding expulsion referrals within two (2) working days of the disposition of those cases identified in accordance with Texas Family Code, Section 52.041(d).

9. **Placement Term:** For each student expelled under mandatory and discretionary expulsion criteria, who is placed in the JJAEP by a District or TCJS, the minimum term of such placement will be coterminous with the term of the student's expulsion from school. The minimum placement in JJAEP will be sixty (60) successful days of attendance and appropriate behavior. The maximum placement shall be twelve (12) months and is reserved only for firearms offenses. The JJAEP may offer incentives for positive behavior, which may include up to a twenty (20) day reduction in the expulsion term. District expulsion orders will require the student to successfully complete all program requirements of the JJAEP. A weekly attendance progress record will be provided to the Districts. For each student expelled under the mandatory expulsion criteria who is placed at the JJAEP, the Juvenile Court will consider the term of a student's expulsion in entering any order as to the student, including terms and conditions of release from custody, deferred prosecution, or probation. Upon the student meeting all expulsion and Court requirements or the JJAEP receiving official documentation that the Title 5 felony charges leading to the expulsion have been dismissed or reduced to a misdemeanor offense, the student's enrollment will be transferred to the District of residence. The student's assignment at the District of residence will be within the sole discretion of the district of residence.

10. **District Liaison:** The District will appoint a person to coordinate referral and transition services and communications related to the intake, educational programming, and the transition back to the

District for students who have fulfilled all conditions of expulsion and/or court-ordered placement at the JJAEP.

11. **Transportation**: Transportation of students to the JJAEP is the responsibility of the student and/or their parents. Special Education students' transportation to the JJAEP (as a related service) will be reviewed by the District ARD committee prior to placement and may be provided as determined by District policy. In circumstances where transportation services are provided by the JJAEP, the District will provide a designated, supervised pick-up and drop-off point for JJAEP students from their District. Tarrant County shall be reimbursed for appropriate transportation expenses as provided by law. The reimbursement terms shall be negotiated by the Board, or its representative, and all applicable Districts, individually or collectively, as appropriate.
12. **Instructional Program**: The JJAEP will provide instruction in English Language Arts, Math, Science, Social Studies, and self-discipline.
13. **Academic Progress Review**: The JJAEP will ensure a review of the student's academic progress with each enrolled student and with the student's parent/guardian at every JJAEP grade reporting period (not to exceed six (6) weeks), and at discharge.
14. **Graduation Plan**: The District and JJAEP will ensure the development of a specific graduation plan for each enrolled high school student. The JJAEP will review a student's progress toward meeting high school graduation requirements at the end of every semester. The District will consider work completed and/or course credit earned in the JJAEP as credit earned at a District school.
15. **Special Education/ESL/504 Services**:
 - A. The JJAEP must be notified in writing and invited to participate in all ARD committee meetings scheduled to consider placement at the JJAEP for a special education student. The District Liaison is responsible for notifying all parties involved. Prior to the ARD, the District will contact the JJAEP Coordinator of Educational Services to discuss the student transition plan. Students with disabilities who are placed in the JJAEP will be afforded education services determined by a duly constituted ARD committee to be appropriate for the student to receive a free and appropriate public education as defined by Federal and State laws. Both those educational and non-educational services to be provided in accordance with the student's IEP, which are not statutorily required to be provided by the JJAEP, will be provided by the District. The District will be responsible for annual ARDs, three-year re-evaluation ARDs, and assessments.
 - B. The JJAEP provider may request in writing to the District Liaison the evaluation of a JJAEP student to review or determine the need for special education and related services. The District will prioritize these requests.
 - C. The JJAEP, in collaboration with the sending District, must ensure that a student who is non-English speaking or who speaks English as a second language is provided ESL/LEP services and instruction appropriate to address his or her needs, as determined by a language proficiency assessment committee (LPAC). Documentation of the LPAC determinations will be provided and maintained by the sending Districts.
 - D. The JJAEP must be notified, in writing, at the time of referral, of all students who require 504 accommodations. The JJAEP will provide 504 accommodations as indicated and in conjunction with the sending District.

16. **Transition Process:** In anticipation that a student is going to meet the District expulsion order and Court requirements, the JJAEP will contact the District Liaison 7-10 days prior to the anticipated release date to determine the student's placement upon return. The JJAEP will complete the exit packet and coordinate the student's transition with the parent and receiving school.
17. **Student Codes of Conduct:** The Juvenile Board will ensure the development and adoption of a Student Code of Conduct for students enrolled in the JJAEP. In order to facilitate student transition planning, the District will file with the Juvenile Board a copy of the District's approved Student Code of Conduct. The TEC 37.007(c) defines the serious misbehaviors for which a student may be placed in the JJAEP if the conduct occurs while the student is enrolled in the District's Alternative Education Program ("DAEP").
18. **Compulsory Attendance:** The JJAEP will enforce the compulsory attendance laws for students enrolled in the program. The JJAEP will notify the District Liaison when a student fails to enroll, and the District will enforce the compulsory attendance laws as to that student. The JJAEP will provide the District Liaison a preliminary JJAEP school calendar for the upcoming school year by August 1st each year.
19. **Term:** The term of this agreement will commence on the 1st day of August 2025 and will end on July 31, 2026.
20. **Disclosure of Interested Parties:** All signatures acknowledge that it is a "governmental entity" and not a "business entity" as those terms are defined in Tex. Gov't Code § 2252.908, and therefore, no disclosure of interested parties pursuant to Tex. Gov't Code Section 2252.908 is required.

[Signature Page Follows]

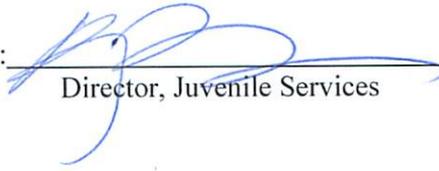
68 Executed on the _____ day of _____, 2025.

_____ Independent School District Tarrant County

By: _____
Board of Trustees, President *CMH*

By: 
Juvenile Board, Interim Chairman

Attest:

By: 
Director, Juvenile Services

By: _____
Board of Trustees, Secretary

Recommended:

By: _____
Superintendent *CMH*

**Attachment A
JJAEP School Year Projections Report**

The Memorandum of Understanding states:

Each District will provide the Director of TCJS a viable estimate of the number of projected discretionary student attendance days to be utilized for the upcoming school year by completing the JJAEP School Year Projections report by June 30th each year.

Projected # of new discretionary referrals to the JJAEP for the 2025/2026 School Year:

Priority 1

of new discretionary Title 5 felonies and registered sex offender referrals:

3

Priority 2

of other new discretionary referrals accompanied by a felony, a class A or B misdemeanor law enforcement report #:

3

Priority 3

of other new discretionary referrals, such as serious misbehavior while in a DAEP:

3

Projected # of discretionary student attendance days to be utilized at the JJAEP for the 2025/2026 School Year:

90

Arlington ISD
District

Michael Allen
District Liaison Signature

8.4.2025
Date

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

ADD POLICY

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an [innovation plan](#).¹

¹ Innovation Plan: <https://www.aisd.net/>

PROPOSED REVISIONS

Membership	The Board shall consist of seven members.
Method of Election	Election of Board members shall be by place.
Election Date	General election of Board members shall be on the May uniform election date.
Terms and Election Schedule	Board members shall be elected for three-year terms, with elections conducted annually, as follows:
Places 1, 2, and 3	The election for places 1, 2, and 3 shall be held in <u>2027, 2030, 2033</u> , 2018, 2021, 2024 , and in three-year intervals thereafter.
Places 4 and 5	The election for places 4 and 5 shall be held in 2019, 2022 , 2025, <u>2028, 2031</u> , and in three-year intervals thereafter.
Places 6 and 7	The election for places 6 and 7 shall be held in 2020, 2023 , 2026, <u>2029, 2032</u> , and in three-year intervals thereafter.
Method of Voting	To be elected, a candidate must receive more votes than any other candidate for the place.
Plurality	

PROPOSED REVISIONS

**Public Information
Coordinator**

After Election or
Appointment

After a Violation

The Superintendent ~~or designee~~ shall fulfill the responsibilities of the public information coordinator and shall receive, on behalf of Board members, the training specified by Government Code 552.012. [See GBAA]

A Board member who receives written notice from the attorney general that the member must complete Public Information Act (PIA) training described by GBAA(LEGAL) following the District's failure to comply with a PIA requirement shall complete the training within the timelines described in law. The completion of the training in response to such a notice cannot be delegated.

**Reporting
Continuing
Education Credit**

The Board President shall announce the status of each Board member's continuing education credit. The announcement shall be made annually at the last regular Board meeting before the District's uniform election date, whether or not an election is held. The announcement shall be reflected in the meeting minutes and, when necessary, posted on the District's website in accordance with law.

PROPOSED REVISIONS

Development

The Superintendent and administrative staff shall be responsible for developing and enforcing procedures for the operation of the District. These procedures shall constitute the administrative regulations of the District and shall consist of guidelines, handbooks, manuals, forms, and any other documents defining standard operating procedures.

The Superintendent or designee shall ensure that administrative regulations are kept up to date and are consistent with Board policy. The Superintendent or designee shall resolve any discrepancies among conflicting administrative regulations. In case of conflict between administrative regulations and policy, policy shall prevail.

No Board Action

Administrative regulations are subject to Board review but shall not be adopted by the Board.

Availability

Administrative regulations shall be ~~housed on the District's website~~ and made accessible to staff, students, and the public as required by law or Board policy.

DELETE POLICY

Note: The Texas Economic Development Act, Tax Code Chapter 313, Subchapters B and C, expired on December 31, 2022.

A limitation on appraised value approved before the expiration continues in effect according to the law as it existed immediately before its expiration, and the law is continued in effect for purposes of the limitation on appraised value.

Texas Economic Development Act Purpose

These provisions outline the District's procedures enforcing agreements under the Texas Economic Development Act (the Act), as set forth in Tax Code Chapter 313. [See CCGB(LEGAL)]

Superintendent Responsibilities After Agreement

During the term of any agreement, the Superintendent shall ensure that all reporting requirements are met in a timely manner by the District and the applicant. The Superintendent is authorized to delegate this function to District consultants.

Statements Regarding Conflicts of Interest

Within 60 days after each Board election or appointment, each new Board member shall submit a conflict of interest statement confirming or denying the existence of a conflict of interest or a substantial business interest in each project that is the subject of an agreement or amendment to an agreement with the District. This requirement to submit a conflict of interest statement within 60 days shall also apply to any new District employee who is a local government official under Local Government Code Chapter 176. The completed statements shall be retained by the District with each affected agreement. If a conflict or substantial interest exists, the appropriate disclosure forms shall be completed and filed as required by law. [See BBFA(LEGAL)]

PROPOSED REVISIONS

Note: For purposes of this policy, the terms “gift” and “donation” have the same meaning.

Unsolicited Gifts*Authority to Accept*

The Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District. However, any gift that the potential donor has expressly made conditional upon the District’s use for a specified purpose, or any gift of real property, shall require Board approval.

Once accepted, a gift becomes the sole property of the District.

Criteria for Acceptance

The District shall not accept any gift that would violate or conflict with policies of or actions by the Board or with federal or state law.

Before the Superintendent ~~or designee~~ accepts a gift or recommends acceptance of a gift to the Board, as applicable, the Superintendent ~~or designee~~ shall consider whether the gift:

1. Has a purpose consistent with the District’s educational philosophy, goals, and objectives;
2. Places any restrictions on a campus or District program;
3. Would support a program that the Board may be unable or unwilling to continue when the donation of funds is exhausted;
4. Would result in ancillary or ongoing costs for the District;
5. Requires employment of additional personnel;
6. Requires or implies the endorsement of a specific business or product [see GKB for advertising opportunities];
7. Would result in inequitable funding, equipment, or resources among District schools or programs;
8. Obligates the District or a campus to engage in specific actions; or
9. Affects the physical structure of a building or would require extensive maintenance on the part of the District.

Solicitations

An employee who solicits gifts on behalf of the District or for use in the fulfillment of his or her professional responsibilities shall comply with relevant state and federal law and any District administrative regulations.

All donations solicited on behalf of the District, including solicitations in the name of the District or a campus, or donations solicited

OTHER REVENUES
GIFTS AND SOLICITATIONS

CDC
(LOCAL)

using District or campus resources, become the sole property of the District.

Web-Based
Solicitations

~~An employee who solicits gifts on behalf of the District or for use in the fulfillment of his or her professional responsibilities shall comply with relevant state and federal law and any District administrative regulations.~~

~~All donations solicited on behalf of the District, including solicitations in the name of the District or a campus, or donations solicited using District or campus resources, become the sole property of the District.~~

An employee may solicit web-based donations of money or items for use by the employee in fulfilling his or her professional responsibilities or for the District's use, including "crowdfunding." However, an employee shall obtain prior approval from the employee's immediate supervisor before using the name or image of the District, a campus, or any student.

PROPOSED REVISIONS

**Capitalization
Threshold**

The capitalization threshold for purposes of classifying individual capital assets shall be ~~\$5,000~~10,000.

The Superintendent shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

PROPOSED REVISIONS**Purchasing
Authority**

The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs ~~\$50,000~~100,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place, except as otherwise provided in this policy.

The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases, but shall subsequently report them to the Board:

1. A continuing or periodic purchase under a Board-approved bid or contract for food and nutrition services;
2. A purchase of budgeted regulated utility services; or
3. A purchase of produce or fuel.

**Exception for
Emergency
Contracts**

In the event of a catastrophe, emergency, or natural disaster affecting the District, the Board delegates to the Superintendent the authority to contract for the replacement, construction, or repair of school equipment or facilities in accordance with law, if emergency replacement, construction, or repair is necessary for the health and safety of District students and staff. The Superintendent shall report to the Board at the next regular meeting any contract made under this authority. [See Disaster Exception, CH(LEGAL)]

The delegation regarding emergency contracts does not waive competitive purchasing requirements under Education Code Chapter 44. Only the Board is authorized to waive competitive purchasing requirements under limited circumstances in accordance with Education Code 44.031(h). [See Emergency Damage or Destruction, CH(LEGAL)]

**Purchasing
Procedures**

The Superintendent shall develop purchasing procedures to implement the requirements of state and federal law. [See also CB, CBB, CH(LEGAL), and COA]

Purchasing Method

The Board delegates to the Superintendent the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate.

***Competitive
Bidding***

If competitive bidding is chosen as the purchasing method, the Superintendent shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be in accordance with Board-adopted rules. All bidders shall be invited to attend the bid opening. Any bid

PURCHASING AND ACQUISITION

CH
(LOCAL)

may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.

The District may reject any and all bids in accordance with state or federal law, as applicable.

The Board shall accept the bid it deems to be in the best interest of the District. Quality and suitability of the product, and not price alone, shall be considered in the acceptance of bids. Consideration shall also be given to the bidder's references and record for responsibility, knowledge of the product, and service.

*Competitive
Sealed Proposals*

If competitive sealed proposals are chosen as the purchasing method, the Superintendent shall prepare the request for proposals and/or specifications for items to be purchased. All proposals shall be in accordance with administrative regulations, and the submission of any electronic proposals shall also be in accordance with Board-adopted rules. Proposals received after the specified time shall not be considered. Proposals shall be opened at the time specified, and all proposers shall be invited to attend the proposal opening. Proposals may be withdrawn prior to the scheduled time of opening. Changes in the content of a proposal, and in prices, may be negotiated after proposals are opened.

The District may reject any and all proposals in accordance with state or federal law, as applicable.

Electronic Bids or Proposals

Bids or proposals that the District has chosen to accept through electronic transmission shall be administered in accordance with Board-adopted rules. Such rules shall safeguard the integrity of the competitive procurement process; ensure the identification, security, and confidentiality of electronic bids or proposals; and ensure that the electronic bids or proposals remain effectively unopened until the proper time.

Responsibility for Debts

The Board shall assume responsibility for debts incurred in the name of the District so long as those debts are for purchases made in accordance with the adopted budget, state law, Board policy, and the District's purchasing procedures. [See CE] The Board shall not be responsible for debts incurred by persons or organizations not directly under Board control. Persons making unauthorized purchases shall assume full responsibility for all such debts.

Purchase Commitments

All purchase commitments shall be made by the Superintendent in accordance with administrative procedures, including the District's purchasing procedures.

Personal Purchases

District employees shall not be permitted to make purchases for personal use through the District's business office.

DELETE POLICY

Guiding Principles and Application

This policy applies to all complaints or grievances from:

1. All persons, corporations, partnerships, or any other entity that seeks engagement in or has engaged in a contractual relationship with the District to provide goods or services; and
2. All persons, corporations, partnerships, and any other entity that claims to have performed services or provided goods to the District based on any understanding it may have had with any officer, employee, or agent of the District.

That are related to or arising out of:

1. The administration or performance of contracts or an alleged contract for goods or services by the District, its agents, its employees, or its contractors; and
2. The acts of the District or any of its employees, officers, agents, or contractors related to a contract or an alleged contract for goods or services, including the alleged negligent or intentional conduct of any District employee, officer, agent, or contractor.

This policy does not apply to persons who are employees of the District or to any complaint or grievance arising from employment in the District.

Definitions

For purposes of this policy, the following definitions apply:

Complaint /
Grievance

The terms "complaint" and "grievance" shall have the same meaning.

Filing

"Filing" means submitted by certified mail, return receipt requested. Filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline date.

Days

"Days" means calendar days. "Business days" means days on which the District's administrative office is open for business and does not include weekends or holidays.

In calculating timelines under this policy, the day a document is filed, mailed, or otherwise delivered is "day zero," and all deadlines shall be determined by counting the following day or business day, as appropriate, as "day one."

Response

At Level One and Two, "response" shall mean a written communication to the complainant from the appropriate administrator. Responses may be hand-delivered or sent by U.S. Mail to the individual's mailing address of record. Mailed responses shall be timely if they are postmarked by the U.S. Mail on the deadline and received

by the individual or designated representative no more than three business days after the response deadline.

Representative

“Representative” shall mean any person who or organization that is designated by an individual to represent the individual in the complaint process.

The individual may designate a representative through written notice to the District at any level of this process. If the individual designates a representative with fewer than three days’ notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District’s counsel.

General Provisions

Complaints arising out of an event or series of related events shall be addressed in one complaint. An individual shall not bring separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

Complaints that are not filed in accordance with the timelines shall be dismissed. No administrator shall have the authority to extend a deadline for filing a complaint.

The complainant may appeal the dismissal by seeking a review in writing within ten days, starting at the level at which the complaint was dismissed. Such appeal shall be limited to this issue of timeliness.

All appeals challenging the determination of timeliness shall be filed in writing and state the reason the complainant believes the complaint was timely filed. For appeals of timeliness only, the complainant shall not be entitled to make a personal presentation at any grievance level on the subject. Rather a determination shall be made solely on the written documentation provided by the complainant in connection with the appeal.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint Form

Complaints under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint must be attached to the complaint form. If the individual does not have copies of these documents, they may be presented at the Level One conference. After the Level One conference, no new documents shall be submitted unless the individual did not know the documents existed before the Level One conference.

PURCHASING AND ACQUISITION
VENDOR DISCLOSURES AND CONTRACTSCHE
(LOCAL)

A complaint form that is incomplete in any material aspect may be dismissed, but may be refiled with all the requested information if the refiling is within the designated time for filing a complaint.

Level One

Complaint forms must be filed:

1. Within 90 days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the chief financial officer.

If the complaint is not filed with the appropriate administrator, the receiving administrator shall note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall hold a conference with the individual within ten business days after receipt of the written complaint. The administrator shall have ten business days following the conference to provide the individual a written response.

Level Two

If the individual did not receive the relief requested at Level One or if the time for a response has expired, he or she may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days after receipt of a response or, if no response was received, within ten days of the response deadline at Level One.

The Superintendent or designee shall hold a conference within ten business days after the appeal notice is filed. At the conference, the Superintendent or designee shall consider only the issues and documents presented by the grievant at Level One and identified in the Level Two appeal notice. The Superintendent or designee shall have ten business days following the conference to provide the individual a written response. The Superintendent may consider District records in reaching a decision.

Level Three

If the individual did not receive the relief requested at Level Two or if the time for a response has expired, he or she may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days after receipt of a response or, if no response was received, within ten days of the response deadline at Level Two.

PURCHASING AND ACQUISITION
VENDOR DISCLOSURES AND CONTRACTSCHE
(LOCAL)

The Superintendent or designee shall inform the individual of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board with copies of the complaint form, all responses, all appeal notices, and all written documentation previously submitted by the individual or the administration. The Board shall consider only those issues and documents presented at the preceding levels and identified in the appeal notice.

The Board shall determine whether the complaint shall be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the individual or his or her representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court recorder.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. Announcing the Board's decision or announcing the effect of Board inaction in the complainant's presence constitutes communication of the decision. If for any reason the Board fails to reach a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of response by the Board upholds the administrative decision at Level Two.

Arlington ISD
220901

OFFICE COMMUNICATIONS
MAIL AND DELIVERY

CPAB
(LOCAL)

PROPOSED REVISIONS

District employees shall not have personal mail/packages delivered to a District facility.

Use of Internal Mail System

The District mail system for delivering items between District buildings shall not be available for use other than official school business. [See also GKDA]

The ~~executive~~ director of ~~finance~~ purchasing shall be responsible for determining whether specific mail constitutes District mail.

PROPOSED REVISIONS

The Superintendent shall oversee the performance of records management functions prescribed by state and federal law:

- Records administrator, as prescribed by Local Government Code 176.001 and 176.0065. [See BBFA]
- Officer for public information, as prescribed by Government Code 552.201–.205. [See GBAA]
- Public information coordinator, as prescribed by Government Code 552.012. [See BBD]

**Local Government
Records Act**

“Local Government
Record”

Records
Management
Officer

The term “local government record” shall pertain to all items identified as such by the Local Government Records Act.

