



Monday, November 17, 2025
AGENDA OF REGULAR MEETING

Notice is hereby given that on Monday, November 17, 2025 the Board of Trustees of the Santa Fe ISD will hold a Regular Meeting at 5:00 PM in the Cowan Education Center Board Room, 4133 Warpath, Santa Fe, TX 77510.

Members of the public may access the meeting from the Districts You Tube website <https://www.youtube.com/channel/UCZbnWEVkow7MUoKJsFCUO8g>. Those wishing to make public comment on agenda items must do so online at www.sfisd.org under the SFISD School Board tab on the Thursday (a regular business day) prior to the meeting.

Agenda items will be aligned with the Board Goals:

2025-2026 Board Goals

1. Safety - Ensure an exceptional learning experience for all SFISD students in a safe and positive learning environment
2. Achievement - Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning
3. Culture - Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders
4. Recruitment - Recruit, retain, and support a world-class team of employees in SFISD
5. Resources - Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. MEMBERS PRESENT/ABSENT
- II. OPENING OF MEETING
- III. BOARD WORKSHOP
 - A. Order Canvassing Returns and Declaring Results of Bond Election
- IV. ACTION ITEM
 - A. Consider and Approve Order Canvassing Returns Declaring Results of Bond Election
- V. EXECUTIVE SESSION, CHAPTER 551
 - A. *Texas Government Code 551.071: Consultation with Board Attorney regarding all matters as authorized by law*
 1. EXECUTIVE SESSION, CHAPTER 551
 - B. *Texas Government Code 551.072: Deliberation regarding purchase, exchange, lease or value of real property*

- C. *Texas Government Code 551.074: Personnel Matters: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee*
- D. *Texas Government Code 551.076: Discussing security personnel or devices or security audits*
- VI. RECONVENE: INVOCATION AND PLEDGES
- VII. SCHOOL OFFICIALS PRESENT
- VIII. ACTION FROM CLOSED SESSION, CHAPTER 551
- IX. RECOGNITIONS
 - A. Students and Staff
- X. PUBLIC COMMENT ON AGENDA ITEMS
- XI. INFORMATION ITEMS
 - A. Monthly Reports
 - B. HB 8 Update
 - C. F & M Update
 - D. Update on Board Members Training Hours
 - E. Quarterly Investment Report: 1st Quarter of the 2025-2026 Fiscal Year
- XII. CONSENT AGENDA
 - A. Consider and Approve Consent Agenda Items
 - B. Consider and Approve Minutes
 - C. Consider and Approve Accounts Payable
 - D. Consider and Approve Budget Amendments
- XIII. REGULAR AGENDA
 - A. Consider and Approve GCAD Board of Directors Election Resolution
 - B. Consider and Approve Policy Update 126
 - C. Consider and Approve Changes to FMH (LOCAL) Policy
 - D. Consider and Approve DEC (LOCAL) Friends Helping Friends Policy
 - E. Consider and Approve Administrator Personal Contracts with Other Entities, Pursuant to Texas House Bill 3372, Relating to Restrictions on Outside Employment by School District Administrators
 - F. Consider and Approve Service Agreements with Region 4 for Professional Development and Support Under the LASO Grant
 - G. Consider and Approve Shared Service Agreement with Galveston-Brazoria Cooperative for the Deaf and Hard of Hearing
- XIV. BOARD COMMUNICATION
- XV. ADJOURNMENT

This Notice was emailed to news media who had previously requested such notice and an original copy was posted on the display window at the School District Administration Building.

Dr. Kevin Bott, Superintendent

Date/Time

If you are in need of assistance or accommodations (i.e., an interpreter for the hearing impaired), please notify Dr. Kevin Bott in advance at (409) 925-9093.



November 2025

FOOTBALL

2025 FOOTBALL REGULAR SEASON:
11/6/25 AWAY AT TERRY

Playoff information - to be determined

REGARDLESS OF THE OUTCOME OF OUR FOOTBALL TEAM'S PURSUIT OF THE PLAYOFFS, WE WISH TO EXTEND OUR SINCERE GRATITUDE TO ALL WHO HAVE SUPPORTED US THROUGHOUT THE SEASON. FROM THE INITIAL SCRIMMAGE AND SENIOR AUTOGRAPH EVENT TO THE CELEBRATIONS ON THE FIELD AND THE DEDICATION SHOWN FOLLOWING THE TEAM TO AWAY GAMES, YOUR UNWAVERING ENCOURAGEMENT HAS BEEN TRULY APPRECIATED. YOUR SUPPORT HAS PLAYED AN ESSENTIAL ROLE IN MAKING THIS SEASON A MEMORABLE ONE FOR OUR PLAYERS, COACHES, AND COMMUNITY.



VOLLEYBALL

2025 VARSITY WILL ATTEND THE BOARD MEETING FOR RECOGNITION - CONGRATULATION FOR A GREAT 2025 SEASON!
COACHES: JENNIFER WEBB, CIARA SUNSERI, ALEXIS OTERO, CHRISTINA FEATHERLY

GOLF

OUR **LADY INDIANS GOLF TEAM** ARE STARTING STRONG AND SHOWING GREAT PERSEVERANCE THROUGHOUT THE TOURNAMENTS, DISPLAYING CLEAR IMPROVEMENT FROM THEIR LAST OUTING. THEIR CONTINUED DEDICATION AND TEAMWORK HIGHLIGHT THE STEADY PROGRESS OF THE PROGRAM. THE **BOYS GOLF TEAM** WILL COMPETE IN THEIR FALL DISTRICT PREVIEW ON MONDAY, NOVEMBER 10TH. THIS EVENT GIVES THE TEAM AN EARLY LOOK AT DISTRICT COMPETITION AND AN OPPORTUNITY TO GAUGE THEIR STANDING AHEAD OF THE SPRING SEASON.

BASKETBALL

THE INDIAN BASKETBALL SEASON IS NOW OFFICIALLY UNDERWAY. WE INVITE ALL MEMBERS OF OUR COMMUNITY TO SUPPORT OUR TEAMS BY ATTENDING UPCOMING GAMES AND SHOWING THEIR SCHOOL SPIRIT. PLEASE FOLLOW FUTURE ANNOUNCEMENTS FOR UPDATES ON TEAM PERFORMANCES AND ACCOMPLISHMENTS THROUGHOUT THE SEASON.

TOGETHER, LET US CELEBRATE THE HARD WORK, DEDICATION, AND SPORTSMANSHIP OF OUR STUDENT-ATHLETES.

Basketball Schedules are posted!!

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← MENS
BASKETBALL

LADY INDIANS
BASKETBALL →



SANTA FE INDEPENDENT SCHOOL DISTRICT
STUDENT AND FACILITY ACTIVITY FUND REPORT
FOR PERIOD ENDING October 2025

Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.

Business Services Strategy: Increase monthly review of the general ledger.

Fund	Sub-Object	Local	October 2025 Beginning Balance	October 2025 Deposits	October 2025 Expenses	Ending Balance
CAMPUS ACTIVITY FUNDS	EDUCATION FOUNDATION GRANTS & WISHLISTS	EDUCATION FOUNDATION	82,510.95	13,963.12	(11,509.45)	84,964.62
CAMPUS ACTIVITY FUNDS	STEM BUS	STEM	60,901.88	-	(131.40)	60,770.48
CAMPUS ACTIVITY FUNDS	TECHNOLOGY	TECHNOLOGY	9,030.27	1,260.00	-	10,290.27
CAMPUS ACTIVITY FUNDS	STRIVE STORE	STRIVE	1,081.76	15.00	-	1,096.76
CAMPUS ACTIVITY FUNDS	HIGH SCHOOL	HIGH SCHOOL	120,771.11	32,458.34	(29,673.47)	123,555.98
CAMPUS ACTIVITY FUNDS	JUNIOR HIGH	JUNIOR HIGH	75,552.55	13,030.85	(6,476.95)	82,106.45
CAMPUS ACTIVITY FUNDS	KUBACAK	KUBACAK	41,435.52	14,163.03	(11,977.21)	43,621.34
CAMPUS ACTIVITY FUNDS	ROY J WOLLAM PRIMARY	ROY J WOLLAM PRIMARY	37,636.92	2,312.00	(11,707.65)	28,241.27
CAMPUS ACTIVITY FUNDS	BARNETT	BARNETT	25,438.54	17,725.84	(4,480.70)	38,683.68
CAMPUS ACTIVITY FUNDS	ATHLETICS	ATHLETICS	116,318.43	10,120.27	(27,270.33)	99,168.37
CAMPUS ACTIVITY FUNDS	MAINTENANCE	MAINTENANCE	2,646.53	-	-	2,646.53
CAMPUS ACTIVITY FUNDS	CTE	CTE	125,950.46	7,125.00	(1,102.32)	131,973.14
CAMPUS ACTIVITY FUNDS	TRANSPORTATION	TRANSPORTATION	4,511.69	-	-	4,511.69
CAMPUS ACTIVITY FUNDS	FINANCE DEPT	FINANCE DEPT	14,566.73	-	-	14,566.73
CAMPUS ACTIVITY FUNDS	SPECIAL	SPECIAL	1,002.99	-	-	1,002.99
CAMPUS ACTIVITY FUNDS	C&I	C&I	27,962.36	-	-	27,962.36
CAMPUS ACTIVITY FUNDS	ALT LEARNING CENTER	ALC	18,041.24	-	(235.55)	17,805.69
CAMPUS ACTIVITY FUNDS	HR/PR	HR/PR	40.91	-	-	40.91
CAMPUS ACTIVITY FUNDS	IMA-TEXTBOOKS	IMA-TEXTBOOKS	868.80	-	-	868.80
CAMPUS ACTIVITY FUNDS	SCIENCE	SCIENCE	16,030.56	-	-	16,030.56
CAMPUS ACTIVITY FUNDS	POLICE	POLICE	57,293.80	917.00	(315.41)	57,895.39
CAMPUS ACTIVITY FUNDS	FINE ARTS	FINE ARTS	35,135.20	-	-	35,135.20
CAMPUS ACTIVITY FUNDS		CAMPUS ACTIVITY	\$ 874,729.20	\$ 113,090.45	\$ (104,880.44)	\$ 882,939.21
STUDENT ACTIVITY FUNDS	HIGH SCHOOL	HIGH SCHOOL	65,693.68	28,540.55	(10,105.38)	84,128.85
STUDENT ACTIVITY FUNDS	JUNIOR HIGH	JUNIOR HIGH	5,305.48	300.00	-	5,605.48
STUDENT ACTIVITY FUNDS	CTE	CTE	2,813.35	5,637.00	(3,867.37)	4,582.98
STUDENT ACTIVITY FUNDS	FINANCE DEPT	FINANCE DEPT	95.26	-	-	95.26
STUDENT ACTIVITY FUNDS		STUDENT ACTIVITY	\$ 73,907.77	\$ 34,477.55	\$ (13,972.75)	\$ 94,412.57
FACULTY FUNDS	HIGH SCHOOL	HIGH SCHOOL	1,022.18	-	-	1,022.18
FACULTY FUNDS	JUNIOR HIGH	JUNIOR HIGH	47.06	-	-	47.06
FACULTY FUNDS	KUBACAK	KUBACAK	1,516.30	2,532.77	(61.25)	3,987.82
FACULTY FUNDS	RJW	RJW	3,578.06	64.89	-	3,642.95
FACULTY FUNDS	BARNETT	BARNETT	875.80	-	(241.99)	633.81
FACULTY FUNDS	MAINTENANCE	MAINTENANCE	50.54	-	-	50.54
FACULTY FUNDS	FINANCE DEPT	FINANCE DEPT	1,041.17	-	-	1,041.17
FACULTY FUNDS		FACULTY FUNDS	\$ 8,131.11	\$ 2,597.66	\$ (303.24)	\$ 10,425.53
GRAND LIABILITY TOTALS			\$ 956,768.08	\$ 150,165.66	\$ (119,156.43)	\$ 987,777.31

Santa Fe Independent School District

Nutrition Services Statement of Revenues and Expenditures

As of October 31, 2025

Revenues	Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Interest	17,014	-	894	206	421	640	-	-	-	-	-	-	-	-	2,160	14,854	12.70%
Cash Sales	991,008	-	1,217	87,055	140,621	160,678	-	-	-	-	-	-	-	-	389,571	601,437	39.31%
State Funding - TRS on Behalf	8,865	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,865	0.00%
National Breakfast & Lunch Programs	1,721,300	-	331	433	128,242	199,457	-	-	-	-	-	-	-	-	328,463	1,392,837	19.08%
Total Revenues	2,738,187	-	2,442	87,694	269,283	360,775	-	720,194	2,017,993	26.30%							
Expenditures	Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 35 Nutrition Services	2,705,972	710,103	61,466	125,801	244,740	278,851	-	-	-	-	-	-	-	-	710,858	1,995,114	26.27%
FN 51 Facilities Maint. & Operations	66,875	-	53,539	5,345	-	-	-	-	-	-	-	-	-	-	58,884	7,991	88.05%
Total Expenditures	2,772,847	710,103	115,006	131,146	244,740	278,851	-	769,742	2,003,105	53.37%							
Net Income/(Loss)	-	-	(112,564)	(43,453)	24,543	81,924	-	(49,549)									
	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts		
Operating Transfers In	40,000.00	-	40,000	2,694	-	-	-	-	-	-	-	-	-	-	42,694		
Operating Transfers Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Net Operating Transfers In/Out			40,000	2,694	-	-	-	-	-	-	-	-	-	-	42,694		

Footnote: This statement may vary due to timing differences

Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.

Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District

Debt Service Statement of Revenues and Expenditures
As of October 31, 2025

Revenues	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Property Taxes	7,349,280	-	41,795	55,177	32,531	21,211	-	-	-	-	-	-	-	-	150,714	7,198,566.18	2.05%
State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	#DIV/0!
Other Revenue	147	-	-	-	-	-	-	-	-	-	-	-	-	-	-	147.00	0.00%
Interest	348,652	-	30,223	27,741	24,986	25,478	-	-	-	-	-	-	-	-	108,428	240,224	31.10%
Total Revenues	7,698,079	-	72,018	82,918	57,517	46,689	-	259,142	7,438,937	3.37%							
Expenditures	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 71 Debt Services	8,270,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,270,000	0.00%
FN 72 Int Lt Debt	2,685,825	-	-	1,182,963	-	-	-	-	-	-	-	-	-	-	1,182,963	1,502,863	44.04%
FN 73 Bond Issuance Costs	15,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	0.00%
Total Expenditures	10,970,825	-	-	1,182,963	-	-	-	-	-	-	-	-	-	-	1,182,963	9,787,863	0
Net Income/(Loss)	-	-	72,018	(1,100,045)	57,517	46,689	-	(923,821)									

Footnote: This statement may vary due to timing differences

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences.
Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District

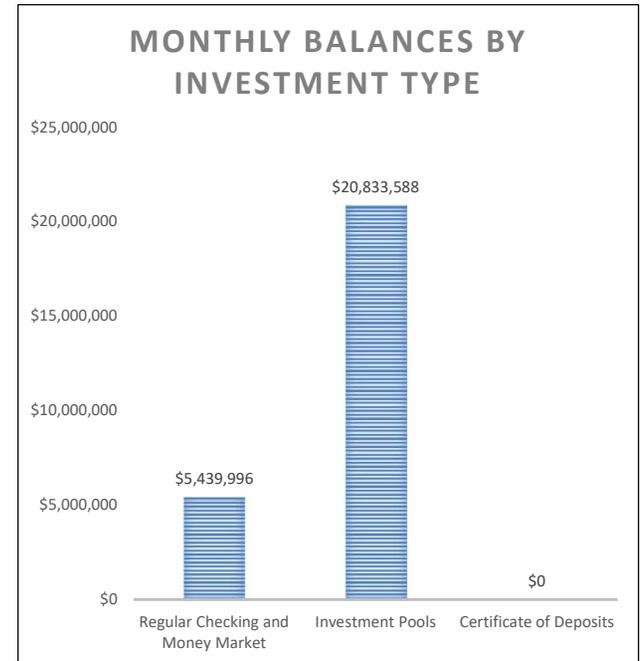
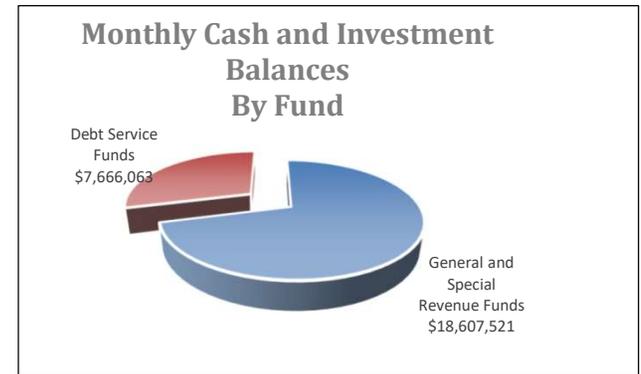
General Fund Statement of Revenues and Expenditures
As of October 31, 2025

Revenues	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Property Taxes	16,646,473	-	90,593	121,698	71,254	47,810	-	-	-	-	-	-	-	-	331,354	16,315,119	1.99%
Tuition and Fees	300,000	-	5,015	20,919	31,303	31,499	-	-	-	-	-	-	-	-	88,736	211,264	29.58%
Other Revenue	667,500	-	41,951	59,779	44,210	67,871	-	-	-	-	-	-	-	-	213,811	453,689	32.03%
Insurance Recovery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Athletic Activities Revenue	110,000	-	817	9,226	48,564	43,965	-	-	-	-	-	-	-	-	102,573	7,427	93.25%
Available School Fund	1,573,494	-	-	-	165,096	165,096	-	-	-	-	-	-	-	-	330,192	1,243,302	20.98%
Foundation State Aid	30,835,918	-	-	-	6,851,283	5,738,911	-	-	-	-	-	-	-	-	12,590,194	18,245,724	40.83%
Other State Programs	2,847,474	-	205,635	206,457	213,299	2,687	-	-	-	-	-	-	-	-	628,078	2,219,396	22.06%
SHARS	200,000	-	-	1,008	4,385	1,432	-	-	-	-	-	-	-	-	6,825	193,175	3.41%
Total Revenues	53,180,859	-	344,012	419,088	7,429,394	6,099,271	-	-	-	-	-	-	-	-	14,291,764	38,889,095	26.87%
Expenditures	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 11 Instruction	27,289,747	69,675.35	380,479.23	397,352.85	2,147,196.56	2,089,513.27	-	-	-	-	-	-	-	-	5,014,542	22,275,205	18.38%
FN 12 Inst. Resources & Media Svcs	412,844	446.96	17,690.87	4,152.20	13,222.19	12,123.78	-	-	-	-	-	-	-	-	47,189	365,655	11.43%
FN 13 Curriculum Dev.& Inst.Stf Dev	1,186,970	297,631.50	90,613.63	64,656.43	73,386.91	72,409.88	-	-	-	-	-	-	-	-	301,067	885,903	25.36%
FN 21 Instructional Leadership	459,158	19,295.94	66,678.51	29,708.33	33,268.71	31,875.49	-	-	-	-	-	-	-	-	161,531	297,627	35.18%
FN 23 School Leadership	2,815,906	10,583.22	111,995.34	114,686.40	209,414.70	197,205.70	-	-	-	-	-	-	-	-	633,302	2,182,604	22.49%
FN 31 Guidance & Counseling	1,199,124	2,206.14	16,142.69	24,371.02	106,426.33	96,743.53	-	-	-	-	-	-	-	-	243,684	955,440	20.32%
FN 32 Social Work Services	116,076	-	2,073.68	2,073.52	10,725.89	10,464.12	-	-	-	-	-	-	-	-	25,337	90,739	21.83%
FN 33 Health Services	394,015	-	10,889.92	10,889.56	34,109.24	32,280.73	-	-	-	-	-	-	-	-	88,169	305,846	22.38%
FN 34 Student Transportation	3,231,016	58,948.01	400,692.67	166,859.49	292,984.47	268,735.47	-	-	-	-	-	-	-	-	1,129,272	2,101,744	34.95%
FN 35 Nutrition Services	105,687	46,667.84	1,490.27	10,894.81	14,097.92	17,105.87	-	-	-	-	-	-	-	-	43,589	62,098	41.24%
FN 36 Extracurricular Activities	1,122,644	7,170.18	108,187.44	101,671.03	121,009.21	81,514.35	-	-	-	-	-	-	-	-	412,382	710,262	36.73%
FN 41 General Administration	1,917,332	9,863.46	149,348.42	146,263.51	181,228.16	188,495.17	-	-	-	-	-	-	-	-	665,335	1,251,997	34.70%
FN 51 Facilities Maint. & Operations	8,156,707	1,407,706.95	728,615.48	322,490.29	399,555.14	510,141.51	-	-	-	-	-	-	-	-	1,960,802	6,195,905	24.04%
FN 52 Security & Monitoring Services	1,140,016	29,603.62	41,919.12	108,735.21	160,159.75	169,175.80	-	-	-	-	-	-	-	-	479,990	660,026	42.10%
FN 53 Data Processing Services	1,339,550	3,012.00	192,136.67	220,584.65	79,400.95	107,758.42	-	-	-	-	-	-	-	-	599,881	739,669	44.78%
FN 61 Community Services	176,644	-	9,021.09	9,127.10	21,583.68	16,493.42	-	-	-	-	-	-	-	-	56,225	120,419	31.83%
FN 71 Debt Services	1,370,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,370,000	0.00%
FN 72 Debt Interest	545,000	-	-	211,906.81	10,276.71	9,945.21	-	-	-	-	-	-	-	-	232,129	312,871	0.00%
FN 81 Facilities Acq. & Construction	85,049	-	-	-	-	-	-	-	-	-	-	-	-	-	-	85,049	0.00%
FN 93 Payments To Fiscal Agents\Mbrs	80,770	-	-	-	4,000.00	-	-	-	-	-	-	-	-	-	4,000	76,770	4.95%
Total Expenditures	53,144,255	1,962,811	2,327,975	1,946,423	3,912,047	3,911,982	-	-	-	-	-	-	-	-	12,098,426	41,045,829	22.77%
Net Income/(Loss)	-	-	(1,983,964)	(1,527,335)	3,517,347	2,187,289	-	-	-	-	-	-	-	-	2,193,337	-	-
Operating Transfers In	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Operating Transfers Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Operating Transfers In/Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences.
Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District
 Monthly Cash and Investment Balances
 For Month Ending October 31, 2025

Texas First Bank:	
General Operating	\$ 134,556
General Operating MM	\$ 1,778,157
Activity General Operating	\$ 1,015,563
Payroll	\$ 638,623
Capital Projects	\$ 92,138
Debt Service	\$ 415,597
Debt Service MM	\$ 949,510
Nutrition Services	\$ 206,716
Tax Refund	\$ 117,543
Tax Collection	\$ 86,588
Texas First Bank Total Balance	\$ 5,434,990
First Public:	
Child Nutrition	\$ 276
General Fund	\$ 11,904,474
Debt Service	\$ 6,300,956
Capital Projects	\$ 2,435,999
First Public Total Balance	\$ 20,641,704
Texas Term:	
General Fund	\$ 129,595
Texas Term Total Balance	\$ 129,595
Texas Class:	
General Operating	\$ 191,884
Nutrition Services	\$ 84,243
Texas Class Total Balance	\$ 276,127
GCEFCU:	
General Operating	\$ 5,006
GCEFCU Total Balance:	\$ 5,006
GRAND TOTAL	\$ 26,487,423



Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students
 Business Services Strategy: Provide guidance on details needed to help stakeholders make informed decisions.

