

BOARD OF TRUSTEES
Regular Meeting Agenda
May 20, 2025
5:30 PM

The Board of Trustees of the Midland Independent School District will attend the following Regular Meeting on May 20, 2025, beginning at 5:30 PM at
Bowie Fine Arts Academy
805 Elk Avenue
Midland, Texas 79701.

**Please note that the District may add or remove agenda items up until 72 hours prior to the meeting. Pursuant to the Texas Open Meetings Act the District must publicly post this notice and agenda 72 hours prior to the meeting.*

Public Forum: Participants must register to speak in person 5 minutes before the meeting begins, on the day of the meeting.

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.
3. Moment of Silence
4. Pledge to the US Flag and Texas Flag
 - A. Greathouse Elementary: Principal, Tonya Sanchez: Pledge Leaders, Presley Talbert & Olivia Nutting
5. Public Forum
6. Consent Agenda
 - A. Approval of Board Meeting Minutes



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Subject: Approval of Board Meeting Minutes

Consent Item

Attached you will find minutes of meeting of the Board of Trustees for:

Regular Board Meeting, April 15, 2025

Regular Meeting
Tuesday, April 15, 2025 5:30 PM

Bowie Fine Arts Academy
805 Elk Avenue
Midland, Texas 79701

The Board of Trustees of the Midland Independent School District met for a Regular Board Meeting Tuesday, April 15, 2025, beginning at 5:30 PM at Bowie Fine Arts Academy, 805 Elk Avenue, Midland Texas 79701

The following members were present:

Brandon Hodges, President
Joshua Guinn, Vice President
Angel Hernandez, Secretary
Tommy Bishop
Michael Booker
Sara Burleson
Dr. Matthew Friez

Dr. Stephanie Howard, Superintendent

1. Call to Order - Roll Call

2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.

3. Moment of Silence

4. Pledge to the US Flag and Texas Flag

4.A. Emerson Elementary: Principal, Christin Nix; Pledge Leaders, Shamira Limendux Lorenzo & Ukari Osuamkpe

5. Public Forum

Patricia Maurer	9.G. Administration to Provide Daily Access to all Communication Exchanges Daily to the Public
Alayna Brooks	Board Transparency & Accountability
Reagan Hignojo	Public Comment Recent Board Decisions
Amber Davidson	PTA Engagement
Kristen Vazquez	Student Behavior
Crystal Deerman	9.C. Budget Amendment #9

6. Consent Agenda

The Board Approved the Consent Agenda.

Motion, made by Joshua Guinn and seconded by Angel Hernandez

Motion Carried 7-0

6.A. Approval of Board Meeting Minutes

6.B. Approval of Monthly Financials

6.C. Approval of Quarterly Investment Report

6.D. Approval of the 2025 Summer School Compensation Manual

6.E. Approval of the 2025-2026 Certification of Provision of Instructional Materials

6.F. Approval of the 2024-2025 Application for Low Attendance Waiver

6.G. Approval of RFP #18-53 Board Resolution Extending Depository Contract (Extension 3 of 3)

6.H. Approval of Annual Financial Audit Engagement Letter

6.I. Approval of Construction Materials Testing Services Firm for 2023 Bond Program Package #8: Elementary Group B and Authorization to Negotiate and Execute Agreement

6.J. Approval of Geotechnical Services Firm for 2023 Bond Program Package #9: Middle School Group C and Authorization to Negotiate and Execute Agreement

6.K. Approval of Surveying Firm for 2023 Bond Program #8: Elementary Group B and Authorization to Negotiate and Execute Agreement

6.L. Approval of Donations over \$20,000

7. Superintendent's Update

8. District Informational Reports

8.A. Bond 2023 Monthly Report

8.B. Financial and Budget Preparation for 2025-2026 Update #3

8.C. Strategic Plan Oversight Committee (SPOC) Quarterly Update

8.D. Academic Update: Board Goal Progress Measures 1.3, K-2 mCLASS

9. Action Items

9.A. Discussion of and Request for Approval to Hire the Principals for Early College High School at Midland College and Barbara Yarbrough Elementary

The Board Approved to Hire the Principals Renee Hidalgo for Early College High School at Midland College and Kristin Godwin at Barbara Yarbrough Elementary.

Motion, made by Tommy Bishop and seconded by Michael Booker

Motion carried 7-0

9.B. Discussion of and Request for Approval of the 2025-2026 Employee Contract Renewals and Extensions

The Board Approved the 2025-2026 Employee Contract Renewals and Extensions.

Motion, made by Angel Hernandez and seconded by Michael Booker

Motion carried 7-0

9.C. Discussion of and Request for Approval of Budget Amendment #9

The Board Approved Budget Amendment #9.

Motion, made by Michael Booker and seconded by Tommy Bishop

Motion carried 7-0

9.D. Discussion of and Request for Approval of RFP #24-226 Asbestos Abatement Projects: Alamo JH, Goddard JH, and Midland FHS

The Board Approved the RFP #24-226 Asbestos Abatement Projects: Alamo JH, Goddard JH, and Midland FHS.

Motion, made by Sara Burleson and seconded by Michael Booker

Motion carried 7-0

9.E. Discussion of and Request for Approval of Partial Guaranteed Maximum Price (GMP) #1 for Bond Package #3: Eight Elementaries: Safety Scope, Fire Sprinkler System Installation

The Board Approved the Partial Guaranteed Maximum Price (GMP) #1 for Bond Package #3: Eight Elementaries: Safety Scope, Fire Sprinkler System Installation.

Motion, made by Michael Booker and seconded by Sara Burleson

Motion carried 7-0

9.F. Discussion of and Action Item: Present TEA 2025 STAAR Results to School Board After Release by Texas Education Agency

The Board Voted to Table the TEA 2025 STAAR Results to School Board After Release by Texas Education Agency.

Motion, made by Brandon Hodges and seconded by Angel Hernandez

Motion carried 4-3

Against: Michael Booker, Tommy Bishop, Sara Burleson

9.G. Discussion and Action Item: Administration to Provide Daily Access to all Communication Exchanges Daily to the Public

No Motion Made for Administration to Provide Daily Access to all Communication Exchanges Daily to the Public

10. Closed session in accordance with Government Code Section 551.001 et. seq.

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

11. Action Arising from Closed Session

No Closed Session Held

12. Information Items

12.A. Board Committee Monthly Report

12.B. Donations over \$5,000-Less than \$20,000

12.C. Human Capital Monthly Report

13. Adjourn

Meeting adjourned at approximately 8:27 p.m.

Motion, made by Angel Hernandez and seconded by Joshua Guinn

Motion carried 7-0

Board Presidents

Board Secretary



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Tucker Durham, Chief Financial Officer

Subject: Approval of the Monthly Financials

Consent Item

Financial Impact

District's financial position as of the month of April 2025.

Board Goal/Strategic Plan Goals

Goal 8, Initiative 2

Executive Summary

The attached financial report provides information about the operations results for the month of April 2025. It provides information on the originally adopted budget, the revised adopted budget, year-to-date activity, and the percentage of the revised budget utilized through the end of the previous month. The funds outlined in the report are the three legally adopted budgets the board must approve annually (general fund, child nutrition fund, and debt service fund). There are also two additional pages to show the year-to-date activities for the district self-insurance fund, including medical, dental, and workers' compensation and the district's staff housing fund. The last portion of the document outlines the district's year-to-date and anticipated cash flows throughout the fiscal year.

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

April 2025 Monthly Financial Report

Monthly Financial Report

As of April 30, 2025

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES

GENERAL FUND

As of April 30, 2025

	Original Budget	Revised Budget	2024-2025 FYTD Activity	Percent of Revised Budget
REVENUES				
5710 Ad Valorem Taxes	\$ 321,544,406	\$ 329,935,695	\$ 327,601,108	99.29%
5700 Other Local Revenue	16,806,748	17,749,233	16,973,811	95.63%
5800 State Revenue	18,905,031	24,283,810	10,025,765	41.29%
5831 TRS On-Behalf	10,742,905	10,750,540	10,018,525	93.19%
5900 Federal Revenue	1,219,276	1,219,276	733,938	60.19%
Total Revenues	369,218,366	383,938,554	365,353,147	95.16%
EXPENDITURES by FUNCTION				
11 - Instructional Services	182,106,459	185,343,930	138,171,161	74.55%
12 - Instructional Resources and Media Services	3,471,082	3,480,908	2,486,268	71.43%
13 - Staff Development	5,152,769	5,420,718	5,507,576	101.60%
21 - Instructional Administration	7,879,559	7,996,314	5,612,973	70.19%
23 - Campus Administration	16,844,981	16,915,124	12,582,069	74.38%
31 - Guidance and Counseling	13,244,624	14,895,354	10,198,972	68.47%
32 - Social Services	816,045	759,785	450,950	59.35%
33 - Health Services	3,950,812	3,956,512	2,729,791	68.99%
34 - Student (Pupil) Transportation	9,517,891	9,878,114	7,305,754	73.96%
35 - Food Services	232,650	232,650	185,171	79.59%
36 - Cocurricular / Extracurricular Activities	9,884,785	8,620,909	6,055,641	70.24%
41 - General Administration	8,992,032	9,411,801	6,778,645	72.02%
51 - Plant Maintenance and Operation	47,348,467	44,732,204	30,219,104	67.56%
52 - Security and Monitoring Services	7,338,925	8,147,058	6,731,815	82.63%
53 - Data Processing Services	7,902,408	7,161,296	5,456,512	76.19%
61 - Community Services	1,657,344	1,663,251	992,362	59.66%
71 - Debt Services	3,503,285	4,342,339	2,958,838	68.14%
81 - Facilities Acquisition and Construction	-	472,473	472,473	100.00%
91 - Contract Instructional Services (Ch. 49 Recap)	78,418,965	87,224,540	72,687,117	83.33%
93 - Shared Service Arrangements	-	232,667	112,667	48.42%
99 - Intergovernmental Charges	3,509,476	3,509,476	3,496,578	99.63%
Total Expenditures	411,772,559	424,397,420	321,192,437	75.68%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	1,602,745	1,699,117	
8900 Other Financing Uses	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(38,856,121)	45,859,827	
EXPENDITURES by OBJECT				
6100 Payroll	241,826,275	240,432,274	179,167,339	74.52%
6200 Contracted Services	55,886,466	59,973,490	44,133,705	73.59%
6224 Ch. 49 Recapture Payment	78,418,965	87,224,540	72,687,117	83.33%
6300 Supplies	16,343,653	14,775,297	8,975,640	60.75%
6400 Other Operating Expenses	11,824,401	11,013,248	8,371,633	76.01%
6500 Debt Service	3,503,285	4,342,339	2,958,838	68.14%
6600 Capital Outlay	3,969,514	6,636,234	4,898,166	73.81%
Total Expenditures	411,772,559	424,397,420	321,192,437	75.68%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	1,602,745	1,699,117	
8900 Other Financing Uses	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(38,856,121)	45,859,827	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
CHILD NUTRITION FUND
As of April 30, 2025

	Original Budget	Revised Budget	2024-2025 FYTD Activity	Percent of Revised Budget
REVENUES				
5700 Other Local Revenue	\$ 3,935,250	\$ 3,959,227	\$ 3,014,730	76.14%
5800 State Revenue	57,500	57,500	59,901	104.18%
5900 Federal Revenue	13,285,000	13,285,000	11,603,811	87.35%
Total Revenues	17,277,750	17,301,727	14,678,442	84.84%
EXPENDITURES by FUNCTION				
35 - Food Services	17,277,750	23,377,750	13,547,680	57.95%
Total Expenditures	17,277,750	23,377,750	13,547,680	57.95%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	1,461	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	1,461	
Excess (Deficiency) of Revenues Over Expenditures	-	(6,076,023)	1,132,222	
EXPENDITURES by OBJECT				
6100 Payroll	7,635,059	7,635,059	5,292,054	69.31%
6200 Contracted Services	1,215,251	2,142,051	1,589,411	74.20%
6300 Food & Other Supplies	8,160,940	9,399,564	5,678,371	60.41%
6400 Other Operating Expenses	266,500	286,655	437,894	152.76%
6600 Capital Outlay	-	3,914,421	549,950	14.05%
Total Expenditures	17,277,750	23,377,750	13,547,680	57.95%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	1,461	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	1,461	
Excess (Deficiency) of Revenues Over Expenditures	-	(6,076,023)	1,132,222	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
DEBT SERVICE FUND
As of April 30, 2025

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>2024-2025 FYTD Activity</u>	<u>Percent of Revised Budget</u>
REVENUES				
5710 Ad Valorem Taxes	\$ 99,144,577	\$ 99,144,577	\$ 102,901,769	103.79%
5700 Other Local Revenue	2,000,000	2,000,000	1,563,612	78.18%
5800 State Revenue	520,485	520,485	412,544	79.26%
Total Revenues	101,665,062	101,665,062	104,877,925	103.16%
EXPENDITURES by FUNCTION				
71 - Debt Service (Principal)	29,725,000	29,712,000	29,010,000	97.64%
71 - Debt Service (Interest)	38,685,780	38,685,780	36,788,556	95.10%
71 - Bond Issuance Cost and Fees	33,254,282	105,127,520	105,117,025	99.99%
Total Expenditures	101,665,062	173,525,300	170,915,581	98.50%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	(66,037,656)	
EXPENDITURES by OBJECT				
6500 Debt Service	101,665,062	173,525,300	170,915,581	98.50%
Total Expenditures	101,665,062	173,525,300	170,915,581	98.50%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	(66,037,656)	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
LOCAL CAPITAL PROJECTS FUND
As of April 30, 2025

	Beginning Project Balance	Revised Budget	2024-2025 FYTD Activity	Percent of Revised Budget
REVENUES				
Interest Income		\$ -	\$ 411,330	0.00%
Total Revenues		-	411,330	0.00%
EXPENDITURES by PROJECT				
Fuel Pumps Transportation	106,527	106,527	106,527	100.00%
LHS Battery Power Backup	102,905	102,905	102,905	100.00%
LHS Parking Lot	209,576	209,576	209,576	100.00%
LHS Side Court Backstops	-	12,500	-	0.00%
MHS Parking Lot	243,432	243,432	243,432	100.00%
MHS Side Court Backstops	-	12,500	-	0.00%
Memorial Stadium Transformer Project	-	88,608	59,072	66.67%
Phase III RO	173,079	173,079	173,079	100.00%
Scharbauer Refresh	4,550	4,550	-	0.00%
Trane HVAC A/C Project	472,755	472,755	-	0.00%
Trane Project Phase III	442,408	442,408	351,806	79.52%
Trane Project Phase IV	4,252,027	4,252,027	4,189,585	98.53%
Non-Fixed Asset Expenditures	115,769	115,769	115,664	99.91%
Contingency	-	-	-	0.00%
Total	6,123,027	6,236,635	5,551,646	89.02%
Ending Estimated Fund Balance		(6,236,635)	(5,140,316)	
Beginning Fund Balance		(9,380,463)		
Transfer In		-		
Net Change in Budget Balance		3,143,827.61		

**MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES**

SELF INSURANCE FUND

As of April 30, 2025

	2024-2025 FYTD Activity MEDICAL	2024-2025 FYTD Activity DENTAL	2024-2025 FYTD Activity WORKERS COMP	2024-2025 FYTD Activity TOTAL
REVENUES				
Premiums Collected	\$ 19,380,732	\$ 1,018,281	\$ 1,838,603	\$ 22,237,616
Stop/Loss Rebates	380,864	-	-	380,864
Interest Income	178,419	-	-	178,419
Total Revenues	19,940,015	1,018,281	1,838,603	22,796,899
EXPENDITURES				
Medical/Dental/Workers Comp Claims	13,062,698	850,073	548,297	14,461,069
RX Claims	6,954,549	-	-	6,954,549
MISD Care Clinic	194,493	-	-	194,493
Claims Administration: BCBS/TASB	235,827	-	-	235,827
Other Administrative Expenses: TPA Fees	67,980	-	73,725	141,705
Stop/Loss	1,363,250	-	159,457	1,522,707
Total Expenditures	21,878,798	850,073	781,479	23,510,350
Excess (Deficiency) of Revenues Over Expenditures	(1,938,783)	168,208	1,057,124	(713,451)

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES

HOUSING FUND

As of April 30, 2025

	2024-2025 FYTD Activity	2024-2025 FYTD Activity	2024-2025 FYTD Activity TOWN & COUNTRY	2024-2025 FYTD Activity
	<u>STONEGATE</u>	<u>SIMPATICO</u>	<u>TOWN & COUNTRY</u>	<u>TOTAL</u>
REVENUES				
Donations	\$ -	\$ -	\$ -	\$ -
Rental Income	2,600	182,791	214,174	399,565
Operating Transfers In	-	-	-	-
Misc. Income	-	-	-	-
Total Revenues	<u>2,600</u>	<u>182,791</u>	<u>214,174</u>	<u>399,565</u>
EXPENDITURES				
6200 Professional & Contracted Services	97,919	106,622	121,859	326,400
6300 Supplies & Materials	-	-	-	-
6400 Other Operating Expenses	300	16,452	56,192	72,944
6600 Capital Outlay	-	-	-	-
Total Expenditures	<u>98,219</u>	<u>123,074</u>	<u>178,052</u>	<u>399,345</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>(95,619)</u>	<u>59,718</u>	<u>36,122</u>	<u>221</u>

Cash Flow Year-to-Date

As of April 30, 2025

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
GENERAL FUND
As of April 30, 2025

	JULY ACTUAL	AUGUST ACTUAL	SEPTEMBER ACTUAL	OCTOBER ACTUAL	NOVEMBER ACTUAL	DECEMBER ACTUAL	JANUARY ACTUAL	FEBRUARY ACTUAL	MARCH ACTUAL	APRIL ACTUAL	MAY <i>Projected</i>	JUNE <i>Projected</i>	YEAR-END <i>Projected</i>
RECEIPTS													
Local Revenue													
Tax Collections	148,407	168,073	701,610	1,530,677	17,764,140	28,760,735	72,605,991	125,563,507	61,828,962	1,955,697	2,000,000	3,000,000	316,027,798
Interest Income	1,446,677	1,092,291	826,663	672,177	576,246	575,558	674,848	934,949	1,214,215	1,233,809	1,784,140	1,656,045	12,687,618
Other Local Revenue	559,909	644,418	743,240	957,844	676,913	665,631	1,193,487	1,615,394	528,600	414,183	500,000	500,000	8,999,620
State Revenue													
Available School Fund	-	-	1,058,742	1,089,722	1,084,559	1,864,481	-	-	1,978,075	1,041,703	3,500,000	-	11,617,282
Foundation & Misc	-	-	1,820,401	434,303	-	-	-	-	-	-	-	-	2,254,704
Federal Revenue													
MAC/SHARS	2,524	31,577	59,551	74,164	46,910	14,316	17,126	-	-	-	40,000	40,000	326,169
Other Federal Funds	7,110	-	3,791	14,215	7,108	7,108	7,108	7,108	7,108	7,108	7,000	7,000	81,761
Prior Year Revenue													
PY Tax Collections	868,427	787,844	-	-	-	-	-	-	-	-	-	-	1,656,271
PY State Revenue	688,201	13,238,683	-	-	-	-	-	-	-	-	-	-	13,926,884
PY Federal Revenue	-	-	-	1,778,384	-	-	-	-	-	-	-	-	1,778,384
Total Cash Inflows	3,721,256	15,962,887	5,213,998	6,551,485	20,155,875	31,887,829	74,498,559	128,120,958	65,556,960	4,652,500	7,831,140	5,203,045	369,356,492
DISBURSEMENTS													
Payroll	10,707,703	11,274,402	11,738,755	12,034,121	12,370,204	15,158,177	11,555,972	13,105,498	11,782,518	11,760,475	14,000,000	11,800,000	147,287,825
Accounts Payable	8,468,498	26,091,235	12,108,586	16,241,835	13,080,213	12,764,312	13,101,335	11,502,606	11,250,055	10,466,474	18,000,000	19,000,000	172,075,149
Other (Whse, Prepaid, etc)	-	(1,692)	(76)	(1,999)	-	(2,351)	(2,161)	-	-	(199)	-	-	(8,479)
PY AP	2,381,384	448,895	-	-	-	-	-	-	-	-	-	-	2,830,279
PY Chapter 49	-	89,956,793	-	-	(56,141)	-	-	-	-	-	-	-	89,900,652
Total Cash Outflows	21,557,585	127,769,633	23,847,265	28,273,958	25,394,275	27,920,137	24,655,146	24,608,104	23,032,572	22,226,749	32,000,000	30,800,000	412,085,426
Net Cash Flow	(17,836,329)	(111,806,747)	(18,633,267)	(21,722,473)	(5,238,400)	3,967,691	49,843,413	103,512,854	42,524,388	(17,574,250)	(24,168,860)	(25,596,955)	(42,728,934)
RECONCILIATION													
Beginning Cash Balance	331,272,346	309,946,329	198,764,562	176,939,502	151,251,099	149,631,770	154,368,078	214,445,060	308,968,975	353,214,864	336,630,154	312,461,294	331,272,346
Monthly Net Cash Flow	(17,836,329)	(111,806,747)	(18,633,267)	(21,722,473)	(5,238,400)	3,967,691	49,843,413	103,512,854	42,524,388	(17,574,250)	(24,168,860)	(25,596,955)	(42,728,934)
Payroll for Other Funds	(819,397)	(807,422)	(839,461)	(834,700)	(852,366)	(1,142,150)	(812,040)	(824,577)	(780,502)	(773,916)	-	-	(8,486,530)
AP for Other Funds	(2,589,970)	(16,032,365)	(5,692,462)	(5,738,821)	(2,643,319)	(1,240,027)	(1,131,120)	(1,145,307)	(1,139,995)	(1,129,316)	-	-	(38,482,704)
Receipts for Other Funds	1,580,252	458,258	5,471,998	8,085,660	2,838,100	3,185,272	2,820,038	6,555,843	2,174,850	4,422,851	-	-	37,593,121
Transfers In/Out Other Funds	(2,576,733)	11,443,016	(1,835,664)	(2,535,568)	4,328,451	(107,752)	9,478,143	(13,339,803)	(393,780)	65,424	-	-	4,525,733
Outstanding Checks	2,205,412	7,733,797	3,901,828	906,591	802,180	820,809	653,200	361,168	2,156,943	504,155	-	-	20,046,081
AP Issued in Prior & Cleared	(1,231,286)	(464,654)	(4,192,898)	(343,221)	(767,928)	(659,010)	(56,274)	(594,208)	(200,730)	(550,890)	-	-	(9,061,100)
PR Issued in Prior & Cleared	(57,966)	(1,705,650)	(5,134)	(3,505,872)	(86,045)	(88,526)	(718,376)	(2,055)	(95,285)	(1,548,767)	-	-	(7,813,675)
Ending Cash Balance	309,946,329	198,764,562	176,939,502	151,251,099	149,631,770	154,368,078	214,445,060	308,968,975	353,214,864	336,630,154	312,461,294	286,864,339	286,864,339

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
CHILD NUTRITION FUND
As of April 30, 2025

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	YEAR-END
	ACTUAL	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>									
RECEIPTS													
Local Revenue	13,834	248,437	331,380	449,110	367,393	256,725	257,701	424,784	281,793	363,367	350,000	20,000	3,364,524
State Revenue	-	-	-	-	-	-	-	-	59,901	-	-	-	59,901
Federal Revenue	140,502	18,475	914,612	1,346,681	1,441,357	1,045,743	957,098	1,126,766	1,329,934	1,047,399	1,500,000	1,000,000	11,868,568
Total Cash Inflows	154,336	266,913	1,245,992	1,795,791	1,808,750	1,302,467	1,214,799	1,551,550	1,671,629	1,410,766	1,850,000	1,020,000	15,292,993
DISBURSEMENTS													
Payroll	137,066	321,599	335,196	331,149	334,633	507,526	335,279	329,040	327,077	321,261	350,000	300,000	3,929,826
Accounts Payable	29,260	912,552.01	967,887	1,287,214	943,080	963,169	930,339	1,158,288	994,853	984,928	1,000,000	250,000	10,421,570
Inventory	-	1,692	-	-	-	-	-	-	-	-	-	-	1,692
PY AP	45,915	285	-	-	-	-	-	-	-	-	-	-	46,200
Total Cash Outflows	212,241	1,236,128	1,303,083	1,618,363	1,277,714	1,470,695	1,265,618	1,487,328	1,321,930	1,306,189	1,350,000	550,000	14,399,288
Net Cash Flow	(57,905)	(969,216)	(57,090)	177,429	531,037	(168,227)	(50,819)	64,222	349,699	104,577	500,000	470,000	893,706
RECONCILIATION													
Beginning Cash Balance	3,701,231	3,675,894	3,495,010	4,941,364	4,441,880	4,064,508	3,634,723	3,280,926	5,463,606	4,964,247	4,514,760	5,014,760	3,701,231
Monthly Net Cash Flow	(57,905)	(969,216)	(57,090)	177,429	531,037	(168,227)	(50,819)	64,222	349,699	104,577	500,000	470,000	893,706
Transfers In/Out Other Funds	20,674	601,550	1,577,905	(757,962)	(836,988)	(184,586)	(481,654)	2,274,285	(843,877)	(552,670)	-	-	816,676
AP Issued in Prior & Cleared	(2,621)	(11,904)	(156,318)	(78,103)	(156,079)	(81,555)	(1,313)	(176,677)	(16,977)	(8,182)	-	-	(689,729)
Outstanding Checks	14,516	198,686	81,858	159,151	84,658	4,583	179,989	20,850	11,796	6,788	-	-	762,876
Ending Cash Balance	3,675,894	3,495,010	4,941,364	4,441,880	4,064,508	3,634,723	3,280,926	5,463,606	4,964,247	4,514,760	5,014,760	5,484,760	5,484,760

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
DEBT SERVICE FUND

As of April 30, 2025

	JULY ACTUAL	AUGUST ACTUAL	SEPTEMBER ACTUAL	OCTOBER ACTUAL	NOVEMBER ACTUAL	DECEMBER ACTUAL	JANUARY ACTUAL	FEBRUARY ACTUAL	MARCH ACTUAL	APRIL ACTUAL	MAY <i>Projected</i>	JUNE <i>Projected</i>	YEAR-END <i>Projected</i>
RECEIPTS													
Local Revenue													
Tax Collections	233,686	40,495	192,004	467,554	5,546,997	9,012,090	22,797,190	39,487,107	19,457,418	609,908	250,000	600,000	98,694,448
Interest Income	525,302	246,825	43,129	43,094	53,246	83,370	125,831	148,755	131,471	162,589	516,125	503,867	2,583,605
State Revenue	-	-	-	-	412,544	-	-	-	-	-	-	-	412,544
PY Tax Collections	38,551	218,579	-	-	-	-	-	-	-	-	-	-	257,130
Total Cash Inflows	797,538	505,899	235,133	510,649	6,012,788	9,095,460	22,923,022	39,635,861	19,588,888	772,497	766,125	1,103,867	101,947,727
DISBURSEMENTS													
Debt Service Payment	-	2,270,545	-	-	-	-	-	63,528,011	-	-	-	-	65,798,556
Debt Service Fees	-	105,114,520	5,680	-	-	500	500	-	1,005	-	-	-	105,122,205
PY AP	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Cash Outflows	-	107,385,065	5,680	-	-	500	500	63,528,011	1,005	-	-	-	170,920,761
Net Cash Flow	797,538	(106,879,166)	229,453	510,649	6,012,788	9,094,960	22,922,522	(23,892,150)	19,587,883	772,497	766,125	1,103,867	(68,973,034)
RECONCILIATION													
Beginning Cash Balance	115,901,373	116,698,911	9,895,977	10,125,430	10,636,078	16,236,322	26,107,602	39,303,407	25,459,775	45,048,663	45,821,160	46,587,285	115,901,373
Monthly Net Cash Flow	797,538	(106,879,166)	229,453	510,649	6,012,788	9,094,960	22,922,522	(23,892,150)	19,587,883	772,497	766,125	1,103,867	(68,973,034)
Transfer to other funds	-	76,232	-	-	(412,544)	776,320	(9,726,717)	10,048,518	-	-	-	-	761,809
Outstanding Checks	-	-	-	-	-	-	-	-	1,005	-	-	-	1,005
AP Issued in Prior & Cleared	-	-	-	-	-	-	-	-	-	-	-	-	-
Ending Cash Balance	116,698,911	9,895,977	10,125,430	10,636,078	16,236,322	26,107,602	39,303,407	25,459,775	45,048,663	45,821,160	46,587,285	47,691,153	47,691,153



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Tucker Durham, Chief Financial Officer

Subject: Approval of Donations over \$20,000

Consent Item

Financial Impact

There will be an increase in funds administered by Midland Independent School District, of \$119,309.00 from donations. These donations are expected to be expensed by 6/30/2025.

Board Goal/Strategic Plan Goals

Goal 8, Initiative 2

Executive Summary

Attached is a list of donations and their intended use provided to the district that need approval by the board according to **CHC (Local) Other Revenues and Solicitations**. This is due to the donation being greater than \$20,000.

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

Donations over \$20,000

Donations over \$20,000-May 2025

Donor	Fund	Amount	Purpose/Description
Midland Education Foundation-ConocoPhillips	Donation Fund-Fund Number 489	\$60,000.00	DeZavala Elementary STEM- Campus transformation. Campus beautification, campus pride, hallway murals, and student attendance/performance incentives.
Midland Education Foundation-Chevron	Donation Fund-Fund Number 489	\$30,629.00	DeZavala Elementary STEM- Lego science kits for 2nd, 3rd, 6th grades
Midland Education Foundation-Exxon	Donation Fund-Fund Number 489	\$28,680.00	DeZavala Elementary STEM-Replace and install new marquee
	Total	\$119,309.00	



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Jessie Garcia, Chief of Human Capital Management

Subject: Request for Approval of the 2025-2026 Staff Development Minutes Waiver

Consent Item

Executive Summary

The Texas Education Agency (TEA) allows for districts to request a staff development minutes waiver that provides for a maximum of 2,100 total waiver minutes to use for professional development. This waiver allows districts to train staff on various educational strategies designed to improve student performance during the school year.

Midland ISD is seeking approval to submit a staff development waiver to TEA for the 2025-2026 school year.

List of staff development days for waiver purposes:

October 13, 2025

November 3, 2025

January 5, 2026

January 6, 2026

February 16, 2026

Contact Person

Jessie Garcia, Chief of Human Capital Management

Enclosure

N/A



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Cortney Smith, Chief of Facilities and Operations

Subject: Approval of RFQ # 24-268 Real Estate Services

Consent Item

Financial Impact

Expenditures are based on a percentage of a property's purchase or sale and all percentages will be negotiated before services are rendered as to provide the best value to the district. Administration will advise the board before a property is sold or purchased.

This is a one-year contract with an option to extend for two (2) additional one-year terms.

Strategic Plan Goals/Board Academic Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation

Executive Summary

Pursuant to 44.031 of the Texas Education Code (TEC) contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

On March 25, 2025, MISD issued RFQ # 24-268 Real Estate Services. It was advertised on March 25, 2025, and April 1, 2025. Six hundred and four (604) invitations were issued. Two (2) vendors submitted proposals. The proposals were opened at 2:00 P.M. CST on April 15, 2025.

This RFQ will allow the district to obtain a qualified broker/firm to provide real estate services. The requested real estate services may include a broad range of professional support related to property transactions and site management. These services can involve assisting with property acquisition and disposition, conducting site selection and market analysis, and providing appraisals or valuation reports. Additional responsibilities may include lease negotiation and administration, brokerage services, entitlements, and regulatory compliance. The selected firm may also be asked to support relocation planning and provide strategic guidance to help the organization manage its real estate assets effectively and in alignment with its long-term planning goals.

Recommendation

The committee for this RFQ is recommending awarding the following vendor(s), the vendor(s) providing the best value to the district:



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Moriah Real Estate Company
More Services (Increase Holdings LLC)

Contact Person

Cortney Smith, Chief of Facilities and Operations

Enclosure

Bid Tabulation, Scoresheet

Bid Tabulation

Event Number	RFQ # 24-268	Organization
Event Title	Real Estate Services	Workgroup
Event Description		Event Owner
Event Type	RFQ	Email
Issue Date	3/25/2025 08:00:03 AM (CT)	Phone
Close Date	4/15/2025 02:00:00 PM (CT)	Fax

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
More Services (Increase Holdings, LLC)	Frisco	TX	4/4/2025 12:12:02 PM (CT)	0	\$0.00
Moriah Real Estate Company (Moriah Brokerage Services, LLC)	Midland	TX	4/15/2025 01:40:26 PM (CT)	0	\$0.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

Scoresheet
Request for Qualifications
24-268 - Real Estate Services

Supplier	Rank	Score	Request for Qualifications			
			Qualifications & Competencies for Services	Value for Services Provided	References and Jobs Completed	Past Performance in the District
		100	65.00	15.00	10.00	10.00
Moriah Real Estate Company	1	86.75	64.50	14.75	0.00	7.50
More Services	2	81.00	63.75	14.25	3.00	0.00
		83.88	64.13	14.50	1.50	3.75

F. Approval of Revised Board Policies:

- AE(LOCAL): EDUCATIONAL PHILOSOPHY
- AIB(LOCAL): ACCOUNTABILITY: PERFORMANCE REPORTING
- BBD(LOCAL): BOARD MEMBERS - TRAINING & ORIENTATION
- BBE(LOCAL): EXHIBIT 1 - BOARD MEMBERS AUTHORITY
- BBE(LOCAL): EXHIBIT 2 - BOARD MEMBERS AUTHORITY
- BBE(LOCAL): EXHIBIT 3 - BOARD MEMBERS AUTHORITY
- BBE(LOCAL): EXHIBIT 4 - BOARD MEMBERS AUTHORITY
- BBE(LOCAL): EXHIBIT 5 - BOARD MEMBERS AUTHORITY
- BDAA(LOCAL): OFFICERS AND OFFICIALS - DUTIES AND REQUIREMENTS OF BOARD OFFICERS
- BDD(LOCAL): BOARD INTERNAL ORGANIZATION - ATTORNEY
- BF(LOCAL): BOARD POLICIES
- BJA(LOCAL): SUPERINTENDENT QUALIFICATIONS AND DUTIES
- BJCD(LOCAL): SUPERINTENDENT - EVALUATION
- BQ(LOCAL): EXHIBIT 1 - PLANNING AND DECISION - MAKING PROCESS
- BQ(LOCAL): PLANNING AND DECISION-MAKING PROCESS
- BQA(LOCAL): PLANNING AND DECISION-MAKING PROCESS - DISTRICT-LEVEL
- BQB(LOCAL): PLANNING AND DECISION-MAKING PROCESS - CAMPUS-LEVEL
- CAA(LOCAL): FISCAL MANAGEMENT GOALS & OBJECTIVES - FINANCIAL ETHICS
- CDA(LOCAL): OTHER REVENUE - INVESTMENTS
- CH(LOCAL): PURCHASING AND ACQUISITION
- CL(LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT
- CY(LOCAL): INTELLECTUAL PROPERTY
- DC(LOCAL): EMPLOYMENT PRACTICES
- DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT
- EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS
- EFB(LOCAL): INSTRUCTIONAL RESOURCES - LIBRARY MATERIALS
- EHB(LOCAL): CURRICULUM DESIGN - SPECIAL PROGRAMS
- EHBB(LOCAL): SPECIAL PROGRAMS - GIFTED & TALENTED
- EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS
- EMB(LOCAL): MISCELLANEOUS INSTRUCTIONAL POLICIES - TEACHING ABOUT CONTROVERSIAL ISSUES
- FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT
- FM(LOCAL): STUDENT ACTIVITIES
- FMG(LOCAL): STUDENT ACTIVITIES: TRAVEL
- FNAA(LOCAL): STUDENT EXPRESSION - DISTRIBUTION OF

NONSCHOOL LITERATURE

- GKA(LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES
- GKDA(LOCAL): NONSCHOOL USE OF SCHOOL FACILITIES - DISTRIBUTION OF NONSCHOOL LITERATURE

Vision Statement Educating the future with excellence.

Mission Statement All students will graduate college, career, or military ready.

Board's Role The Board shall:

~~Ensure the achievement of a creation of a shared mission, vision, and Board adopted Student Outcomes Goals under this policy and BQ(LOCAL). The Board shall accomplish this by incorporating the community's vision and values into student outcome goals, Superintendent constraints, and Board constraints.~~

~~Measure and consistently and transparently communicate whether how well the mission, vision and Board adopted Student Outcome Goals under this policy and BQ(LOCAL) are accomplished. The Board shall accomplish this by collectively ensuring accountability and transparency for student results for parents and guardians through BBE(LOCAL) and BQ(LOCAL), monthly monitoring of District performance to ensure progress toward the vision and values and regular communications to the community.~~

~~Provide guidance and direction for accomplishing the mission/vision. The Board shall accomplish this by creating structure for the District through distinct Board and Superintendent roles and responsibilities, which includes selecting the Superintendent, delegating to the hire a Superintendent and hold the Superintendent highly accountable for achieving this policy, BBE(LOCAL) and BQ(LOCAL), including the Board's vision, mission and Board adopted Student Outcome Goals, the authority and responsibility to implement the Board's goals within law and the Superintendent constraints, and considering and voting on the Superintendent's recommendations.~~

~~Work with the Superintendent to lead the District toward the mission/vision. The Board shall accomplish this by behaving in a manner that demonstrates the unity of the Board, Superintendent, and the District.~~

~~Promote the mission, vision and Board adopted Student Outcome Goals. The Board shall accomplish this by providing advocacy for educating students, families, staff, and stakeholders on the Board's vision, mission, and Board adopted Student Outcome Goals under BBE(LOCAL) and BQ(LOCAL).~~

In carrying out the above activities, the Board shall at all times comply with the Education Code and other law, as applicable.

**Superintendent's
Role**

The Superintendent, as the Board's sole designee (excluding the school attorney and the internal auditor) for managing District operations, shall be responsible for accomplishing the Board's vision and mission and the Board's adopted Student Outcome Goals under this policy, BBE(LOCAL) and BQ(LOCAL). The Superintendent shall ensure all District and Campus systems from the Board room to the classroom, including but not limited to Improvement Plans under BQA(LOCAL) and BQB(LOCAL), strategic plans, staff activities, strategies, data, finance, operations, instruction, professional development, safety, assessments, student supports and interventions, and evaluations, are aligned to achieving the Board's adopted Student Outcome Goals under BQ(LOCAL). ~~within the boundaries provided by the Board and Superintendent constraints and state and federal law.~~

~~State and federal law require Board adoption of policies on a variety of topics. The Board's adopted policies in the District's local policy manual constitute compliance with these legal requirements.~~

In accordance with state law, the Superintendent shall be responsible for preparing recommendations for policies to be adopted by the Board, overseeing implementation of adopted policies, and developing appropriate administrative regulations. In recommending policy for Board adoption, the Superintendent shall identify when the Board is required to adopt policy or has statutory decision-making authority that cannot be delegated to the Superintendent. Required Board policy addressing administrative issues ~~may~~ shall be handled by consent agenda, with the Superintendent informing the Board of substantive changes.

