

Agenda of Regular Meeting

The Board of Trustees Rains ISD

A Regular Meeting of the Board of Trustees of Rains ISD will be held Monday, December 8, 2025, beginning at 6:30 PM in the Philip Alexander Board Room - RAINS I.S.D. Administration Building, 1759 W. US Highway 69, Emory, Texas 75440.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. OPENING - CALL TO ORDER, PLEDGE(S) OF ALLEGIANCE & INVOCATION
- II. PUBLIC HEARING
 - II.A. Financial Integrity Rating System of Texas (FIRST) Report
- III. WILDCAT ROAR
- IV. PUBLIC COMMENT
- V. ITEMS FOR DISCUSSION AND/OR ACTION
 - V.A. Consent Agenda
 - V.A.1. Minutes of the Previous Meeting(s)
 - V.A.2. Financial Reports
 - V.A.3. Bank Signatures Changes
 - V.A.4. Campus Improvement Plans for the 2025-2026 School Year
 - V.B. Business and Finance
 - V.B.1. Review the Financial Integrity Rating System of Texas (FIRST) Report
 - V.B.2. Discuss, Consider, and Approve a Resolution to Set the 2025 Tax Rate
 - V.B.3. Discuss, Consider, and Approve the 2025-2026 Revised Budget
 - V.C. Academics and Student Services
 - V.C.1. Results Driven Accountability (RDA) Report
 - V.D. Superintendent Reports
 - V.D.1. District Activities, Facilities & Projects
 - V.D.2. Consider Approval of a Resolution to Establish Nonbusiness Days for Public Information Act Compliance
 - V.D.3. First Reading of Board Policy Update 126, Affecting (LOCAL) Policies BE, BED, CJ, CJA, CLE, CQB, CQD, CSA, CV, DBD, DEC, DFBB, DGBA, DH, EEP, EFA, EHBAF, EIA, FA, FEF, FFAC, FFB, FFF, FNG, FO, GF, and GKA
- VI. PERSONNEL ITEMS FOR DISCUSSION AND/OR ACTION

- VI.A. Personnel Changes/Update
- VII. CLOSED SESSION
 - VII.A. Personnel, Texas Government Code § 551.074
 - VII.A.1. Discuss and Complete Superintendent's Evaluation
 - VII.A.2. Discuss Superintendent's Contract
 - VII.B. Student Discipline, Texas Government Code § 551.082
 - VII.C. Security, Texas Government Code § 551.076 & § 551.089
 - VII.D. Consultation with Attorney, Texas Government Code § 551.071
- VIII. ACTION IF ANY, ON ITEMS DISCUSSED IN CLOSED SESSION
 - VIII.A. Consideration and Possible Action to Approve the Superintendent's Evaluation as Discussed in Closed Session
 - VIII.B. Consideration and Possible Action to Approve Superintendent's Contract as Discussed in Closed Session
- IX. BOARD CORRESPONDENCE, HANDOUTS (As Available)
- X. ADJOURNMENT

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 or Texas Government Code section 418.183(f). 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. [See BEC(LEGAL)]

The Rains ISD Board of Trustees will hold a public hearing at the regularly scheduled board meeting to discuss the Financial Integrity Rating System of Texas Report (FIRST).

Posted on Friday, November 28, 2025, at 11:25 a.m. for the Rains I.S.D. Board of Trustees.

RATING YEAR **2024-2025**

DISTRICT NUMBER **district #**

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Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

Name: RAINS ISD(190903)	Publication Level 1: 8/8/2025 12:54:09 PM
Status: Passed	Publication Level 2: 8/8/2025 4:49:42 PM
Rating: A = Superior Achievement	Last Updated: 8/8/2025 4:49:42 PM
District Score: 96	Passing Score: 70

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district’s fiscal year end date of June 30 or August 31, respectively?</u>	4/23/2025 6:09:54 PM	Yes
2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	4/23/2025 6:09:54 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	4/23/2025 6:09:54 PM	Yes
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u>	4/23/2025 6:09:54 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the</u>	4/23/2025 6:09:54 PM	Ceiling Passed

	<u>maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	8
8	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	10
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	10
10	This indicator is not being evaluated.		10
11	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/23/2025 6:09:54 PM	10
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	4/23/2025 6:09:54 PM	10
13	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	8
14	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.</u>	4/23/2025 6:09:54 PM	10
15	<u>Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	5
16	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
17	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
18	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	4/23/2025 6:09:54 PM	10
19	<u>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</u>	4/23/2025 6:09:54 PM	5

20	<u>Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
21	<u>Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
			96 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			96 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90-100
	B = Above Standard Achievement	80-89
	C = Meets Standard Achievement	70-79
	F = Substandard Achievement	<70
<p>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</p> <p>The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

CEILING INDICATORS

<p>Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.</p>		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1.000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement

Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

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THE TEXAS EDUCATION AGENCY
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.14.0



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 13

Name:	RAINS ISD (190903)
Indicator:	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.
Result/Points	8
Last Updated:	4/23/2025 6:09:54 PM

FORMULA

Field	Value
District Administrative Cost Ratio	0.1378742245
And ADA	1,533.642
Or Sparse	false

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS

ADA Size	10	8	6	4	2	0
10,000 and Above	<= 0.0855	> 0.0855 <= 0.1105	> 0.1105 <= 0.1355	> 0.1355 <= 0.1605	> 0.1605 <= 0.1855	> 0.1855
5,000 to 9,999	<= 0.1000	> 0.1000 <= 0.1250	> 0.1250 <= 0.1500	> 0.1500 <= 0.1750	> 0.1750 <= 0.2000	> 0.2000
1,000 to 4,999	<= 0.1151	> 0.1151 <= 0.1401	> 0.1401 <= 0.1651	> 0.1651 <= 0.1901	> 0.1901 <= 0.2151	> 0.2151
500 to 999	<= 0.1311	> 0.1311 <= 0.1561	> 0.1561 <= 0.1811	> 0.1811 <= 0.2061	> 0.2061 <= 0.2311	> 0.2311
Less than 500	<= 0.2404	> 0.2404 <= 0.2654	> 0.2654 <= 0.2904	> 0.2904 <= 0.3154	> 0.3154 <= 0.3404	> 0.3404
Sparse	<= 0.3364	> 0.3364 <= 0.3614	> 0.3614 <= 0.3864	> 0.3864 <= 0.4114	> 0.4114 <= 0.4364	> 0.4364



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 7

Name:	RAINS ISD (190903)
Indicator:	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.
Result/Points	8
Last Updated:	4/23/2025 6:09:54 PM

FORMULA

Field	Value
(
(
Cash and Equivalents	3,992,571
+ Current Investments	0
)	
/	
(
Total Expenditures	19,187,153
- Facilities Acquisition and Construction	0
)	
)	
* 365	
Mathematical Breakdown: 75.9513	

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS					
10	8	6	4	2	0
>=90	<90 >=75	<75 >=60	<60 >=45	<45 >=30	<30

School FIRST Annual Financial Management Report

RAINS INDEPENDENT SCHOOL DISTRICT

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1001(q). Effective 8/1/2018.

The template has been established to help the districts in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the School FIRST hearing is to be provided. In lieu of publication in the annual School FIRST financial management report, the school district may choose to publish the superintendent's employment contract on the school district's Internet site.

If published on the Internet, the contract is to remain accessible for twelve months.

[Superintendent's Contract Linked Here](#)

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
Ended June 30 or August 31, 2025

<u>Description of Reimbursements</u>	Joe Nicks Superintendent	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Meals	\$172.76	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Lodging	\$2,201.50	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Transportation	\$1,192.81	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Motor Fuel	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$1,289.19	\$510.24	\$255.24	\$85.24	\$200.00	\$315.24	\$285.24	\$285.24	\$255.24
Total	\$4,856.26	\$510.24	\$255.24	\$85.24	\$200.00	\$315.24	\$285.24	\$285.24	\$255.24

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:

Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).

Lodging - Hotel charges.

Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).

Motor fuel – Gasoline.

Other: - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period
 Ended June 30 or August 31, 2025
Name(s) of Entity(ies)

Amount Received
 0

Total \$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)
 (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period
 Ended June 30 or August 31, 2025

	Joe Nicks Superintendent	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Total	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

Business Transactions Between School District and Board Members

For the Twelve-Month Period
 Ended June 30 or August 31, 2025

	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Amounts	\$0	\$0	\$0	\$0	\$0.00	\$7,687.17	\$0	\$0

Note - The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

**Non Payroll
Expenditures
November 2025**

Account Number Fnd	2024-25 Revised Budget	2024-25 FYTD Activity	Unencumbered Balance
181 E 36 --- COCURREXTRACURRACTIVITIES	445,130.00	156,821.50	288,308.50
199 E 11 --- INSTRUCTION	1,187,894.00	344,046.36	843,847.64
199 E 12 --- INST. RESOURCES & MEDIA SVCS	58,330.00	10,492.78	47,837.22
199 E 13 --- CURRICULUM DEV.& INST.STF DEV	77,788.00	2,832.84	74,955.16
199 E 21 --- INSTRUCTIONAL LEADERSHIP	52,000.00	9,279.42	42,720.58
199 E 23 --- SCHOOL LEADERSHIP	32,716.00	15,191.96	17,524.04
199 E 31 --- GUIDANCE & COUNSELING	57,200.00	21,017.16	36,182.84
199 E 32 --- SOCIAL WORK SERVICES	67,000.00	67,350.00	-350.00
199 E 33 --- HEALTH SERVICES	4,550.00	12,370.24	-7,820.24
199 E 34 --- PUPIL TRANSPORTATION	638,507.00	103,811.78	534,695.22
199 E 36 --- COCURREXTRACURRACTIVITIES	0.00	0.00	0.00
199 E 41 --- GENERAL ADMINISTRATION	253,575.00	160,136.00	93,439.00
199 E 51 --- PLANT MAINTENANCE & OPERATIONS	1,859,483.00	505,079.45	1,354,403.55
199 E 52 --- SECURITY & MONITORING SERVICES	19,000.00	12,293.00	6,707.00
199 E 53 --- DATA PROCESSING SERVICES	121,983.00	123,036.90	-1,053.90
199 E 61 --- COMMUNITY SERVICES	0.00	0.00	0.00
199 E 71 --- DEBT SERVICE	0.00	0.00	0.00
199 E 81 --- FACILITIES ACQUISITION	0.00	0.00	0.00
199 E 93 --- PAYMENTS TO FISCAL AGENTS\MBRS	0.00	0.00	0.00
199 E 99 --- Other Intergovernmental	0.00	0.00	0.00
240 E 35 --- FOOD SERVICES	836,658.00	279,617.70	557,040.30
	5,711,814.00	1,823,377.09	31.9% 3,888,437
			25.0% of year

Expenditures November 2025

Account Number Fnd	2024-25 Revised Budget	2024-25 FYTD Activity	Unencumbered Balance
181 E 36 --- COCURRE./EXTRACURRE.ACTIVITIES	845,910.00	266,229.02	579,680.98
199 E 11 --- INSTRUCTION	13,204,298.00	3,184,698.39	10,019,599.61
199 E 12 --- INST. RESOURCES & MEDIA SVCS	239,405.00	54,390.47	185,014.53
199 E 13 --- CURRICULUM DEV.& INST.STF DEV	196,630.00	55,823.51	140,806.49
199 E 21 --- INSTRUCTIONAL LEADERSHIP	414,037.00	100,062.46	313,974.54
199 E 23 --- SCHOOL LEADERSHIP	1,116,100.00	285,492.64	830,607.36
199 E 31 --- GUIDANCE & COUNSELING	831,426.00	192,932.21	638,493.79
199 E 32 --- SOCIAL WORK SERVICES	67,000.00	67,350.00	-350.00
199 E 33 --- HEALTH SERVICES	187,619.00	61,158.96	126,460.04
199 E 34 --- PUPIL TRANSPORTATION	1,485,117.00	327,631.16	1,157,485.84
199 E 36 --- COCURRE./EXTRACURRE.ACTIVITIES	0.00	0.00	0.00
199 E 41 --- GENERAL ADMINISTRATION	922,560.00	326,292.44	596,267.56
199 E 51 --- PLANT MAINTENANCE & OPERATIONS	3,222,728.00	909,428.96	2,313,299.04
199 E 52 --- SECURITY & MONITORING SERVICES	233,424.00	58,284.18	175,139.82
199 E 53 --- DATA PROCESSING SERVICES	121,983.00	123,036.90	-1,053.90
199 E 61 --- COMMUNITY SERVICES	0.00	0.00	0.00
199 E 71 --- DEBT PAYMENT	0.00	0.00	0.00
199 E 81 --- FACILITIES ACQUISITION	0.00	0.00	0.00
199 E 93 --- PAYMENTS TO FISCAL AGENTS\MBRS	0.00	0.00	0.00
199 E 99 --- Other Intergovernmental	424,436.00	102,072.90	322,363.10
240 E 35 --- FOOD SERVICES	1,427,000.00	441,543.82	985,456.18
	24,939,673.00	6,556,428.02	26.3% 18,383,244.98
			25.0% of year

**Payroll
Expenditures
November 2025**

Account Number Fnd	2024-25 Revised Budget	2024-25 FYTD Activity	Unencumbered Balance
181 E 36 --- COCURREXTRACURRACTIVITIES	400,780.00	109,407.52	291,372
199 E 11 --- INSTRUCTION	12,016,404.00	2,840,652.03	9,175,752
199 E 12 --- INST. RESOURCES & MEDIA SVCS	181,075.00	43,897.69	137,177
199 E 13 --- CURRICULUM DEV.& INST.STF DEV	118,842.00	52,990.67	65,851
199 E 21 --- INSTRUCTIONAL LEADERSHIP	362,037.00	90,783.04	271,254
199 E 23 --- SCHOOL LEADERSHIP	1,083,384.00	270,300.68	813,083
199 E 31 --- GUIDANCE & COUNSELING	774,226.00	171,915.05	602,311
199 E 32 --- SOCIAL WORK SERVICES	0.00	0.00	0
199 E 33 --- HEALTH SERVICES	183,069.00	48,788.72	134,280
199 E 34 --- PUPIL TRANSPORTATION	846,610.00	221,107.67	625,502
199 E 36 --- COCURREXTRACURRACTIVITIES	0.00	0.00	0
199 E 41 --- GENERAL ADMINISTRATION	668,985.00	166,156.44	502,829
199 E 51 --- PLANT MAINTENANCE & OPERATIONS	1,363,245.00	361,892.80	1,001,352
199 E 52 --- SECURITY & MONITORING SERVICES	214,424.00	45,991.18	168,433
199 E 53 --- DATA PROCESSING SERVICES	0.00	0.00	0
199 E 61 --- COMMUNITY SERVICES	0.00	0.00	0
199 E 81 --- FACILITIES ACQUISITION	0.00	0.00	0
199 E 93 --- PAYMENTS TO FISCAL AGENTS\MBRS	0.00	0.00	0
199 E 99 --- Other Intergovernmental	0.00	0.00	0
240 E 35 --- FOOD SERVICES	590,342.00	144,598.48	445,744
	18,803,423.00	4,568,481.97	24.3% 14,234,941
			25.0% of year

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
39637	BSN SPORTS/SPORT SUP	CROSS COUNTRY SHOES - REQUESTED BY SCOTT DELOZIER KB	11/05/2025	10/31/2025	932.50
	BSN SPORTS/SPORT SUP	JH VOLLEYBALL SUPPLIES - REQUESTED BY KALEY JONES (SEE ATTACHED QUOTE) KB	11/05/2025	10/21/2025	589.21
	BSN SPORTS/SPORT SUP	SHOES - REQUESTED BY KALEY JONES (SEE ATTACHED QUOTE) KB	11/05/2025	10/15/2025	110.05
39638	RAINS HIGH SCHOOL AC	CHEER -- 25-26 -- 3 BOUQUETS FOR THE SENIOR CHEERLEADERS ON SENIOR NIGHT -- KARRA DAVIS	11/05/2025	11/05/2025	90.00
39640	SAMS CLUB DIRECT	BLUE MARKET -- 25-26 -- STOCK FOR THE BLUE MARKET -- MRS. TEAGUE	11/05/2025	10/29/2025	1,126.82
	SAMS CLUB DIRECT	**CORRECTION FOR PAYMENT** SAM'S - REFILL TEACHER SNACK CABINET AND LOUNGE ITEMS - PLATES, 16OZ & 8OZ CUPS, FORKS, SPOONS, NAPKINS, COFFEE, CREAMER, SUGAR, HONEY BUNS, CRACKERS, CHOCOLATE, BREAKFAST SNACKS	11/05/2025	09/17/2025	526.72
	SAMS CLUB DIRECT	JH Cheer Halloween Dance Concession stand snack items; Saylor Barrios	11/05/2025	10/28/2025	207.54
39641	SPORTS IMPORTS	PORTABLE OFFICIAL'S STAND AND STAND PADDING (TO BE REIMBURSED BY BOOSTER CLUB) - REQUESTED BY SHELBI SHEPPARD KB	11/05/2025	10/21/2025	1,279.65
39642	CIRCLE C INK	SOFTBALL SHIRTS - REQUESTED BY SCOTT DELOZIER KB	11/13/2025	11/11/2025	1,098.00
	CIRCLE C INK	JH GIRLS BASKETBALL SHIRTS - REQUESTED BY JACQUELYN YOUNG KB	11/13/2025	11/10/2025	823.00
39643	M-PRESSED DESIGNS AN	CHEER -- 25-26 -- SENIOR SWEATSHIRTS -- MRS. DAVIS	11/13/2025	11/04/2025	75.00
39644	SAMS CLUB DIRECT	Sam's incentives for House Store; Jennifer Moore	11/13/2025	11/01/2025	48.73
39645	BRIMER, LACI	SECURITY FOR BI-DISTRICT (2 GAMES) AND AREA VOLLEYBALL PLAYOFFS ON 10/30 & 11/4/25 - REQUESTED BY LACI BRIMER KB	11/20/2025	11/04/2025	600.00
39646	Image Maker 4U	HS BOYS BASKETBALL - BAG TAGS - REQUESTED BY BRIAN WESTER - SEE ATTACHED QUOTE KB	11/20/2025	11/10/2025	138.00
39647	RUBIN, FREDERICK	SECURITY FOR FOOTBALL PLAYOFF GAME ON 11/14/25 BETWEEN HONEY GROVE & UNION GROVE - REQUESTED BY LACI BRIMER KB	11/20/2025	11/04/2025	150.00
39648	UNIVERSITY OF TEXAS	UIL FEE FOR FOOTBALL GAME HOSTED ON 11/14/25 - HONEY GROVE VS UNION GROVE - REQUESTED BY BRYAN OAKES KB	11/20/2025	11/14/2025	435.20
252600154	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: MICHELLE WATKINS	11/05/2025	10/28/2025	222.30
	AMAZON CAPITAL SERVI	Gourmet Lollipops for Robotics club fundraiser; Amanda Peebles	11/05/2025	11/01/2025	97.68
252600171	AMAZON CAPITAL SERVI	PREVIOUSLY APPROVED PO -- WRONG REQ. GROUP -- 25-26 -- CHEER -- JOGGERS -- MRS. DAVIS	11/13/2025	10/31/2025	527.68
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: CANDICE BUCHANAN	11/13/2025	10/24/2025	67.36
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: GINGER BARTLEY	11/13/2025	11/05/2025	186.95
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - 4TH GRADE	11/13/2025	11/06/2025	426.72
	AMAZON CAPITAL SERVI	Amazon Supplies for JH L/S students; Jennifer Sikes	11/13/2025	11/01/2025	521.28
	AMAZON CAPITAL SERVI	CHEER -- 25-26 -- JOGGERS -- MRS. DAVIS	11/13/2025	11/12/2025	65.96
252600193	AMAZON CAPITAL SERVI	SOFTBALL SUPPLIES - REQUESTED BY SCOTT DELOZIER KB	11/20/2025	11/14/2025	408.51
	AMAZON CAPITAL SERVI	PREVIOUSLY APPROVED WITH PO 6652500126 TO AMAZON FOR 154.30 - CLOSED IN ERROR - HIP NUMBERS FROM AMAZON FOR DISTRICT TRACK MEET KB	11/20/2025	11/10/2025	154.30
	AMAZON CAPITAL SERVI	Student attendance incentive items and cafeteria behavior incentive items. Jars, popsicles, etc.	11/20/2025	11/10/2025	114.79
	AMAZON CAPITAL SERVI	Amazon Lollipop Fundraiser for Robotics Club;	11/20/2025	11/12/2025	26.99

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
		Amanda Peebles			
	AMAZON CAPITAL SERVI	Literacy night supplies for elementary. Sand timers, baggies, plates, dice, cups, etc.	11/20/2025	11/04/2025	304.62
252600194	FISHER, ROBERT	Student money for projects sold at county	11/20/2025	11/18/2025	3,800.00
67738	AT&T MOBILITY LLC	INV #287319218417X10232025 GEO SERVICES - TRANSPORTATION DEPT	11/05/2025	10/15/2025	675.84
67739	AVIVE SOLUTIONS, INC	AVIVE: LIFESAVER AEDs FOR DISTRICT; 2025-26 INV11638	11/05/2025	10/30/2025	6,980.00
67740	BSN SPORTS/SPORT SUP	JH VOLLEYBALL SUPPLIES - REQUESTED BY KALEY JONES KB	11/05/2025	11/04/2025	881.35
67741	CEV MULTIMEDIA	ICEV CTE Curriculum Suite	11/05/2025	10/17/2025	22,035.00
67742	CIRCLE C INK	Back to School tees; Jennifer Moore	11/05/2025	11/05/2025	60.00
	CIRCLE C INK	Office staff t-shirts, city stretch black polo; Jennifer Moore	11/05/2025	11/05/2025	22.00
67743	D.H. PACE CO., INC	INV #ACR/270-22578DOOR REPAIRS FOR BUSINESS OFFICE - MAINT DEPT	11/05/2025	10/29/2025	1,374.00
67744	DUKO OIL COMPANY	INV #220794 CONVENTIONAL UNLEADED 87 OCTANE; DYED DIESEL RDD; CHEVRON DELO 400 15/W/40 OIL - TRANSPORTATION DEPT	11/05/2025	10/27/2025	8,440.64
67745	EAST TEXAS BEHAVIORA	Consult Behavior - BCBA - RBT Oct 25	11/05/2025	11/01/2025	280.00
67746	EMORY AUTO SALES	INV #355798 PARTS FOR WHITE FLEET VEH #44 & #22 - TRANSPORTATION DEPT	11/05/2025	10/09/2025	310.37
67747	ETCHEPAREBORDE, KARE	START UP CASH FOR HS CAFE REGISTER	11/05/2025	11/05/2025	100.00
67748	GRAHAM INTERNATIONAL	INV #02P859675 & #02P859676 PARTS FOR BUS #'S 12, 14, 29, 3, & 17 - TRANSPORTATION DEPT	11/05/2025	10/22/2025	737.43
	GRAHAM INTERNATIONAL	INV #02P859762, #02P859865, CM#02P859868, & CM #02P859828 PARTS FOR BUS #17 AND STOCK; RETURNS - TRANSPORTATION DEPT	11/05/2025	10/23/2025	118.11
67750	GREENVILLE SUPPLY CO	INVOICE#S- 576758, 576820,, 576892, 577053,577095, 577203-GREENVILLE SUPPLY COMPANY-JH LOCKER ROOM SHOWER REPAIRS-PARTS FOR AC JH-INTERMED RM 306 SINK REPAIRS-ELEM TOILET REPAIR-FIELD HOUSE SINK REPAIRS-ELEM WATER FOUNTIAN AND INTER SINK REPAIRS-MAINT DEPT	11/05/2025	10/31/2025	818.12
67751	HOGUE, RACHEL	REIMBURSEMENT FOR MILEAGE -- 25-26 -- RLA TRAINING -- RACHEL HOGUE	11/05/2025	10/28/2025	98.67
67752	J&R AUTO SUPPLY - MA	INV #01NV040204 HI-POWER II V-BELT FOR INTERM A/C UNIT - MAINT DEPT	11/05/2025	10/23/2025	14.55
67753	LINEBARGER GOGGAN BL	2021 PROPERTY VALUE STUDY APPEAL	11/05/2025	09/11/2025	1,979.00
67754	Lions Club Emory	EMORY LIONS CLUB ANNUAL MEMBERSHIP FOR LATICHA	11/05/2025	11/05/2025	360.00
67755	MOAK CASEY, LLC	EFFICIENCY AUDIT, VATRE; INVOICE 13948	11/05/2025	09/01/2025	19,000.00
67756	NCS Pearson Inc., DB	WISC -V Response Booklets Qty 25 - Quote #: 382740	11/05/2025	10/27/2025	603.20
	NCS Pearson Inc., DB	WIAT-4 Response Booklets Qty 25 - Quote #: 381308	11/05/2025	10/28/2025	489.28
67757	O'Reilly Auto Parts	INV #5658-167039, #5658-167149, #5658-165042, #5658-162495, & #5658-161060 BUS PARTS FOR VEHS #43, #37, #54, & BUS #5 - TRANSPORTATION DEPT	11/05/2025	10/31/2025	4.61
67758	PARALLEL LEARNING BE	Contract Speech Language Pathology Services Sept 2025. 144.18 hrs.	11/05/2025	09/30/2025	11,246.04
67759	RAINS ISD FOOD SERVI	RAINS ISD FOOD SERVICE - STUDENT SNACKS - CHEEZ-IT CRACKER, GOLDFISH - ATTN: JC VANCE	11/05/2025	10/08/2025	874.34
67760	REGION 10	REGION 10 ESC ADDITIONAL SKYWARD BUSINESS SUPPORT SERVICES 2025-26; INV 196376	11/05/2025	10/14/2025	3,500.00
	REGION 10	REGION 10 ESC ADDITIONAL SKYWARD STUDENT SUPPORT SERVICES 2025-26; INV 196416	11/05/2025	10/14/2025	3,500.00