Santa Fe Independent School District
 Tax Assessor-Collector Report
 For Period Ending October 2025
 (Original Signed Notarized Report Available in the Tax Office.)

Tax Year	Beginning Balance 7/01/2025	Year To Date Adjustments	Collections Prior Months	Collections this Month	Year To Date Collections	Balance Due
2001 & prior	50,783.06	-	-	-	-	50,783.06
2002	11,977.56	-	-	-	-	11,977.56
2003	6,756.09	-	-	-	-	6,756.09
2004	4,941.62	-	-	-	-	4,941.62
2005	14,784.42	-	512.27	-	512.27	14,272.15
2006	22,282.34	-	-	-	-	22,282.34
2007	20,235.70	-	-	-	-	20,235.70
2008	22,518.01	-	-	-	-	22,518.01
2009	21,998.21	-	-	-	-	21,998.21
2010	24,068.24	-	-	-	-	24,068.24
2011	25,563.38	-	-	-	-	25,563.38
2012	29,458.88	-	-	-	-	29,458.88
2013	32,133.61	-	261.83	612.06	873.89	31,259.72
2014	33,828.55	-	313.05	-	313.05	33,515.50
2015	37,193.06	-	380.90	653.98	1,034.88	36,158.18
2016	45,276.72	-	1,831.64	410.73	2,242.37	43,034.35
2017	52,855.91	-	1,040.99	418.86	1,459.85	51,396.06
2018	62,359.84	-	1,115.19	351.67	1,466.86	60,892.98
2019	80,140.65	-	500.72	-	500.72	79,639.93
2020	98,266.47	(336.80)	2,574.20	2,693.55	5,267.75	92,661.92
2021	148,816.60	(645.71)	3,771.25	2,490.54	6,261.79	141,909.10
2022	183,650.33	5,803.35	6,589.23	5,640.56	12,229.79	177,223.89
2023	254,915.63	(21,635.02)	(10,115.96)	(4,101.47)	(14,217.43)	247,498.04
2024	978,443.99	(72,810.65)	325,043.53	32,605.97	357,649.50	547,983.84
2025	-	-	-	-	-	-
TOTALS	2,263,248.87	(89,624.83)	333,818.84	41,776.45	375,595.29	1,798,028.75
DELQ.	2,263,248.87	(89,624.83)	333,818.84	41,776.45	375,595.29	1,798,028.75

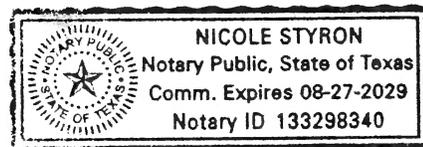
% Adj. Current Collections	0.00%	Year To Date Attorney Fees Collected	104,081.46
% Adj. Total Collections Comparing to Current Levy	0.00%	Year To Date Penalty & Interest Collected	105,862.16
% YTD Total Budget Collected	1.57%	Year To Date M&O Collected	258,156.38
Current Adjusted Levy	0.00	Year To Date I&S Collected	118,049.62
		Year to Date Rollback Collected	-
		Year to Date 10-20 Tax Write Off's	-

I attest that this information is true and accurate to the best of my knowledge.

Sarah Pfluger 11/5/25
 Sarah Pfluger (date)
 Tax Assessor-Collector

Nicole Styron 11/05/2025
 Nicole Styron (date)
 Notary Public in and for the State of Texas

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences. Business Services Strategy: Review monthly budget to expenditure/revenue reports. Report accurate financial information to stakeholders.



Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

26610101084909
TITLE I, PART A-IMPROVING BASIC PROGRAMS
08/29/25 - 09/30/26

NOGA	DrawDowns	Remaining
559,561.00	-	559,561.00

		6	6	6	6	6	6	6	6	6	6	6	6	6	6	YTD Receipts	%
	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June				
Revenues																	
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures																	
6100 PAYROLL COSTS	-	-	-	-	38,180	-	-	-	-	-	-	-	-	-	-	38,180	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	174	131	-	-	-	-	-	-	-	-	-	-	306	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	-	174	38,311	-	-	-	-	-	-	-	-	-	-	38,485	0.00%
Net Income/(Loss)	-	-	-	(174)	(38,311)	-	-	-	-	-	-	-	-	-	-	(38,485)	

Footnote: This statement may vary due to timing differences

25610101084909
TITLE I, PART A-IMPROVING BASIC PROGRAMS
07/01/24 - 09/30/25

NOGA	DrawDowns	Remaining
605,317.00	522,770.85	82,546.15

		5	5	5	5	5	5	5	5	5	5	5	5	5	5	YTD Receipts	%
	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June				
Revenues																	
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	42,830	49,113	-	-	-	-	-	-	-	-	-	-	91,943	0.00%
Total Revenues	-	-	-	42,830	49,113	-	-	-	-	-	-	-	-	-	-	91,943	0.00%
Expenditures																	
6100 PAYROLL COSTS	-	-	4,401	4,507	42,164	-	-	-	-	-	-	-	-	-	-	51,072	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	36,035	3,035	1,801	-	-	-	-	-	-	-	-	-	-	40,871	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	40,436	7,542	43,965	-	-	-	-	-	-	-	-	-	-	91,943	0.00%
Net Income/(Loss)	-	-	(40,436)	(7,542)	(1,135)	49,113	-	-	-	-	-	-	-	-	-	-	

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

266600010849096000
IDEA-B Formula
08/22/25 - 09/30/26

NOGA	DrawDowns	Remaining
832,504.00	-	832,504.00

	6	6	6	6	6	6	6	6	6	6	6	6	6	YTD Receipts	%
	224	224	224	224	224	224	224	224	224	224	224	224			
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	556,959	-	6,827	49,202	44,363	-	-	-	-	-	-	-	-	100,392	18.02%
6200 PURCHASED & CONTRACTED SVCS	30,000	-	-	-	3,325	-	-	-	-	-	-	-	-	3,325	11.08%
6300 SUPPLIES & MATERIALS	32,000	-	778	2,000	692	-	-	-	-	-	-	-	-	3,469	10.84%
6400 OTHER OPERATING EXPENSES	15,545	-	-	6,458	350	-	-	-	-	-	-	-	-	6,808	43.80%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	634,504	-	7,605	57,660	48,729	-	113,994	17.97%							
Net Income/(Loss)	-	-	(7,605)	(57,660)	(48,729)	-	(113,994)								

Footnote: This statement may vary due to timing differences

256600010849096000
IDEA-B Formula
08/08/24 - 09/30/25

NOGA	DrawDowns	Remaining
876,242.00	876,242.00	-

	5	5	5	5	5	5	5	5	5	5	5	5	5	YTD Receipts	%
	224	224	224	224	224	224	224	224	224	224	224	224			
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	29,995	-	-	-	-	-	-	-	-	-	29,995	0.00%
Total Revenues	-	-	-	29,995	-	29,994.88	0.00%								
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	18,614	11,099	-	-	-	-	-	-	-	-	-	-	29,713	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	282	-	-	-	-	-	-	-	-	-	-	-	282	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	18,896	11,099	-	-	-	-	-	-	-	-	-	-	29,995	0.00%
Net Income/(Loss)	-	(18,896)	(11,099)	29,995	-										

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

266610010849096000
IDEA-B Preschool
08/22/25 - 09/30/26

NOGA	DrawDowns	Remaining
27,192.00	-	27,192.00

	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	6 225	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%			
5700 Total Local and Intermediate Source	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%			
6100 PAYROLL COSTS	-	-	217	-	-	-	-	-	-	-	-	-	-	-	-	-	217	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	217	-	-	-	-	-	-	-	-	-	-	-	-	-	217	0.00%
Net Income/(Loss)	-	-	(217)	-	-	-	-	-	-	-	-	-	-	-	-	(217)	-	-

Footnote: This statement may vary due to timing differences
Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

26420006084909
24-25 Perkins V: Strengthening CTE for 21st Century
07/01/25 - 08/15/26

NOGA	DrawDowns	Remaining
41,785.00	-	41,785.00

	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	6 244	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June			
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%	
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	6,786	893	-	-	-	-	-	-	-	-	-	7,679	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6500 DEBT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	6,786	893	-	7,679	-	0.00%								
Net Income/(Loss)	-	-	(6,786)	(893)	-	(7,679)	-	-								

Footnote: This statement may vary due to timing differences

25420006084909
24-25 Perkins V: Strengthening CTE for 21st Century
08/15/25 - 08/15/25

NOGA	DrawDowns	Remaining
53,114.00	53,114.00	-

	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	5 244	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June			
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	25,346	-	-	-	-	-	-	-	-	-	-	25,346	-	0.00%
Total Revenues	-	-	25,346	-	-	-	-	-	-	-	-	-	-	25,346	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%	
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	6,570	12,084	-	-	-	-	-	-	-	-	-	-	18,654	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	6,570	12,084	-	-	-	-	-	-	-	-	-	-	18,654	-	0.00%
Net Income/(Loss)	-	(6,570)	13,262	-	-	-	-	-	-	-	-	-	-	6,692	-	-

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

26694501084909
Title II, Part A - Supporting Effective Instruction
08/29/25 - 09/30/26

NOGA	DrawDowns	Remaining
134,204.00	-	134,204.00

	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	6 255	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	2,617	2,367	-	-	-	-	-	-	-	-	4,984	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	315	1,545	-	-	-	-	-	-	-	-	1,860	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	-	2,932	3,912	-	6,844	0.00%							
Net Income/(Loss)	-	-	-	(2,932)	(3,912)	-	(6,844)								

Footnote: This statement may vary due to timing differences

25694501084909
Title II, Part A - Supporting Effective Instruction
07/01/24 - 09/30/25

NOGA	DrawDowns	Remaining
245,983.00	84,069.00	161,914.00

	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	5 255	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	30,926	-	-	-	-	-	-	-	-	-	30,926	0.00%
Total Revenues	-	-	-	30,926	-	-	-	-	-	-	-	-	-	30,926	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	6,679	12,651	13,270	-	-	-	-	-	-	-	-	-	32,599	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	3,650	4,340	1,899	5,680	-	-	-	-	-	-	-	-	15,569	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	3,125	1,880	-	-	-	-	-	-	-	-	-	-	5,005	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	13,454	18,871	15,169	5,680	-	53,173	0.00%							
Net Income/(Loss)	-	(13,454)	(18,871)	15,757	(5,680)	-	(22,248)								

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

26671001084909
Title III, Part A - English Language Acquisition
08/29/25 - 09/30/26

NOGA	DrawDowns	Remaining
28,849.00	-	28,849.00

	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	6 263	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	2,228	2,003	-	-	-	-	-	-	-	-	4,231	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	-	2,228	2,003	-	4,231	0.00%							
Net Income/(Loss)	-	-	-	(2,228)	(2,003)	-	(4,231)								

Footnote: This statement may vary due to timing differences

25671001084909
Title III, Part A - English Language Acquisition
07/01/24 - 09/30/25

NOGA	DrawDowns	Remaining
47,438.00	24,101.58	23,336.42

	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	5 263	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	276	-	-	-	-	-	-	-	-	-	276	0.00%
Total Revenues	-	-	-	276	-	276	0.00%								
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	248	248	(13)	-	-	-	-	-	-	-	-	-	484	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	241	-	-	-	-	-	-	-	-	-	-	241	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	248	490	(13)	-	725	0.00%								
Net Income/(Loss)	-	(248)	(490)	289	-	(449)									

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

24255132
VOCA
10/01/24 - 09/30/25

NOGA	DrawDowns	Remaining
144,000.00	138,017.54	5,982.46

	5	5	5	5	5	5	5	5	5	5	5	5	5		
	287	287	287	287	287	287	287	287	287	287	287	287	287		
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	390	390	-	-	-	-	-	-	-	-	-	-	780	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	390	390	-	-	-	-	-	-	-	-	-	-	780	0.00%
Net Income/(Loss)	-	(390)	(390)	-	-	-	-	-	-	-	-	-	-	(780)	

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

26680101084909
TITLE IV, PART A, SUBPART 2
08/29/25 - 09/30/26

NOGA	DrawDowns	Remaining
42,279.00	-	42,279.00

	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289	6 289		
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	7,235	-	-	-	-	-	-	-	-	-	-	7,235	0.00%
6300 SUPPLIES & MATERIALS	-	12,500	7,495	-	-	-	-	-	-	-	-	-	-	19,995	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	12,500	14,730	-	-	-	-	-	-	-	-	-	-	27,230	0.00%
Net Income/(Loss)	-	(12,500)	(14,730)	-	-	-	-	-	-	-	-	-	-	(27,230)	

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

4275TPG
Truancy Prevention Grant
09/01/24 - 08/31/25

NOGA	DrawDowns	Remaining
90,000.00	88,037.02	1,962.98

		5	5	5	5	5	5	5	5	5	5	5	5		
		427	427	427	427	427	427	427	427	427	427	427	427	427	427
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	7,511	-	-	-	-	-	-	-	-	-	7,511	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	7,511	-	-	-	-	-	-	-	-	-	7,511	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	54	(801)	-	-	-	-	-	-	-	-	-	-	(747)	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	441	-	-	-	-	-	-	-	-	-	-	441	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	54	(360)	-	-	-	-	-	-	-	-	-	-	(305.97)	0.00%
Net Income/(Loss)	-	(54)	360	7,511	-	-	-	-	-	-	-	-	-	7,817.09	

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

4295AGW
Welder Workforce Grant
09/26/24 - 06/30/26

NOGA	DrawDowns	Remaining
45,000.00	45,000.00	-

	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Source	-	15,000	-	-	30,000	-	-	-	-	-	-	-	-	45,000	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	15,000	-	-	30,000	-	-	-	-	-	-	-	-	45,000	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Net Income/(Loss)	-	15,000	-	-	30,000	-	-	-	-	-	-	-	-	45,000	

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

24029104084909
2024-2026 EDUCATION AND TRAINING FOR HIGH SCHOOL PATHWAYS
06/01/24 - 04/30/26

NOGA	DrawDowns	Remaining
12,500.00	9,006.16	3,493.84

	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	5 429	YTD Receipts	%
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	45	45	259	234	-	-	-	-	-	-	-	-	583	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	45	45	259	234	-	583	0.00%							
Net Income/(Loss)	-	(45)	(45)	(259)	(234)	-	(583)								

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

26026703084909
2024-2025 Strong Foundations Implementation K-5 RLA
02/20/25 - 08/31/26

NOGA	DrawDowns	Remaining
455,000.00	-	455,000.00

	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429	6 429		
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
5700 Total Local and Intermediate Source	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Net Income/(Loss)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures
As of October 31, 2025

23039703084909
SAFE CYCLE 2
05/21/24 - 08/31/25

NOGA	DrawDowns	Remaining
216,923.00	136,657.29	80,265.71

	5	5	5	5	5	5	5	5	5	5	5	5	YTD Receipts	%	
	429	429	429	429	429	429	429	429	429	429	429				
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Source	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	20,355	-	-	-	-	-	-	-	-	-	20,355	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	20,355	-	-	-	-	-	-	-	-	-	20,355	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	20,355	-	-	-	-	-	-	-	-	-	-	20,355	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6500 DEBT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	20,355	-	-	-	-	-	-	-	-	-	-	20,355	0.00%
Net Income/(Loss)	-	-	(20,355)	20,355	-	-	-	-	-	-	-	-	-	-	-

Footnote: This statement may vary due to timing differences

23039601084909
SCHOOL SAFETY STANDARDS
02/14/23 - 04/30/25

NOGA	DrawDowns	Remaining
266,192.00	266,192.00	-

	3	3	3	3	3	3	3	3	3	3	3	3	YTD Receipts	%	
	429	429	429	429	429	429	429	429	429	429	429				
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Source	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	90	-	-	-	-	-	-	-	-	90	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	90	-	-	-	-	-	-	-	-	90	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6300 SUPPLIES & MATERIALS	-	-	90	-	-	-	-	-	-	-	-	-	-	90	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	-	90	-	-	-	-	-	-	-	-	-	-	90	0.00%
Net Income/(Loss)	-	-	(90)	-	90	-	-	-	-	-	-	-	-	-	-

Footnote: This statement may vary due to timing differences

Santa Fe Independent School District

Grant Statement of Revenues and Expenditures

As of October 31, 2025

2024-2025
Region 4 School Support Grant
07/01/25 - 06/30/26

NOGA	DrawDowns	Remaining
6,570.05	6,570.05	-

	5													YTD Receipts	%
	480	480	480	480	480	480	480	480	480	480	480	480			
Revenues	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June		
5700 Total Local and Intermediate Source	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
5800 State Program Revenues	-	-	-	-	6,570	-	-	-	-	-	-	-	-	6,570	0.00%
5900 Federal Program Revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Revenues	-	-	-	-	6,570	-	-	-	-	-	-	-	-	6,570	0.00%
Expenditures	Revised Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	%
6100 PAYROLL COSTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6200 PURCHASED & CONTRACTED SVCS	-	150	50	-	-	-	-	-	-	-	-	-	-	200	0.00%
6300 SUPPLIES & MATERIALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6400 OTHER OPERATING EXPENSES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6500 DEBT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
6600 FURN & EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
7900 OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
8900 OPER TRANSFER OUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
Total Expenditures	-	150	50	-	-	-	-	-	-	-	-	-	-	200	0.00%
Net Income/(Loss)	-	(150)	(50)	-	6,570	-	-	-	-	-	-	-	-	6,370	

Footnote: This statement may vary due to timing differences

Santa Fe ISD Transportation Department
October 2025 Monthly Report

General (Goal 2: Achievement – *Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning.* The transportation department impacts student achievement positively through high standards of professional learning, by requiring driver safety training once a month and during staff development days. **Goal 3: Culture** – *Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders.)*

The transportation safety meeting covered safety issues, bus safety week and decorations for the buses. Dr. Bott & Alex Sanchez visited our group with bond information. Our attendance rate was 97.44%. There was a minor non-preventable bus accident on 10-27-25 with no injuries. We are 39 days accident free as of 10-26-25.