~~Any operational issues not required to be Board-adopted shall be addressed in administrative regulations, and the Board shall take necessary steps to remove from all policies in C-G series within the local policy manual.~~

**Board's Student
Outcome Goals for
the Superintendent**

The Board's District and Campus adopted Student Outcome Goals under BQ(LOCAL) shall focus on: defines "improving student outcomes for all students" as meaning that:0)

- ~~1.—The percentage of students in grade 3 who score "meets grade level performance" or above on the Reading Language Arts STAAR assessment will increase from 41 percent to 55 percent by 2028. This shall be reported annually in January.~~
- ~~2.—The percentage of students in grade 3 who score "meets grade level performance" or above on the Math STAAR assessment will increase from 38 percent to 50 percent by 2028. This shall be reported annually in January.~~

- ~~3.—The percentage of grade 4 through English II students who meet or exceed their Reading Language Arts STAAR annual growth will increase from 55 percent to 71 percent by 2028. This shall be reported annually in January.~~
- ~~4.—The percentage of grade 4 through Algebra 1 students who meet or exceed their Math STAAR annual growth will increase from 61 percent to 71 percent by 2028. This shall be reported annually in January.~~
- ~~5.—The percentage of the graduating class meeting one or more College, Career, and Military Readiness (CCMR) indicators will increase from 54 percent (class of 2022) to 83 percent by 2028. This shall be reported annually in January.~~
 - ~~A. All students, and Dyslexia students, performing at or above grade level on STAAR assessments from third grade through graduation or on equivalent end-of-year assessment in grades prekindergarten through second grade in accordance BQ(LOCAL). Student data shall be disaggregated as required by state or federal law.~~
 - ~~B. The District and all Campuses maintaining a B or above in Domain I of the Texas A-F Accountability System.~~
 - ~~C. 100% of students graduating college-, career-, or military-ready, as defined by the Texas A–F Accountability System, with a focus on SAT or ACT college-ready scores, ASVAB, and earning industry-based certifications.~~
 - ~~D. All students will be taught each day by a high-quality teacher who is rigorously coached and regularly evaluated specifically on meeting the Board’s adopted Student Outcome Goals in BQ(LOCAL), and delivering instruction aligned with the Texas Essential Knowledge and Skills (TEKS).~~

Board’s Constraints for the Superintendent

While in pursuit of the Board’s student outcome goals, the Superintendent shall not allow:

- ~~6.—Any campus not to fully implement Professional Learning Communities.~~
- ~~7.—Adult convenience or preference to take priority over the academic progress of students.~~

Board’s Constraints for the Board

The Board shall not allow the Board to:

- ~~1.—Make modifications to, additions to, or subtractions from policy AE(LOCAL) more than once per year.~~

	<p>2.—Collectively, or any Trustee individually, perform or appear to perform any of the roles delegated to the Superintendent, or</p> <p>3.—Collectively, or any Trustee individually, violate Board policy.</p>
Board Self-Evaluation	<p>The Board shall conduct, within 45 days prior to conducting the annual Superintendent evaluation, an annual summative evaluation. The Board shall self-evaluate using the TEA Implementation Fidelity Instrument.</p>
Superintendent Evaluation	<p>The Board shall annually evaluate the Superintendent based on the District's achievement of the Board's student outcome goals and compliance with the Superintendent constraints. Accomplishment of at least 80 percent of the adopted progress measures' (Goal Progress Measures and Constraint Progress Measures) annual targets shall be an automatic indicator of success; below that threshold, the Board's judgment shall be the indicator of success.</p>
Theory of Action	<p>Every District staff member shall have a growth mindset and a "no excuses" philosophy.</p> <p>The District shall continue its transition to full implementation of a System of Great Schools theory of action by 2027-2028.</p> <p>The administration shall methodically identify paths for performance improvement, align educator incentives with student performance, and ensure that educator placement is a function of student needs rather than adult preferences.</p> <p>Responsibility for accomplishing the Board's student outcome goals while operating within the Board's constraints shall vary by context between the central administration and the campus administration.</p> <p>As part of the System of Great Schools theory of action, the District's central administration grants autonomy to schools, empowers parents to make choices, creates performance contracts with campuses, annually evaluates performance of and demand for schools, and makes strategic decisions regarding growing access to high-performing schools and addressing low performers.</p>

As used in this policy, "Subject Persons" means those persons who (1) are employed by the District, (2) volunteer time or services on behalf of the District and (3) directly interact with District students.

Equity Audits

A Subject Person may not use, or permit others to use, any District resource, funds, property, or personnel to adopt, support, or promote Critical Race Theory (CRT) or Systemic Discrimination Ideology (SDI), including for the use of so-called "audits" to collect, measure, and analyze data from and within the District, including, but not limited to, District policies, programs, and practices that allegedly directly or indirectly impact students or Subject Person relative to their race, ethnicity, gender, national origin, color, disability, age, sexual orientation, gender identity, religion, or other socio-culturally significant factors ("Equity Audits").

District Programming

Furthermore, any and all offices, titles, programs or functions of the District that adopt, support or promote CRT/SDI, Gender Fluidity, or Equity Audits will be immediately disbanded and any such positions will be terminated from the District's budget and payroll.

For any District positions or offices that are terminated as a result of this policy, the District will take all necessary measures to ensure that any contractual arrangements associated with such position or officer are not renewed and any impacted personnel will be transferred to another position with different duties within the District for the duration of such person's contract.

For the avoidance of doubt, this policy is not intended to prohibit students from forming student-led groups or otherwise expressing ideas in non-school funded or sponsored programs, subject to other restrictions set forth in this policy.

**Public Information
Coordinator**

After Election or
Appointment

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

After a Violation

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

**Reporting
Continuing
Education Credit**

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

Training and Orientation of the Board

To the greatest extent practicable, the Superintendent shall ensure that all Board training—including Team of Eight and local orientation—is tailored to support the Board in adopting, monitoring, communicating, and evaluating the Superintendent's performance in achieving the Board's adopted Student Outcome Goals, as outlined in AE(LOCAL), BBE(LOCAL), and BQ(LOCAL). Training shall prioritize building Board capacity to:

1. Understand the difference between the Board and the Superintendent's duties and responsibilities.
2. Adopting, monitoring, and evaluating the Superintendent's achievement of the Board mission, vision and Board adopted Student Outcome Goals, consistent with AE(LOCAL), BBE(LOCAL), and BQ(LOCAL).
3. Adopting, monitoring, and evaluating Board-required plans under Texas Education Code §§ 11.185 and 11.186 to ensure all students, and disaggregated student groups are reading or doing math at grade level or above by third grade and graduate college, career, and military ready.
4. Adopting, monitoring, and evaluating District's budget and finances in alignment with finance goals.
5. Understanding the Board Annual Calendar under BBE(LOCAL).
6. Adopting, monitoring and evaluating school safety.

The Board and Superintendent will prioritize the expenditure of training funding for participation and attendance at in-person, local, and tailored training using District and Campus data, and only conferences that directly support the Board's adopted Student Outcome Goals and with a district-specific focus as enumerated in items 1-6 above.

Board Authority

The Board has final authority to determine and interpret the policies that govern the schools and, subject to the mandates and limits imposed by state and federal authorities, has complete and full control of the District. Board action shall be taken only in meetings that comply with the Open Meetings Act. [See BAE(LEGAL)]

Transacting Business

~~When a proposal is presented to the Board, the Board shall hold a discussion and reach a decision.~~ Although there may be dissenting votes, which are a matter of public record, each Board decision shall be an action by the whole Board binding upon each member.

Individual Authority for Committing the Board

Board members as individuals shall not exercise authority over the District, its property, or its employees. Except for appropriate duties and functions of the Board President, an individual member may act on behalf of the Board only with the express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue. [See BDAA]

Individual Access to Information

An individual Board member, acting in his or her official capacity, shall have the right to ~~seek~~ information ~~pertaining to District fiscal affairs, business transactions, governance, and personnel matters,~~ including information that properly may be withheld from members of the public in accordance with the Public Information Chapter of the Government Code. [See GBA]

Limitations

If a Board member is not acting in his or her official capacity, the Board member has no greater right to District records than a member of the public.

An individual Board member shall not have access to confidential student records unless the member is acting in his or her official capacity and has a legitimate educational interest in the records in accordance with policy FL.

A Board member who is denied access to a record under this provision may ask the Board to determine whether the record should be provided or may file a request under the Public Information Act. [See GBAA]

Requests for Records

An individual Board member shall ~~request~~ request seek access to records or ~~request~~ copies of records ~~in writing to from~~ the Superintendent ~~or other designated custodian of records,~~ who shall respond within the time frames required by law. ~~When a custodian of records other than the Superintendent provides access to records or copies of records to an individual Board member, the provider shall inform the Superintendent of the records provided.~~

~~In accordance with law, the District shall track and report any requests under this provision, including the cost of responding to one~~

~~or more requests by any individual Board member for 200 or more pages of material in a 90-day period.~~

Requests for
Reports

No individual Board member shall request, direct or require the Superintendent or District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. Directives to the Superintendent ~~or other custodian of records regarding the preparation of~~ to prepare reports shall be by Board action only.

Confidentiality

At the time a Board member is provided access to records or reports that are confidential or otherwise not subject to public disclosure [see GBA], the Superintendent or other District employee shall advise the Board member of the responsibility to comply with confidentiality requirements and the District's information security controls.

**Referring
Complaints**

If employees, parents, students, or other members of the public bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent or another appropriate administrator, who shall proceed according to the applicable complaint policy. [See (LOCAL) policies at DGBA, FNG, and GF]

When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Board member may request that the issue be placed on the agenda.

Transparency by the Superintendent to Parents, Guardians and the Public in Reports and Presentations

The Superintendent shall provide the parents, guardians, and the public with District and individual Campus Reports. All reports shall be emailed to the Board, posted on the District or Campus website, and reviewed at Board meetings in accordance with the Board's Annual Calendar.

Whenever applicable, reports shall utilize the Board-adopted Student Outcome Goals under BQ(LOCAL), Exhibit 1. For school year 2024-2025 only, if the Board does not have an adopted Student Outcome Goal consistent with BQ(LOCAL), Exhibit 1 shall be modified to compare school year 2023-2024 results, with school year 2024-2025 results. The Reports shall label and color the District and each Campus as: Green for "Met" if 2024-2025 results exceeded the 2023-2024 student results or Red for "Did not Meet" if student results stayed the same or declined. The provision expires on September 1, 2025.

Exhibits to BBE(LOCAL) serve only as guides and models and should be modified, as necessary, for consistency and clarity, to reflect accurate data and labels. All Reports and presentations to the

Board, where possible, should use Red and Green coding to ensure parents, guardians, and the public understand if the District or Campus is on or off track.

Board Reports and Presentations

Early Childhood Literacy and Math Monitoring and Annual Reports as required by Texas Education Code § 11.185 (a)–(e) and AE(LE-GAL).

Reports and Board presentations shall:

- A. Use Board adopted Student Outcome Goals in BQ(LOCAL) Exhibit 1 for the District and each individual Campus.
- B. Be provided within 30 days, or as soon as practicable, after the administering any significant benchmark assessment or after the release of student STAAR data from the Texas Education Agency or other entity.
- C. Use estimated data if final data is unavailable from the Texas Education Agency or other entity.
- D. Mid-Year Monitoring Reports shall:
 - 1. Include as the first page information similar to Exhibit 1.
 - 2. Label and color the District and each Campus assessment based on student results and the Superintendent’s analysis as Green for “On Track” or likely to meet the Board’s end of year Student Outcome Goal, or Red for “Off Track” or unlikely to meet the Board’s end of year Student Outcome Goal.
- E. Summative End-of-Year Reports shall:
 - 1. Include as the first page information similar to Exhibit 2.
 - 2. Label and color the District and each Campus assessment as Green for “Met” or exceeded or Red for “Did not Meet” the Board’s end-of-year goal in accordance with BQ(LOCAL) Exhibit 1.
 - 3. Be released no later than August 1.
 - 4. Include improvement plans and professional development for any campus not meeting the Board’s goal.

College, Career, and Military Readiness (CCMR) Annual Reports as required by Texas Education Code § 11.186 (a)–(e) and AE(LE-GAL)

Reports and Board presentations shall:

- A. Include as the first page, information similar to Exhibit 3.
- B. Include relevant Board-adopted Student Outcome Goals for BQ(LOCAL) Exhibit 1, including any End-of-Course or STAAR from eighth grade – graduation.
- C. Label and color the District and each Campus Board adopted Student Outcome Goal as Green for “Met” the Board’s end-of-year goal, or Red for “Did not Meet” the Board’s end-of-year Board adopted Student Outcome Goal.
- D. Include improvement plans for any campus not meeting the Board’s goal.
- E. Use estimated data if final data is not available for the Texas Education Agency or other entity.
- F. Include improvement plans and professional development for any campus not meeting the Board’s goal.

Annual STAAR Report and Board Presentations:

Reports shall:

- A. Be generally consistent with Exhibit 4.
- B. Label and color the District and each Campus as Green for “Met” the Board’s end-of-year goal or Red for “Did Not Meet” the Board’s end-of-year goal for the District and each Campus on each STAAR assessment.
- C. Be released no later than August 1.
- D. Use estimated data if final data is unavailable from the Texas Education Agency or other entity.
- E. Be posted and highly visible in the following locations:
 - 1. In each principal’s office.
 - 2. At the entrance of every campus.
 - 3. Emailed to parents or guardians.

Annual Texas A–F Rating Reports and Presentations:

District and individual Campus Reports shall:

- A. Be generally consistent with Exhibit 5.

B. Label and color the District or Campus Green for having the same or better numeric score from the previous year or Red for having a numeric score that is less than the previous year for Overall Performance and any Domain.

C. Be released no later than August 17.

D. Use estimated data if final data is not available from the Texas Education Agency or other entity.

E. Be posted and highly visible in the following locations:

1. In each principal's office.

2. At the entrance of every campus.

3. Emailed to parents or guardians.

Presentation to the Board During Board Meetings

All presentations made to the Board, including but not limited to presentations on the Reports in this policy BBE(LOCAL), or regarding District or Campus Improvement Plans, TAPR, 1882 partnerships, School Action Fund (SAF) initiatives, School turn-around plans, or grants, programs, or strategies, shall generally include a one-pager cover document with the following information, if applicable, and shall be standardized, clear, and avoid acronyms, and include:

A. The purpose for providing the presentation to the Board.

B. Any action the Board is requested to take.

C. How the presentation aligns with achieving the Board's mission, vision, or adopted Student Outcome Goals or District or Campus Improvement Plans under AE(LOCAL) or BQ(LOCAL).

D. How success will be measured and any related SMART goals or metrics for success.

E. Data from relevant District or Campus dashboards.

F. Include Reports consistent with Exhibits 1-5.

G. Include as a reference the Annual STAAR Report and Texas A-F Rating Report in BBE(LOCAL).

H. The Superintendent will require Principals, on a periodic or rotating basis, to present on their Campus data under this policy, BBE(LOCAL), BQ(LOCAL) and BQB(LOCAL). Principals are not required to present their Campus information or data every time it is given to the Board. Board.

**Internet Website
Compliance**

The Superintendent shall create and maintain an Internet website in accordance with the Texas Education Code 11.1516.

**Annual Board
Calendar**

No later than September 1, the Superintendent shall provide to the Board for adoption a Calendar identifying the scheduled Board meeting dates and anticipated presentations, hearings, or actions. After adoption, the Superintendent may adjust the calendar, without the Board's permission, if necessary, due to changes in timing or other action.

The Annual Board Calendar shall include, but is not limited to, reports and presentations required under this policy, BBE(LOCAL); BQ(LOCAL); TAPR; 1882 partnerships; School Action Fund; School turnaround plans; budget and financial; superintendent evaluation, safety and security reports or meetings; and any other statutory re-ports or presentations required by state or federal law that must be reviewed or presented to the Board.

**Referring
Complaints**

If employees, parents, students, or other members of the public bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent ~~or another appropriate administrator, who shall proceed according to the applicable complaint policy.~~ Board members shall refrain from resolving concerns or complaints or providing advice. Board members may not direct the Superintendent on how to resolve the complaint or concern. Board members may ask how the complaint or concern was resolved by the Superintendent if desired. [See (LOCAL) policies at DGBA, FNG, and GF]

When the concern or complaint directly pertains to the Board's own actions or policy, ~~for which there is no administrative remedy,~~ the Board member may request that the issue be placed on the agenda.

**Visits to District
Facilities**

A Board member shall adhere to any posted requirements for visitors to first report to the main office of a District facility, including a school campus. Visits during the school or business day shall not be permitted if their duration or frequency interferes with the delivery of instruction or District operations. While visiting, Board members shall refrain from giving directives or advice to any District employee. [See also GKC]

BBE (Local) EXHIBIT 1

Early Education Reading Mid-Year Monitoring Report

Percentage of Students Reading at Grade Level or Above

3rd Grade Reading

	2025 STAAR STATEWIDE AVERAGE	2026 STAAR BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District	45%	43%	5%	OFF TRACK
Campus 1	45%	45%	20%	ON TRACK
Campus 2	45%	40%	41%	ON TRACK
Campus 3	45%	20%	5%	OFF TRACK

2nd Grade Reading

		2026 MAP BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

First Grade Reading

		2026 MAP BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

Kindergarten Reading

	2025 STATEWIDE AVERAGE	2026 TKEA BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District	45%	43%	5%	OFF TRACK
Campus 1	45%	45%	20%	ON TRACK
Campus 2	45%	40%	41%	ON TRACK
Campus 3	45%	20%	5%	OFF TRACK

Prekindergarten Reading

		2026 CIRCLE BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

Early Education Reading Mid-Year Monitoring Report

Percentage of Students Doing Math at Grade Level or Above

3rd Grade Math

	2025 STAAR STATEWIDE AVERAGE	2026 STAAR BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District	45%	43%	5%	OFF TRACK
Campus 1	45%	45%	20%	ON TRACK
Campus 2	45%	40%	41%	ON TRACK
Campus 3	45%	20%	5%	OFF TRACK

2nd Grade Math

		2026 MAP BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

First Grade Math

		2026 MAP BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

Kindergarten Math

	2025 STATEWIDE AVERAGE	2026 TKEA BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District	45%	43%	5%	OFF TRACK
Campus 1	45%	45%	20%	ON TRACK
Campus 2	45%	40%	41%	ON TRACK
Campus 3	45%	20%	5%	OFF TRACK

Prekindergarten Math

		2026 CIRCLE BOARD ADOPTED GOAL	CURRENT RESULTS: December 2025 Benchmark	Superintendent's Prediction: Will the District or Campus Meet the Board's Student Outcome Goal by year-end?
District		43%	5%	OFF TRACK
Campus 1		45%	20%	ON TRACK
Campus 2		40%	41%	ON TRACK
Campus 3		20%	5%	OFF TRACK

BBE (Local) EXHIBIT 2

**Annual End-of-Year Prekindergarden - 3rd
Grade Reading Report**

**Percentage of Students Reading at Grade Level or
Above at End-of-Year**

	2025 STAAR STATEWIDE AVERAGE	2026 STAAR BOARD ADOPTED GOAL	2026 STAAR ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Annual End-of-Year 2nd Grade Reading Report

		2026 MAP BOARD ADOPTED GOAL	2026 MAP ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

Annual End-of-Year 1st Grade Reading Report

		2026 MAP BOARD ADOPTED GOAL	2026 MAP ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

Annual End-of-Year Kindergarden Grade Reading Report

	2025 TXKEA STATEWIDE AVERAGE	2026 TKEA BOARD ADOPTED GOAL	2026 TKEA ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District	30%	43%	30%	-13%	Did not Meet
Campus 1	30%	45%	30%	-15%	Did not Meet
Campus 2	30%	40%	41%	1%	Met
Campus 3	30%	20%	5%	-15%	Did not Meet

Annual End-of-Year Prekindergarden Grade Reading Report

		2026 CIRCLE BOARD ADOPTED GOAL	2026 CIRCLE ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

EXHIBIT 2

Annual End-of-Year Prekindergarden - 3rd Grade Math Report

Percentage of Students Doing Math at Grade Level or Above at End-of-Year

	2025 STAAR STATEWIDE AVERAGE	2026 STAAR BOARD ADOPTED GOAL	2026 STAAR ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Annual End-of-Year 2nd Grade Math Report

		2026 MAP BOARD ADOPTED GOAL	2026 MAP ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

Annual End-of-Year 1st Grade Math Report

		2026 MAP BOARD ADOPTED GOAL	2026 MAP ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

Annual End-of-Year Kindergarden Grade Math Report

	2025 TXKEA STATEWIDE AVERAGE	2026 TKEA BOARD ADOPTED GOAL	2026 TKEA ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District	30%	43%	30%	-13%	Did not Meet
Campus 1	30%	45%	30%	-15%	Did not Meet
Campus 2	30%	40%	41%	1%	Met
Campus 3	30%	20%	5%	-15%	Did not Meet

Annual End-of-Year Prekindergarden Grade Math Report

		2026 CIRCLE BOARD ADOPTED GOAL	2026 CIRCLE ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Student Outcome Goal
District		43%	30%	-13%	Did not Meet
Campus 1		45%	30%	-15%	Did not Meet
Campus 2		40%	41%	1%	Met
Campus 3		20%	5%	-15%	Did not Meet

BBE (Local) EXHIBIT 3

**Annual End-of-Year College Career and
Military Ready Report**

**Class of 2025: Percentage of Students Graduating
College, Career, or Military Ready**

	2025 STAAR STATEWIDE AVERAGE	2026 BOARD ADOPTED GOAL	2026 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

**End of Year Juniors 2026: Percentage of Students
Earning a College Ready SAT or ACT Math Score**

	2025 STAAR STATEWIDE AVERAGE	2026 BOARD ADOPTED GOAL	2026 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

**End of Year Juniors 2026: Percentage of Students
Earning a College Ready SAT or ACT Reading Score**

	2025 STAAR STATEWIDE AVERAGE	2026 BOARD ADOPTED GOAL	2026 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

**Percentage of end of year juniors "On Track" to
graduate with an industry-based certification(s) by
earning two or more credits in a program of study.**

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Class of 2026: Percentage of Students Graduating with an Industry Based Certification

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Percentage of Students Performing at Grade Level or Above on English I STAAR

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Percentage of Students Performing at Grade Level or Above on English II STAAR

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Percentage of Students Performing at Grade Level or Above on Algebra STAAR

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

Percentage of Students Performing at Grade Level or Above on US History STAAR

	2026 STATEWIDE AVERAGE	2025 BOARD ADOPTED GOAL	2025 ACTUAL STUDENT RESULTS	DIFFERENCE	Met or Did not Meet Board Goal
District	50%	43%	30%	-13%	Did not Meet
Campus 1	50%	45%	30%	-15%	Did not Meet
Campus 2	50%	40%	41%	1%	Met
Campus 3	50%	20%	5%	-15%	Did not Meet

BBE (Local) EXHIBIT 4

**STAAR ANNUAL REPORT FOR SCHOOL YEAR 2025
CAMPUS NAME**

STAAR 2026: Percentage of students performing at or above grade level

	2025 STATEWIDE AVERAGE	2026 STAAR BOARD GOAL	2026 STAAR STUDENT RESULTS	Difference	Met or Did not Meet Board Goal
3rd Grade Reading	55%	43%	40%	-3%	Did Not Meet
3rd Grade Math	60%	45%	40%	-5%	Did Not Meet
4th Grade Reading	45%	40%	41%	1%	Met
4th Grade Math	35%	20%	29%	9%	Met
5th Grade Reading	45%	40%	43%	3%	Met
5th Grade Math	35%	20%	35%	15%	Met
5th Grade Science	35%	20%	22%	2%	Met

BBE (Local) EXHIBIT 5

A-F ANNUAL REPORT FOR 2025

CAMPUS NAME

	2024	2025	ON OR OFF
Overall A-F Rating	B	B	ON TRACK
Domain I: Student Achievement	D	F	OFF TRACK
Domain II: Growth	B	B	ON TRACK
Domain III: Closing the Gaps	B	C	OFF TRACK

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. The Board may assign a District employee to provide clerical assistance to the Board. Officers shall be elected by majority vote of the members present and voting.
Vacancy	A vacancy among officers of the Board shall be filled by majority action of the Board.
Term and Duties	Board officers shall serve for a term of one year with Board elections each December or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.
President	<p>In addition to the duties required by law, the President of the Board shall:</p> <ol style="list-style-type: none">1. Preside at all Board meetings unless unable to attend.2. Have the right to discuss, make motions and resolutions, and vote on all matters coming before the Board.3. <u>Review and approve, prior to dissemination, all official Board communications, or information regarding the Board or Board action, intended for public release on means of information dissemination.</u>4. <u>Serve as the official spokesperson for the Board in all matters pertaining to Board positions, actions, and governance, unless otherwise directed by Board action.</u>5. <u>Facilitate the Board's annual evaluation of the Superintendent, ensuring the process is aligned with student outcome goals and conducted in accordance with applicable law and Board policy.</u>
Vice President	<p>The Vice President of the Board shall:</p> <ol style="list-style-type: none">1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.2. Become President only upon being elected to the position.
Secretary	<p>The Secretary of the Board shall:</p> <ol style="list-style-type: none">1. Ensure that an accurate record is kept of the proceedings of each Board meeting.2. Ensure that notices of Board meetings are posted and sent as required by law.

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.
4. Sign or countersign documents as directed by action of the Board.

~~In-House Counsel~~

~~The Board shall employ an attorney or attorneys, as necessary, to serve as the utilize the District's in-house counsel and representative in matters requiring legal services.~~

In-House or Outside District Counsel

The Board shall have final authority to retain outside counsel for the Board or District. ~~In consultation with t~~The Superintendent, or ~~the District's in-house~~ counsel may make recommendations to the Board regarding retention of an attorney or attorneys to represent the Board or District in legal matters. Services to be performed and reasonable fees and expenses to be paid by the District to outside counsel shall be set forth in writing between the Board and the attorney or attorneys.

The District shall establish protocols for Board or staff requests for legal advice from the District's counsel. Requests shall be in writing when appropriate.

~~When seeking advice or information from the District's outside counsel, individual Board members shall channel legal inquiries through the District's in-house counsel, Superintendent, Board President, or Board's designee, as appropriate.~~

~~A staff request for legal advice from the District's outside counsel must be submitted through the District's in-house counsel or Superintendent.~~

Board Counsel

The Board shall hire inside or outside counsel to represent and advise the Board only. The Counsel will serve the entire Board. Unless otherwise specified by a written agreement between the Board and its counsel:

1. Board counsel may assist individual Board members in carrying out their official Board responsibilities and provide legal guidance on matters directly related to their service.
2. Board members may request a formal, written, legal opinion on matters of significance to the Board or Board governance. Board members shall submit requests for a formal legal opinion in writing to Board counsel. Upon receipt, Board counsel shall notify the full Board of the request. Any formal legal opinion prepared in response shall be distributed to all Board members simultaneously.
3. Board counsel may consult with the Superintendent or other Counsel as appropriate or to represent the Board.

Report of Legal Advice

~~Advice from legal counsel shall be reported to the Board upon request of the Board or when deemed necessary by the District's in-house counsel, Superintendent, Board President, or Board's designee.~~

Within the context of current law, the District shall be guided by Board-adopted written policies that are given appropriate distribution and are accessible to staff members, parents, students, and community residents.

Organization

~~Legally referenced policies contain provisions from federal and state statutes and regulations, case law, and other legal authority that together form the framework for local decision-making and implementation. These policies are binding on the District until the cited provisions are repealed, revised, or superseded by legislative, regulatory, or judicial action.~~

~~Legally referenced policies are not adopted by the Board.~~

~~At each policy code the legally referenced policy and the Board-adopted local policy must be read together to further a full understanding of a topic.~~

Terms

The terms "Trustee" and "Board member" are used interchangeably in the local policy manual. Both terms are intended to reflect all the duties and obligations of the office.

[See AB for District name terminology.]

Harmony with Law

Newly enacted law is applicable when effective. No policy or regulation, or any portion thereof, shall be operative if it is found to be in conflict with applicable law.

Severability

If any portion of a policy or its application to any person or circumstance is found to be invalid, that invalidity shall not affect other provisions or applications of policy that can be given effect without the invalid provision or application; and to this end the provisions of this policy manual are declared to be severable.

Policy Development

Policies and policy amendments may be initiated by the Superintendent, Board members, school personnel, or community citizens, but generally shall be recommended for the Board's consideration by the Superintendent.

Official Policy Manual

The Board shall designate one copy of the local policy manual as the official policy manual of the District. The official copy shall be kept in the central administration office, and the Superintendent shall be responsible for its accuracy and integrity and shall maintain a historical record of the District's policy manual.

Adoption and Amendment

Local policies may be adopted or amended by a majority of the Board at any regular or special meeting, provided that Board members have had advance written notice of the proposed change and that it has been placed on the agenda for such meeting.

Local policies become effective upon Board adoption or at a future date designated by the Board at the time of adoption.

~~TASB Localized
Updates~~

~~After Board review of legally referenced policies and adoption of local policies, the new material shall be incorporated into the official policy manual and into other localized policy manuals maintained by the District. If discrepancies occur between different copies of the manual, the version contained in the official policy manual shall be regarded as authoritative.~~

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

Duties

In addition to any other duties required by law or included in the Superintendent's contract, the Superintendent shall also perform the following duties:

- 1) Lead and achieve progress on the district's vision, mission, and goals as outlined in AE(LOCAL) and BQ(LOCAL).
- 2) Provide transparent data about student outcomes to Parents, guardians, and the public in compliance with BBE(LOCAL).
- 3) Standardize email and other communication systems with the Board and ensure all communications include, if applicable:
 - a) Purpose of the communication.
 - b) Any action the Board member should take as a result of the communication and the timeline for action.
 - c) A description of any issues and the Superintendent's Proposed resolution.
 - d) The urgency of the communication or action.
- 4) Develop, monitor, and achieve District and Campus Improvement Plan's including Board adopted Student Outcome Goals that comply with BQ(LOCAL).
- 5) Align all resources from the Board to the individual classroom to achieve District and Campus Improvement Plan's and Board adopted Student Outcome Goals under AE(LOCAL) and BQ(LOCAL), including instruction and evaluations.
- 6) If any Campus receives a rating below "B," the Superintendent shall, in consultation with the Board and as soon as applicable but within 60 days of the release of any Texas A-F Accountability System ratings, submit for Board consideration improvement plans and options for a:
 - a) Partnership agreement under Texas Education Code § 11.184 (SB 1882);
 - b) School Action Fund intervention; or
 - c) Another evidence-based improvement strategy.
- 7) To the extent allowed by law, annually submit to the Board for adoption a balanced budget, with expenditures that do not exceed revenues. The Superintendent may use estimates from pending Legislation in preparing the Budget, as allowed by law.
- 8) To the extent allowed by law, the Superintendent may submit to the Board for adoption a budget, with expenditures that exceed

revenues by up to four percent. The Superintendent may use estimates from pending Legislation in preparing the Budget, as allowed by law. This provision expires on September 1, 2025.

9) Ensure the District receives an "A" rating in the Texas Education Agency's Financial Integrity Rating System of Texas (FIRST) and avoids Texas Education Agency interventions or sanctions.

10) Ensure school health, safety, and mental health services are provided.

The Superintendent shall immediately transition to utilizing this policy as the governing procedure to the extent its provisions do not conflict with the existing employment contracts. In the event of a conflict, the terms of the existing contract shall control. To the greatest extent possible, the transition will be complete by September 2026.

In addition to responsibilities specifically provided by law or in the Superintendent's contract, the Superintendent shall provide educational leadership, demonstrate district management, and maintain positive Board and community relations.

Educational
Leadership

To provide leadership and direction for the development of an educational system that is based on the needs of students, on standards of excellence and equity, and on community goals, the Superintendent shall:

1. Establish effective mechanisms for communication to and from staff in instructional evaluation, planning, and decision making.
2. Oversee annual planning for instructional improvement and monitor for effectiveness.
3. Ensure that goals and objectives form the basis of curricular decision making and instruction and communicate expectations for high achievement.
4. Ensure that appropriate data are used in developing recommendations and making decisions regarding the instructional program and resources.
5. Oversee a system for regular evaluation of instructional programs, including identifying areas for improvement, to attain desired student achievement.
6. Oversee student services, including health and safety services, counseling services, and extracurricular programs, and monitor for effectiveness.

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

7. Oversee a discipline management program and monitor for equity and effectiveness.
8. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.
9. Oversee a program of staff development and monitor staff development for effectiveness in improving district performance.
10. Stay abreast of developments in educational leadership and administration.

District
Management

To demonstrate effective planning and management of District administration, finances, operations, and personnel, the Superintendent shall:

1. Implement and oversee a planning process that results in goals, targets, or priorities for all major areas of District operations, including facilities maintenance and operations, transportation, and food services.
2. Monitor effectiveness of District operations against appropriate benchmarks.
3. Oversee procedures to ensure effective and timely compliance with all legal obligations, reporting requirements, and policies.
4. Ensure that key planning activities within the District are coordinated and are consistent with Board policy and applicable law and that goals and results are communicated to staff, students, and the public as appropriate.
5. Oversee a budget development process that results in recommendations based on District priorities, available resources, and anticipated changes to district finances.
6. Oversee budget implementation to ensure appropriate expenditure of budgeted funds, to provide for clear and timely budget reports, and to monitor for effectiveness of the process.
7. Ensure that District investment strategies, risk management activities, and purchasing practices are sound, cost-effective, and consistent with District policy and law.
8. Maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

9. Ensure that the system for recruiting and selection results in personnel recommendations based on defined needs, goals, and priorities.
10. Organize District staff in a manner consistent with District priorities and resources and monitor administrative organization at all levels for effectiveness and efficiency.
11. Oversee a performance appraisal process for all staff that reinforces a standard of excellence and assesses deficiencies; ensure that results are used in planning for improvement.
12. Administer a compensation and benefits plan for employees based on clearly defined goals and priorities.
13. Encourage, oversee, and participate in staff recognition and support activities.
14. Oversee a program for staff retention and monitor for effectiveness.

Board and
Community
Relations

To maintain positive and professional working relationships with the Board and the community, the Superintendent shall:

1. Keep the Board informed of significant issues as they arise, using agreed upon criteria and procedures for information dissemination.
2. Respond in a timely and complete manner to Board requests for information that are consistent with Board policy and established procedures.
3. Provide recommendations and appropriate supporting materials to the Board on matters for Board decision.
4. Articulate and support Board policy and decisions to staff and community.
5. Direct a proactive program of internal and external communication at all levels designed to improve staff and community understanding and support of the District.
6. Establish mechanisms for community and business involvement in the schools and encourage participation.
7. Work with other governmental entities and community organizations to meet the needs of students and the community in a coordinated way.

Delegation

To the extent permitted by law, the Superintendent may delegate responsibilities to other employees of the District but shall remain

Midland ISD
165901

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

accountable to the Board for the performance of all duties, delegated or otherwise.

**Written
Superintendent
Evaluation
Procedure and
Alignment with Other
District and Campus
Evaluations**
Informal Evaluation

~~The Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals.~~

~~The Board shall furnish the Superintendent with a copy of the completed evaluation and shall discuss its conclusions with the Superintendent in a closed meeting, unless the Superintendent requests that the discussion be open.~~

By no later than September 1 of each year, the Superintendent shall prepare and submit to the Board a proposed Superintendent Evaluation Template for that school year, with evaluation criteria, for formal adoption for the upcoming school year.

The Board may revise or modify the proposed Superintendent Evaluation Template or criteria prior to adoption.

The proposed Superintendent Evaluation Template shall include 50% or more of the evaluation criteria focused on the Superintendent's progress toward achieving the Board's vision, mission, and Board adopted Student Outcome Goals as outlined in AE(LOCAL), BJA(LOCAL) Section 1, BQ(LOCAL) Exhibit 1, and give primary consideration to the District's Annual Performance Report, as required by law. The criteria shall be achievable in one year.

Once adopted, the Superintendent Evaluation Template may be modified only by a majority vote of the Board.

The Superintendent evaluation shall seek to limit the number of criteria and subparts to fewer than fifteen in total.

For each criterion included in the adopted Superintendent Evaluation Template, the Superintendent shall develop and provide clear, objective, and evidence-based performance measurements to the Board. Each criterion shall be reasonably achievable within the school year. The Superintendent shall also develop a Superintendent Evaluation Template scoring rubric that supports consistent, fair, objective, and transparent evaluation practices

Prior to September 1, the Superintendent shall submit to the Board a self-evaluation using the Board adopted Superintendent Evaluation Template for the previous school year. The self-evaluation shall include documented evidence of performance for each criterion as reported to the Board throughout the school year.

At or during the September or October regular Board meeting, or a properly called Special Meeting, the Board shall conduct the annual evaluation of the Superintendent using only the Board adopted Superintendent Evaluation Template.

Throughout the school year, the Superintendent shall provide the Board with regular written progress reports on each evaluation criterion. These reports shall include interim data, documented evidence of performance, and any instructional or strategic adjustments made to support successful completion of the criterion or Board adopted Student Outcome Goal.

The Board shall not evaluate the Superintendent on any performance criteria that are not expressly included in the Board-adopted Superintendent Evaluation Template.

The Board shall furnish the Superintendent with a copy of the completed evaluation and shall meet to discuss the evaluation in closed session unless the Superintendent requests an open session.

In accordance with Texas Education Code § 21.354(c)(2), the Superintendent shall ensure that school administrators are appraised annually using evaluation instruments that are, where appropriate, aligned with the Board adopted Superintendent Evaluation Template AE(LOCAL), BQ(LOCAL) Exhibit 1, and BJA(LOCAL). These instruments shall include objective, evidence-based student outcome measures, as appropriate, and use consistent metrics.

In accordance with the Texas Education Code § 21.3541(f)(2), the Superintendent shall ensure that campus principals are appraised annually using evaluation instruments that are, where appropriate, aligned with the Board adopted Superintendent Evaluation Template and AE(LOCAL), BQ(LOCAL) Exhibit 1, and BJA(LOCAL) with a focus on achieving the Board adopted Student Outcome Goals for the campus. These instruments shall include objective, evidence-based student outcome measures, as appropriate.

The Board and the Superintendent shall immediately transition to utilizing this policy as the governing procedure for the Superintendent's annual evaluation, administrators evaluation, and principal's evaluation to the extent its provisions do not conflict with existing employment contracts. To the extent allowed by law, the Superintendent shall fully transition administrator and principal evaluations by no later than September 1, 2026.

Midland ISD
165901

SUPERINTENDENT
EVALUATION

BJCD
(LOCAL)

~~The Board may at any time conduct and communicate oral evaluations to augment its written evaluations.~~

DATE ISSUED: 5/20/2025
UPDATE 113
BJCD(LOCAL)-A

ADOPTED:

3 of 3

BQ (Local) EXHIBIT 1		
CAMPUS IMPROVEMENT PLAN		
CAMPUS NAME		
Board Student Outcome Goal: Percentage of students that graduate college, career, or military ready.		
	All Students	Dyslexia
Class of 2026	55%	43%
Class of 2027	60%	45%
Class of 2028	45%	40%
Class of 2029	35%	20%
Class of 2030	45%	40%
Class of 2031	35%	20%
CAMPUS IMPROVEMENT PLAN		
CAMPUS NAME		
Board Student Outcome Goal: Percentage of students that graduate with an Industry Based Certification.		
	All Students	Dyslexia
Class of 2026	55%	43%
Class of 2027	60%	45%
Class of 2028	45%	40%
Class of 2029	35%	20%
Class of 2030	45%	40%
Class of 2031	35%	20%
CAMPUS IMPROVEMENT PLAN		
CAMPUS NAME		
Board Student Outcome Goal: Percentage of 3rd grade students performing at or above grade level on STAAR *NOTE: This template should be adopted for each STAAR exam at each Campus and at the District. Additionally, columns for disaggregated student groups should be added if required by state or federal law under, for example, Texas Education Code Sections 11.185.		
	All Students	Dyslexia
End of 3rd Grade 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%
CAMPUS IMPROVEMENT PLAN		
CAMPUS NAME		
Board Student Outcome Goal: The percentage of end of year juniors "On Track" to graduate with an industry-based certification(s) by earning two or more credits in a program of study.		
	All Students	Dyslexia
End of Junior Year 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%
CAMPUS IMPROVEMENT PLAN		
CAMPUS NAME		
Board Student Outcome Goal: The percentage of students earning a college ready reading score on the SAT OR ACT by the end of Junior Year.		
	All Students	Dyslexia
End of Junior Year 2026	55%	43%

End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

CAMPUS IMPROVEMENT PLAN

CAMPUS NAME

Board Student Outcome Goal: The percentage of students earning a college ready math score on the SAT OR ACT by the end of Junior Year.

	All Students	Dyslexia
End of Junior Year 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

CAMPUS IMPROVEMENT PLAN

CAMPUS NAME

Board Student Outcome Goal: Percentage of 2nd grade students performing at or above grade level on end-of-year MAP.

	All Students	Dyslexia
End of 3rd Grade 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

CAMPUS IMPROVEMENT PLAN

CAMPUS NAME

Board Student Outcome Goal: Percentage of 1st grade students performing at or above grade level on end-of-year MAP.

	All Students	Dyslexia
End of 3rd Grade 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

CAMPUS IMPROVEMENT PLAN

CAMPUS NAME

Board Student Outcome Goal: Percentage of Kingergarten grade students performing at or above grade level on end-of-year TKEA.

	All Students	Dyslexia
End of 3rd Grade 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

CAMPUS IMPROVEMENT PLAN

CAMPUS NAME

Board Student Outcome Goal: Percentage of Prekingergarten grade students performing at or above grade level on end-of-year CIRCLE.

	All Students	Dyslexia
End of 3rd Grade 2026	55%	43%
End of 3rd Grade 2027	60%	45%
End of 3rd Grade 2028	45%	40%
End of 3rd Grade 2029	35%	20%
End of 3rd Grade 2030	45%	40%
End of 3rd Grade 2031	35%	20%

**District and Campus
Improvement Plan-
ning Process**

The planning and decision-making process under BQA(LOCAL) and BQB(LOCAL) shall focus on achieving the District's vision, mission, and goals outlined in AE(LOCAL) and this policy; aligning all District and campus resources—including plans required under Texas Education Code Sections 11.185 and 11.186, and AE(LEGAL); and monitoring and reporting progress to parents in accordance with BBE(LOCAL).