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
67761	ROCHESTER, DARCIE	REIMBURSEMENT -- 25-26 -- COUNSELOR CONFERENCE -- DARCIE ROCHESTER	11/05/2025	10/02/2025	202.15
67762	SAMS CLUB DIRECT	CULINARY -- 25-26 -- VETERANS DAY PROGRAM SUPPLIES -- MRS. AUSTIN	11/05/2025	10/29/2025	132.61
67763	SCARBROUGH SCHOOL PS	Contract Psychology Services Oct 2025	11/05/2025	11/03/2025	4,062.50
67764	THOMPSON, JEANNIE	Contract Diag Services Testing - Oct 2025.	11/05/2025	11/01/2025	1,350.00
67765	VIVACITY TECH PBC	Chromebooks for the 4 libraries to be used for aides, subs, inventory, and remote access to our destiny/circulation system when the library aide cant be at the desk. 2 for the elementary - one for the reason above and the second for the Pre-K area.	11/05/2025	10/02/2025	1,735.00
67766	A R TACTICAL PLUMBIN	INV #10272025 UNSTOPPED THE SEWER AT DEAP BLDG - MAINT DEPT	11/13/2025	10/27/2025	475.00
67767	AADVANTAGE LAUNDRY S	INV #S-INV170638 REPAIRS TO JR HIGH ATHLETIC DRYER - ATHLETIC DEPT	11/13/2025	11/05/2025	290.00
67768	BISHOP GORMAN CATHOL	ENTRY FEE FOR JV/V MACY CHENEVERT TENNIS TOURNAMENT - REQUESTED BY COLTON SMITH KB	11/13/2025	11/12/2025	500.00
67769	BROYLES, DAVID	INV #10-001 TRIP MEALS FOR 10/4 & 11/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	30.00
67770	COCA-COLA S.W. BEVER		11/13/2025	11/05/2025	421.14
67771	COMPLETE SUPPLY INC	INVOICE# 390222-1-COMPLETE SUPPLY-ANGLE BROOMS FOR BUSES-TRANSPORTATION DEPT	11/13/2025	11/04/2025	181.50
	COMPLETE SUPPLY INC	INVOICE# 390883-COMPLETE SUPPLY-DISINFECTANT CLEANER-TRASH BAGS-HAND SOAP REFILLS-TOLIET TISSUE-PAPER TOWELS-CUSTODAIL DEPT	11/13/2025	11/04/2025	2,689.41
67772	TEXAS DEPT. OF PUBLI	Name-based CH Checks & Clearinghouse Subscriptions Inv. CRS-202509-319684 - 09/01/2025-09/30/2025	11/13/2025	09/30/2025	21.00
67773	FOLLETT SCHOOL SOLUT	Renewing out software subscription for Follett/Destiny	11/13/2025	10/31/2025	5,953.92
67774	FOSS, JAMES	INV #10-002 TRIP MEALS FOR 10/4, 14, 15, 22, 23, & 31/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	90.00
67775	GENERATION GENIUS, I	Generation Genius Science Plan for JH classes; Katelyn Lively	11/13/2025	10/10/2025	1,395.00
67776	GOLD STAR FOODS INC		11/13/2025	11/05/2025	918.00
67777	GOODYEAR TIRE & RUBB	INV #015-1187484 TIRES FOR VEH #49; FUEL SURCHARGE - TRANSPORTATION DEPT	11/13/2025	11/01/2025	578.78
67778	GRAHAM INTERNATIONAL	INV #02P859886 & 02P859840 BUS PARTS FOR #12 & # 17 - TRANSPORTATION DEPT	11/13/2025	10/29/2025	346.87
	GRAHAM INTERNATIONAL	INV #01P680708, #02P859060, #02P859685, CM #02P860097 PARTS FOR BUS #6, #5, & #1 ; CORE RETURN ON FUEL PUMP - TRANSPORTATION DEPT	11/13/2025	11/04/2025	1,251.07
67780	GUARDIAN SECURITY SO	PROPOSAL 13026: SCOPE OF WORK FOR ACCESS CONTROL AT JH CAMPUS DOOR #30	11/13/2025	11/12/2025	4,420.42
	GUARDIAN SECURITY SO	replacing (5) SPAT buttons that have gone missing 35 - Elem Room 302 42 - Elem Room 314 44 - Elem Room 317 78 - JH Room 117 160 - Int Room 407 Repeater (only if needed)- JH Gym Professional Services Fee	11/13/2025	09/19/2025	1,380.00
	GUARDIAN SECURITY SO	SEWP20- 1 Panic Buttons and professional Services 1 EL- Honea 1 INT- Tunnell	11/13/2025	11/12/2025	478.00
67781	HARDY, COOK & HARDY,	Professional Services for October 2025 and Monthly Retainer	11/13/2025	11/05/2025	1,055.00
67782	HAWTHORNE, JERAMY	SECURITIY DUTY FOR THE DISTICT 4 DAYS 10-28 THRU	11/13/2025	11/03/2025	1,440.00

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
		11-03-25			
67783	HOLT, ASHLEY	Contract Psychology October 25	11/13/2025	11/01/2025	2,860.00
67784	HOOD, MICHAEL	INV #10-003 TRIP MEALS FOR 10/3, 4, 8, 9, 11, 15, 21, 22, 23, 27, & 29/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	165.00
67785	HUNT REGIONAL MEDICA	INVOICE# 134276C9148-HUNT REGIONAL MEDICAL PARTNERS-PHYSICAL FOR D WALLACE-FS DEPT	11/13/2025	11/03/2025	70.00
67786	IDEAL IMPACT, INC.	INVOICE SCC1827533; Q1 2026 WEB APP SCHEDULING FEE	11/13/2025	11/12/2025	2,059.00
67787	BRAMDAK DBA INTERQUE	INVOICE 117034: K-9 SNIFF 10-23-25; HALF DAY SERVICE	11/13/2025	10/31/2025	425.00
67788	LAWSON PRODUCTS, INC	INV #9312933947 BUS BARN STOCK SUPPLIES - TRANSPORTATION DEPT	11/13/2025	10/27/2025	820.44
67789	NATIONAL SCHOOL BUS	INVOICE# 52076277-NATIONAL SCHOOL FORMS-DAILY INSPECTION FORMS FOR BUS DRIVERS-OPERATIONS DEPT	11/13/2025	10/30/2025	236.82
67790	NATUS SENSORY, INC	CLINIC -- 25-26 -- CALIBRATION AUDIOMETER SCREENING -- LATICHA JARRETT	11/13/2025	10/30/2025	504.80
67791	O'Reilly Auto Parts	INV #5658-159851 PITTMAN ARM PULLER FOR BUS #30 - TRANSPORTATION DEPT	11/13/2025	09/17/2025	22.99
	O'Reilly Auto Parts	INV #5658-168411 & CM #5658-168412 BUS BARN EQUIPMENT AND STOCK; RETURN - TRANSPORTATION DEPT	11/13/2025	11/04/2025	254.74
67792	PENDERS MUSIC COMPAN	BAND -- 25-26 -- SHEET MUSIC FOR BAND -- ODIS BONNER	11/13/2025	10/31/2025	125.00
67793	RAINS CNTY TAX ASSES	INV #11102025 REGISTRATION RENEWAL ON: VEH #23 VIN #1GNSCHE06ER181333; VEH #38 VIN #3D7KR28C46G258802; BUS #1 VIN #4DRBUC8N9JB169370; BUS #5 VIN #4DRBUAAN6DB324038; BUS #6 VIN #4DRBUAAN3DB324000; BUS #39 VIN #4DRBUPWN4PB003146 - TRANSPORATION DEPT	11/13/2025	11/02/2025	125.00
67794	RAINS ISD FOOD SERVI	Breakfast Burritos for JH Staff on PD day and Parent Breakfast for JH Parents; Jennifer Moore	11/13/2025	11/01/2025	403.25
	RAINS ISD FOOD SERVI	RAINS ISD FOOD SERVICE - SEE ATTACHED - ATTN: JC VANCE	11/13/2025	11/06/2025	874.34
67795	REGION 7 EDUCATION S	Business Cards for 6 Employees: Molly Davidson Rachael Sellers Jennifer Worley Teresa Burns Jennifer Sikes Stacy Gibson	11/13/2025	11/05/2025	194.40
67796	SMITH, LYLE	INV #10-004 TRIP MEAL FOR 10/11/2025 - TRANSPORTATION DEPT	11/13/2025	10/11/2025	30.00
67797	STEVENS, EDWARD I	INV #10-005 TRIP MEAL FOR 10/21/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	15.00
67798	SULLIVAN, BRITTANY	MILEAGE REIMBURSEMENT FOR HOMEBOUND VISITS OCT 21-23, 2025 (4 TRIPS @ 15 MILES PER ROUND TRIP)	11/13/2025	11/01/2025	40.20
67799	TAYLOR, MYLINDA	Mileage for month of Oct & Nov 25 Homebound Services	11/13/2025	11/13/2025	153.30
67800	Texas State Library	Texquest database renewal for our district. This give us access to databases that help our students conduct safe research using professional resources.	11/13/2025	09/15/2025	496.48
67801	THE HOME DEPOT PRO	INV #900139304 & #901092791 MERV 8 PLEATED AIR FILTER 16X30X1; MERV 8 PLEATED AIR FILTER 20X20X1 - MAINT DEPT	11/13/2025	11/05/2025	1,224.16
	THE HOME DEPOT PRO	INVOICE# 900488222-THE HOME DEPOT-LAUNDRY SOAP-BLEACH-TOILET BRUSH-TRASH LINERS-CUSTODIAL DEPT	11/13/2025	10/31/2025	259.90

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67802	TURNER HOLDINGS DBA		11/13/2025	11/05/2025	1,298.75
	TURNER HOLDINGS DBA		11/13/2025	11/05/2025	1,004.65
	TURNER HOLDINGS DBA		11/13/2025	11/05/2025	569.51
	TURNER HOLDINGS DBA		11/13/2025	11/12/2025	576.15
	TURNER HOLDINGS DBA		11/13/2025	11/12/2025	763.35
	TURNER HOLDINGS DBA		11/13/2025	11/12/2025	647.20
67803	VARSITY SPIRIT, LLC	3A UIL GAME DAY REGISTRATION FEE	11/13/2025	10/06/2025	425.00
67804	WALLACE, CATHERINE	INV #10-006 TRIP MEALS FOR 10/10, 21, & 23/2025 - TRANSPORTATON DEPT	11/13/2025	11/03/2025	45.00
67805	WALLACE, DUSTIN	INV #10-007 TRIP MEALS FOR 10/10, 22, & 23/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	45.00
67806	WALLACE, KEVIN	NV #10-008 TRIP MEAL FOR 10/10 & 23/2025 - TRANSPORTATION DEPT	11/13/2025	11/03/2025	30.00
67807	ATMOS ENERGY	ACCTS: 3019692360, 3029420269, 3019692191 MO SERV FROM 10-09 TO 11-10-25	11/20/2025	11/07/2025	1,924.11
67808	ByteSpeed LLC	ByteSpeed Lenovo Thinkbook Laptop for JH Counselor; Jennifer Moore	11/20/2025	11/14/2025	999.00
67809	CNC PRO AV	INV #3120 REPAIRS TO FOOTBALL AUDIO SYSTEM - ATHLETICS DEPT	11/20/2025	11/11/2025	360.00
67810	COMPLETE SUPPLY INC	INVOICE# 392152 COMPLETE SUPPLY-DEODORIZER-TRASH LINERS-PAPER TOWELS-TOILET PAPER-CUSTODAIL DEPT	11/20/2025	11/17/2025	2,261.40
67811	DARBY, JANA	REIMBURSEMENT -- 25-26 -- HOMEBOUND STUDENT -- MRS DARBY	11/20/2025	11/06/2025	40.20
67813	DATAMAX INC	DATAMAX INVOICE 2825148 CONTRACT OVERAGES FOR OCT 2025	11/20/2025	11/07/2025	4,017.92
	DATAMAX INC	COPIER BILL INVOICE LK00206032 NOV 2025	11/20/2025	11/05/2025	2,659.71
67814	DUKO OIL COMPANY	INV #223017 CONVENTIONAL UNLEADED 87 OCTANE; DYED DIESEL RDD - TRANSPORTATION DEPT	11/20/2025	11/12/2025	6,505.23
67815	FURRER, KENNA	Reimbursement Therapy Services - Mental Health Clinic of Greenville - JH student	11/20/2025	10/12/2025	520.00
	FURRER, KENNA	Reimbursement Legal Fees	11/20/2025	10/12/2025	7,045.00
67816	GRAHAM INTERNATIONAL	INV #02P860253 PARTS FOR BUS #7 - TRANSPORTATION DEPT	11/20/2025	11/11/2025	60.76
67817	HEGGERTY PHONEMIC AW	Heggerty- Blue Book Kinder and Yellow Book Primary	11/20/2025	11/05/2025	398.72
67818	INMON, MARK	SECURITIY DUTY FOR THE DISTICT 11-04-25	11/20/2025	11/12/2025	360.00
67819	J & R AUTO SUPPLY	INV #01NV040745 TAILLIGHT FOR BLUE ATHLETIC TRAILER - TRANSPORTATION DEPT	11/20/2025	11/06/2025	11.55
	J & R AUTO SUPPLY	INV #01NV040929 & #01NV040910 PART FOR BUS #30; SHOP SUPPLIES - TRANSPORTATION DEPT	11/20/2025	11/12/2025	78.42
67820	NCS Pearson Inc., DB	ASRS Q-Global Interpretive Report Qty 1 Digital - Quote 385752	11/20/2025	10/12/2025	250.00
67821	O'Reilly Auto Parts	INV #5658-169725 PARTS FOR BUS #30 - TRANSPORTATION DEPT	11/20/2025	11/11/2025	87.78
67822	PARALLEL LEARNING BE	Contract - Speech Language Pathology Services - October 25 - 144 hours	11/20/2025	10/31/2025	11,232.00
67823	PEOPLES COMMUNICATIO	MO SERV FOR NOV 2025	11/20/2025	11/12/2025	1,104.97
67824	PRIMO BRANDS	INV #05J8700064232 WATER DELIVERY - OPERATIONS DEPT	11/20/2025	10/24/2025	139.18
67825	RAINS ISD FOOD SERVI	RAINS ISD FOOD SERVICE -- 25-26 -- SNACKS FOR STAAR TESTING -- MRS. WILSON	11/20/2025	11/04/2025	50.26
67826	SAMS CLUB DIRECT	THEATRE -- 25-26 -- FOOD FOR THE PRODUCTION OF WIZARD OF OZ -- MR. LANCE	11/20/2025	11/14/2025	436.61
67827	SCARBROUGH SCHOOL PS	Contract Psychology Services Nov 1-16, 2025	11/20/2025	11/16/2025	2,226.25
67828	School Health Corpor	PREVIOUSLY APPROVED PO 4002500349 -- HIGH SCHOOL CLINIC -- 25-26 -- GLOVES, TOOTH SAVER NECKLACE	11/20/2025	10/06/2025	71.89

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
		-- MRS. JARRETT			
67829	TASB, INC	2025 TASB Membership - Invoice 684181	11/20/2025	11/01/2025	4,633.87
	TASB, INC	TASB LEGAL ASSISTANCE FUND 2026 INVOICE #604984	11/20/2025	11/01/2025	200.00
67830	TASB POLICY SERVICE	TASB Localized Update 126 Invoice #685368	11/20/2025	11/12/2025	3,536.00
67831	Trane U.S., Inc.	INV #20403423 COMBUSTION LOWER KIT 250 MH; FREIGHT FOR ELEMENTARY GYM - MAINT DEPT	11/20/2025	10/29/2025	914.24
	Trane U.S., Inc.	INV #20442908 FAN 1/35 HP MOTOR FOR ELEM ROOM #300 & STOCK; FREIGHT - MAINT DEPT	11/20/2025	11/04/2025	1,037.16
	Trane U.S., Inc.	1.40 VALVE; GAS .50 NPTI, 24V, FASTING ACTIN; FREIGHT (ELEM ROOM 210) - MAINT DEPT	11/20/2025	11/11/2025	133.27
67832	TYLER AREA BASKETBAL	OFFICIALS FOR HS GIRLS BASKETBALL SCRIMMAGE ON 11/1 & 11/3/25 - REQUESTED BY COLTON SMITH KB	11/20/2025	11/03/2025	200.00
67833	VERIZON WIRELESS	INVOICE #6128022900; HOT SPOTS FOR DISTRICT OCT 09 - NOV 08, 2025; ACCT 942356826-00001	11/20/2025	11/08/2025	246.40
67834	WYATT, JIMMY	TRAVEL EXP: SAFETY TRAINING MCKINNEY, TX 11/02 - 09/2025	11/20/2025	11/02/2025	244.90
12194650	JP MORGAN CHASE BANK	Grant Sublimation printer and heat press	11/18/2025	08/31/2025	4,444.95
12194651	TEA - MSC	DISTRICT DESIGNATION FEES FOR TEACHER INCENTIVE ALLOTMENT	11/19/2025	11/18/2025	9,000.00
252600161	AMAZON CAPITAL SERVI	THIS IS THE RIGHT YEAR. REPLACING REQ NUMBER 0000101801. PLACED IN WRONG FISCAL YEAR. AMAZON FOR CHEER, GYM MATS, HOOKS AND DOLLY AND STADIUM CHAIRS	11/05/2025	09/22/2025	9,364.33
	AMAZON CAPITAL SERVI	SCIENCE DEPT. -- 25-26 -- MODELS FOR A&P -- MRS. WALLACE	11/05/2025	11/02/2025	478.49
	AMAZON CAPITAL SERVI	SPANISH CLASS -- 25-26 -- CLASSROOM ITEMS -- MRS. CORDOVA	11/05/2025	10/30/2025	209.04
	AMAZON CAPITAL SERVI	CHEER -- 25-26 -- BLACK PULLOVER RAIN JACKETS -- MRS. DAVIS	11/05/2025	10/27/2025	77.98
	AMAZON CAPITAL SERVI	ELEMENTARY CLINIC -- 25-26 -- CLINIC SUPPLIES -- MRS. JARRETT	11/05/2025	11/01/2025	80.89
	AMAZON CAPITAL SERVI	INTERMEDIATE CLINIC -- 25-26 -- CLINIC SUPPLIES -- MRS. JARRETT	11/05/2025	11/01/2025	66.27
	AMAZON CAPITAL SERVI	HIGH SCHOOL CLINIC -- 25-26 -- CLINIC SUPPLIES -- MRS. JARRETT	11/05/2025	11/01/2025	82.73
	AMAZON CAPITAL SERVI	CULINARY -- 25-26 -- CULINARY SUPPLIES -- MRS. AUSTIN	11/05/2025	11/03/2025	172.95
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: KARLIE FARMER	11/05/2025	10/27/2025	30.78
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: CINDY WILSON	11/05/2025	10/24/2025	239.93
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: MICHELLE WATKINS	11/05/2025	10/28/2025	102.73
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: GINGER BARTLEY	11/05/2025	10/25/2025	69.47
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTACHED - ATTN: JENI MASSEY	11/05/2025	11/03/2025	142.82
	AMAZON CAPITAL SERVI	List of supplies	11/05/2025	11/03/2025	45.92
	AMAZON CAPITAL SERVI	INV #10222025 REPLACEMENT UTILITY WHEELS; REPLACEMENT VACCUM CLNR BAGS - CUSTODIAL DEPT	11/05/2025	10/27/2025	190.48
	AMAZON CAPITAL SERVI	INV #10192025 DOOR SCOPE DS2000 DOOR VIEWER - MAINT SECURITY DEPT	11/05/2025	11/03/2025	670.44
	AMAZON CAPITAL SERVI	EMPLOYEE BADGE HOLDERS KB	11/05/2025	11/01/2025	31.99
252600162	DEALERS ELECTRIC CO	INV #S101719596.003 & CM#S10171919596.004 LIGHTS FOR HIGH SCHOOL AND RETURN OF WRONG MERCHANDISE - MAINT DEPT	11/05/2025	10/22/2025	103.77
	DEALERS ELECTRIC CO	INV #S101779683.001 110W FLUOR LAMP FOR HIGH SCHOOL - TRANSPORTATION DEPT	11/05/2025	10/23/2025	252.29
252600163	DECKER INC.	INV #636239A REPLACEMENT PIN SET; FREIGHT - MAINT DEPT	11/05/2025	10/23/2025	96.35
252600164	DIGITAL GRAPHICS LLC	ESTIMATE 975 Decals for Chromebook	11/05/2025	10/30/2025	116.50