CNG Update: We are running on the new compressor from CNG 4 America currently. Order line pressure sensor for the Know Western compressor.

Stop Arm Program – Since October 2019 (**Goal 1: Safety** – *Ensure an exceptional learning experience for all SFISD students in a safe and positive learning environment.* **Goal 4: Resources** – *Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.*)

Program total citations issued = 4,246

SFISD Portion of Collected Fines = \$371,435

Shop Items (Goal 5: Resources – *Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.* SFISD ensures a positive culture of high expectations for all students, staff, families, and the community. To ensure a positive culture of high expectations for mechanical staff by targeting times for repairs in the time allotted in the Chilton's Labor Guide. Complete allotted time or less with written justification for repairs that exceed the allotted time. Increase efficiency of shop by acquiring machinery that will minimize some of the heavy lifting.)

- 12 vehicles' electrical and lighting systems repaired
- 6 HVAC systems repaired
- 23 annual, quarterly, and quick check inspections completed
- 12 engine repairs completed
- 22 vehicles' emission items repaired
- 13 p.m.'s completed
- 20 body and multiply seat repairs completed
- 6 state inspection and 4 registrations completed
- 2 vehicles' tires replaced
- 2 vehicles' batteries replaced
- 7 vehicles' brakes serviced
- 4 vehicles' suspension repairs completed

<u>Fuel Used October</u>		<u>Fuel Used YTD</u>	<u>Fuel Purchase</u>	<u>Cost YTD</u>	<u>Mileage for the Month</u>	
Diesel	4969.30 gal	15,738.18 gal	13,760.00 gal	\$32,357.19	Regular	22,299
Gasoline	1316.18 gal	5,239.15 gal	4,906.00 gal	\$10,058.21	CNG	9,562
CNG	333 aMMBtu	634 MMBtu	\$2,252.06	\$ 5,938.37	Special	10,601
					Extra-Cur.	6,010

Contract/Parts/Tires

<u>October</u>	<u>YTD</u>
\$16,970.24	\$93,733.07

School Bus Safety Reports (**Goal 3:** *Culture – Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders.* To provide effective modes of communication to disseminate information and obtain feedback both internally and externally by reducing overall suspensions and write-ups by training drivers with more effective behavior management techniques to be proactive. Also, decreasing the time between write-up and parent contact and the application of consequences. Tools used: Data tracking (number of suspensions, write-ups, and camera systems). Arrange guests to address student management, respect, tolerance and bullying as appropriate and available.)

<u>Campus</u>	<u>Reports</u>	<u>Suspensions</u>	
High School	9	3	The safety of our students and employees is first and foremost. Students not abiding by the bus rider rules will receive a school bus safety report.
Junior High	9	1	
Barnett	16	0	
Kubacak	6	0	
<u>RJ Wollam</u>	<u>4</u>	<u>0</u>	Students fighting or receiving 3 or more safety reports while on the bus are subject to bus suspension.
Total	44	4	

October School Bus Safety Reports by incident type

- 4 - Causing damage to district property
- 11 - Distracting driver
- 1 - Excessive noise
- 5 - Failure to load/unload at correct bus stop
- 1 - Failure to load/unload bus safely
- 8 - Failure to remain safely and correctly seated
- 2 - Failure to wear seatbelt correctly
- 2 - Hitting or kicking another student
- 5 - Horseplay
- 3 - Inappropriate behavior
- 1 - Throwing objects
- 1 - Unacceptable language/gestures

Technology Board Report Prepared for November 2025

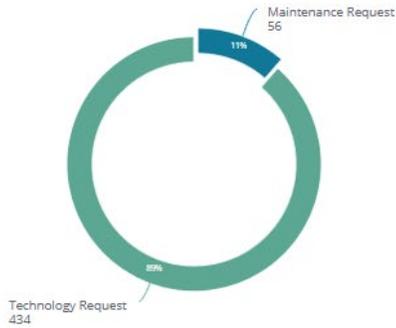
Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD Students.

-Workorder from the past 30 days.

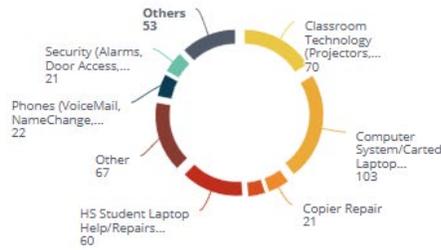
Comprehensive Operations

as of 4 hours ago

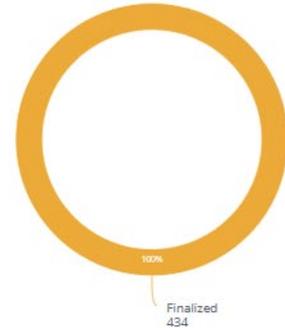
Requests by Module



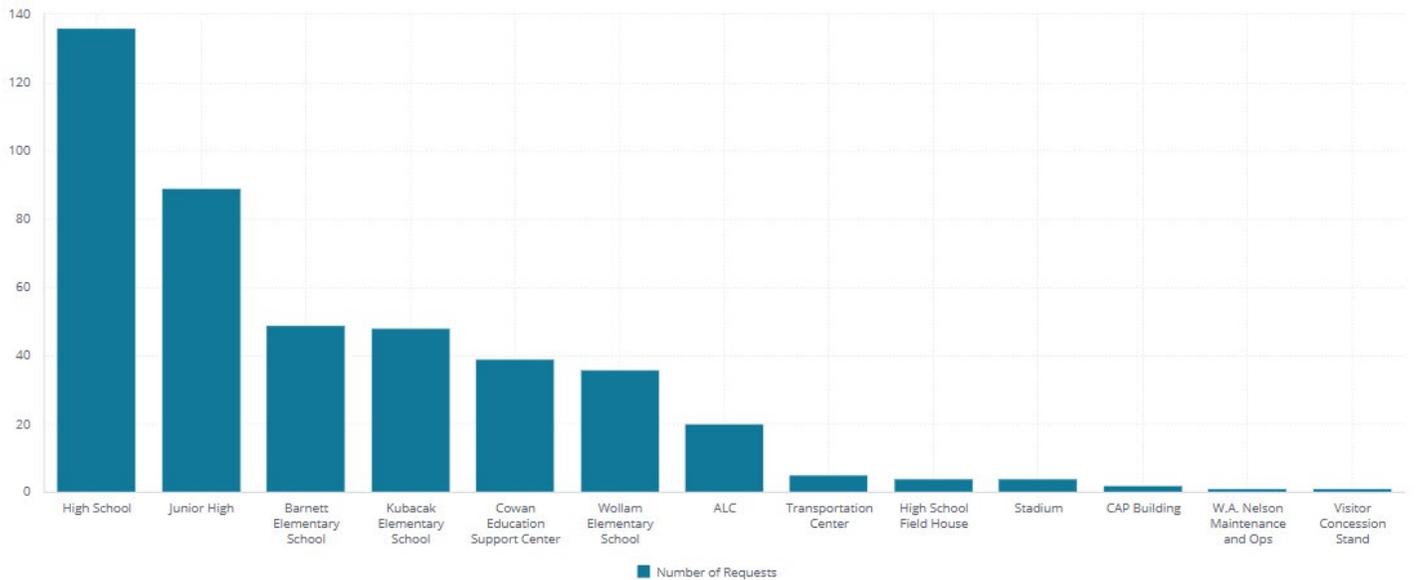
Requests by Type



Requests by Current Status



Requests by Building



Month of October 2025 Highlights

- Continue to adjust and work on Doors, Fire alarms, Card Access, Phone issues
- Continue to upgrade devices to windows 11 for Student/Staff
- Continue to cross train as needed
- Continue to adjust firewall security to allow sites
- Completed the Police Department Updates to resolve the freezing issues
- Met about planning for the up coming testing
- Continue working with Skyward team to build an exemption report for the High School

- Deployed Cybersecurity software called Halcyon – we are in the second phase of the deployment
- Helped ALC with devices to build out an additional ISA room and additional DAEP students
- Working with Vendors for this years e-rate funding

Linewize Report

October 2025

Student Monitor:

Events are categorized as a general risk when the moderators have spotted something unusual or concerning that doesn't fit clearly inside any of the other category descriptions.

The risk levels are identified as follows.

Level	Reason
1	Content which poses no risk on its own but is logged in case it becomes relevant in the future
2	Low level risks that will largely be ignored unless they escalate into a higher-level risk in this or other risk categories
3	Mild risks that may escalate into more serious risks
4	Moderate general risks that may require attention within the next few days
5	Serious general risks that require immediate attention

Date/time event raised Date * Org Name and ID

Last 30 Days

is any value

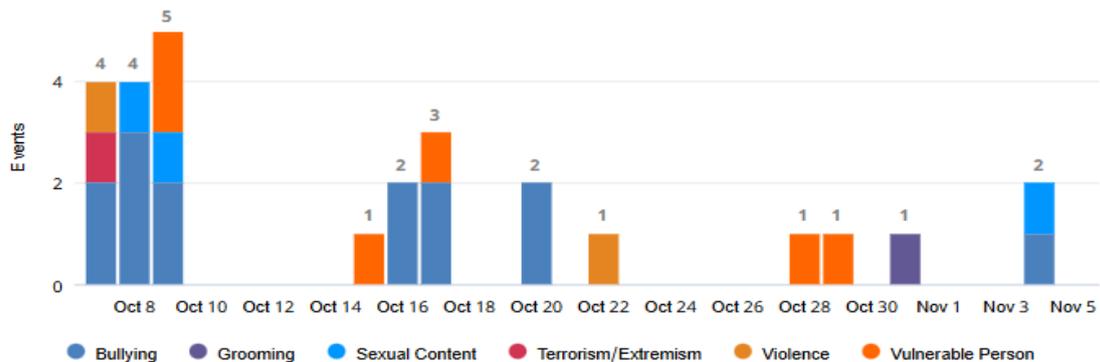
27

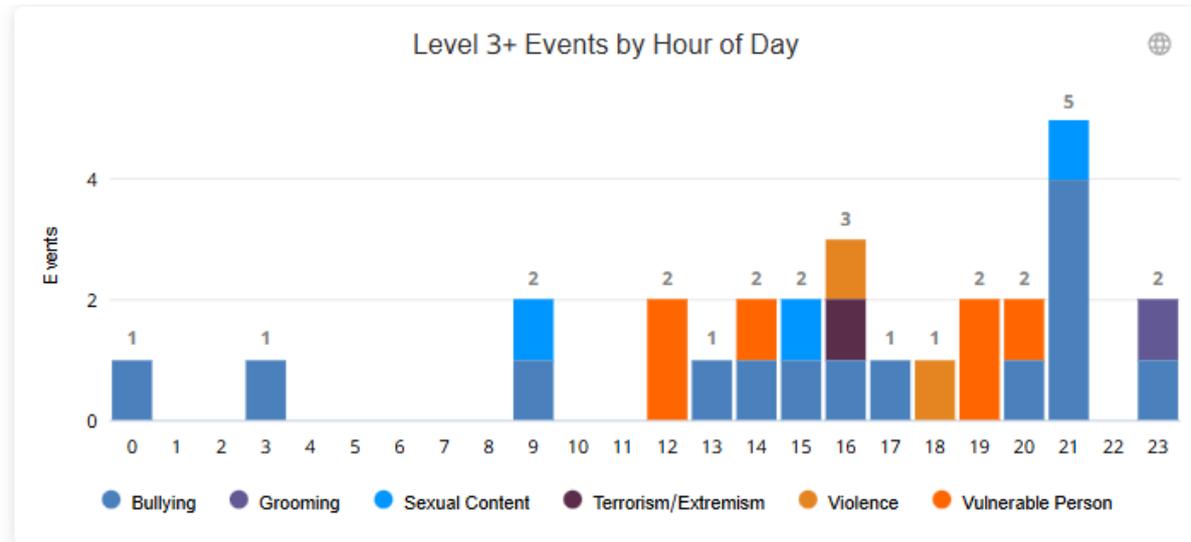
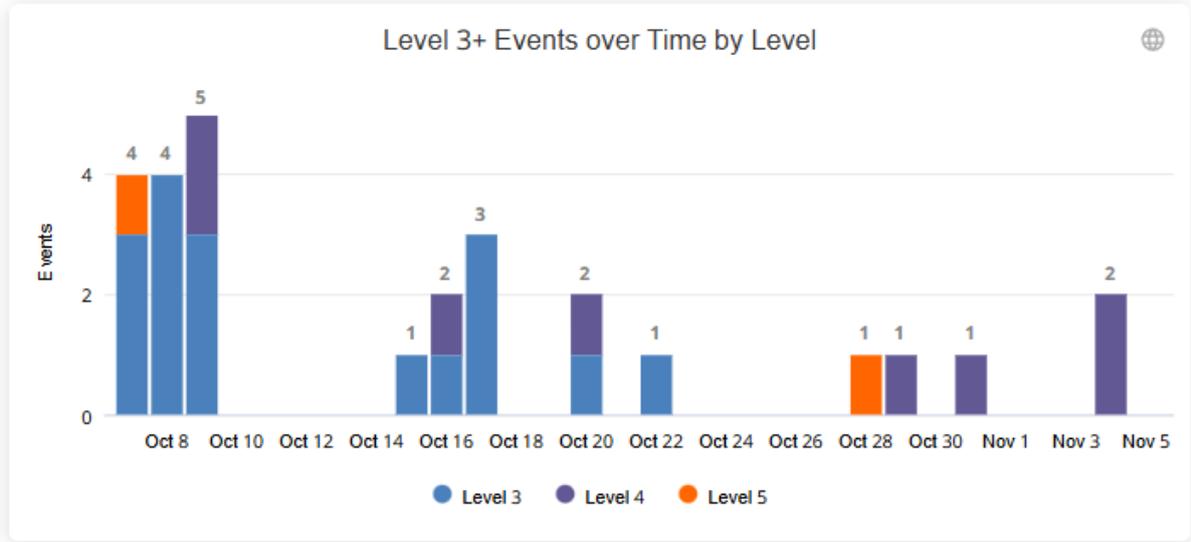
Level 3+ Events

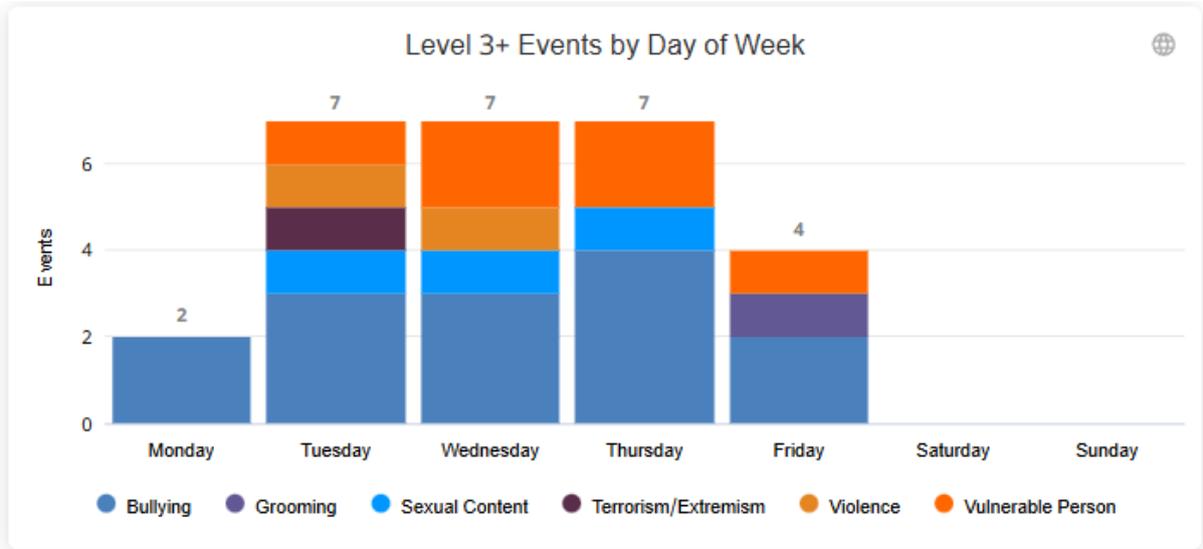
2

Level 5 Events

Level 3+ Events over Time by Risk Profile





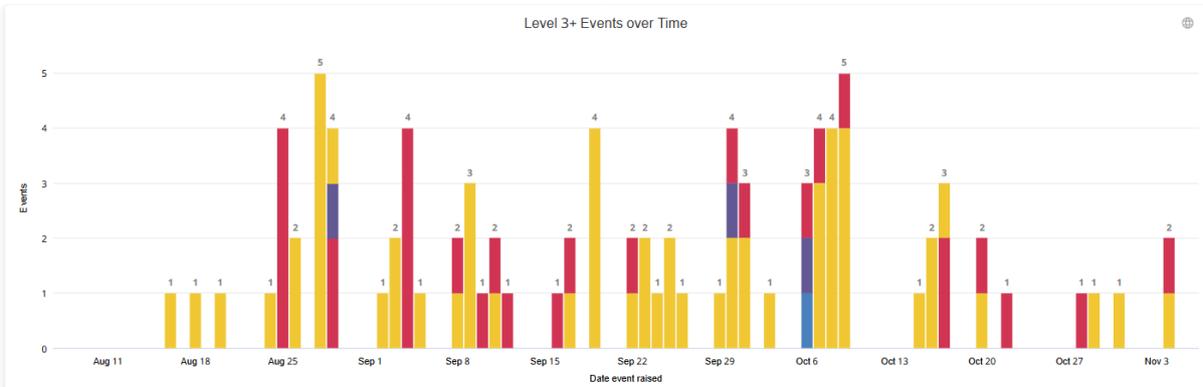


Level 3+ Events by Level

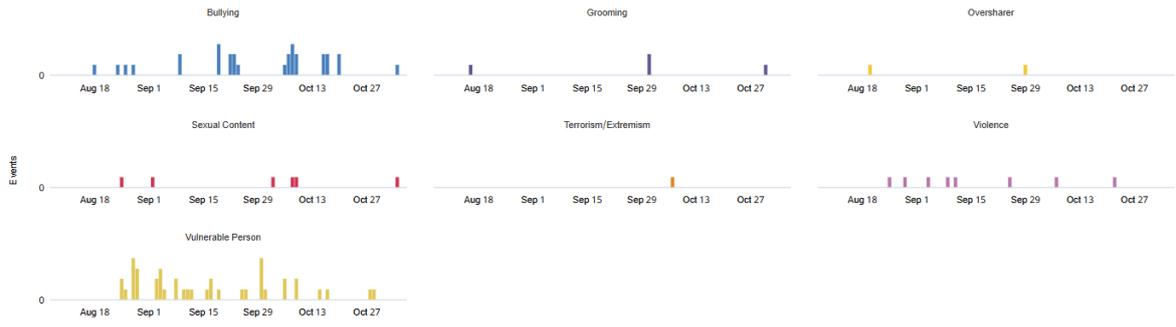
Level	Level 3	Level 4	Level 5
1	41	15	2
2	22	4	2
3	3	0	0
4	1	0	0

Level 3+ Events by Risk Profile

Risk Profile	Bullying	Grooming	Oversharer	Sexual Co...	Terrorism...	Violence	Vulnerabl...
1	23	4	2	5	1	3	20
2	5	0	0	1	0	4	18
3	1	0	0	0	0	1	1
4	0	0	0	0	0	0	1



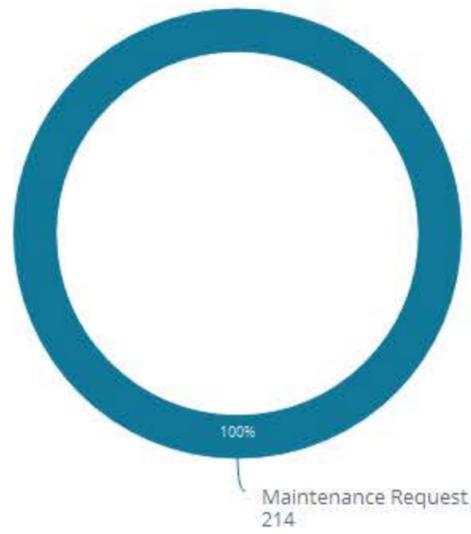
Level 3+ Events by Risk Profile over Time