~~The Board shall approve and periodically review the District's vision, mission, and goals to improve student performance. The vision, mission, goals, and the approved District and Campus objectives shall be mutually supportive and shall support the state goals and objectives under Education Code, Chapter 4. [See AE]~~

~~The District's planning process to improve student performance includes the development of the District's educational goals, the legal requirements for the District and campus improvement plans, all pertinent federal planning requirements, and administrative procedures. The Board shall approve the process under which the educational goals are developed and shall ensure that input is gathered from the District-level committee. [See BQA]~~

1. The Superintendent—after reviewing baseline data from the 2024–2025 school year and with significant input from individual campus principals and other community members—shall complete Exhibit 1: Board-adopted Student Outcome Goals at both the District and campus levels, and present them to the School Board for adoption by September 1, 2025, for implementation in the 2025–2026 school year. Exhibit 1 shall:
 - A. Be updated and adopted by the Board every four years.
 - B. Focus only on the percentage of students performing at grade level or above or its equivalent.
 - C. Be completed and adopted by the Board for:
 - i. Each STAAR.
 - ii. Each grade/major assessment from Prekindergarten – second grade.
 - iii. The percentage of students graduating college, career, or military ready.
 - iv. The percentage of students earning a qualifying SAT or ACT score in reading by the end of their junior year.

- v. The percentage of students earning a qualifying SAT or ACT score in math by the end of their junior year.
 - vi. The percentage of students earning an industry-based certification by graduation.
 - vii. The percentage of end of year juniors “On Track” to graduate with an industry-based certification(s) by earning two or more credits in a program of study.
- D. Align with public data reported in the Texas A-F Accountability system or TAPR.
 - E. Align with School Board required plans under Texas Education Code Section 11.185 and 11.186.
 - F. Challenge the school system to continuously improve annually at an attainable rate.
2. All District or Campus plans adopted under this policy, or any other, shall incorporate, align with, and comply with 1(A-F) of this policy and BBE(LOCAL) for reporting, as applicable. Additionally, all plans shall:
- A. Include SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) goals and metrics for monitoring and achieving Board adopted Student Outcome Goals in Exhibit 1.
 - B. Include objective, clear, consistent, evidence-based, and transparent evaluation metrics.
 - C. Align resources from the Board to the individual classroom to achieve Board adopted Student Outcome Goals in Exhibit 1.
 - D. Be placed on the District and each Campus’s website.
 - E. Include Exhibit 1 at or near the first pages of any Plan.
 - F. Align with District or Campus data dash boards.
3. Exhibit 1 is a model/example and should be modified by the Superintendent as appropriate for each STAAR, other assessment, or metric, and for clarity and accurate labels. Exhibit 1 should include All Students, and Dyslexic Students, and disaggregated student groups required by law under Texas Education Section 11.185 and 11.186 or other provision.

PLANNING AND DECISION-MAKING PROCESS

BQ
(LOCAL)

Parent and Family
Engagement Plan

The ~~Board Superintendent~~ shall ~~help~~ ensure that the District and campus improvement plans, as applicable, address all elements required by federal law for receipt of Title I, Part A funds, including elements pertaining to parent and family engagement. The District-level and campus-level committees shall involve parents and family members of District students in the development of such plans and in the process for campus review and improvement of student academic achievement and campus performance. [See EHBD]

~~Administrative
Procedures and
Reports~~

~~The Board shall ensure that administrative procedures are developed in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization; adequately reflect the District's planning process; and include implementation guidelines, time frames, and necessary resources. The District-level and campus-level committees shall be involved in the development of these procedures. [See BQA and BQB]~~

~~The Superintendent shall report periodically to the Board on the status of the planning process, including a review of the related administrative procedures, any revisions to improve the process, and progress on implementation of identified strategies.~~

~~Evaluation~~

~~The Board shall ensure that data are gathered and criteria are developed to undertake the required biennial evaluation to ensure that policies, procedures, and staff development activities related to planning and decision-making are effectively structured to positively impact student performance.~~

PLANNING AND DECISION-MAKING PROCESS
DISTRICT-LEVEL

BQA
(LOCAL)

District Educational Improvement Council

In compliance with law, the District shall establish a District Educational Improvement Council (committee) to advise the Board or its designee in establishing and reviewing the District improvement plan [see BQ], as well as the District's educational goals, performance objectives, and major District-wide classroom instructional programs.

The planning and decision-making process shall focus on achieving the Board's vision, mission, and Board-adopted Student Outcome Goals under BQ(LOCAL); be consistent with AE(LOCAL); and include monitoring and reporting in accordance with BBE(LOCAL).

Board's Designee

The Superintendent shall serve as the Board's designee and shall regularly consult with the committee.

Meetings

The chairperson of the committee shall set its agenda and shall schedule at least two meetings per year, including the public meeting required by law.

Communications

The Superintendent shall ensure that the District-level committee establishes communication strategies to periodically obtain broad-based community, parent, and staff input and provide information to those persons regarding the recommendations of the committee.

Composition

The committee shall be composed of members who shall represent campus-based professional staff, District-level professional staff, parents, businesses, and the community. When practicable, professional staff representation shall include a representative with the primary responsibility for educating students with disabilities. For purposes of this policy, District-level professional staff shall be defined as professionals who have responsibilities at more than one campus, including, but not limited to, central office staff.

Selected Representatives

Parent, community, and business representatives shall be selected in accordance with this policy and administrative regulations.

Parents

The committee shall include at least two parents of students currently enrolled in the District. The Superintendent shall, through various channels, inform all parents of District students about the committee's duties and composition and shall solicit volunteers.

Community Members

The committee shall include at least two community members selected by a process that provides for adequate representation of the community's diversity. The Superintendent shall use several methods of communication to ensure that community residents are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Community representatives must reside in the District.

PLANNING AND DECISION-MAKING PROCESS
DISTRICT-LEVEL

BQA
(LOCAL)

Business Representatives	<p>The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's diversity. The Superintendent shall use several methods of communication to ensure that area businesses are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Business representatives do not need to reside in or operate businesses in the District.</p>
Professional Staff Elections	<p>Professional staff representatives shall be nominated and elected in accordance with this policy and administrative regulations.</p> <p>Classroom teacher representatives shall comprise at least two-thirds of the total professional staff representation on the committee and shall be nominated and elected by classroom teachers assigned to each campus.</p> <p>At least one campus-based nonteaching professional representative shall be nominated and elected by all professional staff.</p> <p>At least one District-level professional representative, other than the Superintendent, shall be nominated and elected by the District-level professional staff.</p> <p>An employee's affiliation or lack of affiliation with any organization or association shall not be a factor in either the nomination or election of the employee to the committee. [See DGA]</p> <p>A nominee must consent before the person's name may appear on the ballot. Election of the committee shall be held at a time determined by the Board or its designee.</p>
Terms	<p>All representatives shall serve one-year terms and shall not be limited as to the number of consecutive terms they may serve on the committee.</p>
Vacancy	<p>A vacancy during a term shall be filled for the remainder of the term by election or selection as appropriate for the category.</p>

PLANNING AND DECISION-MAKING PROCESS
CAMPUS-LEVEL

BQB
(LOCAL)

Campus Educational Improvement Council

In compliance with law, each campus shall establish a Campus Educational Improvement Council (committee) to ensure that effective planning and site-based decision-making occur to direct and support the improvement of student performance for all students. The committees shall assist the principal, as the Board's designee, in establishing and reviewing the goals, performance objectives, and major classroom instructional programs of each campus.

Each committee shall assist with the development, evaluation, and revision of the respective campus improvement plan and shall approve campus staff development needs identified in the campus improvement plan [see BQ and DMA].

The planning and decision-making process shall focus on aligning all resources and achieving the Board's vision, mission, board-adopted Student Outcome Goals under BQ(LOCAL), be consistent with AE(LOCAL), and monitor and report under BBE(LOCAL).

The Superintendent shall ensure campus principals have input on Board adopted Student Outcome Goals under BQ(LOCAL) and Exhibit 1 for their campus.

Meetings

The principal shall be responsible for the agenda and shall schedule at least two meetings per year, including the public meeting required by law.

Communications

The principal shall ensure that the campus-level committee establishes communication strategies to periodically obtain broad-based community, parent, and staff input and provide information to those persons regarding the recommendations of the committee.

Composition

The committee shall be composed of members who shall represent campus-based professional staff, District-level professional staff, parents, businesses, and the community. When practicable, professional staff representation shall include a representative with the primary responsibility for educating students with disabilities. For purposes of this policy, District-level professional staff shall be defined as professionals who have responsibilities at more than one campus, including, but not limited to, central office staff.

Selected Representatives

Parent, community member, and business representatives shall be selected in accordance with this policy and administrative regulations.

Parents

The committee shall include at least two parents of students currently enrolled in the District. The principal shall, through various channels, inform all parents of campus students about the committee's duties and composition and shall solicit volunteers.

PLANNING AND DECISION-MAKING PROCESS
CAMPUS-LEVEL

BQB
(LOCAL)

Community Members	<p>The committee shall include at least two community members selected by a process that provides for adequate representation of the community's diversity. The principal shall use several methods of communication to ensure that community residents are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Community representatives must reside in the District.</p>
Business Representatives	<p>The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's diversity. The principal shall use several methods of communication to ensure that area businesses are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Business representatives do not need to reside in or operate businesses in the District.</p>
Professional Staff Elections	<p>Professional staff representatives shall be nominated and elected in accordance with this policy and administrative regulations.</p> <p>Classroom teacher representatives shall comprise at least two-thirds of the professional staff representation on the committee and shall be nominated and elected by classroom teachers assigned to the campus.</p> <p>At least one campus-based nonteaching professional representative shall be nominated and elected by all professional staff assigned to the campus.</p> <p>At least one District-level professional representative shall be nominated and elected by District-level professional staff.</p> <p>An employee's affiliation or lack of affiliation with any organization or association shall not be a factor in either the nomination or election of the employee to the committee. [See DGA]</p> <p>A nominee must consent before the person's name may appear on the ballot. Election of the committee shall be held at a time determined by the Board or its designee.</p>
Terms	<p>All representatives shall serve staggered two-year terms and shall not be limited as to the number of consecutive terms they may serve on the committee.</p>
Vacancy	<p>A vacancy during a term shall be filled for the remainder of the term by election or selection as appropriate for the category.</p>

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members—BBF
 - for employees—DH
 - Financial conflicts of interest:
 - for public officials—BBFA
 - for all employees—DBD
 - for vendors—CHE
 - Compliance with state and federal grant and award requirements: CB, CBB
 - Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
 - Systems for monitoring the District's investment program: CDA
 - Budget planning and evaluation: CE
 - Compliance with accounting regulations: CFC
 - Activity fund management: CFD
 - Criminal history record information for employees: DBAA, DC
 - Disciplinary action for fraud by employees: DCD, DCE, and DF series
-

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.
3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent or designee shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent or designee, the Board President, or local law enforcement.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	<p>Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.</p>
<p><i>Protection from Retaliation</i></p>	<p>Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]</p>
<p>Fraud Investigations</p>	<p>In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.</p>
<p>Response</p>	<p>If an investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.</p> <p>If an employee is found to have committed fraud or financial impropriety, the Superintendent or designee shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.</p> <p>When circumstances warrant, the Board, Superintendent, or designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.</p> <p>The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.</p>
<p>Federal Awards Disclosure</p>	<p><u>As an applicant, recipient, or subrecipient of a Federal award, the District shall promptly disclose, in a timely manner in writing to the federal awarding agency, or pass-through entity, and agency's Office of Inspector General any credible evidence of the commission of all violations of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in Title 18 of the United States Code or a violation of the civil False Claims Act. This applies to potentially affecting a federal grant award (including any activities or subawards thereunder).</u> [See CBB]</p>
<p>Analysis of Fraud</p>	<p>After any investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall analyze condi-</p>

tions or factors that may have contributed to the fraudulent or improper activity. The Superintendent or designee shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctua-

tions by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

Investment Management

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

Liquidity and Maturity

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed one year from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds/Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Operating Funds	Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
Custodial Funds	Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
Debt Service Funds	Investment strategies for debt service funds shall have as their primary 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.
Capital Project Funds	Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.
Safekeeping and Custody	The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.
Sellers of Investments	<p>Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]</p> <p>Representatives of brokers/dealers <u>and of distributors of investment pools</u> shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). <u>Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).</u></p>
Soliciting Bids for CDs	In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.
Interest Rate Risk	<p>To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.</p> <p>The District shall monitor interest rate risk using weighted average maturity and specific identification.</p>

Internal Controls

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

**Purchasing
Authority**

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

The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases, regardless of cost; however, purchases made ~~pursuant to item 2~~ shall subsequently be reported to the Board at ~~least quarterly~~ the following monthly Board meeting:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with law;
2. A purchase made through a cooperative purchasing program or state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL)];
3. A continuing or periodic purchase under a Board-approved bid or contract;
4. A purchase of produce or fuel; or
5. A purchase of regulated utility services.

**Exception for
Emergency
Contracts**

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

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

**Purchasing
Procedures**

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

Purchasing Method

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

Competitive Bidding

If competitive bidding is chosen as the purchasing method, the Superintendent shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be in accordance with Board-adopted rules. All bidders shall be invited to attend the bid opening. Any bid may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.

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

Competitive Sealed Proposals

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

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

Electronic Bids or Proposals

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

Responsibility for Debts

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

Purchase Commitments

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

Midland ISD
165901

PURCHASING AND ACQUISITION

CH
(LOCAL)

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

**Use of Bathrooms
and Changing
Facilities**

The District will formulate, interpret and apply its rules concerning the use of rest rooms, locker rooms, changing facilities and participation in all extracurricular activities, including sports competition in a manner consistent with the biological sex of each student.

For purposes of this policy, a statement of a student's biological sex on the student's official birth certificate is considered to have correctly stated the student's biological sex only if the statement was:

1. Entered at or near the time of the student's birth; or
2. Modified to correct any type of scrivener or clerical error in the student's biological sex.

Intellectual Property	All copyrights, trademarks, and other intellectual property rights <u>that belong to the District</u> shall remain with the District at all times.
Students	A student shall retain all rights to work <u>he or she</u> creates as part of instruction or using District technology resources.
Employees	As an agent of the District, an employee, including a student employee, shall not have rights to work he or she creates on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her employment, including the right to obtain copyrights.
<i>District Ownership</i>	
<i>Employee Ownership</i>	If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own time, away from his or her job and with personal equipment and materials, including the right to obtain patents or copyrights.
<i>Permission</i>	A District employee may apply to the Superintendent or designee to use District materials and equipment in his or her creative projects, provided the employee agrees either to grant to the District a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
<u>Works Made for Hire Independent Contractors</u>	The District may hire an independent contractor for specially commissioned work(s) under a written works-made-for-hire agreement that provides that the District shall own the work product created under the agreement, as permitted by copyright law. Independent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellectual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.
Copyright	Unless the proposed use of a copyrighted work is an exception under the "fair use" guidelines maintained by the Superintendent or designee, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise

employing the copyright holder's work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

- Technology Use** All persons are prohibited from using District technology in violation of any law including copyright law. Only appropriately images, applications, programs, or software may be used with District technology resources. No person shall use the District's technology resources to post, publicize, or duplicate information in violation of copyright law. The ~~Board shall direct the~~ Superintendent or designee to shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. All persons using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]
- Electronic Media** Unless a license or permission is obtained, electronic media in the classroom, including motion pictures and other audiovisual works, must be used during instructional activities, in the course of face-to-face teaching activities, as a regular part of teaching, directly related to curriculum, and viewed in a classroom or designated place of instruction as defined by law. ~~The user must obtain a lawfully made copy or have authorized access for this use.~~
- Designated Agent** The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent's identity. The District shall include on its Web site information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.
- If a content owner reasonably believes that the District's technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.
- Trademark** The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.
- School-Related Use** The District grants permission to students, student organizations, parent organizations and other District affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of school-related business or activity. The Superintendent or designee shall determine what constitutes use in furtherance of school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

INTELLECTUAL PROPERTY

CY
(LOCAL)

Public Use

Members of the general public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without the written permission of the Superintendent or designee. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District trademarks without appropriate authorization shall be subject to legal action.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	<p>The Superintendent shall define the qualifications, duties, and responsibilities of all positions <u>to include AE(LOCAL), BQ(LOCAL), related Board adopted Student Outcome Goals</u>, and shall ensure that job descriptions are current and accessible to employees and supervisors.</p> <p><u>All new employees shall receive training on AE(LOCAL), BQ(LOCAL), and BBE(LOCAL).</u></p>
Posting Vacancies	<p>The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to <u>include AE(LOCAL), BQ(LOCAL), related Board adopted Student Outcome Goals</u>, equal opportunity employment, and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.</p>
Applications	<p>All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
Employment of Contractual Personnel	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in positions of principal or above.</p> <p>The Board retains final authority for employment of contractual personnel in the following positions: principal, executive director, associate superintendent, assistant superintendent, chief, deputy superintendent, and Chief Financial Officer, general counsel, and internal audit. The Board delegates to the Superintendent final authority <u>for all other positions as allowed by law employment of contractual personnel in positions below principal.</u></p> <p>[See DCA, DCB, DCC, and DCE as appropriate]</p>
Employment of Noncontractual Personnel	<hr/> <p>Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).</p> <hr/> <p>The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]</p>
Employment Assistance Prohibited	<p>No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee</p>

engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action. [See CKE]
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent or designee.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Harassment or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]

Tobacco and E-Cigarettes

An employee shall not smoke, ~~or~~ use tobacco products, ~~or~~ e-cigarettes, or nicotine products on District property, in District vehicles, or at school-related activities. An employee may request an exception from this provision for a smoking cessation product. [See also GKA]

Alcohol and Drugs / Notice of Drug-Free Workplace

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity;

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

4. Any act constituting public intoxication; operating a motor vehicle while under the influence, including any offense of driving while intoxicated (DWI); or disorderly conduct; or
5. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code; or
 - Acts constituting abuse or neglect under the Texas Family Code.

Recordings

No employee may make an unauthorized audio or visual recording of a conversation or meeting pertaining to district business unless the employee making the recording notifies all participants in the conversation or meeting of the recording. An employee making an authorized recording shall ensure that the recording device is located in plain view for the duration of the conversation or meeting. Secret recordings shall be prohibited.

These provisions are not intended to limit or restrict recordings involving authorized investigations conducted by District personnel or any meeting recorded in accordance with Board policy, including Board meetings, grievance hearings, and audio recordings of meetings or proceedings at which the substance of an employee grievance is discussed. [See DGBA]

For audio or video recording of a student by an employee, see FL(LEGAL).

Dress and Grooming

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Note: For information related to the accounting of instructional materials, as this term is defined by state law and rule, see CMD.

For information related to the selection process of library materials, see EFB.

The District shall provide a wide range of instructional materials (as defined below) for students and faculty that present varying levels of difficulty, diversity of appeal, and a variety of points of view. Instructional Material shall be designed to teach the Texas Essential Knowledge and Skills and further the District's educational mission. Although the Superintendent ~~shall~~ may ensure that professional staff select instructional materials in accordance with District policy and administrative regulations, the ultimate authority for determining and approving the curriculum and instructional program of the District lies with the Board.

Objectives

In this policy, "instructional materials" may include, but is not limited to, textbooks, workbooks, supplementary resources for classroom use, a combination of book, workbook, and supplementary materials, including all media, writings, drawings, graphs, charts, photographs, pictures, film, videotapes, sound recordings, images, data, and data compilations of any kind, electronic resources, such as computer software, magnetic media, DVD, CD-ROM, computer courseware, online services, or an electronic media or other means of conveying information to students or otherwise contributing to the learning process through electronic means, that are and any other instructional resources, including electronic resources, used for formal or informal teaching and learning purposes. The primary objectives of instructional materials are to implement, enrich, and support the District's educational program.

Selection

Instructional materials that are textbooks and related supplemental materials, which may include items from the list of resources adopted by the State Board of Education, shall be chosen in accordance with administrative regulations and the objectives above.

The Board ~~shall~~ may rely on District professional staff to select and acquire instructional materials that:

1. Enrich and support the curriculum consistent with the general educational goals of the state and District, the aims and objectives of individual schools and specific courses, and the District and campus improvement plans.

2. Are appropriate for the subject area and for the age, ability level, learning styles, interests, and social and emotional development of the students for whom they are selected.
3. Meet high standards for artistic quality, literary style, authenticity, educational significance, factual content, physical format, presentation, readability, and technical quality.
4. ~~Are designed to help students gain an awareness of our pluralistic society. Present various sides of controversial issues so that students have an opportunity to develop, under guidance, skills in critical analysis and in making informed judgments in their daily lives. [See also EMB regarding instruction about controversial issues.]~~
5. ~~Are designed to provide information that will motivate students and staff to examine their own attitudes and behavior; to understand their duties, responsibilities, rights, and privileges as citizens participating in our society; and to make informed choices in their daily lives.~~
6. ~~5. Promote literacy.~~
7. ~~Promote cost with need.~~
8. ~~Are designed to develop each student's civil knowledge, including (a) an understanding of (i) the fundamental moral, political, and intellectual foundations of the American experiment in self-government; (ii) the history, qualities, traditions, and features of civic engagement in the United States; (iii) the structure, function, and processes of government institutions at the federal, state, and local levels; and (iv) the founding documents of the United States; (b) the ability to (i) analyze and determine the reliability of information sources; (ii) formulate and articulate reasoned positions; (iii) understand the manner in which local, state, and federal government works and operates through the use of simulations and models of governmental and democratic processes; (iv) actively listen and engage in civil discourse, including discourse with those with different viewpoints; and (v) participate as a citizen in a constitutional democracy by voting; and (c) an appreciation of (i) the importance and responsibility of participating in civic life; (ii) a commitment to the United States and its form of government; and (iii) a commitment to free speech and civil discourse.~~
9. ~~When providing instruction regarding the founding documents of the United States, these shall be presented appropriately for the grade level and in supportive, comprehensive, and affirmatory manner that respects the entirety of the document.~~

The founding documents of the United States include the entirety of the Declaration of Independence; the entirety of the United States Constitution; the Federalist Papers, including the entirety of Essays 10 and 51; excerpts from Alexis de Tocqueville's Democracy in America; the transcript of the first Lincoln-Douglas debate; the writings of the founding fathers of the United States; the entirety of Frederick Douglass's speeches "The Meaning of July Fourth for the Negro" and "What the Black Man Wants"; and the entirety of Martin Luther King Jr.'s speech "I Have a Dream."

District professional staff may select additional instructional materials in accordance with administrative regulations and the criteria above.

Administrators, teachers, other District personnel, parents, and community members, as appropriate, may recommend instructional materials for selection. Gifts of instructional materials shall be evaluated according to these criteria and accepted or rejected in accordance with CDC(LOCAL).

Selection of instructional materials is an ongoing process that includes the removal of materials no longer appropriate and the periodic replacement or repair of materials that still have educational value.

In the selection of Instructional Materials, Subject Persons shall not select materials which use the term "Latinx."

Critical Race Theory and Systemic Discrimination Ideology

No course of instruction, unit of study, materials, Instructional Materials or any other curricular or extracurricular offerings adopting, supporting, or promoting Critical Race Theory (CRT) and Systemic Discrimination Ideology (SDI) shall be used or introduced in any District school or otherwise. For the avoidance of doubt, this prohibition will also include any such materials or Instructional Materials that a teacher or administrator might seek to provide to any student, including any situation in which a teacher or administrator would allow a student to "borrow" such materials or Instructional Materials from the teacher's or administrator's private collection.

Any materials or Instructional Materials adopting, supporting or promoting CRT/SDI shall be removed from any District premises generally accessible to the student population, including but not limited to any library or classroom setting, and shall be kept solely and exclusively in an isolated and safeguarded section of the District's primary library facilities (hereinafter referred to as the "Parental Consent Area"). Prior to providing any student access to the Parental Consent Area, a student must submit evidence of written

consent from his or her parent or legal guardian (which written evidence shall be kept and maintained by the District in a manner consistent with its existing document retention policies), which consent shall include the date range of the allowed access (which may not exceed six (6) months from the date of such consent) and must be independently verified by the District through an in-person meeting or direct telephone communication between the parent or legal guardian and an appointed District representative.

For a definition of "CRT/SDI" see EMB(LOCAL).

Social and Emotional Learning Concepts

Instructional Materials that adopt, support or promote Social and Emotional Learning (SEL) concepts that are divisive, conflict with District policy, or are inconsistent with the District's education goals shall be removed from the District premises that are generally accessible to District students, and shall be kept solely and exclusively in the Parental Consent Area. Prior to providing any student access to the Parental Consent Area, a student must submit evidence of written consent from his or her parent or legal guardian (which written evidence shall be kept and maintained by the District in a manner consistent with its existing document retention policies), which consent shall include the date range of the allowed access (which may not exceed six (6) months from the date of such consent) and must be independently verified by the District through an in-person meeting or direct telephone communication between the parent or legal guardian and an appointed District representative.

Gender Fluidity Materials

No course of instruction, unit of study, materials, Instructional Materials or any other curricular or extracurricular offerings adopting, supporting, or promoting Gender Fluidity shall be used or introduced in any District school or otherwise.

For the avoidance of doubt, this prohibition will also include any such materials or Instructional Materials that a teacher or administrator might seek to provide to any student, including any situation in which a teacher or administrator would allow a student to "borrow" such materials or Instructional Materials from the teacher's or administrator's private collection.

Any materials or Instructional Materials adopting, supporting or promoting Gender Fluidity shall be removed from any District premises generally accessible to the student population, including but not limited to any library or classroom setting, and shall be kept solely and exclusively in the Parental Consent Area. Prior to providing any student access to the Parental Consent Area, a student must submit evidence of written consent from his or her parent or legal guardian (which written evidence shall be kept and maintained by the District in a manner consistent with its existing

Potentially
Pornographic
Materials

document retention policies), which consent shall include the date range of the allowed access (which may not exceed six (6) months from the date of such consent) and must be independently verified by the District through an in-person meeting or direct telephone communication between the parent or legal guardian and an appointed District representative.

For a definition of "Gender Fluidity" see EMB(LOCAL).

No course of instruction, unit of study, materials, Instructional Materials or any other curricular or extracurricular offerings adopting, supporting, or promoting Potentially Pornographic Material that the Board has not voted to include in the District's materials or Instructional Materials shall be used or introduced in any District school or otherwise.

For the avoidance of doubt, this prohibition will also include any such materials or Instructional Materials that a teacher or administrator might seek to provide to any student, including any situation in which a teacher or administrator would allow a student to "borrow" such materials or Instructional Materials from the teacher's or administrator's private collection.

Any materials or Instructional Materials adopting, supporting or promoting Potentially Pornographic Material that has not been specifically approved by the Board pursuant to EMB(LOCAL) to be included in the District's materials or Instructional Materials shall be removed from any District premises generally accessible to the student population, including but not limited to any library or classroom setting, and shall be kept solely and exclusively in the Parental Consent Area. Prior to providing any student access to the Parental Consent Area, a student must submit evidence of written consent from his or her parent or legal guardian (which written evidence shall be kept and maintained by the District in a manner consistent with its existing document retention policies), which consent shall include the date range of the allowed access (which may not exceed six (6) months from the date of such consent) and must be independently verified by the District through an in-person meeting or direct telephone communication between the parent or legal guardian and an appointed District representative.

For a definition of "Potentially Pornographic Materials" see EMB(LOCAL).

**Reconsideration of
Instructional
Materials**

A District employee or a parent or guardian of a District student may request reconsideration of instructional material used in the District's educational program on the basis that the instructional material fails to meet the standards set forth in this policy.

- Guiding Principles
- The following principles shall guide the Board and staff in responding to a request for reconsideration of instructional materials:
1. A complainant may raise an objection to an instructional material used in a school's educational program, despite the fact that the professional staff selecting the materials were qualified to make the selection, followed the proper procedure, and adhered to the objectives for instructional materials set out in this policy.
 2. A parent's ability to exercise control over instruction extends only to his or her own child as set forth in Education Code Chapter 26.
 3. Access to a challenged material shall not be restricted during the reconsideration process, except the District may deny access to a child if requested by the child's parent.

The major criterion for the final decision on challenged instructional materials is the appropriateness of the material for its intended educational use. No challenged instructional material shall be removed solely because of the ideas expressed therein.

Informal
Reconsideration

When the District or a campus receives an objection to the appropriateness of an instructional material, the appropriate administrator shall try to resolve the matter informally. The administrator shall explain the selection process and discuss the intended educational purpose for the instructional material. If appropriate, the administrator may offer a concerned parent an alternative instructional material to be used by that parent's child in place of the challenged material.

If the complainant wishes to make a formal challenge, the administrator shall provide the complainant a copy of this policy and a form to request a formal reconsideration of the instructional material.

Formal Request for
Reconsideration

A complainant shall make any formal request to reconsider an instructional material on the form provided by the District and shall submit the completed and signed form to the principal. Upon receipt of the form, the principal shall appoint a reconsideration committee.

The reconsideration committee shall include at least one member of the instructional staff who has experience using the challenged material with students or is familiar with the challenged material's content. Other members of the committee ~~may~~ shall include District-level staff, [a campus administrator](#), secondary-level students,

parents of currently enrolled students, and any other appropriate individuals.

All members of the committee shall review the challenged instructional material in its entirety. As soon as reasonably possible, the committee shall meet and determine whether the challenged material conforms to the principles of selection set out in this policy and whether the challenged material will continue to be used in the educational program. The committee shall prepare a written report of its findings. The Board, the Superintendent, other appropriate administrators, and the complainant shall receive copies of the report.

*Frequency of
Review*

After an instructional material has been reviewed through formal reconsideration, it shall not be reviewed again until it is evaluated in the periodic local selection process.

Appeal

The complainant may appeal the decision of the reconsideration committee in accordance with appropriate complaint policies, starting at the appropriate level. [See DGBA, FNG, and GF]

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

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

Purpose

~~Since school and classroom libraries are viewed as places for voluntary inquiry, library materials must be treated differently from instructional materials used in classroom instruction. This policy provides criteria for the selection, removal, and replacement of library materials, focused on maximizing transparency with parents and community members while meeting student needs to provide supplemental enrichment in their learning with appropriate materials. Through the provision of these library materials, the District shall recognize that parents hold an essential role in the education of their children and have the right to guide what their children read, and that parents are the primary decision makers regarding a student's access to library material. The District should communicate effectively with parents regarding library collection development.~~

**Collection
Development Policy**

In this policy, "library materials" may include printed and electronic library acquisitions, including online catalogs, and other ancillary or supplementary materials maintained in a campus library.

The library collection development standards shall apply to all library materials available for use or display, including material contained in school and classroom libraries, classrooms libraries, and online catalogs outside of the District's core educational program.

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

Responsibility

The District shall ensure librarians, professional library staff, and other designated professional staff trained on the proper collection development standards select and acquire library materials in accordance with state law and rules, this collection development policy, and administrative procedures.

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

Collection
Development Goals

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

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

Selection and
Evaluation of
Materials

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

When selecting, acquiring, and evaluating library materials, librarians and other professional staff shall ensure that the materials:

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

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

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

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

Following the completion of the selection and evaluation process, all library materials shall be submitted to the board for prior approval before they may be acquired, possessed, or purchased.

Access Plan

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

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

Each campus shall communicate the following to parents and guardians:

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

Parental Involvement

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

In accordance with state law and administrative procedures, parents or guardians may select alternative library materials for their

student. [For information on parental rights regarding instructional materials and other instructional resources, see EFA(LEGAL).]

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

*Access
Procedures*

School Library

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

Online Catalog

A parent or guardian who wishes to access an online catalog shall submit a written request to the principal. The principal or a staff member designated by the principal shall respond to the request in accordance with administrative procedures.

Protection from
Inappropriate
Material

Library materials shall not include "harmful material" as defined by Penal Code 43.24(a)(2); Penal Code 43.24(a)(2) describes harmful material as material whose dominant theme taken as a whole:

1. Appeals to the prurient interest of a minor, in sex, nudity, or excretion;
2. Is patently offensive to prevailing standards in the adult community as a whole with respect to what is suitable for minors; and
3. Is utterly without redeeming social value for minors.

It is an offense in Texas to distribute this material in violation of Penal Code 43.24(b). No library material shall be used possessed, acquired, or purchased if it contains content that can meet the harmful material standard.

No library material shall be used possessed, acquired, or purchased if it contains content that includes "obscene" material as defined by Penal Code 43.21(a)(1);

No library material shall be used possessed, acquired, or purchased if it contains content any library material pervasively vulgar or educationally unsuitable as referenced in *Board of Education v. Pico*; or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL)]

No library material shall be possessed, acquired or purchased if it has been rated sexually explicit material by the selling library material vendor under Texas Education Code § 35.002.

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

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

Reconsideration of
Library Material

A District employee or a parent or guardian of a District student may request the reconsideration of a library material maintained in the District's library program.

*Guiding
Principles*

The following principles shall guide the review of a request to reconsider a library material:

1. An individual may raise an objection to a library material used in the District's library program, despite the fact that the professional staff selecting the materials were qualified to make the selection, followed the proper procedure, and adhered to the objectives and criteria for library materials set out in this policy.
2. A parent's or guardian's ability to exercise control over instruction and instructional resources, including library materials, extends only to his or her own child as set forth in Education Code Chapter 26.
3. Access to a challenged material shall not be restricted during the reconsideration process, except the District may deny access to a student if requested by the student's parent or guardian.

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

*Informal
Reconsideration*

When the District or a campus receives an objection to the appropriateness of a library material, the appropriate librarian or administrator shall try to resolve the matter informally. The librarian or administrator shall explain the selection process and discuss the intended purpose for the library material.

The librarian or administrator shall offer a concerned parent or guardian an alternative library material to be used by the child in place of the material and, if requested, shall restrict the child's access to the material objected to by the parent or guardian.

If the individual wishes to make a formal challenge, the administrator shall make available to the individual a copy of this policy and a form to request a formal reconsideration of the library material.

*Formal Request
for
Reconsideration*

The District shall make a form to request reconsideration of library material available in the District's administrative office.

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

After a request for reconsideration form is submitted, the form shall be provided to the Superintendent. Copies of the form shall be provided to the school librarian, the Board, and any other staff designated in administrative procedures.

*Reconsideration
Committee*

For purposes of this policy, "days" shall mean District business days, unless otherwise noted.

The associate superintendent of teaching and learning shall appoint a reconsideration committee and notify committee members within 10 days of receiving the request for reconsideration form.

The reconsideration committee shall include the librarian and at least one member of the instructional staff who is familiar with the material's content. Other members of the committee may include District-level staff, secondary-level students, parents or guardians, and any other appropriate individuals.

Within 10 days of appointment of the committee the District shall provide members of the committee the relevant materials to review. If additional time is required to obtain and distribute the materials for review, all members of the committee shall be informed that a reasonable extension of time is needed.

All members of the committee shall review the challenged library material in its entirety and determine whether the material conforms to this policy and whether the material will continue to be available in the library. The committee shall prepare a written report of its findings.

Absent extenuating circumstances, the written report shall be provided to the administration within 60 days of the District providing the material to the committee members. In calculating timelines under this policy, the day the committee is provided the materials is "day zero." The following business day is "day one."

	<p>Extensions of time due to extenuating circumstances shall take into consideration the time necessary to convene the committee members, the amount of material being reviewed, and any other pending reconsideration requests being handled by the committee.</p> <p>An extension of any deadline shall be promptly communicated to the individual who submitted the request for reconsideration.</p> <p>The Superintendent, the school librarian, the individual submitting the request for reconsideration, and any other appropriate administrators shall receive a copy of the committee's report.</p>
<i>Appeal</i>	<p>An individual who submitted a request for reconsideration may appeal the decision of the reconsideration committee in accordance with appropriate complaint policies, starting at the level immediately preceding Board consideration of a complaint. [See DGBA and FNG]</p>
<i>Frequency of Review</i>	<p>After a library material has been reviewed through the reconsideration process, it shall not be reviewed again within two calendar years of the reconsideration committee's final decision.</p>
Maintenance of Library Materials	<p>In accordance with state guidelines and District administrative procedures, collections shall be evaluated and updated regularly based on the collections' age, relevance, diversity, and variety. The Superintendent shall ensure administrative procedures are established for regular maintenance of the library collection on each campus. Standard maintenance procedures for any library collection include repair, replacement, and removal of materials as necessary. Regular maintenance shall also include scheduled inventories of the collection. Disposal of any District-owned library materials shall be in accordance with District policy and procedures. [See CI]</p>
Gifts and Donations	<p>The District shall accept gifts and donations of library materials with the understanding that the use and disposition of the materials and monies will be in accordance with District policy and the selection criteria noted above. [See CDC]</p>
Policy Review	<p>This policy shall be reviewed at least every three years and revised as necessary.</p>

Dyslexia and Related Disorders

The District shall comply with all state rules and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test regarding students for with dyslexia and related disorders. This includes the current version of The Dyslexia Handbook.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the assessment identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection	A selection placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students Interdistrict	When a student identified as gifted by a previous school district enrolls in the District, the selection <u>placement</u> committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate. [See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the selection <u>placement</u> committee or a parent determines it is in the best interest of the student to exit the program is not meeting the student's educational needs , the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the selection <u>placement</u> committee regarding selection for or exit from services in the gifted and talented program. Appeals shall be made first to the selection <u>placement</u> committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus im-

provement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

~~The District's Superintendent or designee shall develop administrative procedures to account for the expenditure of the gifted and talented allotment in alignment with the Texas Education Agency's financial compliance guidance. program shall address effective use of funds for programs and services consistent with the standards in the state plan for gifted and talented students.~~

One hundred percent of state funds allocated for gifted and talented education shall be spent on providing gifted and talented services or enhancing the District's gifted and talented program.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

Relation to Essential Knowledge and Skills

The District shall teach the Texas Essential Knowledge and Skills (TEKS) at grade level or above ~~establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses.~~ These ~~objectives-TEKS~~ shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the TEKS at grade level or above ~~designated-District-objectives.~~

Guidelines for Grading

The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

The District shall permit a student who meets the criteria detailed in the grading guidelines a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

Progress Reporting

The District shall issue grade reports/report cards every six weeks on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.

Interim Reports

Interim progress reports shall be issued for all students after the third week of each grading period. Supplemental progress reports may be issued at the teacher's discretion.

Conferences

In addition to conferences scheduled on the campus calendar, conferences may be requested by a teacher or parent as needed.

STAAR Reports

The District shall ensure each parent, guardian or student is provided a STAAR Report Card for their individual student as soon as available from the Texas Education Agency.

Academic Dishonesty

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, the use of artificial intelligence to complete an assignment in part or in whole unless approved by the classroom teacher, and unauthorized communication between students during an examination. The determination that a student has engaged in

academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, information from students, or the use of an artificial intelligence detection tool selected by the District [see Artificial Intelligence at CQ(LOCAL)].

The District shall address controversial topics in an impartial and objective manner. Teachers shall not use the classroom to transmit personal beliefs regarding political or sectarian issues. Students and educators shall ensure that, to the extent possible, discussions are conducted fairly and courteously.

As used in this policy, "Subject Persons" means those persons who (1) are employed by the District, (2) volunteer time or services on behalf of the District and (3) directly interact with District students.

Selection of Topics

Teachers shall not be compelled to discuss widely debated and currently controversial issues of public policy or social affairs. However, in the event a teacher chooses to discuss a topic described above, the teacher must explore that topic objectively and, in a manner, free from political bias. In guiding classroom discussion of controversial issues, teachers shall comply with the instructional requirements and prohibitions imposed under Texas law and by the District. A teacher selecting topics for discussion in the classroom shall be adequately informed about the issue and capable of providing instruction on the subject, free from personal bias. In addition, the teacher shall be certain that:

1. The issue in question is within the range, knowledge, maturity, and comprehension of the students.
2. The issue is current and educationally significant.
3. The consideration of the issue does not interfere with required instruction.
4. Sufficient relevant information on all aspects of the issue is provided.

If a teacher is unsure about a topic of discussion or about the methods to employ, the teacher may discuss the issue with the principal.

Classroom Discussion

In guiding classroom discussion of controversial issues, teachers shall:

1. Foster students' critical thinking skills.
2. Encourage discussion based on rational analysis.
3. Create an atmosphere in which students learn to respect others' opinions and disagree courteously.
4. Ensure that multiple viewpoints about the issue are presented by introducing an unexpressed viewpoint when necessary.

5. Avoid any attempt to coerce or persuade students to adopt the teacher's point of view.
6. Comply with the instructional requirements and prohibitions imposed under Texas law.