CHECK		INVOICE	CHECK	INVOICE	AMOUNT
NUMBER	VENDOR	DESCRIPTION	DATE	DATE	
252600165	ERWIN, BRETT	BRENT ERWIN CONTRACTED HOURS Oct-May- PERFER DIRECT DEPOSIT	11/05/2025	10/31/2025	2,160.00
252600166	RAINS COUNTY LEADER	EMPLOYMENT AD IN RAINS COUNTY LEADER. SEPTEMBER 2025-AUGUST 2026	11/05/2025	11/01/2025	117.25
252600167	RULE PEDIATRIC THERA	Contract Physical Therapy September 2025	11/05/2025	09/30/2025	1,940.00
252600168	UNIFIRST CORPORATION	INV #2780188707 RUG & UNIFORM SERVICES FOR 10/23/2025 - OPERATIONS/TRANSPORTATION DEPT	11/05/2025	10/23/2025	49.65
252600179	AMAZON CAPITAL SERVI	Supplies and decor for the JH Library.	11/13/2025	10/02/2025	211.59
	AMAZON CAPITAL SERVI	High school library supplies, display, and decor.	11/13/2025	10/02/2025	404.52
	AMAZON CAPITAL SERVI	THEATRE -- 25-26 -- PROPS -- MR. LANCE	11/13/2025	11/01/2025	1,531.38
	AMAZON CAPITAL SERVI	JUNIOR HIGH CLINIC -- 25-26 -- CLINIC SUPPLIES -- MRS. JARRETT	11/13/2025	11/04/2025	307.27
	AMAZON CAPITAL SERVI	OFFICE -- 25-26 -- SUPPLIES -- VICTORIA CHILDERS	11/13/2025	11/06/2025	164.39
	AMAZON CAPITAL SERVI	Amazon Classroom supplies for B.E.S.T; Jennifer Moore	11/13/2025	11/01/2025	112.96
	AMAZON CAPITAL SERVI	Amazon supplies for JH Classroom; Jennifer Moore	11/13/2025	11/04/2025	201.59
	AMAZON CAPITAL SERVI	INV #10282025 COFFEE (PREMEASURED WITH FILTER) - CUSTODIAL DEPT	11/13/2025	11/03/2025	143.24
	AMAZON CAPITAL SERVI	MATH DEPT. -- 25-26 -- SUPPLIES FOR THE MATH DEPT. -- MR. CLAYTON	11/13/2025	11/06/2025	494.33
	AMAZON CAPITAL SERVI	AMAZON - SEE ATTCHED - ATTN: BROOKLYN ERWIN	11/13/2025	10/24/2025	99.48
	AMAZON CAPITAL SERVI	INV #10292025 AA BATTERIES; AAA BATTERIES - MAINT DEPT	11/13/2025	11/04/2025	72.96
	AMAZON CAPITAL SERVI	AMAZON -- 25-26 -- THEATRE -- MR. LANCE	11/13/2025	11/07/2025	64.45
	AMAZON CAPITAL SERVI	VETERANS DAY -- 25-26 -- NAME TAGS -- MR. AKINS	11/13/2025	11/12/2025	5.99
	AMAZON CAPITAL SERVI	Amazon Classroom supplies for Saylor Barrios	11/13/2025	11/12/2025	7.99
	AMAZON CAPITAL SERVI	Divider for PO's and Batteries	11/13/2025	11/10/2025	25.93
	AMAZON CAPITAL SERVI	Thermostats- Honeywell -LA	11/13/2025	11/12/2025	1,240.00
252600180	BICKERSTAFF HEATH DE	INVOICE #128064; PROFESSIONAL SERVICES RENDERED THRU SEPT 15, 2025 REGARDING TAX RATE ELECTION	11/13/2025	10/31/2025	330.00
252600181	CROSSROAD COMMUNICAT	INV #15864 & #15865 DVR RENTAL; BUS RADIO RENTALS AND PORTABLE RADIO RENTALS - TRANSPORTATION/OPERATIONS DEPT	11/13/2025	10/31/2025	2,752.00
252600182	CYNERGY TECHNOLOGY	Quote #LV054412 Our portion of the E-RATE Purchase Switches, Fiber, Stacking Cables,Wifi AP and professional services.	11/13/2025	11/10/2025	24,462.90
252600183	DEMCO	Supplies for the Highschool Library from Demco. Labels & stick-together tiles	11/13/2025	10/03/2025	171.18
252600184	FARMERS ELECTRIC COO	ELECTRICITY 09-22 TO 10-22-25	11/13/2025	10/31/2025	42.86
	FARMERS ELECTRIC COO	ELECTRICITY 09-22 TO 10-22-25	11/13/2025	10/31/2025	34,065.48
	FARMERS ELECTRIC COO	ELECTRICITY 09-22 TO 10-22-25	11/13/2025	10/31/2025	318.52
	FARMERS ELECTRIC COO	ELECTRICITY 09-22 TO 10-22-25	11/13/2025	10/31/2025	21.15
	FARMERS ELECTRIC COO	ELECTRICITY 09-22 TO 10-22-25	11/13/2025	10/31/2025	267.44
252600187	LABATT FOOD SERVICE		11/13/2025	11/05/2025	422.86
	LABATT FOOD SERVICE		11/13/2025	11/05/2025	4,746.92
	LABATT FOOD SERVICE		11/13/2025	11/05/2025	4,164.11
	LABATT FOOD SERVICE		11/13/2025	11/05/2025	4,643.71
	LABATT FOOD SERVICE		11/13/2025	11/05/2025	6,031.32
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	52.36
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	5,475.99
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	490.59
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	330.24
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	4,586.03
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	874.34
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	4,857.42
	LABATT FOOD SERVICE		11/13/2025	11/12/2025	6,067.21

CHECK		INVOICE	CHECK	INVOICE	AMOUNT
NUMBER	VENDOR	DESCRIPTION	DATE	DATE	
252600187	LABATT FOOD SERVICE		11/13/2025	11/12/2025	265.76
252600188	UNIFIRST CORPORATION	INV #2780189821 RUG & UNIFORM SERVICES - ORPERATION /TRANSPORTATION DEPT	11/13/2025	10/30/2025	109.13
	UNIFIRST CORPORATION	INV #2780191214 RUG & UNIFORM SERVICE FOR 11/6/2025 - OPERATIONS/TRANSPORTATION DEPT	11/13/2025	11/06/2025	49.65
252600189	WALSH GALLEGOS TREVI	Professional Services Rendered through October 15, 2025 Invoice 720045 - \$918 Invoice 720046 - \$476 Invoice 720047 - \$13,258.62 Invoice 720048 - \$68	11/13/2025	11/01/2025	14,720.62
	WALSH GALLEGOS TREVI	Walsh Gallegos- Law Dawg Ed Daily Subscription for Superintendent's Office	11/13/2025	11/12/2025	25.00
252600190	WASTE CONNECTIONS	INV #8911463V174 4 YD OPEN TOP 10/1-31/2025; HS COMPACTOR DUMPED TKT #1770523 & #1779183; JR HIGH COMPACTOR DUMPED TKT #1766765; INTERMEDIATE OPEN TOP EMPTIED TKT #1770521, #1776457, #1781938, & #1785833; ELEMENTARY COMPACTOR DUMPED TKT #1766766 - OPERATIONS DEPT	11/13/2025	11/01/2025	4,243.00
252600204	AMAZON CAPITAL SERVI	INV 11122025 STAPLER; RUBBER BANDS; PKG TAPE; SCOTCH TAPE - OPERATIONS DEPT	11/20/2025	11/17/2025	61.21
	AMAZON CAPITAL SERVI	Projector mini and Bluetooth portable projector	11/20/2025	10/21/2025	122.46
	AMAZON CAPITAL SERVI	Ref. P.O. 1002600015. 3 Items were not received. Refund was sent so I am reordering. 3 adjustable standing desks for second grade teachers.	11/20/2025	10/11/2025	161.15
	AMAZON CAPITAL SERVI	Classroom supplies for 1st grade Tanton. Batteries, clock for learning, mobile desk, bulletin board kits.	11/20/2025	11/10/2025	176.68
	AMAZON CAPITAL SERVI	Classroom supplies for 1st grade Burgin. Glue gun, colored dots, scented pencils, sheet protectors, paper cutter, batteries, fidget toys, etc.	11/20/2025	11/10/2025	199.20
	AMAZON CAPITAL SERVI	Classroom supplies for 1st grade Rabb. Talking flash cards, CVC word spelling games, sight word games, sweeper, mobile desk.	11/20/2025	11/01/2025	193.40
	AMAZON CAPITAL SERVI	Classroom supplies for Kindergarten Miss. Clifton. Stickers, pop fidgets, headphones, zipper bags, binder rings, CVC games, etc.	11/20/2025	11/01/2025	197.12
	AMAZON CAPITAL SERVI	Literacy night supplies for elementary counselor. rolling pins, lacing beads, tweezers, q-tips and apple erasers.	11/20/2025	11/01/2025	47.64
	AMAZON CAPITAL SERVI	Classroom supplies for kindergarten Mrs. Melancon. Scratch and sniff stickers, laminating paper, highlighters, sentence strips, portable desk, puzzles, STEM items, etc.	11/20/2025	11/15/2025	199.82
	AMAZON CAPITAL SERVI	Intervention classroom supplies for Mrs. Honea. Dry erase markers, keyboard, flair pens, laminator sheets, spiral notebooks, desk organizer, color strips, desk mat, cardstock.	11/20/2025	11/17/2025	189.97
	AMAZON CAPITAL SERVI	Amazon Supplies for ESL; Shelley Wilkerson	11/20/2025	11/12/2025	258.97
	AMAZON CAPITAL SERVI	10 mice for HS- S. Teagues Lab Nylon Label for Tech Dept- BMP21 machine	11/20/2025	11/18/2025	119.20
	AMAZON CAPITAL SERVI	THEATRE -- 25-26 -- SHIRTS FOR LEGENDS -- MR. LANCE	11/20/2025	11/15/2025	523.38
	AMAZON CAPITAL SERVI	THEATRE -- 25-26 -- WIZARD OF OZ RED SHOES -- MR. LANCE	11/20/2025	11/13/2025	41.72
	AMAZON CAPITAL SERVI	BIOLOGY -- 25-26 -- TEACHER BUDGET -- MR. SMITH	11/20/2025	11/12/2025	166.54
	AMAZON CAPITAL SERVI	COUNSELING -- 25-26 -- SUPPLIES FOR 9TH GRADE	11/20/2025	11/12/2025	127.29

CHECK NUMBER	VENDOR	INVOICE DESCRIPTION	CHECK DATE	INVOICE DATE	AMOUNT
		ORIENTATION AND DIPLOMA COVERS FOR SCHOLARSHIP AWARDS. -- MRS WILSON			
	AMAZON CAPITAL SERVI	BIOLOGY -- 25-26 -- BIOLOGY CLASSROOM BUDGET -- MRS. DOTSON	11/20/2025	11/04/2025	88.65
	AMAZON CAPITAL SERVI	JH CLINIC -- 25-26 -- BANDAGES -- MRS. JARRETT	11/20/2025	11/19/2025	68.32
	AMAZON CAPITAL SERVI	MATH -- 25-26 -- SUPPLIES FOR THE MATH DEPT. -- MR. CLAYTON	11/20/2025	11/19/2025	13.38
252600205	CYNERGY TECHNOLOGY	Extreme Networks Extreme Cloud IQ Pilot 1 Yr Support- 83 Licenses	11/20/2025	11/13/2025	7,689.95
252600206	DEALERS ELECTRIC CO	INV #S101777439.001, #S101777439.002, & #S101777439.003 ELECTRICAL SUPPLIES & LIGHTS; FREIGHT - MAINT DEPT	11/20/2025	11/03/2025	225.81
252600207	ERWIN, BRETT	BRENT ERWIN CONTRACTED HOURS Oct-May- PERFER DIRECT DEPOSIT	11/20/2025	11/19/2025	675.00
252600208	GILLIARD, PAMELA	PER DIEM FOR SECRETARY OF STATE 37TH ANNUAL ELECTIONS CONF NOV 30-DEC 3, 2025 AND MILEAGE-PAMELA GILLIARD	11/20/2025	11/20/2025	482.37
252600209	HARRIS SCHOOL SOLUTI	JDOX NOV 2025; INVOICE JR3MN0003129	11/20/2025	11/06/2025	1,077.30
252600210	HAWTHORNE, JERAMY	SECURITIY DUTY FOR THE DISTICT 3 DAYS: NOV 12, 13 & 17, 2025	11/20/2025	11/12/2025	1,080.00
252600211	RULE PEDIATRIC THERA	Contract Physical Therapy Services October 25	11/20/2025	11/16/2025	2,484.17
252600212	TRAVERS CONSTRUCTION	INVOICE# 10152025-BID FOR REPAIRS FOR EXTRIOR HS BUILDING WHERE MILK TRUCK HIT BACK OF CAFE WALL-MAINT DEPT	11/20/2025	11/18/2025	5,700.00
252600213	UNIFIRST CORPORATION	INV #2780192340 RUG & UNIFORM SERVICE FOR 11/13/2025 - CUSTODIAL/TRANSPORTATION DEPT	11/20/2025	11/13/2025	52.16
49034	ASSOC OF TX PROFESSI	Payroll accrual	11/20/2025	11/20/2025	40.39
49035	ECAP, LTD.	Payroll accrual	11/20/2025	11/20/2025	350.00
49036	RAINS ISD CHILD NUTR	Payroll accrual	11/20/2025	11/20/2025	136.96
49037	RAINS ISD	Payroll accrual	11/20/2025	11/20/2025	4,638.36
49038	REGION 7 EDUCATION S	Payroll accrual	11/20/2025	11/20/2025	386.36
49039	TEXAS CLASSROOM TEAC	Payroll accrual	11/20/2025	11/20/2025	156.23
110525	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	10/20/2025	-1.96
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	10/20/2025	0.00
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	10/20/2025	-1.96
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	11/05/2025	1,157.77
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	11/05/2025	4,373.87
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	11/05/2025	515.00
	INTERNAL REVENUE SER	Payroll accrual	11/05/2025	11/05/2025	1,157.77
	OFFICE OF THE ATTORN	Payroll accrual	11/05/2025	11/05/2025	379.00
110625	INTERNAL REVENUE SER	Payroll accrual	11/06/2025	11/06/2025	1.51
	INTERNAL REVENUE SER	Payroll accrual	11/06/2025	11/06/2025	0.00
	INTERNAL REVENUE SER	Payroll accrual	11/06/2025	11/06/2025	1.51
112025	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	19,631.76
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	65,334.69
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	6,825.68
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	19,631.76
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	7.25
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	0.00
	INTERNAL REVENUE SER	Payroll accrual	11/20/2025	11/20/2025	7.25
	National Life Group	Payroll accrual	11/20/2025	10/20/2025	-10.13
	National Life Group	Payroll accrual	11/20/2025	11/05/2025	147.00
	National Life Group	Payroll accrual	11/20/2025	11/20/2025	2,144.99
	OFFICE OF THE ATTORN	Payroll accrual	11/20/2025	11/20/2025	379.00
	OMNI	Payroll accrual	11/20/2025	11/20/2025	3,438.00
	RAINS ISD	Payroll accrual	11/20/2025	10/20/2025	-1.01

CHECK		INVOICE	CHECK	INVOICE	AMOUNT
NUMBER	VENDOR	DESCRIPTION	DATE	DATE	
112025	RAINS ISD	Payroll accrual	11/20/2025	11/05/2025	741.15
	RAINS ISD	Payroll accrual	11/20/2025	11/06/2025	1.30
	RAINS ISD	Payroll accrual	11/20/2025	11/20/2025	14,329.76
	RAINS ISD	Payroll accrual	11/20/2025	11/20/2025	6.25
113026	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/05/2025	501.80
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/05/2025	6,369.22
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/05/2025	579.68
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/06/2025	0.68
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/06/2025	8.57
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/06/2025	0.78
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	8,430.31
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	109,232.77
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	10,612.70
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	2,675.00
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	11,157.20
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	3.25
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	41.25
	TEACHER RETIREMENT S	Payroll accrual	11/30/2025	11/20/2025	3.75
	TEACHER RETIREMENT S	TRS matching -- from JE Batch Number ZT251101	11/30/2025	11/30/2025	55,103.19
11202026	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	1,455.74
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	941.94
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	370.20
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	7,175.24
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	2,514.44
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	2,484.10
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	2,506.33
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	646.88
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	1,818.33
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	476.00
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	1,773.75
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	1,760.50
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	465.40
	Gentry Financial Gro	Payroll accrual	11/20/2025	11/20/2025	2,506.00
Totals for checks					761,763.94

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
181	COCURRICULAR	1,152.05	0.00	13,233.71	14,385.76
199	GENERAL FUND	36,858.40	0.00	302,027.60	338,886.00
211	TITLE I	6,479.42	0.00	0.00	6,479.42
224	IDEA PART B FORMULA	3,513.04	0.00	0.00	3,513.04
240	FOOD SERVICE	3,472.05	0.00	49,381.61	52,853.66
244	VOC. ED.-BASIC GRANT	0.00	0.00	4,444.95	4,444.95
255	TITLE II,TCH/PRIN.TRNING RECUR	509.69	0.00	0.00	509.69
282	ESSER III	2,153.58	0.00	0.00	2,153.58
284	ARP IDEA	270.02	0.00	0.00	270.02
289	CLASS SIZE REDUCTION GRANT	173.31	0.00	0.00	173.31
461	Campus Activity	0.00	0.00	15,155.56	15,155.56
494	Rains CDC/After School / Wild	521.63	0.00	0.00	521.63
863	PAYROLL CLEARING	322,417.32	0.00	0.00	322,417.32
***	Fund Summary Totals ***	377,520.51	0.00	384,243.43	761,763.94

***** End of report *****

RAINS ELEMENTARY

Campus Improvement Plan

2025/2026

Stronger Together



Anastasia Armstreet
1759 W. HWY 69 Emory, Tx
903-473-2222
armstreeta@rainsisd.org

Date Reviewed:

DMAC Solutions ®

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Date Approved:

12/2/2025

RAINS ELEMENTARY

Mission

*All in. All together. Investing in OUR kids. Rains County is stronger together.
3 Towns 1 School - Stronger Together*

Vision

*In the pursuit of excellence:
We value community partnerships.
We encourage communication.
We embrace challenges.
We celebrate growth and success.*

Nondiscrimination Notice

RAINS ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

RAINS ELEMENTARY Site Base

Name	Position
Armstreet, Anastasia	Campus Administrator
Lutz, Mandy	Campus Administrator
Sheppard, Lori	Teacher
Thurman, Wendy	Teacher
Glover, Leslie	Teacher
Hiser, Brigada	Teacher
Bangs, Keri	Community Member
Clarkston, Jim	Community Member
Douglas, Kevin	Parent
Hollon, Kelsi	Parent
McMillan, Shatoya	Teacher
Egan-Brown, Cassity	Teacher

Resources

Resource	Source
Carl Perkins	Federal
E-Rate Funds	Federal
ESSER	Federal
Federal Grants	Federal
Federal Title I Funding	Federal
Special Education Funding	Federal
Title I	Federal
Title II, A	Federal
Title III	Federal
Title IV Funding	Federal
Title V, RLIS	Federal
Campus Budget	Local
Technology Budget	Local
County Safety Funds	Other

RAINS ELEMENTARY

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 1. (Students and district personnel will be held to consistent and high expectations that will result in) S1 - Ensure a guaranteed and viable core curriculum implemented with fidelity.S2 - Provide a years worth of growth for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure a guaranteed and viable core curriculum implemented with fidelity. (Title I SW Elements: 2.5) (Target Group: All) (ESF: 4,5.1)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es)	Current - May 31, 2025	(S)IMA - Curriculum	
2. Determine and prioritize gaps between current curriculum and guaranteed and viable curriculum.(Yearly) (Title I SW Elements: 2.2) (ESF: 1.2)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es)	Current - May 31, 2025		
3. Complete plan and priority timeline to begin training and implementation of updated curriculum.(Yearly)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Technology Staff	Current - May 31, 2025	(F)Title II, A - \$2,000	
4. Create a district-wide process for ongoing vertical planning and alignment of the written, taught, and tested curriculum. (Yearly) (Title I SW Elements: 2.2,2.5) (ESF: 4,5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	Current - May 31, 2025		
5. Implement and monitor the efficacy of guaranteed and viable core curriculum in all subject areas.(Yearly) (Target Group: All) (ESF: 4.1)	Assistant Superintendent for Curr/Instruction, Classroom Teachers, Department Heads, Instructional Coach(es), Principal(s)	8/7/2023-May 31, 2025		
6. Develop a district-wide process for data disaggregation and progress monitoring (ESF: 1.2,3.1,5.3)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	9/1/2023-May 31, 2025		
7. Develop and create a district-wide calendar for ongoing progress monitoring (Title I SW Elements: 2.2) (ESF: 1.2,5.3)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	9/1/2023-May 31, 2025		

RAINS ELEMENTARY

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 2. (Coordinate the entire instructional program to support student success across all student groups.) S1 - Provide equitable instruction that is differentiated to meet all students' needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate and align student support programs to ensure equitable access to the curriculum for all students including at-risk, special education, 504, dyslexia, foster care, homeless, GT, ESL, and race/ethnicity. (Title I SW Elements: 1.1,2.6)	504 Coordinator, Assistant Superintendent for Curr/Instruction, Director of Federal Programs and Accountability, Principal(s), Special Education Director	10/1/2023-On-going	(F)Title I - \$219,525, (S)State Compensatory Funds - \$150,000	
2. Develop district and campus processes for the collection, disaggregation, and reporting of data monitoring for special programs. (Title I SW Elements: 2.6) (Target Group: ECD,ESL,SPED,GT,AtRisk,HS,504) (ESF: 5.3,5.4)	504 Coordinator, Assistant Superintendent for Curr/Instruction, Director of Federal Programs and Accountability, Principal(s), Special Education Director	10/1/2023-May 31, 2025		
3. Students in the following programs will show measurable progress as indicated RDA and Accountability Reports: Special Education, English as a Second Language (ESL), Other Special Populations, and Career and Technical Education (CTE). The LEA ensures that the activities under Title II, Part A will be aligned with these challenges in State Academic standards. (Title I SW Elements: 2.2,2.6) (Target Group: ESL,SPED,GT,CTE,AtRisk,FC,HS,504) (ESF: 5.3,5.4)	504 Coordinator, Director of Federal Programs and Accountability, Special Education Director	8/2023-May 31, 2025	(F)Title II, A	

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Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 3. (Commitment to the provision of technology necessary for students to be competitive in the workplace.) S1- Implement district technology replacement cycle. S2- Provide highly effective instructional technology resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Collect data to determine a technology replacement cycle and determine immediate need. (Target Group: All)	Department Heads, Principal(s), Technology Director	10/1/2023-May 31, 2025		
2. Research funding sources including grants, local funds, and allotments for the purchase of updated technology. (Target Group: All) (ESF: 3.3)	Director of Federal Programs and Accountability, Technology Director	10/1/2023-May 31, 2025		
3. Create a purchasing calendar and budget for the replacement of district technology. (Target Group: All)	Chief of Business Operations, Director of Student Services, Technology Director	10/1/2023-May 31, 2025		
4. Collect data to inventory use and effectiveness of current instructional technology resources and gather ideas for new resources. (Title I SW Elements: 2.2) (ESF: 5.1)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Ongoing	(F)Title I, (L)Local budget, (L)Technology Budget, (S)IMA - Curriculum	
5. Provide ongoing implementation support for instructional technology (software, hardware, and applications).	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Ongoing		
6. Create a calendar that provides training for staff in the use of effective instructional technology. (Target Group: All)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Current- May 31, 2025		

RAINS ELEMENTARY

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 4. (Provide opportunities for relevant and professional development for all staff.) S1- Student data, campus leadership, and teacher interests will drive professional development options.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use analyzed student achievement data to determine potential areas for staff development. (Strategic Priorities: 1) (ESF: 5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	10/1/2023-May 31, 2025		
2. incorporate a staff interest inventory into annual staff surveys to determine staff training interests. (ESF: 1.2,5.1)	Assistant Superintendent for Curr/Instruction	1/24/2029-May 31, 2025		
3. Monitor efficacy of professional development with regards to current trends in best practices. (Title I SW Elements: 2.2) (ESF: 1.2)	Assistant Superintendent for Curr/Instruction, Principal(s)	1/8/2024-1/5/2026		
4. Create and implement a calendar to embed professional development throughout the school year.	Assistant Superintendent for Curr/Instruction, Principal(s)	4/1/2023-May 31, 2025		

RAINS ELEMENTARY

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 5. (Retain highly effective staff.) S1 - Provide the support necessary for staff members to thrive and feel fully supported in their roles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Build new-to-profession and new-to-campus teachers through intentional and thorough training of mentors. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	7/27/2023-May 31, 2025		
2. Provide timely and meaningful feedback on professional practices to support continuous improvement. (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	9/1/2023-Ongoing		
3. Provide competitive non-monetary incentives and monetary incentives, as resources allow. (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Chief of Business Operations, Principal(s)	3/1/2023-6/30/2025		

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Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 6. (Recruit highly qualified staff through grassroots and networking efforts.) S1 - The benefits of employment at RISD will be marketed in various networks.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. RISD will partner with universities, the regional service centers, and teacher preparation programs to market available positions and benefits. (Strategic Priorities: 1)	Assistant Superintendent for Curr/Instruction, Principal(s)	Annually		
2. Continually monitor and grow the FYTA to keep up with top trends and meet the needs of new to the profession teachers. (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	Ongoing		
3. RISD will create recognizable branding that will be utilized across all platforms to promote the school district. (ESF: 2)	Administrators	Ongoing		
4. Utilize relationships of current staff as brand ambassadors to recruit colleagues from across the state. (Title I SW Elements: 2.1) (Strategic Priorities: 1)	Classroom Teachers	Ongoing		

RAINS ELEMENTARY

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 1. (Success will be achieved by engaged students having input, being heard, and feeling connected to our) S1- Strategically collect and analyze input from all members of the learning community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create campus specific leadership teams including staff and students	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	6/1/2023-May 31, 2025		
2. Research and analyze the most effective cross-campus focus groups and teams.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/4/2024-5/2025		
3. Create and implement a calendar for cross-campus meetings utilizing professional development days.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	8/1/2024-8/1/2025		

RAINS ELEMENTARY

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 2. (Students will be challenged because they feel safe, comfortable, and cared for by district personnel) S1- Create systems of campus safety across campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement year long character development programs on each campus.	Counselor, Principal(s)	Ongoing		
2. Continue to develop mental health resources for students and staff with a focus on At-Risk (CIS, TCHATT, etc.). (Target Group: AtRisk)	Counselor, Principal(s)	Ongoing		
3. Monitor, evaluate, and practice Rains ISD EOP for effectiveness.	Superintendent	Ongoing		
4. Provide staff development and student awareness on bullying, cyber-bullying, internet safety, CPR, child abuse, suicide, CPI, and violence prevention.	Assistant Superintendent for Curr/Instruction	Ongoing		

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Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 3. (All district personell are valued, heard, informed, and connected.) S1- Provide 5th-day options on staff development days.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create and implement a calendar for 5th-day options that including relevant professional development as determined in Objective 4	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2024-6/2025		
2. Research and create effective focus groups for both on-campus and cross-campus planning; groups to include representation from all district personnel.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2024-6/2025		
3. Create and implement a calendar that is dedicated to connecting campus groups and promotes unity amongst all district personnel. (ESF: 3.1)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2024-7/2025		

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Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 4. (Parents and community will be connected through open communication, events, and engagement.) S1- Increased opportunities for parent engagement and community partnerships through programs, parent nights, school day activities, and family engagement newsletters.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create a RISD brand campaign to encourage positive community support and school spirit. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	7/1/2023-May 31, 2025		
2. Provide various opportunities for meaningful involvement with parents, community, and local businesses. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	Annually		

RAINS ELEMENTARY

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 5. (With a common goal in mind, students, staff, parents, and community will work together to achieve su) S1- Collaborate and engage with district and community partners to collect important information. S2- Collaborate and engage with district and community partners to effectively plan and communicate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create and calendar round table meetings that include: staff,students, parents, community leaders, administration, and local businesses. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	Ongoing		
2. Create and distribute surveys to staff and community that gather information regarding preferred methods of communication.(Yearly) (Strategic Priorities: 1) (ESF: 2.1)	Administrators, Superintendent	Annually		
3. Research and create a focus group to determine connection events. Group to include staff, students, parents, community leaders, administration, and local businesses.	Principal(s), Superintendent	Ongoing		
4. Utilization of centralized communication (Rains ISD App) that is easily accessed by staff, students and community.	Principal(s), Superintendent	Ongoing		
5. Create and calendar events across campuses that promote school pride and leadership. (secondary to secondary and secondary to elementary).	Principal(s)	Ongoing		
6. Utilize Superintendent's Teacher Advisory Council and Superintendent's Student Advisory Council to discuss pressing district concerns.	Superintendent	Ongoing		

RAINS ELEMENTARY

Goal 3. (Curriculum) Enhance and strengthen our tier 1 instruction through the implementation of the Bluebonnet curriculum for both reading and math.