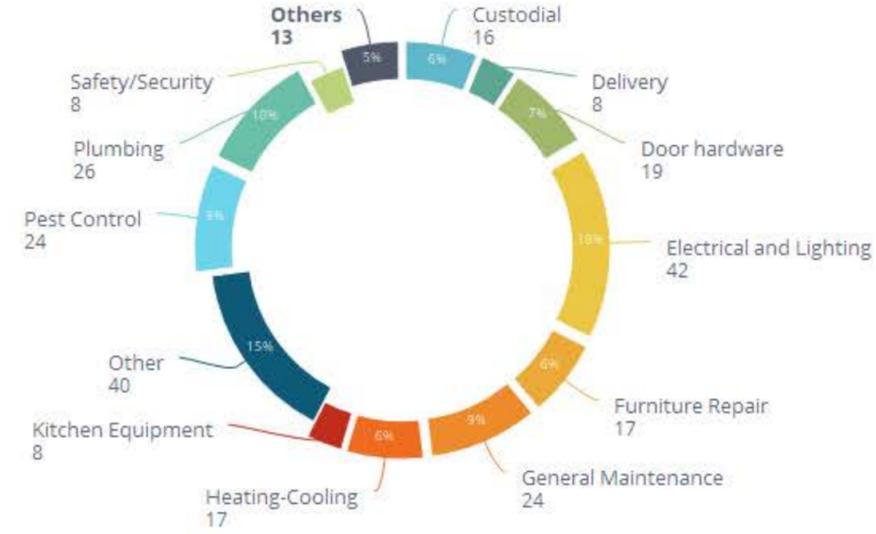
Comprehensive Operations

Filters: Module: Maintenance Request
 Request Type: Carpentry, Custodial, Delivery, Door hardware, Electric, Electrical and Lighting, Elevators, Exterior door operation, Furniture Repair, General, General Maintenance, Heating-Cooling, HVAC, Keys, Kitchen Equipment, Landscaping/Grounds, Moving, Painting, Pest Control, Playground, Playgrounds, Plumbing
 Building: Include all
 Created Date: 10/1/25 to 10/31/25
 Completed Date: Include all
 Current Request State Name-Hold Indicator: Exclude: Pending Approval, Pending Assignment, Pending Details, Pending Execution, Pending Resolution

Requests by Module



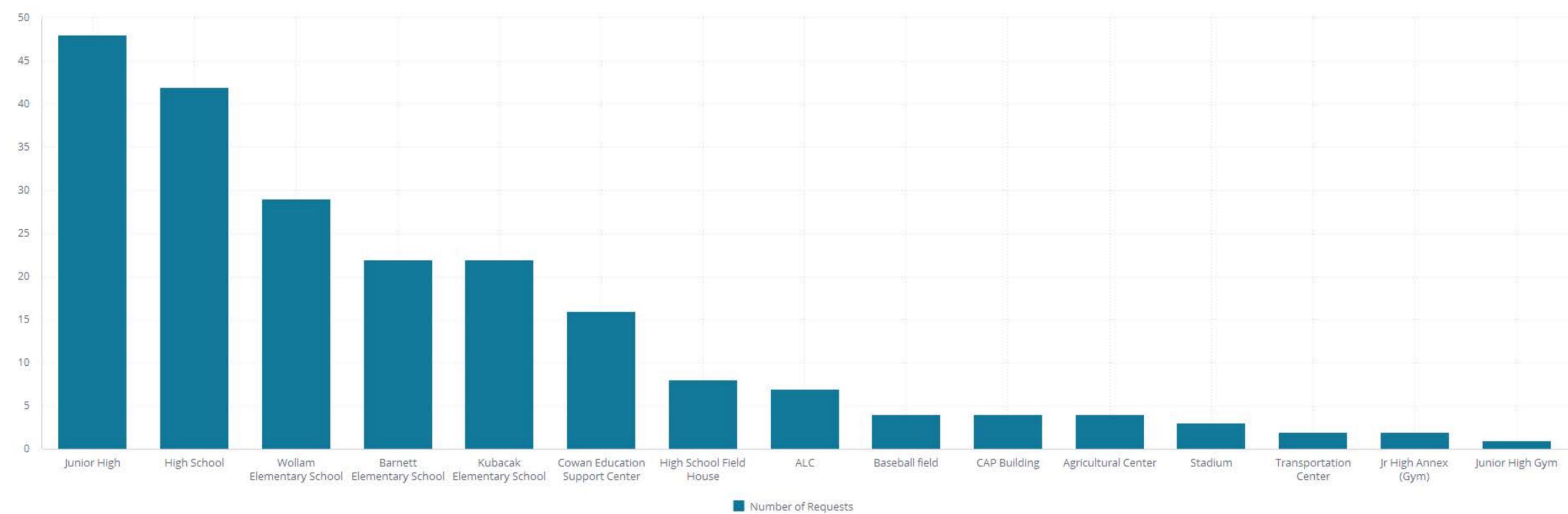
Requests by Type



Requests by Current Status



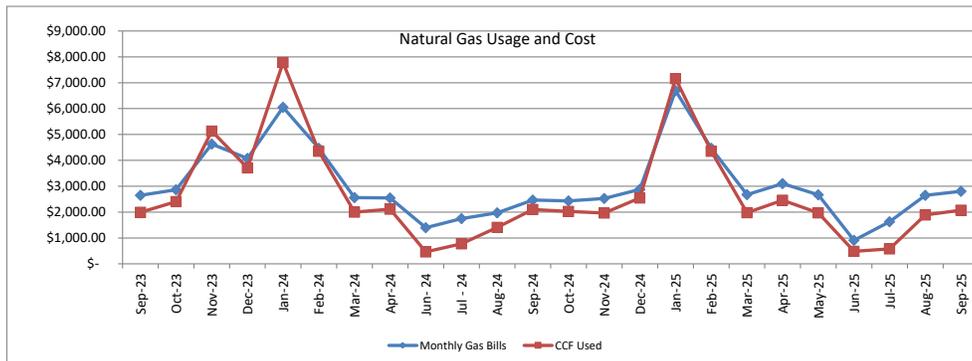
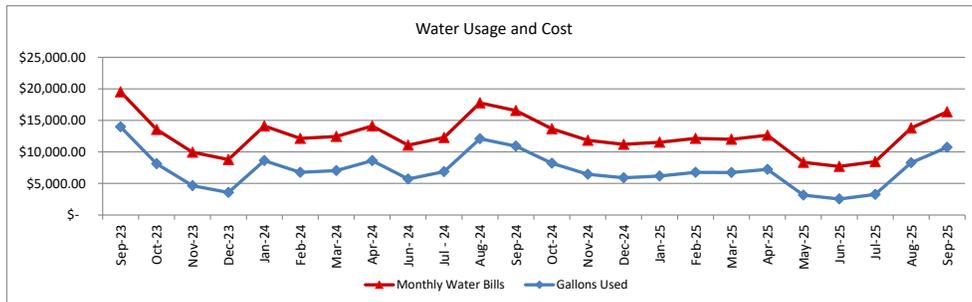
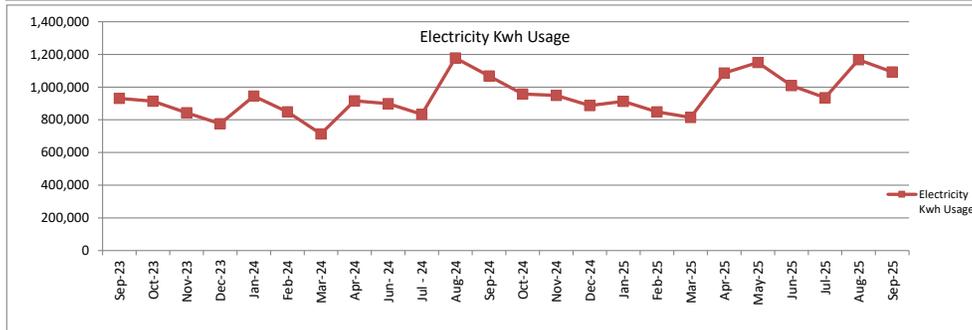
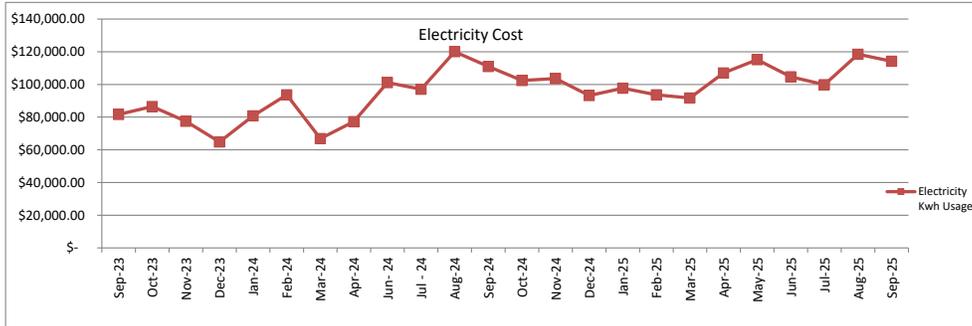
Requests by Building



**SANTA FE ISD
MAINTENANCE DEPT
UTILITY USAGE
PERIOD ENDING SEPTEMBER
2025**

Board goal 5:

Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students



**SANTA FE ISD
MAINTENANCE DEPARTMENT
UTILITY USAGE
PERIOD ENDING SEPTEMBER 2025**

Board goal 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students

DATE	Monthly Totals	ELECTRIC		WATER		GAS	
		KWH	COST	GALLONS	COST	CCF	COST
2023-2024							
July 2023	\$ 100,957.95	803,886	\$ 81,439.73	7,139	\$ 12,572.72	899	\$ 1,821.62
Aug. 2023	\$ 124,734.04	1,148,643	\$ 106,669.05	10,531	\$ 15,957.99	1,435	\$ 2,107.00
Sept. 2023	\$ 103,787.38	931,317	\$ 81,619.02	13,965	\$ 19,521.58	1,994	\$ 2,646.78
Oct. 2023	\$ 102,845.93	913,788	\$ 86,427.81	8,131	\$ 13,554.74	2,405	\$ 2,863.38
Nov. 2023	\$ 92,025.73	843,262	\$ 77,459.04	4,656	\$ 9,939.31	5,128	\$ 4,627.38
Dec. 2023	\$ 77,705.98	776,151	\$ 64,846.07	3,565	\$ 8,787.58	3,709	\$ 4,072.33
Jan. 2024	\$ 100,974.79	944,523	\$ 80,801.33	8,621	\$ 14,123.83	7,778	\$ 6,049.63
Feb. 2024	\$ 81,060.51	721,248	\$ 65,539.23	6,419	\$ 11,800.17	3,413	\$ 3,721.11
Mar. 2024	\$ 81,854.44	713,805	\$ 66,855.63	7,027	\$ 12,441.76	1,995	\$ 2,557.05
Apr. 2024	\$ 93,885.14	916,058	\$ 77,227.93	8,630	\$ 14,110.70	2,114	\$ 2,546.51
May 2024	\$ 99,449.52	949,839	\$ 82,588.51	8,881	\$ 14,396.83	2,031	\$ 2,464.18
June 2024	\$ 113,547.24	898,676	\$ 101,091.23	5,717	\$ 11,059.38	463	\$ 1,396.63
2024-2025							
July 2024	\$ 111,143.51	833,160	\$ 97,111.31	6,881	\$ 12,284.98	776	\$ 1,747.22
Aug. 2024	\$ 139,782.84	1,178,336	\$ 120,038.61	12,082	\$ 17,770.62	1,407	\$ 1,973.61
Sept. 2024	\$ 129,973.77	1,067,934	\$ 110,956.53	10,926	\$ 16,550.30	2,102	\$ 2,466.94
Oct. 2024	\$ 118,524.39	957,274	\$ 102,416.34	8,203	\$ 13,679.11	2,023	\$ 2,428.94
Nov. 2024	\$ 117,968.23	949,150	\$ 103,614.45	6,462	\$ 11,828.34	1,962	\$ 2,525.44
Dec. 2024	\$ 107,252.54	886,577	\$ 93,168.47	5,892	\$ 11,207.42	2,543	\$ 2,876.65
Jan. 2025	\$ 115,979.26	912,822	\$ 97,752.97	6,165	\$ 11,531.67	7,161	\$ 6,694.62
Feb. 2025	\$ 118,231.10	848,347	\$ 93,609.19	6,757	\$ 12,153.67	4,355	\$ 4,468.24
Mar. 2025	\$ 106,417.59	814,554	\$ 91,724.91	6,733	\$ 12,017.40	1,980	\$ 2,675.28
Apr. 2025	\$ 122,790.34	1,086,766	\$ 107,051.95	7,221	\$ 12,640.14	2,461	\$ 3,098.25
May 2025	\$ 126,206.93	1,150,391	\$ 115,184.69	3,156	\$ 8,354.63	1,971	\$ 2,667.61
June 2025	\$ 113,250.89	1,008,815	\$ 104,644.10	2,534	\$ 7,699.17	480	\$ 907.62
2025-2026							
July 2025	\$ 109,988.54	935,726	\$ 99,899.08	3,258	\$ 8,462.70	576	\$ 1,626.76
Aug. 2025	\$ 134,895.46	1,167,540	\$ 118,466.44	8,298	\$ 13,779.82	1,889	\$ 2,649.20
Sept. 2025	\$ 133,331.17	1,092,503	\$ 114,176.66	10,735	\$ 16,348.29	2,070	\$ 2,806.22
Oct. 2025							
Nov. 2025							
Dec. 2025							
Jan. 2026							
Feb. 2026							
Mar. 2026							
Apr. 2026							
May 2026							
June 2026							
3 Year Comparison for September							
Sept. 2023	\$ 103,787.38	931,317	\$ 81,619.02	13,965	\$ 19,521.58	1,994	\$ 2,646.78
Sept. 2024	\$ 129,973.77	1,067,934	\$ 110,956.53	10,926	\$ 16,550.30	2,102	\$ 2,466.94
Sept. 2025	\$ 133,331.17	1,092,503	\$ 114,176.66	10,735	\$ 16,348.29	2,070	\$ 2,806.22

Santa Fe ISD
Free and Reduced Meal Eligibility Comparison Report

	2025-2026 ENROLLMENT	2025-2026 Free/Reduced	2024-2025 Free/Reduced	2023-2024 Free/Reduced	2022-2023 Free/Reduced	2021-2022 Free/Reduced	2020-2021 Free/Reduced	2019-2020 Free/Reduced	2018-2019 Free/Reduced	2017-2018 Free/Reduced	2016-2017 Free/Reduced
JULY	4,333	2,131	2,270	2,274	2,214	2,012	2,126	2,071	2,091	1,808	1,646
AUGUST	4,333	2,143	2,143	2,333	2,312	2,018	2,012	2,171	2,085	1,866	1,844
SEPTEMBER	4,360	2,044	1,957	2,331	2,164	2,125	2,109	2,197	2,160	1,956	1,962
OCTOBER	4,357	2,078	2,023	2,208	2,209	2,168	2,154	2,044	2,020	1,837	1,658
NOVEMBER			2,049	2,202	2,199	2,190	2,112	2,044	2,025	1,919	1,699
DECEMBER			2,072	2,202	2,212	2,192	2,133	2,062	2,040	1,948	1,718
JANUARY			2,091	2,226	2,241	2,183	2,109	2,067	2,040	2,068	1,742
FEBRUARY			2,111	2,219	2,267	2,204	2,103	2,071	2,051	2,055	1,767
MARCH			2,122	2,214	2,285	2,213	2,091	2,091	2,057	2,071	1,793
APRIL			2,134	2,223	2,280	2,225	2,095	2,092	2,055	2,093	1,831
MAY			2,144	2,219	2,281	2,233	2,091	2,110	2,061	2,091	1,808
JUNE			2,147	2,219	2,281	2,238	2,099	2,126	2,071	2,091	1,808
AVERAGE						<i>All Free Meals</i>	<i>All Free Meals</i>	<i>COVID</i>	<i>HARVEY</i>		
		2,099	2,105	2,239	2,245	2,167	2,103	2,096	2,063	1,735	1,751
CURRENT STUDENT CHARGE TOTAL		(\$4,610.02)									
Board Goal # 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.											
Strategies:	Program identification provides free meals and other resources for students.										
Submitted by: Cherie Bowers											

Santa Fe ISD

Meal Participation October 2025

Board Goal #2: Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning.

Strategies: Students learn better when they have a balanced and nutritious meal prior to entering the classroom.

Total Enrollment:	4,357
Free:	1,770
Reduced:	269
Paid:	2,327

Site	Breakfast						Lunch						Snack					
	Student				Adult		Student				Adult		Student				Adult	
	Free	Red	Paid	Total	Prog	Other	Free	Red	Paid	Total	Prog	Other	Free	Red	Paid	Total	Prog	Other
Barnett Elementary	3,531	366	1,532	5,429	0	0	5,023	539	2,915	8,477	1	4	81	0	259	340	0	0
Central Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cowan Cafe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDIAN SUCCESS ACADEMY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kubacak Elementary	3,344	454	1,444	5,242	0	3	4,856	697	3,528	9,081	0	36	3	10	382	395	0	0
R J Wollam Elementary	2,476	330	1,561	4,367	0	2	3,879	521	2,895	7,295	0	7	16	0	198	214	0	0
Santa Fe High School	2,229	391	586	3,206	0	1	6,500	1,318	7,213	15,031	0	3	0	0	0	0	0	0
Santa Fe Junior High	3,006	462	1,291	4,759	0	2	6,557	953	5,068	12,578	0	21	0	0	0	0	0	0
Total:	14,586	2,003	6,414	23,003	0	8	26,815	4,028	21,619	52,462	1	71	100	10	839	949	0	0
AP	2,918	401	1,283	4,601	0	2	5,363	806	4,324	10,493	1	15	20	2	168	190	0	0
% AP	39.19%	35.19%	13.28%	25.22%			72.04%	70.77%	44.77%	57.52%			0.27%	0.18%	1.74%	1.04%		



SANTA FE INDEPENDENT SCHOOL DISTRICT

November 1, 2025

To the Board of Trustees and Community Members of Santa Fe ISD,

The quarterly investment report for the three-month period beginning July 1, 2025 and ending September 30, 2025 is presented as required by Government Code Chapter 2256. The District is required by Government Code Chapter 2256, The Public Funds Investment Act, to adopt, implement, and publicize an investment policy. That policy must address the following areas: (1) safety of principle and liquidity, (2) Portfolio diversification, (3) allowable investments, (4) acceptable risk levels, (5) expected rates of return, (6) maximum allowable stated maturity of portfolio investments, (7) maximum average dollar-weighted maturity allowed based on the stated maturity date for the portfolio, (8) investment staff quality and capabilities, and (9) bid solicitation preferences for certificates of deposit.

This report and the District’s portfolio comply with all aspects of the Public Funds Investment Act and Board Policy. The Public Funds Investment Act (“Act”) requires an annual audit of investment practices. Investment practices of the District are in accordance with local policies.

The Act determines the types of investments which are allowable for the District. These include, with certain restrictions, 1) obligations of the U.S. Treasury, U.S. agencies, and the State of Texas, 2) certificates of deposit, 3) certain municipal securities, 4) securities lending program, 5) repurchase agreements, 6) banker’s acceptance, 7) mutual funds, 8) investment pools, and 9) guaranteed investment contracts.

The District’s investments on September 30, 2025 are shown below.

Investment Type	Assets
Texas First Bank	5,535,002
Gulf Coast Educators FCU (CD)	5,006
First Public Investment Pool	18,526,865
Texas Term Investment Pool	129,141
Texas Class Investment Pool	313,679
	\$ 24,509,692

Analysis of Specific Deposit and Investment Risks

A. Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The ratings of securities by nationally recognized rating agencies are designed to give an indication of credit risk. As of September 30, 2025, the District was not significantly exposed to credit risks.

As of September 30, 2025, the District’s investments, other than those, which are obligations of or guaranteed by the U.S. Government, are rated as to credit quality as follows:

<u>Investment</u>	<u>Rating Agency</u>	<u>Rating</u>
Lonestar	S&P Global Ratings	AAAm
Texas Term	S&P Global Ratings	AAAm
Texas Class	S&P Global Ratings	AAAm

B. Custodial Credit Risk

Deposits are exposed to custodial credit risk if they are not covered by depository insurance and the deposits are uncollateralized, collateralized with securities held by the pledging financial institution, or collateralized with securities held by the pledging financial institution’s trust department or agent but not in the District’s name.

Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the government, and are held by either the counterparty or the counterparty’s trust department or agent but not in the District’s name.

As of September 30, 2025, the District was not exposed to custodial credit risk.