Certain Instructional Requirements and Prohibitions

The District, including its teachers and administrators, shall not:

1. Require, teach, make part of a course or training, or otherwise instruct any Subject Persons or students that:
 - a. One race or sex is inherently superior to another race or sex;
 - b. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
 - c. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
 - d. An individual's moral character, standing, or worth is partially or necessarily determined by the individual's race or sex;
 - e. An individual, by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
 - f. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race or group to oppress members of another race or group;
 - g. The delivery of slaves and the advent of slavery in the territory that is now the United States constituted the true founding of the United States; or
 - h. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality;
2. Teach, instruct, train, introduce, discuss or require an understanding of The 1619 Project, which began as a compilation of essays, poems, and other works originally published in The New York Times Magazine in August 2019 but has become the impetus for the development of resources, programs, and curricula for educators; or

3. Teach, instruct, advocate, promote, or discuss any ideas, beliefs, concepts, theories, principles, rules, thoughts, or impressions that have any connection to, relationship with, refer to, are influenced by, or are otherwise consistent with so-called "Critical Race Theory" or systemic discrimination ideologies, including, but not limited to, those ideologies set forth in this section of this policy, as such ideologies have been understood, developed, taught, interpreted, defined/redefined by individuals, organizations, and others who have created, defined, redefined, interpreted, taught, instructed, advocated, promoted, or discussed or used understand so-called "Critical Race Theory" or systemic discrimination ideologies. This subsection, along with subsection (1) and (2) above, shall be collectively referred to as "Critical Race Theory or Systemic Discrimination Ideologies" or "CRT/SDI".

Social Emotional Learning Concepts

Most traditional social and emotional learning (SEL) teachings are consistent with the District's general education goals, particularly concepts relating to the development of self-awareness, individualism, self-reliance, self-motivation, communication, conflict resolution, and interpersonal skills that are vital for academic, professional, and life success.

However, some SEL concepts can be potentially divisive, conflict with District policy, and be inconsistent with the District's education goals. As such, the District, including its Subject Persons, shall not teach, instruct, train or otherwise require any Subject Person or any individual or group, to adopt, support, or otherwise promote SEL concepts that are divisive, conflict with District policy, or are inconsistent with the District's educational goals.

For the avoidance of doubt, the District will continue to support and promote the following ideologies and concepts, which are generally consistent the positive components of SEL and with the general educational goals of the state and District: individualism; a rejection of victimhood mentality; conflict resolution techniques; aspiration to serve as entrepreneurs and spiritual and community leaders; financial self-sufficiency; importance of the nuclear family; liberty, hard work and perseverance as the basis for a successful society; and the virtues of self-discipline, forgiveness, patience, kindness, determination, hope, thankfulness, reliability, honesty, industry and responsibility.

Gender Fluidity

The District, including its Subject Persons, shall not teach, instruct, train or otherwise require any Subject Person or any individual or group, to adopt, support or otherwise promote Gender Fluidity (as

defined herein). Additionally, Subject Persons shall not teach, instruct, train, or otherwise require any other Subject Person to teach, instruct, train, or otherwise communicate to any individual or group topics regarding sexual orientation or gender identity.

For purposes of this policy, "Gender Fluidity" means any belief, theory or ideology that:

1. Espouses the view that gender is merely a social construct;
2. Espouses the view that it is possible for a person to be any gender or none (i.e., non-binary);
3. Espouses the view that an individual's biological sex should attempt to be changed to "match" a gender different from that person's biological sex; and
4. Supports hormone therapy or other medical treatments or procedures to temporarily or permanently alter a person's body so that it "matches" a gender different from that person's biological sex.

A Subject Person may not use, or permit others to use, any District resource, funds, property, or personnel to adopt, support, or promote Gender Fluidity as defined herein.

Pronoun Usage

The District will not promote, require or encourage the use of pronoun identifiers for students, teachers or any other persons in any manner that is inconsistent with the biological sex of such person as listed on:

1. The student's official birth certificate; or
2. If the student's official birth certificate is unobtainable, another government-issued record.

However, to the extent a student (with the written consent of such student's parent or legal guardian), parent or legal guardian has specifically, in writing, requested or directed the use of a specific pronoun for that particular student, a teacher or administrator interacting with the student may comply with such request.

A Subject Person shall not be permitted to require a student to use a pronoun to refer to such Subject Person in a manner that is inconsistent with the biological sex of such Subject Person as listed on:

1. The Subject Person's official birth certificate; or
2. If the Subject Person's official birth certificate is unobtainable, another government-issued record.

Potentially
Pornographic
Material

For purposes of this Policy, "Potentially Pornographic Material" means all media, writings, drawings, graphs, charts, photographs, pictures, films, tapes, sound recordings, images, data, and data compilations of every kind that addresses or contains the following topics:

1. Human sexuality and/or nudity;
2. Sexually transmitted diseases;
3. Sexually explicit acts; and/or
4. Graphic presentations of sexual behavior.

On an annual basis, and as otherwise necessary as determined by the Board in its sole discretion, the District shall identify all Potentially Pornographic Material available, utilized, or assigned in the District.

All Potentially Pornographic Material that has been identified by the District as well as any future Potentially Pornographic Material that the District intends to use in any manner as Instructional Materials, shall first be presented to the Board in an open meeting in accordance with the Texas Open Meetings Act. During the open meeting, the Administration shall inform parents, legal guardians, and the Board regarding the educational value of, and the reasoning behind, the use and selection of the materials as Instructional Materials. All Potentially Pornographic Material will be deemed to be Prohibited Materials unless and until the Board affirmatively votes in public, with each Board member's individual vote being discernible, to include such Potentially Pornographic Material in the District's Instructional Materials.

The District shall develop, maintain, and make publicly available a single, searchable website database on the District's website that allows the public at no cost to review all the details concerning Potentially Pornographic Material which has been included or excluded in the District's materials or Instructional Materials by the Board.

The District's website database shall identify the Potentially Pornographic Material and state the District's position regarding the educational value of, and reasoning behind, the use and selection of each item of Potentially Pornographic Material. The website will also clearly identify how the Potentially Pornographic Material is being utilized by the District and at which campuses and in which classrooms the Potentially Pornographic Material has been made available to students. The vote of each individual Board member as well as the vote of the full Board shall be made clearly visible in this same location on the District's website.

The District shall not teach, instruct, or train any Subject Person or any other individual or group, to adopt, support, or promote Potentially Pornographic Material that the Board has not voted to include in the District's materials or Instructional Materials, nor shall the District allow any such Potentially Pornographic Material to be introduced or otherwise discussed. For the avoidance of doubt, this prohibition will also include any such materials or Instructional Materials that a teacher or administrator might seek to provide to any student, including any situation in which a teacher or administrator would allow a student to "borrow" such materials or Instructional Materials from the teacher's or administrator's private collection.

**Additional Terms
Prohibited**

Subject Persons shall not use the term "Latinx" but shall instead use the terms "Hispanic," "Hispanics," "Latino," "Latinos," "Latina" or "Latinas."

The District shall not permit the use of the term "minor-attracted person" and shall require the use of the term "pedophile" for any reference to sexual acts or attraction to children. Any Instructional Materials that speak to or reference pedophilia should only refer to it as an abhorrent crime.

**Student or Parent
Concerns**

A student or parent with concerns regarding instruction about controversial issues shall be directed to the complaint policy at FNG.

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child. [Oral reports made to the Texas Department of Family and Protective Services are recorded.](#)

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of the Texas Department of Family and Protective Services (DFPS) at (800) 252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers. [See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus princi-

pal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

Confidentiality

In accordance with state law, the identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the rules of the investigating agency.

The person making a report of suspected child abuse or neglect is required to provide his or her name, telephone number, and home address or business address and profession if the person making the report is a school employee, agent, or contract.

The identity of a person making a report of suspected child abuse or neglect shall be disclosed only for purposes consistent with the Texas Family Code, including Texas Family Code § 261.203, and applicable federal or state law or under rules adopted by an investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or

3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

¹ Texas Abuse Hotline Website: <http://www.txabusehotline.org>

STUDENT ACTIVITIES

FM
(LOCAL)

**Extracurricular
Activity Absences**

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

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

**Use of District
Facilities**

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

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

**Participation in UIL
Activities**

In accordance with Texas Education Code 33.0834, and except as provided below, an interscholastic athletic team sponsored or authorized by the District may not allow a student to compete in an interscholastic athletic competition sponsored or authorized by the District that is designated for the biological sex opposite to the student's biological sex as correctly stated on:

1. The student's official birth certificate; or
2. If the student's official birth certificate is unobtainable, another government-issued record.

An interscholastic athletic team sponsored or authorized by the District may allow a female student to compete in an interscholastic athletic competition that is designated for male students if a corresponding interscholastic athletic competition designated for female students is not offered or available.

Pursuant to law, an individual's biological sex shall be determined by the information listed on the official birth certificate, provided that the statement was:

1. Entered at or near the time of the student's birth; or
2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the student's biological sex.

Performing Arts

In roles that involve the giving or receiving of affection (implied romantic relationship, romantic hugging, kissing, etc.), the casting must ensure that the student actor's biological sex aligns with the sex of the character as specified in the script.

Pursuant to law, an individual's biological sex shall be determined by the information listed on the official birth certificate, provided that the statement was:

1. Entered at or near the time of the person's birth; or

2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the person's biological sex.

[See Birth Certificate Statement in FM(LEGAL)]

Student Travel Opportunities

Educational experiences of value shall not be confined to the classroom. Activities conducted outside the traditional classroom setting that support, complement, or enhance the standard instructional program shall be recognized as legitimate. Student trips undertaken for the purpose of extending, supplementing, enhancing, or culminating the approved instructional program may be permitted, provided such trips are arranged in compliance with applicable administrative regulations.

Transportation for Student Travel

Students who participate in school-sponsored trips shall be required to utilize transportation arranged by the District for both departure and return unless otherwise authorized in accordance with administrative regulations.

Student Accommodations on Overnight Trips

Overnight travel accommodations shall be determined according to biological sex. Midland ISD will make reasonable adjustments to this policy solely as required by relevant legal requirements.

Pursuant to law, an individual's biological sex is determined by the information listed on the official birth certificate, provided that the statement was:

1. Entered at or near the time of the person's birth; or
2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the person's biological sex.

[See Birth Certificate Statement in FM(LEGAL)]

Out-Of-District Travel

Any out-of-district trips taken by student organizations and other student groups shall require prior approval from the school board.

The sponsor shall be responsible for making all necessary arrangements prior to the proposed travel, ensuring sufficient time is provided for review and processing by the school board.

Out-Of-State Adult Travel Eligibility & Criteria

Sponsors, advisors, chaperones, and administrators shall be required to travel with the group and fully participate in the approved itinerary.

Chaperones must be at least 25 years old, and the student-to-adult chaperone ratio for overnight trips must not exceed 12 students per adult. The trip sponsor shall be responsible for ensuring that all chaperones meet the necessary requirements prior to travel.

Spouses accompanying the group must either serve as chaperones with full responsibilities or travel separately at their own expense.

All District employees must perform their duties in compliance with state and federal law, District policy, and ethical standards. Additionally, all sponsors and chaperones must be approved District volunteers or submit a clear criminal background check.

Out-Of-State Teacher Sponsor

The teacher or sponsor overseeing the trip shall be designated as the "designated administrator."

If a teacher sponsor is traveling with one or two students, the teacher must notify the parents in advance that there will be only one or two students accompanied by a single teacher. For trips involving more than 20 students, at least two District employees must be in attendance.

In cases where both male and female students are participating, one male and one female sponsor must be designated. If more than two District employees are attending an out-of-state trip and seeking reimbursement for travel expenses from the District, prior approval must be obtained from the Superintendent.

Out-of-state trips involving students shall maintain a chaperone-to-student ratio not exceeding one chaperone for every eight students. It shall be the responsibility of the sponsor to secure approved chaperones for all trips, and the District shall not be liable for the costs associated with non-District staff chaperones.

Sponsor Responsibilities

Sponsor responsibilities shall include:

- Organizing and assigning chaperone duties
- Conducting regular meetings with chaperones to review and debrief the trip
- Assisting with room checks
- Adhering to campus emergency procedures as a guideline
- Administering medication as needed
- Keeping an administrator informed of any concerns. (If an administrator is not present, contact must be made by phone.)

If students are traveling on multiple flights with different departure times, a District employee must be present on each flight.

Student Illness: In the event a student requires medical attention, the sponsor or accompanying administrator shall accompany the student to the medical facility.

**Student
Accountability
During the Trip**

Sponsors, advisors, students, and administrators shall be required to travel with the group and participate in the full itinerary as finalized and approved.

During travel to and from the hotel and activities, a headcount shall be conducted to ensure all students are accounted for. Regular check-ins with individual chaperones and group check-ins shall occur throughout the trip. Depending on the size of the group, the sponsor may consider dividing students into smaller groups, with chaperones designated as "group captains" or leaders.

Prior to bed checks at the end of each day, a meeting with all chaperones shall be held to review the day's events and the schedule for the following day, allowing chaperones to communicate relevant information to their groups during bed checks.

A list of students, including room assignments, shall be provided to all chaperones and staff members accompanying the trip.

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA
(LOCAL)

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

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

For purposes of this policy, "distribution" means the circulation of more than 25 copies of material from a source other than the District.

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

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

**Limitations on
Content**

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

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

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNA
(LOCAL)

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

9. The materials promote concepts described in the Social and Emotional Learning Concepts section of EMB(LOCAL).

Prohibited Materials are materials that advocate Critical Race Theory, Systemic Discrimination Ideology, Gender Fluidity theories, and all Potentially Pornographic Material that the Board has not affirmatively voted to include in the District's Instructional Materials. See EMB(LOCAL) for definitions of terms used herein.

Prior Review

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

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

Exceptions to Prior Review

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

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

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

Time, Place, and Manner Restrictions

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

The Superintendent or designee shall designate times, locations, and means for distribution of nonschool literature by students at District facilities other than school campuses, in accordance with this policy.

Violations of Policy

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNA
(LOCAL)

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

Appeals

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

Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco, and e-cigarettes, and electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exception

No violation of this policy occurs when the use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

**Distribution of
Nonschool Literature
Permitted**

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

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

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

**Limitations on
Content**

Nonschool literature shall not be distributed on District property if:

1. The materials ~~are obscene, vulgar, constitute Prohibited Materials as that term is defined herein,~~ or are otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.
9. The materials are for political campaigns, except as allowed on election day at polling places.
10. The materials promote concepts described in the Social and Emotional Learning Concepts section of EMB (LOCAL).

Prohibited Materials are materials that advocate Critical Race Theory, Systemic Discrimination Ideology, Gender Fluidity theories, and all Potentially Pornographic Material that the Board has not affirmatively voted to include in the District's Instructional Materials. See EMB(LOCAL) for definitions of terms used herein.

Prior Review

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

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

Exceptions to Prior Review

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

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

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

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

Time, Place, and Manner Restrictions

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

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

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

Violations of Policy

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

Appeals

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

7. Superintendent's Update

Presenter: Dr. Stephanie Howard

8. District Informational Reports

A. Academic Update: Board Goal Progress Measures 1.1, 2.1

Presenter: Andrea Messick

140



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Andrea Messick, Executive Director of Elementary Teaching and Learning

Subject: Academic Update: Goal Progress Measures 1.1 and 2.1

Information Item

Financial Impact

NA

Board Goals/ Strategic Plan Goals

GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from **86% to 89%** by 2028.

GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from **92% to 94%** by 2028.

Strategic Plan Goal 1.1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Executive Summary

The Executive Director of Elementary Teaching and Learning will provide an End of Year update on Goal Progress Measures 1.1 and 2.1, which focus on the achievement of Pre-Kindergarten students in the areas of phonological awareness and math. The Children's Learning Institute (CLI) assessment is a comprehensive progress monitoring platform, and it is utilized in Midland ISD three times each school year. This platform allows teachers to quickly assess each child's progress in various skill areas.

This progress monitoring platform is on the Commissioner's list of Approved Pre-Kindergarten Progress Monitoring Instruments, and it has demonstrated high reliability and validity in multiple research studies.

Contact Person

Andrea Messick, Executive Director of Elementary Teaching and Learning

Enclosure

May 2025 Board Goal Update Presentation



Board Goal Update

Goal Progress Measures 1.1 and 2.1

May 20, 2025

CLI ASSESSMENTS

at a Glance

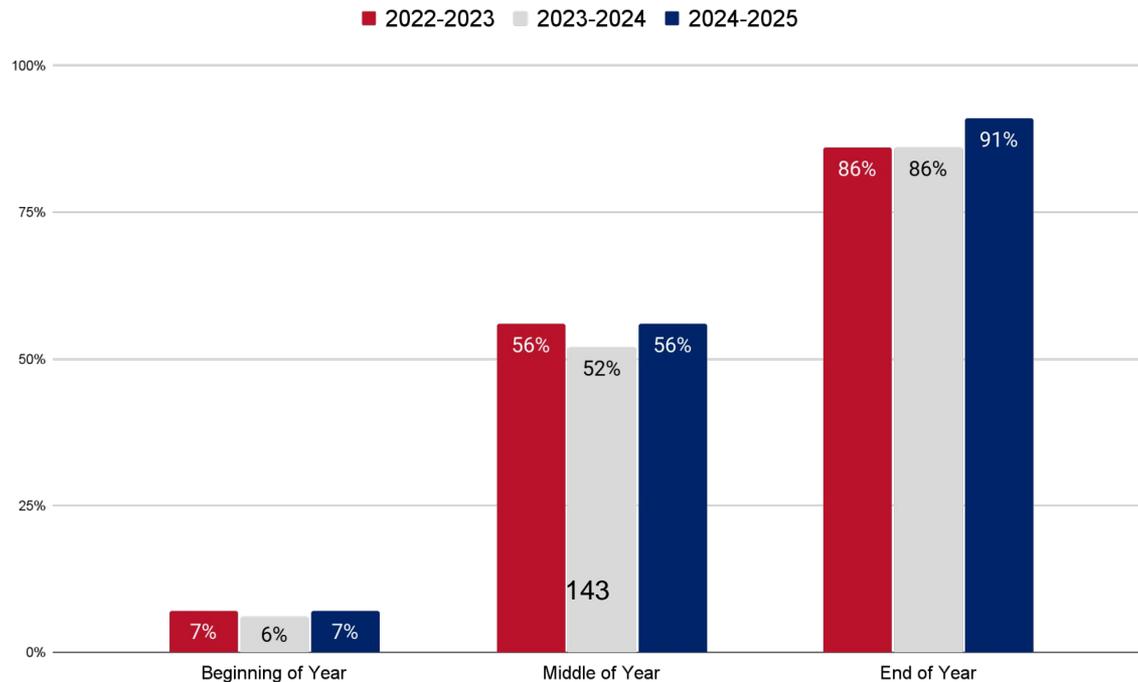
The Children's Learning Institute (CLI) assessments are utilized three times each school year in Midland ISD. The CLI platform enables teachers to quickly assess a child's progress in various skill areas. This simple, yet reliable, data collection allows teachers to focus on lessons that target their students' least developed skills throughout the school year.

Phonological Awareness	Overall Math
<ul style="list-style-type: none">● Letter Sounds● Rapid Letter Naming● Total Phonological Awareness<ul style="list-style-type: none">○ Syllables○ Onset-rime○ Rhyming 1○ Alliteration	<ul style="list-style-type: none">● Rote Counting● Shape Naming● Number Discrimination● Number Naming● Shape Discrimination● Counting Sets● Operations

142

GPM 1.1 Phonological Awareness

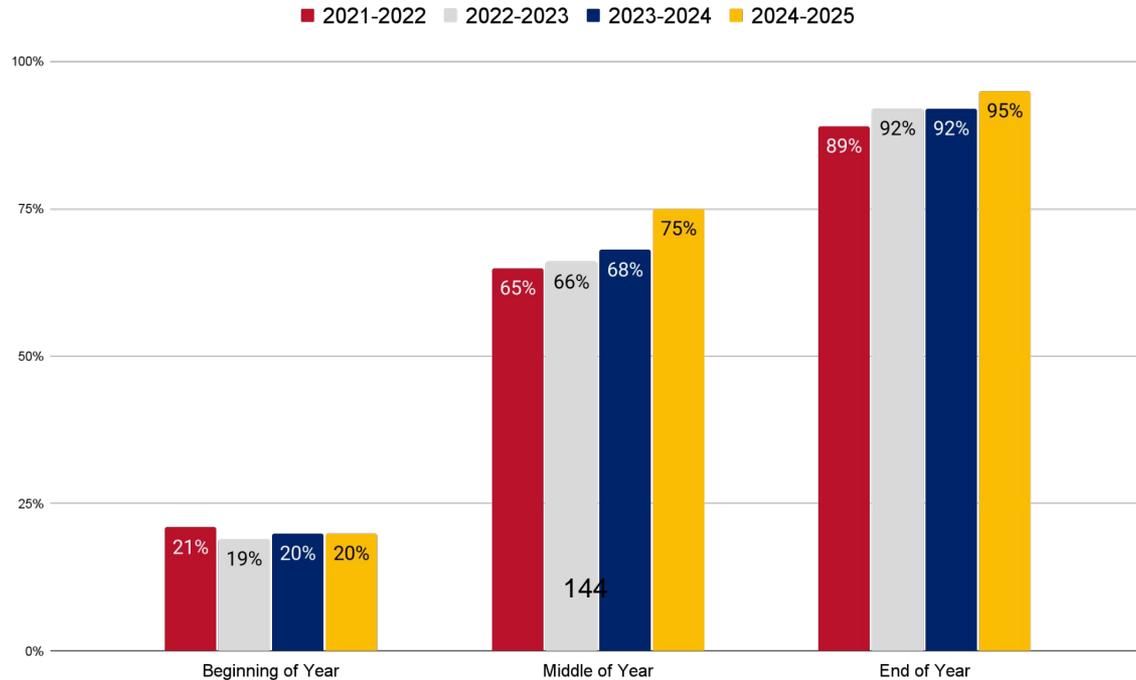
The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from **86% to 89%** by 2028.



**Exceeded
End of Year Target
of 87%**

GPM 2.1 Overall Math

The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from **92% to 94%** by 2028.



**Exceeded
End of Year Target
of 92%**



B. Financial and Budget Preparation for 2025-2026 Update #4
Presenter: Tucker Durham

147



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Tucker Durham, Chief Financial Officer

Subject: Financial and Budget Preparation for 2025-2026 Update #4

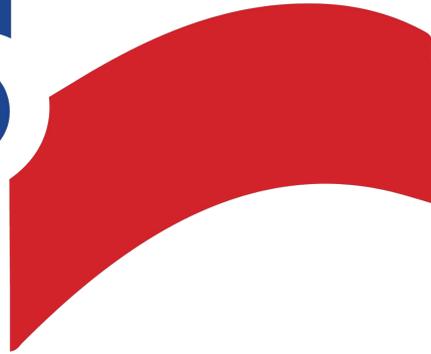
District Report

Executive Summary

Annually, the Board of Trustees is responsible for adopting a budget and setting a tax rate in order to sustain the adopted budget. The budget process is a year-long process that involves planning for the upcoming fiscal year, preparation of allocating resources then, after the adoption, requires monitoring the budget for effectiveness. A budget calendar has been developed and distributed to better outline the high-level budget process from the day the budget goes into effect to the end of the fiscal year as a roadmap for the board to be informed about. This will be an ongoing report each month leading up to the budget adoption in June, where we'll discuss assumptions, the state of the district, any legislative changes that have budget implications, and the building blocks that make up the budget for the 2025-2026 fiscal year. We've previously discussed historical data and started focusing on assumptions for the upcoming year, while utilizing historical data as a baseline for all assumptions. We will continue to look at trends and assumptions for the 2025-2026 budget up until the budget adoption in June.

Contact Person

Tucker Durham, Chief Financial Officer



2025

May 20, 2025

**2025-2026 Budget Preparation
Update #4**

Legal Requirements

- Board is required to adopt an annual budget prior to July 1st
 - Fund / function
 - General Fund (199)
 - Child Nutrition (240)
 - Debt Service (599)
- District may not legally spend money in a new fiscal year without a board approved budget
- Board is required to set a tax rate prior to September 30th

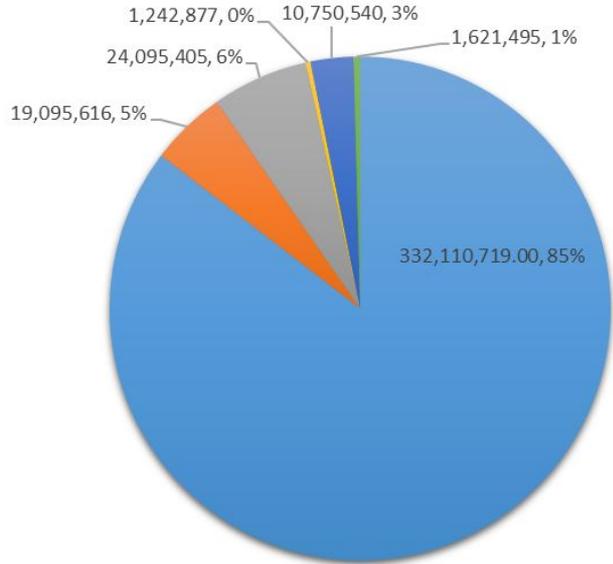
2025 - 2026 District Budget Priorities

1. Sustainable Budget
2. Salary Increase
3. Data-driven budgeting based on board goals, strategic plan, and comprehensive assessment

2024-2025 End of Year Revenue Projections

With Recapture

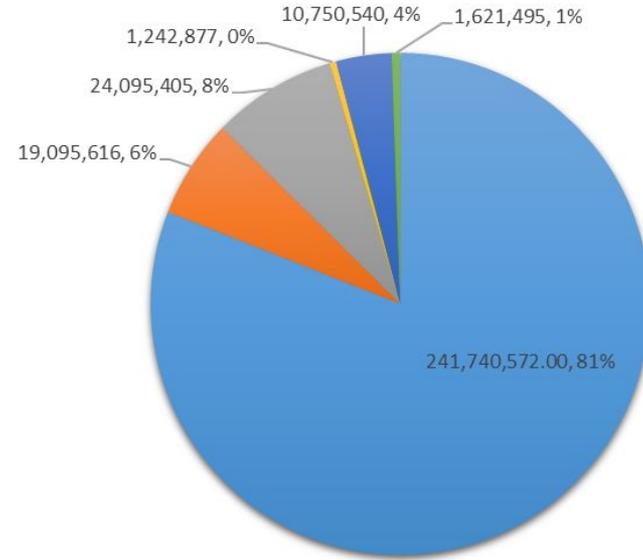
Total Revenue: \$388,916,653



■ Property Taxes
 ■ Other Local Revenue
 ■ State Revenue
■ Federal Revenue
 ■ TRS On-Behalf Revenue
 ■ Other Financing Sources

Without Recapture

Total Revenue: \$298,546,506

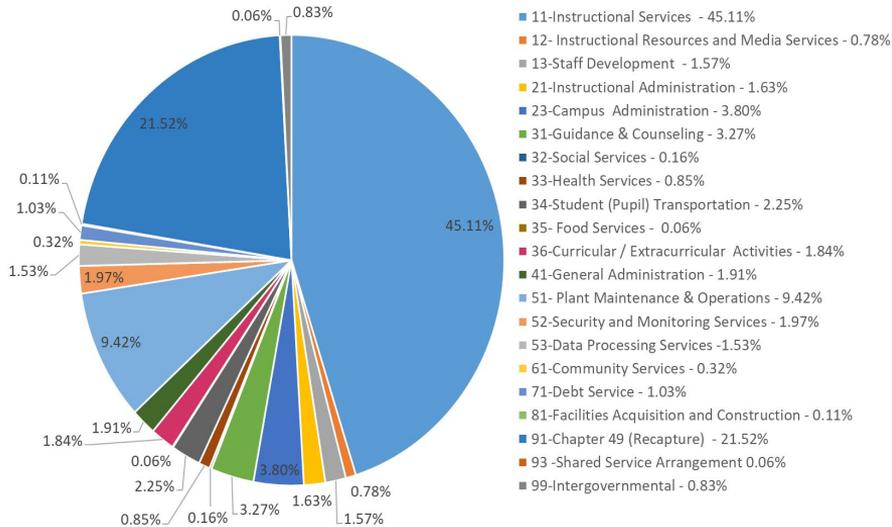


■ Property Taxes
 ■ Other Local Revenue
 ■ State Revenue
■ Federal Revenue
 ■ TRS On-Behalf Revenue
 ■ Other Financing Sources

2024-2025 End of Year Expenditure Projections

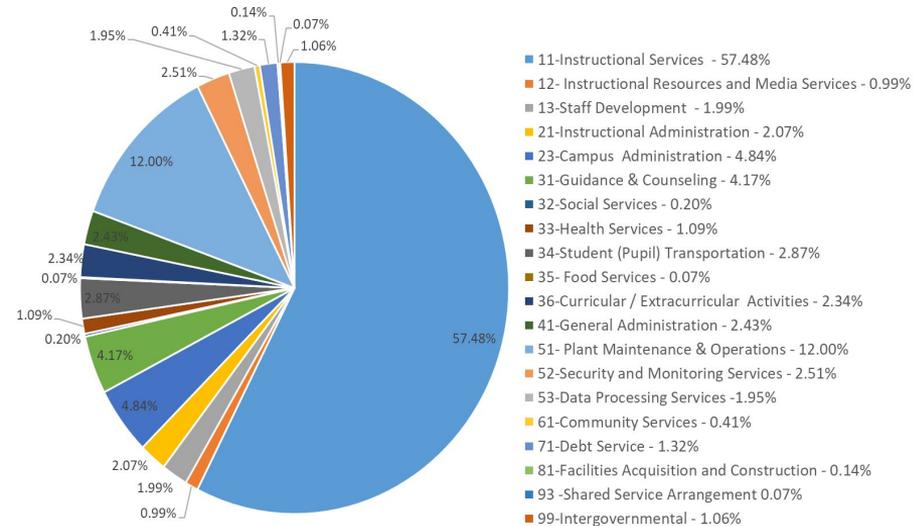
With Recapture

Total Expenditures: \$419,961,010



Without Recapture

Total Expenditures: \$329,590,863



2024-2025 Budget Summary

Revenues		
5710	Ad Valorem Taxes	332,110,719
5700	Other Local Revenue	19,095,616
5800	State Revenue	24,095,405
5831	TRS On-Behalf	10,750,540
5900	Federal Revenue	1,242,877
7900	Other Financing Sources	1,621,495
	Total Revenues:	388,916,653

Expenditures by Function		
11	Instructional Services	189,437,780
12	Instructional Resources and Media Services	3,256,896
13	Staff Development	6,573,305
21	Instructional Administration	6,835,501
23	Campus Administration	15,950,393
31	Guidance and Counseling	13,744,292
32	Social Services	666,534
33	Health Services	3,583,207
34	Student (Pupil) Transportation	9,446,308
35	Food Services	232,864
36	Curricular/Extracurricular Activities	7,714,045
41	General Administration	8,009,854
51	Plant Maintenance and Operation	39,559,188
52	Security and Monitoring Services	8,262,489
53	Data Processing Services	6,428,281
61	Community Services	1,341,352
71	Debt Service (Capital Lease - Principal)	4,342,339
81	Facilities Acquisition and Construction	472,473
91	Contract Instructional Services (Ch. 49 Recap)	90,370,147
93	Shared Service Arrangement	232,667
99	Intergovernmental Charges	3,501,095
153	Total Expenditures:	419,961,010

**Deficiency of Revenues
Over Expenditures**
(\$31,044,357)

Projections for Current 2024-25 Fiscal Year

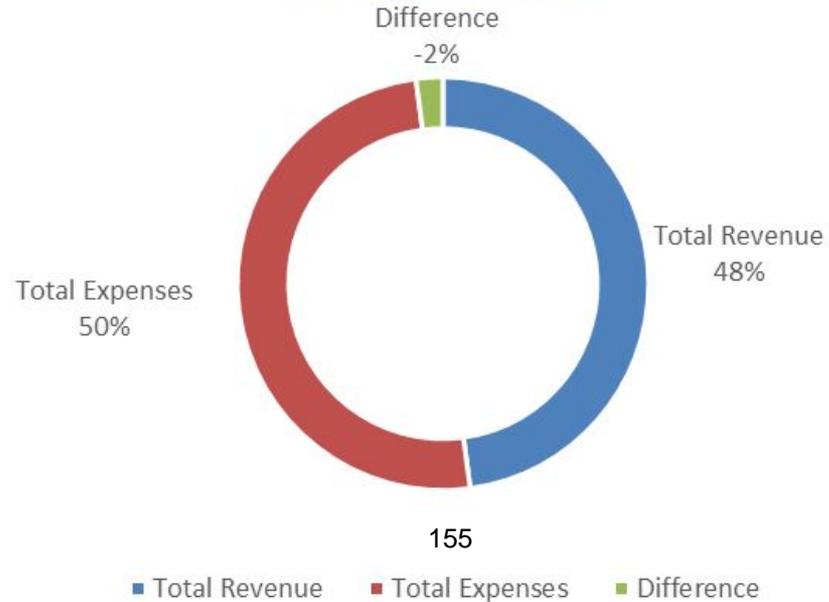
1882 FB Used to Operate Bunche/Goddard	\$ 7,255,221
ROL (rolled forward items from 23-24)	\$1,204,787.21
Rotation/One time Exp	\$10,303,093.00
Deficit for FTG	\$12,281,255.44
<i>Est. as of 6.30.25 audited financials</i>	
Nonspendable - inventories	\$ 609,209
Nonspendable - prepaid items	\$ -
Restricted - SB1882	\$ 627,312
Assigned - Construction	\$ 35,000,000
Assigned - Equipment Capital Expenses	\$ 9,696,907
Assigned - self insurance	\$ 2,000,000
Assigned - FTG	\$ 43,594,054
Unassigned	\$ 107,635,256
Total fund balance	\$ 199,162,737
projected ending budget of a deficit	\$ ¹⁵⁴(31,044,357)

Main factors:

- Budget ADA Projection: 26,568
- Current ADA: 26,375.831
- Budgeted Attendance Rate: 93%
- Current Attendance Rate: 92.7%
- 313 revenue
- Higher interest rates towards beginning of year
- Utilizing REACH Network remaining fund balance
 - Bunche
 - Goddard

2024-2025 Child Nutrition End of Year

CHILD NURTITION 2024-2025 PROJECTED REVENUE TO EXPENDITURES



2024-2025 Completed Capital Projects

Uncompleted Projects due to Approval

- ❖ Memorial Stadium Lighting Upgrade
- ❖ Marquee signs

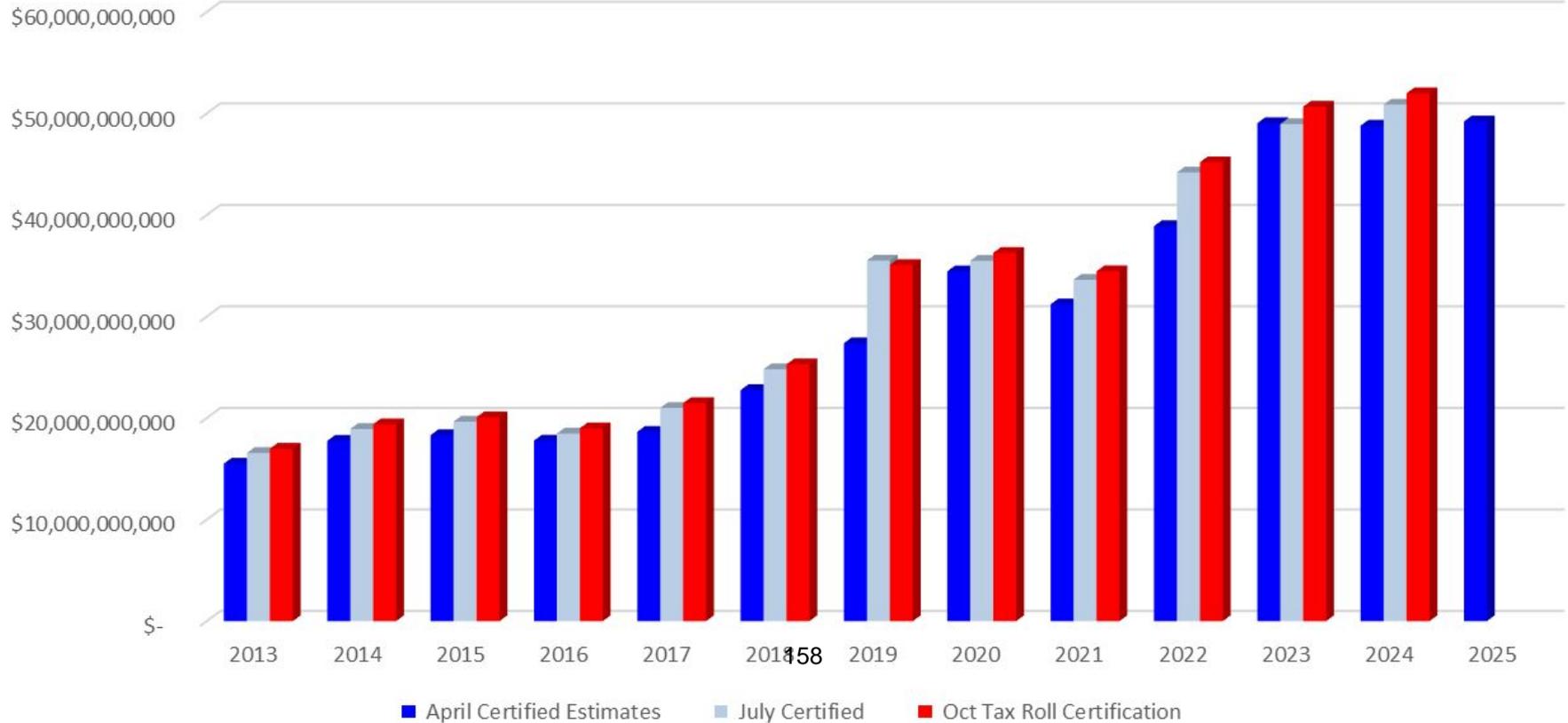
- ❖ Parking Lot / Drop-Off Lanes
- ❖ Elevator
- ❖ Bathroom Remodel
- ❖ Playground
- ❖ Bleachers & Shade
- ❖ Concrete for Bleachers & Shade
- ❖ Portables
- ❖ Battery Power Backup Generator
- ❖ Fuel Pumps
- ❖ AG Barn Renovations
- ❖ RO System
- ❖ Phase II Remote Terminal Units and HVAC Controls
- ❖ Phase III Air Handlers Unit
- ❖ Phase IV HVAC Refresh

Total Costs: \$6,921,883

Comparison Summary

Description	2024-2025 Budget (Actual)		2025-2026 Projected	
Compressed Maintenance & Operations Tax Rate (M&O)	\$	0.6169	\$	0.6169
Golden Pennies (max .08)	\$	0.0500	\$	0.0500
<i>Total M&O Tax Rate</i>	\$	<i>0.6669</i>	\$	<i>0.6669</i>
Interest & Sinking Tax Rate(I&S)	\$	0.2101	\$	0.2101
<i>Total Overall Tax Rate</i>	\$	<i>0.8770</i>	\$	<i>0.8770</i>
Student Membership (at Snapshot)		29,651		30,103
Attendance Rate (Estimated)		92.7%		93%
Average Daily Attendance (ADA)		26,375.83		27,103.00
Property Value	\$	51,262,505,423	\$	49,215,238,230
Property Value Change from Prior Year				3.99% decrease

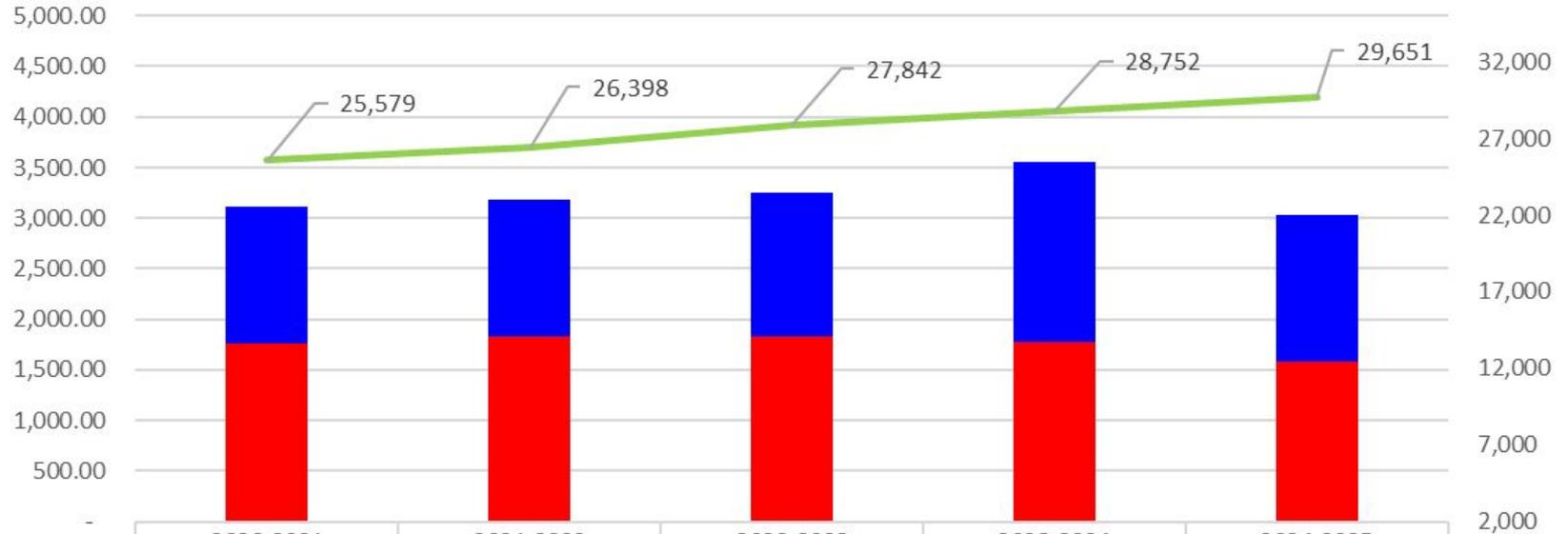
MISD Property Value Comparison Between April Certified Estimates, July Certified and October Tax Roll