Objective 1. (Professional Development) S1- Provide initial and ongoing professional development on the Bluebonnet curriculum (region 7 and local).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide initial and ongoing professional development on the Bluebonnet curriculum (region 7 and local). (Title I SW Elements: 2.2,2.5) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 4,4.1)	Administrators, Instructional Coach(es)	7/30/25-5/28/26		

RAINS ELEMENTARY

Goal 3. (Curriculum) Enhance and strengthen our tier 1 instruction through the implementation of the Bluebonnet curriculum for both reading and math.

Objective 2. (Teacher Planning) S1- Facilitate PLC meetings to plan, model, and reflect on curriculum implementation (region 7 and local).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Facilitate PLC meetings to plan, model, and reflect on curriculum implementation (region 7 and local). (Title I SW Elements: 2.2,2.5) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2)	Administrators, Instructional Coach(es)	7/30/25-5/28/26		

RAINS ELEMENTARY

Goal 3. (Curriculum) Enhance and strengthen our tier 1 instruction through the implementation of the Bluebonnet curriculum for both reading and math.

Objective 3. (Implementation Walks) S1- Conduct regular learning walks focused on curriculum alignment and instructional practices (region 7 and local) and provide appropriate feedback.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct regular learning walks focused on curriculum alignment and instructional practices (region 7 and local) and provide appropriate feedback. (Title I SW Elements: 2.5) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2)	Administrators, Instructional Coach(es)	7/30/25-5/28/26		

RAINS ELEMENTARY

Goal 4. (Technology) Integrate technology based typing and testing programs into the curriculum to prepare students for the academic and digital demands of the intermediate school.

Objective 1. (Integrate technology based programs into our curriculum.) S1 - Incorporate computer skills, typing practice (ex: typing club, nitro type, etc.), and digital citizenship into our specials rotation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incorporate computer skills, typing practice (ex: typing club, nitro type, etc.), and digital citizenship into our specials rotation. (Title I SW Elements: 2.5) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1)	Classroom Teachers	Ongoing		

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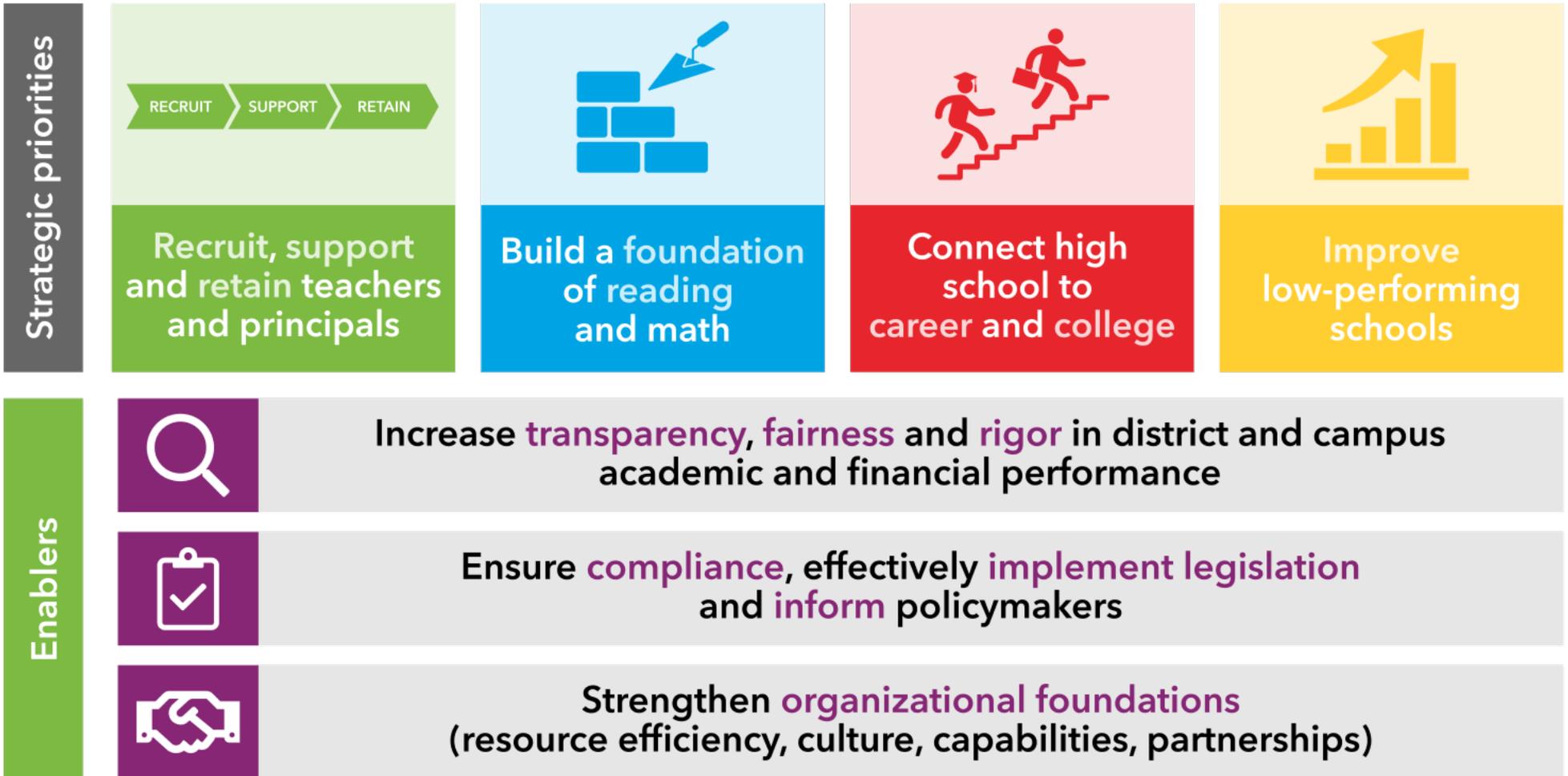
Goal 4. (Technology) Integrate technology based typing and testing programs into the curriculum to prepare students for the academic and digital demands of the intermediate school.

Objective 2. (Educate parents on ways to support their child's technology skills development at home.) S1 - Send newsletters to families providing ways to practice typing and other computer based skills at home.S2 - Share online programs focused on digital citizenship to encourage students to take ownership of their digital lives in a safe way.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Send newsletters to families providing ways to practice typing and other computer based skills at home. (Title I SW Elements: 2.5,3.1) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 4) (ESF: 3,3.4)	Administrators	Ongoing		
2. Share online programs focused on digital citizenship to encourage students to take ownership of their digital lives in a safe way. (Title I SW Elements: 3.1) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 4) (ESF: 3,3.4)	Administrators	Ongoing		

Comprehensive Needs Assessment

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

RAINS INTERMEDIATE

Campus Improvement Plan

2025/2026

Stronger Together



JC Vance
409 FM 3299 Emory, Tx
903-473-2222
vancej@rainsisd.org

Date Reviewed:

DMAC Solutions ®

Date Approved:

12/2/2025

RAINS INTERMEDIATE

Mission

*All in. All together. Investing in OUR kids. Rains County is stronger together.
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Resources

Resource	Source
Carl Perkins	Federal
E-Rate Funds	Federal
ESSER	Federal
Federal Grants	Federal
Federal Title I Funding	Federal
Special Education Funding	Federal
Title I	Federal
Title II, A	Federal
Title III	Federal
Title IV Funding	Federal
Title V, RLIS	Federal
Campus Budget	Local
Technology Budget	Local
County Safety Funds	Other

RAINS INTERMEDIATE

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 1. (Expectations) Students and district personnel will be held to consistent and high expectations that will result in growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure a guaranteed and viable core curriculum implemented with fidelity. (Title I SW Elements: 2.5) (Target Group: All) (ESF: 4,5.1)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	5/29/26	(S)IMA - Curriculum	11/11/24 - Significant Progress 12/04/23 - Some Progress
2. Create a campus-wide process for ongoing vertical planning and alignment of the written, taught, and tested curriculum. (Yearly) (Title I SW Elements: 2.2,2.5) (Target Group: All) (ESF: 4,5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	5/29/26		12/04/23 - Significant Progress
3. Implement and monitor the efficacy of guaranteed and viable core curriculum in all subject areas.(Yearly) (Target Group: All) (ESF: 4.1)	Assistant Superintendent for Curr/Instruction, Classroom Teachers, Department Heads, Instructional Coach(es), Principal(s)	5/29/26		11/11/24 - Significant Progress 12/04/23 - Some Progress
4. Implement tiered supports that increase student achievement and improve school climate, as measured by a 10% increase in student performance on STAAR. The campus will also measure a 15% improvement in student, staff, and parent surveys related to school culture. (Target Group: All) (ESF: 3,3.1,3.2,3.3,3.4)	Administrators, All Professional Staff, All Staff Members	5/29/26		
5. The campus will increase overall student attendance from 94% to 96.5%, and reduce the percentage of students identified as chronically absent by 5%. Implement a tiered system of supports that includes proactive monitoring, targeted interventions, and family engagement strategies. (Target Group: All) (ESF: 3,3.1,3.3,3.4)	Administrators, MTSS Committee	5/29/26		

RAINS INTERMEDIATE

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 2. (Professional development) Provide opportunities for relevant and professional development for all staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use analyzed student achievement data to determine potential areas for staff development. (Target Group: All) (Strategic Priorities: 1) (ESF: 5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	5/29/26	(F)Title I - \$15,000	11/11/24 - Some Progress 12/04/23 - Some Progress

RAINS INTERMEDIATE

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 3. (Retain highly effective staff.) S1 - Provide the support necessary for staff members to thrive and feel fully supported in their roles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide timely and meaningful feedback on professional practices to support continuous improvement. (Target Group: All) (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	ongoing		11/11/24 - Some Progress 11/11/24 - Pending

RAINS INTERMEDIATE

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 1. (Success will be achieved by engaged students having input, being heard, and feeling connected.) S1- Strategically collect and analyze input from all members of the learning community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create campus specific leadership teams including staff and students (Title I SW Elements: 2.1,2.6,3.1) (Target Group: All) (ESF: 1,1.1,1.2,3,3.1,3.4)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	5/29/26		11/11/24 - Significant Progress

RAINS INTERMEDIATE

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 2. (Students will be challenged because they feel safe, comfortable, and cared for by district personnel) S1- Create systems of campus safety across campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement year-long character development programs on campus. (Target Group: All) (ESF: 3,3.2,3.3)	Counselor, Principal(s)	5/29/26		11/11/24 - Some Progress
2. Continue to develop mental health resources for students and staff with a focus on At-Risk (CIS, TCHATT, etc.). (Title I SW Elements: 2.1) (Target Group: AtRisk) (ESF: 3,3.1,3.2,3.3,3.4)	Counselor, Principal(s)	ongoing		11/11/24 - Some Progress

RAINS INTERMEDIATE

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 3. (Parents and community will be connected through open communication, events, and engagement.) S1- Increased opportunities for parent engagement and community partnerships through programs, parent nights and school day activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide various opportunities for meaningful involvement with parents, community, and local businesses. (Title I SW Elements: 3.1) (Target Group: All) (ESF: 3.4)	Administrators	Annually		11/11/24 - Some Progress

RAINS INTERMEDIATE

Goal 3. (Academics) All students deserve high quality educational opportunities.

Objective 1. (Student growth) According to MAP, WIN time and intervention labs will produce a growth in at-risk students equal to one-grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. According to MAP data, all students will grow at least one academic year from where they started the 25/26 school year. (Title I SW Elements: 1.1) (Target Group: All) (ESF: 5,5.3)	Administrators, Classroom Teachers, Dyslexia Teacher, Instructional Coach(es), Interventionist(s)	5/29/26		Criteria: MAP data at the end of the 25/26 school year.
2. Implement ongoing assessments to monitor student progress. Teachers and staff will provide timely feedback to help students understand their areas for improvement and celebrate their successes. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.1,3.3,5,5.1,5.3)	Classroom Teachers, Department Heads, Instructional Coach(es), Principal(s)	Ongoing		

RAINS INTERMEDIATE

Goal 3. (Academics) All students deserve high quality educational opportunities.

Objective 2. (Math STAAR Achievement) Math STAAR will see an overall increase (grades 3-5) in passing rate by 14%2024 passing rate - 57%2025 passing rate - 61%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will implement the new Bluebonnet curriculum with 100% fidelity and increase the overall rigor of student achievement. (Title I SW Elements: 1.1) (Target Group: All) (ESF: 4,4.1)	Administrators, Classroom Teachers, Department Heads, Instructional Coach(es)	5/29/26		Criteria: STAAR scores for the 25/26 school year.
2. Dedicated intervention labs will provide additional support for core subjects. Based on their STAAR performance and MAP data, these labs will focus on specific areas where students are struggling. (Title I SW Elements: 2.6) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 5,5.4)	Instructional Coach(es), Interventionist(s), Principal(s)	Ongoing		

RAINS INTERMEDIATE

Goal 3. (Academics) All students deserve high quality educational opportunities.

Objective 3. (Reading STAAR Achievement) Reading STAAR will see an overall increase (grades 3-5) in passing rate by 5%.2024 passing rate - 79%2025 passing rate - 80%

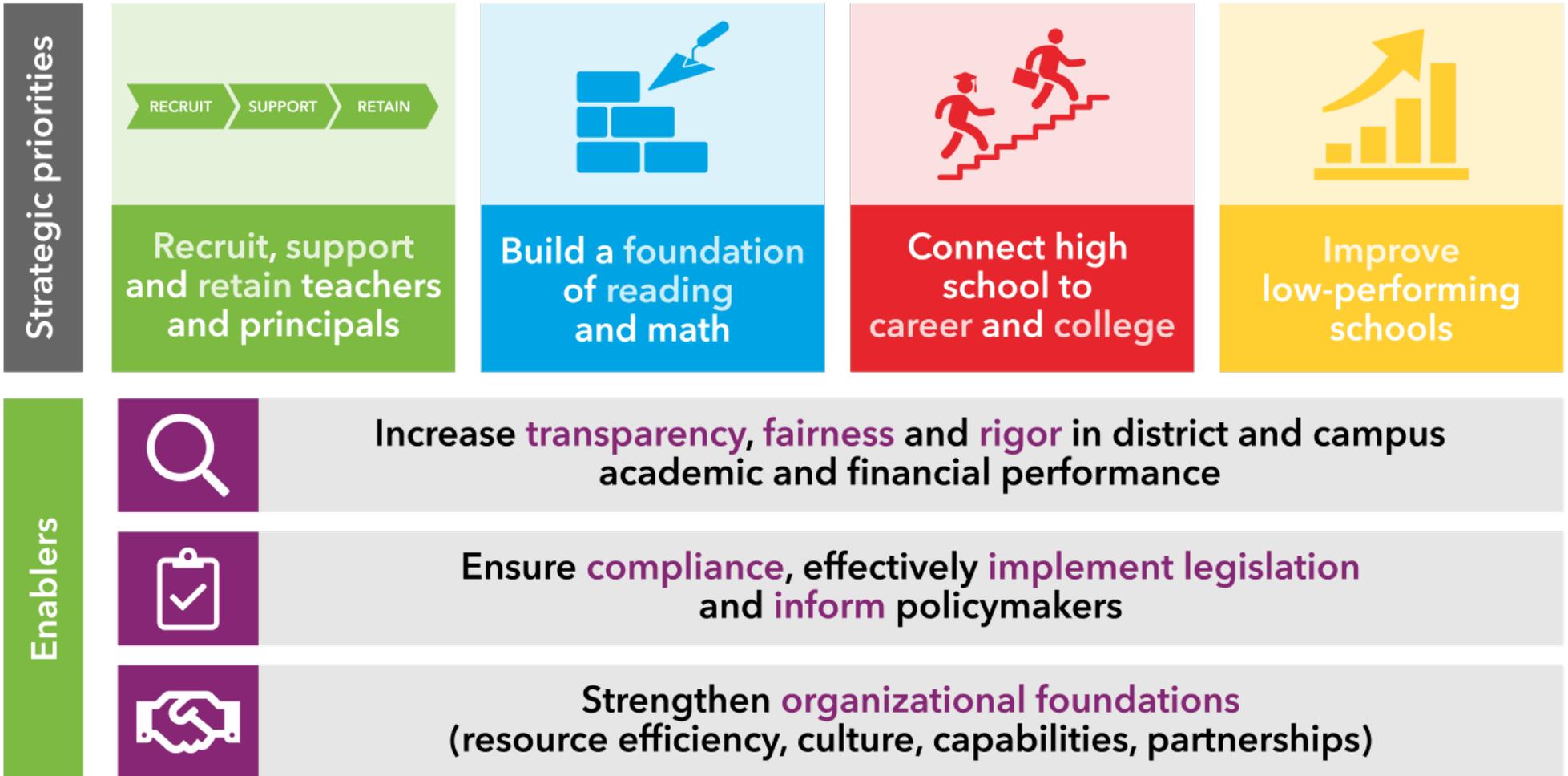
Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will implement the new Bluebonnet curriculum with 100% fidelity and increase the overall rigor of student achievement. (Target Group: All) (ESF: 4,4.1)	Administrators, Classroom Teachers, Department Heads, Instructional Coach(es)	5/29/26		Criteria: STAAR scores for the 25/26 school year.
2. Dedicated intervention labs will provide additional support for core subjects. Based on their STAAR performance and MAP data, these labs will focus on specific areas where students are struggling. (Title I SW Elements: 1.1) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 5,5.4)	Instructional Coach(es), Interventionist(s), Principal(s)	Ongoing		

Comprehensive Needs Assessment

RAINS INTERMEDIATE Site Base

Name	Position
Vance, Justin	Campus Administrator
Asbill, Dusty	Campus Manager
Bartley, Ginger	Campus Manager
Mcmullen, Kristin	Teacher
Hinjosa, Martha	Paraprofessional
Banks, David	Community Member
Stofle, Lindsay	Parent
Beaver, Lindsay	Parent
Weddle, Carla	Business Owner
Buchanan, Candice	Teacher
Mckinney, Kristin	Teacher
Walden, Amanda	Teacher
Vititow, Stacy	Teacher

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

RAINS JR HIGH

Campus Improvement Plan

2025/2026

Stronger Together



Jennifer Moore
1755 W. HWY 69 Emory, Tx
903-473-2222
moorej@rainsisd.org

Date Reviewed:

DMAC Solutions ®

Page 1 of 14

Date Approved:

12/3/2025

RAINS JR HIGH

Mission

*All in. All together. Investing in OUR kids. Rains County is stronger together.
3 Towns 1 School - Stronger Together*

Vision

*In the pursuit of excellence:
We value community partnerships.
We encourage communication.
We embrace challenges.
We celebrate growth and success.*

Nondiscrimination Notice

RAINS JR HIGH does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

RAINS JR HIGH Site Base

Name	Position
Moore, Jennifer	Principal
Ely, Staci	Instructional Coach
Blalock, Heath	Assistant Principal
Bullock, Laura	Teacher
Knight, Mary Ellen	Counselor
Hurley, Stephanie	Teacher
Johnson, Summer	Teacher
Boyd, Karah	Parent/Community
Kestler, Joanna	Business Owner
West, Candice	Parent
Lively, Katelyn	Teacher
Owsley, Julie	Campus Registrar

RAINS JR HIGH

Goal 1. (Student Achievement) By the end of 2025-2026 school year, Rains Junior High will increase student passing performance in all tested content areas by at least 2%, evidenced in STAAR results (approaches, meets, and masters).

Objective 1. To strengthen academic growth and intervention systems through targeted supports.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement WIN (What I Need) periods to provide targeted intervention, acceleration, and enrichment for students in reading, math, and other core areas. (Target Group: GT,AtRisk) (Strategic Priorities: 2)	Counselor, Instructional Coach(es), Interventionist(s), MTSS Coordinator, Principal(s)	EOY		Criteria: Classroom observations and IXL data
2. Emphasize small-group instructional and purposeful reteaching during WIN time.	Counselor, Department Heads, Instructional Coach(es), Interventionist(s)	EOY		Criteria: Classroom evaluations,
3. Utilize MTSS data to identify students needing Tier 2 and Tier 3 interventions, providing targeted academic support aligned with student needs. (Target Group: AtRisk)	Department Heads, English Department, Instructional Coach(es), Interventionist(s), Math Department, Science Department, Social Studies Department	EOY		Criteria: MTSS and academic data

RAINS JR HIGH

Goal 1. (Student Achievement) By the end of 2025-2026 school year, Rains Junior High will increase student passing performance in all tested content areas by at least 2%, evidenced in STAAR results (approaches, meets, and masters).

Objective 2. To improve equitable access, inclusion, and attendance to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Strengthen ESL student support by ensuring access to translators, Language Mastery (LM) room with two bilingual teachers, and bilingual instructional resources. (Target Group: ESL)	Counselor, ESL Teacher(s), Technology Staff	September		Criteria: Staff and Student Feedback
2. Establish and monitor a comprehensive attendance process, including: Early notification and parent communication for attendance concern, House-based incentives to promote daily attendance, attendance committee meetings for student intervention with chronic absences, and communication/collaboration to address attendance related barriers.	Assistant Principal, Attendance Clerk, Counselor, MTSS Coordinator, Principal(s), Teachers	EOY		Criteria: Daily ADA Reports
3. Provide opportunities for student voice and leadership through the House System and CPOC attendance to increase engagement and ownership of learning. (Target Group: All)	CPOC, Principal(s), Students	EOY		

RAINS JR HIGH

Goal 2. (Curriculum, Instruction, and Assessment) By the end of the 2025-2026 school year, Rains Junior High will strengthen the overall quality of math curriculum, as well as all core subjects, with instruction, and assessment practices to improve student comprehension, retention, and academic growth in core content areas during the 25-26 school year.