C. Concentration of Credit Risk

This risk is the risk of loss attributed to the magnitude of a government’s investment in a single issuer. Diversification by investment type shall be maintained by ensuring an active and efficient secondary market in portfolio investments and by controlling the market and opportunity risks associated with specific types of investments. As of September 30, 2025, the District owned investments of the following types:

Investment Type	% of Portfolio
Texas First Bank	22.58%
Gulf Coast Educators FCU (CD)	0.02%
First Public Investment Pool	75.59%
Texas Term Investment Pool	0.53%
Texas Class Investment Pool	1.28%

D. Interest Rate Risk

This is the risk that changes in interest rates will adversely affect the fair value of an investment. In order to minimize the risk of loss due to interest rate fluctuations, investment maturities will not exceed the anticipated cash flow requirements of the funds. Maturity guidelines by fund are as follows:

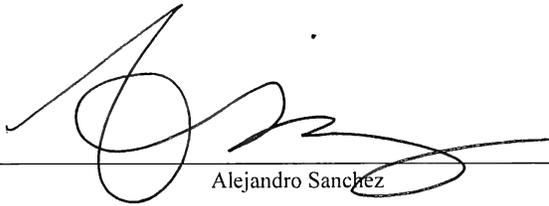
1. General Fund: Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objective’s safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
2. Capital Projects Fund: Investment strategies for capital project funds shall have as their objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.
3. Debt Service Fund: Investment strategies for debt service funds shall have as their objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

Investment Accounting Policy

The District's general policy is to report money market investments and short-term participating interest-earning investment contracts at amortized cost and to report nonparticipating interest-earning investment contracts using a cost-based measure. However, if the fair value of an investment is significantly affected by the impairment of the credit standing of the issuer or by other factors, it is reported at fair value. All other investments are reported at fair value unless a legal contract exists which guarantees a higher value. The term "short-term" refers to investments which have a remaining term of one year or less at time of purchase. The term "nonparticipating" means that the investment's value does not vary with market interest rate changes. Nonnegotiable certificates of deposit are examples of nonparticipating interest-earning investment contracts.

Public Funds Investment Pools

Public funds investment pools in Texas ("Pools") are established under the authority of the Interlocal Cooperation Act, Chapter 79 of the Texas Government Code, and are subject to the provisions of the Public Funds Investment Act (the "Act"), Chapter 2256 of the Texas Government Code. In addition to other provisions of the Act designed to promote liquidity and safety of principle, the Act requires Pools to: 1) have an advisory board composed of participants in the pool and other persons who do not have a business relationship with the pool and are qualified to advise the pool; 2) maintain a continuous rating of no lower than AAA or AAA-M or an equivalent rating by at least one nationally recognized rating service; and 3) maintain the market value of its underlying investment portfolio within one half of one percent of the value of its shares.



Alejandro Sanchez
Chief Financial Officer

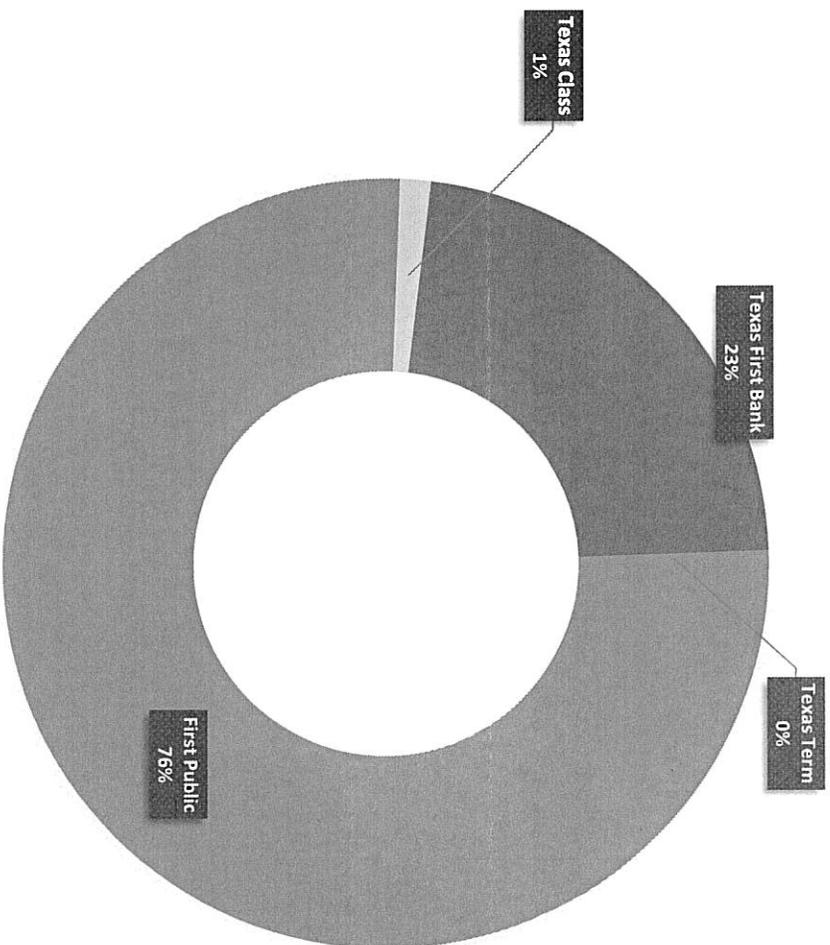


Sarah Pfluger
Senior Accountant

Santa Fe ISD
 Monthly Cash and Investment Balances
 For First Quarter Ending September 30, 2025

	Maturity Date	Rate	Ending Book Value June 30, 2025	Ending Market Value June 30, 2025	Change in Account	Ending Book Value September 30, 2025	Ending Market Value September 30, 2025	Interest Earned
Texas First Bank								
Activity Account			\$ 1,184,461	\$ 1,184,461	\$ (243,627)	\$ 940,833	\$ 940,833	-
Capital Project			\$ 291,116	\$ 291,116	\$ (198,978)	\$ 92,138	\$ 92,138	-
Debt Service MM		3.35%	\$ 729,922	\$ 729,922	\$ 184,417	\$ 914,339	\$ 914,339	7,368.45
Debt Service			\$ 418,822	\$ 418,822	\$ (0)	\$ 418,822	\$ 418,822	-
General Operating MM		3.66%	\$ 2,242,014	\$ 2,242,014	\$ (351,103)	\$ 1,890,911	\$ 1,890,911	19,991.71
General Operating			\$ 338,013	\$ 338,013	\$ 115,578	\$ 453,591	\$ 453,591	-
Nutrition Services			\$ 30,380	\$ 30,380	\$ (1,963)	\$ 28,417	\$ 28,417	-
Payroll Clearing			\$ 638,870	\$ 638,870	\$ (49,781)	\$ 589,088	\$ 589,088	-
Tax Collection			\$ 280,753	\$ 280,753	\$ (143,567)	\$ 137,186	\$ 137,186	-
Tax Refund			\$ 69,290	\$ 69,290	\$ 385	\$ 69,675	\$ 69,675	-
			\$ 6,223,641	\$ 6,223,641	\$ (688,640)	\$ 5,535,002	\$ 5,535,002	\$ 27,360
Texas First Bank Total Balance								
First Public:								
Capital Projects		4.38%	\$ 2,400,328	\$ 2,399,863	\$ 26,842	\$ 2,427,169	\$ 2,426,855	\$ 26,842
Child Nutrition Fund		4.38%	\$ 272	\$ 272	\$ 3	\$ 275	\$ 275	\$ 3
General Fund		4.38%	\$ 3,995,883	\$ 3,995,110	\$ 5,825,421	\$ 9,821,304	\$ 9,820,034	\$ 43,431
Debt Service		4.38%	\$ 7,385,498	\$ 7,384,129	\$ (1,107,381)	\$ 6,278,117	\$ 6,277,305	\$ 75,582
			\$ 13,781,980	\$ 13,779,374	\$ 4,744,885	\$ 18,526,865	\$ 18,524,470	\$ 145,857
First Public Total Balance								
Texas Term (Texas Range):								
General Fund		4.27%	\$ 127,761	\$ 127,742	\$ 1,380	\$ 129,141	\$ 129,168	\$ 1,380
			\$ 127,761	\$ 127,742	\$ 1,380	\$ 129,141	\$ 129,168	\$ 1,380
Texas Term Total Balance								
Texas Class:								
Child Nutrition Fund		4.38%	\$ 430,698	\$ 430,677	\$ (308,208)	\$ 122,490	\$ 122,476	\$ 1,518
General Operating		4.38%	\$ 189,088	\$ 189,079	\$ 2,100	\$ 191,188	\$ 191,166	\$ 2,100
Debt Service		4.38%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
			\$ 619,787	\$ 619,757	\$ (306,108)	\$ 313,679	\$ 313,642	\$ 3,617
Texas Class Total Balance								
Gulf Coast Educators Federal Credit Union:								
Primary Savings		0.05%	\$ 5,005	\$ 5,005	\$ 1	\$ 5,006	\$ 5,005	\$ -
			\$ -	\$ -	\$ 1	\$ 5,006	\$ 5,005	\$ -
Gulf Coast Total Balance								
			\$ 20,753,168	\$ 20,750,515	\$ 3,751,518	\$ 24,509,692	\$ 24,507,287	\$ 178,215
GRAND TOTAL								

Balance by Investment Institution



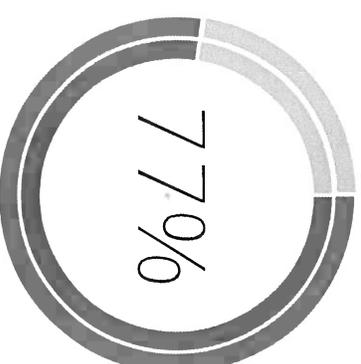
- First Public
- Texas Class
- Texas First Bank
- Texas Term

Types of Investments

2025-2026 Q1

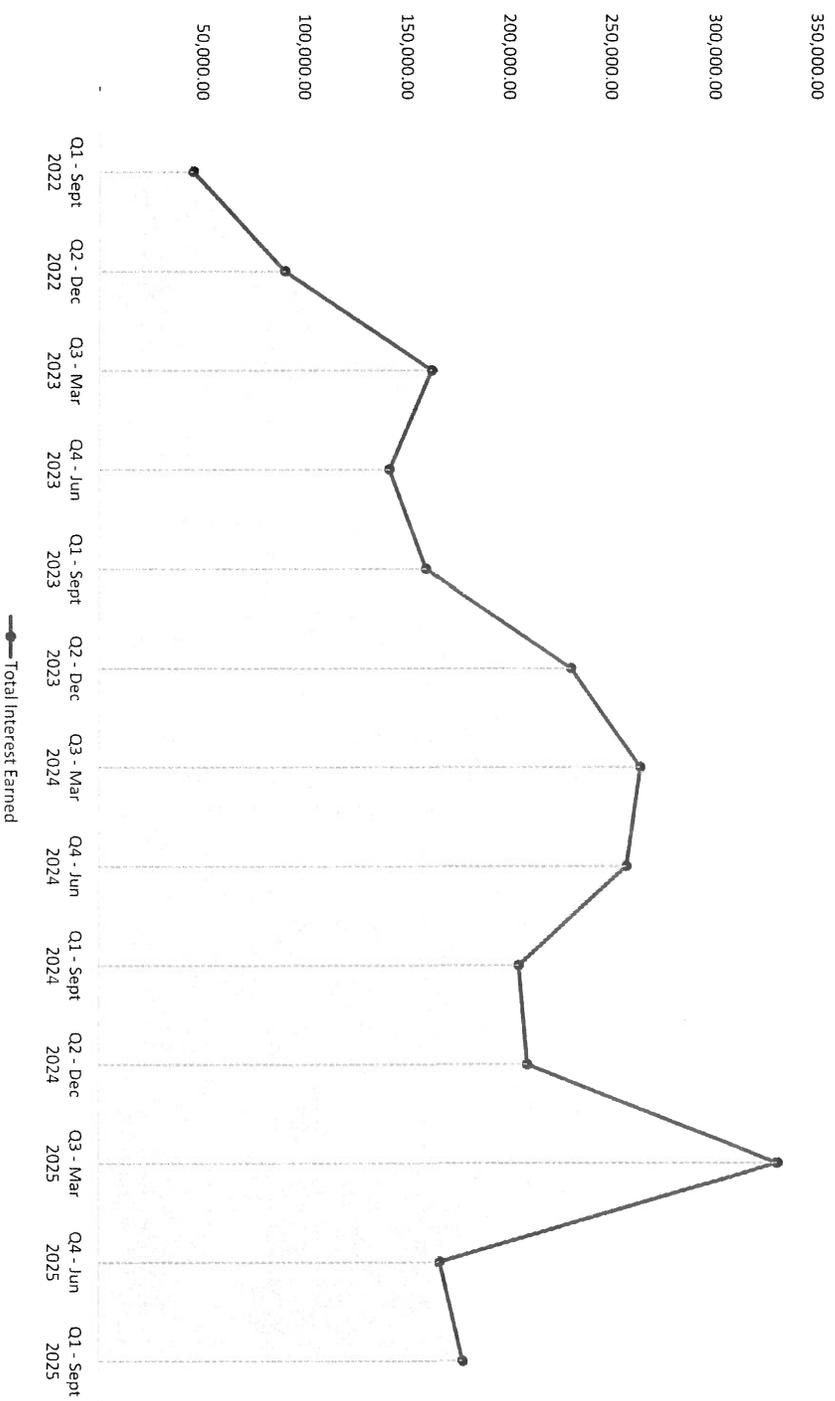


Cash Depository
\$5.5M

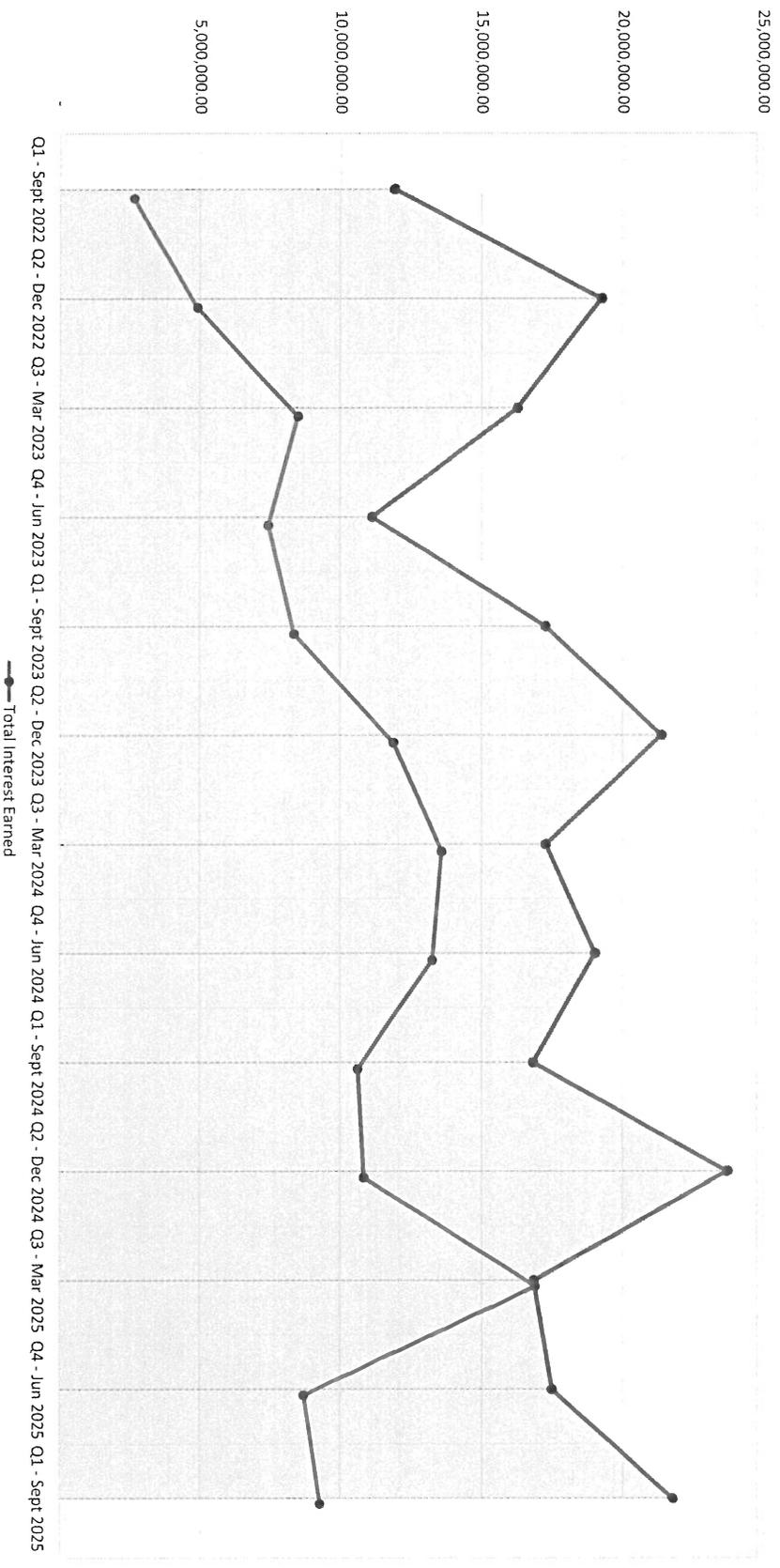


Cash - Pool Investments
\$18.9M

Total Interest Earned Trend



Interest Bearing Assets vs Interest Earned



Minutes of Regular Meeting
October 20, 2025

- I. MEMBERS PRESENT/ABSENT
John Couch II: Present, Eric Davenport: Present, James Grassmuck: Present, Clay Hertenberger: Present, Patrick Kelly: Present, Angie Lambert: Present, Rusty Norman: Absent.
- II. OPENING OF MEETING
Mr. Davenport called the meeting to order at 5:00 pm.
- III. EXECUTIVE SESSION, CHAPTER 551
The Board recessed to closed session at 5:02 pm, in the executive conference room. Personnel was the topic of discussion. The Board adjourned closed session and reconvened in open session at 5:58 pm.
- IV. RECONVENE: INVOCATION AND PLEDGES
Pastor Brad Drake gave the invocation and all recited pledges.
- V. SCHOOL OFFICIALS PRESENT
Casey Adoor, Cherie Bowers, Corey Click, Ruben Espinoza, Jemile Gray, Rachel Harris, Jennifer Hulse, Destini Martin, Luis Montes-Suares, Julie Pittman, Michelle Pourchot, Sara Ryan, Blake Ryder, Alex Sanchez, Gina Welsh, Chris Wheeler
Others Present-
Greg Paulsen, Jason Bailey
- VI. ACTION FROM CLOSED SESSION, CHAPTER 551
I move that we employ Melissa Higgins for 134 days for the remainder of the 2025-2026 school year. This motion, made by James Grassmuck and seconded by Clay Hertenberger, Carried.
John Couch II: Yea, Eric Davenport: Yea, James Grassmuck: Yea, Clay Hertenberger: Yea, Patrick Kelly: Yea, Angie Lambert: Yea, Rusty Norman: Absent Yea: 6, Nay: 0, Absent: 1
- VII. RECOGNITIONS
 - A. Students and Staff
The High School recognized the Cross Country Team. Coach Tucker introduced the team and was excited about their progress this year. The team grew from 9 to 24 this year. The runners are excited about next year.
The proclamations being celebrated in the month of November are National School Psychology Week, Texas Character Education Week, Education Support Professionals' Day, Parental Involvement Day and STEM Day.
Employees of the Month are Dee Dee Johnson, Barnett Elem.; Madison Brown, Kubacak Elem.; Taylor Danesi, RJW Elem.; Lauren Couch, Junior High; Bob Kurrass, High School; Hannah Nallie, ALC; Devin McElveen, Transportation; Alvin Martin, M&O; Chad Molan, Custodial; Sheri Fisher, Nutrition Services; Tara Mata, Admin.; Greg Paulsen, Police
- VIII. PUBLIC COMMENT ON AGENDA ITEMS
No one signed up to speak at the meeting.
- IX. INFORMATION ITEMS
 - A. Monthly Reports
 - B. Board Member Training Hours Announcement
Mr. Davenport read the results of the training hours required each year. Board members who have completed the required continuing education are: Rusty Norman, Patrick Kelly, James Grassmuck and Eric Davenport. Those who have exceeded the required continuing education are: John Couch II and Angie Lambert. Deficient in the required training is Clay Hertenberger.
 - C. Delinquent Tax Collection Report
Mr. Jason Bailey Tax Attorney with Purdue Brandon, gave an update on the delinquent tax collection report for 2024.
 - D. Santa Fe ISD Library Book Approval Process
Rachel Harris and Chrissy Healy updated the board on the library book approval process.

X. CONSENT AGENDA

A. Consider and Approve Consent Agenda Items

I move to approve all items of the consent agenda. Items X. B - X. H.

