

**NOTICE OF REGULAR BOARD MEETING OF THE
PINEYWOODS COMMUNITY ACADEMY BOARD OF DIRECTORS**

Notice is hereby given that on Monday, September 29, 2025, the Board of Directors of the Pineywoods Community Academy will hold a Regular Board Meeting beginning at 6:00 PM at Board Meeting Room (3rd Floor), 601 South Raguet, Lufkin, Texas 75904. The subjects to be discussed are listed on the agenda which is attached to and made a part of this Notice.

If, during the course of the meeting the Board of Directors should determine that a closed or executive meeting or session of the Board of Directors is required, then such closed or executive meeting or session is authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the by the Board of Directors at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the Board of Directors may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act.

Texas Government Code Section:

- | | |
|---------|---|
| 551.071 | Private consultation with the board's attorney. |
| 551.072 | Discussing purchase, exchange, lease, or value of real property. |
| 551.073 | Discussing negotiated contracts for perspective gifts or donations. |
| 551.074 | Discussing personnel or to hear complaints against personnel. |
| 551.076 | Considering the deployment, specific occasions for, or implementation of, security personnel or devices |
| 551.082 | Considering discipline of a public charter school child, or complaint or charge against personnel. |
| 551.083 | Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups. |
| 551.084 | Excluding witnesses from a hearing. |

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

- (a) In the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) At a subsequent public meeting of the Board of Directors upon notice thereof; as the Board of Directors shall determine.

**PINEYWOODS COMMUNITY ACADEMY
BOARD OF DIRECTORS**

Monday, September 29, 2025

**Regular Board Meeting
6:00 PM**

Pineywoods Community Academy

AGENDA

- I. Call to Order
Board President
- II. Roll Call
Board President
- III. Invocation
President
- IV. Pledges
President
- V. Special Recognitions
 - A. Dr. Terry Robbins Middle School Students of the Month

Christopher Draper
- VI. Citizen Comments
- VII. Approval of Minutes
Board President
- VIII. Superintendent's Report
Dr. Damon Adams
 - A. Enrollment, Facilities, New Bus, Leadership Lufkin, State of the Schools Luncheon — October 3, Cheers with the Chamber (October 30th), and plans for newly acquired property.
- IX. Consent Items
 - A. Texas Public Charter School Association Membership Renewal: \$15,412.00
Dr. Damon Adams
 - B. Monthly Financial Reports
Tammi Haden
- X. Financial Report
Tammi Haden
 - A. Quarterly Investment Report
Tammi Haden
- XI. Information Items
 - A. Axley & Rode Merger
Tammi Haden
 - B. Recognition of Donation

Maggie Lee

C. Beginning of Year (BOY) Data Review

Amanda Minshe

XII. Presentation/Discussion Items & Possible Action

A. Adoption Of Board Policies:

PG-4.212 Prohibition of Diversity, Equity, and Inclusion

PG- 4.213 Instructional Requirements and Prohibitions

B. Approval of OnRamps Stipend

Dr. Adams

C. Approve Depository Bid

Tammi Haden - Damon Adams

D. Approve Investment CD

Tammi Haden

XIII. Future Business

- October 3, 2025 - Student and Staff Holiday
- October 10, 2025 - Staff Development Day
- October 13, 2025 - Board Workshop
- October 24, 2025 - Compulsory Intervention Day
- October 27, 2025 - Regular Board Meeting

XIV. Executive Session

A. Discussion of Professional Personnel (TX Govt. Code 551.074)

Board President

B. Attorney Consultation (TX Govt. Code 551.071)

Board President

C. Discussion of Real Property (TX Govt. Code 551.072)

D. Discussion of Personally Identifiable Student Information (TX Govt. Code 551.0821)

E. Discussion of Safety & Security (TX Govt. Code 551.076)

XV. Reconvene from Executive Session

Board President

A. Discussion & Possible Approval of Action Arising from Executive Session

Board President

B. Possible Approval of Professional Personnel

Board President

1. Personnel Action Request – Transition of Jesse Livin from Substitute Teacher to Teacher

Dr. Adams

XVI. Adjournment

Board President

Regular Board Meeting

Thursday, August 28, 2025 6:00 PM

Board Meeting Room (3rd Floor), 601 South Raguet, Lufkin, Texas 75904

Deborah Brantley: Present
Joe Douglas: Present
Justin Hatton: Present
Louise LaVane: Present
Neil Naranjo: Absent
Melissa Stewart: Present
Sarah Strinden: Present