Total State/Local M&O Revenue Per ADA



Student Enrollment vs. FTE Counts



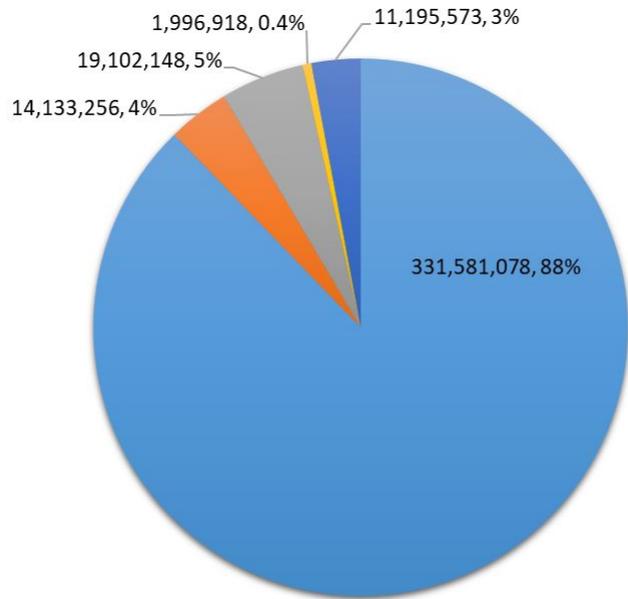
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Non-Teacher FTE	1,351.40	1,360.20	1,428.60	1,780.10	1,459.70
Teacher FTE	1,767.59	1,826.00	1,825.60	1,769.00	1,575.80
Fall Enrollment	25,579	26,398	27,842	28,752	29,651
Total Staff	3,118.99	3,186.20	3,254.20	3,549.10	3,035.50

■ Teacher FTE
 ■ Non-Teacher FTE
 — Fall Enrollment
 Total Staff

2025-2026 Projected Revenue

With Recapture

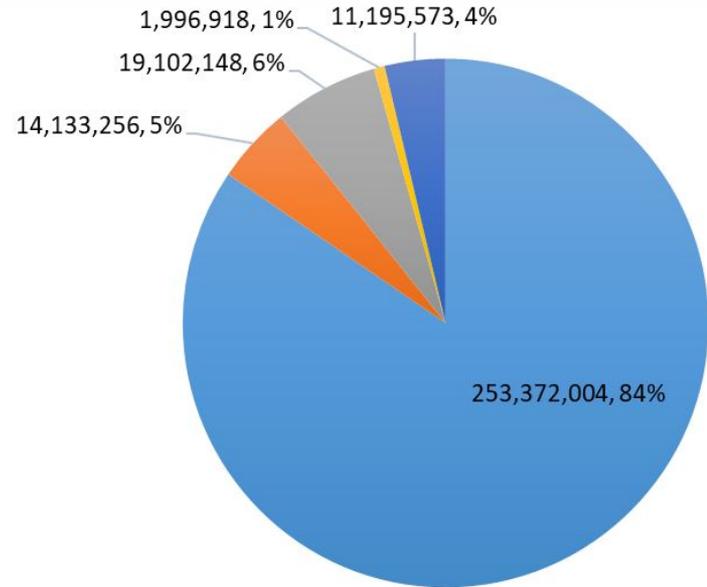
Total Revenue: \$378,008,973



■ Property Taxes
 ■ Other Local Revenue
 ■ State Revenue
■ Federal Revenue
 ■ TRS On-Behalf Revenue

Without Recapture

Total Revenue: \$299,799,899

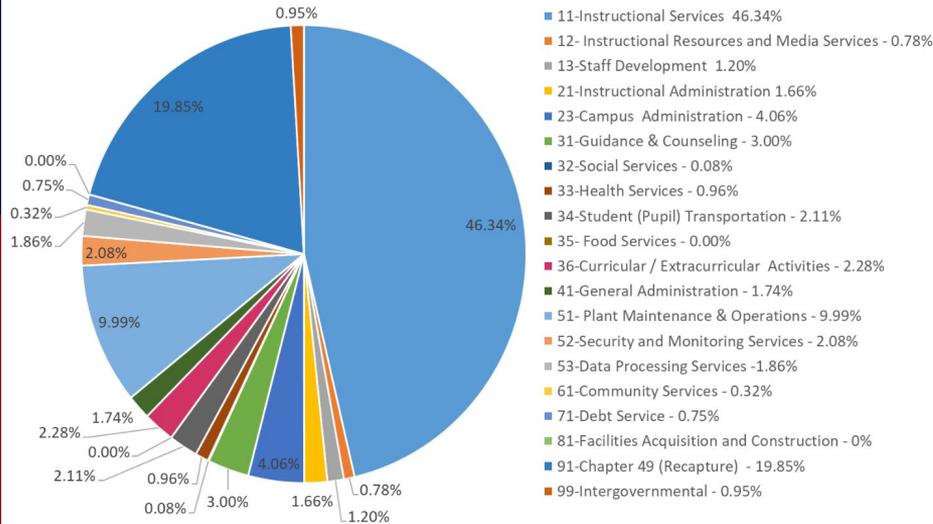


■ Property Taxes
 ■ Other Local Revenue
 ■ State Revenue
■ Federal Revenue
 ■ TRS On-Behalf Revenue

2025-2026 Projected Expenditures

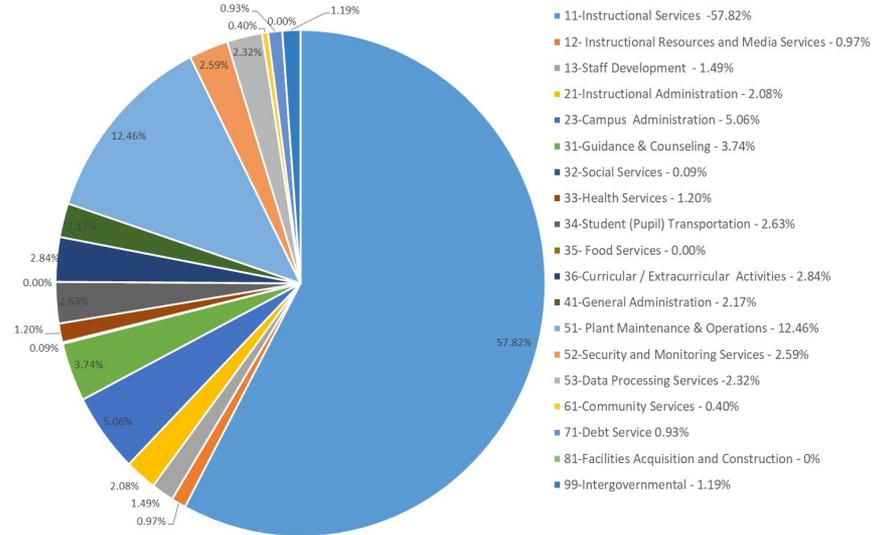
With Recapture

Total Expenditures: \$393,966,316



Without Recapture

Total Expenditures: \$315,757,242



2025-2026 Proposed Budget Summary

Revenues		
5710	Ad Valorem Taxes	331,581,078
5700	Other Local Revenue	14,133,256
5800	State Revenue	19,102,148
5831	TRS On-Behalf	11,195,573
5900	Federal Revenues	1,996,918
	Total Revenues:	\$ 378,008,973

**Deficiency of Revenues
Over Expenditures**
(\$15,957,343)

Expenditures by Function		
11	Instructional Services	182,562,575
12	Instructional Resources and Media Services	3,061,472
13	Staff Development	4,708,197
21	Instructional Administration	6,558,822
23	Campus Administration	15,989,979
31	Guidance and Counseling	11,822,881
32	Social Services	298,794
33	Health Services	3,794,800
34	Student (Pupil) Transportation	8,315,212
35	Food Services	1,000
36	Curricular/Extracurricular Activities	8,978,646
41	General Administration	6,836,911
51	Plant Maintenance and Operation	39,358,501
52	Security and Monitoring Services	8,187,156
53	Data Processing Services	7,319,137
61	Community Services	1,275,952
71	Debt Service (Capital Lease - Principal)	2,941,961
81	Facilities Acquisition and Construction	-
91	Contract Instructional Services (Ch. 49 Recap)	78,209,074
99	Intergovernmental Charges	3,745,246
	Total Expenditures:	393,966,316

Projections for 2025-26 Fiscal Year

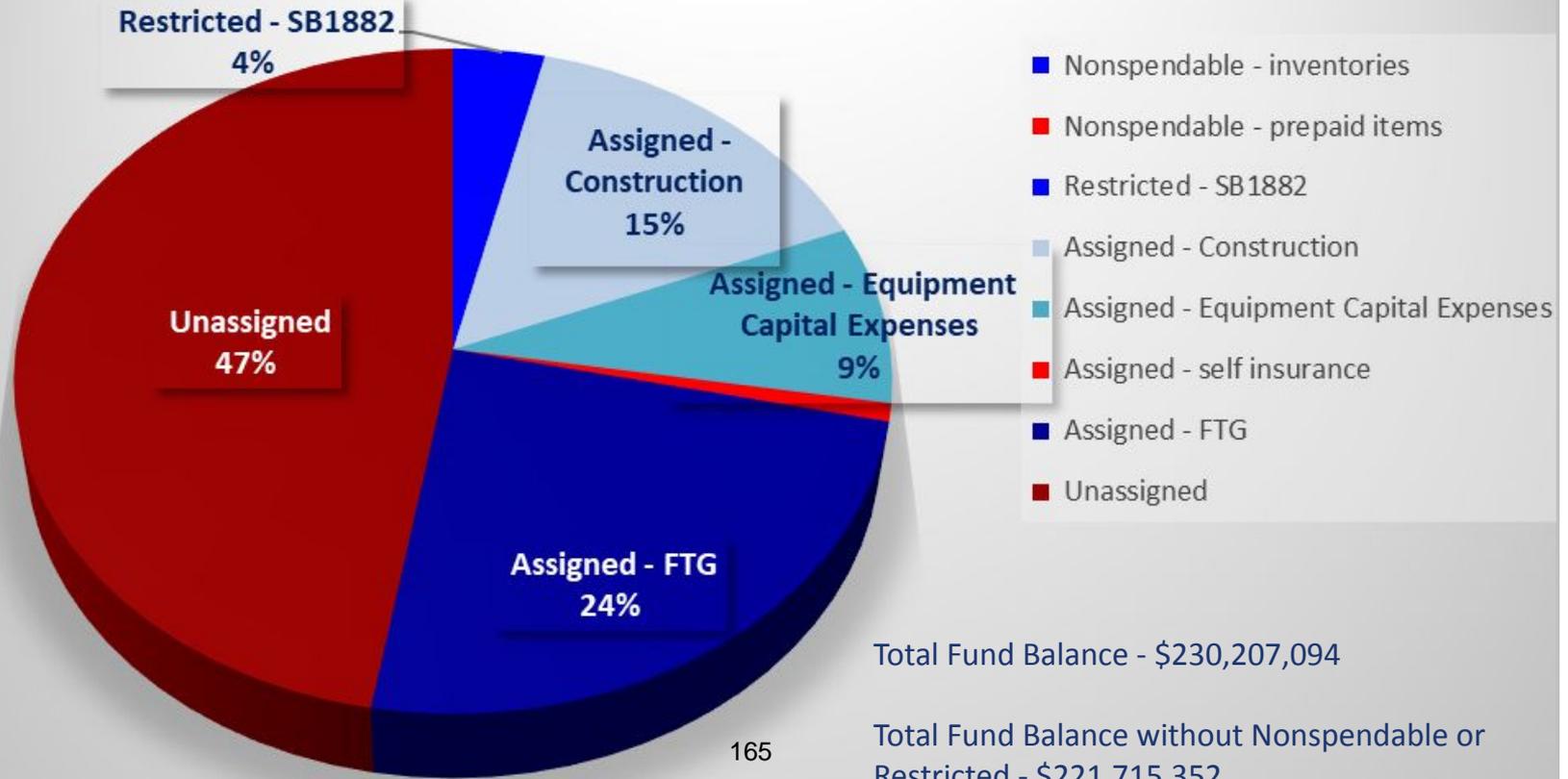
Main factors:

Est. Deficit for 25-26 as of 5.19.25		\$	(15,957,342.80)
Est. as of 6.30.26 audited financials			
Nonspendable - inventories		\$	609,209
Nonspendable - prepaid items		\$ -	
Restricted - SB1882		\$	627,312
Assigned - Construction		\$	35,000,000
Assigned - Equipment Capital Expenses		\$	9,696,907
Assigned - self insurance		\$	2,000,000
Assigned - FTG		\$	27,636,711
Unassigned		\$	107,635,256
Total fund balance		\$	183,205,395
Assigned and Unassigned Fund Balance		\$	181,968,874

- Enrollment projections: 30,103
- ADA projections: 27,103
- Attendance rate: 93%
- Interest rates are continuing to fall resulting in less earnings
- Potential continuation of tax compression resulting in less tax collections to accrue interest
- New elementary facility online
- Royalty payments (new lease not included in current projections)
- Sale of real property (not included in current projections)

IF FTG was still available: \$32,404,481

Current Fund Balance as of 6.30.24



Total Fund Balance - \$230,207,094

Total Fund Balance without Nonspendable or Restricted - \$221,715,352

165

Priority Investments for 2025-26

Student Experience \$18,593,393

- Literacy
- Prek
- Math
- Junior High
- Advanced Academics
- CTE
- Safety & Security

Grow & Develop \$2,058,341

- TLAC
- Instructional Coaching through Talent
- Professional Learning
- Talent Pipelines
- Grow Your Own
- Retention

Engage & Act \$1,624,614

- Communication
- State and Federal Engage Act
- Education Foundation
- Parent Engagement

2025-2026 Projects

One Time Purchases/Upgrades \$1,284,000

- ❖ Elevator modernization
- ❖ Exterior door replacement
- ❖ Electrical panel
- ❖ Reclassifying locks
- ❖ Commercial washers
- ❖ Commercial dryers
- ❖ Ice machine
- ❖ Technology

Rotation Plan Refresh \$2,875,552

- ❖ Plumbing replacement
- ❖ Firetrol
- ❖ Uniform rotation
- ❖ Scoreboards for campuses
- ❖ Pole vault pit for campuses
- ❖ Soccer goals for campuses
- ❖ Volleyball system for campuses
- ❖ Hall of Legends Inductions
- ❖ Technology

2025-2026 Projects

Preventative Maintenance \$2,289,700

- ❖ Lift repairs
- ❖ Coil cleaning
- ❖ EMS software
- ❖ Water RO
- ❖ Firetrol
- ❖ Isolation valves
- ❖ Chiller and boiler repairs
- ❖ Asbestos abatement
- ❖ Air filter services
- ❖ HVAC

Routine Maintenance \$5,463,980

- ❖ Electrical Repairs
- ❖ Playground repairs
- ❖ Carpet
- ❖ Landscaping
- ❖ Plumbing repairs
- ❖ Ice machine repairs
- ❖ Compressors
- ❖ VCT
- ❖ Fire alarm repairs

Other Considerations

- What is currently in the budget in addition to projects?

- Round I, II, and III budget efficiencies

- What major items are not in the budget?

- Does not include any compensation increases, including step increase
- Replacement of transportation vehicles
- A portion of scheduled facility & maintenance projects
- A portion of scheduled technology rotation plan

- Unknowns

- Legislation
- Future cost at this time
- Enrollment
- Sale of property
- Oil & gas

Fund balance overview based on assumptions

- \$45 million of fund balance could be utilized and still have sufficient funds in fund balance as shown below;
 - 5.14 months including recapture and excluding partnerships
 - 6.59 months excluding recapture and partnerships
- Based on current projections for 2025-26, MISD has \$15.9 million in projected fund balance usage and the following months in fund balance;
 - 6.12 months including recapture and excluding partnerships
 - 7.84 months excluding recapture and partnerships
- Available funds in local capital projects fund, outside of the general fund budget

Projections for 2026-27 Fiscal Year

Est. Deficit for 26-27 as of 5.19.25		\$	(3,088,797.91)
Est. as of 6.30.26 audited financials			
Nonspendable - inventories		\$	609,209
Nonspendable - prepaid items		\$ -	
Restricted - SB1882		\$	627,312
Assigned - Construction		\$	35,000,000
Assigned - Equipment Capital Expenses		\$	9,696,907
Assigned - self insurance		\$	2,000,000
Assigned - FTG		\$	24,547,913
Unassigned		\$	107,635,256
Total fund balance		\$	180,116,597
Assigned and Unassigned Fund Balance		\$	178,880,076

Main factors:

Based on current law

Enrollment projections: 30,555

- 1.5% increase based on 25-26 projections

ADA projections: 27,508

- 1.5% increase based on 25-26 projections

Attendance rate: 93%

Flat property values

Lamar coming back to district from 1882 partnership

Same expenses, other than recapture & partnerships

6.15 months including recapture and excluding partnerships

7.71 months excluding recapture and partnerships

Other Considerations

- A balanced budget would require the following reductions, on top of previous rounds of budget efficiencies
 - Reduction in additional positions
 - Reduction to campus budgets
 - Reduction in department budgets
 - PD vehicles
 - Maintenance & Facility
 - Deferred maintenance
 - Preventative maintenance
 - Scheduled maintenance
 - Technology
 - Retention

Other Considerations

Assumptions based on CSHB2 compared to current law (expected to fluctuate)

- Increase districts net revenue by \$12,660,634.59
 - Decrease districts recapture by \$14,627,331.63
- Based on increased net revenue
 - Increased revenue per ADA by \$436
 - 40% required spending for compensation, other than administrators
 - \$4,732,169
 - \$3,549,127 (75% required for classroom teachers, full-time librarians, nurses and certified counselors, prioritized by longevity)
 - \$1,183,042
 - all other full time employees excluding administrative staff
- Could help the district offset current budget by approximately \$7.9 million, after spending requirements **IF** law passed as is

Pending Legislation

- Continue tax rate compression
- SB4 - Additional homestead exemption
 - Increased from \$100,000 -> \$140,000
 - Will reduce overall tax collections
 - Less earnings from interest
 - No longer able to defease debt
 - Could result in a downgraded rating from Moody's
 - Hold harmless would be limited to debt which payment was made prior to 8.31.23
 - Requires an amendment to the constitution requiring voter approval
- CSHB 2
 - Increase in basic allotment
 - Increase in teacher compensation
 - Additional allotments
 - Fine arts
 - Special education evaluations
 - HB 4847 - transparency for taxpayers
 - HB 1939 - 4% discount on recapture for payment made by Feb 15th

Compensation Study

		Total Staff	Count of Increase s	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
1%	Administrative/Professional - Model 1	463	450	\$520,195	1.2%	\$41,639,204
2%	Technology Services - Model 2	54	51	\$83,525	2.2%	\$3,690,168
2%	Police Department - Model 2	66	62	\$97,685	2.5%	\$3,785,770
2%	Clerical Support - Model 2	158	156	\$125,542	1.9%	\$6,400,451
2%	Instructional Support - Model 2	512	507	\$385,880	2.3%	\$16,500,474
2%	Auxiliary - Model 2	306	292	\$251,408	2.1%	\$11,731,781
2%	Child Nutrition Services - Model 2	180	176	\$104,908	2.2%	\$4,864,403
2/3%	Teachers - Model 4	1420	1420	\$2,356,220	2.7%	\$93,697,638
	Total	3159	3114	\$3,925,363	2.1%	\$182,309,889

174

2025-2026 Projected Child Nutrition Budget

Revenue \$16,723,250

Expenditures \$16,723,250

Balanced Budget

175

2025-2026 Projected Outstanding Bonds Principal & Interest

Bond	Principal Amount	Interest Amount	Total
Series 2017	\$10,225,000	\$1,344,968.80	\$11,569,968.80
Series 2020	\$1,695,000	\$243,744.40	\$1,938,744.40
Series 2024	\$835,640,000	\$653,963,650	\$1,489,603,650

\$847,560,000

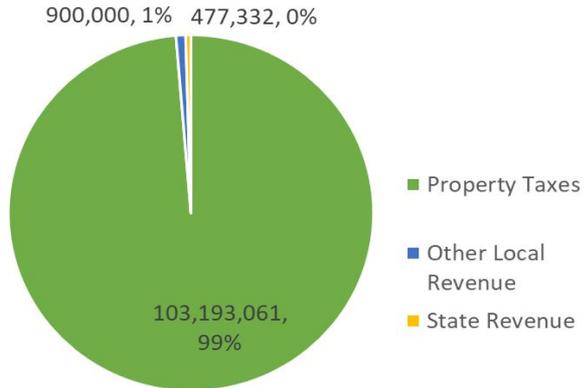
\$655,552,363.20

\$1,503,112,363.20

2025-2026 Proposed Debt Service Budget

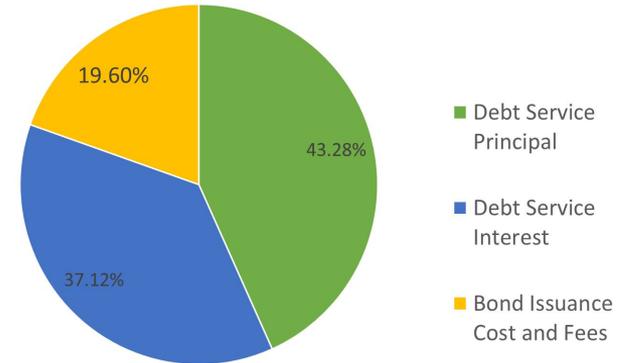
Total Revenue:

\$104,570,393



Total Expenditures

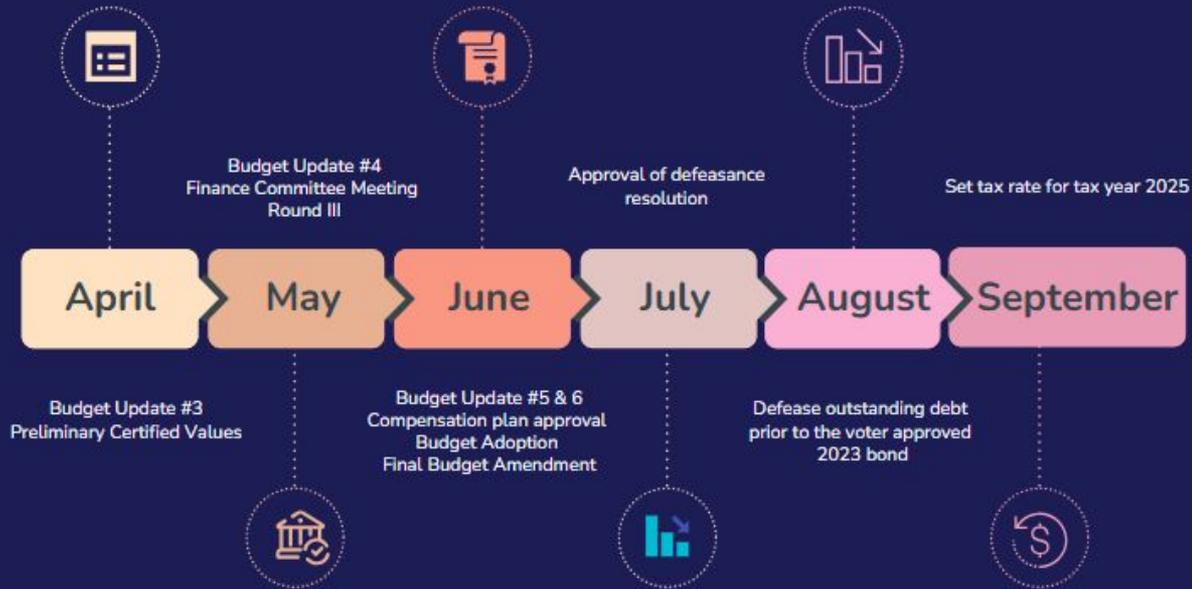
\$104,570,393



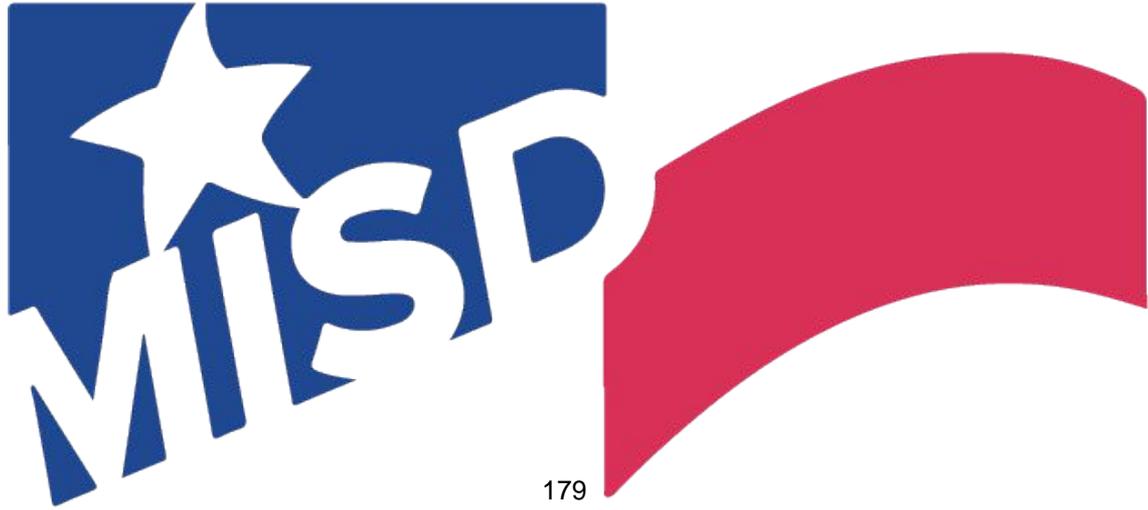
177

Balanced Budget

Timeline of Upcoming Items



MADE IN



179



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Cortney Smith, Chief of Facilities and Operations

Subject: Bond 2023 Monthly Report

District Report

Financial Impact

N/A

Strategic Plan Goals/Board Academic Goals

1-5

Executive Summary

Presentation to provide an update on the progress of the 2023 Bond. Midland ISD is committed to providing transparency to the Board of Trustees and voters in Midland County on a monthly basis for all aspects of the approved bond of 2023. Monthly updates will include but are not limited to construction and project timelines, costs of projects and financial reports, and communication and marketing efforts.

Contact Person

Cortney Smith, Chief of Facilities and Operations



Bond 2023

Monthly Update

Cortney Smith
May 20, 2025

OVERALL PROGRESS

PACKAGES:

- Task Complete
- Task In-Progress
- Not Applicable

Bond Budget \$53.3m
Actual Total TBD
% Overall Completion 85%
Scheduled Finish Aug '25

	01	02	03	04	05	06	07	08	09	10	11	12	13
	New ES (Lone Star Trails)	New LHS + MHS Campuses	ES Renovations - Group A	MS Renovations - Group A	MS Renovations - Group B	ES Safety/Security	Midland Freshman Site	ES Renovations - Group B	MS Renovations - Group C	NOT YET ASSIGNED	NOT YET ASSIGNED	NOT YET ASSIGNED	NOT YET ASSIGNED
Bond Budget	\$53.3m	\$985.2m	\$36.6m	\$71.4m	\$34.3m	\$4.0m	\$2.0m	\$22.5m	\$47.8m				
Actual Total	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD				
% Overall Completion	85%	30%	20%	35%	35%	95%	100%	10%	5%				
Scheduled Finish	Aug '25	Aug '28	TBD	TBD	TBD	May '25	Feb '25	TBD	TBD				
Closeout													
Punch/Outfit/Move-In													
Construction	75%					75%							
Construction Procurement													
Construction Documents		50%		95%	95%								
Design Development			80%					25%					
Schematic Design									25%				
Design Team Selected													

183

PKG01- Lone Star Trails ES

Aug 2025 Project Completion

- ✓ Roofing is complete
- ✓ Metal studs are complete
- ✓ Permanent power operational
- ❑ Drywall is **75% complete** throughout
- ❑ A/C units all delivered - **50% complete**
- ❑ Furniture: **June 30th delivery**
- ❑ Building plaque ordered
- ❑ Staffing is fully underway
- ❑ Construction **75% Complete**



PKG02- New LHS Campus

Aug 2028 Project Completion

- ❑ Construction documents 50% complete
- ❑ Avalon / Thomason Drives under design
- ❑ CMARs opened bids from 50% Construction Documents on May 9th
- ❑ Interior selections and FFE were reviewed May 7th - 9th

Groundbreaking Ceremony

June 25- Avalon and Tradewinds
at 8:30am



PKG02- New MHS Campus

Aug 2028 Project Completion

- ✓ Clubhouse Asbestos removal & demolition complete
- ✓ Tree Salvage/Relocation complete
- ❑ Construction Documents 50% complete
- ❑ Wadley Ave expansion design in progress
- ❑ CMARs opened bids from 50% CD on May 9th
- ❑ Interior selections and FFE were reviewed May 7th - 9th



Groundbreaking Ceremony
June 26 - 1600 Wadley at 8:30am

PKG03: ES Reno Group A

Emerson, Franks, Houston, Lamar, Long, Parker, South & Travis Elementaries

- ✓ GMP #1 approved for fire sprinkler work to occur this summer
- ✓ Approved STB and is well within budget
- ❑ Summer 2025 Construction Document Phase 2 targeted completion
- ❑ Phase 2 (Renovations and Entry additions scheduled for completion by fall 2026)



187

Proposed Entry Renovations at Houston and Franks

PKG04: MS Reno - Group A

Goddard Middle School

- ✓ Portable relocation complete
- ✓ Construction Document Phase 100% complete
- ✓ Campus design meetings complete

- ❑ Asbestos abatement contracted for summer 2025
- ❑ May 2027 estimated completion



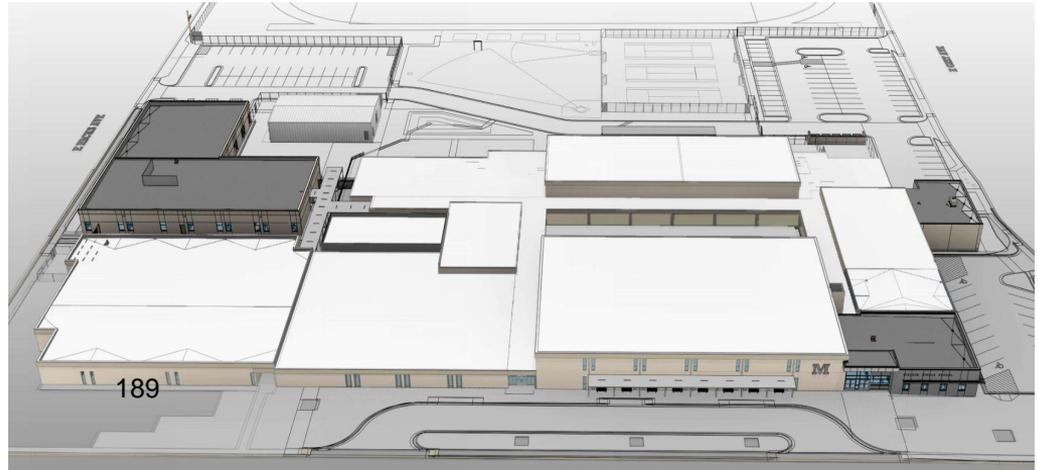
PKG04: MS Reno - Group A

Midland Middle School

- ✔ Construction Document Phase **100%** complete
- ✔ Campus design meetings complete
- ❑ Asbestos abatement contracted for summer 2025
- ❑ May 2027 estimated completion



Entry Rendering



PKG05: MS Reno Group B

Alamo Junior High

- ❑ Construction Documents **95% complete**
- ❑ Asbestos abatement contracted for summer 2025
- ❑ Portable relocation is scheduled first week of summer
- ❑ Recommendation tonight for Annex Buildings



190

PKG06: ES Safety

- ✓ **PROJECT CLOSING OUT**
- ✓ TDLR inspections passed
- ✓ All camera installations complete
- ✓ Door access controls complete
- ✓ New doors installed
- ✓ New secure vestibule storefronts complete and intruder resistant film completed
- ✓ Radio licenses obtained
- ✓ Central repeater tower complete
- ☐ Minor punch-list items being finalized



PKGS 8 & 9

PKG08: ES Renovations - Group B (Santa Rita ES, Bush ES, Scharbauer ES & De Zavala ES)

- ✓ Scope to budget and schematic design complete
- ✓ Approved STB and is well within budget
- ☐ Design Development **50% complete**
- ☐ Finalizing construction schedule
- ☐ Santa Rita Drive/Parking construction underway - **Spring 2025**



PKG09: MS Renovations - Group C (San Jacinto MS & Abell MS)

- ☐ Initial Site Surveys, STB Submittal and Schematic Design underway (**25%**)
- ☐ Finalizing design and construction schedule
- ☐ Abell annex building portion of the project bid recommendation tonight
- ☐ Abell flooring scheduled for this summer

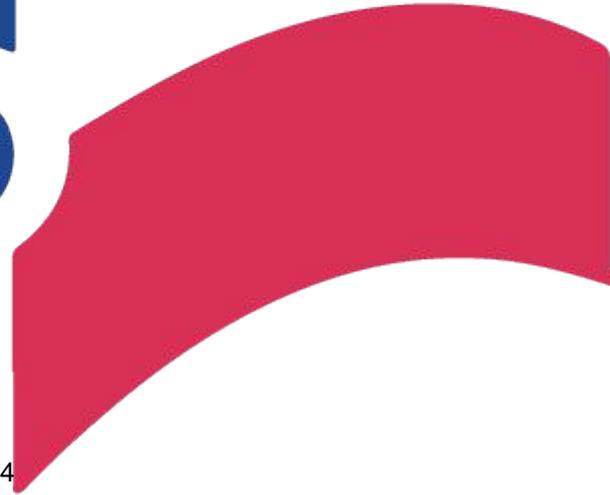
CONSTRUCTION BIDS v MATERIAL PRICES



- ❑ Movement in material costs are not directly correlated with total construction costs
- ❑ While bids are impacted by material cost, they are vastly more impacted by the labor market and offeror's interest
- ❑ Overhead and profit fluctuate due to market conditions and bidding climate
- ❑ **Tariff volatility is currently not reflected in bid pricing**

*As of 5/20/25

MADE IN



194

9. Action Items

- A. Discussion of and Request for Approval of the Annual Property Insurance Renewal
Presenter: Cortney Smith

196



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Cortney Smith, Chief of Facilities and Operations

Subject: Discussion of and Request for Approval of the Annual Property Insurance Renewal

Action Item

Financial Impact

Total property, equipment breakdown and terrorism insurance renewals for the 2025 – 2026 fiscal year: \$4,660,667

Board Goals/ Strategic Plan Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

Midland ISD was expected to realize a renewal for its property insurance at a flat rate renewal for 2025. In working with our new broker of record (hired in the spring of 2024), Arthur J. Gallagher, was able to negotiate a 20.5% rate reduction, leading to a two-year rate reduction of 37% after making a broker change to Gallagher.

The district was able to accomplish this while increasing cost per square foot metrics to align with modern day construction costs, confirming that MISD is “fully insured” on our property portfolio. The year over year changes to our building values increased our total insured values from \$990M to \$1.168B. A fresh set of eyes and a different level of detail when presenting the renewal submission to the markets, as well as Gallagher’s in-person meetings with both foreign and domestic markets, refined a go-to-market strategy for 2024-25 and 2025-2026. No trade-offs in coverage were made to achieve our lower renewal price. Significant enhancements were made to the policy form including, but not limited to, the inclusion of a 120% margin clause and changing the freeze deductible from \$100,000 per location to \$100,000 per occurrence.

Recommendation

Move to approve the property insurance renewal for the 2025 – 2026 fiscal year.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Contact Person

Cortney Smith, Chief of Facilities and Operations

Enclosure

2025 – 2026 Renewal Executive Summary



Midland ISD Renewal Executive Summary

Renewal Date: July 1, 2025-2026

Midland ISD

615 W. Missouri Ave
Midland, TX 79701



Gallagher

Insurance | Risk Management | Consulting

TABLE OF CONTENTS



- Your Team
- 2024 Renewal Results
- 2025 Renewal Update
- 2025 State of the Insurance Marketplace
- 2025 Market Trend Outlook
- Next Steps/Timeline
- Appendix: Five Key Takeaways

YOUR TEAM

Your Gallagher team is a true partner. We have the expertise to understand your business and we're here to service and stay alongside you, every step of the way.