Objective 1. RJH will implement and support HQIM (high quality instructional materials) and tier 1 instructional practices with fidelity.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Training and support for Bluebonnet math curriculum will be provided through collaboration with Region 7 Service Center. (Target Group: All) (Strategic Priorities: 1,2,4)	Administrators, Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Math Department	EOY		Criteria: Feedback of math department, as well as observations to assess department needs.
2. To ensure all teachers, math and reading, implement HQIM with fidelity. (Target Group: All) (Strategic Priorities: 1,2,4)	Administrators, Assistant Superintendent for Curr/Instruction, Instructional Coach(es)	EOY		Criteria: Observations
3. To ensure Fundamental 5 practices are being utilized to strengthen Tier 1 instruction, focusing on: Framing the lesson with DLOs/lesson internalization (math and reading), In the Power Zone with intentional delivery, frequent Small Group interaction and purposeful talk, and the utilization of Exit Tickets to assess student learning. (Target Group: All) (Strategic Priorities: 1,2)	Administrators, Aides, Classroom Teachers, Content Master Teacher, Department Heads, Instructional Coach(es), Interventionist(s), MTSS Coordinator, Principal(s)	EOY		Criteria: Student Assessment Results
4. Conduct classroom walkthroughs to ensure consistent instructional practices and high quality instructional delivery across content areas. (Target Group: All) (Strategic Priorities: 1,2)	Instructional Coach(es), Principal(s)	EOY		
5. Utilize instructional liaison to model best practices, co-teach lessons, and provide real time feedback for ongoing coaching opportunities. (Target Group: All) (Strategic Priorities: 1,2)	Instructional Coach(es)	EOY		Criteria: Classroom Observations

RAINS JR HIGH

Goal 2. (Curriculum, Instruction, and Assessment) By the end of the 2025-2026 school year, Rains Junior High will strengthen the overall quality of math curriculum, as well as all core subjects, with instruction, and assessment practices to improve student comprehension, retention, and academic growth in core content areas during the 25-26 school year.

Objective 2. RJH will strengthen data-driven instruction and targeted interventions through collaborative professional learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Facilitate Professional Learning Communities (PLCs) focused on: High impact instructional strategies, data analysis to identify Tier 2 and Tier 3 student needs, and designing small group and targeted intervention plans. (Target Group: ESL,SPED,AtRisk) (Strategic Priorities: 1,2)	Counselor, Department Heads, English Department, Instructional Coach(es), Interventionist(s), Math Department, MTSS Coordinator, Principal(s), Science Department, Social Studies Department	EOY		Criteria: Formative and Summative Assessment Results
2. Provide ongoing coaching and feedback loops after observations, while also utilizing Sibme as a reflective coaching tool to provide teachers with additional individualized feedback, video analysis, and growth opportunities. (Target Group: All) (Strategic Priorities: 1,2)	Department Heads, Instructional Coach(es), Interventionist(s), Principal(s), Teachers	EOY		Criteria: Growth in instructional delivery, evidenced through observations and Sibme feedback
3. Utilize MTSS data to guide intervention planning and to ensure students receive timely and appropriate academic support. (Target Group: AtRisk)	Instructional Coach(es), Interventionist(s), MTSS Coordinator, Teachers	EOY		Criteria: MTSS and assessment tracking

RAINS JR HIGH

Goal 3. (Parent, Family, and Community Engagement) By the end of the 2025-2026 school year, Rains Junior High will increase parent, family, and community engagement by 20% (as measured by event attendance, volunteer sign-ins, and feedback surveys) through intentional outreach, consistent communication, and expanded engagement opportunities.

Objective 1. RJH will expand opportunities for family and community participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. RJH will host a Let the Ghoul Times Roll Fun Run Event to allow opportunities for student support and parent involvement. (Target Group: All)	All Staff Members, Parents	October		Criteria: Money earned and student/parent/staff involvement.
2. A parent breakfast and lunch will be organized each semester to build informal connections with families. (Target Group: All)		October and April		Criteria: Parent feedback and number of students and parents attending
3. There will be at least two evening events scheduled to engage parents in student learning in a fun and interactive format. (Target Group: All)	Classroom Teachers, Counselor, CPOC, Department Heads, Instructional Coach(es), Principal(s)	EOY		Criteria: Surveys and/or attendance
4. There will be at least two or more opportunities during the school year for the JH campus to make connections with the community. (Target Group: All)	All Staff Members	EOY		Criteria: Community Feedback and/or Event Turnout

RAINS JR HIGH

Goal 3. (Parent, Family, and Community Engagement) By the end of the 2025-2026 school year, Rains Junior High will increase parent, family, and community engagement by 20% (as measured by event attendance, volunteer sign-ins, and feedback surveys) through intentional outreach, consistent communication, and expanded engagement opportunities.

Objective 2. RJH will strengthen communication and recognition to foster connectedness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain the new House App to increase positive communication between RJH staff and families while students earn individual recognition and rewards. (Target Group: All)	All Staff Members	EOY		Criteria: Student participation and gains made in academics, attendance, school spirit, and character.
2. Parent and student surveys will be conducted each semester to gather feedback on events, communication, curriculum and instruction, safety, and other important areas of the campus. (Target Group: All)	Principal(s)	EOY		Criteria: Survey Results
3. Recognize and celebrate students and staff contributions each nine weeks through shoutouts in the newsletters, social media, campus announcement, and through the RCA House app. (Target Group: All) (Strategic Priorities: 1)	All Staff Members, Parents, Students	EOY		Criteria: Student, staff, and parent participation
4. Share information about volunteer opportunities, campus initiatives, and campus support programs with resources and ways families can partner with the school. (Target Group: All)	All Professional Staff, CPOC, Students	EOY		

RAINS JR HIGH

Goal 4. (Technology) By the end of the 2025-2026 school year, Rains Junior High will strengthen the technology management processes for chromebooks to one central location and ensure that 100% of students have access to functioning chromebooks at all times.

Objective 1. RJH will centralize Chromebook management and repair processes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish the library as the central hub for all Chromebook processing, including repair tickets, check-ins, and replacements while they work directly with our district technology team. (Target Group: All)	District Librarian, Librarians, Principal(s), Technology Director, Technology Staff	EOY		Criteria: Survey Feedback
2. Library staff and designated tech personnel will be trained to process repair requests and track device status efficiently. (Target Group: All)	Chief of Business Operations, Librarians, Technology Director, Technology Staff	EOY		Criteria: Survey Feedback
3. Records will be maintained for all Chromebooks, including repairs, lost/stolen devices, and replacements issued to students/teachers. (Target Group: All)	Librarians, Technology Staff	EOY		Criteria: Records kept and survey feedback on technology.

RAINS JR HIGH

Goal 4. (Technology) By the end of the 2025-2026 school year, Rains Junior High will strengthen the technology management processes for chromebooks to one central location and ensure that 100% of students have access to functioning chromebooks at all times.

Objective 2. RJH will support teacher access and effective integration of Chromebooks.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The technology hub in the JH library will maintain 20 campus Chromebooks, purchased through fundraiser funds for teacher checkout to support classroom instruction and small groups. (Target Group: All)	Librarians, Teachers, Teachers/Aides	EOY		Criteria: Records and Student/Staff Feedback
2. Provide guidance on check-out system for teachers to access Chromebooks, as needed, and collect teacher feedback for improved processes to support instructional needs. (Target Group: All)	Librarians, Principal(s), Teachers, Teachers/Aides	EOY		Criteria: Staff Feedback

RAINS JR HIGH

Goal 5. (Campus Safety) By May of 2026, Rains Junior High will enhance front office security and entry protocols through the completion and use of the secured entry vestibule, ensuring all visitors are properly screened before entering the building.

Objective 1. Strengthen Front Office and Entry Security- Complete the installation and implementation of a secured entry vestibule to control visitor access and verify identification, prior to building entry.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Complete construction and implementation of the secured entry vestibule for controlled visitor access. (Target Group: All)	Chief of Business Operations, District Administration, Maintenance Director, Principal(s), Technology Staff	EOY		Criteria: Completed product 10/31/25 - Pending
2. Train front office staff after construction on safety processes and safety communication while also conducting random safety checks for the entry. (Target Group: All)	Chief of Business Operations, Principal(s), RISD Chief of Police	EOY		Criteria: Safety Checks
3. Work with district maintenance and technology departments to ensure cameras, buzz-in systems, and intercoms are fully operational. (Target Group: All)	Chief of Business Operations, Maintenance Director, Principal(s), Technology Director	EOY		Criteria: Evaluation of all technology components once construction has been completed. Ongoing checks will also be conducted.

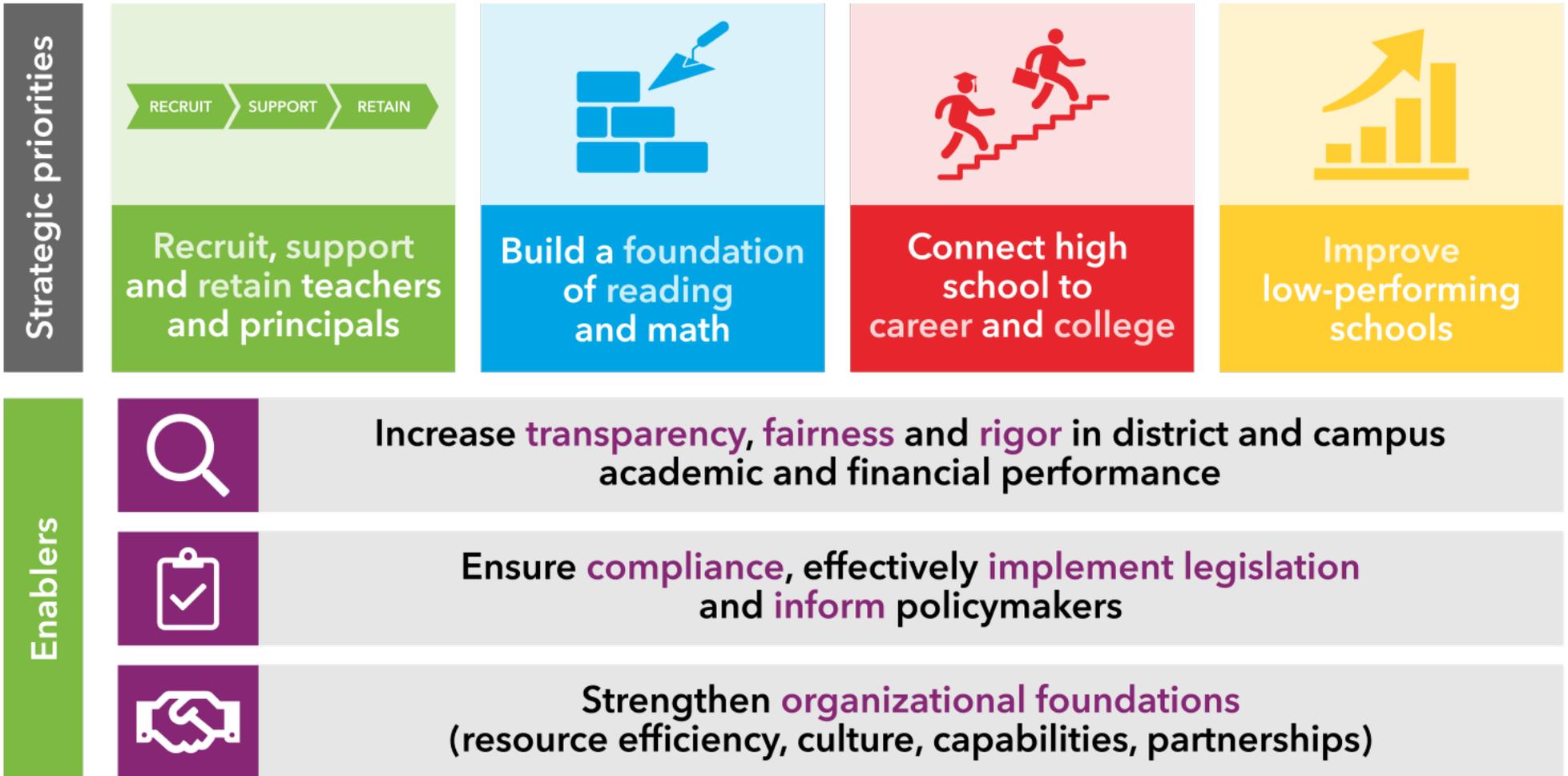
RAINS JR HIGH

Goal 5. (Campus Safety) By May of 2026, Rains Junior High will enhance front office security and entry protocols through the completion and use of the secured entry vestibule, ensuring all visitors are properly screened before entering the building.

Objective 2. Increase safety awareness among students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct required safety drills with reflection and feedback. (Target Group: All)	Principal(s)	EOY		
2. Communicate safety updates with new construction to students and parents through the RJH Wildcat Weekly Newsletter. (Target Group: All)	Principal(s)	EOY		Criteria: Smore- Communication Views

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

RAINS HIGH SCHOOL

Campus Improvement Plan

2025/2026

Stronger Together



Jeff Akin
1651 W. HWY 69 Emory, Tx
903-473-2222
akinj@rainsisd.org

Date Reviewed:

DMAC Solutions ®

Page 1 of 33

Date Approved:

12/3/2025

RAINS HIGH SCHOOL

Mission

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RAINS HIGH SCHOOL Site Base

Name	Position
Harris, Sharee	Counselor
McNair, Lynlee	Dean of Students
Fisher, Robert	CTE Director
Akin, Jeff	Principal
Clayton, Kortney	Assistant Principal
Lance, Jonathan	Teacher/Audio Video
Samples, Janet	Teacher
Cockrell, Sherri	Teacher
Wallace, Shantil	Teacher
Cook, Jeremy	Parent Representative
Roberts, Robert	Parent Representative
Sustaire, Jayde	Business/Community Rep.
Weddle, Carla	Business/Community Rep.
Gowin, Stephen	Business/Community Rep.
Cook, Wyatt	Student
Castro, Layci	Principal Secretary

Resources

Resource	Source
Carl Perkins	Federal
E-Rate Funds	Federal
ESSER	Federal
Federal Grants	Federal
Federal Title I Funding	Federal
Special Education Funding	Federal
Title I	Federal
Title II, A	Federal
Title III	Federal
Title IV Funding	Federal
Title V, RLIS	Federal
Campus Budget	Local
Technology Budget	Local
County Safety Funds	Other

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 1. (Students and district personnel will be held to consistent and high expectations that will result in) S1 - Ensure a guaranteed and viable core curriculum implemented with fidelity.S2 - Provide a years worth of growth for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure a guaranteed and viable core curriculum implemented with fidelity. (Title I SW Elements: 1.1,2.1,2.5) (Target Group: All) (Strategic Priorities: 3) (ESF: 4,5.1)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es)	Current - May 31, 2025	(S)IMA - Curriculum	
2. Develop the RISD definition of guaranteed and viable curriculum. (Title I SW Elements: 2.1,2.5) (Strategic Priorities: 1,2,3) (ESF: 1.2,3,3.4,5,5.1,5.2,5.3)	Assistant Superintendent for Curr/Instruction	Current - May 31, 2025		
3. Determine and prioritize gaps between current curriculum and guaranteed and viable curriculum.(Yearly) (Title I SW Elements: 2.2) (ESF: 1.2)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es)	Current - May 31, 2026		
4. Complete plan and priority timeline to begin training and implementation of updated curriculum.(Yearly)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Technology Staff	Current - August 4, 2026	(F)Title II, A - \$2,000	
5. Create a district-wide process for ongoing vertical planning and alignment of the written, taught, and tested curriculum. (Yearly) (Title I SW Elements: 2.2,2.5) (Target Group: All) (ESF: 4,5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	Current - Oct. 31, 2026		
6. Implement and monitor the efficacy of guaranteed and viable core curriculum in all subject areas.(Yearly) (Target Group: All) (ESF: 4.1)	Assistant Superintendent for Curr/Instruction, Classroom Teachers, Department Heads, Instructional Coach(es), Principal(s)	8/7/2025-6/27/2026		
7. Create parameters that define an acceptable years worth of academic growth for a student (Target Group: 9th,10th,11th,12th) (ESF: 5.3)	Assistant Superintendent for Curr/Instruction, Counselor, Department Heads, Principal(s)	10/1/2025-11/30/2026	(L)Local budget	
8. Create parameters that define an acceptable years worth of social growth for a student.	Assistant Superintendent for Curr/Instruction, Counselor, Department Heads, Principal(s), Teachers	10/1/2025-11/30/2025		
9. Develop the RISD academic growth data points district-wide. (Target Group: All)	Assistant Superintendent for Curr/Instruction, Counselor,	9/1/2025-10/31/2025		

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 1. (Students and district personnel will be held to consistent and high expectations that will result in) S1 - Ensure a guaranteed and viable core curriculum implemented with fidelity. S2 - Provide a years worth of growth for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
	Department Heads, Instructional Coach(es), Principal(s)			
10. Develop the RISD social growth data points district-wide. (Title I SW Elements: 2.6) (Target Group: All) (ESF: 3.2)	Assistant Superintendent for Curr/Instruction, Counselor, Department Heads, Instructional Coach(es), Principal(s)	1/8/2024-1/6/2025	(F)Title IV Funding - \$5,000	
11. Develop a district-wide process for data disaggregation and progress monitoring (Target Group: All, SPED, 504, 9th, 10th, 11th, 12th) (ESF: 1.2, 3.1, 5.3)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	9/1/2025-10/31/2025		
12. Develop and create a district-wide calendar for ongoing progress monitoring: Progress monitoring will be set on a monthly basis except for Biology. Bio will be progress monitored by the unit. (Title I SW Elements: 2.2) (Target Group: 9th, 10th, 11th, 12th) (ESF: 1.2, 5.3)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	9/1/2025-10/31/2025	(L)Campus Budget	

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 2. (Coordinate the entire instructional program to support student success across all student groups.) S1 - Provide equitable instruction that is differentiated to meet all students' needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate and align student support programs to ensure equitable access to the curriculum for all students including at-risk, special education, 504, dyslexia, foster care, homeless, GT, ESL, and race/ethnicity. (Title I SW Elements: 1.1,2.6)	504 Coordinator, Assistant Superintendent for Curr/Instruction, Director of Federal Programs and Accountability, Principal(s), Special Education Director	10/1/2025-On-going	(F)Title I - \$10,000	
2. Develop district and campus processes for the collection, disaggregation, and reporting of data monitoring for special programs. (Title I SW Elements: 2.6) (Target Group: ECD,ESL,SPED,GT,AtRisk,HS,504) (ESF: 5.3,5.4)	504 Coordinator, Assistant Superintendent for Curr/Instruction, Director of Federal Programs and Accountability, Principal(s), Special Education Director	10/1/2025-11/30/2025		
3. Students in the following programs will show measurable progress as indicated by the 2022-2023 RDA and Accountability Reports: Special Education, English as a Second Language (ESL), Other Special Populations, and Career and Technical Education (CTE). The LEA ensures that the activities under Title II, Part A will be aligned with these challenges in State Academic standards. (Title I SW Elements: 2.2,2.6) (Target Group: ESL,SPED,GT,CTE,AtRisk,FC,HS,504) (ESF: 5.3,5.4)	504 Coordinator, Director of Federal Programs and Accountability, Special Education Director	8/2025-8/2026	(F)Title II, A	

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 3. (Commitment to the provision of technology necessary for students to be competitive in the workplace.) S1- Develop a technology replacement cycle.
S2- Provide highly effective instructional technology resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Collect data to determine a technology replacement cycle and determine immediate need. (Target Group: All)	Department Heads, Principal(s), Technology Director	10/1/2025-11/30/2025		
2. Research funding sources including grants, local funds, and allotments for the purchase of updated technology. (Target Group: All) (ESF: 3.3)	Director of Federal Programs and Accountability, Technology Director	10/1/2025-11/30/2025		
3. Create a purchasing calendar and budget for the replacement of district technology. (Target Group: All)	Chief of Business Operations, Director of Student Services, Technology Director	10/1/2025-11/30/2025		
4. Collect data to inventory use and effectiveness of current instructional technology resources and gather ideas for new resources. (Title I SW Elements: 2.2) (ESF: 5.1)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Ongoing	(F)Title I, (L)Local budget, (L)Technology Budget, (S)IMA - Curriculum	
5. Provide ongoing implementation support for instructional technology (software, hardware, and applications).	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Ongoing		
6. Create a calendar that provides training for staff in the use of effective instructional technology. (Target Group: All)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s), Technology Director	Current- 7/6/2025		

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 4. (Provide opportunities for relevant and professional development for all staff.) S1- Student data, campus leadership, and teacher interests will drive professional development options.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use analyzed student achievement data to determine potential areas for staff development. (Strategic Priorities: 1) (ESF: 5)	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	10/1/2025-11/30/2025	(F)Title I - \$15,000	
2. incorporate a staff interest inventory into annual staff surveys to determine staff training interests. (ESF: 1.2,5.1)	Assistant Superintendent for Curr/Instruction	1/24/2025-2/29/2026		
3. Monitor efficacy of professional development with regards to current trends in best practices. (Title I SW Elements: 2.2) (ESF: 1.2)	Assistant Superintendent for Curr/Instruction, Principal(s)	1/8/2025-1/5/2026		
4. Create and implement a calendar to embed professional development throughout the school year.	Assistant Superintendent for Curr/Instruction, Principal(s)	4/1/2025-6/30/2025		

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 5. (Retain highly effective staff.) S1 - Provide the support necessary for staff members to thrive and feel fully supported in their roles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Build new-to-profession and new-to-campus teachers through intentional and thorough training of mentors. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	7/27/2025-8/30/2025		
2. Provide timely and meaningful feedback on professional practices to support continuous improvement. (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	9/1/2025-Ongoing		
3. Provide competitive non-monetary incentives and monetary incentives, as resources allow. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Chief of Business Operations, Principal(s)	3/1/2023-6/30/2026		

RAINS HIGH SCHOOL

Goal 1. (Culture) Create a culture of support and high expectations to grow and succeed.

Objective 6. (Recruit highly qualified staff through grassroots and networking efforts.) S1 - The benefits of employment at RISD will be marketed in various networks.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. RISD will partner with universities, the regional service centers, and teacher preparation programs to market available positions and benefits. (Strategic Priorities: 1)	Assistant Superintendent for Curr/Instruction, Principal(s)	Annually		
2. Continually monitor and grow the FYTA to keep up with top trends and meet the needs of new to the profession teachers. (Strategic Priorities: 1) (ESF: 2)	Assistant Superintendent for Curr/Instruction, Department Heads, Instructional Coach(es), Principal(s)	Ongoing		
3. RISD will create recognizable branding that will be utilized across all platforms to promote the school district. (ESF: 2)	Administrators	Ongoing		
4. Utilize relationships of current staff as brand ambassadors to recruit colleagues from across the state. (Title I SW Elements: 2.1) (Strategic Priorities: 1)	Classroom Teachers	Ongoing		

RAINS HIGH SCHOOL

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 1. (Success will be achieved by engaged students having input, being heard, and feeling connected to our) S1- Strategically collect and analyze input from all members of the learning community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create campus specific leadership teams including staff and students	Assistant Superintendent for Curr/Instruction, Department Heads, Principal(s)	6/1/2025-10/2/2025		
2. Research and analyze the most effective cross-campus focus groups and teams.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/4/2025-5/2026		
3. Create and implement a calendar for cross-campus meetings utilizing professional development days.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	8/1/2025-8/1/2026		

RAINS HIGH SCHOOL

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 2. (Students will be challenged because they feel safe, comfortable, and cared for by district personnel) S1- Create systems of campus safety across campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement year long character development programs on each campus.	Counselor, Principal(s)	6/1/2025-5/30/2026		
2. Continue to develop mental health resources for students and staff with a focus on At-Risk (CIS, TCHATT, etc.). (Target Group: AtRisk)	Counselor, Principal(s)	6/1/2025-5/30/2026		
3. Monitor, evaluate, and practice Rains ISD EOP for effectiveness.	Superintendent	Ongoing		
4. Provide staff development and student awareness on bullying, cyber-bullying, internet safety, CPR, child abuse, suicide, CPI, and violence prevention.	Assistant Superintendent for Curr/Instruction	Ongoing	(F)Title I - \$10,000	

RAINS HIGH SCHOOL

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 3. (All district personell are valued, heard, informed, and connected.) S1- Provide 5th-day options on staff development days.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create and implement a calendar for 5th-day options that including relevant professional development as determined in Objective 4	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2025-6/2026		
2. Research and create effective focus groups for both on-campus and cross-campus planning; groups to include representation from all district personnel.	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2025-6/2026		
3. Create and implement a calendar that is dedicated to connecting campus groups and promotes unity amongst all district personnel. (ESF: 3.1)	Assistant Superintendent for Curr/Instruction, Instructional Coach(es), Principal(s)	1/2025-7/2026		

RAINS HIGH SCHOOL

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 4. (Parents and community will be connected through open communication, events, and engagement.) S1- Increased opportunities for parent engagement and community partnerships through programs, parent nights and school day activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create a RISD brand campaign to encourage positive community support and school spirit. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	7/1/2025-5/30/2026		
2. Provide various opportunities for meaningful involvement with parents, community, and local businesses. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	Annually		

RAINS HIGH SCHOOL

Goal 2. (Relationships) Trust, safety, and relationships are grown, valued, and maintained to build success.