I. Call to Order	Speaker(s): Board President
II. Roll Call	Speaker(s): Board President
III. Invocation	Speaker(s): President
IV. Pledges	Speaker(s): President
V. Citizen Comments	
VI. Approval of Minutes Action(s): Administration recommends the board approve the minutes from the board meeting held on July 28, 2025. This motion, made by Justin Hatton and seconded by Melissa Stewart, Carried. Voting Detail: Deborah Brantley: Yea Joe Douglas: Yea Justin Hatton: Yea Louise LaVane: Yea Neil Naranjo: Absent Melissa Stewart: Yea Sarah Strinden: Yea Voting Summary: Yea: 6, Nay: 0, Absent: 1	Speaker(s): Board President
VII. Superintendent's Report Discussion: Dr. Damon Adams, Superintendent of Schools, gave an update on current enrollment and introduced new administrative staff Kaleigh Hensley. The discussion of free lunches for students was agreed to be looked into further.	Speaker(s): Dr. Damon Adams
VII.A. Update on enrollment and construction project. Discussion: Shane McGown, Assistant Superintendent of Schools, updated the board on the renovation project at the Elementary/Middle School building.	
VIII. Financial Report	Speaker(s): Tammi Haden

VIII.A. Monthly Financial Reports

Speaker(s): Tammi
Haden

Action(s):

Administration recommends the board. This motion, made by Justin Hatton and seconded by Louise LaVane, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

VIII.B. Adopt the 25-26 Budget

Speaker(s): Tammi
Haden

Action(s):

. This motion, made by Louise LaVane and seconded by Justin Hatton, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

IX. Information Items

X. Consent Items

X.A. Adoption Of Board Policies:

PG-1.201 Board Meetings
PG-1.206 Parent Engagement
PG-1.406 Security Officers
PG-2.114 Student Health Curriculum
PG-3.318 Concussion Response
PG-3.321 Student Health Advisory Council
PG-3.506 Student Activities
PG-4.204 Reporting Employee Misconduct
PG-4.212 Prohibition of Diversity, Equity, and Inclusion
PG- 4.213 Instructional Requirements and Prohibitions

Action(s):

Administration recommends the board adopt the policies with tabling policies PG-4.212 and PG-4.213 for discussion with legal council. This motion, made by Sarah Strinden and seconded by Melissa Stewart, Carried.

Voting Detail:

Deborah Brantley: Yea

Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.B. Final Budget Amendment

Speaker(s): Tammi Haden

Action(s):

Tammi Haden Tammi Haden, Chief Financial Officer, gave an update on the monthly financial report and requested the board adopt the 25-26 budget. This motion, made by Louise LaVane and seconded by Melissa Stewart, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.C. Fire Alarm System Replacement at Dr. Sarah Strinden Elementary- \$27,995

Speaker(s): Steven Rayburn

Action(s):

Administration recommends approval of \$27,995 in reserve funds to install Gamewell fire alarm equipment into the elementary school and incorporate it into the middle school's existing fire alarm system. This motion, made by Louise LaVane and seconded by Deborah Brantley, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.D. Purchase new bus from Longhorn Bus Sales- price not to exceed \$180,000 (including wrap) from reserve funds (2026-2027 delivery)

Speaker(s): Dr. Damon Adams

Action(s):

Administration recommends the board approve a price not to exceed \$180,000 from reserve funds for a new 72 passenger bus and bus wrap. This motion, made by Justin Hatton and seconded by Louise LaVane, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.E. 2025-2026 T-PESS Principal Appraisers- Dr.
Damon Adams

Speaker (s) : Catharine
Squyres

Action(s) :

PCA Administration recommends the Board approve the T-PESS Appraiser as listed. This motion, made by Melissa Stewart and seconded by Justin Hatton, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.F. Angelina College / ETCC / Legends Fall 2025
Tuition, Books, and Fees

Speaker (s) : Candice
Hardin

Action(s) :

Dr. Damon Adams, Superintendent of Schools, requested approval for tuition and fees for Angelina College in the amount of \$101,700.00. This motion, made by Louise LaVane and seconded by Melissa Stewart, Carried.