The ~~Superintendent~~ records management officer shall serve as and perform the duties of the District’s records management officer as prescribed by Local Government Code 203.023 and shall administer the District’s records management program pertaining to local government records in compliance with the Local Government Records Act.

Notification

The records management officer shall file his or her name with the Texas State Library and Archives Commission (TSLAC) within 30 days of assuming the position.

Electronic Records

The records management officer shall develop procedures for the management of electronic records that comply with the District’s records control schedules and meet the minimum components required by law.

The procedures shall:

1. Specify the objectives of the electronic records management program;
2. Identify the responsibilities of employees who create, receive, or maintain electronic records;
3. Ensure the maintenance of electronic records until the expiration of the applicable retention period and final disposition; and
4. Ensure that electronic records that must be protected from unauthorized use or disclosure are appropriately protected as required by law, regulation, or other applicable requirements.

OFFICE MANAGEMENT
RECORDS MANAGEMENT

CPC
(LOCAL)

**Records Control
Schedules**

The records management officer shall file with the TSLAC a written declaration that the District has adopted records control schedules that comply with records retention schedules issued by the TSLAC as provided by law.

Website Postings

The District's records management program shall address the length of time records will be posted on the District's website when the law does not specify a posting period.

**Records Destruction
Practices**

All local government records shall be considered District property and any unauthorized destruction or removal shall be prohibited. The District shall follow its records control schedules, records management program, and all applicable laws regarding records destruction. However, the District shall preserve records, including electronically stored information, and suspend routine record destruction practices where appropriate and in accordance with procedures developed by the records management officer. Such procedures shall describe the circumstances under which local government records scheduled for destruction must be retained. Notification shall be given to appropriate staff when routine record destruction practices must be suspended and when they may be resumed.

Training

The records management officer shall receive appropriate training regarding the Local Government Records Act and shall ensure that custodians of records, as defined by law, and other applicable District staff are trained on the District's records management program, including this policy and corresponding procedures.

INSURANCE AND ANNUITIES MANAGEMENT
LIABILITY INSURANCE

CRB
(LOCAL)

DELETE POLICY

**Trustees and
Employees**

The District shall purchase insurance as provided in CRB(LEGAL) to fund the cost of litigation to protect the District, its employees, and Trustees who are exposed to individual liability by virtue of their official duties. [See CRB(LEGAL)]

Tort Claims

In addition, the District shall purchase insurance to protect the District and employees from liability under the Tort Claims Act. [See CRB(LEGAL)]

PROPOSED REVISIONS

Compliance with Law

The Superintendent shall be responsible for establishing procedures that ensure that all school facilities within the District comply with applicable laws and local building codes.

Construction Contracts

Prior to advertising, the Board shall determine the project delivery/contract award method to be used for each construction contract valued at or above \$50,000. To assist the Board, the Superintendent shall recommend the project delivery/contract award method that he or she determines provides the best value to the District. [See CV series generally and CBB(LEGAL) for requirements if federal funds are involved.]

For construction contracts valued at or above ~~\$50,000~~100,000, the Superintendent shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy. [See also CH and CBB(LEGAL)]

Note: For provisions regarding delegation of authority for construction contracts in the event of a catastrophe, emergency, or natural disaster affecting the District, see CH(LOCAL).

Change Orders

Change orders permitted by law shall be approved by the Board or its designee prior to any changes being made in the approved plans or the actual construction of the facility.

The Superintendent is authorized, but not required, to execute the following:

1. A change order (as defined in the applicable contract) that establishes a reduction of the contract amount due to credits and other savings (for example, unspent allowances or contingencies), but that does not change the scope, quality, or quantity of the work.
2. A change order (as defined in the applicable contract) that extends the contract time (as defined in the applicable contract), but only when such extension of time is approved by the architect as part of a contract's "claims" process.

Project Administration

All construction projects shall be administered by the Superintendent ~~or designee~~.

FACILITIES CONSTRUCTION

CV
(LOCAL)

The Superintendent shall keep the Board informed concerning construction projects and also shall provide information to the general public.

Final Payment

The District shall not make final payments for construction or the supervision of construction until the work has been completed and has been accepted by the Superintendent ~~or designee~~.

Liquidated Damages

This section applies to contracts that contain a provision for liquidated damages to be paid by the contractor/vendor. The Superintendent is authorized to delay execution of the District's contractual rights to liquidated damages by electing not to deduct or seek recovery of accrued liquidated damages from pending payment applications. The Superintendent's decision to delay execution of a District contractual right to liquidated damages shall not constitute a waiver of the District's rights to enforce and execute its contractual rights.

The Superintendent's authority under this section includes the authority to make payments (prior to final payment) without assessing liquidated damages and without waiving any right to recover or withhold all accrued liquidated damages in the future. Neither any delay in enforcing the District's rights to liquidated damages nor any payment by the District constitutes a waiver of any of the District's rights under any contract or law, or in equity, including, but not limited to, any rights to liquidated damages.

In cases where the total amount of accrued liquidated damages is less than ~~\$50,000~~ 100,000, the Superintendent is authorized to make final payment without withholding accrued liquidated damages. A decision by the Superintendent to make final payment without withholding accrued liquidated damages shall not constitute a waiver of the District's contractual rights to liquidated damages.

If the amount of liquidated damages is ~~\$50,000~~ 100,000 or more, the Superintendent may either:

1. Issue final payment after deducting the full amount of liquidated damages; or
2. Present the issue to the Board for further consideration.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

PROPOSED REVISIONS

Note: For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

Disclosure—General Standard

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Specific Disclosures
Substantial Interest

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.

Interest in Property

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

Annual Financial Management Report

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.

[See BBFA]

Gifts

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, CBB, and ~~GIFTS, GRATUITIES, AND ENTERTAINMENT~~; [Gifts, Gratuities, and Entertainment](#), below]

Endorsements

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

Sales

An employee shall not use his or her position with the District to attempt to sell products or services.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

**Nonschool
Employment**

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Private Tutoring

An employee shall disclose in writing to his or her immediate supervisor any private tutoring of District students for pay.

~~Employee
Notification~~

~~All employees shall be notified each year of the expectations of this policy, and each employee shall be required to sign a statement of the receipt of the policy.~~

**Gifts, Gratuities, and
Entertainment**

It is a serious violation of standards for any employee to use his or her position with the District to seek personal or professional advantages through the acceptance of gifts, gratuities, entertainment, or other favors; therefore, an employee is prohibited from accepting such benefits.

“Gifts and gratuities” means a payment, loan, subscription, advance, deposit of money, services, goods, merchandise, tickets, or cash, present or promised, unless consideration of substantially equal or greater value is received. Gifts and gratuities may include any tangible or intangible benefit in the nature of gifts, favors, entertainment, discounts, passes, transportation, accommodation, hospitality, or offers of employment.

An employee shall not receive, under any pretense, or seek, ask, or share in any fee, reward, or other reimbursement or gratuity for the performance of his or her official duties.

**Allowable
Exceptions**

Acceptance not otherwise prohibited by law or policy of the following items shall be allowed:

1. A gift not excessive or extravagant in nature provided to a teacher by a student or parent of a student, such as an end-of-year gift.
2. Unsolicited advertising products or promotional material, such as pens, pencils, note pads, calendars, other items of not more than ~~\$25~~50 value.

Questions regarding application of this policy shall be submitted to the assistant superintendent of human resources.

~~**Ethics Policy Review
Committee**~~

~~The Board shall appoint an ad hoc ethics policy review committee as needed to hear inquiries and/or complaints arising from the District's conflict of interest policy.~~

~~The ethics policy review committee shall meet as needed to review the conflict of interest policy and make recommendations to the Board for changes to the policy. The committee shall also meet at~~

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

**Inquiries and
Complaints**

~~other times when a review has been requested by the assistant superintendent, based on the receipt of a complaint.~~

~~Employees may wish to make inquiries to the deputy superintendent concerning the conflict of interest policy. All inquiries shall be handled in an informal manner.~~

~~Employees who have complaints or concerns regarding possible violation of the conflict of interest provisions should file such complaints in writing in accordance with policy DGBA.~~

PROPOSED REVISIONS

Contracts Required by Law

After any applicable probationary contract period required by the District, term contracts governed by Chapter 21 of the Education Code (educator term contracts) shall be provided to:

1. Any employees in positions required by statute to receive such contracts, including SBEC-certified employees serving full-time as principals, assistant principals, teachers, school counselors, diagnosticians, librarians, and athletic directors;
2. Full-time professional employees in other positions for which the District requires current SBEC certification; and
3. Full-time nurses.

No Certification Required

Educator term contracts shall also be provided for the following positions for which neither SBEC nor the District requires current SBEC certification: executive director, assistant superintendent, and noninstructional chief.

[For District employees hired under a continuing contract, see also DCC]

Note: ~~This policy applies to individuals who are eligible to receive a Chapter 21 term contract. For provisions regarding probationary or continuing contracts, see DCA and DCC respectively.~~

General Provisions

~~All term contracts shall be in writing on a form approved by the Board setting forth the length of the contract and other terms and conditions of employment. In most circumstances, contracts shall not be for specific assignments but shall indicate employment as a "teacher," "administrator," or other general employment category.~~

~~No term contract shall be valid or binding on the District until specifically approved by Board action. Contracts shall be signed by the employee, the Board President, and the Board Secretary.~~

~~Term contracts shall be for one year in length.~~

Eligible Positions

~~The Board has chosen to employ by educator term contracts ("Chapter 21" contracts), as authorized by Education Code 21.002 and 21.201, only those employees in positions required by law to receive such contracts. This includes the following categories of full-time, certified professional employees: classroom teachers, principals, assistant principals, librarians, counselors, nurses, and other full-time certified professional employees who are required by~~

EMPLOYMENT PRACTICES
TERM CONTRACTS

DCB
(LOCAL)

	<p>law to hold a certificate issued under the State Board for Educator Certification.</p>
	<p>The District shall not require certification in job descriptions or as a condition for employment for positions that are not required to have certification by law.</p>
Contract Consideration	<p>After serving the required number of one-year probationary contracts as specified in Education Code 21.201, the above-described certified professional employees shall be eligible to receive a term contract. [See DCA(LEGAL)]</p>
Continuing Contracts Retained	<p>Any District employee hired under a continuing contract prior to August 1, 2004, shall remain on a continuing contract until the employee relinquishes the contract or the District terminates the contract. [See also DCC]</p> <p>Policies relating to employment by educator term contract [see DCB and the DFB series] do not apply to employees on continuing contracts.</p>

PROPOSED REVISIONS

Non-Chapter 21 Contracts

The District shall employ on non-Chapter 21 contracts, not to be governed by Chapter 21 of the Education Code, the following positions: noncertified teachers hired under the District's local innovation plan and bridge substitutes.

~~The District shall employ professional employees at the executive director level and above on a non-Chapter 21 contract, which shall not be governed by Chapter 21 of the Education Code.~~

~~These contracts shall be for a term of one year.~~

~~Personnel employed under non-Chapter 21 contracts shall not have an entitlement or expectation in employment beyond the contract term.~~

~~Personnel employed under Chapter 21 educator contracts who are in positions that do not require certification and are not required by law to receive such contracts shall remain under their current contracts until they expire, at which time any further employment shall be under a non-Chapter 21 contract or on an at-will basis. [See DCD regarding at-will employment]~~

Termination During Contract Term

In accordance with DCE(LEGAL), an employee may request a hearing before the Board to appeal discharge during the contract period.

An employee whose contract is not reissued at the end of the contract period may appeal in accordance with DGBA(LOCAL).

PROPOSED REVISIONS

Stipend	The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]
Supplemental Duties	The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.
Incentive and Innovation Programs	<p>The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations as approved by <u>on behalf of</u> the Board. <u>Incentive plans shall address teacher eligibility, including any exclusions.</u></p> <p>Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.</p>

PROPOSED REVISIONS

Classification of Positions	The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).
Exempt	<p>The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.</p> <p>An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District's attention, through the District's complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.</p>
Nonexempt	<p>Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked.</p> <p>A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.</p>
<i>Workweek Defined</i>	For purposes of FLSA compliance, the workweek for auxiliary District employees shall begin at 12:00 a.m. Monday and end at 11:59 p.m. Sunday. The workweek for paraprofessional employees shall begin at 12:00 a.m. Sunday and end at 11:59 p.m. Saturday.
<i>Overtime Compensation</i>	All overtime must have prior approval by the appropriate administrator. Supervisors of nonexempt employees shall ensure there is an agreement or an understanding with employees working approved overtime regarding the form of compensation (pay or compensatory time) prior to the performance of the work occasioning the overtime duty.
<i>Compensatory Time</i>	At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.
Accrual	Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the

District's option, the District shall pay the employee for the compensatory time.

Use

An employee shall ordinarily use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time. ~~the time shall be carried over until the following December and must be scheduled, or, at the District's option, the employee shall receive overtime pay.~~

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

PROPOSED REVISIONS

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

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(LOCAL)

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than ~~five~~three consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

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(LOCAL)

<i>Request for Leave</i>	In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.
Local Leave	Each professional employee hired prior to the 1988–1989 school year shall earn ten <u>10</u> paid local leave days per school year in accordance with administrative regulations. Each employee in any other position shall earn five paid local leave days per school year in accordance with administrative regulations. Local leave shall accumulate to a maximum of 50 leave days. Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]
Catastrophic Sick Leave Bank	The District shall establish a catastrophic sick leave bank that employees may join through contribution of <u>state and</u> local leave. Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee or the employee's spouse or child experiences a catastrophic illness or injury and has exhausted all paid leave and any applicable compensatory time. A request for catastrophic sick leave must be accompanied by medical certification of the illness or injury. The Superintendent shall develop regulations for the operation of the catastrophic sick leave bank that address the following: <ol style="list-style-type: none">1. Membership in the catastrophic sick leave bank, including the number of days an employee must contribute to become a member;2. Procedures to request leave from the catastrophic sick leave bank;3. The maximum number of days per school year a member employee may receive from the catastrophic sick leave bank;4. The administrator authorized to consider requests for leave from the catastrophic sick leave bank and criteria for granting requests; and5. Other procedures deemed necessary for the operation of the catastrophic sick leave bank.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Appeal	An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.
Family and Medical Leave	FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable. <hr/> Note: See DECA(LEGAL) for provisions addressing FMLA. <hr/>
Twelve-Month Period	For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.
Combined Leave for Spouses	When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.
Intermittent or Reduced Schedule Leave	The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.
Certification of Leave	When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.
Fitness-for-Duty Certification	In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.
Leave at the End of Semester	When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.
Temporary Disability Leave	Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. Any full-time employee whose position does not require educator certification shall also be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 96 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

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(LOCAL)

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance. The employee shall be required to present documentation of the court appearance or jury duty and shall be allowed to retain any compensation received.

Absences for court appearances related to an employee's personal business not related to a valid subpoena shall be deducted from the employee's leave or, at the option of the employee, shall be taken as leave without pay.

**Payment for
Accumulated Leave
Upon Retirement**

Each employee hired before January 1, 1985, who intends to retire from the District shall remain eligible for the District's accrued service benefit plan, which includes payment for eligible accumulated local leave days.

[See DEG(LOCAL) for a description of the accrued service benefit plan]

**Neutral Absence
Control**

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

PROPOSED REVISIONS

Vacation Days

Eligible employees in positions normally requiring at least 243 days of service annually shall receive paid vacation days in accordance with administrative regulations that address the following:

1. Eligibility criteria;
2. Accrual rates and availability;
3. Request and approval processes;
4. Accumulation and carryover limits; and
5. Treatment of vacation days upon separation from service.

PROPOSED REVISIONS

T-TESS

The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

Annual Appraisal

District teachers shall be appraised annually.

Exception

Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.

Less-Than-Annual

Eligibility

In addition to meeting the eligibility requirements in state rules, to be eligible for less-than-annual evaluations under the T-TESS, a teacher shall:

1. Be employed on an educator term or continuing contract;
2. Hold SBEC certification;
- ~~2.3.~~ Not be participating in the Teacher Incentive Allotment (TIA) program;
- ~~3.4.~~ Be assigned in his or her certification area; and
- ~~4.5.~~ Have been employed by the District for at least three years.

Frequency

Eligible teachers shall be appraised every three years.

During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.

A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.

Annual Review Process

In the years in which a T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process that includes the elements listed in state rule.

The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.

DELETE POLICY

**Local Eligibility
Criteria**

In addition to the eligibility criteria specified in law, the District defines as eligible for accelerated and/or compensatory education services a student who:

1. Is qualified for prekindergarten based on reasons other than being educationally disadvantaged or the at-risk criteria detailed in Education Code 29.081(d)(1); or
2. Has been identified or referred for services for dyslexia, dysgraphia, dyscalculia, or other related disorders.

[See EIE]

PROPOSED REVISIONS

**Examinations for
Acceleration or
Course Credit**

If a student in grades 1–12 wishes to accelerate to the next grade level or earn course credit without having received prior instruction in the grade level or course, the District shall offer opportunities in accordance with state law and State Board rules for the student to take a Board-approved examination for this purpose.

**Acceleration to First
Grade**

In accordance with State Board rules, the Board shall approve procedures developed by the Superintendent or designee to allow a child who is five years old ~~on~~ by September 1 to be assigned initially to grade 1 rather than kindergarten. Criteria for acceleration may include:

1. Scores on readiness tests or achievement tests that may be administered by appropriate District personnel.
2. Recommendation of the accredited kindergarten or preschool the student has attended.
- ~~2.3.~~ Chronological age and observed social and emotional development of the student.
- ~~3.4.~~ Other criteria deemed appropriate by the principal and Superintendent.

PROPOSED REVISIONS

Course Requirements	To graduate, a student must complete the courses required by the District in addition to the courses mandated by the state.
Foundation Program	The courses that satisfy District requirements under the fFoundation program, including courses for the distinguished level of achievement and courses for endorsements offered by the District, shall be listed in appropriate District publications.
Without an Endorsement	The District requires no additional credits beyond the number mandated by the state to graduate under the fFoundation program without an endorsement. Graduation under the fFoundation program without an endorsement shall be permitted only as authorized under state law and rules.
With an Endorsement	The District requires no additional credits beyond the number mandated by the state to graduate under the fFoundation program with an endorsement.
Distinguished Level of Achievement	The District requires no additional credits beyond the number mandated by the state to graduate under the fFoundation program with the distinguished level of achievement.
No Fine Arts Substitutions	The District shall not award state graduation credit in fine arts for participation in a community-based fine arts program.
Physical Education Substitutions Activities and Courses	To the extent permitted by state rules, the District shall award state graduation credit in physical education for participation in approved activities and elective courses.
Private or Commercial Programs	The District shall award state graduation credit in physical education for appropriate private or commercially sponsored physical activity programs conducted either on or off campus, upon approval by the commissioner of education. [See also EHAC]
Financial Aid Application Confirmation	As confirmation of a student's completion and submission of a free application for federal student aid (FAFSA) or a Texas application for state financial aid (TASFA), the District shall accept the following: <ol style="list-style-type: none">1. A screenshot that includes the processed date field in ApplyTexas Counselor Suite FAFSA data;2. Notification, such as a copy of an email, from the United States Department of Education verifying completion of the FAFSA;3. A copy or screenshot of the FAFSA acknowledgment page;

ACADEMIC ACHIEVEMENT
GRADUATION

EIF
(LOCAL)

4. A screenshot of the TASFA submission acknowledgment page (from those institutions that offer an electronic form);
5. An acknowledgment receipt from an institution of higher education (IHE); or
6. A copy of a financial aid award letter from an IHE.

[For students who choose not to complete and submit a FAFSA or a TASFA, see EIF(LEGAL).]

The District shall maintain individual student documentation of the financial aid application requirement as an education record. [See FL]

DELETE REGULATION

**Alternative Local
Graduation
Requirements for
Certain Individuals**

An individual who entered grade 9 before the 2011–12 school year and meets the requirements of Education Code 28.02541(a) [see EIF(LEGAL)] may be awarded a high school diploma if the local graduation committee determines that the individual has demonstrated proficiency in the content areas related to the assessments on which the individual has not performed satisfactorily.

**Local Graduation
Committee**

The local graduation committee for an eligible individual shall consist of the following:

1. The District assistant superintendent for curriculum or designee;
2. A representative of the District with knowledge of the assessments on which the individual has not performed satisfactorily and the subject areas covered by such assessments; and
3. The individual seeking graduation under these provisions.

**Alternative
Requirements**

To be eligible to graduate and receive a high school diploma under these provisions, an eligible individual must demonstrate proficiency to the satisfaction of the local graduation committee in the content areas related to the assessments on which the individual has not performed satisfactorily.

As approved by the Board, proficiency must be established through one or more of the following factors:

1. The individual's grade in each course in the subject areas applicable to the assessments on which the individual has not performed satisfactorily;
2. The individual's score on each assessment instrument on which the individual has failed to perform satisfactorily;
3. The individual's performance on any projects or work samples in the subject areas applicable to the assessments on which the individual has not performed satisfactorily (including any projects or work samples identified and assigned by the local graduation committee to be completed by the individual);
4. The individual's participation in offered remediation;
5. The individual's school attendance rate;
6. The individual's transcript of course work;
7. The individual's completion of career and technical education program courses; or

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8. Any other academic, work, or life experience determined to be relevant by the local graduation committee.

Finality of Decision

The decision of the local graduation committee regarding whether an individual qualifies to graduate and receive a high school diploma is final and may not be appealed. The decision of the local graduation committee must be unanimous in order for the individual to be eligible to receive a diploma.

Expiration

Education Code 28.02541 and 19 Administrative Code 74.1027 expire September 1, 2019. An individual may graduate by means of the local graduation committee under these provisions if the local graduation committee has made its determination by September 1, 2019.