This motion, made by Patrick Kelly and seconded by Angie Lambert, Carried.

John Couch II: Yea, Eric Davenport: Yea, James Grassmuck: Yea, Clay Hertenberger: Yea, Patrick Kelly: Yea, Angie Lambert: Yea, Rusty Norman: Absent Yea: 6, Nay: 0, Absent: 1

B. Minutes of September 15, 2025

C. Accounts Payable \$939,485.46

D. Budget Amendment #4

E. BBF (LOCAL) Policy Update

F. National Education Support Professionals Day Proclamation

G. National Parental Involvement Day Proclamation

H. School Psychology Week Proclamation

XI. REGULAR AGENDA

A. **2025-2026 Campus and District Improvement Plans**

I move to approve the 2025-2026 Campus and District Improvement Plans as presented.

This motion, made by James Grassmuck and seconded by Patrick Kelly, Carried.

John Couch II: Yea, Eric Davenport: Yea, James Grassmuck: Yea, Clay Hertenberger: Yea, Patrick Kelly: Yea, Angie Lambert: Yea, Rusty Norman: Absent Yea: 6, Nay: 0, Absent: 1

B. **Midyear Incentive**

I move to approve the midyear incentive resolution for staff as presented.

This motion, made by James Grassmuck and seconded by Angie Lambert, Carried.

John Couch II: Nay, Eric Davenport: Yea, James Grassmuck: Yea, Clay Hertenberger: Yea, Patrick Kelly: Yea, Angie Lambert: Yea, Rusty Norman: Absent Yea: 5, Nay: 1, Absent: 1

XII. BOARD COMMUNICATION

XIII. ADJOURNMENT

I move to adjourn the meeting at 7:19 PM.

This motion, made by Patrick Kelly and seconded by Angie Lambert, Carried.

John Couch II: Yea, Eric Davenport: Yea, James Grassmuck: Yea, Clay Hertenberger: Yea, Patrick Kelly: Yea, Angie Lambert: Yea, Rusty Norman: Absent Yea: 6, Nay: 0, Absent: 1

We affirm that these minutes are official, complete and correct.

J. R. Norman, President

James Grassmuck, Secretary

Date Minutes Approved: November 17, 2025



SANTA FE INDEPENDENT SCHOOL DISTRICT

Date: November 5, 2025
 To: Board of Trustees
 From: Business Office
 RE: 2025-2026 Budget Amendment #5

The Superintendent recommends that the Board of Trustees approve the budget amendments listed below for the 2025-2026 fiscal year:

Revenue and Expenditure Allocations

Requested By	Account Number	Account Description	Budget Increase	Budget Decrease	Description of Budget Amendment
A. Sanchez	752 R 00 5754 70 000 0 00 125	Print Shop	\$ 11,278.00		Allocate Print Shop Budget
	752 E 11 6249 70 001 0 99 125	Print Shop	\$ 1,000.00		
	752 E 41 6129 00 750 0 99 016	Print Shop	\$ 2,000.00		
	752 E 41 6399 70 920 0 99 125	Print Shop	\$ 5,278.00		
	752 E 41 6269 70 750 0 99 125	Print Shop	\$ 3,000.00		

Expenditure Amendments

Requested By	Account Number	Account Description	Budget Increase	Budget Decrease	Description of Budget Amendment
A. Sanchez	199 E 31 6219 11 999 0 23 030	Special Education - Contracted Services Assessment		\$ 3,745.00	Reallocate budget for department needs.
	199 E 11 6399 11 999 0 23 060	Special Education - Campus Technology	\$ 3,745.00		
A. Sanchez	199 E 93 6492 11 999 0 23 220	Special Education - VI CO-OP		\$ 3,334.00	Reallocate budget for department needs.
	199 E 11 6399 11 999 0 23 060	Special Education - Campus Technology	\$ 3,334.00		

_____ Approved

_____ Denied

 J.R. Norman
 President, Board of Trustees

 Date



SANTA FE INDEPENDENT SCHOOL DISTRICT

Date: October 27, 2025
 To: Board of Trustees
 From: Business Office
 RE: 2025-2026 Budget Amendment #4 Corrected

The Superintendent recommends that the Board of Trustees approve the budget amendments listed below for the 2025-2026 fiscal year:

Revenue and Expenditure Allocations

Requested By	Account Number	Account Description	Budget Increase	Budget Decrease	Description of Budget Amendment
A. Sanchez	752 R 00 5754 70 000 0 00 125	Print Shop	\$ 19,249.00		Allocate Print Shop Budget
	752 E 11 6249 70 001 0 99 125	Print Shop	\$ 7,600.00		
	752 E 41 6129 00 750 0 99 016	Print Shop	\$ 2,500.00		
	752 E 41 6269 70 750 0 99 125	Print Shop	\$ 6,000.00		
	752 E 41 6399 70 920 0 99 125	Print Shop	\$ 3,149.00		

Expenditure Allocation:

Requested By	Account Number	Account Description	Budget Increase	Budget Decrease	Description of Budget Amendment
A. Sanchez	199 E 71 6513 99 999 0 99 MTN	General Fund - Debt Principal	\$ 215,000.00		Increase budget for Maintenance Tax Note payment

Expenditure Amendments

Requested By	Account Number	Account Description	Budget Increase	Budget Decrease	Description of Budget Amendment
A. Sanchez	199 E 11 6399 24 899 0 24 230	Special Education - Dyslexia Supplies		\$ 400.00	Reallocate budget for departement needs
	199 E 13 6411 24 899 0 24 100	Special Education - Dyslexia Travel	\$ 400.00		
A. Sanchez	199 E 93 6492 24 999 0 24 097	Special Education - Dyslexia Equipment		\$ 243.00	Reallocate budget for departement needs
	199 E 11 6399 24 899 0 24 230	Special Education - Dyslexia Supplies		\$ 7.00	
	199 E 13 6411 24 899 0 24 100	Special Education - Dyslexia Travel	\$ 300.00		
A. Sanchez	199 E 71 6523 99 999 0 99 MTN	General Fund - Debt Services		\$ 545,000.00	Reallocate budget to match accounting payments
	199 E 72 6523 99 999 0 99 LOC	General Fund - Debt Services	\$ 145,000.00		
	199 E 72 6523 99 999 0 99 MTN	General Fund - Debt Services	\$ 400,000.00		

_____ Approved

_____ Denied

 J.R. Norman
 President, Board of Trustees

 Date

A RESOLUTION OF

Santa Fe ISD

VOTING IN THE APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS
OF THE
GALVESTON CENTRAL APPRAISAL DISTRICT
2026

RESOLUTION No. 2026

WHEREAS, this is selection year for the Board of Directors of the Galveston Central Appraisal District; and

WHEREAS, the Board of Directors consists of nine total members including five appointed members who serve staggered terms, beginning January 1, in addition there are three elected members, and the Tax-Assessor Collector who serves as a voting ex-officio member.

WHEREAS, The Santa Fe ISD is a voting unit entitled to vote for up to 2 candidates from a ballot submitted by the Galveston Central Appraisal District, if so desired.

NOW THEREFORE, BE IT RESOLVED BY THE PRESIDING BODY OF THIS VOTING UNIT, THAT:

The number of votes cast for the candidate(s), as exhibited in the attached ballot, is submitted by the Santa Fe ISD to the Galveston Central Appraisal District.

PASSED AND APPROVED by Santa Fe ISD,
This 17th day of November, 2025.

Presiding Officer

ATTEST:

Signature and Title



9850 Emmett F. Lowry Expressway, Suite A
Texas City, Texas 77591

Phone: (409) 935 - 1980
Fax: (409) 935 - 4319

Chief Appraiser, Krystal L. McKinney RPA, CCA

2026

Board of Directors Election

BALLOT

Number of Votes Taxing Unit is Eligible to Cast: 140	Voting Unit: Santa Fe ISD
---	----------------------------------

CANDIDATES	VOTES
Collins, Robin	
Doyle, Matt	
Farmer, Thomas	
Ross James	

- ◆ RESOLUTION MUST BE ATTACHED TO THIS BALLOT
- ◆ DEADLINE: *by December 14th, 2025*

A RESOLUTION OF

Santa Fe ISD

VOTING IN THE APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS
OF THE
GALVESTON CENTRAL APPRAISAL DISTRICT
2026

RESOLUTION No. 2026

WHEREAS, this is selection year for the Board of Directors of the Galveston Central Appraisal District; and

WHEREAS, the Board of Directors consists of nine total members including five appointed members who serve staggered terms, beginning January 1, in addition there are three elected members, and the Tax-Assessor Collector who serves as a voting ex-officio member.

WHEREAS, The Santa Fe ISD is a voting unit entitled to vote for up to 2 candidates from a ballot submitted by the Galveston Central Appraisal District, if so desired.

NOW THEREFORE, BE IT RESOLVED BY THE PRESIDING BODY OF THIS VOTING UNIT, THAT:

The number of votes cast for the candidate(s), as exhibited in the attached ballot, is submitted by the Santa Fe ISD to the Galveston Central Appraisal District.

PASSED AND APPROVED by Santa Fe ISD,
This 17th day of November, 2025.



Presiding Officer

ATTEST:


Signature and Title



9850 Emmett F. Lowry Expressway, Suite A
Texas City, Texas 77591

Phone: (409) 935 - 1980
Fax: (409) 935 - 4319

Chief Appraiser, Krystal L. McKinney RPA, CCA

2026

Board of Directors Election

BALLOT

Number of Votes Taxing Unit is Eligible to Cast: 140	Voting Unit: Santa Fe ISD
---	----------------------------------

CANDIDATES	VOTES
Collins, Robin	
Doyle, Matt	140
Farmer, Thomas	
Ross James	

- ◆ RESOLUTION MUST BE ATTACHED TO THIS BALLOT
- ◆ DEADLINE: *by December 14th, 2025*

Explanatory Notes

TASB Localized Policy Manual Update 126

Santa Fe ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

Please note:

Changes at Update 126 are based almost exclusively on legislation from the 89th Regular Legislative Session. Please note that documents provided in the legal framework are not adopted by the board.

Unless otherwise noted, references to legislative bills throughout these explanatory notes refer to Senate Bills (SB), House Bills (HB), or House Concurrent Resolutions (HCR) from the 89th Regular Legislative Session. All referenced bills have already gone into effect unless otherwise noted.

TASB Policy Service hosted and recorded a webinar to review the content of Update 126. That recorded webinar is available with your Update 126 materials on Policy Online.

AE(LEGAL)

EDUCATIONAL PHILOSOPHY

HB 2 updated the existing goals of education and added an additional two.

AF(LEGAL)

INNOVATION DISTRICTS

The ability for a district to exempt itself from certain laws through a District of Innovation plan was impacted by SB 12, HB 2, and HB 6. SB 571 amended and redesignated the requirements related to termination of a district's designation as a District of Innovation.

AG(LEGAL)

HOME-RULE DISTRICTS

SB 571 amended the language at Education Code 12.0271 and redesignated material from Education Code 22.085 and 22.092. Changes to the legal framework have been made accordingly.

AIA(LEGAL)

ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

An Appeal and Revision section has been added to reflect changes in 19 Administrative Code 97.1002.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

A section addressing the Performance of Students Receiving Special Education Services has been added to reflect changes from HB 2.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

The section on Intervention Programs has been amended to reflect changes from HB 2.

AIE(LEGAL)

ACCOUNTABILITY: INVESTIGATIONS

SB 571 added a reason the commissioner is authorized to conduct a special investigation.

B(LEGAL)

LOCAL GOVERNANCE

The section B table of contents has been revised to add the new code BT, Prohibition on Diversity, Equity, and Inclusion Activities.

BBA(LEGAL)

BOARD MEMBERS: ELIGIBILITY/QUALIFICATIONS

Registration as a Sex Offender has been added under Ineligibility in response to HB 3629, which prohibits an individual who must register as a sex offender from serving as a trustee.

Explanatory Notes

TASB Localized Policy Manual Update 126

Santa Fe ISD

BBB(LEGAL) BOARD MEMBERS: ELECTIONS

The board may adopt a resolution to change the length of terms of trustees no later than December 31, 2030, and may change its election date to the November uniform election date in accordance with HB 3546.

BBBA(LEGAL) ELECTIONS: CONDUCTING ELECTIONS

Electioneering may not be conducted within 20 feet of a parking space designated for curbside voting in accordance with HB 521.

BBD(LEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION

Revisions throughout are due to adopted amendments to 19 Administrative Code 61.1 related to board member training.

BBE(LEGAL) BOARD MEMBERS: AUTHORITY

A section relating to access to information by board members under the Public Information Act has been added pursuant to HB 4310.

BE(LEGAL) BOARD MEETINGS

SB 413 requires the recording of all board meetings. SB 413 also added language regarding inclusion in board meeting minutes of each board member's vote on any item and a requirement to post on the district's website any resolution adopted by the board. HB 1522 changed the required posting time for board agendas from 72 hours to 3 business days.

BE(LOCAL) BOARD MEETINGS

Several recommended revisions have been made to this policy on board meetings. SB 12 prompted new language at Meeting Place and Time indicating that board meetings will be held outside of typical work hours. Language at Notice to Members has been adjusted to reflect HB 1522, which requires board agendas to be posted for three business days, rather than 72 hours, before the meeting. This recommended revision appropriately adjusts when the notice of the meeting will be provided to board members.

At Deadline, the recommended revisions are also in response to HB 1522. We offer for your consideration language requiring that agenda items be submitted 10 calendar days before a meeting. This deadline would provide the district sufficient time to compile items and post an agenda by the statutory deadline. If the district would like to adjust the deadline, please contact your policy consultant.

SB 413 requires roll call voting, so the language at Record Vote has been revised accordingly. A paragraph in the Minutes section has been removed, as the statement is true for all district records and it is not necessary to separately address retention in this policy. Please refer to CPC(LOCAL) and your district's record retention procedures.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

BEC(LEGAL) BOARD MEETINGS: CLOSED MEETINGS

Trustees may now address matters of cybersecurity and critical infrastructure facilities in closed meetings, in accordance with HB 3112.

Explanatory Notes

TASB Localized Policy Manual Update 126

Santa Fe ISD

BED(LLEGAL)

BOARD MEETINGS: PUBLIC PARTICIPATION

HB 5238 amended the offense of disruption of a meeting to include virtual meetings and electronic disturbances like hacking.

BF(LLEGAL)

BOARD POLICIES

A Compliance section has been added pursuant to SB 12's requirement that districts must implement and comply with policies the district is required to adopt.

BJA(LLEGAL)

SUPERINTENDENT: QUALIFICATIONS AND DUTIES

Provisions regarding required certifications to TEA have been added to this policy. Information on the do-not-hire registry are in accordance with HB 2. SB 12 requires board approval of the superintendent's certification relating to diversity, equity, and inclusion prohibitions. A section on Testimony Before the SBOE has also been added pursuant to SB 12.

BJB(LLEGAL)

SUPERINTENDENT: RECRUITMENT AND APPOINTMENT

Notice of vacant positions must now be posted five, rather than 10, school days before the date on which a district fills the position according to HB 2.

BT(LLEGAL)

PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION ACTIVITIES

This new policy code addresses SB 12's prohibition on diversity, equity, and inclusion activities. Definitions and prohibited activities and certification requirements are included.

C(LLEGAL)

BUSINESS AND SUPPORT SERVICES

The section C table of contents has been updated to reflect revised subtopics for CJA, now named Background Checks and Required Reporting, and CLE, now named Required Displayed. A new code CQD, on Artificial Intelligence, has also been added.

CBA(LLEGAL)

STATE AND FEDERAL REVENUE SOURCES: STATE

A section has been included to reflect that HB 2 added an allotment for basic costs of \$106 for each student. At New Instructional Facility Allotment, HB 2 and HB 120 add a renovated portion of an instructional facility to the definition of a new instructional facility.

Explanatory Notes

TASB Localized Policy Manual Update 126

Santa Fe ISD

CCA(LEGAL) LOCAL REVENUE SOURCES: BOND ISSUES

HB 103, HB 3526, and SB 843 all relate to bond databases. Extensive revisions throughout comport with these new laws. HB 4395 required the addition of an Electronic Submission and Delivery subsection under Attorney General Review and Approval.

CCG(LEGAL) LOCAL REVENUE SOURCES: AD VALOREM TAXES

HB 1522 requires specific notices to be provided when the board will discuss or adopt the budget, and HB 1453 allows districts to approve an interest and sinking (I & S) rate that exceeds the rate to maintain the same level of maintenance and operations revenue and pay debt service under specific conditions. Sections have been added to address these requirements. A deletion at Voter-Approval Tax Rate is due to HB 2. SB 1502 restricts a district's ability to approve disaster pennies. At Proposition, SB 1025 requires a proposition that increases a tax to include the statement "THIS IS A TAX INCREASE."

CCGA(LEGAL) AD VALOREM TAXES: EXEMPTIONS AND PAYMENTS

Contingent on a constitutional amendment, SB 4 will raise the homestead exemption to \$140,000. SB 23, also contingent on a constitutional amendment, raises the disabled and elderly exemption to \$60,000. HB 2742 amends the requirements around split payments for districts that collect their own taxes and eliminates Tax Code 31.04(c). Other revisions have been made for clarity.

CCGB(LEGAL) AD VALOREM TAXES: ECONOMIC DEVELOPMENT

SB 2900 repealed the JETI Oversight Committee, so related language in the Governor Action on Application section has been removed. HB 1620 repealed Tax Code 313.007, which was found in the Texas Economic Development Act section.

CE(LEGAL) ANNUAL OPERATING BUDGET

Language at Authorized Expenditures has been updated to reflect changes from HB 2.

CFEA(LEGAL) PAYROLL PROCEDURES: SALARY DEDUCTIONS AND REDUCTIONS

The Professional or Other Dues section has been amended to address HB 2 changes for salary deductions.

CH(LEGAL) PURCHASING AND ACQUISITION

SB 1173 changes the competitive procurement threshold from \$50,000 to \$100,000.

Please note: In many districts' CH(LOCAL), the purchasing authority of the superintendent is established. This is a different threshold from what has been changed statutorily. For that reason, CH(LOCAL) is not included in this update. Please review your CH(LOCAL) and, if any revisions are necessary, please contact your policy consultant.

CHE(LEGAL) PURCHASING AND ACQUISITION: VENDOR DISCLOSURES AND CONTRACTS

HB 210 creates a criminal offense for a vendor to bid or contract with the district if it has a close relationship with a trustee. A new section called Prohibited Activities by Vendors has been created to reflect this change. SB 33 adds to the prohibition against using taxpayer resource transactions for abortion-related expenses.

Explanatory Notes

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CHF(LLEGAL) PURCHASING AND ACQUISITION: PAYMENT PROCEDURES

Language has been added to reflect an exception to the Exception for bona fide disputes between a district and vendor for purposes of prompt payment in construction projects, in accordance with HB 3005.

CJ(LLEGAL) CONTRACTED SERVICES

A section on Severance Pay has been added to address HB 762, which restricts severance agreements for independent contractors. The provisions also apply to employees, as reflected in policy DEA.

CJ(LOCAL) CONTRACTED SERVICES

Recommended new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or diversity, equity, and inclusion (DEI) duties under SB 12. Violations will result in termination of the contract.

CJA(LLEGAL) CONTRACTED SERVICES: BACKGROUND CHECKS AND REQUIRED REPORTING

The subtopic of this code, previously Criminal History, has been renamed Background Checks and Required Reporting. SB 571 transferred Education Code 22.085 to Chapter 22A and redesignated it as 22A.157. That change is reflected at Disqualifying Conviction and District Responsibility to Ensure Compliance. Extensive new sections on Requirement to Report Service Provider Misconduct and Consent for Release of Records and Preservice Affidavit have been added pursuant to SB 571.

CJA(LOCAL) CONTRACTED SERVICES: BACKGROUND CHECKS AND REQUIRED REPORTING

The subtopic name has been adjusted to Background Checks and Required Reporting to more accurately describe the contents of the legal framework at this code. No changes have been made to the local text, and the district has not been charged for this revision.

CK(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT

SB 57 changes at the Responsibilities subsection under Safety and Security Committee reflect the need to recommend accommodations for a student with an IEP or 504 plan. Additional changes from SB 57 are reflected in the Meetings subsection. HB 33 and HB 121 both speak to Sheriff-Led School Safety Meetings, which apply differently depending on the size of the county. A section about Public Information Officer for Emergency Communications has been added based on new requirements in HB 33. A clerical error in a citation as well as codes that were redesignated during the legislative session have been corrected.

CKA(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: SAFETY AND SECURITY AUDITS AND MONITORING

Revisions throughout are in compliance with HB 33, HB 2, and HB 121.