Voting Detail:

Deborah Brantley: Yea
Joe Douglas: Yea
Justin Hatton: Yea
Louise LaVane: Yea
Neil Naranjo: Absent
Melissa Stewart: Yea
Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.G. LASO Strong Foundations Planning &
Implementation Provider

Speaker (s) : Catharine
Squyres

Action(s) :

PCA administration recommends the board approve our selection of Region 7 as our Strong Foundations Planning and Implementation support provider in an amount not to exceed \$350,000. This motion, made by Justin Hatton and seconded by Louise LaVane, Carried.

Voting Detail:

Deborah Brantley: Yea
 Joe Douglas: Yea
 Justin Hatton: Yea
 Louise LaVane: Yea
 Neil Naranjo: Absent
 Melissa Stewart: Yea
 Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

X.H. Purchase 2025 Chevrolet Suburban- \$60,631
 (reserve funds)
 TIPS Contract: 210907

Speaker(s): Dr. Damon
 Adams

Action(s):

Administration recommends the board approve the purchase of the 2025 Suburban from Lake Country Chevrolet for \$60,631.00 from reserve funds. This motion, made by Louise LaVane and seconded by Justin Hatton, Carried.

Voting Detail:

Deborah Brantley: Yea
 Joe Douglas: Yea
 Justin Hatton: Yea
 Louise LaVane: Yea
 Neil Naranjo: Absent
 Melissa Stewart: Yea
 Sarah Strinden: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

XI. Presentation/Discussion Items & Possible Action

XI.A. 2025 Accountability Ratings

Speaker(s): Amanda
 Minshew

XII. Future Business

XII.A. August 29, 2025 - Student and Staff
 Holiday

XII.B. September 1, 2025 - Student and Staff
 Holiday

XII.C. September 12, 2025 - Staff Development
 Day/No Students

XII.D. September 19, 2025 - Student and Staff
 Holiday

XII.E. September 26, 2025 - Comuplsory
 Intervention Days

XII.F. September 29, 2025 - Regular Board
 Meeting

XIII. Executive Session

XIII.A. Discussion of Professional Personnel (TX
 Govt. Code 551.074)

Speaker(s): Board
 President

XIII.B. Attorney Consultation (TX Govt. Code
 551.071)

Speaker(s): Board
 President

XIII.C. Discussion of Real Property (TX Govt.
 Code 551.072)

XIII.D. Discussion of Personally Identifiable
Student Information (TX Govt. Code 551.0821)

XIII.E. Discussion of Safety & Security (TX Govt.
Code 551.076)

XIV. Reconvene from Executive Session

Discussion: Mr. Joe Douglas adjourned the
meeting for Executive Session at 7:44 p.m.

Speaker(s) : Board
President

XIV.A. Discussion & Possible Approval of Action
Arising from Executive Session

Speaker(s) : Board
President

XIV.B. Possible Approval of Professional
Personnel

Speaker(s) : Board
President

XV. Adjournment

Discussion: This meeting adjourned at 7:44 p.m.

Speaker(s) : Board
President

Board Secretary

PINEYWOODS COMMUNITY ACADEMY
INVESTMENT REPORT
Quarter Ending August 2025

Type of Investment	Maturity	Basis 05/31/2025	Transactions	Interest Earned	Market Value 08/31/2025	Market Value + Accrued Income 08/31/2025	Estimated Yield %
Certificate of Deposit 3430006623	9/28/2025	\$ 4,800,000.00	-	\$83,835.60	\$4,800,000.00	\$4,833,534.24	4.30%
TexPool	On Call	\$ 1,176,656.00	-	12,813.51	\$ 1,189,469.51	\$ 1,189,469.51	4.30%
Local Gov't Investment Pool							
Wilmington Trust							
(Bond Funds)							
150487-000	On Call	\$ 363,965.52	\$ (360,365.53)	\$ 3,402.63	\$ 6,752.53	\$ 7,002.62	4.05%
150487-005	On Call	\$ 1,628,765.39	\$ (301,964.96)	\$ 16,076.43	\$ 1,337,802.89	\$ 1,342,876.86	4.05%
		\$ 3,169,386.91	\$ (662,330.49)	\$116,128.17	\$ 2,534,024.93	\$ 2,539,348.99	
YTD Earnings 09/01/2024 - 08/31/2025: \$385538.37 w/o CD Interest. (September)							

Damon Adams

Damon Adams

Shane McGown

Shane McGown

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

**POLICY GROUP 4 - PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES**

PG-4.212

Sec. 1. DEFINITIONS

In this policy, "diversity, equity, and inclusion duties" means:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation except:
 - a. For the purpose of student recruitment efforts by colleges and universities designated as historically black colleges and universities in collaboration with school districts or open-enrollment charter schools; or
 - b. As necessary to comply with state or federal law; and
4. Compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

Education Code 11.005(a).