PROPOSED REVISIONS

Authority	The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.
Change of Residence	<p>A resident student who becomes a nonresident but remains a city of Arlington resident shall be permitted to continue in attendance.</p> <p>Otherwise, a resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester <u>school year</u>.</p>
Transfer Requests	<p>A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent or designee. Transfers shall be granted for one regular school year at a time.</p> <p>Transfer requests for any <u>specialized</u> program offered by the District shall default to the application process for admittance into that <u>specialized</u> program and shall not be addressed through this transfer process.</p>
Transfer Priority	<p>The Superintendent or designee shall establish an annual interdistrict transfer window. The District shall consider transfer requests submitted by nonresident students during this window, subject to the factors outlined below, in the following order:</p> <ol style="list-style-type: none">1. The children of full-time <u>District</u> employees (other than substitute or temporary employees). If an employee ceases to work full-time for the District, his or her child shall be permitted to continue in attendance for the remainder of the <u>school year</u> semester.2. Children of District residents.3. Children of the city of Arlington residents who reside outside District boundaries.4. All other requests for transfer.
Special Transfer Window	The Superintendent or designee may also establish a special transfer window. Nonresident student transfer requests submitted during this window shall be considered on a first-come, first-served basis subject to the factors outlined below.
Factors	In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history and attendance records.

ADMISSIONS
INTERDISTRICT TRANSFERS

FDA
(LOCAL)

Transfer Agreements	A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District. Violation of the terms of the agreement may result in a transfer request not being approved the following year.
<u>Tuition</u>	<u>If the District charges tuition, the amount shall be set by the Board, within statutory limits.</u>
<u>Waivers</u>	<u>The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian. [See FP]</u>
<u>Nonpayment</u>	<u>The District may initiate withdrawal of students whose tuition payments are delinquent.</u>
Transportation	The District shall not provide transportation for a nonresident student who transfers into the District, <u>unless required by law</u> . The District's transfer agreement with the student's parent or guardian shall include an acknowledgment that transportation shall not be provided, <u>unless transportation is required by law</u> .
Appeals	Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

PROPOSED REVISIONS

Note: For the transfer of a student who is the victim of bullying or who engaged in bullying, see FDB(LEGAL). For the transfer of a student who attends a persistently dangerous school, becomes a victim of a violent criminal offense, or becomes a victim of sexual assault, see FDE

	<p>A student shall be assigned to a school in the attendance area in which he or she resides.</p>
Class Changes	<p>The campus principal shall be authorized to investigate and approve the transfer of a student from one classroom to another on that campus.</p>
Assignments / Reassignments	<p>The Superintendent shall be authorized to reassign a student to conform to any change in attendance areas. When student reassignment is deemed necessary by the Superintendent, the parent(s) or guardian of each student reassigned shall be notified individually in writing.</p>
Application for Transfer between Schools	<p>Transfer requests for any specialized program offered by the District shall default to the application process for admittance into that specialized program and shall not be addressed through this transfer process.</p> <p>All other transfers between District schools shall be by application on a space-available basis.</p> <p>The Superintendent or designee shall establish an annual intradistrict transfer window. The Superintendent or designee shall establish an annual intradistrict transfer window. During this window, the District shall consider submitted transfer requests, in the following order:0)</p> <ol style="list-style-type: none">1. The children of full-time <u>District</u> employees (other than a substitute or temporary employee).<ol style="list-style-type: none">a. If an employee ceases to work full-time for the District, his or her child shall be permitted to continue in attendance for the remainder of the semester<u>school year</u>.2. Children of District residents.3. Children of the city of Arlington residents who reside outside District boundaries.4. All other requests for transfer.

ADMISSIONS
INTRADISTRICT TRANSFERS AND CLASSROOM ASSIGNMENTS

FDB
(LOCAL)

Once a transfer has been granted, the transfer student shall enter the feeder pattern of the school into which he or she transferred and shall remain in the feeder pattern until the student graduates, the transfer is revoked, or the student requests to transfer to another school.

Special Transfer
Window

The Superintendent ~~or designee~~ may also establish a special transfer window. Intradistrict transfer requests submitted during this window shall be considered on a first-come, first-served basis.

Exception

Sibling Transfers

A sibling of a current transfer student shall be granted a transfer if the applicant's sibling has been in attendance at the requested school for one full year prior to the transfer request and if there is space available.

PROPOSED REVISIONS

**Truancy Prevention
Measures**

In accordance with ~~Education Code 25.0915~~ law, the District shall adopt and apply truancy prevention measures to minimize complaints filed by the District alleging a student's failure to attend school. [See also FEA]

The District's truancy prevention measures shall include:

1. A minimum of one attendance letter; and
2. A minimum of two intervention strategies, including, but not limited to:
 - a. An attendance meeting;
 - b. An attendance notice;
 - c. A conference with the student and/or the student's parent;
 - d. A home visit;
 - e. A student and/or parent contract;
 - f. A telephone conference;
 - g. Tutorial classes, which may include extended school; or
 - h. Other campus interventions.

**Required
Documentation**

Documentation of applied truancy prevention measures shall be recorded in the District's student information system.

Each complaint filed in county, justice, or municipal court shall be accompanied by a statement from the student's school certifying that the school applied truancy prevention measures and that the measures failed to meaningfully address the student's school attendance.

In addition, the statement shall specify whether the student is eligible for or receives special education services.

PROPOSED REVISIONS

The District shall support the general wellness of all students by implementing measurable goals to promote sound nutrition and student health and to reduce childhood obesity.

Wellness Goal

~~As the District supports the general wellness of all students, the District's wellness goal shall be to provide an age-appropriate wellness education and an environment for students that encourages healthy eating and a physically active lifestyle.~~

[See EHAA for information regarding the District's coordinated school health program.]

Development, Implementation, and Review of Guidelines and Goals

The local school health advisory council (SHAC), on behalf of the District, shall review and consider evidence-based strategies and techniques and shall develop nutrition guidelines and wellness goals as required by law. In the development, implementation, and review of these guidelines and goals, the SHAC shall permit participation by parents, students, representatives of the District's food service provider, physical education teachers, school health professionals, members of the Board, school administrators, and members of the public.

~~Development, Implementation, and Review of Guidelines and Criteria~~

~~The local School Health Advisory Council (SHAC), on behalf of the District, shall review and consider evidence-based strategies and techniques and shall develop nutrition guidelines and wellness criteria. In the development, implementation, and review of these guidelines and criteria, the SHAC shall permit participation by parents, students, representatives of the District's food service provider, physical education teachers and school health professionals, members of the Board, school administrators, and members of the public.~~

[See BDF for required membership of the SHAC.]

Wellness Plan

The SHAC, ~~in collaboration with the District,~~ shall develop a wellness plan to implement the District's nutrition guidelines and wellness ~~criteria~~goals. The wellness plan shall, at a minimum, address:

1. Strategies for soliciting involvement by and input from persons interested in the wellness plan and policy;
2. Objectives, benchmarks, and activities for implementing the wellness ~~criteria~~goals;
3. Methods for measuring implementation of the wellness ~~criteria~~goals;

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4. The District's standards for foods and beverages provided, but not sold, to students during the school day on a school campus; and

5. The manner of communicating to the public applicable information about the District's wellness plan.

The SHAC shall review and revise the plan on a regular basis and recommend revisions to the wellness policy when necessary.

Nutrition Guidelines

Food and
Beverages Sold

The District's nutrition guidelines for reimbursable school meals and all other foods and beverages sold or marketed to students during the school day shall be designed to promote student health and reduce childhood obesity and shall be at least as restrictive as federal regulations and guidance, except when the District allows an exemption for fundraising activities as authorized by state and federal rules. [See CO and FJ]

Foods and
Beverages Provided

The District shall establish standards for all foods and beverages provided, but not sold, to students during the school day. These standards shall be addressed in the District's wellness plan.

Wellness

CriteriaGoals

Nutrition Promotion
and Education

The District shall implement, in accordance with law, a coordinated school health program with a nutrition education component. [See EHAA] -The District's nutrition promotion activities shall encourage participation in the National School Lunch Program, the School Breakfast Program, and any other supplemental food and nutrition programs offered by the District.

The District establishes the following ~~criteria~~-goals for nutrition promotion:

1. The District's food service staff, teachers, and other District personnel shall consistently promote healthy nutrition messages in cafeterias, classrooms, and other appropriate settings.

2. The District shall share educational nutrition information with families and the general public to promote healthy nutrition choices and positively influence the health of students.

~~Nutrition Education~~

The District establishes the following ~~criteria~~-goal for nutrition education: The District shall deliver nutrition education that fosters the adoption and maintenance of healthy eating behaviors.

Physical Activity

The District shall implement, in accordance with law, a coordinated health program with physical education and physical activity components and shall offer at least the required amount of physical activity for all grades. [See BDF, EHAA, EHAB, and EHAC]

The District establishes the following goals for physical activity:

STUDENT WELFARE
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1. The District shall provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students, including those who are not participating in physical education classes or competitive sports.
2. The District shall provide appropriate staff development and encourage teachers to integrate physical activity into the academic curriculum where appropriate.
3. The District shall make appropriate before-school and after-school physical activity programs available and shall encourage students to participate.
4. The District shall make appropriate training and other activities available to District employees in order to promote enjoyable, lifelong physical activity for District employees and students.
5. The District shall encourage parents to support their children's participation, to be active role models, and to include physical activity in family events.
6. The District shall encourage students, parents, staff, and community members to use the District's recreational facilities, such as tracks, playgrounds, and the like, that are available outside of the school day. [See GKD]

~~In alignment with the District's wellness goal, the District shall establish criteria for physical activity.~~

Other School-Based
Activities

The District establishes the following goals to create an environment conducive to healthful eating and physical activity and to promote and express a consistent wellness message through other school-based activities:

1. The District shall allow sufficient time for students to eat meals in cafeteria facilities that are clean, safe, and comfortable.
2. The District shall promote wellness for students and their families at suitable District and campus activities.
3. The District shall promote employee wellness activities and involvement at suitable District and campus activities.

~~In alignment with the District's wellness goal, the District shall establish criteria to create an environment conducive to healthful eating and physical activity and to promote and express a consistent wellness message through other school-based activities.~~

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WELLNESS AND HEALTH SERVICES

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(LOCAL)

Implementation	The Superintendent or designee shall oversee the implementation of this policy and the development and implementation of the wellness plan and appropriate administrative procedures.
Evaluation	The District shall comply with federal requirements for evaluating this policy and the wellness plan.
Public Notification	The District shall annually inform and update the public about the content and implementation of the wellness policy, including posting on its website copies of the wellness policy, the wellness plan, and the required implementation assessment.
Records Retention	The District shall retain all records associated with the wellness policy, in accordance with law and the District's records management program. [See CPC and FFA(LEGAL)]

PROPOSED REVISIONS

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyber-bullying.

For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

Bullying Prohibited

The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Examples

Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

Minimum Standards

In accordance with law, the Superintendent shall develop administrative procedures to ensure that minimum standards for bullying prevention are implemented.

[Guidance lessons are provided at the secondary level.]

Retaliation

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

Timely Reporting

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.

**Reporting
Procedures**

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another

Student Report

STUDENT WELFARE
FREEDOM FROM BULLYING

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(LOCAL)

student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

Employee Report

Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.

Report Format

A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.

Periodic Monitoring

The Superintendent shall periodically monitor the reported counts of bullying incidents, and that declines in the count may represent not only improvements in the campus culture because bullying declines but also declines in the campus culture because of a decline in openness to report incidents.

Notice of Report

When an allegation of bullying is reported, the principal or designee shall notify a parent of the alleged victim on or before the third business day after the incident is reported. The principal or designee shall also notify a parent of the student alleged to have engaged in the conduct within a reasonable amount of time after the incident is reported.

Prohibited Conduct

The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, sex, gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.

Investigation of Report

The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.

Concluding the Investigation

Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation.

The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

Notice to Parents	If an incident of bullying is confirmed, the principal or designee shall promptly notify the parents of the victim and of the student who engaged in bullying.
District Action Bullying	If the results of an investigation indicate that bullying occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct. The District may notify law enforcement in certain circumstances.
<i>Discipline</i>	A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action. The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.
<i>Corrective Action</i>	Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine whether any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.
<i>Transfers</i>	The principal or designee shall refer to FDB for transfer provisions.
<i>Counseling</i>	The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.
Improper Conduct	If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.
Confidentiality	To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.
Appeal	A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.
Records Retention	Retention of records shall be in accordance with CPC(LOCAL).

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

**Access to Policy and
Procedures**

This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.

PROPOSED REVISIONS

Each student is expected to respect the rights and privileges of other students, teachers, and District staff. All teachers, administrators, and other District personnel are expected to respect the rights and privileges of students. [See DH series]

Student Handbook

The Superintendent or designee shall develop student handbooks with information on curriculum, grading, extracurricular activities, and other such topics that students and parents are likely to need during the school year. The Superintendent or designee shall ensure that no student handbook information is in conflict with policy or the Student Code of Conduct.

~~No Board Action~~

~~Student handbooks are subject to Board review but shall not be adopted by the Board.~~

In case of conflict between a Board policy or the Student Code of Conduct and provisions of student handbooks, policy and/or the Student Code of Conduct shall prevail.

No Board Action

Student handbooks are subject to Board review but shall not be adopted by the Board.

Distribution

Student handbooks shall be made available on the District's Web site at the beginning of the school year; hard ~~copies~~copy shall be provided upon request. Amendments to the handbook shall be communicated promptly to students and parents.

[For provisions on the Student Code of Conduct, see FO]

PROPOSED REVISIONS

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District student, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed by students.

For purposes of this policy, "distribution" means the circulation of more than ~~ten~~ 10 copies of material from a source other than the District.

Materials distributed under the supervision of instructional personnel as a part of instruction or other authorized classroom activities shall not be considered nonschool literature and shall not be governed by this policy.

[For distribution of nonschool literature by nonstudents, see GKDA]

Limitations on Content

Nonschool literature shall not be distributed by students on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA
(LOCAL)

8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

Prior Review

All nonschool literature intended for distribution by students on school campuses or other District premises under this policy shall be submitted to the principal for prior review in accordance with the following:

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the principal shall approve or reject submitted materials within two school days of the time the materials were received.

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature by District students only in the following circumstances:

1. Distribution of materials by a student to other attendees during a meeting of a noncurriculum-related student group authorized to meet at school during noninstructional time in accordance with FNAB(LOCAL); or
2. Distribution of nonschool materials in circumstances for which exceptions to prior review are authorized at GKDA(LOCAL).

Even when prior review is not required, all other provisions of this policy shall apply.

Time, Place, and Manner Restrictions

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed by students to students or others at the principal's campus.

The ~~director of communications~~ chief communications officer shall designate times, locations, and means for distribution of nonschool literature by students at District facilities other than school campuses, in accordance with this policy.

Violations of Policy

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials, suspension of a noncurriculum-related student group's use of District facilities, and/or other disciplinary action in accordance with the Student Code of Conduct.

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

PROPOSED REVISIONS

Establishment of Limited Open Forum

For purposes of the Equal Access Act, the ~~Board~~District has ~~cre-
ated~~established a limited open forum for secondary school stu-
dents enrolled in the District. Each District secondary school cam-
pus shall offer an opportunity for noncurriculum-related student
groups to meet on school premises during noninstructional time.

The District has not established a limited public forum for elemen-
tary school students to meet as noncurriculum-related student
groups on school premises during noninstructional time. [See GKD
for community access]

Sponsorship

Noncurriculum-related student groups shall not be sponsored by
the District and shall in no way imply to students or to the public
that they are school-sponsored. All letterheads, flyers, posters, or
other communications that identify the group shall contain a dis-
claimer of such sponsorship.

District personnel shall not promote, lead, or participate in the
meetings of noncurriculum-related student groups.

[For student activities sponsored by the District and having subject
matter and purposes directly related to the school's curriculum, see
FM]

Requests

To receive permission to meet on school premises during nonin-
structional time, interested students shall ~~first identify a profes-
sional employee willing and available to serve as the group's moni-
tor before filing~~file a written request with the principal on a form
provided by the District.

The students making the request shall ~~provide the group's written
bylaws and~~ indicate that they have read and understand the poli-
cies and rules governing nonsponsored, noncurriculum-related stu-
dent groups and that the group will abide by those rules.

Approval

The principal shall approve or reject the request within seven
school days, subject to the availability of suitable meeting space
and without regard to the religious, political, philosophical, or other
content of the speech likely to be associated with the group's meet-
ings.

Approval to meet as a nonsponsored, noncurriculum-related group
shall be granted for one school year at a time, subject to the provi-
sions of this policy.

STUDENT EXPRESSION
USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

FNAB
(LOCAL)

Meetings

Use of District Resources

~~Approved student groups shall maintain a student activity fund through the District to manage any dues collected or funds raised, as applicable, with the group monitor acting as sponsor for this purpose. [See CFD]~~

~~Approved groups shall be granted use of the District's name and logo for advertising and fund-raising purposes. [See CY]~~

The principal shall designate noninstructional time for meetings of nonsponsored, noncurriculum-related student groups and shall assign each approved group an appropriate location and time.

Employee Monitor

The student group shall be responsible for finding a District employee to attend and monitor each student group meeting. Monitors shall be present at meetings and activities in a nonparticipatory capacity to maintain order and protect school property.

No employee shall be required to monitor meetings at which the content of the speech would be objectionable to the employee.

Announcements and Publicity

All nonsponsored, noncurriculum-related student groups shall be given access on the same basis for making announcements and publicizing their meetings and activities, in accordance with guidelines developed by the principal.

[For distribution of nonschool materials, see FNAA]

Meetings

~~Each principal shall designate noninstructional time for meetings of noncurriculum-related student groups and shall assign each approved group an appropriate location and time.~~

Staff Participation Prohibited

~~School personnel shall not promote, lead, or participate in the meetings of noncurriculum-related student groups. However, a group seeking to meet on campus shall have an adult professional employee assigned to the campus who will attend and act as monitor for each meeting of the group.~~

Violations

Failure of a ~~noncurriculum-related~~ student group to comply with applicable rules may result in loss of the right to meet on school premises. ~~The principal shall report rule violations to the Superintendent or designee.~~

In addition, students who violate applicable rules are subject to disciplinary action in accordance with the Student Code of Conduct.

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

RELATIONS WITH PARENT ORGANIZATIONS

GE
(LOCAL)

PROPOSED REVISIONS

District-affiliated school-support organizations and booster organizations, and other parent groups, shall organize, fundraise or solicit donations, and function in a way that is consistent with the District's philosophy and objectives, Board policies, District administrative regulations, applicable UIL or other governing association guidelines, and financial and audit regulations. [See also CDC and CFC]

Before engaging in fundraising or soliciting gifts, an organization or group shall notify the principal or other appropriate administrator identified in administrative regulations. [See CDC(LOCAL) for District acceptance of gifts and solicitations]

**Use of District
Facilities**

District-affiliated school-support or booster organizations may use District facilities with prior approval of the appropriate administrator. Other parent groups may use District facilities in accordance with policy GKD.

**Purchases for the
School**

Before parent groups or other groups working with the school purchase any equipment for the school, ~~including computer hardware and software,~~ they shall notify the principal of their plans. In consultation with the Superintendent ~~or designee,~~ the principal shall determine the ~~type or brand of~~ appropriate equipment to buy to ensure compatibility with current District equipment.

PROPOSED REVISIONS

~~The District welcomes visitors to all District campuses and facilities.~~

Prominent notices shall be posted at each campus requiring all visitors to first report to the campus administrative office. This shall apply to parents, volunteers, social service workers, invited speakers, maintenance and repair persons not employed by the District, vendors, representatives of the news media, former students, and any other visitors. Visits to individual classrooms during instructional time shall be permitted only with the principal's and teacher's approval, and such visits shall not be permitted if their duration or frequency interferes with the delivery of instruction or disrupts the normal ~~educational/school~~ classroom environment.

[See BBE(LOCAL) for visits to District facilities by Board members.]

Registered Sex Offender on a School Campus

The Superintendent and campus administrators shall develop and implement procedures regarding a campus visitor who is registered as a sex offender. These procedures shall address:

1. Parental rights;
2. Escort by District personnel;
3. Access to common areas of the campus;
4. Access to classrooms;
5. Drop off and release of students;
6. Eligibility to serve as volunteers; and
7. Any other relevant issues.

PROPOSED REVISIONS

The District has established a limited open forum for nonschool use of District facilities in accordance with this policy.

The District shall provide equal access to youth groups designated in federal law, including the Boy Scouts, as it provides to other nonschool users of District facilities. [See Patriotic Societies in GKD(LEGAL)]

Scope of Use

The District shall permit nonschool use of designated District facilities for educational, recreational, civic, or social activities when these activities do not conflict with school use or with this policy.

Approval shall not be granted for any purpose that would damage District school property or to any group that has damaged District property.

Note: See the following policies for other information regarding facilities use:

- Use by employee professional organizations: DGA
- Use of facilities for school-sponsored and school-related activities: FM
- Use by noncurriculum-related student groups: FNAB
- Use by District-affiliated school-support organizations: GE

Nonprofit Fund-Raising

The District shall permit nonprofit organizations to conduct fund-raising events on District property when these activities do not conflict with school use or with this policy.

For-Profit Use

The District shall not permit individuals or for-profit organizations to use its facilities for financial gain, unless **agreed** prior agreement has been arranged contractually. The District shall permit private academic instruction, as well as public performances, recitals, or presentations so long as no admission fee is charged, with the exception of any ticket and merchandise sales outlined in rental agreement. These activities shall not conflict with school use or with this policy.

Campaign-Related Use

Except to the extent a District facility is used as an official polling place, District facilities shall not be available for use by individuals or groups for political advertising, campaign communications, or electioneering, as those terms are used in state law.