CKC(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

At Emergency Response Map and Walk-Through, the requirement to provide a map to the Department of Public Safety has been included in compliance with HB 121. Changes in the Emergency Operations Plan section are due to changes from HB 33, HB 131, SB 57, and HB 121. SB 57 made significant changes to Education Code 37.1086, as reflected in the Recommendations and Guidelines for Individuals with Disabilities or Impairments section. The requirement to provide information to parents about safe firearm storage three times per year pursuant to HB 121 is in the Safe Firearm Storage section. At Confidential

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Information under the Texas Disaster Act, the language has been amended to reflect changes from HB 132.

CKD(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY MEDICAL EQUIPMENT AND PROCEDURES

The Automated External Defibrillators section has been amended to include, amongst other changes, an Inspection subsection that is required under SB 865. The Cardiac Emergency Response Plan has also been amended to meet the requirements of that bill. A section on Airway Clearance Devices has been added pursuant to HB 549.

CKE(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: SECURITY PERSONNEL

Retired and reserve police officers are addressed in the Armed Security Officer Required section pursuant to HB 1458. Language regarding the expiration and renewal of good cause exceptions to the armed security officer requirement is included from HB 121. HB 121 also necessitated additional language in the Alternative Standard section.

CKEA(LLEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Language has been added pursuant to HB 33, which requires law enforcement agencies to have a Public Information Officer for Emergency Communications. Reserve police officers, as allowed in HB 1458, are similarly addressed in a new section. In accordance with HB 33, an Active Shooter Incident subsection has been added under Required Policies, along with a section requiring Access to a Breaching Tool and Ballistic Shield. A section on Donation of Surplus Law Enforcement Equipment to a School District has been included pursuant to HB 1851. Law enforcement agencies are authorized to acquire and possess epinephrine delivery systems, and that section has been updated due to changes in SB 1619. HB 4504 from the 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citations throughout.

CKEB(LLEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

Language at Board Regulations has been revised to reflect that uniformed school marshals may now open carry a firearm on campus pursuant to SB 870. HB 4504 from the 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citations throughout.

CL(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT

HB 2 creates a requirement for districts to report facility usage to TEA.

CLB(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: MAINTENANCE

A section on Fire Safety Inspection Reports has been included to reflect that SB 1177 requires fire safety inspections to include inspections of automated external defibrillators (AEDs) and that fire safety reports be filed at the campus level.

CLE(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: REQUIRED DISPLAYS

The subtopic name has been adjusted to Required Displays to more accurately describe the contents at this code. A section heading for Flags has been added for clarity. SB 10's requirements regarding conspicuously displaying the Ten Commandments have been added.

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CLE(LOCAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: REQUIRED DISPLAYS

The subtopic name has been adjusted to Required Displays to more accurately describe the contents of the legal framework at this code. No changes have been made to the local text, and the district has not been charged for this revision.

CMD(LEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

19 Administrative Code 67.1003(i), which became effective June 8, 2025, relates to district entitlement to state aid regardless of whether the district uses the amount provided during the school year, and has been included here. Extensive additions regarding open education resource instructional materials has been added pursuant to 19 Administrative Code 67.1004, which also became effective June 8, 2025. SB 13 allows instructional material and technology allotment funds to be used for costs associated with complying with Education Code 33.023, which is set out more fully in EFB, and is referenced here. Beginning in the 2026-27 school year, districts may not adopt or use instructional material included on the list of rejected instructional materials maintained by the SBOE, and that has been included at Prohibited Expenditures. New provisions regarding commissioner's rules relating to the Instructional Materials and Technology Allotment have been added in accordance with 19 Administrative Code 67.1001, which became effective June 8, 2025. Changes at Requisitions, Use, and Distribution have been made pursuant to HB 2.

CNA(LEGAL) TRANSPORTATION MANAGEMENT: STUDENT TRANSPORTATION

A section on Special Transportation Services has been added after HB 2 amended Education Code 48.151(g).

CNC(LEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

School buses are required to be equipped with three-point seat belts by 2029 in accordance with SB 546. Language to that effect has been added, including required reports that must be submitted to TEA if a board determines that the district's budget does not permit the district to purchase a bus equipped with the required seat belts.

COB(LEGAL) FOOD AND NUTRITION MANAGEMENT: FREE AND REDUCED-PRICE MEALS

SB 314 applies beginning with the 2026-27 school year, which necessitated a section on Prohibition on Certain Additives.

CQA(LEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

SB 12 creates a deadline for updating board information online and adds annual updating to TEA. Those changes are reflected in the Required Trustee Information subsection. Rule changes also necessitated an update to a citation in the Required Website Postings section. Additional required postings listed come from SB 12 and SB 13.

CQB(LEGAL) TECHNOLOGY RESOURCES: CYBERSECURITY

HB 150 moves cybersecurity duties from the Department of Information Resources (DIR) to Texas Cyber Command. Both HB 150 and HB 1500 amend the requirements relating to training. HB 1500 also changes who takes cybersecurity training. HB 150 provides a definition of "cybersecurity incident." Finally, HB 5331 affects contracts for cybersecurity insurance.

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CQB(LOCAL) TECHNOLOGY RESOURCES: CYBERSECURITY

Recommended revisions comply with HB 150, which moves cybersecurity training requirements from the Department of Information Resources to the Texas Cyber Command and includes details about notifications for cybersecurity incidents in addition to security breaches.

CQD(LEGAL) TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

This new code includes information relating to artificial intelligence (AI) based on new laws from SB 1964 (regulating the use of AI by governmental entities), HB 149 (regulating the use of AI), and HB 150 and HB 1500 (addressing training related to AI).

CQD(LOCAL) TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

This new recommended policy addresses artificial intelligence training requirements based on HB 150 and HB 1500, as well as the use of artificial intelligence by district employees and students.

CRD(LEGAL) INSURANCE AND ANNUITIES MANAGEMENT: HEALTH AND LIFE INSURANCE

Qualifying districts that discontinued participation in TRS-ActiveCare may elect to participate based on HB 3126.

CS(LEGAL) FACILITY STANDARDS

The date of the International Energy Conservation Code is no longer relevant and has been removed.

CSA(LEGAL) FACILITY STANDARDS: SAFETY AND SECURITY

HB 121 puts an expiration date on the HB 3 good cause exception relating to Safety and Security Requirements for Facilities, so the requirement to renew the exception at least every five years has been included, in addition to a subsection on Security Review. The requirement to have at least one breaching tool and one ballistic shield available for use at each campus has also been included. SB 1620 necessitated a citation adjustment.

SB 8 from the Second Special Session becomes effective December 4, 2025. In addition to providing definitions, it requires districts to designate each multiple-occupancy private space for use only by individuals of one sex and to take every reasonable step to ensure an individual does not enter the wrong private space. SB 8 also provides for investigations by the attorney general, private causes of action, and civil penalties.

CSA(LOCAL) FACILITY STANDARDS: SAFETY AND SECURITY

SB 8 from the Second Special Session prompted the inclusion of a section on Designation and Use of Private Spaces. The superintendent is directed to designate private spaces in accordance with law and to develop regulations to ensure compliance.

CV(LEGAL) FACILITIES CONSTRUCTION

The procurement threshold for contracts has increased to \$100,000. HB 1620 required a citation adjustment. SB 687 adds land surveyors to the statute pertaining to architects and engineers.

CV(LOCAL) FACILITIES CONSTRUCTION

As reflected in CH(LEGAL), the competitive purchasing threshold established in law has changed from \$50,000 to \$100,000. The language at Construction Contracts is recommended for revision here to refer

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to the legal threshold rather than a specific dollar amount. Policy BJA(LOCAL) establishes the superintendent's delegation authority; therefore "or designee" is recommended for deletion at Project Administration.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

Please note: The superintendent's authority to approve construction contracts is reflected with a dollar amount in many districts' CV(LOCAL) that matched the previous competitive purchasing threshold. We have not revised the provisions reflecting the superintendent's authority to approve construction contracts. If the board wishes to update the superintendent's authority to approve contracts, please contact your policy consultant.

DBA(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

Under Notice to Parents, HB 2 requires the superintendent to use, if available, the model notice provided by TEA. HB 2 also prohibits using a District of Innovation plan to exempt from the notice requirement. Teacher certification requirements were impacted heavily by HB 2, which required additional language at Professional Personnel. HB 2 also impacted the School District Teaching Permit section. SB 865 amends the requirement for cardiopulmonary resuscitation (CPR) certifications, which has been updated at CPR and AED Certification.

DBAA(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: PRE-EMPLOYMENT REVIEWS

Revisions throughout are due to SB 571. New language reflects additional offenses included in the crimes prohibiting employment with the district and removes the victim age requirement.

DBD(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CONFLICT OF INTEREST

A section on Personal Services Performed by Administrators, often referred to as "moonlighting," has been added to reflect changes from HB 3372.

DBD(LOCAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CONFLICT OF INTEREST

A new recommended section on Personal Services Performed by an Administrator includes language relating to administrator work from HB 3372.

DC(LEGAL) EMPLOYMENT PRACTICES

HB 2 amends Education Code 11.1513 to change the requirement for posting of vacancies from 10 days to five days. HB 2 also requires an employment policy relating to daily rate of pay, which is found in DEC(LOCAL).

DEA(LEGAL) COMPENSATION AND BENEFITS: COMPENSATION PLAN

The Increase in Basic Allotment and Maintenance of Salary sections have been deleted after HB 2 repealed those provisions. A section on Severance Pay has been added based on HB 762. Under TRS Surcharge for Rehired Retirees, the No Recovery of Costs subsection has been deleted pursuant to HB 2. The Temporary Exception subsection has been deleted as that provision has expired.

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DEAA(LEGAL)

COMPENSATION PLAN: INCENTIVES AND STIPENDS

Extensive revisions throughout this policy reflect changes from HB 2.

DEC(LEGAL)

COMPENSATION AND BENEFITS: LEAVES AND ABSENCES

A subsection addressing the option for classroom teachers to use noncurrent use of Family Medical Leave has been added pursuant to HB 2. A section on Daily Rate of Pay has also been added pursuant to HB 2.

DEC(LOCAL)

COMPENSATION AND BENEFITS: LEAVES AND ABSENCES

HB 2 prompted recommended revisions to include Daily Rate of Pay under the Definitions section, as well as a section regarding Concurrent Use of Paid Leave during Family and Medical Leave for classroom teachers.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

DF(LEGAL)

TERMINATION OF EMPLOYMENT

SB 12 adds sanctions through the State Board for Educator Certification for encouraging a child to withhold evidence. SB 571 renumbered the provisions regarding the do-not-hire registry and expanded the misconduct included. SB 571 also changes the offenses requiring termination, which is reflected here. Based on SB 12, sections addressing Prohibition on DEI and Prohibited Classroom Instruction have also been included.

DFBA(LEGAL)

TERM CONTRACTS: SUSPENSION/TERMINATION DURING CONTRACT

SB 571 renumbered the statute and changed timelines for principals to report misconduct to the superintendent.

DFBB(LOCAL)

TERM CONTRACTS: NONRENEWAL

Based on SB 12, engaging or assigning diversity, equity, and inclusion duties, as well as instructional activities prohibited by law, are recommended for inclusion in the list of reasons a term contract employee may be nonrenewed. The item related to disability and the ability to perform the essential functions of the job has been amended for clarity.

DFD(LEGAL)

TERMINATION OF EMPLOYMENT: HEARINGS BEFORE HEARING EXAMINER

A section on Dismissal of hearings before a hearing examiner has been included to reflect changes in HB 2.

DFE(LEGAL)

TERMINATION OF EMPLOYMENT: RESIGNATION

Under Contract Abandonment, a subsection on Sanctions Prohibited has been included pursuant to HB 2. The Good Cause subsection has been removed as the rule it is based on conflicts with provisions in HB 2. Revisions in the Mitigating Factors section are due to rule changes found in 19 Administrative Code 249.17 that were published on May 18, 2025. Revisions in Required Report to SBEC, Investigation, and Report by Principal are due to SB 571.

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DG(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES

In response to SB 11, new provisions are included to address the option of a board to adopt a policy designating a time for prayer and reading of the Bible or other religious text. The new law requires the board to take a vote on whether to permit this activity within six months of the legislation's effective date. Since the law was effective on September 1, the board would need to take a vote prior to March 1, 2026. [See also FNA(LEGAL), below.]

Also, a section on Right to Engage in Religious Speech or Prayer has been included pursuant to SB 965.

DGA(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES: FREEDOM OF ASSOCIATION

HB 2 tasks TEA with providing services for a classroom teacher and prohibits districts from interfering.

DGBA(LEGAL) PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE COMPLAINTS/GRIEVANCES

All of the revisions in this policy reflect applicable changes from SB 12. Substantially similar revisions are being made to the grievance policies at FNG, regarding student and parent complaints, and GF, regarding public complaints.

DGBA(LOCAL) PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE COMPLAINTS/GRIEVANCES

We recommend for your consideration this revised policy regarding employee complaints, which includes revisions prompted by the applicable portions of SB 12. Please contact your policy consultant if additional revisions are necessary.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

DGC(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES: IMMUNITY

SB 920 necessitated a revision related to immunities under Administration of Medication. HB 6 led to the addition of the section on Immunity for Disciplinary Actions.

DH(LEGAL) EMPLOYEE STANDARDS OF CONDUCT

Provisions regarding Duty to Report have always been in FFG(LEGAL) but have been duplicated here to ensure prominent placement and understanding. Sections on Retaliation Against Grievant and Social Transitioning have been included pursuant to SB 12. In the Low-THC Cannabis section, storage has been added pursuant to HB 46.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The recommended revision to the text at Weapons Prohibited – Exceptions reflects changes under SB 706 regarding reciprocity with a handgun license from another state. Sections on Prohibited Classroom Instruction or Activities; Prohibited Diversity, Equity, and Inclusion Duties; and Social Transitioning are recommended for inclusion pursuant to SB 12. At Relationships with Students, the recommended revision addresses the requirement under SB 571 regarding notice of suspected misconduct by an educator or district service provider.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

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DHB(LEGAL)

EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO STATE BOARD FOR EDUCATOR CERTIFICATION

Substantial revisions throughout this code are required pursuant to SB 571. Revisions relating to Solicitation of a Romantic Relationship are due to rule changes at 19 Administrative Code 249.3.

DHC(LEGAL)

EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO TEXAS EDUCATION AGENCY

Substantial revisions throughout reflect changes from SB 571.

DMA(LEGAL)

PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

Revisions at Cybersecurity are due to HB 150. A new section on Artificial Intelligence Training is included in accordance with HB 3512. A new section for Mathematics Achievement Academies is included to reflect changes in HB 2. Information relating to CPR has been included pursuant to SB 865.

DP(LEGAL)

PERSONNEL POSITIONS

Changes relating to school psychologists result from HB 2598. All other revisions are due to SB 571.

EA(LEGAL)

INSTRUCTIONAL GOALS AND OBJECTIVES

Revisions at College, Career, and Military Readiness Plans as well as at Website Posting are due to HB 2.

EEP(LEGAL)

INSTRUCTIONAL ARRANGEMENTS: LESSON PLANS

This new legal framework document contains the SB 12 legal requirements for Disclosure of Instructional Plans.

EEP(LOCAL)

INSTRUCTIONAL ARRANGEMENTS: LESSON PLANS

This new local policy includes recommended language from SB 12 on instructional plans and course syllabi.

EFA(LEGAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

A subsection on Notice of Entitlement to Review Materials has been added pursuant to SB 12. Provisions at Parent Request for Instructional Material Review, including Mandatory Review on Petition by Group of Parents, have been added based on a new rule at 19 Administrative Code 67.69.

EFA(LOCAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

In accordance with SB 12, a section on Parent Request for Instructional Material Review is recommended for inclusion. The policy requires the superintendent to develop administrative regulations to ensure that parents or guardians can request review of instructional materials individually or through a petition process with other parents.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

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EFB(LLEGAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

The School Library section has been deleted based on the 5th Circuit decision in *Little v. Llano County* and new provisions in SB 13 related to removal of library materials during challenges. The remaining revisions regarding the procurement of library materials are also in response to SB 13.

EHA(LLEGAL) CURRICULUM DESIGN: BASIC INSTRUCTIONAL PROGRAM

Changes to Videotape or Recording to include "or contractor" are from SB 12.

EHA(A(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

A subsection on Parent Consent within the Human Sexuality Instruction section has been added due to SB 12. A cross-reference to EEP(LLEGAL) has been added at Scope and Sequence and Instructional Materials for clarity after SB 12 revisions.

EHAC(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

A change relating to substituting AP courses has been added at Personal Financial Literacy, pursuant to HB 27. Nutrition and Wellness information has also been included, based on SB 25.

EHB(LLEGAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

Removal of the definitions of dyslexia and related disorders and changes at Screening, Testing, and Identification and at Talking Book Program Notification are all based on HB 2.

EHBA(LLEGAL) SPECIAL PROGRAMS: SPECIAL EDUCATION

HB 2 prompted new language related to specialized technical assistance at Interventions and Sanctions as well as the removal of a parenthetical at State-Supported Living Center referring to state schools.

EHBA(A(LLEGAL) SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

SB 2 prompted the addition of a Students Not Enrolled in District section, which contains full and individual initial evaluation requirements. The language at Psychological Examinations was repealed by HB 2 and has been removed. A new section at Children with Visual Impairments and revisions at Eligibility and Reevaluations and at Visual and Auditory Impairments are also due to HB 2.

EHBAB(LLEGAL) SPECIAL EDUCATION: ARD COMMITTEE AND INDIVIDUALIZED EDUCATION PROGRAM

Language at Intellectual Disability and Developmental Delay Information has been added as a result of HB 1188. All other revisions have been made pursuant to HB 2.

EHBAC(LLEGAL) SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT

HB 2 prompted revisions at Residential Placement as well as at Grant for Community-Based Support Services.

EHBAF(LLEGAL) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

The term "contractor" has been added at Parent Consent Not Required due to SB 12. The definition of "self-contained" has been deleted and that term has been replaced with "special educational classroom"

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throughout in accordance with HB 2. A definition of “special education classroom or other special education setting” has been added.

EHBAF(LOCAL) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

The enclosed revisions are recommended to update language regarding special education classrooms in accordance with HB 2 and to update the timeframe for reporting suspected misconduct or child abuse as required by SB 571.

EHBC(LEGAL) SPECIAL PROGRAMS: COMPENSATORY SERVICES AND INTENSIVE PROGRAMS

The Use subsection under Compensatory Education Allotment has been deleted due to HB 2, which repealed Education Code 48.104(k). The provision on Virtual School Network has also been deleted, as it was repealed by SB 569. Amendments at At-Risk Student are due to SB 991. The Accelerated Instruction Program section has been deleted due to the repeal of Education Code 28.006(g) and (g-1) by HB 2.

EHBCA(LEGAL) COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

HB 2 prompted the addition of language at High-Impact Tutoring Providers.

EHBE(LEGAL) SPECIAL PROGRAMS: BILINGUAL EDUCATION/ESL

Revisions at Exceptions and Waivers under the Bilingual and ESL Programs section are due to HB 2.

EHBF(LEGAL) SPECIAL PROGRAMS: CAREER AND TECHNICAL EDUCATION

Revisions at Certification Subsidy are due to HB 2. A section on Applied Sciences Pathway Program has been added pursuant to HB 20.

EHBG(LEGAL) SPECIAL PROGRAMS: PREKINDERGARTEN

Revisions throughout are due to HB 2.

EBBH(LEGAL) SPECIAL PROGRAMS: OTHER SPECIAL POPULATIONS

Revisions throughout are pursuant to HB 2.

EBBK(LEGAL) SPECIAL PROGRAMS: OTHER INSTRUCTIONAL INITIATIVES

A section on Gifted and Talented Week has been added pursuant to HCR 64.

EHDD(LEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

A note referencing the Texas Virtual School Network (TXVSN) has been removed pursuant to a repeal by SB 569. Language added at the FAST Program section is from HB 2, and other revisions to that section are due to SB 1786.

EHDE(LEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: DISTANCE LEARNING

Substantial additions to this legal framework document have been made related to Virtual and Hybrid Courses due to SB 569. Provisions related to the TXVSN have been removed, also due to SB 569.

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EIA(LEGAL) ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS

SB 12 prompted amended language at Progress Reports and Conferences.

EIA(LOCAL) ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS

Recommended revisions reflect the SB 12 requirement that each parent of a student be afforded the opportunity for at least two in-person conferences with the student's teacher per year. At Academic Dishonesty, language is recommended that indicates the use of artificial intelligence without permission constitutes academic dishonesty.

EIF(LEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

SB 2314 prompted amendments at High School Diploma as well as an additional section on Direct Admissions Data Sharing Election. Revisions in the Endorsements section are due to HB 2.