Name/Title	Phone	Email	Role
Primary Service Team			
Cameron Boothe , Producer	325.234.2721	Cameron_Boothe@ajg.com	Team Lead - Broker
Bryan Sexton , Area Vice President	806.748.2011	Bryan_Sexton@ajg.com	Team Lead - Broker
Charlie Herr , Regional Director, Public Sector Practice	816.395.8618	Charlie_Herr@ajg.com	Team Lead - Broker
Carly Walker , Account Executive	630.346.7540	Carly_Walker@ajg.com	Account Oversight
Alyssa Grindstaff , Client Service Manager	816.395.8508	Alyssa_Grindstaff@ajg.com	Client Service, Certificate Issuance, Policy Management, Accounting
Program Specialists			
Wes Robinson, CIC, CRIS National Property President, RPS	770.829.3341	Wes_Robinson@rpsins.com	Wholesale Broker, Commercial Property
Ted Way , Senior Vice President	650.380.4733	Ted_Way@ajg.com	Builder's Risk -Team Lead
Joel Bissing Director – Equipment Breakdown, RPS	770.829.3341	Joel_Bissing@rpsins.com	Wholesale Broker, Equipment Breakdown
Claims & Loss Control			
Jim Smith, M.S., CSP , Regional Loss Control Leader	561.998.6809	Jim_Smith@ajg.com	Loss Control Liaison
Richard Rogers, SCLA , Regional Claims Leader	214.365.7936	Richard_Rogers@ajg.com	Claims Advocate
Resources			
Dorothy Gjerdrum Managing Director, Public Sector Practice	952.358.7551	Dorothy_Gjerdrum@ajg.com	Senior Niche Leadership
Scott Riddle , Area President	806.748.2017	Scott_Riddle@ajg.com	Executive Leadership
Eric Ginsburg , Area President	816.395.8511	Eric_Ginsburg@ajg.com	Executive Leadership

2024 RENEWAL RESULTS

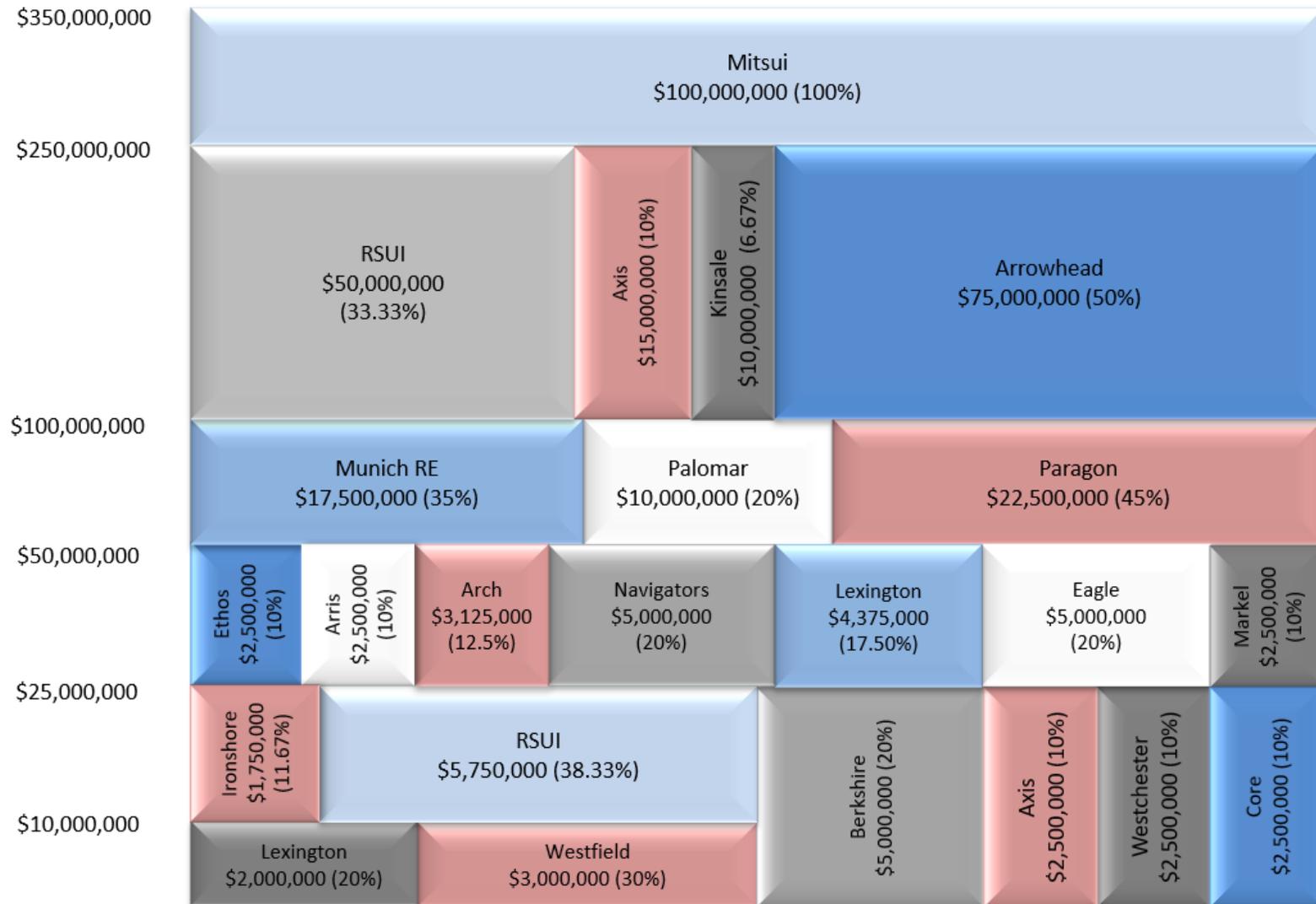
2024 RENEWAL RESULTS – PROPERTY & BOILER AND MACHINERY PREMIUM COMPARISON



	2023 Bound Renewal		2024 Renewal - As Quoted					
	2023-2024		Budget	2024-2025	% V. Budget	YOY		
Carrier (Lead Market)	Lexington/Liberty		Lexington/Liberty	Lexington/Liberty/AXA XL				
TIV	\$	920,027,635	\$	942,165,992	\$	942,165,992	0.00%	2.41%
AOP Deductible	\$	100,000	\$	100,000	\$	100,000		
W/H Deductible		5%/\$100k min		5%/\$100k min		5%/\$100k min		
Freeze Deductible		\$100,000 Each Insured Location		\$100,000 Each Insured Location		\$100,000 Each Insured Location		
Property Limit	\$	350,000,000	\$	350,000,000	\$	350,000,000		
Boiler and Machinery Limit	\$	100,000,000	\$	100,000,000	\$	100,000,000		
Boiler and Machinery Deductible	\$	10,000	\$	10,000	\$	10,000		
B&M TIV	\$	920,027,635	\$	942,165,992	\$	942,165,992	0.00%	2.41%
Property Rate	\$	0.5412	\$	0.5953	\$	0.4968	-16.56%	-8.21%
Prop/BM Rate (Blended)	\$	0.5435	\$	0.5977	\$	0.4990	-16.51%	-8.18%
Property Premium (incl SLT)	\$	4,979,242	\$	5,608,961.87	\$	4,680,299	-16.56%	-6.00%
Boiler and Machinery Premium	\$	20,741	\$	22,302	\$	21,158	-5.13%	2.01%
Boiler and Machinery Rate	\$	0.002254	\$	0.002367	\$	0.002246	-5.13%	-0.39%
Terrorism Premium	\$	28,953	\$	31,848.31	\$	18,880.20	-40.72%	-34.79%
Total Cost	\$	5,028,936.20	\$	5,663,112	\$	4,720,337	-16.65%	-6.14%

2024 RENEWAL RESULTS – PROPERTY PROGRAM SCHEMATIC

Midland ISD 2024-2025



2025 Renewal Update

	2024 Bound Renewal	2025 Quoted as of 5/5	
	2024-2025	2025-2026	% V. YOY
Carrier (Lead Market)	Lexington/Liberty/AXA XL	Lexington/Liberty/AXA XL	
TIV	\$ 942,165,992	\$ 1,167,999,482	23.97%
AOP Deductible	\$ 100,000	\$ 100,000	
W/H Deductible	5%/\$100k min	5%/\$100k min	
Freeze Deductible	\$100,000 Each Insured Location	\$100,000 Per Occurrence	
Property Limit	\$ 350,000,000	\$ 350,000,000	
Boiler and Machinery Limit	\$ 100,000,000	\$ 100,000,000	
Boiler and Machinery Deductible	\$ 10,000	\$ 10,000	
B&M TIV	\$ 942,165,985	\$ 1,152,596,424	22.33%
Property Rate	\$ 0.4969	\$ 0.3949	-20.51%
Prop/BM Rate (Blended)	\$ 0.4991	\$ 0.3972	-20.41%
Property Premium (incl SLT)	\$ 4,681,179	\$ 4,612,851	-1.46%
Boiler and Machinery Premium	\$ 21,158	\$ 26,536	25.42%
Boiler and Machinery Rate	\$ 0.002246	\$ 0.002302	2.52%
Terrorism Premium	\$ 18,000	\$ 21,280	18.22%
Total Cost	\$ 4,720,337	\$ 4,660,667	-1.26%

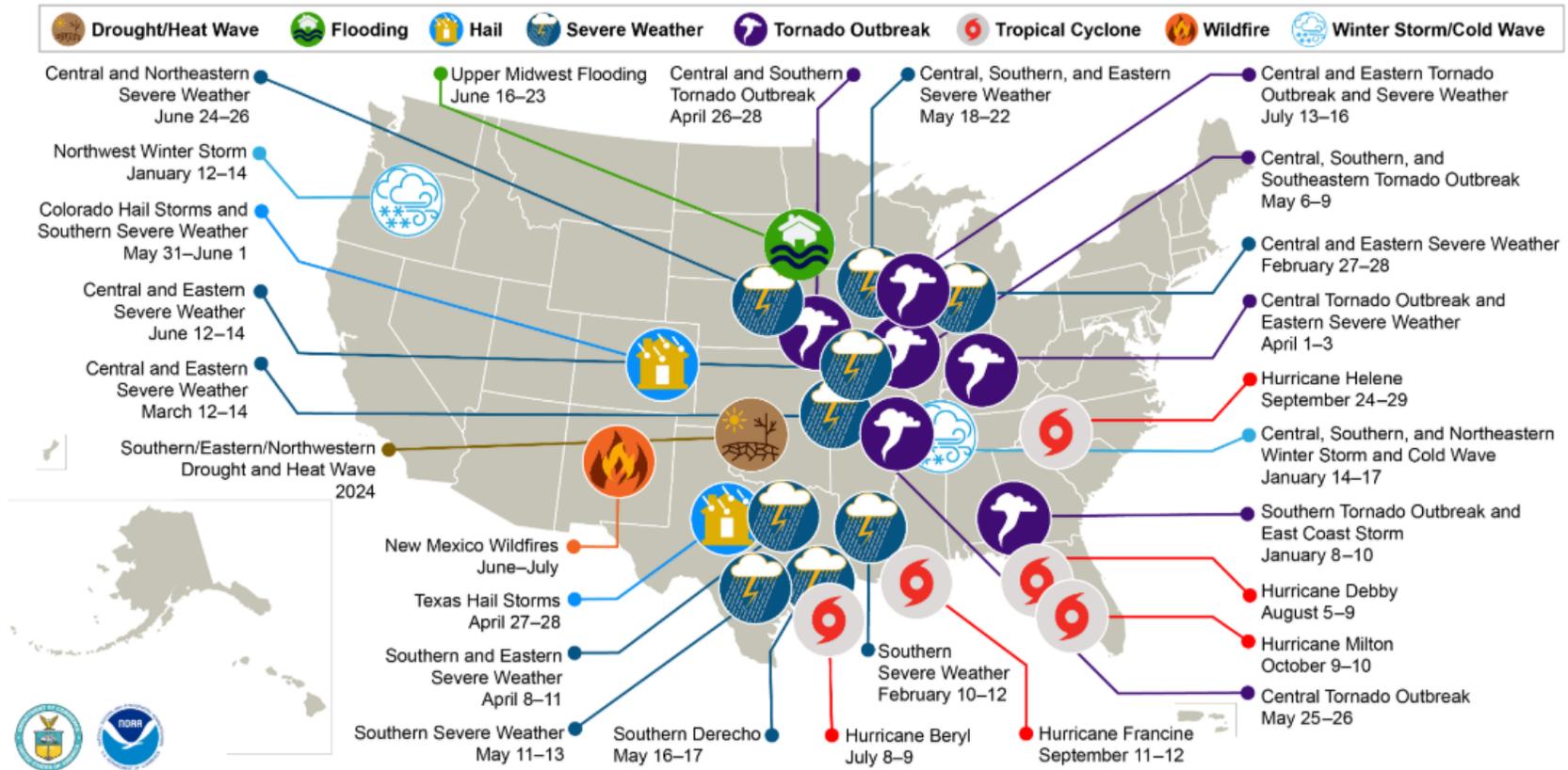
Changes to Coverage Terms and Conditions:

- **Property:**
 - Updated the Margin Clause Percentage in the MOC:
 - Increased the percentage from 115% to 120%
 - Reporting of Values / Premium Swing Clause:
 - Updated the definition to state that additional premium will only apply if additions exceed 5% or more of the statement of values at inception.
- **Amend Freeze Deductible Language:**
 - Updated the Freeze deductible language to “per occurrence” rather than per location on expiring.

STATE OF THE INSURANCE/REINSURANCE MARKETPLACE

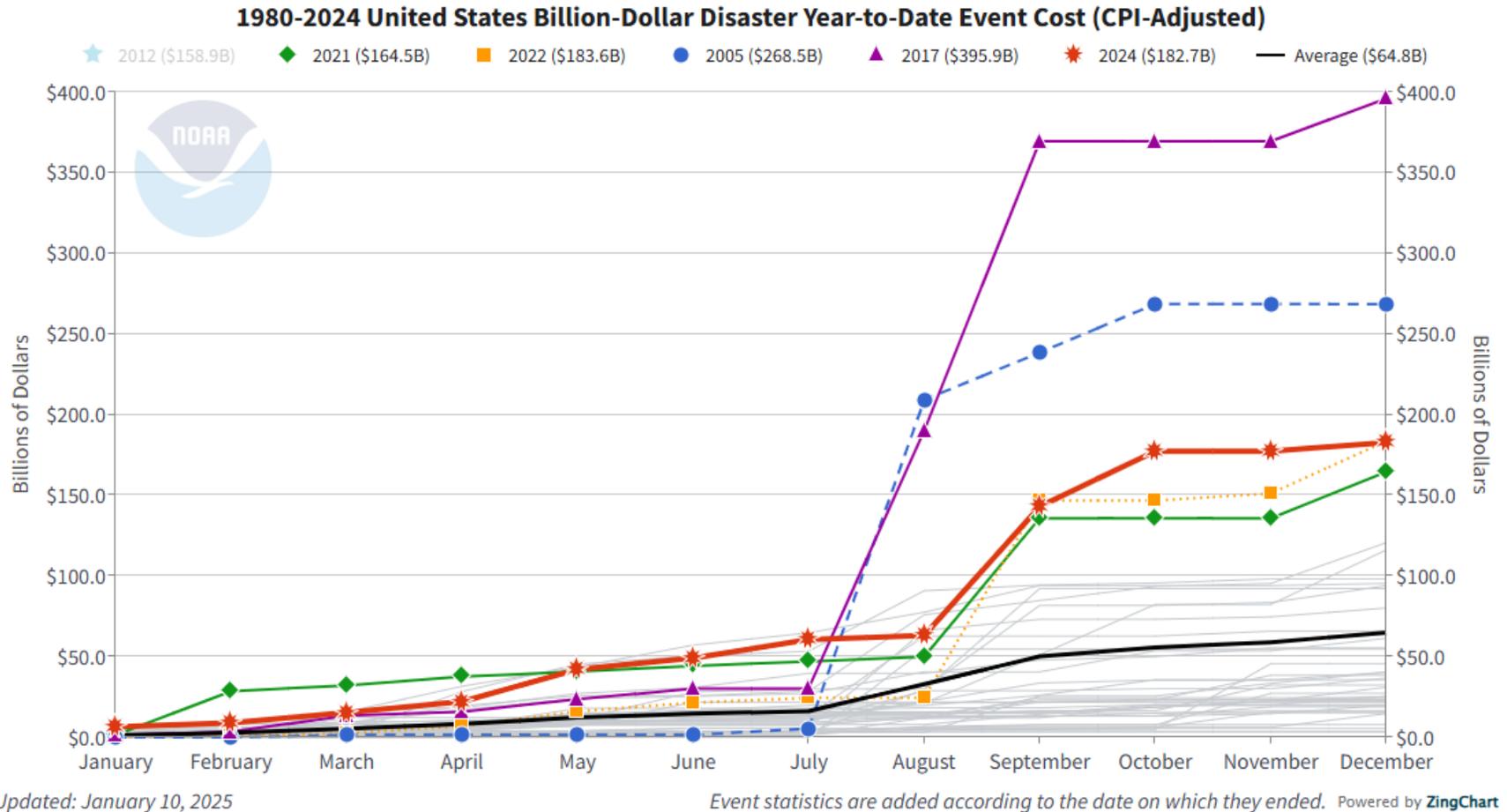
2024 CLIMATE AND CATASTROPHE INSIGHTS

U.S. 2024 Billion-Dollar Weather and Climate Disasters



This map denotes the approximate location for each of the 27 separate billion-dollar weather and climate disasters that impacted the United States in 2024.

ADJUSTED FOR INFLATION — 2024 ESTIMATED COST \$183.6 BILLION



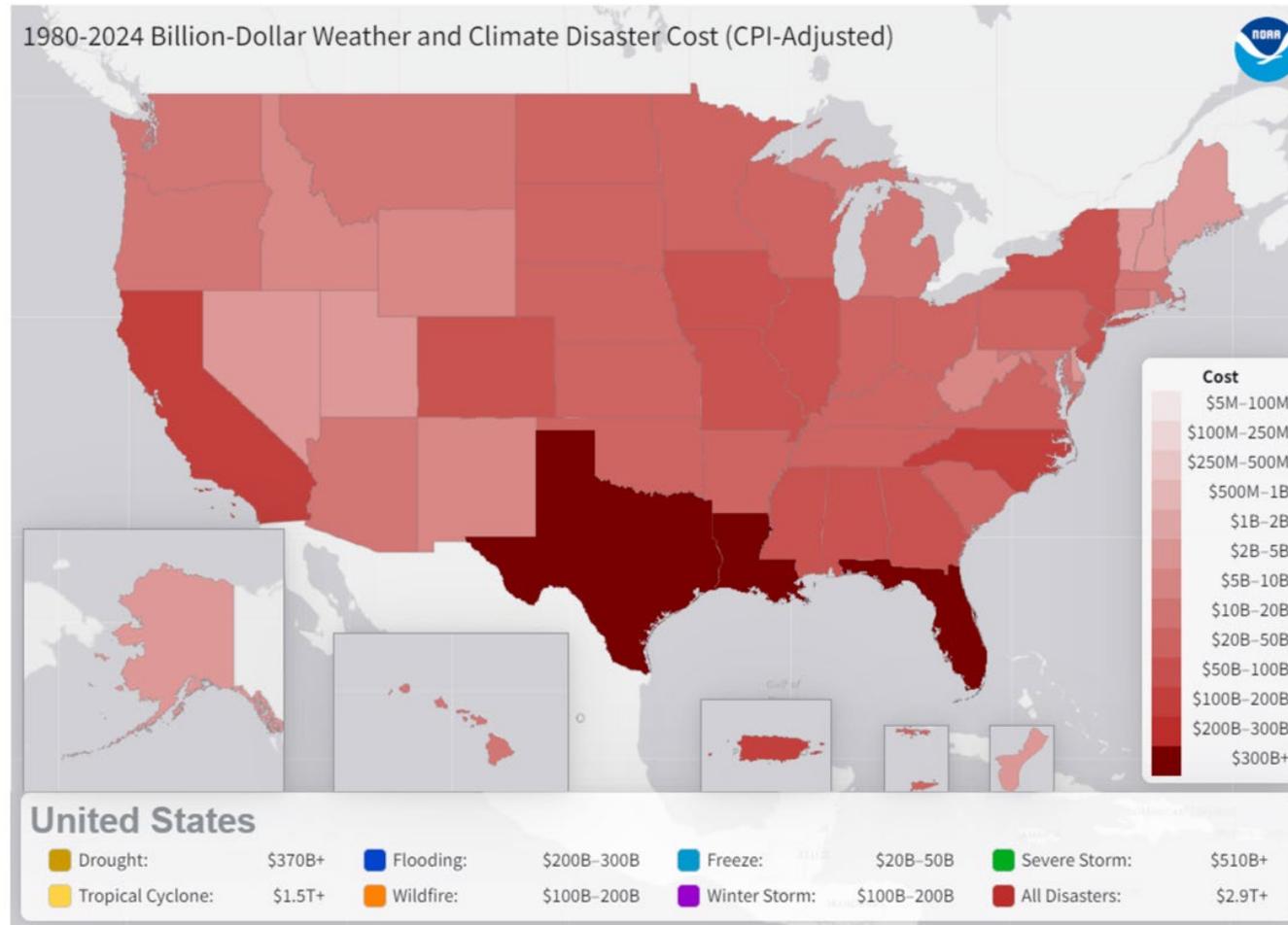
- Adjusted for inflation – since 1980 cumulative cost is estimated to be \$2.915 trillion.

ADJUSTED FOR INFLATION — TIME PERIOD COMPARISON

Select Time Period Comparisons of United States Billion-Dollar Disaster Statistics (CPI-Adjusted)

Time Period	Billion-Dollar Disasters	Events/Year	Cost	Percent of Total Cost	Cost/Year
1980s (1980-1989)	33	3.3	\$219.6B	7.5%	\$22.0B
1990s (1990-1999)	57	5.7	\$335.3B	11.5%	\$33.5B
2000s (2000-2009)	67	6.7	\$621.3B	21.3%	\$62.1B
2010s (2010-2019)	131	13.1	\$994.6B	34.1%	\$99.5B
Last 5 Years (2020-2024)	115	23.0	\$746.7B	25.6%	\$149.3B
Last 3 Years (2022-2024)	73	24.3	\$461.6B	15.8%	\$153.9B
Last Year (2024)	27	27.0	\$182.7B	6.3%	\$182.7B
All Years (1980-2024)	403	9.0	\$2,917.5B	100.0%	\$64.8B

ADJUSTED FOR INFLATION — DISASTERS BY REGION



This map depicts the total estimated cost borne by each state from billion-dollar weather and climate events from 1980-2024. Screenshot from NOAA NCEI Billion-dollar Disasters [webpage](#).

- Florida leads the U.S. in total cumulative costs (~\$450 billion) from billion-dollar disasters since 1980 largely due to the impact of hurricanes.
- **Texas is the second-leading state in total costs since 1980 (~\$436 billion), but it has been affected by the highest number of billion-dollar disasters since 1980.** 212
- Louisiana's total costs are the 3rd highest (~\$314 billion) from billion-dollar disasters.

2024 CLIMATE AND CATASTROPHE INSIGHTS — MIDLAND COUNTY

Risk and Vulnerability

Data Type	Census Tract 101.09	Midland County	Texas	U.S.
Weather and Climate Risk				
 Drought Risk	9.38	11.21	14.32	11.61
 Flooding Risk	17.26	7.21	12.97	9.13
 Freeze Risk	8.99	6.96	13.09	15.72
 Severe Storm Risk	47.96	27.78	20.58	16.99
 Tropical Cyclone Risk	3.33	1.52	6.41	4.36
 Wildfire Risk	41.91	21.18	11.28	6.30
 Winter Storm Risk	35.53	28.59	15.99	13.71

2024 CLIMATE AND CATASTROPHE INSIGHTS — TEXAS CONVECTIVE STORM STATISTICS

Texas Summary

- All Disasters
- Drought
- Flooding
- Freeze
- Severe Storm**
- Tropical Cyclone
- Wildfire
- Winter Storm

Select Time Period Comparisons of Texas Billion-Dollar Severe Storm Statistics (CPI-Adjusted)

Time Period	Billion-Dollar Disasters	Events/Year	Cost	Percent of Total Cost
1980s (1980-1989)	4	0.4	\$2.0B-\$5.0B	2.4%
1990s (1990-1999)	9	0.9	\$5.0B-\$10.0B	9.1%
2000s (2000-2009)	13	1.3	\$5.0B-\$10.0B	9.7%
2010s (2010-2019)	46	4.6	\$20.0B-\$50.0B	39.9%
Last 5 Years (2020-2024)	54	10.8	\$20.0B-\$50.0B	38.9%
Last 3 Years (2022-2024)	38	12.7	\$20.0B-\$50.0B	28.4%
Last Year (2024)	16	16.0	\$10.0B-\$20.0B	14.0%
All Years (1980-2024)	126	2.8	\$50.0B-\$100.0B	100.0%

UNITED STATES

- A high number of US hurricane landfalls (Beryl, Debby, Francine as well as Helene and Milton) resulted in an aggregated insured loss of approximately US\$40 billion (excluding NFIP losses). Combined with the elevated losses from severe convective storms (of more than US\$50 billion), the market once again navigated a highly active loss environment.
 - The structural changes made in 2023 meant reinsurers were left largely unscathed from these losses.
 - Howden noted that even the losses from Hurricane Helene and Milton did little to shift the market's trajectory and **cited an average 8% decrease for property catastrophe [hurricane] reinsurance, down from a 3% increase last year.**
- Supply was more than sufficient to meet high demand, in part due to significant fund raising / reinvestment of retained earnings in the traditional and ILS markets and a few new entrants entered on 1 January 2025. Increasingly favorable conditions for buyers typically yielded price decreases, moving within a risk-adjusted range of down 7.5% to down 15% **[REINSURANCE, NOT RETAIL/WHOLESALE]**. Performance and loss experience informed outcomes, with cedents scoring highly in both areas often securing bigger discounts.
 - **Gallagher's "What does this mean?":**
 - Reinsurance stabilization, on top of projected high yield earnings for insurance companies for the calendar year of 2024, means that a continuation of capital influx into the markets will be likely for 2025. As such, this will drive competition and follow the trend of 2024.
 - Loss history, adequate valuations, and roof renovation controls will drive renewal outlooks on an account-by-account basis as they come up in 2025.

UNITED STATES

- Property
 - Reinsurers were generally responsive throughout the placement process with timely feedback, pricing indications, and authorized capacity.
 - Quoting data indicated most reinsurers were looking to hold the line near risk-adjusted flat pricing. However, in some cases, the quoting process unveiled a wide range of pricing perspectives, with certain reinsurers indicating their ability and interest to maintain/grow market share early in the placement process, while other reinsurers sought to push for higher pricing.
 - Retentions were largely maintained year on year, and lower layers attracted more capacity as reinsurers were looking to defend their capacity higher up in programs. Mid to upper CAT layers experienced the largest risk-adjusted decreases.
 - Property per risk placement outcomes were more dependent on program experience and strength of reinsurer relationships.
 - Quota share terms generally improved for buyers as the impact of rate and cost sharing mechanisms have strengthened the health of the underlying business.
 - As the renewal process played out, despite varying views of pricing in the quoting phase, reinsurers looked to support firm order terms with increased capacity and concurrent terms and conditions to achieve desired signings.

“CAUTIOUSLY OPTIMISTIC” OUTLOOK FOR 2025:

- The reinsurance industry starts 2025 in a strong position. Global reinsurer capital rose to a new high of \$715 billion at September 30, 2024, an increase of \$45 billion relative to the end of 2023, driven mainly by retained earnings according to Aon data. It is estimated that insured losses from global natural catastrophe activity exceeded \$140 billion in 2024, however, reinsurers remain on course to post healthy results at year-end. At the nine-month stage, the average combined ratio across a composite of 25 global reinsurers Aon tracks was 91.4 percent, while return on equity was a healthy 16.2 percent (annualized).
- According to AON’s Annual Reinsurance Report; Hurricanes Milton and Helene, while significant events, were not of a magnitude to dampen reinsurer appetite for property reinsurance at the 1/1 renewal. Ample capacity resulted in risk-adjusted price reductions, with reinsurers demonstrating increased flexibility and a willingness to meet the needs of individual insurers. Some clients saw opportunity in this market which led them to purchase higher limits and/or additional natural catastrophe frequency protection, including aggregate and subsequent event covers.
- Insurers are looking to restore balance to the risk-sharing relationships with reinsurers, as they have retained nearly 90 percent of natural catastrophe insured losses in the last two years, driven by continued frequency losses in the market, according to Aon analysis. We anticipate further demand for frequency protection in the first half of 2025 as insurers continue to focus on managing portfolio volatility.
- **Warning signals are flashing.** From U.S. homeowners struggling to insure their properties against wildfires, storms and floods, to public entities unable to buy law enforcement liability cover, or corporations facing reduced limits for U.S. casualty, the challenge for our industry is adequately pricing the risk to attract capital as the pool of insurable risks grow.

ADDITIONAL UNDERWRITING FACTORS: VALUATION

VALUATION – STILL REMAINS AN IMPORTANT UNDERWRITING FACTOR

- Valuation will remain an important underwriting factor in 2025
- Most insureds are a few renewal cycles away from proper insurance to value (ITV), as most started a decade or so behind where values should have been.
- We do not expect the same drastic increases we've seen over the past few years. Most markets now have implemented guidelines around insurance to value (e.g. imposing minimums or using proprietary forms of measurement).
- As a reminder, proper and accurate valuation is the “foundation” of property underwriting and impacts all levels of the insurance experience, including, but not limited to:
 - Underwriting modeling outputs
 - Setting of deductibles and sublimits
 - Pricing of risks
 - Purchasing of adequate limits
 - Avoiding coverage gaps and coinsurance penalties

RENEWAL DISCUSSION AND NEXT STEPS

NEXT STEPS

- ~~Midland & Gallagher Renewal Strategy Meeting: February 28, 2025~~
- ~~Renewal Exposure Request to Midland: February 28, 2025~~
- ~~Renewal Exposure Information due: On or before March 7, 2025~~
- ~~Gallagher sends updated renewal exposure information to the markets: Week of March 10, 2025~~
- ~~Gallagher to provide renewal updates and indications to Midland: Week of April 7, 2025~~
- **Renewal Quote Need by Date: Tuesday May 6, 2025**
- **Midland Board Meeting: May 20, 2025**
 - Midland “Final” Board Meeting: **June 24, 2025**
- **Bind Coverage (Last Day): June 27, 2025**
- **Coverage Effective date: July 1, 2025**

APPENDIX

THANK YOU FOR YOUR BUSINESS



We have enjoyed our partnership and appreciate the continued time, support and confidence you have placed in us as your risk management team. This past year has been successful as evidenced by your scorecard. Your total cost of risk is being impacted favorably and our strategy for this upcoming renewal continues to focus on ways to improve this positive impact on your profitability. Thank you.

Legal Disclaimer

Gallagher provides insurance and risk management advice that is tailored to our clients' risk transfer needs. Our review can include evaluation of insurance premium, risk transfer options, finance agreements, insurance limits, indemnification obligations, and contracts to ascertain appropriate coverage. We do emphasize that any risk management advice, insurance analysis, and limited review of contract terms and conditions, is only provided from an insurance/risk management perspective and is NOT legal advice. We do not provide legal advice and always recommend ~~2023~~ ²⁰²⁴ our clients seek advice from legal counsel to become fully apprised of all legal implications from their business transactions.

B. Discussion of and Request for Approval of RFP #24-207 6th-8th grade Math &
Algebra I Instructional Materials & Professional Development Services
Presenter: Erin Bueno

225



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Dr. Amanda Melchor, Executive Director of Secondary Teaching & Learning

Subject: Discussion of and Request for Approval of RFP # 24-207 6th - 8th grade Math & Algebra I Instructional Materials & Professional Development Services

Action Item

Financial Impact

Annual Estimated Expenditures: \$453,424.00 – IMTA/Federal Funds

This will include the cost of all materials plus five full-days of professional development for the implementation of the math curriculum for 6th – 8th grade.

Term of contract – This is a one-year contract with an option to extend for two (2) additional years, one-year term at a time.

Board Goals/ Strategic Plan Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

Pursuant to 44.031 of the Texas Education Code (TEC), contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

On January 9, 2025 MISD issued RFP # 24-207 6th - 8th grade Math & Algebra I Instructional Materials & Professional Development Services. It was advertised on January 9, 2025, and January 16, 2025. One thousand three-hundred (1,300) invitations were issued. Nine (9) vendors submitted proposals. The proposals were opened at 2:00 P.M. CST on January 30, 2025.

Recommendation

The committee for this RFP is recommending awarding the following vendor(s), the vendor(s) providing the best value to the district:

Accelerate Learning

Motion

Approve as presented



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Contact Person

Dr. Amanda Melchor, Executive Director of Secondary Teaching & Learning

Enclosure

Bid Tabulation, Scoresheet, and Price Analysis



6th - 8th grade Math & Algebra I

May 20, 2025

6th and 7th grade MEETS performance

- Since 2021 MISD **7th grade MEETS** scores have been 10+ percentage points below the State
- Since 2022 MISD **6th graders MEETS** performance drops 10+ percentage points when they enter 7th grade

	Year	STATE	MISD
6th grade	2021	36%	36%
	2022	39%	43%
	2023	40%	41%
	2024	39%	43%

	Year	STATE	MISD
7th grade	2021	27%	12%
	2022	31%	13%
	2023	37%	20%
	2024	34%	13%

8th grade & Algebra 1 MEETS performance

- Since 2021 MISD **8th grade MEETS** scores have been 5+ percentage points below the State
- Since 2021 MISD **Algebra I** performance at the **MEETS** level has been 5+ percentage points below the State

	Year	STATE	MISD
8th grade	2021	36%	29%
	2022	40%	35%
	2023	46%	37%
	2024	43%	34%

	Year	STATE	MISD
Algebra I	2021	41%	37%
	2022	43%	35%
	2023	43%	33%
	2024	43%	30%

229

The Plan

Alignment

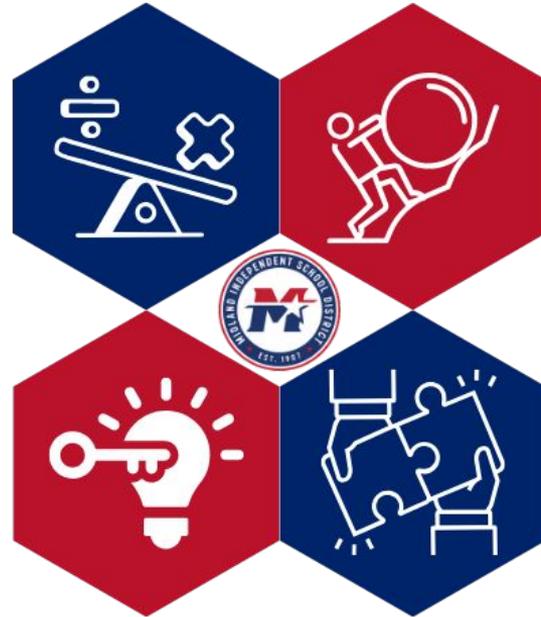
- Curriculum
- Grade Level
- Professional Learning

Schedule

- Instructional Minutes

Academic Planning

- Advanced Math



Alignment

Kinder - 9th grade



Track Progress

- Unit checks for understanding
- 9 week, 18 week, 27 week

Professional Learning

- Research Based Instructional Strategies (RBIS)
- Building Thinking Classrooms (BTC)
- Teach Like A Champion

Schedule

7th grade Math

increase from 45 minutes
to **90 minutes**

Do Now
Whole Group Instruction
Independent Practice
Small Group Instruction
Exit Ticket / Daily Numeracy

Advanced Math

6th grade Advanced Math

- **AUTOMATIC ENROLLMENT** (SB 2124)
 - Performed in the top 40% on the fifth grade math STAAR

*opt out available
- **OPT IN**
 - Campus leadership considers multiple data points to provide guidance to parents
 - For transfer students with no STAAR scores, he/she will take a district developed Placement Test
- **EXIT Advanced Math track**
 - Expectations of Honors Course Agreement not met
 - Expectations of the STAAR Assessment not met

Advanced Math

7th grade Honors Math

- **ENROLLMENT**

- Previous years math STAAR score Masters
- For transfer students with no STAAR scores, he/she will take a district developed Placement Test

- **EXIT Advanced Math Track**

- Expectations of Honors Course Agreement not met and/or
- Do not score a 65 or higher on 8th grade Math STAAR

Advanced Math

Communication Timeline

- February 2025 Academic Planning for the 25 - 26 school year
- May 2025 SB 2124 processes and criteria
 - Elementary principals
 - District Parent Newsletter



- ❖ **Approved by** the State Board of Education (**SBOE**)
- ❖ **100% aligned to TEKS** and English Language Proficiency Standards (ELPS)
- ❖ **Real-world** connections in problem-based tasks
- ❖ **Cross-curricular** connections
- ❖ **5E learning cycle** aligned to K - 8 & Biology- Savvas resource

STEMscopes Math

STRUCTURED CONVERSATIONS

Structures for intentional Discourse

<p>Provide Thinking</p> <ul style="list-style-type: none"> I think _____ I believe that _____ From my point of view, _____ Based on _____, it seems that _____ I conclude that _____ Because of _____, I think _____ 	<p>Agree, Disagree, or Add On</p> <ul style="list-style-type: none"> I agree with you because _____ I respectfully disagree because _____ I would like to add on _____ I would like to point out _____ I would like to suggest _____ To expand on what _____ said, _____
<p>Ask for Clarification</p> <ul style="list-style-type: none"> What do you mean by _____? Why do you think that? Will you explain that again? I have a question about _____? _____ do you mind clarifying what you mean by _____? 	<p>Restate or Rephrase Others' Ideas</p> <ul style="list-style-type: none"> So what you are saying is _____ In other words, you think _____ I am definitely interested in hearing more about _____ _____ 's idea reminds me of _____ Our ideas are similar because _____

Support for Emergent Bilingual (EB) students

SENTENCE STEMS

To explain	Para explicar
I can visualize this problem by ...	Puedo visualizar este problema cuando...
My answer is reasonable because ..	Mi respuesta es razonable porque...
I chose this strategy because ..	Elegi esta estrategia porque...
A connection I made was ..	Hice una conexión cuando.. 237
First I _____, and then I _____.	Primero yo _____ y luego yo _____.

STEMscopes Math

SCIENCE AND SOCIAL STUDIES – CONNECTION STATION

Connection Station

Conserving Water

The table below shows the number of gallons of water that 4 families conserved last week.

Family Name	Gallons of Water
Benavides	1,008
Thomas	1,104
Nguyen	1,072
Green	986

1. Generate a number that is 100 less and a number that is 100 more than the gallons of water the Green family conserved.

100 less Green family 100 more

2. Use the $>$, $<$, and $=$ symbols to compare the gallons of water.

1,008 1,104 1,072 986 1,008 1,072

3. Place the number of gallons in order from greatest to least.

4. What is another natural resource each family can conserve?

© Accelerate Learning Inc. - All Rights Reserved

CAREER CONNECTIONS

Career Connections

Marty Aronoff

Sports Statistician

If your family enjoys watching sports, you might have seen **Marty Aronoff's** elbow! That's because he has been quietly informing sports announcers of statistics for football, baseball, and basketball games since 1975 and is often seen on ESPN SportsCenter today.

Marty majored in math at Penn State University. During sporting events, he combines his skills of observation and accurate arithmetic to be like a human calculator. Marty is a master of division. His skills help him find percentages for batting averages, pass completions, and predicted wins. He has to be right, because what he calculates is instantly announced on TV. That is a lot of pressure! He has done statistics for more than 7,000 games, but he loves his job and has no plans to retire. His quick math skills have led to statistics becoming an important part of evaluating games and players.

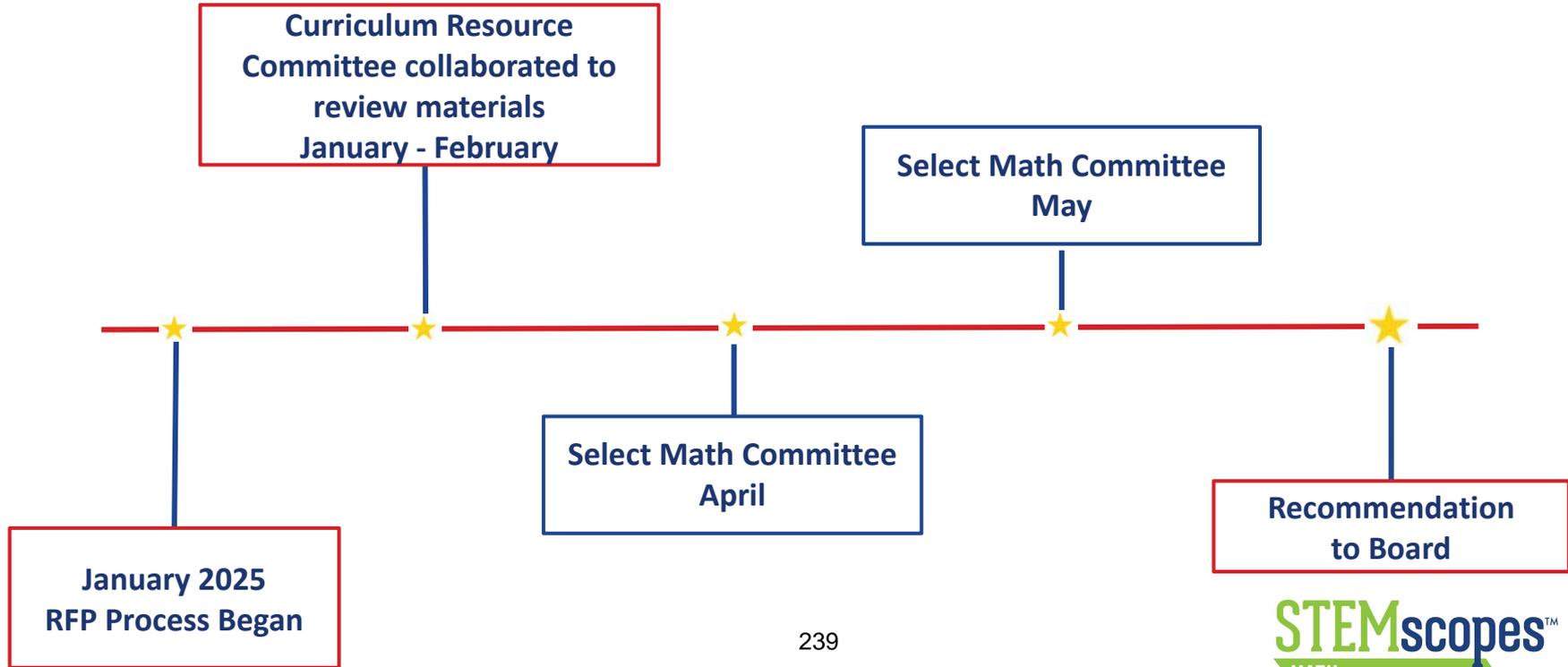


Marty Aronoff
Sports Statistician

© Accelerate Learning Inc. - All Rights Reserved

Cross-curricular Connections

Road to Recommendation



RFP Committee Members

6th grade Math

- ◆ Catherine Broussard
- ◆ Karri Beard
- ◆ Angela Turley

7th grade Math

- ◆ Debbie Hammond
- ◆ Victoria Merkel
- ◆ Deja McKnight
- ◆ Lisa Washington

8th grade Math

- ◆ Emily Butterfield
- ◆ Katherine Chandler
- ◆ Evangelee Garcia
- ◆ Jennifer Caldwell
- ◆ Lisa Washington
- ◆ Claudia Hinojosa

Algebra I

- ◆ Patrick Resch
- ◆ Amy Batista
- ◆ Malhi Armijo
- ◆ Katy Covarrubias
- ◆ Beth Smith

ESL Department

- ◆ Chris Hague

Special Services Department

- ◆ Tamra Ferguson

Kristen Albaugh, Assistant
Principal Abell Junior High

Dr. Amanda Melchor,
Executive Director Secondary
Teaching & Learning

Math Select Committee Members

Catherine Broussard

Angela Turley

Beth Smith

Halston McCalla

Tereza Wihebrink

Karri Beard

Ray Mata

Calvin Jackson

Deja McKnight

Yvette Lozano

Amy Velazquez

Claudia Prince

Emily Patton

Kelli Turney

Misuky Manriquez

Jennifer Stone

Teresa Bryant

Holly Roberts

Emily Butterfield

Kimberly Dobbs

**Robert Cedillo,
Deputy Superintendent**

**Erin Bueno,
Chief Academic Officer**

**Damian Gaytan,
Secondary Math Coordinator**

**Dr. Amanda Melchor,
Executive Director Secondary
Teaching & Learning**

**Heather Clark,
Director of Guidance and Counseling**

House Bill 1605

House Bill 1605

- How instructional materials are adopted and funded

Adopted

- Instructional Materials Review and Approval process (IMRA)
 - State-developed OER
 - **SBOE-Approved**

Funded

- The **SBOE-Approved** Instructional Materials Entitlement (**\$40**)
- The State-Developed Open Education Resource (OER) Entitlement (\$20)

Cost

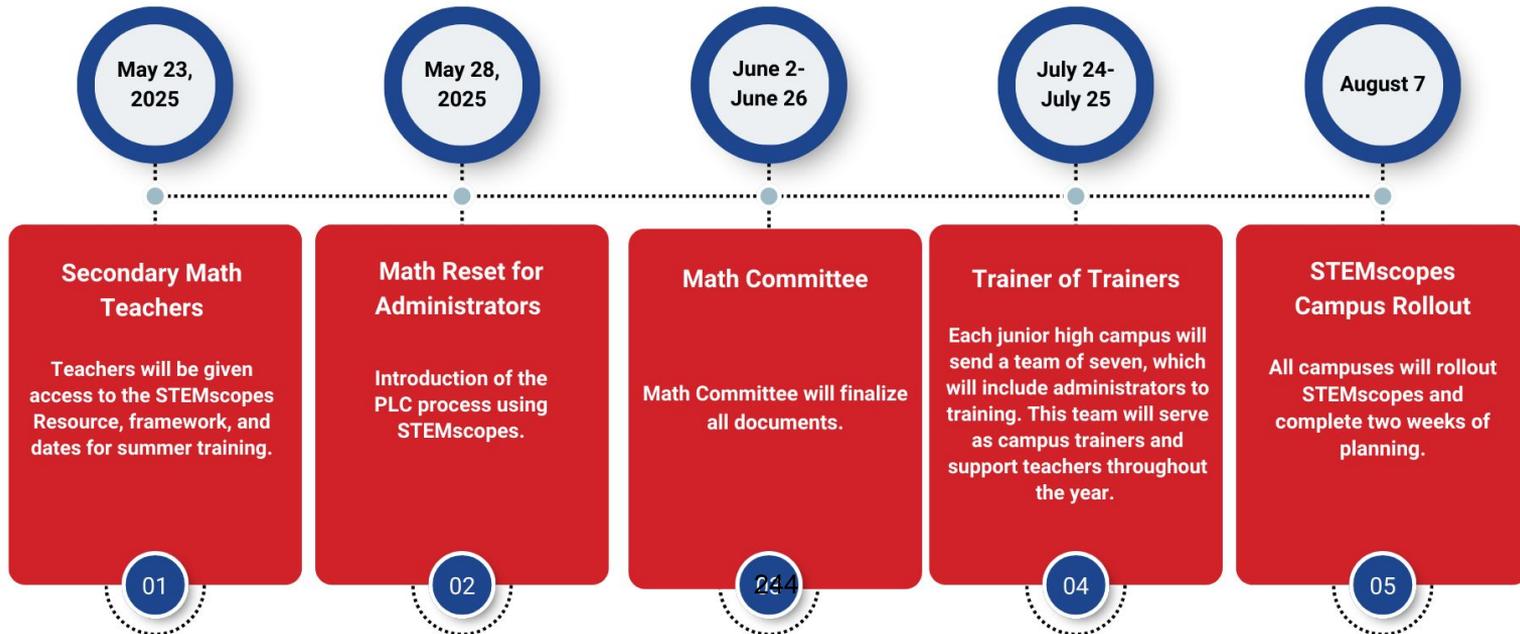
Estimated expenditure \$453,424

- 5 full days of implementation professional development
- Teacher edition - print and online access
- Student edition - consumable and online access
- Student practice book - consumable
- SBOE-Approved Instructional Materials Entitlement funds will be used

Implementation Timeline



SECONDARY SUMMER MATH IMPLEMENTATION PLAN



Implementation Timeline



AUGUST-MAY SECONDARY MATH IMPLEMENTATION PLAN

August-September

The Teaching & Learning & Leadership team will monitor the implementation and assist.
Focus on Tier 1 instruction & PLCs.