Scheduling Priorities

~~Priorities for scheduling the use of school facilities shall be as follows:~~

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

- ~~1. The regularly scheduled educational program, including instructional activities; meetings, practices, and performances of school-sponsored groups; and staff meetings related to official school business.~~
- ~~2. Meetings and other activities of school support groups organized for the sole purpose of supporting the schools or school-sponsored activities [see GE].~~
- ~~3. Meetings and other activities of groups made up primarily of school-aged children.~~
- ~~4. Meetings of employee organizations [see DGA].~~
- ~~5. Meetings and activities of other groups on a first-come, first-served basis.~~

Scheduling

Requests for nonschool use of District facilities shall be considered on a first-come, first-served basis.

Academic and extracurricular activities sponsored by the District shall always have priority when any use is scheduled. [See FM] The assistant superintendent of facility services shall have authority to cancel a scheduled nonschool use if an unexpected conflict arises with a District activity.

Approval of Use

The ~~chief financial officer~~assistant superintendent of facility services is authorized to approve any nonschool use of any District facility.

Exception

No approval shall be required for nonschool-related recreational use of the District's unlocked, outdoor recreational facilities, such as the track, playgrounds, tennis courts, and the like, when the facilities are not in use by the District or for a scheduled nonschool purpose.

Emergency Use

In case of emergencies or disasters, the Superintendent may authorize the use of ~~school~~District facilities by civil defense, health, or emergency service authorities.

Long-Term Use

The District shall permit repeated use by any group or organization for nonschool purposes for no longer than two months without a long-term use agreement. ~~Only groups that have been operating for at least six months prior to the request for use shall be eligible to enter into a long-term use agreement.~~

Use Agreement

Any organization or individual approved for a nonschool use of District facilities shall be required to complete a written agreement indicating receipt and understanding of this policy and any applicable administrative regulations, and acknowledging that the District is

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

not liable for any personal injury or damages to personal property related to the nonschool use.

Fees for Use

Nonschool users shall be charged a fee for the use of designated [District](#) facilities.

The Superintendent shall establish and publish a schedule of fees based on the cost of the physical operation of the facilities, as well as any applicable personnel costs for supervision, custodial services, food services, security, and technology services.

Exceptions

Fees shall not be charged when District facilities are used:

1. For public meetings sponsored by state or local governmental agencies; or
2. By District employee professional organizations [see DGA].

Required Conduct

Persons or groups using school facilities shall:

1. Conduct business in an orderly manner.
2. Abide by all laws and policies, including but not limited to those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms; and the use of tobacco products [or e-cigarettes](#) on school property. [See GKA]
3. Make no alteration, temporary or permanent, to school property without prior written consent from the Superintendent.

All groups using ~~school~~ [District](#) facilities shall be responsible for the cost of repairing any damages incurred during use and shall be required to indemnify the District for the cost of any such repairs.

Exception

The District shall permit an exception to the prohibition on the sale, possession, and consumption of alcoholic beverages for certain events held at the District's center for visual and performing arts facility if:

1. The facility is leased to a nonprofit organization for an event that is not sponsored or sanctioned by the District;
2. The lease agreement requires that the event is held outside of regular school hours; and
3. The lease agreement requires alcoholic beverages to be sold and served in accordance with law by a person with an appropriate retail license or permit.

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

PROPOSED REVISIONS

**Distribution of
Nonschool Literature
Permitted**

Written or printed materials, ~~flyers~~, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District employee or by persons or groups not associated with the District, except in accordance with this policy.

~~Nonschool literature meant for distribution to District students shall only be approved if the organization sponsoring the distribution is a documented nonprofit organization or government office.~~

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed on any District premises.

[See CPAB regarding use of the District's internal mail system and FNAA regarding distribution of nonschool literature by students]

**Limitations on
Content**

Nonschool literature shall not be distributed on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

Prior Review

All nonschool literature intended for distribution on school campuses or other District premises under this policy shall be submitted to the ~~Superintendent~~ chief communications officer for prior review in accordance with the following:

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the ~~Superintendent~~ chief communications officer shall approve or reject submitted materials within ~~ten~~ two school days of the time the materials were received.

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature in the following circumstances:

1. Distribution of materials by an attendee to other attendees at a school-sponsored meeting intended for adults and held after school hours;
2. Distribution of materials by an attendee to other attendees at a community group meeting held in accordance with GKD(LOCAL) or a noncurriculum-related student group meeting held in accordance with FNAB(LOCAL); or
3. Distribution for electioneering purposes during the time a school facility is being used as a polling place in accordance with state law [see BBBA].

All nonschool literature distributed under these exceptions shall be removed from District property immediately following the event at which the materials were distributed.

Even when prior review is not required, all other provisions of this policy shall apply.

Time, Place, and Manner Restrictions

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus.

The ~~Superintendent~~ chief communications officer shall designate times, locations, and means for distribution of nonschool literature at District facilities other than school campuses, in accordance with this policy.

Violations of Policy

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials and/or suspension of use of District facilities. Appropriate law enforcement officials may be called if a person refuses to

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

comply with this policy or fails to leave the premises when asked.
[See GKA]

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with the appropriate District complaint policy. [See DGBA or GF]

(LOCAL) Policy Action List, Spring 2025

ARLINGTON ISD (220901)

Policy & Description	Additional Notes
AF(LOCAL): INNOVATION DISTRICTS	TASB Policy Review Session (PRS)
BBB(LOCAL): BOARD MEMBERS - ELECTIONS	TASB PRS
BBD(LOCAL): BOARD MEMBERS - TRAINING AND ORIENTATION	TASB PRS
BP(LOCAL): ADMINISTRATIVE REGULATIONS	TASB PRS
CCGB(LOCAL): AD VALOREM TAXES - ECONOMIC DEVELOPMENT	TASB PRS
CDC(LOCAL): OTHER REVENUES - GIFTS AND SOLICITATIONS	TASB PRS
CFB(LOCAL): ACCOUNTING - INVENTORIES	TASB PRS
CH(LOCAL): PURCHASING AND ACQUISITION	TASB PRS
CHE(LOCAL): PURCHASING AND ACQUISITION - VENDOR DISCLOSURES AND CONTRACTS	TASB PRS
CPAB(LOCAL): OFFICE COMMUNICATIONS - MAIL AND DELIVERY	TASB PRS
CPC(LOCAL): OFFICE MANAGEMENT - RECORDS MANAGEMENT	TASB PRS
CRB(LOCAL): INSURANCE AND ANNUITIES MANAGEMENT - LIABILITY INSURANCE	TASB PRS
CV(LOCAL): FACILITIES CONSTRUCTION	TASB PRS
DBD(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST	TASB PRS
DCB(LOCAL): EMPLOYMENT PRACTICES - TERM CONTRACTS	TASB PRS
DCE(LOCAL): EMPLOYMENT PRACTICES - OTHER TYPES OF CONTRACTS	TASB PRS
DEAA(LOCAL): COMPENSATION PLAN - INCENTIVES AND STIPENDS	TASB PRS
DEAB(LOCAL): COMPENSATION PLAN - WAGE AND HOUR LAWS	TASB PRS
DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES	TASB PRS
DED(LOCAL): COMPENSATION AND BENEFITS - VACATIONS AND HOLIDAYS	TASB PRS
DNA(LOCAL): PERFORMANCE APPRAISAL - EVALUATION OF TEACHERS	TASB PRS

(LOCAL) Policy Action List

ARLINGTON ISD (220901)

Policy & Description	Additional Notes
EHBC(LOCAL): SPECIAL PROGRAMS - COMPENSATORY SERVICES AND INTENSIVE PROGRAMS	TASB PRS
EHDC(LOCAL): ALTERNATIVE METHODS FOR EARNING CREDIT - CREDIT BY EXAMINATION WITHOUT PRIOR INSTRUCTION	TASB PRS
EIF(LOCAL): ACADEMIC ACHIEVEMENT - GRADUATION	TASB PRS
EIF(REGULATION): ACADEMIC ACHIEVEMENT - GRADUATION	TASB PRS
FDA(LOCAL): ADMISSIONS - INTERDISTRICT TRANSFERS	TASB PRS
FDB(LOCAL): ADMISSIONS - INTRADISTRICT TRANSFERS AND CLASSROOM ASSIGNMENTS	TASB PRS
FED(LOCAL): ATTENDANCE - ATTENDANCE ENFORCEMENT	TASB PRS
FFA(LOCAL): STUDENT WELFARE - WELLNESS AND HEALTH SERVICES	TASB PRS
FFI(LOCAL): STUDENT WELFARE - FREEDOM FROM BULLYING	TASB PRS
FN(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES	TASB PRS
FNAA(LOCAL): STUDENT EXPRESSION - DISTRIBUTION OF NONSCHOOL LITERATURE	TASB PRS
FNAB(LOCAL): STUDENT EXPRESSION - USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES	TASB PRS
GE(LOCAL): RELATIONS WITH PARENT ORGANIZATIONS	TASB PRS
GKC(LOCAL): COMMUNITY RELATIONS - VISITORS	TASB PRS
GKD(LOCAL): COMMUNITY RELATIONS - NONSCHOOL USE OF SCHOOL FACILITIES	TASB PRS
GKDA(LOCAL): NONSCHOOL USE OF SCHOOL FACILITIES - DISTRIBUTION OF NONSCHOOL LITERATURE	TASB PRS

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

PROPOSED POLICY

Note: For information related to the selection of instructional materials, see EFA.

The purpose of this policy is to ensure that the District provides a wide range of library materials for students and faculty that support student achievement and present varying levels of difficulty, diversity of appeal, and a variety of points of view. This policy also provides standards for collection development and the selection and evaluation of library materials.

**School Library
Advisory Council**

The Board has established a school library advisory council (SLAC). At the first meeting of the SLAC, the members shall select a chair.

The SLAC shall meet at least two times each year but may hold additional meetings in order to consider recommendations from District staff and fulfill its statutory duties.

**Collection
Development Policy**

In this policy, "library materials" is defined by law and may include printed and electronic library acquisitions, including online catalogs, and other ancillary or supplementary materials maintained in a campus library. [See EFB(LEGAL)]

The library collection development standards shall apply to all library materials available for use or display, including material contained in school libraries, classroom libraries, online catalogs, library mobile applications used in the District, and any other library catalog a student may access.

In developing library collections, the District shall consider the age groups, grade levels, and access to library material by all students on a campus.

Responsibility

The District shall ensure the members of the SLAC, librarians, professional library staff, and other designated professional staff are trained or receive information on the proper collection development standards.

The Superintendent shall develop administrative procedures to ensure that library collections comply with applicable law, library standards, and the District's collection development purpose and goals.

**Collection
Development Goals**

In addition to the requirements in state law and rules, the District's library collections shall:

1. Present multiple viewpoints related to controversial issues [see EMB regarding instruction about controversial issues].
2. Provide a wide range of background information that will enable students to make intelligent decisions in their daily lives.
3. Include accurate and authentic factual content from authoritative sources.
4. Have a high degree of potential user appeal and interest.
5. Offer a global perspective that promotes equity of access, including print and nonprint materials such as electronic and multimedia, to meet the needs of individual learners.
6. Represent diverse viewpoints and cultural groups of the state and their contributions to the state, the nation, and the world, to ensure the collection embodies the background of all students.

Recommendation and Procurement of Materials

Library materials shall be recommended and procured in accordance with guidelines adopted by the Texas State Library and Archives Commission and the District standards and priorities expressed in this policy.

Librarians and other professional staff shall assist the SLAC in developing the list of library material recommendations to be presented to the Board. The librarians and other professional staff shall ensure that the materials:

1. Enrich and support the TEKS and the state and local curriculum, taking into consideration students' varied interests, maturity levels, abilities, and learning styles.
2. Foster growth in factual knowledge, literary appreciation, aesthetic values, and societal standards.
3. Encourage the enjoyment of reading, foster high-level thinking skills, support personal learning, and encourage discussion based on rational analysis.
4. Represent ethnic, religious, and cultural groups of the state and their contributions to the state, the nation, and the world.

The Superintendent shall ensure that administrative procedures regarding the development of recommendations of library materials consider at least two of the following factors:

1. Recommendations from students, parents or guardians, teachers, and District residents.
2. Consultation with District teachers and library staff.

3. Consultation with library staff from other districts.
4. Extensive review of the library material.
5. Context of the library material, including overall fit within the existing collection and support of District curriculum.
6. Reviews of the library material from sources such as professional journals in library science, recognized professional education or content journals with book reviews, national and state award recognition lists, library science field experts, and highly acclaimed author and literacy expert recommendations.
7. Coverage of topics, authors, series, or genres that fill gaps in the school library collection.

The SLAC shall recommend to the Board a list of library materials for procurement.

The Board shall consider the SLAC's recommended list of library materials that have been donated or proposed by the SLAC for procurement. Each Board member may propose changes before the Board takes action on the list of donated or proposed library materials.

The Board shall either approve or reject the library materials that have been donated or proposed for procurement.

Donated and
Proposed
Procurement List

At least 30 days prior to the Board's vote to accept donated library materials or approve procurement of library materials, the Superintendent shall make accessible to the public the list of library materials in accordance with law.

Access Plan

The District shall allow efficient parental access to the District's library and any available online catalogs.

Online catalogs shall be publicly available. The District shall publish information about library material titles, including how and where material can be accessed.

Each campus shall communicate the following to parents and guardians:

- Access to policies relating to school libraries and library materials;
- Access to library materials and resources; and
- Opportunities for students, parents and guardians, educators, and community members to provide feedback on library materials and services.

**Parental
Involvement**

Parents and guardians are the primary decision-makers regarding their child's access to library material. In general, a student is afforded the opportunity to self-select library materials as part of literacy development and the library program. District staff may assist a student in selecting library material; however, the ultimate determination of appropriateness remains with the student and parent or guardian. Parents and guardians are encouraged to communicate with the campus librarian and their child's teacher about special considerations regarding library materials self-selected by their child.

In accordance with state law and administrative procedures, parents or guardians may submit to the principal or a staff member designated by the principal a list of library materials that the parent's or guardian's child shall not be allowed to check out or access for use outside of the school library. The Superintendent shall develop procedures that permit a parent or guardian to submit the request in at least one of the methods permitted by law.

The parent or guardian may select alternative library materials for their child. [For information on parental rights regarding instructional materials and other instructional resources, see EFA(LEGAL).]

The District shall focus on maximizing transparency with parents while meeting student needs and providing enrichment opportunities with library materials. Parental involvement in library acquisition, maintenance, and campus activities is encouraged.

**Access
Procedures****School Library**

A parent or guardian who wishes to access a school's library shall first submit a request to the principal. The principal or a staff member designated by the principal shall work with the parent or guardian to determine a time to access the library that will not interfere with the delivery of instruction or disrupt student use of library services.

Library Catalog

A parent or guardian who wishes to access the catalog of library materials for any school in the District shall submit a written request to the school's principal. The principal or a staff member designated by the principal shall respond to the request in accordance with administrative procedures.

**Protection from
Inappropriate
Material**

In accordance with law and guidance from the Texas State Library and Archives Commission, library materials shall not include "harmful material"; any library material that is pervasively vulgar or educationally unsuitable; any library material containing indecent or profane content; any library material that refers a person to a web-

site, including by use of a link or QR code, containing content legally prohibited under law; or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL)]

Obscene material is not protected by the First Amendment to the United States Constitution.

Library materials shall comply with the Children's Internet Protection Act (CIPA), including technology protection measures. [See CQ]

Challenge of Library Material

A District employee, a parent or guardian of a District student, or a District resident may challenge library material maintained in the District's library program.

The SLAC shall recommend to the Board for adoption the procedures for challenging library materials.

Guiding Principles

The following principles shall guide the review of a challenge of library material:

1. An individual may challenge library material used in the District's library program, despite the fact that the professional staff, SLAC, and the Board followed the proper procedure and adhered to the objectives and criteria for recommending and procuring library materials set out in this policy.
2. Access to challenged material shall be restricted during the challenge process.

In addition to compliance with state law and this policy, a criterion for the final decision on challenged library materials is the appropriateness of the material for its intended use. No challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material's author or the personal background of the characters in the material.

Formal Challenge

The District shall make the Texas Education Agency form to challenge library material available on the District's website.

If a District employee, a parent or guardian of a District student, or a District resident wishes to challenge library material, they shall follow the procedures to complete and submit the challenge form.

In addition to copies of the completed form being provided to the members of the SLAC in accordance with law, copies shall also be provided to the Board, the Superintendent, the school librarian, and any other staff designated in administrative procedures.

SLAC Recommendation	<p>The SLAC shall consider the challenge in accordance with Board-adopted procedures and in accordance with law and shall make a recommendation to the Board.</p> <p>Any meeting of the SLAC or a review committee, if any, must comply with the meeting requirements under Education Code 33.024(g) and (h), including required notices, meeting minutes, audio or video recordings, and submission of minutes and audio or video recordings of the meeting to the District.</p> <p>The Superintendent, the school librarian, the individual submitting the challenge, and any other appropriate staff shall receive a copy of the SLAC's recommendation.</p>
Appeal	<p>An individual who submitted a challenge may appeal the decision of the SLAC to the Board in accordance with the challenge procedures.</p> <p>When considering the appeal, the Board shall consider the factors in Education Code 33.027(f). The Board shall consider appeals in accordance with timelines set out in law.</p>
Frequency of Review	<p>After a library material has been challenged and the Board determines not to remove the library material from a school library catalog, it may not be challenged again before the second anniversary of the Board's final decision not to remove the material.</p>
Removal of Library Materials	<p>If a challenge to a library material results in the removal of the library material from the school library catalog, each teacher assigned as the classroom teacher at the grade level for which the library material was removed shall be notified and instructed to remove any copy of the library material from the teacher's classroom library, if applicable.</p>
Maintenance of Library Materials	<p>In accordance with state guidelines and District administrative procedures, collections shall be evaluated and updated regularly based on the collections' age, relevance, diversity, and variety. The Superintendent shall ensure administrative procedures are established for regular maintenance of the library collection on each campus. Standard maintenance procedures for any library collection include repair, replacement, and removal of materials as necessary. Regular maintenance shall also include scheduled inventories of the collection. Disposal of any District-owned library materials shall be in accordance with District policy and procedures. [See CI]</p>
Gifts and Donations	<p>The Board shall accept gifts and donations of library materials with the understanding that the use and disposition of the materials and monies will be in accordance with District policy and the selection criteria noted above. [See CDC]</p>

Policy Review

This policy shall be reviewed at least every three years and revised as necessary.

PROPOSED REVISIONS

Persons Age 21 and Over	The District shall admit persons who are at least age 21 and under age 26 for the purpose of completing the requirements for a high school diploma.
Registration Forms	The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency. The District may investigate stated residency as necessary.
Minor Living Apart	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
<u>Students Not Enrolled</u>	<u>A student enrolled in a private school, including a homeschool, shall not be eligible for concurrent enrollment in the District nor for participation in curricular or extracurricular activities. [See EEL and FM]</u>
Nonresident Student in Grandparent's After-School Care	<p>The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent.</p> <p>The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.</p>
"Accredited" Defined	For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an

accrediting association recognized by the commissioner of education.

Grade-Level Placement

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

Transfer of Credit

Accredited Texas Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or Nonaccredited Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ensure credit, including proportionate credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

Withdrawal

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

PROPOSED REVISIONS

Extracurricular Activity Absences

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board.

The District shall not limit an eligible student's absences related to participation in extracurricular activities. [See Record of Absences in FM(LEGAL)]

~~The Board encourages student participation in extracurricular activities and does not restrict the number of absences a student is allowed for participation, subject to UIL rules and this policy.~~

[For eligibility of a private school student, including a homeschool student, to participate in extracurricular activities, see FD(LOCAL).]

Scheduling Extracurricular Activities

To the extent practicable, extracurricular activities shall be coordinated and scheduled to minimize student absences and disruption of the educational program.

Audit Classes

~~A student auditing a class or taking a class on a GPA exempt basis shall be suspended from participation in any extracurricular activity sponsored or sanctioned by the District or the UIL after a grading evaluation period in which the student received a grade lower than 70 on a scale of 100 in any academic class other than an identified honors or advanced class.~~

Exempt Honors and Advanced Courses

Exempt honors and advanced courses for purposes of participation in extracurricular activities ~~include only Precalculus, Pre-Advanced Placement (AP), AP, and International Baccalaureate (IB) courses~~shall be reflected in the no pass, no play list as approved by the Board.

A student taking or auditing an exempt course shall nonetheless be suspended from participation in any extracurricular activity sponsored or sanctioned by the District or the UIL after a grading evaluation period in which the student received a grade lower than 60 on a scale of 100.

Use of District Facilities

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

PROPOSED REVISIONS

Note: For searches of personal communication devices or other personal electronic devices, see FNF.

Personal Communication Devices

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee shall confiscate a student's personal communication device that is used in violation of this policy or any applicable regulations.

If a personal communication device is not retrieved, the District shall dispose of the device after providing the notice required by law.

Exceptions

A student shall be authorized to use a personal communication device on school property during the school day only under the following circumstances:

1. The student's use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's use is required due to a documented need based on a directive from a qualified physician; or
- ~~4.~~3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.

District administration may consider additional exceptions for the instructional benefit of teachers and students.

Implementation

The Superintendent shall develop regulations to implement this policy.

Compliance

The Superintendent shall communicate to the Board on the implementation and compliance of this policy as appropriate.

~~**Note:** For searches of personal telecommunications devices or other personal electronic devices, see FNF.~~

STUDENT CONDUCT
PERSONAL TELECOMMUNICATIONS/ELECTRONIC DEVICES

FNCE
(LOCAL)

Personal Use

~~Telecommunications
Devices~~

~~An authorized District employee may confiscate a personal telecommunications device, including a mobile telephone, used in violation of applicable campus rules.~~

~~A confiscated personal telecommunications device shall be released for a fee determined by the Board. In accordance with the student handbook, the student or the student's parents may retrieve the device after paying the fee.~~

~~If a personal telecommunications device is not retrieved, the District shall dispose of the device after providing notice required by law.~~

~~Other Electronic
Devices~~

~~Guidelines regarding other personal electronic devices shall be addressed in the student handbook.~~

Instructional Use

~~A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]~~

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
August 7, 2025

Contact Person: Michael Hill

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item: Approval of HB 3 Good Cause Exception Resolution for Peace Officers at Schools

District Priority / Goals Addressed

Safety & Discipline: As we continue our efforts to ensure a safe and productive learning environment for students and staff, this Good Cause Exception will allow the district to staff our campuses with an armed security officer to meet the requirements of HB 3.