EK(LEGAL) TESTING PROGRAMS

Amended language at Benchmark Assessment Instruments is due to terminology changes found in SB 1418. College Preparation Assessments revisions were prompted by HB 2.

EKB(LEGAL) TESTING PROGRAMS: STATE ASSESSMENT

Revisions at Accountability Testing are due to rule changes found at 19 Administrative Code 101.4002.

EKC(LEGAL) TESTING PROGRAMS: READING ASSESSMENT

Substantial revisions throughout are due to HB 2.

EKD(LEGAL) TESTING PROGRAMS: MATHEMATICS ASSESSMENT

The Mathematics Diagnosis section has been removed since Education Code 28.007 was repealed by HB 2. A section on Mathematics Instruments has been added based on the same bill.

EL(LEGAL) CAMPUS OR PROGRAM CHARTERS

The Failure to Discharge or Refuse to Hire section has been amended based on SB 571.

EMB(LEGAL) MISCELLANEOUS INSTRUCTIONAL POLICIES: TEACHING ABOUT CONTROVERSIAL ISSUES

Revisions throughout are due to SB 12.

F(LEGAL) STUDENTS

The section F table of contents has been revised to update the subtopic name for policy code FOB from Out-of-School Suspension to Suspension since that code now houses provisions on in-school and out-of-school suspension. In addition, the subtopic for policy code FNCE has been updated from Personal Telecommunications/Electronic Devices to Personal Communication Devices/Electronic Devices.

FA(LEGAL) PARENT RIGHTS AND RESPONSIBILITIES

A section on Right to Select School has been added pursuant to HB 2495. A statement prohibiting boards from adopting rules or policy regulating home schools has been added due to HB 2674. All other revisions have been made because of SB 12, including the addition of a Policy on Parental Engagement section. A district's policy on parental engagement must provide for an internet portal through which parents

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may submit comments to administrators and the board, require the board to prioritize public comments by presenting those comments at the beginning of the meeting, and require board meetings to be held outside of typical work hours.

FA(LOCAL) PARENT RIGHTS AND RESPONSIBILITIES

This new local policy is recommended for inclusion in the district's manual to address the SB 12 requirement to establish a parent portal on the district's website, through which parents may submit comments to administrators or the board.

FD(LEGAL) ADMISSIONS

A section on Parental Child Safety Placement has been added pursuant to SB 226. The section on Foreign Military Force Parent has been added due to HB 2757.

FEA(LEGAL) ATTENDANCE: COMPULSORY ATTENDANCE

Revisions and citation changes at Accelerated, Intervention, and Compensatory Programs are due to HB 2. Under Excused Absences for Compulsory Attendance Determinations, attending a released time course has been added pursuant to SB 1049. SB 207 made clear that Health-Care Appointments includes appointments with mental health professionals, which has been added. HB 367 added specific requirements relating to Serious or Life-Threatening Illness and the form that the district must use for this purpose.

FEB(LEGAL) ATTENDANCE: ATTENDANCE ACCOUNTING

A new section on Emergency or Crisis has been added pursuant to SB 569.

FED(LEGAL) ATTENDANCE: ATTENDANCE ENFORCEMENT

HB 4504 from the 2023 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citation relating to expunction of records.

FEF(LEGAL) ATTENDANCE: RELEASED TIME

This new legal framework document reflects the requirements around released time courses in SB 1049.

FEF(LOCAL) ATTENDANCE: RELEASED TIME

New recommended language reflects SB 1049 requirements regarding released time courses.

FFA(LEGAL) STUDENT WELFARE: WELLNESS AND HEALTH SERVICES

Substantial revisions throughout are due to SB 12.

FFAC(LEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

SB 9 permits employees, including nurses, to administer nonprescription medication to a student without receiving additional documentation from that student's health care provider if the parent consents. Revisions at Administering Medication reflect those changes. SB 1619 required adding a definition of epinephrine delivery system and replacing "epinephrine auto-injector" with "epinephrine delivery system" throughout the policy. New Concussion Response Policy and Academic Accommodations sections were added in response to SB 2398. A citation error has been corrected at Maintenance and Administration of Medication for Respiratory Distress.

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FFAC(LOCAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

A recommended revision at Medication Provided by Parent has been made due to SB 920, which now allows school employees, including nurses, to administer nonprescription medication in accordance with legal requirements.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

Please note: Contact your policy consultant if this policy needs adjustments to address provisions regarding athletic trainers, epinephrine, or respiratory distress medication.

FFB(LEGAL) STUDENT WELFARE: CRISIS INTERVENTION

A new item 6 at Threat Assessment and Safe and Supportive Schools Team has been added due to HB 2. Revisions to the General Team Composition subsection under Membership have been made pursuant to HB 6. All other revisions are due to HB 121.

FFB(LOCAL) STUDENT WELFARE: CRISIS INTERVENTION

As required by HB 2, a provision is recommended for inclusion addressing the required notification that must be provided to teaching staff when a threat is made against the campus.

FFEA(LEGAL) COUNSELING AND MENTAL HEALTH: COUNSELING

Additional text at Higher Education Counseling has been included due to HB 2. The citation adjustment at Automatic Admission is due to rule redesignation to 19 Administrative Code 78.2001.

FFEB(LEGAL) COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

Changes have been made at Consent to Examinations, Tests, and Treatment and a cross-reference to materials regarding parental consent for psychological and psychiatric exams, tests, and treatment has been added in response to changes made by SB 12.

FFF(LEGAL) STUDENT WELFARE: STUDENT SAFETY

A section on Notice of Suspected Criminal Offense has been added due to SB 12. All other revisions and additions have been made pursuant to SB 571.

FFF(LOCAL) STUDENT WELFARE: STUDENT SAFETY

HB 2 prompted recommended revisions to this local policy regarding notifying a parent of a student with whom an employee or service provider is alleged to have engaged in misconduct.

FFG(LEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Definition changes are due to HB 1106, HB 1151, and SB 571. Reports of suspected abuse or neglect must now be made within 24, rather than 48, hours pursuant to SB 571. SB 571 additionally defined the law enforcement agencies to which such a report may be made at Abuse and Neglect Involving School Personnel and Those Responsible for Care. A section on Civil Liability has been included due to HB 4623. Citation changes at SBEC Disciplinary Action have been made pursuant to SB 571. The new 24 hour reporting requirement from SB 571 is also reflected in the Reporting Policy section.

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FFG(LOCAL)

STUDENT WELFARE: CHILD ABUSE AND NEGLECT

A recommended change at Reporting Child Abuse or Neglect reflects that SB 571 requires reporting within 24 hours of learning of the facts giving rise to suspicion of abuse or neglect of a child. The revision to item 1 at Making a Report also comes from SB 571.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

FFH(LEGAL)

STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

A section on Civil Liability has been added pursuant to HB 4623.

FL(LEGAL)

STUDENT RECORDS

A section on Vital Statistics Records has been added due to changes in HB 229. Under Disclosure with Consent, a reference to FFA has been added for clarity in light of SB 12 requirements. SB 12 also prompted changes relating to Access by Parents. A new section on My Texas Future Admissions Data Sharing has been added to reflect changes in SB 2314. A section on Records Requests Under Education Savings Account Program has been added pursuant to SB 2.

FM(LEGAL)

STUDENT ACTIVITIES

A cross-reference to FFAC has been included to ensure clarity around the rules surrounding concussions from SB 2398. Revisions in Parental Notice and Consent are due to SB 12. SB 401 prompted additional information at Participation by Homeschooled Students.

Please note: Information and a survey was emailed to districts in July regarding homeschool student participation in UIL activities. Districts that responded they were opting out of permitting homeschool students to participate in UIL activities received a draft of FD(LOCAL) with that opt-out language; a cross reference to FD(LOCAL) was placed at FM(LOCAL) for those same districts. Please contact your policy consultant if you have questions.

FNA(LEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION

The word "encouraged" has been deleted under Prayer at School Activities pursuant to SB 11. A section on Designated Time for Prayer and Religious Reading has been included in alignment with SB 11.

In response to SB 11, new provisions are included to address the option of a board to adopt a policy designating a time for prayer and reading of the Bible or other religious text. The new law requires the board to take a vote on whether to permit this activity within six months of the legislation's effective date. Since the law was effective on September 1, the board would need to take a vote prior to March 1, 2026.

FNAB(LEGAL)

STUDENT EXPRESSION: USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

A section on Student Clubs has been added pursuant to SB 12.

FNCD(LEGAL)

STUDENT CONDUCT: TOBACCO USE AND POSSESSION

Revisions to this code are due to SB 2024.

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FNCE(LEGAL)

STUDENT CONDUCT: PERSONAL COMMUNICATION DEVICES/ELECTRONIC DEVICES

Extensive revisions throughout are due to HB 1481. In addition, the subtopic for this policy code has been updated from Personal Telecommunications/Electronic Devices to Personal Communication Devices/Electronic Devices.

FNCG(LEGAL)

STUDENT CONDUCT: WEAPONS

SB 1596 repealed short-barrel firearms as a prohibited weapon in the Penal Code, so that provision has been deleted.

FNG(LEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

A section on Notice to Teacher or Employee has been added pursuant to HB 2. The provisions at Disruption have been removed at this code but remain in BED(LEGAL). All other revisions are due to SB 12.

FNG(LOCAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

We recommend for your consideration this revised student and parent complaint policy, which includes revisions prompted by the applicable portions of SB 12. Please contact your policy consultant if you wish to make additional revisions to this policy.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

FO(LEGAL)

STUDENT DISCIPLINE

HB 6 removed a district's authority to exempt itself from student discipline requirements through a District of Innovation plan; therefore, the Note indicating such an exemption has been deleted. Requirements relating to discipline for first-time vape offenses and information about parental involvement policies for school disciplinary placements have been added pursuant to HB 6. A section on Determination of Anti-semitism has been added due to SB 326. Substantial revisions in the section on Campus Behavior Coordinators and the Parent Involvement Policy are due to HB 6. A section called No Restriction of Recess or Physical Activity has been added pursuant to SB 25. Inclusion of contractors in Videotapes and Recordings is due to SB 12.

FO(LOCAL)

STUDENT DISCIPLINE

Minor edits are recommended to the language regarding Video and Audio Monitoring that make such monitoring permissive and clarify what should happen when video and audio recording equipment is in use.

FOA(LEGAL)

STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

Extensive revisions throughout this legal framework are due to HB 6.

FOB(LEGAL)

STUDENT DISCIPLINE: SUSPENSION

Revisions throughout are due to HB 6, including changes regarding both in- and out-of-school suspension, necessitating a change to the policy subtopic name.

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FOC(LLEGAL) STUDENT DISCIPLINE: PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING

HB 1422 changed the victim age relating to the crime of voyeurism from younger than 14 to younger than 18. All other revisions are pursuant to HB 6.

FOD(LLEGAL) STUDENT DISCIPLINE: EXPULSION

The section on Consideration of Virtual Education as Alternative to Expulsion is included pursuant to SB 569. All other revisions are due to HB 6.

FODA(LLEGAL) EXPULSION: JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM

A citation adjustment has been made at Court-Ordered Placement after HB 6 repealed Education Code 37.007(d).

FOE(LLEGAL) STUDENT DISCIPLINE: EMERGENCY AND ALTERNATIVE PLACEMENT

A subsection called Single Incident has been added under Emergency Placements due to changes from HB 6.

FOF(LLEGAL) STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

HB 6 amended Education Code 37.001(b-1), and a slight revision under ARD Committee Required has been made as a result.

FP(LLEGAL) STUDENT FEES, FINES, AND CHARGES

The section on TXVSN has been retitled Hybrid or Virtual Course with language revised in accordance with SB 569. Attorney general guidance regarding Authorized Fees has also been added.

GBA(LLEGAL) PUBLIC INFORMATION PROGRAM: ACCESS TO PUBLIC INFORMATION

In the Information That Must Be Disclosed section, a subsection on Personal Services Contract has been added pursuant to HB 3372. A citation at Student Victim Information has been revised based on SB 571. Employee Victims has been amended based on revisions in SB 2601. Language has been added at Cybersecurity Information pursuant to HB 3112. HB 150 Cyber Command revisions prompted language and citation changes in the Texas VIRT Information section. SB 1540 adds election officials to the list of individuals who have the option to restrict access to some personal information. Additional language is included in Board Member and Employee Personnel Information due to SB 370.

GBAA(LLEGAL) ACCESS TO PUBLIC INFORMATION: REQUESTS FOR INFORMATION

Changes throughout are due to HB 4219.

GC(LLEGAL) PUBLIC NOTICES

A section on Digital Newspaper has been added due to SB 1062.

GF(LLEGAL) PUBLIC COMPLAINTS

Revisions throughout are the result of SB 12.

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GF(LOCAL)

PUBLIC COMPLAINTS

We recommend for your consideration this revised public complaint policy, which includes revisions prompted by the applicable portions of SB 12.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

GKA(LEGAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Additional language at Refusal of Entry or Ejection of Unauthorized Persons has been included pursuant to SB 2929.

GKA(LOCAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Language regarding handguns is recommended for revision due to SB 706.

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

GNB(LEGAL)

RELATIONS WITH EDUCATIONAL ENTITIES: REGIONAL EDUCATION SERVICE CENTERS

The revisions relating to special education service group and dyslexia are due to HB 2.

GRAA(LEGAL)

STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

Citation revisions are due to HB 6 and to correct a formatting issue.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

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**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.

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 three consecutive work-days 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. For this type of leave, it is usually possible to plan or schedule in advance.

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*Request for
Leave*

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 employee in a position requiring at least 20 hours per week shall earn paid local leave days per school year in accordance with administrative regulations. An employee in a position normally requiring 10, 11, or 12 months of service shall earn five, six, or seven paid leave days per school year, respectively.

Local leave shall accumulate to a maximum of 100 leave days.

Local leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995-96 school year, except that an employee may contribute local leave to a sick leave bank. [See DEC(LEGAL)]

Bereavement Leave

An employee shall be granted three days of bereavement leave upon the death of a member of the employee's immediate family. Such leave shall be taken with no loss of pay or other paid leave.

Extended Sick Leave

After all available paid leave days and any applicable compensatory time have been exhausted, an employee shall be granted extended sick leave in accordance with the chart below. An employee may be granted extended sick leave for the employee's own catastrophic illness or injury, including pregnancy-related illness or injury, or the catastrophic illness or injury, including pregnancy-related illness or injury, of the employee's dependent child, spouse, or parent.

An eligible employee shall have been employed by the District for the immediately preceding 12-month period consisting of at least 1,250 hours.

Years of Service	Maximum Extended Sick Leave Days: Employee	Maximum Extended Sick Leave Days: Child/Spouse/Parent
5-9	15	5
10 or more	20	10

A written request for extended sick leave must be accompanied by medical certification of the illness or injury.

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For professional employees, the District shall deduct the rate of pay of a certified long-term substitute for each day of extended sick leave taken, whether or not a substitute is employed. For employees other than professionals, the District shall deduct an amount equal to one-half the individual employee's daily rate of pay, not to exceed the daily rate of pay of a certified long-term teacher substitute for each day of extended sick leave taken.

Sick Leave Bank

The District shall establish a sick leave bank that employees may join through contribution of 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 a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.

The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:

1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the sick leave bank;
3. The maximum number of days per school year a member employee may receive from the sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

**Leave Donation –
Friends Helping
Friends**

A full-time employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness of an immediate family member as defined under DEC(Local) may receive or participate to donate in a friends helping friends leave donation program. District employees may donate local leave or state personal leave for use by the eligible recipient.

The Superintendent shall develop regulations for the operations of the friends helping friends leave donation program that address the following:

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1. Procedures to donate and receipt of leave from the program;
2. Maximum number of days per school year a member may donate to the program;
3. Maximum number of days per school year a member may receive from the program;
4. The committee or administrator authorized to consider requests under the program and criteria for donation of leave under the program;
5. Criteria for receipt of donations and criteria for receipt;
6. Any and all additional procedures deemed necessary for the operation and management of the friends helping friends leave donation program.

See DEC(Regulation)

An Employee may appeal a decision regarding the establishment or implementation of the District's friends helping friends leave donation program in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Mental Health Leave

A District peace officer who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

6. Circumstances or reasons under which an eligible employee may use mental health leave;
7. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;
8. The administrator authorized to approve requests for mental health leave; and
9. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor

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to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

**Line of Duty Illness
or Injury Leave of
Absence**

Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with law, the police officer may use accumulated leave.

**Family and Medical
Leave**

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month
Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

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.

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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	<p>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. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p> <p>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.</p> <p>The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.</p>
Workers' Compensation	<hr/> <p>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.</p> <hr/> <p>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.</p>
Paid Leave Offset	The District shall 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.
Annual Payment for Unused Leave	<p>Each employee may request annual payment for unused local leave to a maximum of five days per school year.</p> <p>An employee who wishes to receive payment for unused leave must submit his or her written request in accordance with administrative procedures.</p> <p>The employee shall receive payment for each day of unused local leave at a rate established by the Board.</p> <p>Days for which the employee received payment shall not be available to that employee for use in the District.</p> <p>The rate established by the Board shall be in effect until a new rate is adopted. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.</p>

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**Payment for
Accumulated Leave
Upon Separation**

The following leave provisions shall apply to local leave accumulated beginning on the original effective date of this program.

An employee who separates from employment with the District shall be eligible for payment for accumulated local leave when the employee's separation from employment is voluntary, i.e., the employee is retiring or resigning and is not being discharged or nonrenewed.

The employee shall receive payment for each day of accumulated local leave, to a maximum of 30 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

**Payment for
Accumulated Leave
Upon Retirement**

The following leave provisions shall apply to state leave accumulated beginning on the original effective date of this program.

An employee who retires from the District shall be eligible for payment for accumulated state leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee is retiring under the Teacher Retirement System of Texas (TRS).
3. The employee provides advance written notice of intent to retire by March 1 of the current school year, with a retirement date no later than June 30 of the same year.
4. The employee has at least ten years of service with the District.

The employee shall receive payment for each day of accumulated state leave, to a maximum of 50 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

REGULATIONS

Leave Donation – Friends Helping Friends

An employe may voluntarily donate personal sick days to another employee who is in need of additional paid leave days only after the recipient has exhausted all his/her accumulated paid leave days. The maximum number of days received through the program may not exceed 30 days during the school year. The school year is defined as July through June of the following year. The leave days must be used in the event of an unforeseeable, catastrophic illness or injury to the employee or member of the immediate family as defined in DEC(Local). Any days provided through the “Friends Helping Friends” program will be donated from one Santa Fe ISD employee, hereinafter termed the donor, to another employee, termed the recipient, by following the stated procedures.

Procedures for Requests

A written request for the donation of sick days shall be made by the donor. The request shall be made to the Benefits department and the donor’s supervisor.

Requests may not be made for conditions which would qualify the employee for workers’ compensation or the District’s long-term disability coverage. In no case shall the recipient receive from Santa Fe ISD a daily rate which exceeds his/her current daily salary. In the event of the death of the recipient, unused donated days shall not be transferred to the estate of the deceased. Donor must be in good standing with the district to make request.

The “Friends Helping Friends” program is based on goodwill which in no way creates a responsibility on either donor, recipients, or the school district.

The maximum allowable donation is five days per school year. The minimum allowable donation for any individual is one day. An employee who wishes to donate must have a minimum of 10 days to qualify as a donor. Only local and state leave may be donated. If an employee donates days, they hereby forfeit the ability to receive cash out payment for the school year where the donation occurred. By law, sick leave accumulated prior to the 1995-96 school year cannot be donated.

If a recipient receives donations from multiple donors, he or she must use only those days donated that are necessary. The donations will be used in the order they are received, and days in excess of use will be returned to the donor or donors whose days had not been utilized.

Recipients may not accumulate days in excess to maintain a pool of days in their personal account. Days shall not be available for cash out at end of school year.

In case of termination of employment or resignation remaining additional donated days will be forfeited by the recipient and will not be paid out.

Procedures

1. Donor will initiate a written transfer request along with the recipient's information. The request is submitted for verification of conditions.
2. Donor will be notified of decision; if approved the recipient will receive notification indicating the addition of days to their account.
3. If decision is denied, an explanation of denial will accompany the notification. Donor may at that time request an appeal by resubmitting request with additional information.
4. Benefits specialist will notify recipients supervisor of additional time off available for employee.
5. Information regarding donors remain confidential, including names, and number of days donated.
6. Benefits specialist will ensure each donor is qualified to donate day to recipient's bank. Donor's leave bank will be reduced by Payroll as donated days are applied to Recipient.

An Employee may appeal a decision regarding the establishment or implementation of the District's friends helping friends leave donation program in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.