January-February

Teams will continue to monitor and assist.
Focus on Small Group & Intervention.



June-July

Make adjustments based on data, including observations.
Focus on updating curriculum documents for the 2026-2027 school year.



October-December

Teachers will receive STEMscopes training in October. Teams will continue to monitor and assist.
Focus on Tier I & Assessments.



March-May

Teams will continue to monitor and assist.
Focus on Intervention.



August-September

Year 2 implementation. Teams will monitor and assist.





246

Bid Tabulation

Event Number	RFP # 24-207
Event Title	6th - 8th grade Math & Algebra I Instructional
Event Description	Materials & Professional Development Services
Event Type	RFP
Issue Date	1/9/2025 08:00:02 AM (CT)
Close Date	1/30/2025 02:00:00 PM (CT)

Organization
Workgroup
Event Owner
Email
Phone
Fax

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
Kiddom	San Francisco	CA	1/30/2025 11:00:38 AM (CT)	1	\$0.00
McGraw-Hill School Education, LLC	Columbus	OH	1/27/2025 01:58:08 PM (CT)	1	\$0.00
Accelerate Learning Inc.	Houston	TX	1/27/2025 04:51:41 PM (CT)	2	\$3,000.00
Amplify Education	Brooklyn	NY	1/28/2025 03:02:46 PM (CT)	2	\$3,200.00
Carnegie Learning Inc.	Pittsburgh	PA	1/29/2025 11:46:32 AM (CT)	2	\$3,500.00
Sunshine Education	West Orange	NJ	1/28/2025 10:54:23 AM (CT)	6	\$4,060.00
Learn by Doing, Inc.	Evanston	IL	1/24/2025 05:20:14 AM (CT)	3	\$4,750.00
RUSSELL'S EDUCATIONAL CONSULTING (Hazel Russell)	FORT WORTH	TX	1/11/2025 01:57:52 AM (CT)	6	\$4,800.00
Curriculum Associates, LLC	North Billerica	MA	1/28/2025 01:53:14 PM (CT)	3	\$59,300.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

Price Analysis							
		Accelerate Learning		Amplify		McGraw Hill	
		Free with order: Math Nation+ for 1 year				* ALEKS - if district uses other McGraw Hill products, discounted pricing is available. Additional subscription lengths available - please contact your rep for additional options.	
Grade Level	Description	Cost per Unit		Cost per Unit	Comments	Cost per Unit	Comments
6TH							
	Student Bundle	\$ 39.95	Online Digital, Print Student Notebook, and Print Independent Skills Practice Book Bundle - includes Teacher digital access (Available in English and Spanish) (1 year)	\$ 39.00	Amplify Desmos Math G6 Student Blended Package - Pricing reflects a single year purchase. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 60.00	3 Year Student Print/Digital Bundle
	Teacher Bundle	\$ 85.00	Printed Teacher Guide	\$ 515.00	Amplify Desmos Math G6 Teacher Blended Package - Pricing reflects a single year purchase. Amplify provides one free teacher blended package with the purchase of 75 student bundles. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 162.00	3 Year Teacher Digital Subscription
7TH							
	Student Bundle	\$ 39.95	Online Digital, Print Student Notebook, and Print Independent Skills Practice Book Bundle - includes Teacher digital access (Available in English and Spanish) (1 year)	\$ 39.00	Amplify Desmos Math G7 Student Blended Package - Pricing reflects a single year purchase. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 60.00	3 Year Student Print/Digital Bundle
	Teacher Bundle	\$ 85.00	Printed Teacher Guide	\$ 515.00	Amplify Desmos Math G7 Teacher Blended Package - Pricing reflects a single year purchase. Amplify provides one free teacher blended package with the purchase of 75 student bundles. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 162.00	3 Year Teacher Digital Subscription
8TH							
		\$ 39.95	Online Digital, Print Student Notebook, and Print Independent Skills Practice Book Bundle - includes Teacher digital access (Available in English and Spanish) (1 year)	\$ 39.00	Amplify Desmos Math G8 Student Blended Package - Pricing reflects a single year purchase. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 60.00	3 Year Student Print/Digital Bundle
	Teacher Bundle	\$ 85.00	Printed Teacher Guide	\$ 515.00	Amplify Desmos Math G8 Teacher Blended Package - Pricing reflects a single year purchase. Amplify provides one free teacher blended package with the purchase of 75 student bundles. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 162.00	3 Year Teacher Digital Subscription
ALGEBRA 1							
		\$ 39.95	Online Digital, Print Student Notebook, and Print Independent Skills Practice Book Bundle - includes Teacher digital access (Available in English and Spanish) (1 year)	\$ 39.00	Amplify Desmos Math A1 Student Blended Package - Pricing reflects a single year purchase. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 60.00	3 Year Student Print/Digital Bundle
	Teacher Bundle	\$ 85.00	Printed Teacher Guide	\$ 515.00	Amplify Desmos Math A1 Teacher Blended Package - Pricing reflects a single year purchase. Amplify provides one free teacher blended package with the purchase of 75 student bundles. Please note all physical Amplify Desmos Math materials are subject to an additional 12% shipping and handling charge.	\$ 162.00	3 Year Teacher Digital Subscription
Professional Development							
	Full Day: In Person	\$ 3,000.00	Accelerate Learning Inc. will work closely with Midland ISD to customize a PD plan to best fit the needs of the district.	\$3,200.00		No Bid	Professional Development can be purchased in day or half day increments, and pricing varies depending on the product being purchased. Please reach out to your Sales Team for then-current pricing for Professional Development.

**Scoresheet
Request for Proposal**

24-207 - 6th - 8th grade Math & Algebra I Instructional Materials & Professional Development Services

Supplier	Rank	Score	Standard Evaluation Criteria								
			1. The Purchase Price	2. The reputation of the Vendor and the Vendors goods or services	3. The quality of the Vendor's goods or services.	4. The extent to which the goods or services meet District's needs.	5. The Vendor's past relationship with the district.	6. The impact on the ability of the district to comply the laws and rules relating to history	7. Total Long-Term Costs	8. Contract for Goods and Services	9. Other Relevant Factors
		100	35.00	6.00	25.00	24.00	0.00	0.00	5.00	0.00	5.00
Accelerate Learning Inc.	1	97.94	35.00	5.00	24.50	23.69	0.00	0.00	4.81	0.00	4.94
Amplify Education	2	44.88	22.00	5.00	7.69	7.13	0.00	0.00	1.50	0.00	1.56
McGraw-Hill School Education,	3	41.00	18.00	5.00	7.00	7.56	0.00	0.00	1.75	0.00	1.69
		61.27	25.00	5.00	13.06	12.79	0.00	0.00	2.69	0.00	2.73

C. Discussion of and Request for Approval for Naming of New Middle School Located
at 100 East Gist Ave.

251

Presenter: Cyndi Pyles



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025
Presented by: Cyndi Pyles, Principal Supervisor, Melanie Hall Principal, MFHS
Subject: Discussion of and Request for Approval for Naming of New Middle School Located at 100 East Gist Ave.

Action Item

Financial Impact

Funds for the branding are included within the 2023 Bond Program budget.

Board Goals/ Strategic Plan Goals

Engage & Act: We engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Executive Summary

Engage & Act: The purpose of this action item is to seek approval of the name and mascot for the new middle school opening in 2028 in the current MFHS building.

The naming committee was created following Board policy CW (Local) [FOUND HERE](#)

Committee Members:

NEW MIDDLE SCHOOL IN CURRENT MFHS BUILDING	
Cyndi Pyles- MISD	Andra Jones- BOARD REPRESENTATIVE
Melanie Hall- MFHS PRINCIPAL	Katy Covarrubias- TEACHER
Patrick Jones- MHS AP	Travis Turner- TEACHER
Nick Stone- MISD	Kristie Hunter - Onyenegecha-PARENT
Katrena Williams BOARD REPRESENTATIVE	Jennifer Garcia- PARENT
Rachel Davis- BOARD REPRESENTATIVE	Elise Kail- COMMUNITY MEMBER
Heather Redner- COMMUNITY MEMBER	



Midland Independent School District

BOARD OF TRUSTEES AGENDA

In the process of naming the new middle school, the district sought and received input from the community to gather viable name suggestions for the Board's consideration. Nomination forms were made available through multiple channels: linked to the Bond 2023 Website, announced via a press release distributed to local media, and in staff and parent newsletters.

The naming committee, tasked with reviewing the nominations, convened three times. Fifty-nine survey responses were examined. During these meetings, the committee carefully reviewed and narrowed down the submissions. Ultimately, the committee voted on and finalized their recommendations.

After narrowing down the submissions, the committee voted between the top 2 selections for Middle School Name and Middle School Mascot.

The name *Midland Middle School* was selected with the mascot *Dawgs*. This name received the most survey nominations, reflecting strong community support.

By selecting *Midland Middle School*, the committee felt the transition of middle school students to Midland High School would be positive and also retain the history of the current Midland Freshman building. The existing colors within MFHS will support a direct MHS feeder campus and the mascot *Dawg*, is the commonly used and shortened version of Bulldog. *Midland Middle School* will be growing future Midland HS bulldogs and maintain MHS traditions.

Recommendation

The committee requests approval for the name and mascot for the new middle school opening in 2028 in the current Midland Freshman building.

School Name: Midland Middle School

Mascot: Dawg

Contact Person: Cyndi Pyles, Principal Supervisor



Recommendation of Name for 2028 Middle School on Gist



OVERVIEW OF THE NAMING PROCESS



Purpose:

To select a Name for a new Middle School opening in 2028 in the current Midland Freshman HS building

Timeline:

- March- Naming Committees Formed
- April- Community, Parent, and Staff Electronic Surveys Shared April 17- April 28
- April/May- Each Naming Committee Met 3 Times

Thank You Committee Members!



NEW MIDDLE SCHOOL IN CURRENT MFHS BUILDING	
Cyndi Pyles- MISD	Katy Covarrubias- TEACHER
Melanie Hall- MFHS PRINCIPAL	Travis Turner- TEACHER
Patrick Jones- MHS AP	Kristie Hunter - Onyenegecha-PARENT
Nick Stone- MISD	Jennifer Garcia- PARENT
Katrena Williams BOARD REPRESENTATIVE	Elise Kail- COMMUNITY MEMBER
Rachel Davis- BOARD REPRESENTATIVE	Heather Redner- COMMUNITY MEMBER
Andra Jones- BOARD REPRESENTATIVE	255



BOND 2023- RENAMING LHS AND MFHS TO MIDDLE SCHOOLS

In 2028, Legacy High School and Midland High School will serve grades 9-12 in their new facilities. The existing Legacy High School and Midland Freshman buildings will be converted to 6th-8th grade Middle Schools; therefore, MISD Communications would like your input on the names of these converted Middle Schools.

Below you will find two community surveys to submit name recommendations for the future middle schools.

Surveys are open and take recommendations through April 28. We value your feedback.

[NAMING OF 2028-2029 MIDDLE SCHOOL \(LHS EXISTING BUILDING\) COMMUNITY SURVEY](#)

[NAMING OF 2028-2029 MIDDLE SCHOOL \(MFHS EXISTING BUILDING\) COMMUNITY SURVEY](#)



CW(LOCAL)

The name must meet one of the following criteria:

1. In memory of a person who has served the district or community, especially in service to children.
2. In memory of any person who has made a significant contribution to society and/or education, his or her name shall lend prestige and status to an institution of learning.
3. A local residential or geographic area; or
4. A District property donor or his or her family members.



59 Survey Responses

Middle School Name Recommendation



Middle School Name Recommendation: Midland Middle School

By selecting *Midland Middle School*, the committee felt the transition of middle school students to Midland High School would be positive and also retain the history of the current Midland Freshman building.

The existing colors within MFHS will support a direct MHS feeder campus and the mascot, *Dawg*, is the commonly used and shortened version of Bulldog. *Midland Middle School* will be growing future Midland HS bulldogs and maintain MHS traditions.

Next Steps- Upon Approval



Middle School Name Recommendation: Midland Middle School

- Press Release through MISD Communications Department
- Communication to Committee Members
- Communication to current MFHS Students, Parents, and Staff

MADE IN



D. Discussion of and Request for Approval for Naming of New Middle School Located
at 3500 Neely Ave.

263

Presenter: Cyndi Pyles



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025
Presented by: Cyndi Pyles, Principal Supervisor, Mich Etzel, LHS Principal, and Chris Bryant, LHS Associate Principal
Subject: Discussion of and Request for Approval for Naming of New Middle School Located at 3500 Neely Ave.

Action Item

Financial Impact

Funds for the branding are included within the 2023 Bond Program budget.

Board Goals/ Strategic Plan Goals

Engage & Act: We engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Executive Summary

Engage & Act: The purpose of this action item is to seek approval of the name and mascot for the new middle school opening in 2028 in the current LHS building.

The naming committee was created following Board policy CW (Local) [FOUND HERE](#)

Committee Members:

NEW MIDDLE SCHOOL IN CURRENT LHS BUILDING	
Beau Garza- MISD	Albert Seybert- TEACHER
Mich Etzel- LHS PRINCIPAL	Jessica Webb- TEACHER
Chris Bryant- LHS ASSOCIATE PRINCIPAL	Ashley Colquitt- COMMUNITY MEMBER
Nick Stone- MISD	Ed Mayberry- PARENT
Billy Johnson- BOARD REPRESENTATIVE	Beth Dumas- BOARD REPRESENTATIVE
Sarah Collins- BOARD REPRESENTATIVE	Mandy Davis- TEACHER
Amber Davidson- BOARD REPRESENTATIVE	Carrie McKean- BOARD REPRESENTATIVE

In the process of naming the new middle school, the district sought and received input from the community to gather viable name suggestions for the Board’s consideration. Nomination forms



Midland Independent School District

BOARD OF TRUSTEES AGENDA

were made available through multiple channels: linked to the Bond 2023 Website, announced via a press release distributed to local media, and in staff and parent newsletters.

The naming committee, tasked with reviewing the nominations, convened three times. One-hundred sixty three survey responses were examined. During these meetings, the committee carefully reviewed and narrowed down the submissions. Ultimately, the committee voted on and finalized their recommendations.

After narrowing down the submissions, the committee voted between the top 2 selections for Middle School Name and Middle School Mascot.

The name *John “Randy” Storie Middle School* was selected with the mascot *Buffalo*. This name received the most survey nominations, reflecting strong community support.

Randy Storie was a legendary band director who dedicated over 30 years of service to Lee High School, shaping the lives of countless students through music and mentorship. Mr. Storie led the Lee Band to national recognition, including performances at the Tournament of Roses Parade, Carnegie Hall, and three Presidential Inaugural Parades. Known for his high standards, results-driven focus, leadership, and deep love for his students, he built a musical legacy rooted in excellence, accountability, family, and lifelong learning—one which continues to inspire others across Texas.

The buffalo is a symbol of strength, resilience, and unity—qualities we aim to instill in every student. Uniquely, buffaloes are known to run toward storms, not away from them—facing challenges head-on, just like we want our students to do. The mascot also honors Randy Storie’s legacy, as he was a proud graduate of West Texas A&M University, home of the Buffaloes.

Recommendation

The committee requests approval for the name and mascot for the new middle school opening in 2028 in the current Legacy HS building.

School Name: John “Randy” Storie Middle School

Mascot: Buffalo

Contact Person: Cyndi Pyles, Principal Supervisor



**Recommendation of Name
for 2028 Middle School
on Neely**



265

OVERVIEW OF THE NAMING PROCESS



Purpose:

To select a Name for a new Middle School opening in 2028 in the current Legacy HS building

Timeline:

- March- Naming Committees Formed
- April- Community, Parent, and Staff Electronic Surveys Shared April 17- April 28
- April/May- Each Naming Committee Met 3 Times

Thank You Committee Members!



NEW MIDDLE SCHOOL IN CURRENT LHS BUILDING	
Beau Garza- MISD	Albert Seybert- TEACHER
Mich Etzel- LHS PRINCIPAL	Jessica Webb- TEACHER
Chris Bryant- LHS ASSOCIATE PRINCIPAL	Ashley Colquitt- COMMUNITY MEMBER
Nick Stone- MISD	Ed Mayberry- PARENT
Billy Johnson- BOARD REPRESENTATIVE	Beth Dumas- BOARD REPRESENTATIVE
Sarah Collins- BOARD REPRESENTATIVE	Mandy Davis- TEACHER
Amber Davidson- BOARD REPRESENTATIVE	Carrie McKean- BOARD REPRESENTATIVE



163 Survey Responses

Middle School Name Recommendation



Middle School Name Recommendation: John “Randy” Storie Middle School

Randy Storie was a legendary band director who dedicated over 30 years of service to Lee High School, shaping the lives of countless students through music and mentorship. Mr. Storie led the Lee Band to national recognition, including performances at the Tournament of Roses Parade, Carnegie Hall, and three Presidential Inaugural Parades. Known for his high standards, results-driven focus, leadership, and deep love for his students, he built a musical legacy rooted in excellence, accountability, family, and lifelong learning—one which continues to inspire others across Texas.

The buffalo is a symbol of strength, resilience, and unity—qualities we aim to instill in every student. Uniquely, buffaloes are known to run toward storms, not away from them—facing challenges head-on, just like we want our students to do. The mascot also honors Randy Storie’s legacy, as he was a proud graduate of West Texas A&M University, home of the Buffaloes.

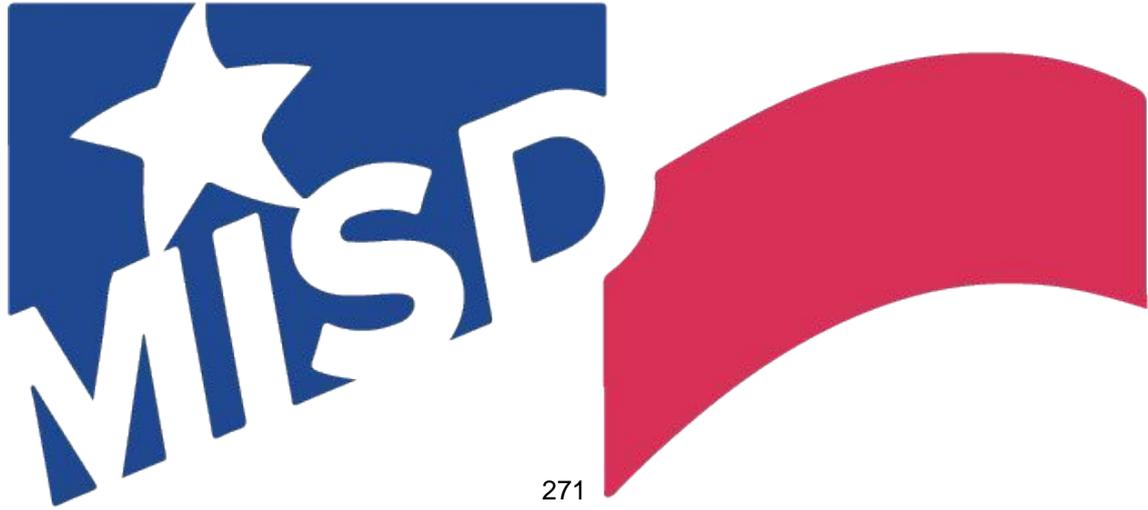
Next Steps- Upon Approval



Middle School Name Recommendation: John “Randy” Storie Middle School

- Press Release through MISD Communications Department
- Communication to Committee Members
- Communication to current LHS Students, Parents, and Staff
- Plan branding for 2028 Opening

MADE IN



271

E. Discussion of and Request for Approval to Hire the Principal for Bunche Elementary, Greathouse Elementary, Rusk Elementary, Executive Directors of School Leadership, and the Chief of Police
Presenter: Jessie Garcia

273



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Jessie Garcia, Interim Chief of Human Capital

Subject: Discussion of and Request for Approval to Hire the Principal for Bunche Elementary, Greathouse Elementary, Rusk Elementary, Executive Directors of School Leadership and the Chief of Police

Action Item

Financial Impact

Budgeted Expenditure

Board Goals/ Strategic Plan Goals

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Executive Summary

Hiring for school leadership positions is essential as effective leaders significantly influence educational institutions. They shape the vision, create a positive learning environment, and drive academic achievement. Through careful selection based on key leadership qualities, schools can find leaders who inspire, collaborate, and contribute to the overall success of students, teachers, and the school community.

Recommendation

Approval of personnel recommendations

Motion

Accept the recommendations as presented

Contact Person

Jessie Garcia

Enclosure

Personnel recommendations for appointment

F. Discussion of and Request for Approval of Budget Amendment #10
Presenter: Tucker Durham

275



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Tucker Durham, Chief Financial Officer

Subject: Discussion of and Request for Approval of Budget Amendment #10

Action Item

Financial Impact

District's expenditure estimate, by function, for the 2024-25 school year.

Board Goals/ Strategic Plan Goals

Goal 8, Initiative 2

Executive Summary

Annually, school boards are required to approve three funds. The general fund, the child nutrition fund, and the debt service fund, by function. Functions help categorize expenses to indicate the purpose of all transactions. The attached budget amendment contains cross-functional transfers that require board approval prior to moving funds in the budget since the board approves budgets based on the function at the fund level. These requests are from budget owners who have determined funds need to be moved from one budgeted account to another but are in two separate functions. This budget amendment does not involve any revisions to accounts for the Debt Service Fund.

The amendment revises Ad Valorem Taxes by an increase of \$1,645,383 due to the update of Omar's template for Cycle 5. Additionally, Other Local Revenue increased by \$1,927,622, which includes higher athletics revenue and miscellaneous income. State Revenue decreased by \$253,659, also attributed to Omar's template update. Federal Revenue saw a decrease primarily due to reduced Medicare reimbursement shares. Lastly, Other Financing Sources increased as a result of the sale of putting greens in Ranchland. The total offset is decreasing the deficit by \$564,951.

The General Fund has an insurance reimbursement for a vehicle that will offset both revenue and expenses in the amount of \$7,368 but has no effect on the deficit budget.

Additionally, the amendment revises the other revenue account code for the Child Nutrition Fund, totaling \$1,891, which is a donation received for unpaid lunches. This donation will help reduce the deficit in the budget. Per the Department of Agriculture policy, meal charges may not be carried over at the end of each fiscal year. At the end of the school year, school districts must have enough funds in their general fund or donor funds collected to cover all remaining negative balances.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Recommendation

The administration recommends the Board of Trustees approve Budget Amendment #10 as presented.

Contact Person

Jacqueline Aguirre, Budget Coordinator

Enclosure

May 2025 Budget Amendment

**MIDLAND INDEPENDENT SCHOOL DISTRICT
BUDGET AMENDMENT #10**

As of May 20, 2025

The Texas Education Agency requires that amendments to the adopted budget be reflected in the official minutes of the Board of Trustees during a given fiscal year. The following summary includes transfers and revisions to the initial budget.

	Original Budget	Revised Budget - APR 25	Budget Amendment #10	Revised Budget - MAY 25
GENERAL FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 321,544,406	\$ 329,935,695	1,645,383	\$ 331,581,078
5700 Other Local Revenue	16,806,748	17,749,233	1,927,622	19,676,855
5800 State Revenue	18,905,031	24,283,810	(272,754)	24,011,056
5831 TRS On-Behalf	10,742,905	10,750,540	-	10,750,540
5900 Federal Revenue	1,219,276	1,219,276	(26,399)	1,192,877
7900 Other Financing Sources	-	1,602,745	18,750	1,621,495
Total Revenues	369,218,366	385,541,299	3,292,603	388,833,902
EXPENDITURES by FUNCTION				
11 - Instructional Services	182,106,459	185,343,930	(1,300,224)	184,043,706
12 - Instructional Resources and Media Services	3,471,082	3,480,908	3,565	3,484,473
13 - Staff Development	5,152,769	5,420,718	1,235,752	6,656,470
21 - Instructional Administration	7,879,559	7,996,314	(470)	7,995,844
23 - Campus Administration	16,844,981	16,915,124	(7,553)	16,907,571
31 - Guidance and Counseling	13,244,624	14,895,354	(7,700)	14,887,654
32 - Social Services	816,045	759,785	-	759,785
33 - Health Services	3,950,812	3,956,512	705	3,957,217
34 - Student (Pupil) Transportation	9,517,891	9,878,114	7,368	9,885,482
35 - Food Services	232,650	232,650	-	232,650
36 - Curricular / Extracurricular Activities	9,884,785	8,620,909	44,409	8,665,318
41 - General Administration	8,992,032	9,411,801	-	9,411,801
51 - Plant Maintenance and Operation	47,348,467	44,732,204	(500)	44,731,704
52 - Security and Monitoring Services	7,338,925	8,147,058	-	8,147,058
53 - Data Processing Services	7,902,408	7,161,296	-	7,161,296
61 - Community Services	1,657,344	1,663,251	-	1,663,251
71 - Debt Service (Capital Lease - Principal)	3,503,285	4,342,339	32,016	4,374,354
81 - Facilities acquisition and construction	-	472,473	-	472,473
91 - Contract Instructional Services (Ch. 49 Recap)	78,418,965	87,224,540	2,720,284	89,944,824
93 - Payments to Fiscal Agents for Shared Services Arrangements	-	232,667	-	232,667
99 - Intergovernmental Charges	3,509,476	3,509,476	-	3,509,476
Total Expenditures	411,772,559	424,397,420	2,727,652	427,125,072
Transfer Out to Other Funds	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(38,856,121)	564,951	(38,291,170)
CHILD NUTRITION FUND				
REVENUES				
5700 Other Local Revenue	\$ 3,935,250	\$ 3,959,227	\$ 1,891	\$ 3,961,118
5800 State Revenue	57,500	57,500	-	57,500
5900 Federal Revenue	13,285,000	13,285,000	-	13,285,000
Total Revenues	17,277,750	17,301,727	1,891	17,303,618
EXPENDITURES by FUNCTION				
35 - Food Services	17,277,750	23,377,750	-	23,377,750
Total Expenditures	17,277,750	23,377,750	-	23,377,750
Excess (Deficiency) of Revenues Over Expenditures	-	(6,076,023)	1,891	(6,074,132)
DEBT SERVICE FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 99,144,577	\$ 99,144,577	-	\$ 99,144,577
5700 Other Local Revenue	2,000,000	2,000,000	-	2,000,000
5800 State Revenue	520,485	520,485	-	520,485
Total Revenues	101,665,062	101,665,062	-	101,665,062
EXPENDITURES by FUNCTION				
71 - Debt Service (Principal, Interest & Bond Fees)	29,725,000	29,725,000	-	29,725,000
71 - Debt Service (Interest)	38,685,780	38,685,780	-	38,685,780
71 - Bond Issuance Cost and Fees	33,254,282	105,114,520	-	105,114,520
Total Expenditures	101,665,062	173,525,300	-	173,525,300
Other Sources/Uses (Net Effect of Bond Refunding)	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	-	(71,860,238)

MIDLAND INDEPENDENT SCHOOL DISTRICT
BUDGET AMENDMENT #10

As of May 20, 2025

TRANSFERS

Budget amounts transferred across functions; they do not increase the total amount budgeted for the given fiscal year.

REVISIONS

Budget amounts in addition or reduction to the total amount approved in the initial budget. Revisions may increase/decrease the total amount budgeted for the given fiscal year and can reduce/increase fund balance.

	<u>Function</u>	<u>Amount</u>
GENERAL FUND		
TRANSFERS & REVISIONS		
Ad Valorem Taxes Increase	Revenue	1,645,383
Other Local Revenue Increase	Revenue	\$ 1,927,622
Revenue - State Revenue Decrease	Revenue	(272,754)
Federal Revenue Decrease	Revenue	(26,399)
Other Financing Sources	Revenue	18,750
	Total Revenues	<u>3,292,603</u>
Transfer Requests from Campuses and Departments & Expenditure Offset;	11	(1,300,224)
	12	3,565
	13	1,235,752
	21	(470)
	23	(7,553)
	31	(7,700)
	33	705
	34	7,368
	36	44,409
	51	(500)
	71	32,016
Expenditure - Chapter 49 Increase	91	2,720,284
	Total Expenses	<u>2,727,652</u>
	TOTAL NET CHANGE TO GENERAL FUND BUDGET	<u>\$ 564,951</u>

CHILD NUTRITION FUND

TRANSFERS/REVISIONS

Other Revenue Increase	Revenue	\$ 1,891
	Total Revenues	<u>1,891</u>

TOTAL NET CHANGE TO CHILD NUTRITION FUND BUDGET \$ 1,891

MADE IN



BUDGET AMENDMENT #10

279

May 20, 2025

SUMMARY

- Annually, school boards are required to approve the budget by function for the following funds
 - General Fund (199)
 - Child Nutrition (240)
 - Debt Service (599)
- If changes need to be made to move funds from one function to another, it requires board approval
- Functions within each fund categorizes the transaction based on the intended purpose
 - 11 - Instructional
 - 34 - Transportation
 - 91 - Recapture

SUMMARY

- Cross functional transfers
- Updated revenues
- Utilization of fund balance for CNS and Debt Service
- General Fund Revenue Increase:
 - Insurance Reimbursement
 - Updated Revenue Projections
- General Fund Expense Increase:
 - Chapter 49
- CNS Fund Revenue Increase:
 - Donation

MIDLAND INDEPENDENT SCHOOL DISTRICT

BUDGET AMENDMENT #10

As of May 20, 2025

The Texas Education Agency requires that amendments to the adopted budget be reflected in the official minutes of the Board of Trustees during a given fiscal year. The following summary includes transfers and revisions to the initial budget.

	Original Budget	Revised Budget - APR 25	Budget Amendment #10	Revised Budget - MAY 25
GENERAL FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 321,544,406	\$ 329,935,695	1,645,383	\$ 331,581,078
5700 Other Local Revenue	16,806,748	17,749,233	1,927,622	19,676,855
5900 State Revenue	18,905,031	24,283,810	(272,754)	24,011,056
5831 TRS On-Behalf	10,742,905	10,750,540	-	10,750,540
5900 Federal Revenue	1,219,276	1,219,276	(26,399)	1,192,877
7900 Other Financing Sources	-	1,602,745	18,750	1,621,495
Total Revenues	369,218,366	385,541,299	3,292,603	388,833,902
EXPENDITURES by FUNCTION				
11 - Instructional Services	182,106,459	185,343,930	(1,300,224)	184,043,706
12 - Instructional Resources and Media Services	3,471,082	3,480,908	3,565	3,494,473
13 - Staff Development	5,152,769	5,420,718	1,235,752	6,656,470
21 - Instructional Administration	7,879,559	7,996,314	(470)	7,995,844
23 - Campus Administration	16,844,981	16,915,124	(7,553)	16,907,571
31 - Guidance and Counseling	13,244,624	14,895,354	(7,700)	14,887,654
32 - Social Services	916,045	759,785	-	759,785
33 - Health Services	3,956,812	3,956,512	705	3,957,217
34 - Student (Pupil) Transportation	9,517,891	9,878,114	7,368	9,885,482
35 - Food Services	232,650	232,650	-	232,650
36 - Curricular / Extracurricular Activities	9,884,785	8,620,909	44,409	8,665,318
41 - General Administration	8,992,032	9,411,801	-	9,411,801
51 - Plant Maintenance and Operation	47,348,467	44,732,204	(500)	44,731,704
52 - Security and Monitoring Services	7,338,925	8,147,058	-	8,147,058
53 - Data Processing Services	7,902,408	7,161,296	-	7,161,296
61 - Community Services	1,657,344	1,663,251	-	1,663,251
71 - Debt Service (Capital Lease - Principal)	3,503,285	4,342,339	32,016	4,374,354
81 - Facilities acquisition and construction	-	472,473	-	472,473
91 - Contract Instructional Services (Ch. 49 Recap)	78,418,965	87,224,540	2,720,284	89,944,824
93 - Payments to Fiscal Agents for Shared Services Arrangements	-	232,667	-	232,667
99 - Intergovernmental Charges	3,509,476	3,509,476	-	3,509,476
Total Expenditures	411,772,559	424,397,420	2,727,652	427,125,072
Transfer Out to Other Funds	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(38,856,121)	564,951	(38,291,170)
CHILD NUTRITION FUND				
REVENUES				
5700 Other Local Revenue	\$ 3,935,250	\$ 3,959,227	\$ 1,891	\$ 3,961,118
6800 State Revenue	67,500	-	-	67,500
5900 Federal Revenue	13,285,000	13,285,000	-	13,285,000
Total Revenues	17,277,750	17,301,727	1,891	17,303,618
EXPENDITURES by FUNCTION				
35 - Food Services	17,277,750	23,377,750	-	23,377,750
Total Expenditures	17,277,750	23,377,750	-	23,377,750
Excess (Deficiency) of Revenues Over Expenditures	-	(6,076,023)	1,891	(6,074,132)
DEBT SERVICE FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 99,144,577	\$ 99,144,577	-	\$ 99,144,577
5700 Other Local Revenue	2,000,000	2,000,000	-	2,000,000
5900 State Revenue	520,485	520,485	-	520,485
Total Revenues	101,665,062	101,665,062	-	101,665,062
EXPENDITURES by FUNCTION				
71 - Debt Service (Principal, Interest & Bond Fees)	29,725,000	29,725,000	-	29,725,000
71 - Debt Service (Interest)	38,685,780	38,685,780	-	38,685,780
71 - Bond Issuance Cost and Fees	33,254,282	105,114,520	-	105,114,520
Total Expenditures	101,665,062	173,525,300	-	173,525,300
Other Sources/Uses (Net Effect of Bond Refunding)	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	-	(71,860,238)

RECOMMENDATION

The administration recommends the Board of Trustees approve Budget Amendment #10 as presented.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Cortney Smith, Chief of Facilities and Operations

Subject: Discussion of and Request for Approval of RFP # 24-280 CNS Kitchen Equipment

Action Item

Financial Impact

Estimated Expenditures: \$927,614.73 – Federal Funds

The contract term is one year from the date of award.

Board Goals/ Strategic Plan Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

Pursuant to 44.031 of the Texas Education Code (TEC) contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

On April 11, 2025, MISD issued RFP # 24-280 CNS Kitchen Equipment. It was advertised on April 11, 2025, and April 18, 2025. Six hundred and eight (608) invitations were issued. Eight (8) vendors submitted proposals. The proposals were opened at 2:00 P.M. CST on April 29, 2025.

MISD received proposals from qualified vendors capable of providing a turnkey solution for removing, delivering, and installing kitchen equipment as part of the District’s initiative to upgrade its kitchen facilities.

Recommendation

This RFP will be awarded by line item. The committee for this RFP is recommending award to the following vendor(s), the vendor(s) providing the best value to the district:

Line Item	Supplier	Equipment	Quantity	Totals
A	TREX	Garbage Disposal	2	\$6,744.84
B	Culinary Depot	Braising Pan	1	\$19,400.00



Midland Independent School District

BOARD OF TRUSTEES AGENDA

C	TREX	Double Stacked Convection Oven	4	\$49,357.08
D	Culinary Depot	Tilting Kettle	1	\$13,499.99
F	Culinary Depot	Heated Holding Cabinet	8	\$44,000.00
G	A-TEX	Range	1	\$9,256.16
H	TREX	Mobile Freezer/Cooler Trailer	2	\$91,189.66
I	Mission Restaurant Supply	Rusk Serving Line	1	\$95,045.00
J	Mission Restaurant Supply	San Jacinto Serving Line	1	\$145,675.00
K	Mission Restaurant Supply	Sam Houston Serving Line	1	\$151,149.00
L	Mission Restaurant Supply	Bowie Serving Line	1	\$151,149.00
M	Mission Restaurant Supply	Pease Serving Line	1	\$151,149.00

If the awarded vendor cannot provide equipment and services as specified, we will disqualify that vendor and move to the next vendor.

Motion

Approve as presented.