Background

House Bill 3 of the 89th Regular Legislative Session, requires among other things, that school districts Boards of Trustees determine the appropriate number of armed security officers for each campus. The bill also provides Districts with a Good Cause Exception when the district is unable to fund and find qualified personnel to meet the requirements of the bill. In this exception, Boards will develop an alternative standard with which the district is able to comply.

Fiscal Implications

\$3,762,576.00

Recommendation

Administration recommends the Board approve the resolution outlining and detailing the Good Cause Exception for the district.

Submitted by: *Michael Hill*

Date: July 30, 2025



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

RESOLUTION

WHEREAS, Arlington ISD is a public school district located in the State of Texas who is subject to the laws of the Texas Education Code; and

WHEREAS, the Texas Legislature has declared that the board of trustees of each school district shall determine the appropriate number of armed security officers for each district campus.

WHEREAS, Arlington ISD is a school district that is unable to fund and find the qualified personnel to place an armed district peace officer, school resource officer, or commissioned peace officer on every campus; and

WHEREAS, the Texas Legislature permits board of trustees of a school district that claims a good cause exception under Subsection(c) to develop an alternative standard with which the district is able to comply, which *may* include providing a person to act as a security officer who is a school marshal or a person eligible under a guardian program, and;

WHEREAS, the Arlington ISD Board of Trustees has adopted policy CKC (LOCAL), related to emergency plans and security measures; now

THEREFORE, BE IT RESOLVED

THAT, by virtue of this Resolution, Arlington ISD claims a good cause exception under Texas Education Code 37.0814(c); and be it further **RESOLVED**

THAT Arlington ISD shall, to comply with the spirit of the law of Texas Education Code 37.0814:

- Maintain a guardian program under their CKC(LOCAL) policy, internal policies, and the district shall ensure that individuals participating in the Guardian Program have completed school safety training provided by a qualified handgun instructor certified in school safety under Texas Government Code Section 411.1901 and carries their handgun in accordance with the written regulations of the Guardian Program; and
- Contract with a security services contractor licensed under Chapter 1702, Occupations Code, for the provision of a commissioned security officer, as defined by Section 1702.002, Occupations Code, who has completed the Level II or III training course required by the Department of Public Safety; and
- Enter into a memorandum of understanding with the local police department, who shall give the district as many officers as are available to cover the district either through a contract or provide coordinated

placement of off-duty officers from various jurisdictions; and be it further
RESOLVED

THAT this Resolution be filed and maintained with the official records of Arlington ISD and will be included in the required documentation maintained by the district to show compliance with the law.

APPROVED BY A VOTE OF ___ TO ___ ON _____, 2025.

Board President

Board Secretary

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Meeting Agenda Item:

Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

District Priority/ Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:



Date:



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RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



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**Interlocal Agreement
Between
The University of Texas at Austin
and
Arlington Independent School District**

FOR THE 2025-2026 ONRAMPS PROGRAM

This Interlocal Agreement (Agreement) with an Effective Date of June 1, 2025, is entered on the Effective Date by and between Contracting Parties on pursuant to the authority granted in and in compliance with Chapter 791 of the Texas Government Code.

Contracting Parties:

Receiving Party: Arlington Independent School District (“AISD”)
690 E Lamar Blvd
Arlington, TX 76011

Performing Party: The University of Texas at Austin (“UT Austin”)
OnRamps
2616 Wichita St, Ste 101
Austin, TX 78712

WHEREAS, UT Austin and AISD are collaborating to offer high school students the opportunity to enroll in college courses while attending high school and simultaneously receive academic credits from UT Austin and their AISD high school(s).

WHEREAS, students will be able to participate in dual enrollment, distance education courses called OnRamps.

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

1. Interlocal

The Texas Interlocal Cooperation Act, Government Code, §791.001, *et seq.* allows local governments and institutions of higher learning to contract with each other for governmental functions and services, including all or part of a function in which the Parties are mutually interested. This Agreement constitutes an “interlocal contract” within the meaning of and as authorized by the Texas Interlocal Cooperation Act. The purpose of the Agreement is to provide “governmental functions or services,” as therein defined. Each party represents it has authority to enter into the Agreement and does so by action of its governing body. To the extent any party pays for the performance of governmental functions or services, the party will make those payments from current revenues available to that party.

2. Nature of OnRamps

UT Austin and AISD enter into this Agreement to implement OnRamps by offering distance college courses through a dual-enrollment model, as well as high school teacher training and professional learning. OnRamps offers high school students the opportunity to earn high school credits from AISD and college credits from UT Austin through a distance education college course.

AISD and UT Austin will share the responsibility to implement OnRamps. By entering into this Agreement for the delivery of distance college courses, AISD becomes an active participant in ensuring the effectiveness and quality of the implementation of OnRamps at AISD.

3. Fees and Payments

Enrollment Fees:

The cost of the OnRamps course materials, technical support and course implementation support outlined in this Agreement for AISD will be defined on a per-student, per-course basis. The maximum 2025-2026 fee is \$58.52 per credit hour, or \$175.56 for each three-hour course, per student.

AISD is paying a subsidized rate. Subject to available funding, during the 2025-2026 school year, the fee of \$175.56 per three-hour course per student is subsidized to \$149. Enrollment cost subsidies are paid for by OnRamps and applicable state appropriations. Private, parochial, and out-of-state schools are not eligible for the subsidized rate.

UT Austin may opt into the Financial Aid for Swift Transfer program annually which allows eligible students to enroll in OnRamps courses at no cost. UT Austin will determine opt in status annually in accordance with rules stated by Texas Higher Education Coordinating Board.

The OnRamps enrollment fee is assessed for each student registered in each OnRamps course on the enrollment census date which will be determined and communicated on or before June 1, 2025, including FAST opt-in status. The enrollment fee includes access to course materials, technology tools, and credit eligibility evaluation. Refunds will not be given at the end of a course for any reason, including if a student does not earn or accept college credit in the course.

Professional Learning and Development (PLD) Fee:

The cost of OnRamps professional learning and development will be assessed on a per-teacher basis according to the fee schedule in Exhibit C. This fee includes professional learning and development services, course materials, technology tools, and technical assistance required for implementation during the entire term of this agreement, including Summer Professional Learning Institute (PLI), academic year PLIs, virtual conferences, virtual learning modules, virtual communities of practice, professional development assignments, and access to individual virtual coaching. If AISD or the AISD high school teacher joins after the conclusion of Summer PLI, the total fee is still required based upon the status of the teacher at student census.

The Professional Learning and Development fee does not include lodging, transportation, or teacher substitute cost. If a PLI is held in person, a lodging fee may be charged in addition to the PLD fee.

AISD is responsible for paying within 30 days of receipt of any undisputed invoice.

All checks should be made payable to The University of Texas at Austin. Payments should be mailed and/or delivered to:

The University of Texas at Austin
OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712

4. Scope of Work and Responsibilities

Responsibilities to implement OnRamps dual enrollment courses will be shared by AISD and OnRamps. AISD is an active participant in ensuring the effectiveness and quality of OnRamps implementation at its facilities. The Parties agree to provide the following, collectively referred to as the "Services."

4.1 Responsibilities of OnRamps

Enrollment and Records

- A. Provide an online registration process for high school students to enroll in OnRamps courses (as listed in Exhibit A fully incorporated by this reference) through the OnRamps student information system (OnRamps Portal).
- B. Maintain, as part of routine educational effectiveness evaluation at UT Austin, OnRamps student educational records, including registration, enrollment, orientation, and course evaluation data for purposes of administration, implementation, and improvement, including official reporting to UT Austin and AISD. OnRamps engages in additional data sharing with UT Austin departments as defined in the data sharing agreement between Parties, attached and incorporated herein.
- C. Record grades on UT Austin transcripts for students who earn and accept college credit for the distance college course.
- D. Support documentation of distance college course credit, including enrollment and non-enrollment confirmation letters and assistance in securing official transcripts.

Curriculum and Instruction

- E. Provide UT Austin faculty and academic staff to develop and define college-level course materials and curriculum and assume oversight of distance college courses.
- F. Deliver instructional materials via distance education. All college course-related materials will be available to the student through unique login in Canvas Learning Management System (Canvas LMS).

- G. Administer OnRamps distance college courses via a dual enrollment model. UT Austin faculty and academic course staff ensure comparability of distance college courses to campus-based courses and are approved by UT Austin Department Chairs and supported by Deans. All OnRamps students register for semester- or year-long courses.
- a. Semester-long and year-long course college enrollment information
 - i. Students must complete a series of required assignments and summative assessments as published in the college syllabus that are designed, designated, and evaluated by UT Austin faculty and college Instructors of Record to earn college credit.
 - ii. Students must earn a passing grade (D- or above) on the designated portion of the course determined by the UT Austin Instructor of Record to earn college credit in the OnRamps distance college course.
 - iii. Students who earn a passing grade (D- or above) in the college course may accept or decline their college credit.
 - iv. College credits earned and accepted by students are reported to the University Registrar for official transcription.
 - v. Students who accept college credit will have an official UT Austin academic record and eligibility to order a transcript showing the letter grade earned in the course.
- H. Provide technology and support services necessary for teaching and learning in OnRamps:
- a. Maintain servers operated by or hosted on OnRamps's web-based Canvas LMS.
 - b. Provide access and training on the Canvas LMS for every OnRamps student to access course content and instructional experiences.
 - c. Provide online and phone-based technical support to OnRamps teachers, students, and UT Austin faculty using the curriculum when that support is not provided through Canvas LMS.
 - d. Provide access to teleconference functions in Canvas LMS or other commensurate distance technology with consultants available to students for writing consultation related to distance college course writing assignments in Rhetoric courses.
 - e. Provide a student orientation module in Canvas LMS for all OnRamps courses that details OnRamps enrollment, student academic integrity, and FERPA rights.
 - f. Provide information in the OnRamps Portal or through email notifications related to distance college course enrollment activities, including registration, credit status, and official transcript requests.
 - g. Provide information on procedures for submitting and resolving complaints, grade appeals, information requests, and other inquiries related to participation in OnRamps.
 - h. Provide students appropriate access to academic advising and counseling resources and supports.

Professional Development and Support

- I. Deliver professional learning to AISD teachers who implement the OnRamps course. Teachers implementing an OnRamps course are required to participate in

- and complete all OnRamps professional learning and development program components.
- a. 2025 Summer PLI will be delivered by OnRamps using distance education and virtual learning technologies. Summer PLI is required for all OnRamps high school teachers.
 - b. Academic year PLIs will consist of two one-day PLIs for new and returning participating teachers delivered virtually during the fall and spring semesters. AISD teachers are required to participate in and fully complete the one-day workshop during each semester in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year.
 - c. Virtual conferences for implementing AISD new and returning teachers held up to eight times per year.
 - d. AISD teacher participants will be credited with continuing professional education hours for the hours of documented attendance.
- J. Deliver professional learning and development opportunities specific to administrative and counselor roles and functions to AISD and its administration and high school counselors.
- K. Deliver in-person or virtual presentations and/or workshops to AISD staff and community members regarding the OnRamps program overview, implementation, and strategies for success based on advance scheduling and availability of OnRamps staff.
- L. OnRamps will hire and assign a qualified course coordinator for each course offered. The coordinator will serve as the content expert and point of contact and support for the high school teacher.
- M. Provide ongoing, one-on-one feedback and guidance to the high school teacher.
- N. Provide virtual coaching access to each OnRamps high school teacher to support course implementation and enhance their professional practice.

Institutional Effectiveness

- O. Provide feedback regarding course implementation to UT Austin faculty and academic staff, as well as AISD high school teachers and administrators. OnRamps will provide updates through regularly identified reporting schedules to the identified AISD Main Contact and, as needed, regarding the status of OnRamps course and professional learning and development implementation, based on regular review of data, including communication with the OnRamps AISD high school teacher(s) and student performance and engagement data.
- a. OnRamps staff will inform AISD administration of any serious concerns regarding AISD or campus implementation of the OnRamps course pertaining to quality and fidelity. If AISD implementation of the OnRamps course is deemed unsatisfactory, OnRamps reserves the right to deny the opportunity to offer the OnRamps course in the future or to require a replacement high school teacher.
 - b. A AISD high school teacher deemed by OnRamps to be unsatisfactorily implementing the course will be given the opportunity to bring course implementation into alignment with OnRamps expectations and be provided individual coaching and support as available through the course staff, OnRamps

PLIs, a virtual community of practice, and ongoing communication. Should the high school teacher's implementation of OnRamps continue to be unsatisfactory or without improvement in OnRamps' sole discretion, OnRamps will notify AISD, who will use its best efforts to identify an alternate high school teacher, and AISD will work with OnRamps to continue implementation of the course with the alternate high school teacher. OnRamps reserves the right to deny any unsatisfactorily performing teacher the opportunity to offer the course in the future.

- c. Should OnRamps deem an OnRamps AISD high school teacher as not compatible with or not in the best interest of the OnRamps in OnRamps' sole discretion, OnRamps will notify AISD who will work with OnRamps to continue the course through an alternate teacher.
- d. Any person performing Services under this Agreement on behalf of OnRamps must be actively employed or eligible for employment by UT Austin and may not be on administrative or medical leave. UT Austin must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If UT Austin becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, a representative of OnRamps must inform the AISD district contact within 24 business hours.

Extended Student Absences [subject to AISD policies]

- P. In a case where a student is removed from their home campus and assigned to an alternative campus the AISD point of contact, campus principal and/or the high school teacher of the campus must notify the OnRamps Associate Director for Partnerships, or the OnRamps help desk known as "OnRamps Support". Information needs to include the length of the placement to determine if the student will continue in the enrolled OnRamps course. If the alternative placement is longer than seven (7) school days, then the following is required:
 - a. The administrator, OnRamps AISD high school teacher, and OnRamps course staff will work together to determine if the student has the opportunity to continue the course at the alternative campus. If determined the student will not have the appropriate instruction and access to the course, the student will be dropped from the OnRamps course.
 - i. If this occurs prior to the identified course census date, then the AISD will not be invoiced for this student.
 - ii. If the student is enrolled in a year-long OnRamps course, the student will be dropped from the OnRamps course, the Canvas LMS system, and a schedule change will be made for the student's high school schedule. If the student is enrolled in Economics, Government, History, or Rhetoric, the student will be dropped from the course for the semester in which the student is taking the course (fall or spring). If the student is taking Economics, Government, History, or Rhetoric in the fall semester, the student will have the opportunity to enroll in Economics, Government, History or Rhetoric in the spring semester, if the student returns to the home campus in time for

registration at the beginning of spring instruction and the course is offered on the home campus.

- Q. In a case where a student is hospitalized or removed from instruction or the school setting for longer periods due to illness, accident, or other circumstance, the AISD point of contact, campus principal and/or the high school instructor must notify the OnRamps Associate Director of Partnerships or OnRamps Support immediately to determine if eligibility for enrollment may continue, which decision will be made by OnRamps on its sole discretion.

4.2 Responsibilities of AISD [subject to AISD policies and applicable law]

- A. Implement one or more OnRamps courses.
- a. Assign a(n) AISD contact responsible for overseeing implementation of OnRamps high school course(s) and participating in meetings designated for AISD administration with OnRamps staff.
 - i. This AISD contact will provide up-to-date contact information for AISD and its campus administration. In the event there is a change in administration at AISD or at its campuses, the AISD contact will update the OnRamps Portal.
 - ii. This AISD contact will communicate registration timelines for campus administration and ensure required professional learning for a campus counselor focused on advising students and monitoring aspects of the implementation of OnRamps respective to their role.
 - b. OnRamps syllabi and course content may not be used to satisfy the requirements for third party evaluation, including AP curriculum.
 - c. In the case of Introduction to Rhetoric: Reading, Writing and Research and Reading and Writing the Rhetoric of American Identities, the UT Austin Department of Rhetoric and Writing:
 - i. Prohibits the OnRamps courses from being offered as an AP English course.
 - ii. Requires a cap of 25 students per section with a limit of two (2) sections per teacher for a maximum of 50 students. Alternatively, a teacher may have 60 students distributed in three (3) or more sections. With approval, the cap of 60 students may be exceeded in exceptional circumstances at OnRamps' sole discretion.
- B. Recruit high school teacher(s) with appropriate qualifications to teach the OnRamps course(s), consistent with AISD policies.
- a. Minimum requirements for all OnRamps AISD high school teachers include:
 - i. One (1) or more years of teaching experience in the relevant course or a higher-level course (e.g. calculus for pre-calculus).
 - ii. Completed annual OnRamps teacher application.
 - iii. Obtain a UT EID in order to access Canvas LMS, the OnRamps Portal, and other systems required for implementation of OnRamps. OnRamps will provide the designated OnRamps teacher privileged access to student information and other systems through the UT EID. OnRamps may suspend, terminate, or revoke OnRamps teacher access to its systems through the EID affiliation at OnRamps' sole discretion. The EID affiliation with OnRamps

- will be revoked if this agreement is terminated or if an OnRamps AISD high school teacher can no longer complete the course.
- iv. Successful completion of required tasks before the start of Summer PLI, including, but not limited to, completion of FERPA training module provided by OnRamps. Tasks will be determined and shared by the OnRamps professional learning and development staff in advance of Summer PLI. AISD high school teachers approved on a conditional basis may be required to complete additional tasks. Any high school teacher who does not complete the required self-directed or Summer PLI tasks may not be eligible to implement an OnRamps course. The decision to admit or deny such teacher and any accompanying conditions will be determined by the Director of Instructional Innovation and Implementation and Executive Director at their discretion.
 - v. Attendance and successful completion of Summer PLI, all required academic year PLIs, monthly virtual conferences or virtual learning modules, and professional development assignments.
 1. OnRamps AISD high school teachers must participate in the entire Summer PLI and complete all assigned work including pre-, during, and post-PLI.
 2. AISD teachers are required to participate in and fully complete both academic year PLIs in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year. Each Fall and Spring PLI will provide six hours of continuing professional education hours, not to exceed eight hours.
 3. Completion of the minimum requirements and number of virtual coaching uploads over the course of the academic year as described in the Instructor Handbook is required.
 4. Instructors teaching spring only courses will have a one-hour virtual learning event held in December to reinforce learning from the summer.
 - vi. Review communication from OnRamps course staff in weekly newsletters and respond accordingly to routine requests.
 - vii. Adhere to guidelines regarding OnRamps course content intellectual property. AISD is responsible for informing teachers that they do not have a license to use any OnRamps provided materials outside of the scope of this agreement.
 - viii. Deliver OnRamps instructional materials through the OnRamps instance of Canvas LMS or designated platforms as specified in the OnRamps Technology Manual.
- b. Additional requirements for OnRamps returning AISD teachers include:
- i. Successful implementation of OnRamps course during the previous academic year according to requirements under section D below.
- C. Ensure OnRamps AISD high school teachers and students have the necessary resources to implement OnRamps with fidelity, including, but not limited to:
- a. Access to the OnRamps Portal and Canvas LMS. Participating AISD campuses will work with the OnRamps support team to ensure their campus and students can fully access the OnRamps Portal and Canvas LMS.

- b. Access to computer, internet, and URLs in approved allow lists, as specified by OnRamps, and adhere to requirements outlined in the most recent OnRamps Technology Manual.
 - c. Scheduled access to technology that meets the specifications defined by OnRamps for each course. This includes regular in-class and out-of-class, one-to-one (1:1) access to computers and the internet to view materials and complete and submit assignments, quizzes, tests, and exams, and the following technology for specific course implementation (as applicable).
 - d. Graphing calculators or graphing calculator functions as specified in the most recent OnRamps Technology Manual.
 - e. Audio/visual projection and/or whiteboard.
 - f. Copy/scanning services to duplicate some course materials and distribute to students in the OnRamps course and upload assignments.
 - g. Required lab materials for BIO 106M, CH 104M, CH 104N, GEO 302E, and PHY 102M.
 - h. The Biology and Chemistry course(s) must be offered in a lab setting that meets the Texas Education Agency standard with minimal viable components including an eyewash station, vent hood, and equipment required for student implementation of the lab course including use and disposal of the required chemical list.
- D. Ensure OnRamps AISD high school teachers implement OnRamps with fidelity, including the following requirements:
- a. Adhere to Texas Administrative and Education Code, including the Educators' Code of Ethics (19 TAC Chapter 247).
 - b. Ensure students complete the OnRamps registration process and student orientation, including creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - c. Administer and facilitate OnRamps-required assignments and assessments without alteration through the OnRamps instance of Canvas LMS.
 - d. Use Canvas LMS to assign and grade high school work as specified by OnRamps course staff.
 - e. Participate in professional learning and development activities, including Summer PLI, academic year PLIs, video conferences, virtual learning modules, virtual communities of practices and uploads of classroom video, and ongoing opportunities during each semester in which they teach the OnRamps course. To facilitate teacher participation in the academic year PLIs, AISD agrees to pay the cost of substitute teachers for the days the teacher will attend the academic year PLIs.
 - f. Maintain regular communication via email, phone, video web conferencing, etc. with OnRamps course coordinator and other staff regarding the success and challenges of implementation, responding in a timely manner to requests for information, including turning in any requested documentation to evaluate student progress or success by specified deadlines.
 - g. Notify OnRamps of AISD high school teacher absences of five or more consecutive class days or of teacher resignations using the provided form in the case when the teacher cannot self-report.