Objective 5. (With a common goal in mind, students, staff, parents, and community will work together to achieve su) S1- Collaborate and engage with district and community partners to collect important information. S2- Collaborate and engage with district and community partners to effectively plan and communicate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create and calendar round table meetings that include: staff,students, parents, community leaders, administration, and local businesses. (Title I SW Elements: 3.1) (ESF: 3.4)	Administrators	8/2023-8/2026		
2. Create and distribute surveys to staff and community that gather information regarding preferred methods of communication.(Yearly) (Strategic Priorities: 1) (ESF: 2.1)	Administrators, Superintendent	3/27/2025-6/1/2025 Annual		
3. Research and create a focus group to determine connection events. Group to include staff, students, parents, community leaders, administration, and local businesses.	Principal(s), Superintendent	8/1/2023-5/1/2025		
4. Utilization of centralized communication (Rains ISD App) that is easily accessed by staff, students and community.	Principal(s), Superintendent	3/24/2023-Ongoing		
5. Create and calendar events across campuses that promote school pride and leadership. (secondary to secondary and secondary to elementary).	Principal(s)	8/1/2023-5/1/2026		
6. Utilize Superintendent's Teacher Advisory Council and Superintendent's Student Advisory Council to discuss pressing district concerns.	Superintendent	Ongoing		

RAINS HIGH SCHOOL

Goal 3. (Goal 3 - Academic Growth) Maintain a high standard in the classroom with both teachers and students through teacher/student relationships, high expectations, progress monitoring, CCMR and college readiness.

Objective 1. (Classroom atmosphere) Have a classroom that is safe, welcoming, clean and suitable for student success. Have the appropriate materials needed; rooms decorated where the students feel comfortable; keeping doors locked at all times for safety.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain a clean and safe environment (Title I SW Elements: 2.1) (Target Group: All) (ESF: 3.2,3.4,5.1)	Administrators, Aides, Teachers	throughout the year	(L)Budget Allocations - \$250	

RAINS HIGH SCHOOL

Goal 3. (Goal 3 - Academic Growth) Maintain a high standard in the classroom with both teachers and students through teacher/student relationships, high expectations, progress monitoring, CCMR and college readiness.

Objective 2. (College and Career, Military Readiness) Assuring that all seniors are prepared for either college, a career or the military by the time they graduate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All students will complete the CCMR along with TSI / College Bridge. College bound Students will take the ACT before graduating. Students will also take the PSAT by their Sophomore/Junior year. RHS goal is to have every student graduate core complete with a certificate of completion for in their area of endorsement. (Title I SW Elements: 2.5) (Target Group: 10th,11th,12th) (Strategic Priorities: 3) (ESF: 1,2,2.1,3,3.1,3.2,3.4,4,4.1,5,5.1,5.2)</p>	<p>Administrators, Counselor, Counselor, CTE Director, CTE Teachers</p>	<p>Aug. to May</p>	<p>(L)Budget Allocations</p>	
<p>2. VU scholarships added to help Junior and Seniors with College scholarships. Gives students and parents the opportunity to find the best option for college scholarships and colleges that best suit their options for the future. (Title I SW Elements: 2.1,2.3,2.6,3.1,3.2) (Target Group: 11th,12th) (Strategic Priorities: 3) (ESF: 3,3.3,3.4)</p>	<p>Administrators, Counselor, Counselor</p>	<p>Dec. to May</p>	<p>(O)\$3,500.00</p>	

RAINS HIGH SCHOOL

Goal 3. (Goal 3 - Academic Growth) Maintain a high standard in the classroom with both teachers and students through teacher/student relationships, high expectations, progress monitoring, CCMR and college readiness.

Objective 3. (Monitoring student growth) Student growth will be monitored with progress monitoring on a monthly basis. There will be a BOY, MOY and an EOY to help determine the growth rate throughout the semester/year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students will be monitored through progress monitoring and MAPS testing (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 3) (ESF: 1,1.2,3,3.1,4,4.1,5)	Administrators, Counselor, Instructional Coach(es), Teachers	BOY,MOY, EOY - PM monthly	(L)Budget Allocations	

Comprehensive Needs Assessment

Student Achievement

Student Achievement Data Sources

ACT/SAT Data
AP Testing Results
At-Risk by Category
Attendance
CCMR Verification
Classroom and School Walkthrough Data
College/University/ Dual Credit/AP Enrollment
Common Benchmark Assessments
Disaggregated STAAR Data

Student Achievement Strengths

96% in CCMR
Over 80% completed Texas College Bridge
Data tracking was better during the 2024-25 school year

Student Achievement Weaknesses

- 1.) Attendance
- 2.) Apathy in the classroom
- 3.) Lack of Rigor in the classroom

Student Achievement Needs

- 1.) PD on small groups in the classroom.
- 2.) PD on data tracking and what to do with data once a test is complete
- 3.) Common lesson plan template
- 4.) More teaching bell to bell

Comprehensive Needs Assessment

Student Achievement Needs (Continued)

- 5.) More Rigor
- 6.) Monthly common assessments for data tracking
- 7.) MAP testing for BOY/MOY/EOY
- 8.) Continuity from year to year

Student Achievement Summary

Our campus has great potential given the right training and personnel in place. We have plans in place already for training this summer and at the beginning of the year. We are making plans to get the campus on track to excel.

School Culture and Climate

School Culture and Climate Data Sources

ACT Results
ACT/SAT Data
AP Testing Results
Assessment of Technology Skills
At-Risk by Category
Attendance
CCMR Verification
Certificates of High School Equivalency
Class, School, and Special Program Schedules
Classroom and School Walkthrough Data
Classroom Technology Needs
College Entrance Exams
College, Career, and Military Readiness (CCMR)
College/University/ Dual Credit/AP Enrollment
Common Benchmark Assessments
Communication: Formal and Informal
Community Demographics
Community Input
Community Service Agencies and Support Services
Comparable Campuses Report

Comprehensive Needs Assessment

School Culture and Climate Data Sources (Continued)

Course/Class Assignments
Course/Class Completion, Grades, and Other Data
Course/Class Grades
Decision-Making Processes
Demographic Data
Disaggregated STAAR Data
Discipline Referrals
District Policies
Drop-out Rates
Duty Roster
Enrichment Course/Class Materials
Enrollment
Ethnicity
Expulsion/Suspension Records
Failure Lists
Family and Community Participation Counts
Federal Program Guidelines
Feedback Data
Focus Groups
Foundational Course/Class Materials
Gender
Grade Detail Reports (by grading cycle)
Graduation Plan Types
Graduation Records
Graduation, Completion, and Dropout Rates
Growth Projections
High-Yield Strategies
Highly Qualified Staff
Homeless Students
Horizontal and Vertical Team Alignment Processes
Instructional Design/Delivery
Interviews
Leadership and Administrative Support Structures
Lesson Study/Delivery Processes
Maintenance Records
MAP Testing Results
Master Schedule
Mobility/Stability
Multi-Year Trends
Other Staff Effectiveness Data

Comprehensive Needs Assessment

School Culture and Climate Data Sources (Continued)

Paraprofessional and Other Staff Qualifications
Parent Activity Evaluations and Feedback
Parent and Community Partnership Data
Parent Conferences or Meetings
Parent Participation
Parent Volunteer Information
Parent, Staff, and Student District Survey
Parental Involvement Policy
PBM Risk Levels
PEIMS Attendance Summary
PEIMS Discipline Reporting
PEIMS Reports
Professional Development Data
Program Support Services
Promotion/Retention Rates
Promotion/Retention Rates
Questionnaires
Recruitment and Retention Rates and Other Data
Report Card Grades
Resource Allocations
Results Driven Accountability (RDA)
Safe Schools Checklist
Safe Schools Checklist
SAT Results
SCE Policy
Schedule for Student Support Services
School Map and Physical Environment
School Structure
Scope and Sequence and Pacing Guide Documents
Semester Exam Grades
Special Program Participation
Special Program Qualifications
Special Programs Evaluations
Special Student Populations
STAAR EOC Group Report (E1, A1, E2, Bio, U.S.)
STAAR EOC Summary (Student Demographics)
Staff Development
Staff Mobility/Stability
Staff Plus Delta
Staff/Parents/Community/ Business members involved w/SBDM

Comprehensive Needs Assessment

School Culture and Climate Data Sources (Continued)

Standardized Tests
Standards-Based Curriculum Resources and Materials
State and Local Student Assessment Data Tables
State Assessment Data
Student Course Requests
Student Discipline Data
Student Misconceptions
Student-Specific and Differentiated Strategies
Summary of Student Progress (not taking STAAR)
Supervision Structure
Support Structure: Mentor Teachers
Survey and Interviews of Students/Staff/Parents
Surveys
TAPR
Teacher Certifications/Qualifications Data
Teacher Turnover Rates
Teacher Turnover Rates
Teacher-Student Ratios
Technology
Technology Hardware and Software
Technology Infrastructure, Networks, etc.
Technology Plan
Technology Policies and Procedures
Texas Success Initiative (TSI) Data
Texas Teacher Evaluation & Support System (T-TESS)
TSIA Results

School Culture and Climate Strengths

Rains High School has weekly newsletters to both staff and students. along with daily announcements during third period.
Teacher Appreciation
Open House
Staff Lunches throughout the school year
Mental Health Training
Meet the wildcat
Class of 2025 - student parent meeting
Freshman Orientation - students - first day of school

Comprehensive Needs Assessment

School Culture and Climate Strengths (Continued)

School Culture and Climate Weaknesses

Excessive absences
Attendance
Vaping
Rigor in the classroom
Proper training for teachers (classroom management)
Student behavior
Cellphones
Parent communication

School Culture and Climate Needs

Needs would be: Attendance incentives, programs on the effects of vaping, etc... Getting more students involved in extra-curricular activities, Motivational speakers,

School Culture and Climate Summary

There are many great teachers at RHS that work to bring out a strong campus climate for the students and staff members. The focus will be to address the attendance issues and the depletion of the culture and climate through staff planning throughout the 2024-25 school year on how to best meet the needs of our weaknesses.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

Classroom and School Walkthrough Data
Classroom Technology Needs

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Data Sources (Continued)

Communication: Formal and Informal
Decision-Making Processes
Highly Qualified Staff
Interviews
Leadership and Administrative Support Structures
Paraprofessional and Other Staff Qualifications
Promotion/Retention Rates
Recruitment and Retention Rates and Other Data
School Structure
Teacher Turnover Rates
Teacher-Student Ratios

Staff Quality, Recruitment and Retention Strengths

Four Day Week
Pay scale incentive starting with TIA
Distinguished teachers for new teacher mentors
Department's involved in hiring process
Pay increase from the State

Staff Quality, Recruitment and Retention Weaknesses

Salaries are low compared to districts around RISD
Retention of teachers is short
More Professional Development needed
Consistency with discipline both with Admin. and classroom teachers

Staff Quality, Recruitment and Retention Needs

I feel that even though we are a lower paying district in the surrounding area, RISD can still bring in good quality teachers with the formula of "Loyalty, Admin. support, family

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Needs (Continued)

atmosphere, and taking care of your people." Yes, money is an issue, but for a first year teacher, having a supportive group goes a long way. That's what we are striving for at RHS, family atmosphere, loyalty and taking care of each other.

Staff Quality, Recruitment and Retention Summary

With the start of the 2024-25 school year, we seem to be moving in the right direction for a great year!

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

- Assessment of Technology Skills
- Attendance
- Classroom Technology Needs
- Common Benchmark Assessments
- Communication: Formal and Informal
- Course/Class Grades
- Demographic Data
- Disaggregated STAAR Data
- Enrollment
- Feedback Data
- Grade Detail Reports (by grading cycle)
- Instructional Design/Delivery
- Leadership and Administrative Support Structures
- MAP Testing Results

Curriculum, Instruction and Assessment Strengths

- Weekly Up-dates from the Asst. Principal through facebook/voxer/email,
- Purchased Lowman Program for Math, English, Biology and Amer. History
- Asst. Principal's moral boosters with monthly appreciation gifts/ games, etc...

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Strengths (Continued)

Weekly announcements to the campus
Instructional Coach on campus
Progress Monitoring
New Curriculum in Alg. I - Bluebonnet

Curriculum, Instruction and Assessment Weaknesses

Teacher understanding the importance of DATA is lacking
Core Based Planning
Universal Lesson plans for all teachers

Curriculum, Instruction and Assessment Needs

Scope and Sequence

Curriculum, Instruction and Assessment Summary

RHS plans to focus on Data driven assessments that are focused on rigorous material that are TEKS based, create a lesson plan that all will follow and help implement focus on areas of student needs. Looking forward to 2025-26 RHS will focus their data for needed intervention that will help drive student needs in the classroom setting.

Family and Community Involvement

Family and Community Involvement Data Sources

Attendance
Community Input
Feedback Data
Parent Activity Evaluations and Feedback
Parent and Community Partnership Data

Comprehensive Needs Assessment

Family and Community Involvement Data Sources (Continued)

Parent Conferences or Meetings
Parent Participation
Parent Volunteer Information
Parent, Staff, and Student District Survey
Parental Involvement Policy
Teacher Turnover Rates

Family and Community Involvement Strengths

Meet the Teacher
PTO
Parent/Community Feedback Surveys
SBDM
Campus Communication through Phone calls, Facebook, emails, newsletters and Skyward
Guardians on every Thursday as door greeters

Family and Community Involvement Weaknesses

Parental involvement
Students lack of empathy at school
Not all of school spirit
Open House turn out is very low for HS (Turn out was better at the start of the 2024 school year)

Family and Community Involvement Needs

More ideas for student involvement in extra curricular; We need to gain the trust of the community and see more staff support across the disciplines/activities. Example: Staff members make more effort to attend their student events or other events that staff members are a part of.

Family and Community Involvement Summary

Comprehensive Needs Assessment

Our goal is to booster the moral of the teachers and staff, along with the students, to inspire change and togetherness as a family. Involving the families and community together as a whole to start the year off! Many calls were made over the summer for senior/freshman scheduling.

School Context and Organization

School Context and Organization Strengths

BOY,MOY and EOY will be utilized to identify the needs of students for the intervention process.
CTE classes will be in a pathway for students to gain certification in their pathway of choice.

School Context and Organization Weaknesses

Keeping students on a pathway
Having all CTE classes that lead to certification
Open up a better line of communication with parents with school expectations - There has been some negative feedbac on changes made at the second semester by parents who feel their child should be able to leave for lunch or check out of school at anytime.

School Context and Organization Needs

Structure for those students who are struggling in STAAR tested areas. Keeping the classroom sizes down and having class time for intervention.
Organizing a more efficient way to keep up with attendance, tardies , and parent contact

School Context and Organization Summary

With some changes being made at the end of the school year, RHS expectations for the 2024-25 school year are higher for student achievement. Administration is taking steps to monitor attendance on a weekly basis, TCB for seniors will be a top priority for CCMR , higher number of students receiving CTE certifications. In addition, having closer communication with parents and community members.

Comprehensive Needs Assessment

Technology

Technology Strengths

1 to 1 student devices
Have New Line TV's in Math Department, CTE, Science
Up to date computer lab with desk top computers
We have a poster and sticker printer

Technology Weaknesses

We need Newline Panels in English and History.

Technology Needs

Ideally, we would like to have chrome book carts in each classroom that contains the number of devices for the teacher's biggest class.

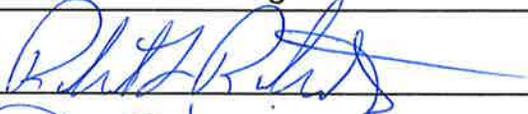
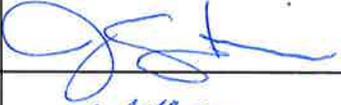
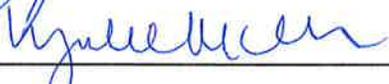
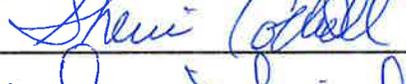
Technology Summary

We have the technology needed to keep up with the current trends but with technology ever evolving we need to start looking at more up to date devices.

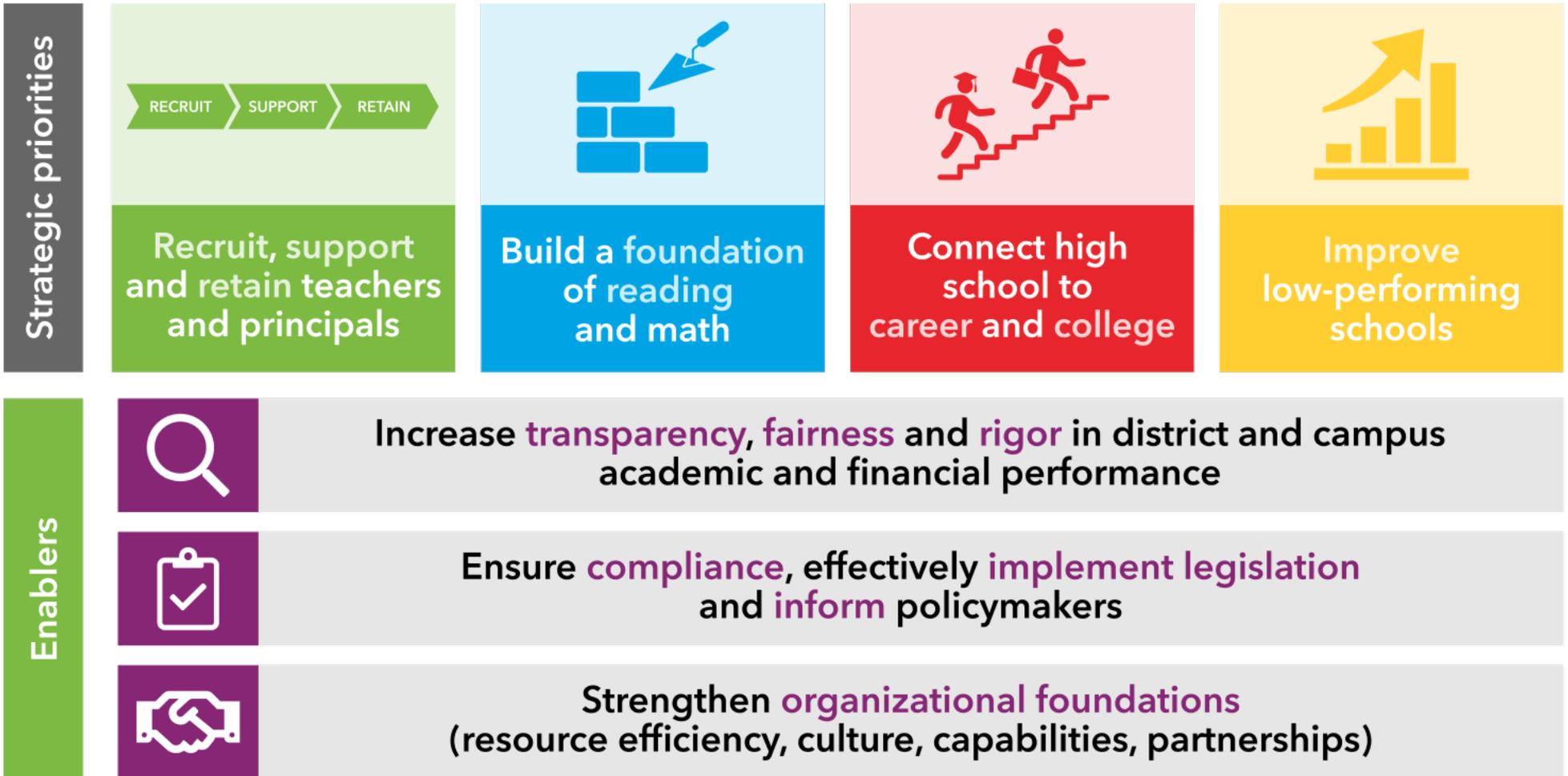
Site Base Meeting 5/29/24

Printed Name:

Signature:

Printed Name:	Signature:
Robert L. Roberts	
Jayde Sustaie	
Watt Cook	
Jeremy Cook	
Lynlee McHair	
Shakee' Harris	
Jonathan Lance	
Robert Fisher	
Janet Samples	
Sherri Cockrell	
Lauri Triero	
Jay Harney	
Carla Meddler	
Steph	
Jeff Akin	
Shantil Wallace	

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

RATING YEAR **2024-2025**

DISTRICT NUMBER **district #**

Select An Option

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Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

Name: RAINS ISD(190903)	Publication Level 1: 8/8/2025 12:54:09 PM
Status: Passed	Publication Level 2: 8/8/2025 4:49:42 PM
Rating: A = Superior Achievement	Last Updated: 8/8/2025 4:49:42 PM
District Score: 96	Passing Score: 70

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district’s fiscal year end date of June 30 or August 31, respectively?</u>	4/23/2025 6:09:54 PM	Yes
2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	4/23/2025 6:09:54 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	4/23/2025 6:09:54 PM	Yes
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u>	4/23/2025 6:09:54 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the</u>	4/23/2025 6:09:54 PM	Ceiling Passed

	<u>maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	8
8	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	10
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	10
10	This indicator is not being evaluated.		10
11	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/23/2025 6:09:54 PM	10
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	4/23/2025 6:09:54 PM	10
13	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	8
14	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.</u>	4/23/2025 6:09:54 PM	10
15	<u>Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	5
16	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
17	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
18	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	4/23/2025 6:09:54 PM	10
19	<u>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</u>	4/23/2025 6:09:54 PM	5

20	<u>Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
21	<u>Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
			96 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			96 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90-100
	B = Above Standard Achievement	80-89
	C = Meets Standard Achievement	70-79
	F = Substandard Achievement	<70
<p>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</p> <p>The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

CEILING INDICATORS

<p>Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.</p>		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1.000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement

Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

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THE TEXAS EDUCATION AGENCY
1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.14.0

DISTRICT NUMBER

district #

Select An Option

Help

Home



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 13

Name:	RAINS ISD (190903)
Indicator:	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.
Result/Points	8
Last Updated:	4/23/2025 6:09:54 PM

FORMULA

Field	Value
District Administrative Cost Ratio	0.1378742245
And	
ADA	1,533.642
Or	
Sparse	false

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS						
ADA Size	10	8	6	4	2	0
10,000 and Above	<= 0.0855	> 0.0855 <= 0.1105	> 0.1105 <= 0.1355	> 0.1355 <= 0.1605	> 0.1605 <= 0.1855	> 0.1855
5,000 to 9,999	<= 0.1000	> 0.1000 <= 0.1250	> 0.1250 <= 0.1500	> 0.1500 <= 0.1750	> 0.1750 <= 0.2000	> 0.2000
1,000 to 4,999	<= 0.1151	> 0.1151 <= 0.1401	> 0.1401 <= 0.1651	> 0.1651 <= 0.1901	> 0.1901 <= 0.2151	> 0.2151
500 to 999	<= 0.1311	> 0.1311 <= 0.1561	> 0.1561 <= 0.1811	> 0.1811 <= 0.2061	> 0.2061 <= 0.2311	> 0.2311
Less than 500	<= 0.2404	> 0.2404 <= 0.2654	> 0.2654 <= 0.2904	> 0.2904 <= 0.3154	> 0.3154 <= 0.3404	> 0.3404
Sparse	<= 0.3364	> 0.3364 <= 0.3614	> 0.3614 <= 0.3864	> 0.3864 <= 0.4114	> 0.4114 <= 0.4364	> 0.4364



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 7

Name:	RAINS ISD (190903)
Indicator:	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.
Result/Points	8
Last Updated:	4/23/2025 6:09:54 PM

FORMULA

Field	Value
(
(
Cash and Equivalents	3,992,571
+ Current Investments	0
)	
/	
(
Total Expenditures	19,187,153
- Facilities Acquisition and Construction	0
)	
)	
* 365	
Mathematical Breakdown: 75.9513	

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS					
10	8	6	4	2	0
>=90	<90 >=75	<75 >=60	<60 >=45	<45 >=30	<30

School FIRST Annual Financial Management Report

RAINS INDEPENDENT SCHOOL DISTRICT

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1001(q). Effective 8/1/2018.

The template has been established to help the districts in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the School FIRST hearing is to be provided. In lieu of publication in the annual School FIRST financial management report, the school district may choose to publish the superintendent's employment contract on the school district's Internet site.

If published on the Internet, the contract is to remain accessible for twelve months.

[Superintendent's Contract Linked Here](#)

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
Ended June 30 or August 31, 2025

<u>Description of Reimbursements</u>	Joe Nicks Superintendent	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Meals	\$172.76	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Lodging	\$2,201.50	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Transportation	\$1,192.81	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Motor Fuel	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$1,289.19	\$510.24	\$255.24	\$85.24	\$200.00	\$315.24	\$285.24	\$285.24	\$255.24
Total	\$4,856.26	\$510.24	\$255.24	\$85.24	\$200.00	\$315.24	\$285.24	\$285.24	\$255.24

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:

Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).