Sec. 2. PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION DUTIES

Except as required by state or federal law, Pineywoods Community Academy:

1. May not assign diversity, equity, and inclusion duties to any person; and
2. Prohibits a Pineywoods Community Academy employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of Pineywoods Community Academy.

Education Code 11.005(b).

This Policy shall not be construed so as to limit or prohibit PCA from influencing or making employment decisions while taking into consideration factors such as race, color, ethnicity, or sex, so long as PCA makes all employment decisions based upon a clear explanation of the qualifications, credentials, and experience required for a position and no candidate is awarded a position on the basis of one of the factors listed above who do not meet the required qualifications, credentials, and experience. PCA does not interpret this Policy or applicable law as prohibiting PCA from monitoring, reviewing, and evaluating the demographics of its staff and student populations and/or setting goals or making decisions which strive to align demographics to best serve the needs of PCA students.

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

POLICY GROUP 4 - PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES

PG-4.212

Sec. 3. EMPLOYMENT ACTION

A Pineywoods Community Academy employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties is subject to disciplinary consequences in accordance with Pineywoods Community Academy's Employee Handbook, up to and including termination.

A Pineywoods Community Academy employee or contractor who receives discipline under this Policy may appeal the disciplinary consequence under Pineywoods Community Academy's employment grievance procedure or termination grievance procedure, whichever is applicable.

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

**POLICY GROUP 4 - PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES**

PG-4.212

Education Code 11.005(d).

Sec. 4. LIMITATIONS

This policy does not:

1. Limit or prohibit Pineywoods Community Academy from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law;
2. Limit or prohibit Pineywoods Community Academy from acknowledging or teaching the significance of state and federal holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the Texas Essential Knowledge and Skills;
3. Affect a student's rights under the First Amendment of the United States Constitution or Section 8, Article I, Texas Constitution;
4. Limit or prohibit Pineywoods Community Academy from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Education Code 39.053; or
5. Apply to:
 - a. Classroom instruction that is consistent with the essential knowledge and skills adopted by the State Board of Education;
 - b. The collection, monitoring, or reporting of data;
 - c. A policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or
 - d. A student club that is in compliance with the requirements of Education Code 33.0815.

Education Code 11.005(e).

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

POLICY GROUP 4 - PERSONNEL

INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

Sec. 1. INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

a) *Prohibited Discussions or Activities*

For any course or subject, including an innovative course, for a grade level from kindergarten through grade 12:

1. A teacher may not be compelled, either by a PCA administrator, staff member, trustee, parent, or student, to discuss a widely debated and/or currently controversial issue of public policy or social affairs;
2. A teacher who chooses to discuss a topic described in subparagraph (1) shall explore that topic objectively and in a manner free from political bias;
3. Neither Pineywoods Community Academy nor a teacher may require, make part of a course, or award a grade or course credit, including extra credit, for a student's:
 - a. Work for, affiliation with, or service learning in association with any organization engaged in:
 - i. Lobbying for legislation at the federal, state, or local level, if the student's duties involve directly or indirectly attempting to influence social or public policy or the outcome of legislation; or
 - ii. Social policy advocacy or public policy advocacy;
 - b. Political activism, lobbying, or efforts to persuade members of the legislative or executive branch at the federal, state, or local level to take specific actions by direct communication; or
 - c. Participation in any internship, practicum, or similar activity involving social policy advocacy or public policy advocacy; and
4. A teacher, administrator, or other employee of Pineywoods Community Academy may not:
 - a. Require, or make part of a course, inculcation in the concept that:
 - i. One race or sex is inherently superior to another race or sex;
 - ii. An individual, solely by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
 - iii. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
 - iv. An individual's moral character, standing, or worth ~~is~~ necessarily determined by the individual's race or sex;
 - v. An individual, solely by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
 - vi. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race;
 - vii. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

POLICY GROUP 4 - PERSONNEL

INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

v111. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality;

b. For purposes of this policy, PCA defines “inculcation” to mean “to teach and impress by frequent repetitions or admonitions.” PCA does not interpret “inculcation” to mean an instructor’s one-time or incidental reference to a topic otherwise prohibited by Section 4(a) above, and PCA does not prohibit the free expression of ideas by students or staff during a prescribed course activity, discussion, or assignment, as long as that free expression of ideas does not require adherence to a particular ideology, belief, or political view.

b.c. Teach, instruct, or train any administrator, teacher, or staff member to adopt a concept listed under subparagraph (4)(a); or

d. Require an understanding of the 1619 Project.