- E. Ensure students register for OnRamps courses to meet OnRamps requirements, including:
 - a. Recruit and approve students to participate in OnRamps courses.
 - b. Ensure students enrolled in OnRamps meet the minimum academic requirements for each course as shown in Exhibit A.
 - c. Ensure students complete the OnRamps registration process and student orientation, which includes creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - d. The student and, if the student is under 18 years of age at the time of registration, the student's parent or guardian shall acknowledge and consent the student is enrolling in a college course with the opportunity to earn college credit.
- F. Ensure accuracy of OnRamps student information, including:
 - a. Ensure student rosters accurately reflect students enrolled in OnRamps courses on the OnRamps census dates in fall and spring.
 - b. Submit student state IDs in accordance with communicated timeline.
 - c. Submit high school grades in accordance with the data sharing agreement schedule.
- G. Any person performing Services under this Agreement on behalf of AISD must be actively employed or eligible for employment by AISD and may not be on administrative leave. AISD must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If AISD becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, the district contact, who oversees the OnRamps program, must inform OnRamps within 24 business hours.

5. Summer PLI Teacher Registration and Attendance

- A. AISD high school teachers are required to register for Summer PLI **two weeks prior** to the start of the selected synchronous Summer PLI session. Late registration will be accommodated at the discretion of the Associate Director of Instructional Innovation and Implementation or Executive Director.
- B. New OnRamps AISD high school teachers must complete all components of Summer PLI including prerequisite self-directed modules, synchronous sessions, and compliance modules. New OnRamps high school teachers are defined as those who are implementing an OnRamps course for the first time or for the first time after more than one year of absence.
 - a. The AISD teacher assigned to the course **must** successfully complete the New Instructor Summer PLI experience at least once, in its entirety, before implementing an OnRamps course for the first time. If the teacher continues to offer the course in subsequent years, they are required to attend the Returning Instructor Summer PLI for each subsequent year they implement that course. If a teacher is assigned to implement a new OnRamps course in addition to their current OnRamps course, the instructor must complete the New Instructor Summer PLI for the new course.
- C. Cancellation policy:

- a. If a high school teacher registers for Summer PLI and is unable to attend, the teacher must communicate this change to the OnRamps Professional Learning and Development team via OnRamps Support in writing at least one week prior to the start of Summer PLI. The district contact may coordinate with OnRamps to identify an appropriate replacement. Fees will be assessed based on teachers who complete Summer PLI.
- b. Teachers who miss more than 20% of Summer PLI may still be eligible to teach the OnRamps course upon completion of an alternate plan developed by OnRamps staff.
- D. If a high school teacher attends Summer PLI, and the course for which the teacher is trained is not offered for the school year, AISD will be:
 - a. Charged the full fee based on whether they are new or returning for Summer PLI.
 - b. All materials provided to AISD for the course must be returned to OnRamps within 30 days.

6. Educational Records and Data Sharing

- A. AISD and OnRamps create, maintain, and manage their own educational records for students and teachers. OnRamps maintains all educational records created as a result of OnRamps consistent with FERPA, as well as applicable UT Austin policy defined in Chapter 9 of the General Catalog of UT Austin, subchapter 9-100 through 9-400, and any applicable law. In order to provide OnRamps and related services to AISD and for AISD's accountability reporting purposes, OnRamps requires specific student information from AISD. All such records are provided the same security as those outlined in this section 6.C, section 7, and the Data Sharing Agreement, and will not be sold or shared with external sources except as allowed by law. See Exhibit B Data Sharing Agreement which sets terms and conditions for the exchange by the Parties of data needed to support OnRamps.
- B. Following UT Austin's Institutional Review Board standards and policy, as applicable, OnRamps may obtain and maintain data and/or feedback about student and teacher experiences with OnRamps for the purpose of understanding outcomes and OnRamps improvements.
- C. For legitimate educational interests, OnRamps will facilitate the exchange of information among institutions, OnRamps high school teachers, OnRamps faculty and staff, and AISD contacts 1) pertaining to students' progress toward the opportunity to earn college credit; 2) to verify student accommodations under IDEA and/or Section 504; 3) to facilitate early intervention and support student success; 4) pertaining to whether college credit is earned, accepted, and/or declined; 5) to facilitate accurate recordkeeping; and 6) to address academic integrity issues. If either party obtains access to AISD and/or UT Austin records or record systems protected under FERPA, each party agrees to adhere to the provisions of FERPA. While in possession of FERPA records and data, only persons authorized to access the student data related to OnRamps will be granted access consistent with FERPA.

7. Governmental Function, Immunity, Record Protection, and Criminal History

The Parties agree that the performance of this Agreement is for the purpose of performing governmental functions and that, in all things related to this Agreement, Parties are performing governmental functions as defined by the Texas Interlocal Cooperation Act.

Nothing herein or in the performance of this Agreement shall be construed as a waiver of sovereign/governmental immunity or similar rights. Parties agree that neither party waives any immunity or defense that would otherwise be available to it pursuant to the Texas Tort Claims Act or other applicable statutes, laws, rules or regulations against claims arising from the exercise of its powers or functions. No provision of this Agreement that imposes an obligation or restriction on AISD or UT Austin not otherwise permitted by applicable law shall be enforceable. Records relating to this Agreement may be subject to disclosure pursuant to the Texas Public Information Act, Section 552.001 et. seq. of the Texas Government Code.

Each party agrees that if it received information or records concerning any student, it shall not disclose the same except as permitted by the Family Educational Rights and Privacy Act a/k/a FERPA (20 U.S.C. 1232(g)). FERPA is specifically referenced in the Texas Public Information Act as an exception to records that are subject to disclosure to the public (Texas Government Code 552.001 et seq.). While in possession of FERPA records and data, only persons authorized to access the student data of the OnRamps program will be granted access, as required by FERPA. The Parties agree to comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement.

8. Indemnity

The Parties expressly agree that, except as provided herein, no party shall have the right to seek indemnification or contribution from the other party for any losses, costs, expenses, or damages directly or indirectly arising, in whole or part, from this Agreement.

9. Term and Termination

This Agreement is effective on June 1, 2025, no matter the date fully executed by both Parties and covers a period beginning June 1, 2025 and ending August 31, 2026. This Agreement cannot be renewed or extended.

Either party may, without penalty, terminate this Agreement at the end of any budget period of such party during the term if funds required to fulfill this Agreement have not been appropriated, and with written notice to the other party. Such notice shall be effective thirty (30) calendar days from the date of receipt.

Either party may terminate this Agreement without cause upon thirty (30) days' advance written notice of termination to the other party. AISD agrees any amounts owed for Services rendered through the termination date and properly invoiced will be promptly paid upon notice of termination and in accordance with the provisions of Chapter 2251, Texas Government Code.

10. Ownership of Intellectual Property

UT Austin and OnRamps shall solely own all intellectual property rights in or relating to OnRamps, including all written materials, study guides, course materials, syllabi, and assessments prepared under OnRamps ("Materials"). Intellectual property rights means any rights or titles to inventions, discoveries, concepts, methods, processes, data, trade secrets,

branding, trademarks, copyrights, computer programs and related documentation, or works of authorship fixed in a medium of expression of any kind whether or not patentable, copyrightable, or eligible for registration as a trademark, as well as applications for any such rights. There are no implied licenses; AISD agrees and understands that it may not copy, modify, share, distribute, or display any Materials without the prior written permission of UT Austin and OnRamps.

11. Contractual Relationship

Nothing contained herein shall be construed as creating an employer/employee relationship, a partnership, a joint venture or joint obligations between the Parties. Each party retains the right to conduct its business as it sees fit. The Parties shall, at all times, be deemed independent contractors/entities.

12. Notice to Parties

Except as otherwise provided by this Section, notices, consents, approvals, demands, requests or other communications provided or permitted under this Agreement, will be in writing and will be sent via certified mail, hand delivery, overnight courier, facsimile transmission (to the extent a facsimile number is set forth below), or email (to the extent an email address is set forth below) as provided below, and notice will be deemed given 1) if delivered by certified mail, when deposited, postage prepaid, in the United States mail, or 2) if delivered by hand, overnight courier, facsimile (to the extent a facsimile number is set forth below) or email (to the extent an email address is set forth below), when received:

AISD at:

Arlington Independent School District
690 E Lamar Blvd
Arlington, TX 76011

UT Austin at:

The University of Texas at Austin
Business Contracts Office
1616 Guadalupe St, Ste 3.304
Mail Code D9900
Austin, TX 78701
Attn: Business Contracts Administrator

With a copy to:

OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712
Email: sp.contracts@austin.utexas.edu

or such other address as later provided by a party through written notice to the other party.

13. Venue; Governing Law

This Agreement, all of its terms and conditions, all rights and obligations of the Parties, and all claims arising out of or relating to this Agreement, will be construed, interpreted and applied in accordance with, governed by and enforced under, the laws of the State of Texas.

14. Mutual Negotiation

This Agreement has been prepared at the joint request, direction, and construction of the Parties, at arms' length, and shall be construed without favor to any party.

15. Amendment and Assignment

Any changes to this Agreement may only be made by mutual written agreement of the Parties. This Agreement may not be assigned by either party without the express written consent of the other party. Any attempt to assign without such consent shall be void, and shall be deemed a material breach of this Agreement.

16. Entire Agreement; Modifications

This Agreement supersedes all prior agreements, written or oral, between Performing Party and Receiving Party and will constitute the entire agreement and understanding between the parties with respect to its subject matter. This Agreement and each of its provisions will be binding on the parties, and may not be waived, modified, amended or altered, except by a writing signed by Receiving Party and Performing Party.

17. State Auditor's Office

Contracting Parties understand acceptance of funds under this Agreement constitutes acceptance of authority of the Texas State Auditor's Office or any successor agency (Auditor), to conduct an audit or investigation in connection with those funds (ref. Sections 51.9335(c), 73.115(c) and 74.008(c), Education Code). Contracting Parties agree to cooperate with Auditor in the conduct of the audit or investigation, including providing all records requested. Contracting Parties will include this provision in all contracts with permitted subcontractors.

18. Severability

If any one or more of the provisions of this Agreement will for any reason be held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality or unenforceability will not affect any other provision, and this Agreement will be construed as if the invalid, illegal, or unenforceable provisions had never been included.

19. Survival

A party shall remain obligated to the other party under all clauses of this Agreement that expressly or by their nature extend beyond the expiration or termination of this Agreement.

20. Cybersecurity Training Program

During the term and any renewal of this Agreement, each party shall comply with Texas Government Code Chapter 2054 concerning cybersecurity for state agencies and local government, and to the extent applicable verify compliance to the other party.

21. Access by Individuals with Disabilities

Performing Party represents and warrants (**EIR Accessibility Warranty**) the electronic and information resources and all associated information, documentation, and support Performing Party provides to Receiving Party under this Agreement (**EIRs**) comply with applicable requirements set forth in [1 TAC Chapter 213](#) and [1 TAC Section 206.70](#) (ref. [Subchapter M, Chapter 2054, Texas Government Code](#)). To the extent Performing Party becomes aware the EIRs, or any portion thereof, do not comply with the EIR Accessibility Warranty, then Performing Party represents and warrants it will, at no cost to Receiving Party, either 1) perform all necessary remediation to make EIRs satisfy the EIR Accessibility Warranty or 2) replace the EIRs with new EIRs that satisfy the EIR Accessibility Warranty. If Performing Party is unable to do so, Receiving Party may terminate this Agreement and, within thirty (30) days after termination, Performing Party will refund to Receiving Party all amounts Receiving Party paid under this Agreement.

Performing Party will provide all assistance and cooperation necessary for the performance of accessibility testing conducted by Receiving Party or Receiving Party’s third party testing resources as required by [1 TAC Section 213.38\(g\)](#).

22. Payment of Debt or Delinquency to the State

Pursuant to [Sections 2107.008](#) and [2252.903](#), *Government Code*, any payments owing to Performing Party under this Agreement may be applied directly toward any debt or delinquency Performing Party owes the State of Texas or any agency of the State of Texas, regardless of when it arises, until paid in full.

23. Signatory Representations

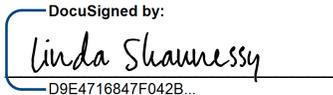
Receiving Party represents and warrants that it has all necessary power and has received all necessary approvals to execute and deliver this Agreement, and the individual executing this Agreement on behalf of Receiving Party has been duly authorized to act for and bind Receiving Party.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives as shown below.

Receiving Party
Arlington Independent School District

Performing Party
The University of Texas at Austin

Signature: _____ *CMH*

Signature:  _____
D9E4716847F042B...

Name: _____

Name: Linda Shaunessy

Title: _____

Title: Business Contracts Administrator

Date: _____

Date: 2025-07-03 | 08:44:04 PDT

Exhibit A OnRamps Courses

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Foundations of Arts and Entertainment Technologies	AET 304	3	050	N/A	Graphic Design recommended	Audio/Video Production II (13008600)
Introductory Biology I + Lab for Introduction to Biology I	BIO 311C BIO 106M	3 lecture 1 lab	030	BIOL 1306 BIOL 1106	Biology + Chemistry	Scientific Research and Design I, II or III (13037200, 13037210, or 13037220)
Principles of Chemistry I (Lecture) + Introduction to Chemical Practices I (Lab)	CH 301 CH 104M	3 lecture 1 lab	030	CHEM 1311 CHEM 1111	Algebra I	Chemistry (03040000)
Principles of Chemistry II (Lecture)+ Introduction to Chemical Practices II (Lab)	CH 302 CH 104N	3 lecture 1 lab	030	CHEM 1312 CHEM 1112	OnRamps Chemistry I + Lab, AP Chemistry or equivalent	Scientific Research and Design I, II or III (13037200, 13037210 or 13037220)
College Algebra	M 301	3	N/A	MATH 1314	Algebra I required, Geometry recommended	Algebra II (03100600)
Computer Science: Thriving in Our Digital World	C S 303E	3	093	N/A	Algebra I	Computer Science I (03580200)
Introduction to Economics	ECO 304K	3	080	ECON 2302	Algebra II recommended (or concurrent enrollment)	Economics with Emphasis on the Free Enterprise System and Its Benefits (03310300)
Earth, Wind, and Fire: An Introduction to Geoscience	GEO 302E	3	030	N/A	Biology or IPC required, Chemistry recommended (or concurrent enrollment)	Earth Systems Science (03060150)
Mechanics, Heat, and Sound + Lab for Mechanics, Heat, and Sound	PHY 302K PHY 102M	3 lecture 1 lab	030	PHYS 1301 PHYS 1101	Algebra I and Geometry required, Algebra II or Precalculus recommended	Physics (03050000)
Electromagnetism, Optics, and Nuclear Physics	PHY 302L	3	030	PHYS 1302	TEKS-based Physics, Algebra II and Geometry required; Physics I (OnRamps or Honors/AP/DC) or Precalculus recommended	Scientific Research and Design I, II or III (13037200, 3037210 or 13037220)

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Discovery Precalculus: Preparation for Calculus	M 305G	3	020	MATH 2312	Algebra II and Geometry	Precalculus (03101100)
Introduction to Quantum Technologies	PHY 309L	3	030	PHYS 1307	Algebra I and Geometry required; Algebra II or Precalculus recommended	Independent Study in Evolving/Emerging Technologies (03581500)
Introduction to Rhetoric: Reading, Writing, and Research	RHE 306	3	010	ENGL 1301	English I and II	English III (03220300) English IV (03220400)
Reading and Writing the Rhetoric of American Identities	RHE 309J	3	010	ENGL 1302	English I and II	English III (03220300) English IV (03220400)
Elementary Statistical Methods	SDS 301	3	020	MATH 1342	Algebra I required, Algebra II recommended	Statistics (03102530)
Issues and Policies in American Government	GOV 312L	3	070	GOVT 2302	U.S. History (or concurrent enrollment)	U.S. Government (03330100)
United States, 1492-1865	HIS 315K	3	060	HIST 1301	English I and English II (or concurrent enrollment)	U.S. History (03340100)
United States Since 1865	HIS 315L	3	060	HIST 1302	English I and English II (or concurrent enrollment)	U.S. History (03340100)

**Exhibit B
Data Sharing Agreement**

**DATA SHARING AGREEMENT
BY AND BETWEEN
Arlington Independent School District
AND
ONRAMPS
AT THE UNIVERSITY OF TEXAS AT AUSTIN**

Pursuant to this Data Sharing Agreement and underlying Interlocal, Arlington Independent School District agrees to provide individual student-level data to OnRamps at The University of Texas at Austin (UT Austin) for the purpose of implementing, billing, and evaluating the OnRamps dual enrollment program and informing OnRamps students of academic opportunities at UT Austin. AISD hereby appoints OnRamps as a legitimate educational official of AISD in

accordance with the Family Educational Rights and Privacy Act (FERPA). Likewise, OnRamps hereby appoints AISD as a legitimate educational official of OnRamps in accordance with FERPA. OnRamps agrees to provide individual student-level data to AISD for the purpose of evaluation, accountability, and student record-keeping. The terms of this Data Sharing Agreement are in effect until August 31, 2026 unless terminated in writing by one or both Parties.

1. Data type and exchange timeline

AISD Designee for Student Data and OnRamps will coordinate data exchange for all OnRamps participants for the 2025-2026 academic year, as follows:

Responsible Party	Time Period	Type of Data
OnRamps	August 2025 – July 2026	<p>Throughout the academic year OnRamps will provide information about student enrollments and performance through OnRamps Portal. Access to the OnRamps Portal will be limited to pre-identified campus and AISD personnel who must obtain a UT Electronic Identification and password in order to access the portal.</p> <p>The following enrollment and performance data is provided throughout the academic year, as information becomes available.</p> <ul style="list-style-type: none"> • Course enrollments • Interim Course Performance • Final letter grade • Credit decision (credit accepted or declined) • University transcript grade • Student qualifying status for Financial Aid for Swift Transfer (FAST) • Student qualifying status for accommodations under IDEA or Section 504 • Student orientation completion status
AISD	September 2025 – May 2026	<p>AISD will provide Student State IDs for all enrolled students. This 10-digit numeric data element TX-UNIQUE-STUDENT-ID in the Texas Education Data Standards (TEDS) is used for data reporting and invoicing purposes, including identifying students as FAST eligible and CCMR accountability.</p> <p>Using the Student State IDs, the Texas Higher Education Coordinating Board (THECB) and Texas Education Agency (TEA) identifies students who are eligible the FAST program.</p>

		<ul style="list-style-type: none"> • TEA-assigned TX-UNIQUE-STUDENT-ID (StudentUnique ID)
AISD	May 2026 – July 2026	<p>In order for OnRamps to engage in ongoing learning about student experiences, high school grades are exchanged.</p> <ul style="list-style-type: none"> • High school grade in OnRamps course, semester 1 • High school grade in OnRamps course, semester 2 • High school grade in OnRamps course, cumulative

2. Data protection

All data will be exchanged using secure systems and in an encrypted, password protected electronic format by AISD and OnRamps.

OnRamps endeavors that in all reports, electronic or otherwise, derived from information made available under this Data Sharing Agreement, all data shall be aggregated in such a way that no individual will be identified directly or by deduction. OnRamps further endeavors that the data elements will not be released to a third party without written parental or student (as applicable) consent.

While in possession of this data, both Parties shall permit access only to employees and contractors authorized to assist in the implementation or evaluation of OnRamps or other UT Austin program to have access to the data. Both Parties agree to store the data in an encrypted format, in a secure area and to prevent unauthorized access.

UT Austin will return to AISD and/or destroy all personally identifiable data when the study is complete.

3. Information shared with TEA

- Rosters of individual students, including student state ID, for students who complete an OnRamps course for the purpose of calculating state accountability and other required state performance reporting and metrics.

4. Information shared with THECB

- Rosters of individual students, including student state ID, for all students enrolled in an OnRamps course at fall or spring census to determine student eligibility for Financial Aid for Swift Transfer (FAST).

Exhibit C
OnRamps Teacher Professional Learning and Development Fee Schedule

Pursuant to Section 3, the following per-teacher fee will be assessed at the conclusion of Summer PLI. A professional learning and development fee will be assessed for teachers who are implementing one or more OnRamps courses at the time of student census but did not attend Summer PLI and for whom no prior fee was assessed. Individual situations not described below will be evaluated on a case-by-case basis

OnRamps teachers may only implement a maximum of two unique 3-hour courses in the same semester.

OnRamps teacher professional learning and development fees will be evaluated on an annual basis.

Instructor Status	Year Instructor First Implemented OnRamps Course(s)	Number of Courses Implemented in AY 2025-2026	PLI Fee Assessed for Instructor
New Instructor	2025-2026	One	\$550
Returning Instructor	2024-2025 or prior with no gap years	One	\$250
New Instructor for one course; Returning Instructor for one course	One course in 2025-2026; One course in 2024-2025 or prior with no gap years	Two	\$550
Returning Instructor for two courses	Two courses in 2024-2025 or prior with no gap years	Two	\$250

180

CS 303E Instructors who complete New Instructor PLI in Summer 2025**	All Years	One	\$0
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**Available for Summer 2025 Professional Learning Only

Certificate Of Completion

Envelope Id: 5CC99F06-BEC4-4A87-B40D-CDD4E5E2AF03
 Subject: Signature request on Contract Arlington ISD - OnRamps (25-26)
 Source Envelope:
 Document Pages: 21
 Certificate Pages: 2
 AutoNav: Enabled
 Envelopeld Stamping: Enabled
 Time Zone: (UTC-06:00) Central Time (US & Canada)

Status: Sent

 Envelope Originator:
 UT Business Contracts
 1 University Station
 Austin, TX 78712
 vpcfo.contracts@austin.utexas.edu
 IP Address: 35.170.89.44

Record Tracking

Status: Original
 7/3/2025 10:28:08 AM
 Holder: UT Business Contracts
 vpcfo.contracts@austin.utexas.edu
 Location: DocuSign

Signer Events

Linda Shaunessy
 lis236@eid.utexas.edu
 Business Contracts Administrator
 University of Texas at Austin
 Security Level: Email, Account Authentication
 (None)

Signature

DocuSigned by:

 D9E4716847F042B...