Lodging - Hotel charges.

Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).

Motor fuel – Gasoline.

Other: - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period
 Ended June 30 or August 31, 2025
Name(s) of Entity(ies)

Amount Received
 0

Total \$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)
 (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period
 Ended June 30 or August 31, 2025

	Joe Nicks Superintendent	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Total	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

Business Transactions Between School District and Board Members

For the Twelve-Month Period
 Ended June 30 or August 31, 2025

	Robert Burns Member 1	Maggie Salem Member 2	Philip Alexander Member 3 (May 24-May 25)	Jim Mack Taylor Member 3(May 25 - Present)	Savanna Christian Member 4	Brennan Potts Member 5	Heath Sisk Member 6	Brandon Pitre Member 7
Amounts	\$0	\$0	\$0	\$0	\$0.00	\$7,687.17	\$0	\$0

Note - The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

Budget Summary Report for RAINS ISD

2024 - 2025 Actual Budget			
		Aggregate Expenditures	Per Pupil Expenditures
Instruction			
11	Instruction	\$10,993,609	\$6,663
12	Instructional Resources, Media Services	\$211,181	\$128
13	Curriculum Development & Staff Development	\$191,812	\$116
95	Payment to Juvenile Justice AEP	\$0	\$0
	Total:	\$11,396,602	\$6,907
Instructional Support			
21	Instructional Leadership	\$534,758	\$324
23	School Leadership	\$1,018,392	\$617
31	Guidance & Counseling, Evaluation	\$760,011	\$461
32	Social Work Services	\$67,000	\$41
33	Health Services	\$145,660	\$88
36	Co-curricular/ Extra-curricular Activities	\$888,073	\$538
	Total	\$3,413,894	\$2,069
Central Administration			
41	General Administration	\$737,563	\$447
41	Expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives.	\$200	\$0
41	Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."	\$1,500	\$1
	Total:	\$739,263	\$448
District Operations			
51	Plant Maintenance & Operations	\$2,349,413	\$1,424
52	Security and Monitoring	\$127,793	\$77
53	Data Processing	\$121,983	\$74
34	Student Transportation	\$1,006,992	\$610
35	Food Services	\$1,317,000	\$798
	Total:	\$4,923,181	\$2,984
Debt Service			
71	Debt Service	\$1,067,000	\$647
Other			
61	Community Service	\$0	\$0
81	Facilities Acquisition and Construction	\$0	\$0
91	Contracted Instructional Services Between Public schools	\$0	\$0
92	Incremental Cost Associated with Chapter 41 School Districts	\$0	\$0
93	Payments to Fiscal Agents for Shared Service Arrangements	\$0	\$0
97	Payments to Tax Increment Funds	\$0	\$0
99	Inter-government charges not Defined in Other codes	\$424,436	\$257
	Total:	\$424,436	\$257
	Grand Total:	\$21,964,376	

2025 - 2026 REVISED Budget			
		Aggregate Expenditures	Per Pupil Expenditures
Instruction			
11	Instruction	\$12,304,298	\$7,457
12	Instructional Resources, Media Services	\$239,405	\$145
13	Curriculum Development & Staff Development	\$196,630	\$119
95	Payment to Juvenile Justice AEP	\$0	\$0
	Total:	\$12,740,333	\$7,721
Instructional Support			
21	Instructional Leadership	\$414,037	\$251
23	School Leadership	\$1,116,100	\$676
31	Guidance & Counseling, Evaluation	\$831,426	\$504
32	Social Work Services	\$67,000	\$41
33	Health Services	\$187,619	\$114
36	Co-curricular/ Extra-curricular Activities	\$845,910	\$513
	Total	\$3,462,092	\$2,098
			\$0
Central Administration			
41	General Administration	\$920,860	\$558
41	Expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives.	\$200	\$0
41	Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."	\$1,500	\$1
	Total:	\$922,560	\$559
District Operations			
51	Plant Maintenance & Operations	\$2,622,728	\$1,590
52	Security and Monitoring	\$233,424	\$141
53	Data Processing	\$121,983	\$74
34	Student Transportation	\$1,229,257	\$745
35	Food Services	\$1,427,000	\$865
	Total:	\$5,634,392	\$3,415
Debt Service			
71	Debt Service	\$1,068,300	\$647
Other			
61	Community Service	\$0	\$0
81	Facilities Acquisition and Construction	\$0	\$0
91	Contracted Instructional Services Between Public schools	\$0	\$0
92	Incremental Cost Associated with Chapter 41 School Districts	\$0	\$0
93	Payments to Fiscal Agents for Shared Service Arrangements	\$0	\$0
97	Payments to Tax Increment Funds	\$0	\$0
99	Inter-government charges not Defined in Other codes	\$424,436	\$257
	Total:	\$424,436	\$257
	Grand Total:	\$24,252,113	

Difference \$2,287,737
Percent Change 10.42%

Rains ISD

Budget Amendment 120825a - Remove TRE

Account	Description	DEBIT	CREDIT
		\$1,800,000.00	\$1,800,000.00
199 R 00 5711 00 000 0 00	Current Year Property Tax Collections		\$ 900,000.00
199 R 00 5812 00 000 0 00	Foundation School Program		\$ 900,000.00
199 E 11 6149 00 999 0 99	Misc Payroll	\$ 600,000.00	
199 E 11 6399 00 999 0 99	Admin Inst Supplies (Technology)	\$ 300,000.00	
199 E 34 6631 00 999 0 99	Vehicle Capital Outlay	\$ 300,000.00	
199 E 51 6249 00 999 0 99	Contracted Services (Facilities)	\$ 300,000.00	
199 E 51 6629 00 999 0 99	Capital Projects (Security)	\$ 300,000.00	



2025 Results Driven Accountability

District Report

County-District Number: 190903

Region: 07

District Name: RAINS ISD

Bilingual Education/English as a Second Language/Emergent Bilingual (BE/ESL/EB)

Domain I - Academic Achievement (Indicators 1-8)

Domain II - Post-Secondary Readiness (Indicators 9-10)

Other Special Populations (OSP)

Domain I - Academic Achievement (Indicators 1-2)

Domain II - Post-Secondary Readiness (Indicators 3-4)

Special Education (SPED)

Domain I - Academic Achievement (Indicators 1-3)

Domain II - Post-Secondary Readiness (Indicators 4-5)

Domain III - Disproportionate Analysis (Indicators 6-15)

Summary

Performance Level Summary

Federally Required Elements

Determination Levels

2025 Results Driven Accountability

BE/ESL/EB Domain I

County-District Number: 190903

Region: 07

District Name: RAINS ISD

1. BE STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(iii) Science</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	

2. ESL STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	52.2	35	67	2
	2024			38	65	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	77.6	52	67	0
	2024			54	65	
<i>(iii) Science</i>	2025	65.0 - 100	78.3	18	23	0
	2024			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	66.7	8	12	0
	2024			*	*	

3. ALP STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(iii) Science</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	

2025 Results Driven Accountability

BE/ESL/EB Domain I

County-District Number: 190903

Region: 07

District Name: RAINS ISD

4. EB (Not Served in BE/ESL) STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	33.3	*	*	NA
	2024			*	*	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	83.3	*	*	0
	2024			*	*	
<i>(iii) Science</i>	2025	65.0 - 100	*	*	*	NA
	2024			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	

5. EB Years-After Reclassification (YsAR) STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	78.6	11	14	0
	2024			*	*	
	2023			*	*	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	*	*	*	0
	2024			*	*	
	2023			*	*	
<i>(iii) Science</i>	2025	65.0 - 100	*	*	*	0
	2024			*	*	
	2023			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	80.0	*	*	0
	2024			*	*	
	2023			*	*	

2025 Results Driven Accountability

BE/ESL/EB Domain I

County-District Number: 190903

Region: 07

District Name: RAINS ISD

6. EB STAAR EOC Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Algebra I</i>	2025	65.0 - 100	75.0	5	9	0
	2024			*	*	
	2023			6	11	
<i>(ii) Biology</i>	2025	75.0 - 100	*	*	*	0
	2024			*	*	
	2023			*	*	
<i>(iii) U.S. History</i>	2025	70.0 - 100	*	*	*	0
	2024			*	*	
	2023			*	*	
<i>(iv) English I and II</i>	2025	60.0 - 100	72.4	21	29	0
	2024			25	33	
	2023			11	18	

7. TELPAS Reading Beginning Proficiency Level Rate

		PL 0 Cut Points	Rate	Beginning	Tested	Performance Level
	2025	0 - 7.5	7.1	7	99	0
	2024			*	*	
	2023			6	87	

8. TELPAS Composite Rating Level for Students in U.S. Schools Multiple Years

		PL 0 Cut Points	Rate	BEG./INT.	Tested	Performance Level
	2025	0 - 27.6	18.6	13	70	0

2025 Results Driven Accountability

BE/ESL/EB Domain II

County-District Number: 190903

Region: 07

District Name: RAINS ISD

9. EB Graduation Rate

	PL 0 Cut Points	Rate	Graduates	Class	Performance Level
2025	80.0 - 100	*	*	*	0
2024			*	*	
2023			*	*	

10. EB Annual Dropout Rate (Grades 7-12)

	PL 0 Cut Points	Rate	Dropouts	Attend	Performance Level
2025	0 - 1.8	*	*	*	0
2024			*	*	
2023			*	*	

2025 Results Driven Accountability

OSP Domain I

County-District Number: 190903

Region: 07

District Name: RAINS ISD

1. OSP STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	66.1	41	62	1
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			45	64	
	2023			48	76	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	80.3	53	66	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			54	67	
	2023			60	76	
<i>(iii) Science</i>	2025	65.0 - 100	81.5	22	27	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			14	24	
	2023			16	26	
<i>(iv) Social Studies</i>	2025	65.0 - 100	73.3	11	15	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			8	13	
	2023			11	18	

2025 Results Driven Accountability

OSP Domain I

County-District Number: 190903

Region: 07

District Name: RAINS ISD

2. OSP STAAR EOC Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Algebra I</i>	2025	65.0 - 100	72.2	13	18	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			14	17	
	2023			17	20	
<i>(ii) Biology</i>	2025	75.0 - 100	*	*	*	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			*	*	
	2023			*	*	
<i>(iii) U.S. History</i>	2025	70.0 - 100	*	*	*	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			*	*	
	2023			*	*	
<i>(iv) English I and II</i>	2025	60.0 - 100	78.6	22	28	0
<i>Foster Care</i>			*	*	*	
<i>Homeless</i>			*	*	*	
<i>Military</i>			*	*	*	
	2024			24	30	
	2023			31	38	

2025 Results Driven Accountability

OSP Domain II

County-District Number: 190903

Region: 07

District Name: RAINS ISD

3. OSP Graduation Rate

	PL 0 Cut Points	Rate	Graduates	Class	Performance Level
2025	80.0 - 100	96.0	*	*	0
<i>Foster Care</i>		*	*	*	
<i>Homeless</i>		*	*	*	
<i>Military</i>		*	*	*	
2024			*	*	
2023			*	*	

4. OSP Annual Dropout Rate (Grades 7-12)

	PL 0 Cut Points	Rate	Dropouts	Attend	Performance Level
2025	0 - 1.8	0.9	*	*	0
<i>Foster Care</i>		*	*	*	
<i>Homeless</i>		*	*	*	
<i>Military</i>		*	*	*	
2024			*	*	
2023			*	*	

2025 Results Driven Accountability SPED Domain I

County-District Number: 190903
District Name: RAINS ISD

Region: 07

1. SPED STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level	
<i>(i) Mathematics</i>	2025	70.0 - 100	42.3	69	163	2	
	2024			53	138		
	2023			43	116		
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	54.3	88	162	2	
	2024			80	139		
	2023			53	116		
<i>(iii) Science</i>	2025	65.0 - 100	56.1	23	41	0 RI	
	2024			40.0	16		40
	2023				19		47
<i>(iv) Social Studies</i>	2025	65.0 - 100	26.9	*	*	3	
	2024				7		27
	2023				7		24

2. SPED Year-After-Exit (YAE) STAAR 3-8 Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Mathematics</i>	2025	70.0 - 100	*	*	*	0
	2024			*	*	
	2023			9	13	
<i>(ii) Reading Lang. Arts</i>	2025	70.0 - 100	*	*	*	0
	2024			*	*	
	2023			7	13	
<i>(iii) Science</i>	2025	65.0 - 100	*	*	*	0
	2024			*	*	
	2023			*	*	
<i>(iv) Social Studies</i>	2025	65.0 - 100	*	*	*	No Data
	2024			*	*	
	2023			*	*	

2025 Results Driven Accountability SPED Domain I

County-District Number: 190903
District Name: RAINS ISD

Region: 07

3. SPED STAAR EOC Passing Rate

		PL 0 Cut Points	Rate	Passed	Tested	Performance Level
<i>(i) Algebra I</i>	2025	65.0 - 100	35.5	11	31	3
	2024			12	27	
	2023			10	25	
<i>(ii) Biology</i>	2025	75.0 - 100	82.4	14	17	0
	2024			27	35	
	2023			7	11	
<i>(iii) U.S. History</i>	2025	70.0 - 100	85.7	18	21	0
	2024			13	17	
	2023			*	*	
<i>(iv) English I and II</i>	2025	60.0 - 100	34.0	18	53	2
	2024			25	59	
	2023			17	50	

2025 Results Driven Accountability SPED Domain II

County-District Number: 190903
District Name: RAINS ISD

Region: 07

4. SPED Graduation Rate

	PL 0 Cut Points	Rate	Graduates	Class	Performance Level
2025	80.0 - 100	*	*	*	0
2024			*	*	
2023			*	*	

5. SPED Annual Dropout Rate (Grades 7-12)

	PL 0 Cut Points	Rate	Dropouts	Attend	Performance Level
2025	0 - 1.8	*	*	*	0
2024			*	*	
2023			*	*	

2025 Results Driven Accountability

SPED Domain III

County-District Number: 190903

Region: 07

District Name: RAINS ISD

6. SPED Regular Early Childhood Program Rate (preschool-aged)

	PL 0 Cut Points	Rate	Settings RECP	SPED Students	Performance Level
2025	30.0 - 100	18.2	*	*	NA SA
2024			*	*	
2023			*	*	

7. SPED Regular Class ≥80% Rate (school-aged)

	PL 0 Cut Points	Rate	Settings ≥80%	SPED Students	Performance Level
2025	70.0 - 100	69.6	*	*	0 RI
2024		65.6	*	*	
2023			*	*	

8. SPED Regular Class <40% Rate (school-aged)

	PL 0 Cut Points	Rate	Settings <40%	SPED Students	Performance Level
2025	0 - 10.0	11.2	*	*	1
2024			*	*	
2023			*	*	

9. SPED Separate Settings Rate (school-aged)

	Separate Settings	SPED Students
2025	*	*

10. SPED Representation (Ages 3-21)

	SPED Students	All Students
2025	363	1,712

Detailed information on the assignment of performance levels can be found in the [2025 Accountability Manual RDA Chapter 12 \(including Appendix K\)](#). If applicable, for data pertaining to significant disproportionality (SD) indicators are provided only for districts that exceed the established SD threshold. If a district's SD risk ratio was calculated using the alternate risk ratio, then the alternate risk ratio, the comparison group's state rate, numerator, and denominator are each presented in parentheses.

An asterisk (*) is used to mask data in order to protect student confidentiality.

2025 Results Driven Accountability

SPED Domain III

County-District Number: 190903

Region: 07

District Name: RAINS ISD

11. SPED OSS and Expulsion ≤10 Days Rate (Ages 3-21)

		SPED OSS/EXP≤10	SPED Students
2025		*	*

12. SPED OSS and Expulsion >10 Days Rate (Ages 3-21)

	PL 0 Cut Points	Rate	SPED OSS/EXP>10	SPED Students	Performance Level
2025	0 - 1.0	*	*	*	0

13. SPED ISS ≤10 Days Rate (Ages 3-21)

		SPED ISS≤10	SPED Students
2025		*	*

14. SPED ISS >10 Days Rate (Ages 3-21)

	PL 0 Cut Points	Rate	SPED ISS>10	SPED Students	Performance Level
2025	0 - 1.3	*	*	*	0

15. SPED Total Disciplinary Removals Rate (Ages 3-21)

	PL 0 Cut Points	Rate	SPED Removals	SPED Students	Performance Level
2025	0 - 19.0	40.0	*	*	2
2024			*	*	
2023			*	*	

Detailed information on the assignment of performance levels can be found in the [2025 Accountability Manual RDA Chapter 12 \(including Appendix K\)](#). If applicable, for data pertaining to significant disproportionality (SD) indicators are provided only for districts that exceed the established SD threshold. If a district's SD risk ratio was calculated using the alternate risk ratio, then the alternate risk ratio, the comparison group's state rate, numerator, and denominator are each presented in parentheses.

An asterisk (*) is used to mask data in order to protect student confidentiality.

2025 Results Driven Accountability Summary

County-District Number: 190903
District Name: RAINS ISD

Region: 07

Performance Level Summary by Each Program Area

2025 Performance Level Counts									
	0, 0 SA, 0RI	1, 1 SA	2, 2 SA	3, 3 SA	4, 4 SA	NA, NA SA	No Data	SD, SD RP	SD Year3
<i>BE/ESL/EB</i>	16		1			2	9		
<i>OSP</i>	9	1							
<i>SPED</i>	15	1	4	2		1	1		

Federally Required Elements

For information about the four indicators below, visit [LEA Determinations](#) or contact the Office of Special Populations and Student Supports (OSPSS) at (512)463-9414.

For assistance with data collection and reporting requirements for these indicators, contact your [regional education service center special education contact](#).

Indicator	Performance Level
<i>State Performance Plan (SPP) Compliance Indicators</i>	0
<i>Valid, Reliable, and Timely Data</i>	0
<i>Status of Uncorrected Noncompliance</i>	0
<i>Financial Audits</i>	0

Determination Levels

For information about LEA Determinations visit [Local Education Agency Public Reporting; Reports and Determinations](#) or contact the Office of Special Populations and Student Supports (OSPSS) at (512)463-9414.

	Determination Level
<i>BE/ESL/EB</i>	Meets Requirements (DL 1)
<i>OSP</i>	Meets Requirements (DL 1)
<i>SPED</i>	Meets Requirements (DL 1)

Determination Levels

For information about LEA Determinations visit [Local Education Agency Public Reporting; Reports and Determinations](#) or contact the Office of Special Populations and Student Supports (OSPSS) at (512)463-9414.

Determination Level	
<i>BE/ESL/EB</i>	Meets Requirements (DL 1)
<i>OSP</i>	Meets Requirements (DL 1)
<i>SPED</i>	Meets Requirements (DL 1)



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes **moved text**.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes — as in an extensive rewrite — may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact us:

School Districts and Education Service Centers, call 800-580-7529 or email policy.service@tasb.org.

Community Colleges, call 800-580-1488 or email colleges@tasb.org.

BOARD MEETINGS

BE
(LOCAL)

Meeting Place and Time

Board meetings shall be held during a time that is outside of typical work hours. [See FA(LEGAL)]

The notice for a Board meeting shall reflect the date, time, and location of the meeting.

Regular Meetings

Regular meetings of the Board shall normally be held on the second Monday of each month at 6:30 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Special or Emergency Meetings

The Board President shall call special meetings at the Board President's discretion or on request by two members of the Board.

The Board President shall call an emergency meeting when it is determined by the Board President or two members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Agenda

Deadline

The deadline for submitting items for inclusion on the agenda is the ~~fifth~~ 10th calendar day before regular meetings and the ~~third~~ 10th calendar day before special meetings.

Preparation

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. Any Board member may request that a subject be included on the agenda for a meeting, and the Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted by at least two Board members.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. In reviewing the preliminary agenda, the Board President shall ensure that any topics the Board or at least two Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by at least two Board members without specific authorization from those Board members.

Notice to Members

Members of the Board shall be given notice of regular and special meetings at least ~~72-hour~~ three business days prior to the scheduled ~~time~~ date of the meeting and at least one hour prior to the time of an emergency meeting.

Closed Meeting

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law.

The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]

Order of Business

The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members.

Rules of Order

The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

~~Voting~~ Record Vote

Voting on any item shall be ~~by voice~~ a record vote ~~or~~ by show of hands or roll call, as directed by the Board President. Any member may abstain from voting on an item, and a member's vote or failure to vote shall be recorded upon that member's request in the minutes. [See BDAA(LOCAL) for the Board President's voting rights]

Consent Agenda

When the agenda is prepared, the Board President shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

~~The official minutes of the Board shall be retained on file in the office of the Superintendent and shall be available for examination during regular office hours.~~ [See CPC regarding retention of records.]

Discussions and Limitation

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time

limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

Limit on Participation

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Public comment shall occur at the beginning of the meeting. [See FA]

Regular Meetings

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meetings

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

~~Public comment shall occur at the beginning of the meeting.~~

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed five minutes per meeting.

Meeting Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may ~~make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on nonagenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting~~ adjust the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

Complaints and Concerns

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA
- Student or parent complaints: FNG
- Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

**Employment
Assistance
Prohibited**

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual 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 also DC for prohibitions relating to employees.]

**Prohibited
Classroom
Instruction or
Activities**

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

**Prohibition on
Diversity, Equity,
and Inclusion**

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

[See BT(LEGAL)]

CONTRACTED SERVICES
~~CRIMINAL HISTORY~~BACKGROUND CHECKS AND REQUIRED REPORT-
ING

CJA
(LOCAL)

Emergencies

In an emergency due to a health or safety concern, a reasonably unforeseeable situation, or other exigent circumstance, the District employee who is in charge of the facility shall be authorized to determine whether an employee of a contracting or subcontracting entity who does not have the required criminal history record information (CHRI) review or who has a disqualifying conviction will be permitted to enter a District facility.

If allowed to enter the facility, the employee of the contracting or subcontracting entity shall be accompanied by a District employee at all times.

The U.S. and Texas flags shall be prominently displayed in each classroom to which a student is assigned during the time that the pledges of allegiance to those flags are recited.

Plan The District shall develop a cybersecurity plan to secure the District's cyberinfrastructure against a cyberattack or any other cybersecurity incidents, determine cybersecurity risk, and implement appropriate mitigation planning.

Coordinator The Superintendent shall designate a cybersecurity coordinator. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency in cybersecurity matters.

Training The Board delegates to the Superintendent the authority to:

1. Determine the cybersecurity training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the [Department of Information Resources Texas Cyber Command](#); and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the cybersecurity training requirements.

Security Breach and Cybersecurity Incident Notifications Upon discovering or receiving notification of a breach of system security or a [security](#) [cybersecurity](#) incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities [and provide any other notices](#) in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

1. Written notice.
2. Email, if the District has email addresses for the affected persons.
3. Conspicuous posting on the District's websites.
4. Publication through broadcast media.

The District shall disclose a breach or incident involving sensitive, protected, or confidential student information as required by law.

Training

The Board delegates to the Superintendent the authority to:

1. Determine the artificial intelligence (AI) training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the Department of Information Resources; and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the AI training requirements.

Use in District

Employees and students shall be permitted to explore AI and implement its use in and out of the classroom in accordance with policy and administrative regulations. The use of AI shall only be as a support tool to enhance student outcomes and shall never take the place of teacher and student decision-making. Any use of AI must comply with law, policy, and administrative regulations relating to student and employee privacy and data security.

A student shall only use AI tools with teacher permission and shall be expected to produce original work and properly credit sources, including AI tools used in creating the work. Students who use AI tools to deceptively harm, bully, or harass others shall be disciplined in accordance with the Student Code of Conduct and policy. [See EIA(LOCAL), FFH, FFI, and the FO series]

**Building Access
Control**

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

**Designation and Use
of Private Spaces**

The Board shall ensure that the Superintendent, or appropriate staff as determined by the Superintendent, designates private spaces in accordance with law.

The Superintendent shall develop administrative regulations to ensure compliance with law and policy regarding the use of private spaces in District facilities.

Compliance with Law

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

Construction Contracts

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

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

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

Change Orders

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

Project Administration

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

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

Final Payment

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

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

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

~~Disclosure—~~
~~General Disclosure —~~
General Standard

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

Specific Disclosures

Substantial Interest

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

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

Interest in Property

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

Annual Financial
Management
Report

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

[See BBFA]

Gifts

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]

Endorsements

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

Sales

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

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

**Nonschool
Employment**

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

Private Tutoring

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

**Personal Services
Performed by an
Administrator**

An administrator, as defined in law, shall not receive any financial benefit for the performance of personal services except as permitted by and in accordance with law.