Contact Person

Cortney Smith, Chief of Facilities and Operations

Enclosure

Bid Tabulation, Scoresheet, and Price Analysis

Bid Tabulation

Event Number	RFP # 24-280 Addendum 1	Organization
Event Title	CNS Kitchen Equipment	Workgroup
Event Description		Event Owner
Event Type	RFP	Email
Issue Date	4/11/2025 10:05:02 AM (CT)	Phone
Close Date	4/29/2025 02:00:00 PM (CT)	Fax

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
M & M Mechanical, Inc.	Midland	TX	4/26/2025 04:10:00 PM (CT)	1	\$96,804.80
Douglas Equipment (Douglas Food Stores Inc)	Bluefield	WV	4/28/2025 12:03:21 PM (CT)	6	\$213,225.19
Trex Restaurant Equipment (Texas Restaurant Equipment Exchange Inc.)	Amarillo	TX	4/29/2025 11:00:20 AM (CT)	8	\$307,059.23
A-Tex Restaurant Supply	San Angelo	TX	4/29/2025 12:40:54 PM (CT)	12	\$509,147.25
Edward Don and Company	San Angelo	TX	4/28/2025 11:47:07 PM (CT)	10	\$649,060.00
Mission Restaurant Supply	Austin	TX	4/29/2025 10:21:48 AM (CT)	12	\$887,990.00
Ace Mart Restaurant SUpplly	San Antonio	TX	4/29/2025 01:04:02 PM (CT)	12	\$971,371.62
Culinary Depot (Chefs Depot Inc)	Spring Valley	NY	4/29/2025 01:49:36 PM (CT)	13	\$1,061,044.45

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

Price Analysis

Item	Qty	Ace Mart			A-Tex			Culinary Depot			Douglas Equipment			Edward Don & Co.			M & M			Mission Restaurant			Trex Restaurant Equipment		
		Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment	Price	Alternate 1	Comment
A. Provide two (2) each garbage disposal InSinkErator or Salvajor with positive flush control panel OR APPROVED EQUAL TO: Verify existing conditions to provide proper adapter kits; Electrical: 208/60/3 6.9 amps 2 HP; Mount new control panel at the same location as current disposal. UR/RIes: Electrical: 208/60/3 2 hp, Cold Water: 1/2"	2	\$ 10,972.58		Listed pricing includes installation costs	\$ 12,015.56			\$ 11,900.00			\$ -	No Bid	\$ 6,980.00		\$ -	No Bid	\$ 13,166.00		\$ 6,744.84						
B. Provide one (1) Model BPM-30EC Braising Pan, electric, 30-gallon capacity, 10" deep pan, 38" pan height, IPX6 water rated electronic Classic controls, manual tilt, standard etch marks, faucet bracket, round tubular open leg base, stainless steel construction, bullet feet, 11.5kW, cUL, UL, IPX6, NSF, Made in USA (or approved equal, 208V/60/3-ph, 32.0 amps, 1st, Model Z091870) Faucet, double-pantry, with swing spout. Model 146354 Casters, set of (4), (2) locking, for all BPM & BPP models and all TS/10 & TS/10S stands.	1	\$ 21,445.33		Listed pricing includes installation costs	\$ 19,600.32			\$ 19,400.00			\$ 21,152.35		\$ 20,702.00		\$ -	No Bid	\$ -	\$ 24,427.00	alternate provided	\$ 25,892.31					
C. Provide four (4) each stacked double convection oven Montague Vectaire full-size, double deck electric Model: M-25K124 (three 3.744 kW heating elements grouped in one set) OR APPROVED EQUAL TO — standard depth 12-kW units with 6" (152mm) stainless steel legs —with stainless steel heat exchanger; a porcelainized steel oven interiors with one-speed (bakery) or two-speed (standard) fan, nine rack positions, five bright nickel racks with rack stops and no tip guides standard; ball bearing mounted 50-50 split doors with double pane viewing windows, Casters (set of four 5" plate casters), 208/60/3 12kW each	4	\$ 94,309.20		Listed pricing includes installation costs	\$ -	\$ 46,481.92	alternate provided	\$ 94,000.00			\$ 73,032.96		\$ 47,624.00	Providing Vulcan VC44ED with Casters	\$ -	No Bid	\$ 74,516.00		\$ 49,357.08						
D. Provide one (1) Model TDB-40C Kettle, electric, table top, 40 quart capacity, 2/3 jacket, IPX6 water rated electronic Classic controls, 304 stainless steel liner, hand tilt, support console on right, stainless steel construction, cULus, NSF, Made in USA, 208V/60/3-ph, 10.8kW, 30.0 amps (or approved equal), Model 174980 (TS/10S-2) Stand, 29.5"W x 31.75"D x 17.5"H, with drain drawer, bullet feet, stainless steel, for TDB Model 146354 Casters, set of (4), (2) locking, for all BPM & BPP models and all TS/10 & TS/10S stands, Model Z091870 Faucet, single-pantry, with swing spout.	1	\$ 16,734.01		Listed pricing includes installation costs	\$ 14,547.52			\$ 13,499.99			\$ 14,653.05		\$ 15,265.00		\$ -	No Bid	\$ -	\$ 18,565.00	alternate provided	\$ 14,426.75					
E. Provide eight (8) each Carter-Hoffmann HL4-18 Full Height Insulated Mobile Heated Cabinet w/ (18) Pan Capacity, 120V (or equal), one compartment, full height, insulated, (80) 12" x 20" or (18) 18" x 26" pan capacity, 3" fixed wire universal slides, (1) single pane tempered glass door, bottom-mount forced air heat with water reservoir, mechanical controls, aluminum construction, (4) 5" swivel casters (2 with brakes), ETL, ETL-Sanitation (RapidShip)	8	\$ 41,670.56		Listed pricing includes installation costs	\$ -	\$ 32,596.32	alternate provided	\$ 34,800.00	\$ 28,000.00		\$ 33,656.00		\$ 36,272.00		\$ -	No Bid	\$ 40,162.00		\$ 43,939.68						
F. Provide eight (8) Alto-Shaam Heated Holding Cabinet Model No 1200-UP, Halo Heat Low Temperature Holding Cabinet, double compartment, on/off simple controller with adjustable thermostats, indicator light, (2) sets of chrome plated universal side rails, (4) set of pan slides, (40) 20" x 12" x 2-1/2" full size pan capacity, heavy stainless steel exterior, 5" casters; 2 right, 2 swivel with brakes, EcoSmart, cULus, UL EPH Classified, CE, IPOX4, TUV NORD, EAC, 120V/50/60/1-ph, 1.9 kW, 16.0 amps, NEMA 5-20P, standard, Solid door, hinged on right, standard, reach in design, standard (or approved equal).	8	\$ 62,975.28		Listed pricing includes installation costs	\$ -	\$ 40,999.44	alternate provided	\$ 44,000.00	\$ 39,200.00		\$ 58,012.08		\$ 51,376.00		\$ -	No Bid	\$ 49,368.00		\$ 58,739.04						
G. Provide one (1) six burner range Montague model 36-5 or Green OR APPROVED EQUAL with open front cabinet base with the following options: 6 each natural gas burners 30,000 BTU/Hr Each, Total 180,000 BTU/Hr.; single high shelf; cabinet base door; manifold left rear 1" NPT; electric range top pilot ignition; stainless steel left, right, back; set of 4 1/2 inch casters. Provide T&S Safe-T-Link HG-4-S series or equal with swivel and quick disconnects minimum of 48" long and size D and safety chain; Warranty: one-year parts and labor.	1	\$ 18,697.62		Listed pricing includes installation costs	\$ -	\$ 9,256.16	alternate provided	\$ 12,850.01	\$ 9,950.00	alternate provided	\$ 12,718.75		\$ 11,091.00		\$ -	No Bid	\$ 16,611.00		\$ 16,769.87						
H. Provide two (2) Mobile Freezer/Cooler Trailer Polar King PKM616 (or approved equal) 2024 Polar King Mobile Ex16 Mobile Refrigerated Unit, 2-5200 lb. Torsion Brake Axles, 25" x 9" Ply Hi Spec Radial Tires on GSS, Aluminum Wheels w/Chrome Caps/Nuts, Spare Bracket w/Spare, 2-5/16" Demco EZ Latch Coupler, 78V Trailer End, Swivel Jack, Generator Platform, Rear Removable Step, 4" Thick Walls & Roof w/Heavy Duty Floor, LED Lighting, E-Track Ready Interior, GOVI A&TW 2000US Refrigerated Unit (SN: US230227299) w/Thermometer & Light Switch 110V/15A, Room Temp 0 Degrees to 50 Degrees, 564 Cu. Ft. Interior Volume, 3/4 Horsepower, R-452A Refrigerant, 115V Electric Supply, Single Phase, 60 Hz, 15.0 MCA Amperage, R-28 Valve, Single Rear Door, Empty Wt: 3300 lb., Carry Capacity 6500 lb., GVWR 8900 lb., Color: White.	2	\$ -		No Bid	\$ -		no bid	\$ 101,460.00			\$ -	No Bid	\$ -	No Bid	\$ 96,804.80		The following price includes trailers per requested with the E-track along with freight to get them to Midland from dealer	No Bid	\$ 91,189.66						
I. Provide Serving Line, Manufacturer Atlas Metal (Mod-U-Serve or approved equal) for Busk Elementary.	1	\$ 101,208.48		Includes 12-18 in Proposal, please review for full details.	\$ -	\$ 73,855.27	alternate provided	\$ 97,798.05			\$ -	No Bid	\$ -	No Bid	\$ -	No Bid	\$ 95,045.00		\$ -		No Bid				
J. Provide Serving Line, Manufacturer Atlas Metal (Mod-U-Serve or approved equal) for San Jacinto Junior High	1	\$ 157,274.82		Includes 12-18 in Proposal, please review for full details.	\$ -	\$ 133,968.61	alternate provided	\$ 150,265.70			\$ -	No Bid	\$ -	No Bid	\$ -	No Bid	\$ 145,675.00		\$ -		No Bid				
K. Provide Serving Line, Master Fabricators Model No. MFC-SCL-2319 & Serving Counter Model #MFC-SCL-2319 (Mod-U-Serve as an alternate or approved equal) for Sam Houston Elementary.	1	\$ 148,694.58		Listed pricing includes installation costs	\$ 154,327.95			\$ 160,356.90			\$ -	No Bid	\$ 153,250.00	Counters may not meet the specified deadline.	\$ -	No Bid	\$ 151,149.00		\$ -		No Bid				
L. Provide Serving Line, Master Fabricators Model No. MFC-SCL-2319 & Serving Counter Model #MFC-SCL-2319 (Mod-U-Serve as an alternate or approved equal) for Bowie Elementary.	1	\$ 148,694.58		Listed pricing includes installation costs	\$ 154,327.95			\$ 160,356.90			\$ -	No Bid	\$ 153,250.00	Counters may not meet the specified deadline.	\$ -	No Bid	\$ 151,149.00		\$ -		No Bid				
M. Provide Master Fabricators Model No. MFC-SCL-2319 & Serving Counter Model #MFC-SCL-2319 (Mod-U-Serve as an alternate or approved equal) for Pesse Elementary.	1	\$ 148,694.58		Listed pricing includes installation costs	\$ 154,327.95			\$ 160,356.90			\$ -	No Bid	\$ 153,250.00	Counters may not meet the specified deadline.	\$ -	No Bid	\$ 151,149.00		\$ -		No Bid				
Total:		\$ 971,371.62			\$ 509,147.25	\$ 337,157.72		\$ 1,061,044.45			\$ 213,225.19		\$ 649,060.00		\$ 96,804.80		\$ 887,990.00	\$ 42,992.00	\$ 307,059.23						

**Scoresheet
Request for Proposal
24-280 CNS Kitchen Equipment**

Supplier	Rank	Score	Standard Evaluation Criteria								
			1. The Purchase Price	2. The reputation of the Vendor and the Vendors goods or services	3. The quality of the Vendor's goods or services.	4. The extent to which the goods or services meet District's needs.	5. The Vendor's past relationship with the district.	6. The impact on the ability of the district to comply the laws and rules relating to history	7. Total Long-Term Costs	8. Contract for Goods and Services	9. Other Relevant Factors
		100	35.00	15.00	10.00	10.00	10.00	5.00	5.00	5.00	5.00
Mission Restaurant Supply	1	67.75	26.00	0.00	8.75	8.75	9.00	3.25	3.25	4.25	4.50
Culinary Depot	2	67.25	31.00	5.00	6.50	7.50	4.25	3.50	3.75	3.25	2.50
Ace Mart Restaurant SUpplY	3	60.25	26.00	5.00	6.25	4.25	5.50	3.50	2.75	3.25	3.75
A-Tex Restaurant Supply	4	55.75	20.00	5.00	7.25	5.25	5.50	3.25	3.25	3.25	3.00
Trex Restaurant Equipment	5	55.25	18.00	0.00	7.75	8.00	7.50	3.25	3.25	3.75	3.75
Douglas Equipment	6	54.25	13.00	5.00	9.25	9.25	5.00	3.25	3.25	2.75	3.50
Edward Don and Company	7	50.75	14.00	0.00	8.25	6.75	7.50	3.25	3.25	3.75	4.00
M & M Mechanical, Inc.	8	10.00	0.00	0.00	2.25	2.25	2.25	1.00	0.00	1.00	1.25
		52.66	18.50	2.50	7.03	6.50	5.81	3.03	2.84	3.16	3.28

H. Discussion of and Request for Approval of CSP# 24-282 Annex Buildings at Abell
and Alamo Junior High Schools
Presenter: Cortney Smith

290



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Cortney Smith, Chief of Facilities and Operations

Subject: Discussion of and Request for Approval of CSP # 24-282 Annex Buildings at Abell and Alamo Junior High Schools

Action Item

Financial Impact

Total Estimated Construction Cost: \$1,085,000

Funds for the Annex Buildings are included within the 2023 Bond Program budget for Package #5 – Middle School Group B and Package #9 – Middle School Group C.

Board Goals/ Strategic Plan Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

Pursuant to Section 44.031(a) of the Texas Education Code (TEC) and Government Code 2269, contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

Recommendation

On April 10, 2025, MISD issued CSP# 24-282 Construct Weight Room Annex Buildings at Abell and Alamo Junior High Schools. It was advertised on April 5, 2025, and April 12, 2025. Seven hundred ninety-one (791) invitations were issued. Nine (9) vendors submitted proposals. The proposals were opened at 2:00 P.M. CST on May 1, 2025.

Move to approve the ranking of offerors responding to CSP #24-282 Construct Annex Buildings at Abell and Alamo Junior High Schools as presented and authorize the Superintendent or designee to negotiate and execute a contract in accordance with the provisions of Board Policy CVB (Legal)/Texas Government Code 2269.151.

OPREX Construction Contractors



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Evaluation Committee

Cortney Smith
Robert Rollo
David Finley
Travis Durham
Stephen Drewell – MWM Architects

Contact Person

Cortney Smith, Chief of Facilities and Operations

Enclosure

Proposal Rankings



Midland Independent School
RFP 24-282 Evaluation
Construct Weightroom Annex Buildings (Alamo and Abell MS C

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	AVG	STD	AVG	STD	AVG	STD	AVG	STD	AVG	STD	AVG	STD	0-5		TOTAL SCORE
			Price		Duration		PM Resume		Superintendent Resume		Similar Experience		Litigations, Claims		Other Factors		
Amstar, Inc.	\$ 1,246,270	143	43.3	0.8	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	1.7	54.8
Collier Construction	\$ 1,362,000	196	41.0	1.5	7.1	1.0	3.4	0.5	3.6	0.5	16.8	2.7	0.0	0.0	3.6	0.9	75.5
Comm-Fit			Response is for flooring only..... Will share with successful offeror														
Cooper Construction Management, Inc.	\$ 1,912,600	245	29.9	2.4	6.0	1.0	0.8	1.5	1.0	2.0	2.0	4.0	0.0	0.0	3.3	2.5	42.9
Henthorn Commercial Construction LLC	\$ 1,230,000	186	44.8	0.8	7.8	1.3	4.4	0.5	4.0	0.0	17.2	2.9	0.0	0.0	3.8	1.8	82.0
J.C. Roberts Construction Company	\$ 1,807,000	305	32.0	2.7	4.6	1.1	4.0	0.7	4.0	0.0	16.2	1.9	2.0	2.7	3.4	1.1	66.2
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	36.3	3.4	8.6	0.6	4.4	0.5	3.6	0.9	15.6	1.5	2.0	2.7	3.2	0.8	73.7
OPREX Construction	\$ 1,085,000	152	50.0	0.0	9.5	0.5	3.6	0.5	3.8	0.4	17.4	1.3	0.0	0.0	2.8	0.4	87.1
Tegrity Contractors Inc.	\$ 1,527,544	300	38.1	3.1	5.0	0.7	3.4	0.9	4.0	1.0	15.8	1.3	2.0	2.7	4.2	2.3	72.5



Midland Independent School District
RFP 24-282 Evaluation Sheet
 Construct Weightroom Annex Buildings (Alamo and Abell MS Campuses)

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	0-50	0-10	0-5	0-5	0-20	0-5	0-5	Overall Score
			Price	Duration	PM Resume	Superintendent Resume	Similar Experience	Litigations, Claims	Other Factors	
Amstar, Inc.	\$ 1,246,270	143	43.49	10	0	0	0	0	0	53.49
Collier Construction	\$ 1,362,000	196	39.8	7.59	3	4	12	0	5	71.39
Comm-Fit	Response is for flooring..... Will share with successful offeror									0
Cooper Construction Management, Inc.	\$ 1,912,600	245	28.34	6.21	3	4	8	0	6	55.55
Henthorn Commercial Construction LLC	\$ 1,230,000	186	44.08	7.95	4	4	12	0	7	79
J.C. Roberts Construction Company	\$ 1,807,000	305	29.99	5.08	3	4	13	0	5	60.07
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	33.64	9.03	4	3	13	0	4	67
OPREX Construction	\$ 1,085,000	152	50	9.49	3	3	15	0	2	82.49
Tegrity Contractors Inc.	\$ 1,527,544	300	35.49	5.12	5	5	18	0	8	77
EVALUATOR #1										



Midland Independent School District
RFP 24-282 Evaluation Sheet
 Construct Weightroom Annex Buildings (Alamo and Abell MS Campuses)

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	0-50	0-10	0-5	0-5	0-20	0-5	0-5	Overall Score
			Price	Duration	PM Resume	Superintendent Resume	Similar Experience	Litigations, Claims	Other Factors	
Amstar, Inc.	\$ 1,246,270	143	43	10	0	0	0	0	3	56
Collier Construction	\$ 1,362,000	196	40	6	3	3	18	0	3	73
Comm-Fit	Response is for flooring..... Will share with successful offeror									0
Cooper Construction Management, Inc.	\$ 1,912,600	245	28	5	0	0	0	0	4	37
Henthorn Commercial Construction LLC	\$ 1,230,000	186	44	7	4	4	19	0	3	81
J.C. Roberts Construction Company	\$ 1,807,000	305	30	3	4	4	17	0	4	62
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	34	8	4	3	16	0	4	69
OPREX Construction	\$ 1,085,000	152	50	9	4	4	18	0	3	88
Tegrity Contractors Inc.	\$ 1,527,544	300	36	4	3	3	15	0	2	63

EVALUATOR #2



Midland Independent School District
RFP 24-282 Evaluation Sheet
 Construct Weightroom Annex Buildings (Alamo and Abell MS Campuses)

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	0-50	0-10	0-5	0-5	0-20	0-5	0-5	Overall Score
			Price	Duration	PM Resume	Superintendent Resume	Similar Experience	Litigations, Claims	Other Factors	
Amstar, Inc.	\$ 1,246,270	143	44	10	0	0	0	0	0	54
Collier Construction	\$ 1,362,000	196	43	8	4	4	18	0	3	80
Comm-Fit	Response is for flooring only..... Will share with successful offeror									0
Cooper Construction Management, Inc.	\$ 1,912,600	245	32	7	0	0	0	0	0	39
Henthorn Commercial Construction LLC	\$ 1,230,000	186	46	9	5	4	18	0	3	85
J.C. Roberts Construction Company	\$ 1,807,000	305	35	5	5	4	18	5	3	75
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	40	9	5	4	17	5	3	83
OPREX Construction	\$ 1,085,000	152	50	10	4	4	18	0	3	89
Tegrity Contractors Inc.	\$ 1,527,544	300	42	5	3	4	15	5	4	78

EVALUATOR #3



Midland Independent School District
RFP 24-282 Evaluation Sheet
 Construct Weightroom Annex Buildings (Alamo and Abell MS Campuses)

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	0-50	0-10	0-5	0-5	0-20	0-5	0-5	Overall Score
			Price	Duration	PM Resume	Superintendent Resume	Similar Experience	Litigations, Claims	Other Factors	
Amstar, Inc.	\$ 1,246,270	143	44	10	Responses not offered					54
Collier Construction	\$ 1,362,000	196	42	8	4	4	18	0	4	80
Comm-Fit	Response is for flooring only..... Will share with successful offeror									0
Cooper Construction Management, Inc.	\$ 1,912,600	245	33	7	Responses not offered					40
Henthorn Commercial Construction LLC	\$ 1,230,000	186	45	9	5	4	19	0	3	85
J.C. Roberts Construction Company	\$ 1,807,000	305	35	6	4	4	17	5	2	73
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	40	9	5	5	16	5	2	82
OPREX Construction	\$ 1,085,000	152	50	10	3	4	18	0	3	88
Tegrity Contractors Inc.	\$ 1,527,544	300	41	6	3	5	15	5	4	79

EVALUATOR #4



Midland Independent School District
RFP 24-282 Evaluation Sheet
 Construct Weightroom Annex Buildings (Alamo and Abell MS Campuses)

Offeror	Total Bid	Duration (cd) - NTP Assumed 30May 2025	0-50	0-10	0-5	0-5	0-20	0-5	0-5	Overall Score
			Price	Duration	PM Resume	Superintendent Resume	Similar Experience	Litigations, Claims	Other Factors	
Amstar, Inc.	\$ 1,246,270	143	42	10	0	0	0	0	3	55
Collier Construction	\$ 1,362,000	196	40	6	3	3	18	0	3	73
Comm-Fit	Response is for flooring..... Will share with successful offeror									0
Cooper Construction Management, Inc.	\$ 1,912,600	245	28	5	0	0	0	0	3	36
Henthorn Commercial Construction LLC	\$ 1,230,000	186	45	6	4	4	18	0	3	80
J.C. Roberts Construction Company	\$ 1,807,000	305	30	4	4	4	16	0	3	61
Mid-Tex of Midland, Inc.	\$ 1,611,000	161	34	8	4	3	16	0	3	68
OPREX Construction	\$ 1,085,000	152	50	9	4	4	18	0	3	88
Tegrity Contractors Inc.	\$ 1,527,544	300	36	5	3	3	16	0	3	66

EVALUATOR #5

I. Discussion of and Request for Approval of Resolution to Delegate Hiring Authority
to the Superintendent for Principals Through the End of August 2025
Presenter: Jessie Garcia

299



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Jessie Garcia, Chief of Human Capital

Subject: Discussion of and Request for Approval of Resolution to Delegate Hiring Authority to the Superintendent for Principals Through the End of August 2025

Action Item

Financial Impact

Budgeted Expenditure

Board Goals/ Strategic Plan Goals

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Executive Summary

Due to the need to hire principals between Board meetings during the months of May, June, July and August, the Superintendent is requesting approval to employ these contractual positions during this time period. This process allows us to fill these positions during the critical hiring timeline and reduce the risk of losing applicants. It also allows us to get them into their roles in a more timely manner to prepare for the start of the school year. Principals hired under this provision would be reported at the next regular Board meeting.

Recommendation

Approval to Delegate Hiring Authority to the Superintendent for Principals Stipulated in Policy DC(LOCAL) through August 26, 2025.

Motion

Accept the recommendation as presented

Contact Person

Jessie Garcia, Chief of Human Capital Management

Enclosure

Resolution of the Board of Trustees of the Midland Independent School District Regarding Delegation of Authority Over Employment Contracts

**RESOLUTION OF THE BOARD OF TRUSTEES OF
THE MIDLAND INDEPENDENT SCHOOL DISTRICT
REGARDING DELEGATION OF AUTHORITY
OVER EMPLOYMENT CONTRACTS**

WHEREAS, the Board of Trustees (“Board”) of the Midland Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board has an interest in maintaining adequate staff, both contractual and non-contractual, at all times to address the District’s educational needs; and

WHEREAS, the Board acknowledges that such staffing decisions must often be made quickly and at times when the Board is not scheduled to meet pursuant to the Texas Open Meetings Act; and

WHEREAS, the Board believes the public purpose described above is fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address ever-changing staffing needs in the best interest of Midland ISD, its students, and staff;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE MIDLAND INDEPENDENT SCHOOL DISTRICT:

RESOLVED, the Board of Trustees hereby delegates to the Superintendent the authority to act in the place of the Board under Board Policy DC(LOCAL) and thus grants the Superintendent full and final authority to hire and otherwise employ all contractual personnel, to implement the provisions of Board Policy DC(LOCAL), to make selections regarding employment of any contractual personnel, and to report any employment actions to the Board prior to making the selection and formally at the next regularly-scheduled Board meeting;

RESOLVED, the authority granted by this resolution is effective from the date approved below through August 26, 2025 or until such time as the Board takes action to modify and/or rescind the authority granted herein.

PASSED AND APPROVED this _____ day of May 2025 by the Board of Trustees for the Midland Independent School District.

By: Brandon Hodges, Board President

Attest: Angel Hernandez, Board Secretary

10. Information Items
A. Board Committee Monthly Report



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: March 25, 2025
Presented By: Board of Trustees
Subject: Board Committee Report

Information Item

Policy Committee Report

On April 9, 2025 the Midland ISD Board Policy Committee met. The following summarizes the agenda of the meeting:

Executive Summary

- **BDB(LOCAL) — Board Internal Organization: Internal Committees**
 - Policy was provided to the committee that provides the function of the board committees.
- **Diligent Overview**
 - A review of the Diligent system was presented by the vendor in collaboration with our Texans for Excellence in Education (TEE) representative, Mr. John Petree. Diligent has established a partnership with Texans for Excellence in Education and offers a web-based platform designed to serve as a replacement for BoardBook Premier.
- **CAA(LOCAL) — Fiscal Management: Goals and Objectives, Financial Ethics**
 - Revisions to this local policy at Federal Awards Disclosure are to align text with updated rules regarding federal grants found in the Code of Federal Regulations.
 - The phrase "or designee" is recommended for deletion throughout the policy, except in places where the designation of another individual could be in place of the superintendent or board president and not just the superintendent, as is the case in most other policies.
- **CDA(LOCAL) — Other Revenues: Investments**
 - Policy CDA(LOCAL) is the district's investment policy. The revisions at Sellers of Investments are recommended to address representatives with distributors of investment pools.
 - The changes also address required registrations for these representatives with the Municipal Securities Rulemaking Board (MSRB).
- **CY(LOCAL) — Intellectual Property**
 - Review of intellectual property policies and related developments.
 - Revisions throughout this local policy to clarify the circumstances under which the district's intellectual property may be used and where ownership of intellectual property lies when material is created by a district employee. Other recommended revisions clarify



Midland Independent School District

BOARD OF TRUSTEES AGENDA

how district employees may use other copyrighted material, including copyrighted material used for performances and displays in instruction.

- **DH(LOCAL) — Employee Standards of Conduct**
 - Update on employee conduct standards and potential revisions.
 - The provisions addressing tobacco and e-cigarettes are recommended for revision to include nicotine products regardless of whether the product contains tobacco.
 - The revision also updates the language from "using tobacco products" to "prohibited from possessing" them. However, the committee requested that no changes be made under the Tobacco and E-Cigarettes section
 - Under the Recordings section, the request was made to retain the existing language and add clarification regarding recordings in public settings. Additionally, the committee inquired about how this guidance aligns with expectations related to bathroom policies.

- **EHB(LOCAL) — Curriculum Design, Special Programs**
 - Recommended revisions to this local policy on Special Programs align with updated Administrative Code rules on dyslexia, including references to the Dyslexia Handbook and ARD committee decisions.

- **EHBB(LOCAL) — Special Programs: Gifted and Talented Students**
 - The updates prompted changes in terminology throughout this local policy. Revisions to the Funding section are recommended to align with requirements in the Education Code and Administrative Code rules.
 - Committee requested the Caver 1882 agreement.

- **FFG(LOCAL) — Student Welfare: Child Abuse and Neglect**
 - Review of student welfare policies, particularly concerning child abuse and neglect.
 - Under Reporting Child Abuse and Neglect, a new subsection on Oral Reports is recommended to comply with revisions to the Family Code and Administrative Code. Recommended revisions at Making a Report are to clarify new requirements in the Education Code stating that reporting individuals must provide their name and contact information when making a report. The policy still states that the identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law.

- **GKA(LOCAL) — Community Relations: Conduct on School Premises**
 - Update on policies regarding conduct on school premises, specifically addressing expectations for visitors.
 - Recommended language prohibiting electronic vaporizing devices has been added to the Tobacco and E- Cigarettes section of this local policy.

- **BDD(LOCAL) — Board Internal Organization: Attorney**
 - Review of policies related to board attorney roles.

- **Term Limits for Board Members**
 - The committee was provided with a letter from the Attorney General regarding board member term limits and acknowledged its contents.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

- **Policy Audit**
 - TEE is continuing its work on the policy audit, which is expected to be received soon.
- **Board Committees for 2025-2026**
 - Overview of the members for the upcoming 2025-2026 Board Committee term. The third seat is available to any member who would like to participate in that committee meeting on a rotating basis.
 - The committee supported the dates, as the meeting approaches, the committee wants to work through the time as the meeting approaches.
- **May Board Meeting**
 - We are working towards seeking policy approval at the May Board meeting.

Staff Presenter: Roberto Cedillo

Board Members Present: Brandon Hodges, Matt Friez and Tommy Bishop

Education Foundation Committee Report

The Education Foundation met on April 3, 2025

The following summarizes the agenda of the meeting.

Board Goal(s)

The Education Foundation is mindful of the Board Goals and strives to support the goals within the Foundation's programs to enhance academics and learning at all campuses.

Executive Summary

The Education Foundation has a 17 member board of directors made up of Midland community members. Our April meeting was held at Midland ISD, room 101.

- President's Report - Brian Stubbs
- Superintendent's Report - Mr. Robert Cedillo for. Dr. Stephanie Howard
 - 2 MISD principals retiring
 - MISD staff
 - school registration open
 - adjustments have been made in Skyward to make it more user friendly
- MISD Trustee report - Sara Burleson
 - report of March school board meeting
 - charter school zones
 - concern for all MISD staff with staffing changes
- Director Report - Anita Gamertsfelder
 - Star Patrol information
 - MEF scholarship applications
 - PIE Grants report
- Grants Committee update
 - March Micro Grants presented
 - Grants for Great Ideas 2025-26 awards
 - Grants for Great Minds Summer and Fall scholarship awards
- Serving for Success pickleball tournament details



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Trustee Board Members and Staff Present:

Sara Burlison, Robert Cedillo

Contact Person

Anita Gamertsfelder

anita.gamertsfelder@midlandisd.net



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Tucker Durham, Chief Financial Officer

Subject: Reportable Purchase Orders over \$100,000 - April 2025

Information Item

Financial Impact

Estimated amount (s); see the attachment.

Board Goal/Strategic Plan Goals

CH (Local)

Executive Summary

The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases, regardless of cost; however, purchases made pursuant to item 2 shall subsequently be reported to the Board at least quarterly:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with law;
2. A purchase made through a cooperative purchasing program or state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL)]
3. A continuing or periodic purchase under a Board-approved bid or contract;
4. A purchase of produce or fuel.
5. A purchase of regulated utility services

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

Purchase Orders Over \$100k Report

Reportable Purchase Orders Over \$100,000 - April 2025

Purchase Order	Vendor	Description	Contract	Amount	Funding Source
9362500308	OTIS Elevator Company	MHS elevator modernization - science and math hall	Buyboard # 757-24	\$470,599.00	Local Funds
9302500250	Tangram Interiors	Furniture Quote for New Elementary School - Lone Star Trails Elementary	Omnia # 2019.001899	\$308,829.37	Bond 2023
9302500247	OfficeWise Furnitures & Supply	Furniture Quote for New Elementary School - Lone Star Trails Elementary	Omnia # R191804	\$209,032.41	Bond 2023
9302500245	OfficeWise Furnitures & Supply	Furniture Quote for New Elementary School - Lone Star Trails Elementary	Buyboard # 767-25	\$336,512.82	Bond 2023
9302500244	Lakeshore Learning Materials	Furniture Quote for New Elementary School - Lone Star Trails Elementary	Omnia #R230301	\$102,013.75	Bond 2023
9302500243	Indeco Sales Inc	Furniture Quote for New Elementary School - Lone Star Trails Elementary	Omnia # R240109	\$172,290.57	Bond 2023
8062500103	N Tune Music and Sound Inc.	Goddard JH Band instruments	Buyboard # 712-23	\$100,000.00	Donation Funds
8022500438	Midland College	Invoice # 25-570 2024-2025 Midland College Fall and Spring CTE Dual Credit Tuition	Interlocal	\$216,094.63	Local Funds
8012500168	Ector County ISD	ECISD Spring Tuition for Deaf Students in Regional Day School Program Tuition Fee (10 students)	MISD/ECISD Interlocal	\$120,000.00	Local Funds
8012500166	MSB School Services LLC	MSB Annual Fee - Annual Licensing, Training Fee, and Administration Fee	Choice Partners#23/018SG	\$134,289.00	Local Funds
8012500161	Ector County ISD	ECISD Spring Tuition for Deaf Students in Regional Day School Program Tuition Fee (10 students)	MISD/ECISD Interlocal	\$112,666.67	Local Funds



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented By: Tucker Durham, Chief Financial Officer

Subject: Donations over \$5,000-Less than \$20,000

Information Item

Financial Impact

There will be an increase in funds administered by Midland Independent School District, of \$12,000.00 from donations. These donations are expected to be expensed by 6/30/2025.

Board Goal/Strategic Plan Goals

Goal 8, Initiative 2

Executive Summary

Attached is a list of donations and their intended use provided to the district that do not require board approval per board policy **CHC (Local)—Other Revenues and Solicitations**. This is due to the donations being less than \$20,000 but over \$5,000.

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

Donations over \$5,000-Less than \$20,000

Donations over \$5,000-Less than \$20,000-May 2025

Donor	Fund	Amount	Purpose/Description
Education Foundation- Donated by Diamondback Energy, Inc.	Donation Funds-Fund Number 489	\$12,000.00	Ipads for MISD Special Education Department
	Total	\$12,000.00	



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: May 20, 2025

Presented by: Jessie Garcia, Chief of Human Capital Management

Subject: Human Capital Monthly Routine Personnel Report

Information Item

Financial Impact

N/A

Board Goal/Strategic Plan Goals

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Executive Summary

Monthly staffing reports offer valuable insights into employee turnover trends, which can indicate potential issues related to employee engagement or job satisfaction. As such, these reports are critical tools for managing a successful workforce.

Contact Person

Jessie Garcia

Enclosure

- Staffing Update
- Routine Personnel Recommendations and Resignations



STAFFING UPDATE

May 2025

District Resignation/Retirement data as of April 30, 2025

*Resignation/retirement notices from non-certified, certified, professional contract staff members.

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
2021-2022	57	74	92	98	109	136	144	157	174	181	261	505	505
2022-2023	3	34	52	69	86	112	125	132	148	152	266	465	465
2023-2024	3	8	26	36	44	74	93	103	109	121	234	386	386
2024-2025	1	13	20	31	41	62	70	80	89	36			

SY23-24 YTD = 121

SY24-25 YTD = 36

Difference YTD = 85

Summary:

Lowest separation numbers YTD in the last 4 years: **85**

Top Separation Reasons:

- Enter Private Sector
- Family Obligations

Special Note: The information contained in the table above is a snapshot of the data as of April 30, 2025. The data within the above table may change by a few each month due to various reasons (i.e., Family and Medical Leave, Temporary Disability Leave).

Vacancy and Hiring Data for April 2025

Teacher fill rate as of April 30, 2025: **96%**

Bus Driver fill rate as of April 30, 2025: **99%**



April 2025 Recommendations

Elementary Level Recommendations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
LEDEZMA, JENEVIA	INSTRUCTIONAL SUPPORT - CHILD CARE	JONES ELEMENTARY	04/01/2025
OLGIN, MARIZA	INSTRUCTIONAL SUPPORT - CHILD CARE	JONES ELEMENTARY	04/07/2025

Secondary Level Recommendations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE

Administrative Level Recommendations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
RALLO, THOMAS	POLICE OFFICER	POLICE	04/01/2025

Auxiliary Level Recommendations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
CHAVEZ, BIANCA	CHILD NUTRITION SERVICES	OPERATIONS	04/07/2025
GODINEZ, NORMA	CHILD NUTRITION SERVICES	OPERATIONS	04/17/2025
GONZALEZ - GARCIA, ESTEPHANIE	CHILD NUTRITION SERVICES	OPERATIONS	04/07/2025
HERNANDEZ – MORALES, IVANIA	CHILD NUTRITION SERVICES	OPERATIONS	04/10/2025
LERMA, JACOB	TRANSPORTATION	OPERATIONS	04/07/2025
MELENDEZ, MICHELLE	CHILD NUTRITION SERVICES	OPERATIONS	04/02/2025



OFFICE OF HUMAN CAPITAL MANAGEMENT

615 W. Missouri Avenue, Midland, Texas 79701

www.midlandisd.net

April 2025 Resignations

Elementary Level Resignations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
BAUTISTA, ALICIA	TEACHER- ELEMENTARY-CORE	FRANKS ELEMENTARY	04/17/2025
COTTON, SARAH	INSTRUCTIONAL SUPPORT-TA	JONES ELEMENTARY	04/15/2025
KENDRICK, ALEXANDRA	INSTRUCTIONAL SUPPORT-OC	GREATHOUSE ELEMENTARY	04/23/2025
LOPEZ, ADRIANA	INSTRUCTIONAL SUPPORT-LIAISON	DE ZAVALA ELEMENTARY	04/11/2025
LOYA, JULISSA	INSTRUCTIONAL SUPPORT-TA	JONES ELEMENTARY	04/25/2025
MONTANEZ, ANNETTE	ELEM - COUNSELOR	SANTA RITA ELEMENTARY	04/03/2025
MORALES, GERALDO	REACH ASSOCIATE	LONG ELEMENTARY	04/25/2025
ORTIZ, NIRVANA	PRE-K	YARBROUGH ELEMENTARY	04/04/2025
TORRES, ULANI	REACH ASSOCIATE	JONES ELEMENTARY	04/10/2025

Secondary Level Resignations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
CORRAL-GAYTAN, CATRINA	RESOURCE/INCLUSION	MIDLAND SENIOR HIGH	04/10/2025
HARTMAN, DESIREE	ENGLISH	ABELL JUNIOR HIGH	04/11/2025
LEEPER, KRISTINA	SRHS - STUDENT ACTIVITIES COORDINATOR	LEGACY SENIOR HIGH	04/23/2025
LUNA, YAJAIRA	FRHS - CAMPUS SUPPORT MONITOR	LEGACY FRESHMAN HIGH	04/01/2025
MCALPINE, LARISSA	SRHS - COUNSELOR	EARLY COLLEGE H S @ MC	04/04/2025
TARLTON, JUDITH	RESOURCE/INCLUSION	MIDLAND FRESHMAN HIGH	04/24/2025

Administrative Level Resignations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
BOWERS, KRISTEN	CLERK	ADMINISTRATION	04/11/2025
COCKRUM, JEFFREY	MATERIAL HANDLER I	ADMINISTRATION	04/17/2025
GARCIA, ISMAEL	CALL CENTER SUPPORT	ADMINISTRATION	04/11/2025
KOONCE, JULIE	CLERK - SEMS	ADMINISTRATION	04/16/2025
MADDUX, LETTY	HR GENERALIST (PT)	ADMINISTRATION	04/11/2025
MEZA, MELISSA	SEC - EX DIR OF STUDENT SERVICES	ADMINISTRATION	04/30/2025
RENTERIA, CYNTHIA	EXE. ASST. - CCO	ADMINISTRATION	04/29/2025
ROMERO, MEREDITH	BEHAVIORAL INTERVENTIONIST	ADMINISTRATION	04/04/2025
TORRES, SHANNON	SCHOOL LEADERSHIP	ADMINISTRATION	04/17/2025
TREDAWAY, MELINDA	DIAGNOSTICIAN	ADMINISTRATION	04/11/2025
VOGLER, EMILEE	HUMAN RESOURCES	ADMINISTRATION	04/25/2025
WHITE, LYNDSEY	CHIEF COMMUNICATIONS OFFICER	ADMINISTRATION	04/25/2025
WILEY, JAMES	COMPUTER TECHNICIAN	ADMINISTRATION	04/04/2025

Auxiliary Level Resignations

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
GARCIA, KAY	CHILD NUTURION SERVICES	OPERATIONS	04/17/2025
GARZA, LOIDA	CUSTODIAL	OPERATIONS	04/04/2025
REYES, MAYRA	FOOD SERVICE WORKER I	OPERATIONS	04/07/2025

Retirements/Other

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
MIDDLETON, MISTY	ENGLISH	GODDARD JUNIOR HIGH	04/14/2025

11. Closed session in accordance with Government Code Section 551.001 et. seq.

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

12. Action Arising from Closed Session

13. Adjourn

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on _____.