 Signature Adoption: Pre-selected Style
 Using IP Address: 136.49.131.176

Timestamp

Sent: 7/3/2025 10:30:21 AM
 Viewed: 7/3/2025 10:43:52 AM
 Signed: 7/3/2025 10:44:04 AM

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

Security Level: Email, Account Authentication
 (None)

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

UT Business Contracts
 vpcfo.contracts@austin.utexas.edu
 University of Texas at Austin
 Security Level: Email, Account Authentication
 (None)

Sent: 7/3/2025 10:44:05 AM
 Viewed: 7/3/2025 10:45:01 AM

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

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Carbon Copy Events

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Witness Events

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Notary Events

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Envelope Summary Events

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Timestamps

Envelope Summary Events	Status	Timestamps
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Payment Events	Status	Timestamps
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ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
 August 7, 2025

Contact Person: Miranda Borchers

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item: Approval of Interlocal Agreement between Arlington ISD and the University of Phoenix Social Work Program

District Priority / Goals Addressed

Consideration for approval of the Affiliation Agreement between Arlington ISD and University of Phoenix. University of Phoenix is proposing to use the facilities of Arlington ISD to support its Social Work university degree program. This request is consistent with our district priority of culture including continuous improvement for all students, staff and families.

Background

The district maintains partnerships with universities to support the educational programs of future educators and subsequent population of our applicant pool.

Fiscal Implications

N/A

Recommendation

The administration recommends the Board of Trustees approve the interlocal agreement between Arlington ISD and University of Phoenix.

Submitted by: Scott Kahl
Date: July 30, 2025



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

This AFFILIATION AGREEMENT (“Agreement”) effective the 15th day of July 2025 is made and entered by and between The University of Phoenix, Inc., an Arizona for profit corporation, hereinafter referred to as the “University” and Arlington Independent School District, an entity domiciled in the State of Texas referred to as the “Agency.”

PART I. **PURPOSE OF AGREEMENT**

The purpose of this Agreement is to provide Educational Experiences at the Agency under the supervision of an Agency Supervisor provided by the Agency for Students enrolled in the University’s Social Work program.

NOW THEREFORE, in consideration of the mutual covenants and agreements contained in this Agreement, Agency and University agree as follows:

PART II. **DEFINITIONS**

1. **Agency Supervisor** shall mean the designated, qualified agency professional who works for the Agency (as an employee or independent contractor) and who will mentor and supervise the Student according to the educational guidelines provided by the University. Agency supervisor must meet any state, programmatic accreditor and industry standards as a social work supervisor.
2. **University Representative** shall mean the member of the University faculty or Administration designated by the University who coordinates a Student’s Educational Experience.
3. **University Personnel** shall mean employee and other agents of the University, including, but not limited to, the University’s Representative and faculty members associated with evaluation of the Student’s Educational Experience.
4. **Student** shall mean the individual enrolled in the University’s Social Work Program who is participating in his/her Educational Experience.
5. **Client** shall mean the individuals to whom Agency provides its services in the course of its operations.
6. **Agency** shall mean the approved social service agency, clinic, or mental health office or other approved setting for instruction where the Student will participate in his/her Educational Experience under the supervision of the qualified Agency Supervisor.
7. **University** shall mean the University of Phoenix.
8. **Educational Experience** shall mean that portion of the Social Work Program in which the Student receives training under the supervision of the qualified Agency Supervisor.

PART III.
RIGHTS AND OBLIGATIONS OF THE UNIVERSITY

1. **Responsibility for Educational Experience.** University is responsible for providing the educational program and for determining the hours, standards, administration, matriculation and promotion of the Educational Experience and the site selection, placement, and/or removal, and final grading of each Student placed with the Agency to meet Council on Social Work Education (CSWE) accreditation.
2. **Student Placements.** University will plan with the Agency, in advance, its schedule of Student placement to the designated areas, including dates and numbers of Students.
3. **Advise Students of Their Obligations.** University agrees to inform Students that Students shall be responsible for following Agency regulations, policies, and procedures.
4. **Program Objectives and Program Handbook.** University agrees to provide to Agency access to the course objectives and skills checklist (if appropriate) for the Educational Experience and to provide access to other relevant instructional materials.
5. **Health Standards.** Participating University Personnel and Students shall be required to comply with the minimum lawful health standards set forth in writing by the Agency and provided to the University. It is the Student's responsibility to submit all required documentation to the agency.
6. **Availability of University Personnel.** University shall ensure that University Personnel are reasonably available to the Agency for consultation during a Student Educational Experience in a manner that is acceptable to both parties. University shall designate a University Representative and shall give Agency notice of the name of the University Representative.

PART IV.
RIGHTS AND OBLIGATIONS OF AGENCY

1. **Learning Experiences.** Agency agrees to cooperate with University in providing learning experiences for Students that meet the standards of professional accrediting agencies of social work programs and State professional licensing agencies, that meet the stated objectives of the University's Educational Experiences, and that effectively facilitate the Students' learning process, including the ability to allow audio/video recording with client permission.
2. **Supervision.** Agency agrees that all Educational Experiences will be under the supervision of an appropriately qualified Agency Supervisor, who meets the applicable state social work licensing authority, programmatic accreditation, and industry standards as a Social Work supervisor. Agency shall provide Agency Supervisor and other personnel approved by the Agency to supervise Students. The Agency Supervisor will be the resource person for the Students in the educational setting and will: (a) supervise and observe the Educational Experience of the Student; (b) instruct the Student regarding all applicable Agency policies and programs; (c) facilitate adequate exchange of information between University Personnel and Agency staff; (d) instruct Students regarding changes in Agency regulations, policies and procedures; and (e) sign a Supervisor/Student contract provided by the University. University may request the removal and replacement of an Agency Supervisor to meet the applicable state social work licensing authority, programmatic accreditation, and industry standards of a Social Work supervisor.

3. **Notice of Changes in Health Standards.** Agency shall promptly provide to University written notice of any changes in Agency's minimum health standards for Students participating in the Educational Experience at the Agency.
4. **Compliance with Agency Policy and Procedures.** Students are subject to the authority, policies, and regulations of the University, provided, however, that during the Educational Experience Students also are subject to applicable Agency regulations, policies and procedures. Agency agrees to provide to University Personnel and Students the Agency's policies, procedures and other relevant materials that will allow Students to safely and effectively participate in the treatment of Agency clients. Agency policies, procedures, and/or regulations will govern in the event that such policy, procedure, and/or regulation conflicts with a University policy, procedure and/or regulation until such time as the parties develop a mutually agreeable policy, procedure and/or regulation.
5. **Client Care.** Agency understands and agrees that it is solely responsible for providing social work services for all its Clients including those clients involved in the Educational Experience with Students. Agency shall not approve or allow any direct, hands-on Client care by any Student without the approval and consent of the Client and unless said care is provided under the direct supervision of the Agency Supervisor and in conformance with all applicable laws, rules, regulations, statutes, ordinances, and policies and the terms and conditions of this Agreement. Agency shall be responsible for providing adequate staffing necessary to maintain the highest level of quality Client care.
6. **In-Home Service Care.** Agency understands and agrees that direct services to Clients includes face-to-face interactions between the Student and Client under the supervision of a qualified Agency Supervisor. Client services may be located at an Agency's location, clinic, hospital, care facility, or at a client's home. If Client services are to be provided in their home and not at an Agency location, clinic, hospital or care facility (hereafter referred to collectively as "In-Home Service(s)"), the Agency agrees to make the Student's Educational Experience safe by implementing formalized written In-Home Service policies and procedures that at a minimum include: (i) Student training on In-Home Services; (ii) providing check-in/check-out procedures, which includes a written log for verification and compliance, for students after each In-Home Service; (iii) a process for Client screening and pre-approval for In-Home Services; (iv) inclusion of an accompanying Agency Supervisor to all In-Home Service sessions; and (v) permitting mobile phone use. Under no circumstances should Students be providing any In-Home Services without an Agency Supervisor being physically present with the Student. Agency must provide to the Student all written policies procedures, and safety protocols, and all applicable training prior to the Student providing any type of agency related assignment, including, but not limited to In-Home Services. The Student must sign a statement of acknowledgement indicating receipt of the Agency's written policies and procedures and all applicable training to be provided to the supervising University faculty member prior to engaging in the practice of In-Home Services. Agency shall be responsible for any claims or damages brought by any Student, Client or third party arising out of In-Home Service care.
7. **Non-Liability of University.** Agency shall be solely responsible for social work services and Client care rendered by individuals who contract with the Agency (either as employees or as independent contractors). Agency will assume and maintain sole and complete control and supervision over all its administrative and staff personnel and Students. To the extent permitted by law, University shall not be liable for any claims or damages arising from any Client care provided by Agency, including all In-Home Services whether or not Students have participated in the care at issue in the claim or suit.

8. **Inspection for Accreditation and Program Quality Assurance.** Agency shall, upon reasonable request, permit the University or its accrediting agencies to inspect Agency facilities, records and other items pertaining to the educational program.
9. **Student Progress.** Agency agrees to submit to University an evaluation, according to the guidelines provided by the University, of each Student's performance during the Educational Experience.
10. **Removal from Premises.** Agency shall retain the right, in its sole discretion, to request the removal from Agency premises of any University Personnel or Students and such individuals shall promptly and without protest leave any area whenever requested to do so by the Agency.

PART V.
TERM OF AGREEMENT

1. **Term.** This Agreement shall become effective on July 15, 2025 and shall remain in effect until terminated by either party in accordance with this section. Either party may terminate this Agreement without cause by giving thirty (30) days prior written notice to the other party of its intention to terminate. Notwithstanding any such termination, all Students already enrolled in and participating in the Educational Experience at the time of the notice of termination shall be given a period of time not to exceed six (6) months from the date of the notice of termination during which to complete the current course in their Educational Experience at Agency.
2. **Request for Withdrawal of Unsatisfactory Students.** Agency may request that the University withdraw from the Educational Experience any Student: (a) whose conduct or appearance inhibits desirable relationships within Agency, (b) whose health status is a detriment, despite a reasonable accommodation, to the Student's successful completion of the Educational Experience, or (c) whose performance after appropriate instruction and counseling continues to fall below the level required to maintain appropriate practice standards. University agrees to withdraw such Student at the Agency's request.

PART VI.
RECORDS

1. **Confidentiality of Student Records.** Agency shall keep confidential and shall not disclose to any person or entity (a) Student applications; (b) Student health records or reports; and/or (c) any student records as defined in the Family Educational Rights and Privacy Act, 20 U.S.C. § 123G, concerning any Student participating in the Educational Experience, unless such disclosure is authorized by the Student or is ordered by a court of competent jurisdiction. Agency shall adopt and enforce policies and procedures necessary to protect the confidentiality of Student records as defined herein.
2. **Maintenance of Records.** University will maintain documentation on each Student's Educational Experience for a period of at least six (6) years after said Student has completed his/her Educational Experience.
3. **Confidentiality of Client Records.** University shall direct Students and University Personnel to respect the confidential nature of all health or personnel information relating to the Agency. The University shall advise all Student and University Personnel of the importance of complying with all relevant state and federal confidentiality laws, including the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), to the extent applicable.

PART VII.
INDEMNIFICATION

1. **Indemnification.** University (the “Indemnifying Party”) shall indemnify, hold harmless, and, at the request of Agency, defend Agency (the “Indemnified Party”) from and against any and all claims, losses, liabilities, costs, and expenses including reasonable attorney’s fees, established by judgment or alternative resolution award (collectively referred to as “Claims”), arising from (a) any material breach of this Agreement or (b) the negligent acts or omissions in the performance of obligations hereunder by the Indemnifying Party or any employee, agent, or other representative of the Indemnifying Party.
2. **Indemnification.** To the extent permitted by law, Agency (the “Indemnifying Party”) shall indemnify, hold harmless, and, at the request of University, defend University (the “Indemnified Party”) from and against any and all Claims arising from (a) any material breach of this Agreement; (b) the negligent acts or omissions in the performance of obligations hereunder by the Indemnifying Party or any employee, agent, or other representative of the Indemnifying Party; (c) any Claim arising out of Client In-Home Services.
3. **Mutual Cooperation.** University and Agency shall provide prompt notification to one another and, to the extent allowed by law, shall reasonably cooperate with one another in the defense of, any lawsuits, claims, or threatened claims that pertain to services provided pursuant to this Agreement.

PART VIII.
INSURANCE

1. **University and Agency Insurance.** University and Agency each shall maintain, as a minimum, (a) Commercial General Liability Insurance written on an occurrence basis with insurance companies acceptable to the other party for limits of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate, as assurance of its accountability for any such losses, claims, liabilities, or expenses; (b) Workers’ Compensation for all its employees as prescribed by law; and (c) Employers’ Liability with limits of not less than \$500,000 per occurrence and \$1.0 million in the aggregate that includes coverage for accidents and disease.
2. **Student Insurance.** The University requires each Student assigned to the Agency to provide evidence of professional liability insurance coverage of not less than \$1,000,000 per occurrence and \$3,000,000 in the aggregate.
3. **Evidence of Coverage.** Upon written request, any party shall provide the other party with a certificate evidencing such insurance coverage.
4. **Self Insurance.** All insurance required by University to be maintained hereunder may be provided under: (a) an individual policy; (b) a blanket policy or policies which may include other liabilities, properties and locations of University or its affiliates; (c) a plan of self-insurance, provided that University or any guarantor of University’s obligations under this Agreement maintains, during the period of such self-insurance, a net worth of at least Fifty Million Dollars (\$50,000,000); or (d) a combination of any of the foregoing insurance programs. To the extent any deductible is permitted or allowed as a part of any insurance policy carried by University in compliance with this section, then University shall be deemed to be covering the amount thereof under an informal plan of self-insurance.

PART IX.
REPRESENTATIONS AND WARRANTIES

1. Each party to this Agreement represents and warrants that (i) it has the full power and authority to enter into this Agreement and to carry out the transactions contemplated hereby applicable to it; and (ii) it has taken all action necessary to authorize the execution, delivery and performance of this Agreement, and this Agreement has been duly executed and delivered to such party.

PART X.
GENERAL TERMS AND CONDITIONS

1. **Student and University Personnel Status.** This Agreement is not intended and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, landlord/tenant, or association between the University and the Agency and their employees, Students, or agents, but rather is an agreement by and between two independent contractors. Each Student is placed with the Agency to receive Educational Experience as part of his/her academic curriculum; duties performed by a Student are not performed as an employee of Agency but rather in fulfillment of the academic requirements of his/her Educational Experience and are performed exclusively under direct supervision by Agency personnel. Students are not employees, agents, representatives or subcontractors of the University. Excepts as required under state law, neither the Agency nor the University is required to provide workers' compensation coverage for the Students participating in the Educational Experience. University acknowledges that nothing in this Agreement shall be construed to confer any right upon the University or University Personnel to participate in, control, or direct operations at the Agency.
2. **Employment of Student by Agency During Educational Experience.** If a Student is employed by Agency at the time of the Educational Experience and approved and mutually agreed upon by the University and Agency, Student may complete hours towards his/her Educational Experience during the same hours he/she is working with the Agency as long as the field assignments and employment tasks have clear linkages to the nine social work competencies and their concomitant behaviors. Student and Agency must complete the Employed Practitioner Agreement and other associated forms, which will be reviewed by the University.
3. **Non-Discrimination.** Each party shall be separately responsible for compliance with all laws, including anti-discrimination laws, which may be applicable to their respective activities during the Educational Experience.
4. **Accreditation, Licensing and Credentials.** Each party to this Agreement shall be responsible for accreditation, licensing, and credentials of its entities and employees, as applicable, and each party agrees to furnish to the other evidence of such accreditation, licensing and credentials upon written request by the other.
5. **No Compensation for Services** Each party shall pay all of its own costs associated with its participation in the Educational Experience, and supervisors may not charge the Student for their services.
6. **Interpretation.** This Agreement constitutes the entire Agreement as to the rights and obligations of the parties hereto and supersedes all prior and contemporaneous agreements and undertakings of the parties pertaining to the referenced subject matter.

7. **Amendment and Assignment.** Mutually agreed upon amendments to this Agreement may be made at any time, provided, however, that any amendments, modifications or alterations shall be made only in writing and shall become effective only upon the written approval of both the Agency and the University. The parties may assign this Agreement and any of its rights and/or obligations hereunder without the consent of the other party.
8. **Waiver.** No waiver of any breach of any term or provision of this Agreement shall be construed to be, nor shall be, a waiver of any other breach of this Agreement. No waiver shall be binding unless in writing and signed by the party waiving the breach. Nothing in this Agreement shall waive any party's immunity.
9. **Severability.** In the event that any provision of this Agreement shall be held void, voidable, or unenforceable, the remaining provisions of this Agreement shall remain in full force and effect in accordance with its terms disregarding such unenforceable or invalid provision.
10. **No Establishment of Third Party Rights.** This Agreement is not intended to create any rights or interests for any other person or entity other than the Agency or the University.
11. **Applicable Law.** This Agreement will be governed by the laws of the State of Texas and shall in all respects be interpreted, enforced, and governed by Texas laws. The venue shall be Tarrant County, Texas.
12. **Disputes.** In the event a controversy, claim or dispute ("Dispute") arising out of or relating to this Agreement arises between the Parties, either Party may request by notice to the other Party that the dispute be escalated to the Parties' respective senior management personnel. Upon request, each Party's respective senior management personnel will conference by telephone or in person with the other Party's senior management personnel within a reasonable period of time not to exceed fifteen (15) calendar days of such notice to determine if the dispute may be resolved. If such senior management personnel are unable to resolve the dispute within thirty (30) calendar days of such meeting, either Party may resort to alternate dispute resolution such as mediation or otherwise seek recourse from the courts. Either Party may seek injunctive or other urgent equitable relief at any time.
13. **Counterparts and Electronic Signatures.** The Agency and the University may execute this Agreement in multiple counterparts, each of which constitutes an original, and all of which, collectively, constitute only one agreement. The parties agree that this Agreement may be executed electronically. Said electronic copy shall be deemed an original and fully enforceable and admissible in any legal proceeding. Delivery of an executed counterpart signature electronically is as effective as executing and delivering this Agreement in the presence of the other party to this Agreement. This Agreement is effective upon delivery of one executed counterpart from each party to the other party(ies). In proving this Agreement, the Agency or the University must produce or account only for the executed counterpart of the party to be charged.
14. **Notices.** Any notice given under this Agreement may be given by personal delivery, overnight air express, email, or certified United States mail. Notice shall be deemed to be given (a) upon actual receipt; (b) upon delivery confirmation if by email; or (c) five (5) business days after mailing, if the notice is by United States mail, return receipt requested. Notice under this Agreement shall be given to the parties at the following addresses or to such other persons or places as either party may from time to time designate by written notice to the other party.



Affiliation Agreement Social Work Program

If to the University: University of Phoenix
College of Social and Behavioral Sciences
4035 S. Riverpoint Parkway
Phoenix, AZ 85040

With a copy to: University of Phoenix
University Legal Services
4035 S. Riverpoint Parkway
Phoenix, AZ 85040

If to the Agency: Arlington Independent School District

Mailing Address: 690 E. Lamar Boulevard
Arlington, TX 76011

Agency Physical Address: Same

Additional Location(s) (If Applicable):
All AISD school sites



Affiliation Agreement Social Work Program

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first subscribed above.

UNIVERSITY:

AGENCY:

Christina Neider

Signature

Signature

CNH

Christina Neider or University Representative
Name

Name

Dean, College of Social and Behavioral Sciences
Title

Title

602.557.3200

Phone

Phone

7/15/2025 | 1:02 PM MST

Date

Date

Christina.Neider@phoenix.edu

E-Mail address

E-Mail address

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



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Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

DUAL CREDIT PARTNERSHIP AGREEMENT
BETWEEN
THE UNIVERSITY OF TEXAS AT ARLINGTON
AND
THE ARLINGTON INDEPENDENT SCHOOL DISTRICT ARLINGTON HIGH SCHOOL DUAL LANGUAGE
ACADEMY

This Dual Credit Partnership Agreement (“Agreement”) is made and entered into effective as of July 1, 2025 (“Effective Date”), by and between The University of Texas at Arlington, an agency and institution of higher education established under the laws of the State of Texas (“University”), and the school listed above (“School”). University and School may be referred to singularly as a “Party” and collectively as the “Parties”.

WHEREAS, Texas Education Code (“TEC”) §§ 28.009, 29.182 and 29.184 and 19 Texas Administrative Code (“TAC”) Chapter 4, Subchapter D authorize an institution of higher education to contract with a public school district for the provision of instruction resulting in dual credit received by a Student for such a course.

WHEREAS, University offers a dual credit partnership program (“Program”).

WHEREAS, School and School’s students (“Students”) wish to participate in the Program.

NOW THEREFORE, for the mutual promises and covenants contained herein and other good and valuable consideration, the Parties agree as follows:

Overview of the Program

In accordance with and under the authority of the Texas Administration Code Title 19, Part I, Chapter 4, Subchapter D, Rule §4.85 and the Rules and Regulations of the Texas Higher Education Coordinating Board (THECB), University allows Students, who meet eligibility requirements, to enroll in college-level courses while completing their high school studies.

Goals of the Program

The Program’s goals align with the statewide goals developed by the Texas Higher Education Coordinating Board (“THECB”) and the Texas Education Agency (“TEA”) for dual credit courses.

Goal 1: University and School will collaborate to implement purposeful and collaborative outreach efforts to inform all students and parents of the benefits and costs of dual credit, including, but not limited to policies on enrollment and applicable fees. School will host an information session once per year to discuss the program in detail and address questions. University will have a representative present at this information session and will present relevant information. University will provide information on University’s website.

Goal 2: Dual credit programs will assist high school students in the successful transition to and acceleration through postsecondary education. The Dual Credit Coordinator (academic advisor) at University is available to assist students through the application and major decision process and to provide ongoing support.