1. For purposes of this policy, PCA considers an instructor as violating this section only if the instructor requires the completion of an assignment, reading, quiz, test, or other assessment which specifically assesses whether students have mastered an understanding of the core tenets of the 1619 Project. This section does not explicitly prohibit all discussion or reference to the 1619 Project within classroom discourse or assigned readings.

Education Code 28.0022(a).

This Policy does not limit the teaching of or instruction in the Texas Essential Knowledge and Skills. *Education Code 28.0022(e).*

Nothing in this Policy prohibits a teacher employed Pineywoods Community Academy from directing a classroom activity that involves students communicating with an elected official, including communications regarding a specific subject matter otherwise related to the academic or curricular goals of the course, so long as Pineywoods Community Academy does not influence the content of a student's communication. *Education Code 28.0022(g).*

Pineywoods Community Academy may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in subparagraph (4)(a). *Education Code 28.0022(c).*

This Policy shall not be construed so as to limit, prohibit, or infringe upon any student or staff member’s right to engage in personal speech (either verbal, written, or electronic) regarding the topics listed in subsections 4(a) and/or 4(d) above, as long as such speech is engaged in outside of the instructional setting and/or professional working environment.

b) Exception

DATE ISSUED: XXXX, 20X

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**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

POLICY GROUP 4 - PERSONNEL

INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

The prohibition against student courses, awards or grades, and extra credit described in Sec. 1(a)(3) above do not apply to a student's participation in:

1. Community charitable projects, such as building community gardens, volunteering at local food banks, or other service projects;
2. An internship or practicum:
 - a. For which the student receives course credit under a career and technology education program or under the P-TECH program established under Education Code 29.553; and
 - b. That does not involve the student directly engaging in lobbying, social policy advocacy, or public policy advocacy; or
3. A program that prepares a student for participation and leadership in this country's democratic process at the federal, state, or local level through the simulation of a governmental process, including the development of public policy.

Education Code 28.0022(b).

**PINEYWOODS COMMUNITY ACADEMY BOARD POLICY
MANUAL**

POLICY GROUP 4 - PERSONNEL

INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

Sec. 2. PENALTIES TO STUDENTS

Pineywoods Community Academy may not implement, interpret, or enforce any rule in a manner that would result in the punishment of a student for reasonably and respectfully discussing the concepts described by Sec. 1(a)(4) in school or during a school-sponsored activity or have a chilling effect on reasonable student discussions involving those concepts in school or during a school-sponsored activity. *Education Code 28.0022(d)*.

For purposes of this policy, PCA does not consider discussions to be reasonable and respectful, and thus protected from punishment, if they involve or include the use of hate speech, any pejorative term related to the concepts described in Section 1(a)(4), or any term that is a considered or has historically or culturally been used as a slur related to race, ethnicity, national origin, gender, sex, sexual orientation, disability, or religion.

Sec. 3. EMPLOYMENT ACTION

A Pineywoods Community Academy employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by this Policy is subject to disciplinary consequences in accordance with Pineywoods Community Academy's Employee Handbook, up to and including termination. *Education Code 22.0022(h)*.

Sec. 4. DISTRIBUTION

Pineywoods Community Academy shall provide a physical and electronic copy of this Policy and any procedures related to this Policy to each employee or contractor. *Education Code 22.0022.(h)*.

Cadence Bank
500 South John Redditt Dr
Lufkin, TX

Cadence Bank
2918 Brentwood Dr
Lufkin, TX

Leeah Joseph
Vice President
Treasury Management Community Sales

Eric Faulk
Market President

Jarrold Anderson
Commercial Lender

- **Floating Federal Funds - 75 basis point (3.50% as of 09-22-2025)**
 - **All fees are waived**
 - **FDIC insured**
 - **Securities for funds in excess of \$250,000**
 - **3.50% on a \$2,000,000.00 balance would generate \$70,000 per year in interest**
-
- **Current financial institution offered us .40%**
 - **Generated approximately \$1,500.00 for the 2024-2025 school year**