Goal 3: All dual credit students will receive academic and college readiness advising with access to student support services to bridge them successfully into college course completion. Many resources at the University (e.g. tutoring, supplemental instruction, and the library) are available to dual credit participants. Information regarding these resources will be presented in the dual credit orientation module. They will also be shared throughout the semester by the Dual Credit Coordinator (academic advisor) at University.

Goal 4: The quality and rigor of dual credit courses will be sufficient to ensure student success in subsequent courses. Dual credit participants are immersed in the same sections as native University students. They will be exposed to proper college coursework etiquette and expectations through their dual credit experience making them more prepared for future coursework.

Program Requirements

1. Eligible Courses

University shall establish and conduct the courses included in the degree plans that are made available to Students. Students are encouraged to enroll in 1000 and 2000-level courses. Enrollment of Students in 3000 and 4000-level courses will be reviewed by University and School on a case-by-case basis. Students are encouraged to take coursework that will apply to a future major or area of interest.

2. Student Eligibility

Students are eligible to participate in the program if they meet the qualifications listed on the UTA website at: <https://www.uta.edu/student-success/path-to-graduation/dualcredit/qualifications>, as and may be updated from time to time. Additional qualifications may apply depending on the Program agreed between the Parties. Any additional qualifications agreed between the Parties will be listed in Exhibit A to this Agreement. In the event of any inconsistency between the eligibility requirements listed on the University website and those listed in Exhibit A, the requirements in Exhibit A will control.

Students enrolling in dual credit courses must meet course prerequisites as set by University unless University issues a prerequisite waiver, which will be reviewed on a case-by-case basis. Official AP/IB CLEP scores or college transcript(s) will need to be provided to University, for class registration consideration and advising.

Per University policies, if a Student obtains an F in a dual credit course, they will no longer be eligible to participate in the Program. This will not impact the University's admission decision should the Student apply to become a degree seeking student at University.

3. Location of Classes

In most instances Students will take courses taught on University's campus, but courses may be taught on School's campus or through electronic means. For dual credit courses taught exclusively on School's campus or electronically, University will comply with applicable rules and procedures for offering courses at a distance in Subchapters P and Q of Texas Administration Code Title 19, Part I, Chapter 4, Subchapter D. Additionally, courses taught electronically will comply with the Texas Higher Education Coordinating Board's adopted Principles of Good Practice for Courses Offered Electronically.

4. Student Composition of Classes

Dual credit courses may be composed of dual credit and college students. Exceptions for a mixed class that combines college credit and high school credit-only students may be allowed only when the creation of a high school credit-only class is not financially viable for the high school and one of the following conditions is met:

- a. If the course involved is required for completion under the State Board of Education High School Program graduation requirements, and the high school involved is otherwise unable to offer such a course.
 - b. If the high school credit-only students are College Board Advanced Placement or International Baccalaureate students.
 - c. If the course is a career and technical/college workforce education course and the high school credit-only students are eligible to earn articulated college credit.
5. Faculty Selection, Supervision and Evaluation
University shall select all instructors of dual credit courses. These instructors must be regularly employed faculty members of University. University shall supervise and evaluate instructors of dual credit courses using the same or comparable procedures for faculty at University's main campus. All such instructors shall have successfully passed a criminal records check.
6. Course Curriculum, Instruction and Grading
All dual credit courses and the corresponding courses offered at University's main campus are equivalent with respect to the syllabus, curriculum, materials, instruction, and method/rigor of student evaluation and grading procedure. These standards will be upheld regardless of the student composition of the class.
7. Academic Policies and Student Support Services
Regular academic policies will apply to courses taken through the Program. All student support services, including, but not limited to academic advising and counseling are available to Students enrolled in the Program. University may charge fees for services in accordance with Section 12 of this Agreement. University reserves the right to withhold said services if applicable fees are not paid in accordance with this Agreement.
8. Advising Strategies
University and School will establish common advising strategies and terminology related to dual credit and college readiness. School will designate at least one employee to be responsible for providing academic advising to a Student enrolling in a dual credit course under the Program before the Student begins the dual credit course.
9. Endorsements
University and School will collaborate to align the endorsements described by Texas Education Code Section 28.025 (c-1) offered by School, with the dual credit courses offered by University under the Program that apply to those endorsements through the postsecondary pathways and credentials offered by University. University and School will identify tools, including tools developed by the Texas Education Agency ("TEA"), the Texas Higher Education Coordinating Board ("THECB") or the Texas Workforce Commission ("TWC") to assist counselors, Students and families in selecting endorsements offered by School and dual credit courses offered by University.

10. Course Crosswalks

University and School will collaboratively develop a procedure for establishing the course credits that may be earned in the Program, which will include the development of a course equivalency crosswalk or other method or equating high school courses with college courses and identifying the number of credits that may be earned for each course completed through the Program.

11. Transcription of Credit

At the end of each semester, University will provide a grade roster with letter and numeric grades to the School's designated representative. School will make the necessary arrangements to post the grade for the dual credit course on Student's high school record. Any grade received by a Student in a dual credit course will remain on the Student's University record permanently. Students can request a transcript from University upon payment of fees. Additional fees will apply for same day transcript requests.

12. Funding

- a. Students enrolled in UTA dual credit offerings will be charged the dual credit tuition rate and shall assume financial responsibility for tuition, costs and regular University fees for parking, specific departmental fees, TSI testing fees, and any other fees including, but not limited to the distance education course fee, if applicable.
 - i. The dual credit tuition rate is currently \$50.00 per credit hour.
 - ii. The distance education course fee is currently \$37.50 per course.
 - iii. All fees, including, but not limited to the dual credit tuition rate are subject to change by University.
- b. If School will assume financial responsibility for any of the tuition, costs, and any other applicable fees, it will be agreed between the Parties and specified in Exhibit A to this Agreement.
- c. School or Student will assume responsibility for transportation, textbooks, supplemental materials, supplies, and operational equipment required for dual credit courses.

13. Open Education Resources

University and School shall consider the use of free or low-cost open educational resources in courses offered through the Program.

14. Code of Conduct

All Students enrolled at the University, including, but not limited to Students in the Program are required to abide by the standards outlined in the University's Student Code of Conduct and academic integrity policy.

15. FERPA Compliance and Data Sharing

- a. If a Student is enrolled concurrently at School and University as part of the Program, the Parties may disclose an education record(s) regarding the Student in accordance with United States Code, 34 CFR 99.34.
- b. The Parties agree that each has a legitimate educational interest in a Student's education records for purposes of the Family Educational and Privacy Rights Act ("FERPA"). Each Party

Fax: 817-272-6592
Email: dualcredit@uta.edu
Attention: Dual Credit Academy

with copy to: Office of Legal Affairs
701 S. Nedderman Drive
Arlington, TX 76019
Fax: 817-272-3006
Email: contracts@uta.edu
Attention: Shelby Boseman

If to School: Arlington ISD
Office of the General Counsel
690 E. Lamar Blvd, Arlington, TX 76011
Email: legaloffice@aisd.net
Attention: Legal Office

5. Non-Waiver

No covenant or condition of this Agreement may be waived except by written consent of the waiving Party. Forbearance or indulgence by one Party in any regard whatsoever shall not constitute a waiver of the covenant or condition to be performed by the other Party.

6. Severability

In the event that any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision, and this Agreement shall be construed as if such invalid, illegal or unenforceable provisions had never been contained in it. To this end, the provisions of this Agreement are declared to be severable. The Parties may mutually agree to renegotiate this Agreement to cure such illegality/invalidity or unconstitutionality if such may be reasonably accomplished.

7. Governing Law

Tarrant County, Texas shall be the proper place of venue for suit on or in respect of this Agreement. This Agreement and all of the rights and obligations of the Parties thereto and all of the terms and conditions thereof shall be construed, interpreted and applied in accordance with and governed by and enforced under the laws of the State of Texas.

8. Entire Agreement; Modifications

This Agreement (including all exhibits, schedules, supplements and other attachments (collectively, **Exhibits**)) supersedes all prior agreements, written or oral, between School and University and will constitute the entire agreement and understanding between the Parties with respect to its subject matter. This Agreement and each of its provisions will be binding upon the Parties, and may not be waived, modified, amended or altered, except by a writing signed by University and School. All Exhibits are attached to this Agreement and incorporated for all purposes.

University and School have executed and delivered this Agreement to be effective as of the Effective Date.

UNIVERSITY: THE UNIVERSITY OF TEXAS AT ARLINGTON

SCHOOL: ARLINGTON ISD

By: Tamara L Brown
Tamara L Brown (Jul 14, 2025 11:40 CDT)

By: _____ *CMJL*

Name: Tamara L. Brown, Ph.D.

Name: _____

Title: Provost and Sr. Vice President

Title: _____

Approved as to Form by Shelby Boseman
Digitally signed by Approved as to Form by Shelby Boseman
Date: 2025.07.09 11:35:48 -05'00'

EXHIBIT A
PROGRAM SPECIFIC TERMS

1. Student Eligibility

In order to qualify for this program, students must meet UTA dual credit admissions standards and be classified as seniors at School.

Seniors can participate in the Program by demonstrating college readiness through **one** of the following:

- A rank in the top 20% of your current class, or
- PSAT score of at least 480 on Evidence-based reading and writing, and 530 on Math, or
- PLAN composite score of at least 23, or
- 3.5 unweighted grade point average (4.0 scale), or
- SAT score of at least 1140 in combined Evidence-based Reading+ Math, or
- ACT composite score of at least 23

Students must satisfy the Texas Success Initiative requirement for college readiness {TSI} by achieving the minimum passing standards on all sections of the TSI assessment or equivalent. Equivalent methods to satisfy the TSI requirement include:

- Achieving SAT section scores of 480 on Evidence-Based Reading {EBRW} and 530 on Math; or
- ACT composite score of at least 23 with scores of at least 19 in both Math and English; or
- STAAR end-of-course (EOC) with a minimum Level 2 score of 4000 on the English III shall be exempt from the TSI Assessment required under this title for both reading and writing, and a minimum Level 2 score of 4000 on the Algebra II EOC shall be exempt from the TSI Assessment required under this title for the mathematics section; or
- Previous college-level coursework acceptable to University

Students who do not meet the dual credit admissions standards will be individually reviewed for admission to the program. Students must submit all dual credit paperwork to University by published deadlines.

Students applying for admission to the Program must submit the following:

- Application for admission through ApplyTexas and an application fee or fee waiver;
- Official High School transcript indicating either current or upcoming semester senior level standing;
- Official ACT, SAT or other scores to demonstrate college readiness as described in this section;
- Completed Dual Credit Program Participation Agreement signed by the high school representative, Student and Student's legal guardian.

Students are permitted to enroll in two (2) dual credit classes each fall, spring, or summer semester while also enrolled at School.

2. Funding

School will cover the admissions application to join the program. School will incur all tuition, textbook costs and miscellaneous fees (as approved by School at time of fee), including but not

limited to orientation fees, throughout the duration to the Agreement or a change in state regulations occur.

3. Meningitis Guidelines

Students enrolled in the Program are required to submit documentation of immunization against bacterial meningitis. The law mandates that Students be vaccinated against bacterial meningitis. Full requirements including how to submit documentation can be found at <https://www.uta.edu/records/services/meningitis-requirement.php>. Students who fail to meet this requirement may be dropped from courses or prevented from subsequent enrollment in the Program.

4. Transferability of Credit

University is a fully accredited university and basic academic courses are generally transferable. However, because each university has its own policy regarding the transferability of courses, each Student is strongly advised to check with the institution of higher education which they plan to attend if other than University to determine the transferability of University courses.

5. Instructional Calendar

The instruction of dual credit courses in the Program will be based on University's academic calendar. Inclement weather procedures will be established in consultation with both Parties.

6. Transportation and Parking Permits

School will provide transportation to student participants. If a student chooses not to use the provided transportation, they will be responsible for the cost of obtaining an on-campus parking permit.

7. Program Specific Placement and Course Information

A participant in the program must complete the Avant placement exam through their high school and provide the scores to the UTA Modern Language department for proper course placement.

An AVANT STAMP 4S Score of 5.00+ is required for those students interested in taking 3000-level courses (for Grading Rubric and eligible Spanish Classes at UTA, see further information below)

Avant STAMP 4S Exam Grading Rubric and Spanish Classes at UTA

Grading Rubric:

To test out of a particular course level, student must score within the range indicated below (or higher) on the composite score, which is the average of four parts:

Avant Score*	SPAN Course Placement
0 – 1.99	---

2.00 – 2.99	1441
3.00 – 3.99	1441 1442
4.00 – 4.99	1441 1442 2313
5.00+	1441 1442 2313 2314/2315

*For heritage learners, the composite score is the average of two parts (reading and writing), although students must take all four parts of the test and have the average score of all four parts no lower than the average of their reading and writing. In case it is lower, the composite score of four parts will be used to determine the course level.

Spanish Classes Available to Program Participants:

Course	Title	Credits	Offered	Prerequisite	Avant STAMP Scores
GLOBAL 2301	INTRODUCTION TO GLOBAL ISSUES	3	Fall, Spring, Summer	---	---
MODL 2301	INTRODUCTION TO WORLD LANGUAGES	3	Fall, Spring	--	---
SPAN 1441	BEGINNING SPANISH I	4	Fall, Spring	---	---
SPAN 1442	BEGINNING SPANISH II	4	Fall, Spring	SPAN 1441 with a C or better	2.00 - 2.99
SPAN 2300	SPANISH IN THE UNITED STATES	3	Fall	---	---
SPAN 2310	HISPANIC CULTURE IN THE WORLD	3	Fall, Spring	---	---
SPAN 2313	INTERMEDIATE SPANISH I	3	Fall, Spring	SPAN 1442 with a C or better	3.00 - 3.99
SPAN 2314	INTERMEDIATE SPANISH II	3	Fall, Spring	SPAN 2313 with a C or better	4.00 - 4.99
SPAN 2315	INTERM SPAN HERITAGE SPEAKERS	3	Fall, Spring	SPAN 2313 with a C or better	4.00 - 4.99
SPAN 3303	ADVANCED SPANISH CONVERSATION	3	Fall	SPAN 2314 with a C or better	5.00+
SPAN 3305	ADVANCED SPANISH FOR HERITAGE SPEAKERS	3	Fall, Spring, Summer	SPAN 2315 with a C or better	5.00+
SPAN 3309	SPANISH FOR THE PROFESSIONS	3	Fall, Spring	SPAN 2314 or SPAN 2315 with a C or better	5.00+
SPAN 3311	SPANISH CULTURE AND CIVILIZATION	3	Spring	SPAN 2314 or SPAN 2315 with a C or better	5.00+
SPAN 3312	LATIN AMERICAN CULTURE AND CIVILIZATION	3	Fall, Spring	SPAN 2314 or SPAN 2315 with a C or better	5.00+
SPAN 3314	ADVANCED SPANISH GRAMMAR	3	Fall, Spring, Summer	SPAN 2314 with a C or better	5.00+
SPAN 3317	MEXICAN CULTURE AND CIVILIZATION	3	Fall, Spring	SPAN 2314 or SPAN 2315 with a C or better	5.00+
SPAN 3323	MULTIMEDIA TRANSLATION, TRANSCREATION AND SOFTWARE LOCALIZATION	3	Fall	SPAN 2314 or SPAN 2315 with a C or better	5.00+

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING

Contact Person:

Board Agenda Presented for: Action: Report: Consent:

Supporting Documents: None: Attached:

Meeting Agenda Item:

District Priority / Goals Addressed

Background

Fiscal Implications

Recommendation

Submitted by:
Date:



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



RESOURCES

Maximize our resources to promote a thriving district while maintaining sound fiscal management.

**COURSES FOR NO PASS NO PLAY EXEMPTION
2025-2026**

ENGLISH LANGUAGE ARTS

Advanced English I	LA1310
Advanced English II	LA1320
AP English Language	LA1330
AP English Literature	LA1340
English IV - <i>OnRamps</i>	LA1240R

LANGUAGES OTHER THAN ENGLISH

Advanced Latin III	FL1313
Advanced French II	FL1322
Advanced French III	FL1323
Advanced French IV	FL1325
Advanced German II	FL1332
Advanced German III	FL1333
Advanced German Language	FL1335
Advanced Spanish II	FL1342
Advanced Spanish III	FL1343
Advanced Spanish Language	FL1347
Advanced Spanish Literature	FL1345
Advanced Chinese II	FL1362
Advanced Chinese III	FL1363
Advanced Chinese IV	FL1364
AP Latin	FL1314
AP French Language	FL1324
AP German Language	FL1334
AP German Language & Culture	FL1335
AP Spanish Language & Culture	FL1344
AP Spanish Literature & Culture	FL1346

MATHEMATICS

Precalculus	MA1263
Advanced Algebra I	MA1320
Advanced Algebra II	MA1330
Advanced Geometry	MA1345
Advanced Precalculus	MA1360
AP Precalculus	MA1361
AP Statistics	MA1365
AP Calculus AB	MA1380
AP Calculus BC	MA1385
Independent Studies in Math – <i>OnRamps</i>	MA1270R
Independent Studies in Math - <i>OnRamps</i>	MA1371R
Advanced Algebra II - <i>OnRamps</i>	MA1370R
Advanced Algebra II - <i>OnRamps</i>	MA1370RP
Precalculus – <i>OnRamps</i>	MA1363R
Statistics – <i>OnRamps</i>	MA1265R
Statistics – <i>OnRamps</i>	MA1365R

SCIENCE

Advanced Biology	SC1320
Advanced Chemistry	SC1350
Advanced Physics	SC1380
AP Biology	SC1340
AP Chemistry	SC1360
AP Physics 1	SC1385
AP Physics 2	SC1386
AP Physics C: Mechanics	SC1383
AP Physics C: Electricity & Magnetism	SC1384
AP Environmental Science	SC1390
Scientific Research and Design – <i>OnRamps</i>	SC1395R
Earth & Space Science – <i>OnRamps</i>	SC1273R
Earth & Space Science – <i>OnRamps</i>	SC1373R
Physics - <i>OnRamps</i>	SC1280R
Advanced Physics - <i>OnRamps</i>	SC1380R

SOCIAL STUDIES

Advanced World Geography	SS1313
Advanced World History	SS1314
Advanced Studies in Psychology	SS1339
AP Human Geography	SS1312
AP World History	SS1311
AP US History	SS1310
AP European History	SS1315
AP US Government & Politics	SS1320
AP Comparative Government & Politics	SS1321
AP Macroeconomics	SS1330
AP Psychology	SS1340
AP Seminar	SS1358
AP African American Studies	SS1318

COMPUTER SCIENCE

Advanced Computer Science	CS1360
AP Computer Science Principles	CS1350
AP Computer Science A	CS1370
Advanced Computer Science III	CS1380

FINE ARTS

AP Studio Art: Drawing	FA1323
AP Studio Art: 2D Design Portfolio	FA1324
AP Studio Art: 3D Design Portfolio	FA1325
AP Art History	FA1326
AP Music Theory	FA1363

HIGH SCHOOL INTERNATIONAL BACCALAUREATE

IB English III HL Year One	LAB131
IB English IV HL Year Two	LAB141
IB Theory of Knowledge	LAB231
IB Math Studies SL Year One	MAB131
IB Math Studies SL Year Two	MAB141
IB Math SL Year One	MAB231
IB Math SL Year Two	MAB241
IB Math HL Year One	MAB233
IB Math HL Year Two	MAB243
IB Biology SL	SCB131
IB Biology HL Year One	SCB133
IB Biology II HL Year Two	SCB141
IB Chemistry SL Year One	SCB231
IB Chemistry SL Year Two	SCB241
IB Environmental Systems & Societies SL Year Two	SCB441
IB Physics SL Year One	SCB331
IB Physics SL Year Two	SCB341
IB History of Americas HL – Regional Studies Year One	SSB131
IB History of Americas 20 th Century Year Two	SSB141
IB Info Technology in a Global Society SL/HL Year One	SSB331
IB Info Technology in a Global Society HL Year Two	SSB341
IB Geography SL Year One	SSB431
IB Economics SL	SSB231
IB Psychology	SSB321
IB French III SL	FLB131
IB French IV SL	FLB141
IB German III SL	FLB231
IB German IV SL	FLB241
IB Latin III SL	FLB331
IB Latin IV SL	FLB341
IB AB INITIO Spanish I SL Year One	FLB435
IB AB INITIO Spanish II SL Year Two	FLB445
IB Spanish III SL	FLB431
IB Spanish IV SL	FLB441
IB Spanish IV HL	FLB451
IB Spanish V HL	FLB461
IB Spanish V SL	FLB471
IB Computer Science SL	CSB131
IB Computer Science HL Year One	CBS133
IB Computer Science HL Year Two	CBS141

HIGH SCHOOL INTERNATIONAL BACCALAUREATE

IB Visual Arts SL Year One	FABA31
IB Visual Arts SL Year One (Option B)	FABB31
IB Visual Arts SL Year Two	FABA41
IB Visual Arts SL Year Two (Option B)	FABB41
IB Visual Arts HL Year Two	FABC41
IB Dance SL Year One	FABD31
IB Dance HL Year Two	FABD41
IB Film SL Year One of HL	FABF31
IB Film HL Year Two	FABF41
IB Music SL Year One of HL	FABP31
IB Music HL Year Two	FABP41
IB Theatre Arts SL	FABT31
IB Theatre Arts HL Year One	FABT33
IB Theatre Arts HL Year Two	FABT41

DUAL CREDIT

Aligned TAC §74.30 and TEC §33.081(d)(1), approved Arlington ISD Dual Credit courses in the disciplines English Language Arts, Languages Other Than English, Mathematics, Science and Social Studies qualify as UIL No Pass, No Play course waivers and are exempt from the Exempt Honors and Advanced Courses section of Board Policy FM(LOCAL).