An administrator, other than a Superintendent or an assistant superintendent, who wishes to seek Board approval to perform personal services permitted by law shall submit that request to the Superintendent in accordance with administrative regulations.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

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

Definitions

The term "immediate family" is defined as:

Immediate Family

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

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

Family Emergency

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

Leave Day

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

School Year

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

Daily Rate of Pay

The "daily rate" of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee's annual salary by the number of duty days in the employee's contract year.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the Dis-

trict. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

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

Availability

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

**State Leave
Proration**

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

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

Medical Certification

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

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

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

State Personal Leave

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

**Nondiscretionary
Use**

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

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Discretionary Use

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

*Request for
Leave*

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed five consecutive workdays.

**Local Personal
Leave**

Each 10-month employee shall earn three paid local personal leave days per school year, and each 11-month and 12-month employee shall earn four paid local personal leave days per school year in accordance with administrative regulations.

Local personal leave not used in a school year shall accumulate without limit in accordance with administrative regulations.

Local personal leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

**Extended Local Sick
Leave**

Extended local sick leave shall no longer be offered by the District as of the end of the 2022-23 school year. Extended local sick leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995-96 school year for an employee using extended local sick leave as of the end of the 2022-23 school year; however, the District shall deduct an amount established by the Board for each day of extended local sick leave taken. [See DEC(LEGAL)]

Sick Leave Pool

An employee who has exhausted all paid leave as well as any applicable compensatory time and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate state personal leave for use by the eligible employee.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

The Superintendent shall develop regulations for the implementation of the sick leave pool that address the following:

1. Procedures to request the establishment of a sick leave pool;

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

2. The maximum number of days an employee may donate to a sick leave pool;
3. The maximum number of days per school year an eligible employee may receive from a sick leave pool; and
4. The return of unused days to donors.

Appeal

An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Mental Health Leave

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

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

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requester;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

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

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

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

**Family and Medical
Leave**

The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.

**Concurrent Use of
Paid Leave**

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, **except as provided below.**

**Note:—See
DECA(LEGAL)
for provisions
addressing
FMLA Exception**

A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.

**Twelve Month
Period**

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall begin on the first duty day of the school year.

**Combined Leave for
Spouses**

When both spouses are employed by the District, the District shall not limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks, nor shall the District limit military caregiver leave to a combined total of 26 weeks.

**Intermittent or
Reduced Schedule
Leave**

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

**Certification of
Leave**

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

**Fitness-for-Duty
Certification**

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

**Leave at the End of
Semester**

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

**Temporary Disability
Leave**

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

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

**Workers'
Compensation**

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

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

No Paid Leave
Offset

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

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Payment for
Accumulated Leave
Upon Retirement**

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

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

1. The employee is retiring from the Teacher Retirement System of Texas.
2. The employee provides advance written notice of intent to retire at least 90 days before the last day of employment.
3. The employee has at least one year of service with the District.
4. The employee has at least one day of available state leave.

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

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

Rains ISD
190903

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

DATE ISSUED:
~~8/10/2024~~ 8/28/2025
~~LDU-2024.04~~ UPDATE 126
DEC(LOCAL)-X

Adopted:
8/12/2024

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Reasons

The recommendation to the Board and its decision not to renew a contract under this policy shall not be based on an employee's exercise of Constitutional rights or based unlawfully on an employee's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for proposed nonrenewal of an employee's term contract shall be:

1. Deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to comply with Board policies or administrative regulations.
7. Excessive absences.
8. Conducting personal business during school hours when it results in neglect of duties.
9. Reduction in force because of financial exigency. [See DFFA]
10. Reduction in force because of a program change. [See DFFB]
11. The employee is not retained at a campus in accordance with the provisions of a campus turnaround plan. [See AIC]
12. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
13. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
14. Failure to meet the District's standards of professional conduct.
15. Failure to report any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime

involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

16. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
17. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
18. Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job, [with or without reasonable accommodation](#).
19. Any activity, school-connected or otherwise, that, because of publicity given it, or knowledge of it among students, faculty, or the community, impairs or diminishes the employee's effectiveness in the District.
20. Any breach by the employee of an employment contract or any reason specified in the employee's employment contract.
21. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.
22. A significant lack of student progress attributable to the educator.
23. Behavior that presents a danger of physical harm to a student or to other individuals.
24. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
25. Use of profanity in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
26. Falsification of records or other documents related to the District's activities.
27. Falsification or omission of required information on an employment application.
28. Misrepresentation of facts to a supervisor or other District official in the conduct of District business.

29. Failure to fulfill requirements for state licensure or certification, including passing certification or licensing examinations required by state or federal law or by the District, for the employee's assignment.
30. Failure to maintain licensing and certification requirements, including the completion of required continuing education hours, for the employee's assignment.
31. Failure to complete certification or permit renewal requirements, or failure to fulfill the requirements of a deficiency plan, under an Emergency Permit or a Temporary Classroom Assignment Permit.
32. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
33. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
34. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]
35. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.
- ~~34-36.~~ Any reason constituting good cause for terminating the contract during its term.

Recommendations
from Administration

Administrative recommendations for renewal or proposed nonrenewal of term contracts shall be submitted to the Superintendent. A recommendation for proposed nonrenewal shall be supported by any relevant documentation. The final decision on the administrative recommendation to the Board on each employee's contract rests with the Superintendent.

Superintendent's
Recommendation

The Superintendent shall prepare lists of employees whose contracts are recommended for renewal or proposed nonrenewal by the Board. Supporting documentation, if any, and reasons for the recommendation shall be submitted for each employee recommended for proposed nonrenewal.

The Board shall consider such information, as appropriate, in support of recommendations for proposed nonrenewal and shall then act on all recommendations.

Notice of Proposed
Nonrenewal

After the Board votes to propose nonrenewal, the Superintendent or designee shall deliver written notice of proposed nonrenewal in accordance with law.

If the notice of proposed nonrenewal does not contain a statement of the reason or all the reasons for the proposed action, and the employee requests a hearing, the District shall give the employee notice of all reasons for the proposed nonrenewal at a reasonable time before the hearing. The initial notice or any subsequent notice shall contain the hearing procedures.

Request for Hearing

If the employee desires a hearing after receiving the notice of proposed nonrenewal, the employee shall notify the Board in writing not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

When a timely request for a hearing on a proposed nonrenewal is received by the presiding officer, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The employee shall be given notice of the hearing date as soon as it is set.

Hearing Procedures

Unless the employee requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the employee, the Superintendent, their representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the administration's presentation, supported by such proof as it desires to offer.
3. The employee may cross-examine any witnesses for the administration.
4. The employee may then present such testimonial or documentary proof, as desired, to offer in rebuttal or general support of the contention that the contract be renewed.
5. The administration may cross-examine any witnesses for the employee and offer rebuttal to the testimony of the employee's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only evidence presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the employee's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the employee by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the employee fails to request a hearing, the Board shall take the appropriate action and notify the employee in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Employee complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with DGBA after the relevant complaint process [has been followed](#):

1. Complaints alleging discrimination, including violations of Title IX (gender), Title VII (sex, race, color, religion, national origin), ADEA (age), or Section 504 (disability), shall be submitted in accordance with ~~the DIA series~~.
2. Complaints alleging certain forms of harassment, including harassment by a supervisor and violation of Title VII, shall be submitted in accordance with ~~the DIA series~~.
3. Complaints concerning retaliation ~~relating~~[related](#) to discrimination and harassment shall be submitted in accordance with ~~the DIA series~~.
4. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
5. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
6. Complaints concerning the proposed nonrenewal of a term contract issued under Chapter 21 of the Education Code shall be submitted in accordance with DFBB.
7. Complaints concerning the proposed termination or suspension without pay of an employee on a probationary, term, or continuing contract issued under Chapter 21 of the Education Code during the contract term shall be submitted in accordance with DFAA, DFBA, or DFCA.

Notice to Employees

The District shall inform employees of this policy through appropriate District publications [and on the District's website](#).

~~Guiding Principles~~ Informal Process

The Board encourages employees to discuss their concerns with their supervisor, principal, or other appropriate [campus or District administrator](#) who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

~~Direct
Communication with
Board Members~~
~~Employees shall not
be prohibited from
communicating with
a member of the
Board regarding
District operations~~
~~Formal Process
communication
between an
employee and a
Board member
would be
inappropriate
because of a
pending hearing or
appeal related to the
employee~~
Filing
Deadlines

If an employee has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the employee must file a complaint within 15 business days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

An employee may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.~~

~~The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.~~ The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the employee shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

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

Option to Continue
Informal Process

Even after initiating the formal complaint process, the employee is encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint	A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.
Freedom from Retaliation	Neither the Board nor any District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.
Whistleblower Complaints	Whistleblower complaints shall be filed within the time specified by law and may be made to the Superintendent or designee beginning at Level Two. Timelines for the employee and the District set out in this policy may be shortened to allow the Board to make a final decision within 60 calendar days of the initiation of the complaint. [See DG]
Complaints Against Supervisors	Complaints alleging a violation of law by a supervisor may be made to the Superintendent or designee . Complaint forms . Complaints alleging a violation of law by the Superintendent may be submitted directly to the Board or Board's designee.
Direct Communication with Board Members	Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.
General Provisions Filing	Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax , or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.
Scheduling Conferences Hearings	The District shall make reasonable attempts to schedule conferences hearings at a mutually agreeable time. If the employee fails to appear at a scheduled conference hearing , the District may hold the conference hearing and issue a decision in the employee's absence.
Response At Levels One and Two, "response" Decision	A "decision" shall mean a written communication to the employee from the appropriate administrator. Responses that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be

provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed ~~responses~~ decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

~~Days~~

~~"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."~~

~~Representative~~ Representative

"Representative" shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent ~~him or her~~ the employee in the complaint process.

The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three ~~business~~ days' notice to the District before a scheduled ~~conference or~~ hearing, the District may reschedule the ~~conference or~~ hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

~~Consolidating~~
~~Complaints~~

~~Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file~~ To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from ~~any~~ an event or series of ~~events that have been or could have been addressed in a previous complaint.~~

~~When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the District may consolidate the complaints.~~

~~Untimely Filings~~

~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the employee, at any point during the complaint process. The employee may appeal the~~

~~dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.~~

~~Costs Incurred~~ related events shall be consolidated.

Costs Incurred

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

Complaint and Appeal Forms

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

Copies of any documents that support the complaint should be ~~attached to~~ included with the complaint form. If the employee does not have copies of these documents, ~~they~~ copies may be presented at the Level One ~~conference~~ hearing. After the Level One ~~conference~~, ~~no new documents may be submitted by the employee unless the employee did not know the documents existed before the Level One conference~~ hearing, the employee may supplement the record with additional documents or include additional claims.

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the employee who filed the complaint, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect ~~may~~ shall be ~~dismissed but may be refiled with all the required information if the refiling is within the designated time for filing~~ refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Assignment of Hearing Officer

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the employee mutually agree, all deadlines shall be suspended during an investigation.

Audio Recording

As provided by law, an employee shall be permitted to make an audio recording of a ~~conference or~~ hearing under this policy at which the substance of the employee's complaint is discussed. The employee shall notify all attendees present that an audio recording is taking place.

Complaint Levels

Level One

~~Complaint forms must be filed:~~

~~8. Within 15 days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and~~

~~9. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~In most circumstances, employees on a school campus shall file Level One complaints with the campus principal; other District employees shall file Level One complaints with their immediate supervisor.~~

~~If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

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

~~The appropriate administrator shall investigate as necessary and schedule a conference with the employee within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

~~Absent extenuating circumstances, the administrator shall provide the employee a written response within ten days following the conference. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.~~ At Level One, the appropriate hearing officer shall hold a hearing with the employee within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Level Two

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level One ~~response~~decision or, if no ~~response was received,~~ within ~~ten~~decision has been communicated to the employee, within 20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the Level One ~~administrator-~~hearing officer shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator.~~ ~~The employee may re-~~questhearing officer and provide a copy of the Level One record to the employee.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~Any other documents submitted by the employee at Level One.
3. ~~The~~if the complaint is against a District employee, the written response of the District employee, if any.
- ~~3.4.~~ 4. The decision issued at Level One and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the Level One ~~administra-~~torhearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference within ten~~hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The ~~conference shall be limited to the issues and documents considered at Level One. At the conference, the employee may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference~~hearing officer may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~hearing officer shall provide the employee a ~~written response~~decision within ~~ten~~20 calendar days following the ~~conference~~hearing. In reaching a decision, the ~~Superintendent or designee~~hearing officer may consider the Level One record, any additional information provided at prior to the Level Two ~~conference~~hearing, and any other relevant documents or information the ~~Superintendent or designee~~hearing officer believes will help resolve the complaint.

Level Three

Recordings of the Level One and Level Two ~~conferences~~hearings, if any, shall be maintained with the Level One and Level Two records.

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level Two ~~response~~decision or, if no ~~response was received,~~ ~~within ten~~decision has been communicated to the employee, within 20 calendar days of the Level Two ~~response~~decision deadline.

~~The Superintendent or designee shall inform the employee of the date, time, and place of the Board~~Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the employee whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee~~At least five business days before the Board or Board committee meeting, the Superintendent shall provide the employee a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. ~~The written response~~Any other documents submitted by the employee at Level Two.
- ~~3.4.~~ 4. The decision issued at Level Two and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the administration in reaching the Level Two decision.

~~The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the employee notice of the nature of the evidence at least three days before the hearing.~~

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

The employee may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the employee and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. ~~The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels. members.~~

In addition to any other record of the Board meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the employee or the employee's representative, any presentation from the administration, and questions from the Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It ~~may give notice of its~~ shall make a decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. ~~If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The employee shall be provided a decision in accordance with this policy and state law.

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, [DCE](#), 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 the CKE series];
2. A District employee who holds a ~~Texas~~ handgun license [in accordance with state law](#) 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

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.

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.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

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~~ a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. ~~[See FFF]~~

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

**Tobacco and
Nicotine Products
and E-Cigarettes**

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

**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.
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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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; or
4. 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;
 - Felony driving while intoxicated (DWI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

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.

INSTRUCTIONAL ARRANGEMENTS
LESSON PLANS

EEP
(LOCAL)

**Instructional Plan
and Course Syllabus**

Prior to the beginning of each semester, each teacher shall provide a copy of the teacher's instructional plan or course syllabus for each class for which the teacher provides instruction.

The teacher shall provide this information to the District administration and the parent of each student enrolled in the teacher's class. Additional copies of the instructional plan or course syllabus shall be made available to a parent of a student enrolled upon that parent's request.

District Website

The Superintendent shall develop administrative procedures for the posting of the instructional plans and course syllabi for each class offered in the District on the District's website.

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 instructional materials designed to teach the Texas Essential Knowledge and Skills and further the District's educational mission. Although the Superintendent shall 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 textbooks, supplementary resources for classroom use, 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 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. 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. Promote literacy.

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.

Parent Request for Instructional Material Review

The Superintendent shall develop administrative regulations to ensure compliance with state law and rules that a parent or guardian of a District student may request an instructional materials review for a subject area in the grade level in which their student is enrolled on the basis of the following:

1. The material is not aligned with District-adopted materials; or
2. The material does not have the appropriate rigor for the grade level for the subject area in which the instructional material is used.

The regulations shall also address procedures for submitting a parent petition to review instructional materials, the appeal process if a petition for review is denied, criteria for reviewing any appeal, and timelines for each step in the process.

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 include District-level staff, secondary-level students, parents, 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 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: Unless otherwise noted, the terms “video recording,” “video surveillance,” and “video monitoring” shall also include any associated audio recordings. In addition, the term “classroom” shall also include other special education settings subject to video and audio recording required by law.

To promote student safety, the District shall comply with requests for video and audio monitoring of certain **self-contained** special education classrooms as required by law. Regular or continual monitoring of video recordings shall be prohibited. Video recordings shall not be used for teacher evaluation or monitoring or for any purpose other than the promotion of student safety.

The **Superintendent** is responsible for coordinating the provision of equipment to campuses in compliance with the law.

The Superintendent shall ensure that administrative regulations are developed to implement this policy.

Requests

For Following Year

A parent of a student receiving special education services and whose placement for the following school year will be in a **self-contained** special education classroom eligible for video surveillance may request in writing that a video camera be placed in the classroom by the end of the current school year or by the **tenth 10th** business day after the student’s admission, review, and dismissal (ARD) committee determines the student’s placement, whichever is later. If such a request is made, the campus shall begin operation of the camera by the deadlines in law.

For Current Year

Written requests from a parent, assistant principal, principal, staff member, or the Board shall be submitted and processed in accordance with the procedures in law.

Response

As required by law, the District shall provide a response to the requester not later than the seventh business day after receipt of the request.

Notice

Before a camera is activated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be conducted in the classroom.

Installation and Operation

The classroom subject to the request shall begin operation of video surveillance not later than the time frames required in law, except when the District is granted an extension of time.

When the District has installed video cameras in a classroom as required by law, the District shall operate the cameras during the instructional day at all times when one or more students are in the classroom. For purposes of this policy, the instructional day shall be defined as the portion of a school day during which instruction is taking place in the classroom.

For the school year in which a campus receives a request for video and audio surveillance, the campus shall continue to operate and maintain any video cameras placed in the classroom for as long as the classroom continues to satisfy the requirements in Education Code 29.022(a). However, the campus may discontinue operation of the video camera during the year if the requester withdraws the request in writing and no request is submitted to continue the surveillance. Before a camera is deactivated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be discontinued in the classroom and of the opportunity to request continued video and audio surveillance.

Video cameras must be capable of recording video and audio of all areas of the classroom, including a room attached to the classroom used for time out as defined by law. No visual monitoring, other than incidental coverage, shall be conducted of the inside of a bathroom or other area used for changing a student's clothes.

The District shall post notice at the entrance to a classroom in which video cameras are placed stating that video and audio surveillance is conducted in that classroom.

Retention of Recordings

Video recordings shall be retained for at least three months after the date of the recording but may be retained for a longer period in accordance with the District's records management program, or as required by law. [See CPC]

Confidentiality of Recordings

Video recordings made in accordance with this policy shall be confidential and shall only be released or viewed by the individuals and in the limited circumstances permitted by law. The following individuals shall have authority to view video recordings to the extent permitted by the Family Educational Rights and Privacy Act (FERPA):

1. A District employee or a parent of a student who is involved in an alleged incident documented by a recording and reported to the District;
2. Appropriate Department of Family and Protective Services (DFPS) personnel as part of an investigation of alleged abuse or neglect of a child;

3. A peace officer, school nurse, District administrator trained in de-escalation and restraint techniques, or human resource staff member in response to a report of an alleged incident or an investigation of an employee or a report of alleged abuse committed by a student; and
4. Appropriate Texas Education Agency or State Board for Educator Certification personnel or their agents as part of an investigation.

For purposes of this policy, the term “human resource staff member” shall include the Superintendent, a principal, an assistant principal or other campus administrator, and any supervisory position within the District’s human resources office. If an individual listed in items ~~2-42-4~~, above, believes that a recording shows a violation of District policy or campus procedures, the individual may allow access to the recording by appropriate legal and human resources personnel designated by the District for the purpose of determining whether a policy or procedure has been violated.

Any person who suspects that child abuse or neglect has occurred shall report this suspicion as required by law and District policy.
[See FFG]

Reporting an Incident

A person alleging that an incident, as defined by law, has occurred in a classroom in which video surveillance is conducted shall file a report on the form provided by the District with the principal as soon as possible after the person suspects the alleged incident. If possible, an incident report form shall be filed within ~~48~~24 hours of the facts giving rise to the allegation. The principal shall promptly view, or direct an authorized individual to view, the video surveillance footage to identify the relevant portion of the recording. No later than ~~ten District business days~~10 District business days after the report is filed, the principal or designee shall respond by notifying the person whether the alleged incident was recorded in the District’s video surveillance footage and shall initiate other steps as required by law, District policy, or local procedures.

Complaints

Complaints related to video and audio recordings under this policy shall be filed in accordance with DGBA, FNG, or GF, as applicable. A complainant who is dissatisfied with the outcome of the District’s complaint process may appeal in writing to the commissioner of education in accordance with Education Code 7.057 and 19 Administrative Code 103.1303. A parent, staff member, or District administrator may request an expedited review in accordance with 19 Administrative Code 103.1303.

Relation to Essential Knowledge and Skills

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives 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 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 ~~nine~~nine 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 and the sixth~~third week and the sixth 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,~~Each year, the District shall provide at least two opportunities for in-person conferences between each parent and the student's teacher. Additional conferences may be requested by a teacher or parent as needed.

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 [see CQD], 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, or

information from students, or the use of an artificial intelligence de-
tection tool selected by the District.

Parent Portal

The District shall establish a parent portal on the District's website through which parents may submit comments to campus administrators, District administrators, and the Board.

The Superintendent shall develop administrative regulations related to the portal, including placement on the District or campus websites and how campus or District administrators are to address comments received from parents through the portal.

Release from School

A student shall not be released from school at times other than regular dismissal hours except with the permission of the principal of the school. The teacher shall determine that such permission has been granted before allowing the student to leave.

Exception for
Released Time
Course

For purposes of this policy, a “released time course” shall have the same definition as provided in law.

A student shall be permitted to attend a released time course in accordance with the following requirements:

1. The parent or guardian has provided written consent for the student to attend the released time course;
2. The private entity offering the released time course maintains attendance records and will make those records available to the District;
3. The private entity, parent or guardian, or student assumes responsibility for transportation, including transportation for a student with a disability, to and from the location at which the released course is offered;
4. The private entity assumes liability for the student enrolled in the released time course while the student is under the private entity’s care; and
5. The student is responsible for any school work and assignments issued during the student’s absence from the District.

The District shall be prohibited from using District funds, excluding de minimis costs, to facilitate the student attending a released time course.

A private entity shall be prohibited from offering the released time course on District property unless the use is in accordance with policy GKD.

The District shall not interfere with a parent’s or guardian’s ability to request or access a released time course for the student.

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription medication in accordance with legal requirements.
2. Nonprescription medication, ~~upon a parent's written request, when properly labeled and in the original container~~ in accordance with legal requirements.
3. Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.

Medication Provided by District

Except as required by law and provided by this policy, the District shall not purchase medication to administer to a student.

Athletic Program

The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in the District's athletic program. Only a licensed athletic trainer or a physician licensed to practice medicine in the state of Texas may administer this medication and may do so only if:

1. The District has prior written consent for medication to be administered [see Medical Treatment, below]; and
2. The administration of a medication by an athletic trainer is in accordance with a standing order or procedures approved by a physician licensed to practice medicine in the state of Texas.

Epinephrine

The District authorizes school personnel who have agreed in writing and been adequately trained to administer an unassigned epinephrine **delivery system, such as an auto-injector or nasal spray**, in accordance with law and this policy. Administration of epinephrine shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing anaphylaxis.

On Campus

Authorized and trained individuals may administer an unassigned epinephrine **auto-injector delivery system** at any time to a person experiencing anaphylaxis on a school campus.

The District shall ensure that at each campus a sufficient number of authorized individuals are trained to administer epinephrine so that at least one trained individual is present on campus during all hours the campus is open. In accordance with state rules, the campus shall be considered open for this purpose during regular on-campus school hours and whenever school personnel are physically on site for school-sponsored activities.

*Maintenance,
Availability, and
Training*

The Superintendent shall develop administrative regulations designating a coordinator to manage policy implementation and addressing annual training of authorized individuals in accordance with law; procedures for ~~auto-injector~~ **delivery system** use; and acquisition or purchase, maintenance, expiration, disposal, and availability of unassigned epinephrine ~~auto-injectors~~.

Notice to Parents

In accordance with law, the District shall provide notice of the policy to parents regarding the epinephrine program, including notice of any change to or discontinuation of this program.

Opioid Antagonist

This provision shall be applicable to every campus.

On Campus

The District authorizes school personnel who have been adequately trained to administer an opioid antagonist in accordance with law and this policy. Administration of an opioid antagonist shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing an opioid-related overdose.

Each applicable campus shall have at least one individual who is authorized and trained to administer an opioid antagonist present during regular school hours.

*Maintenance,
Availability,
Training, and
Reporting*

Each applicable campus shall have at least two unused, unexpired opioid antagonist doses available.

All opioid antagonists shall be stored in a secure location and shall be easily accessible by individuals who are authorized and trained to administer an opioid antagonist.

The Superintendent shall develop administrative regulations addressing acquisition, maintenance, expiration, and disposal of opioid antagonists in the District, as well as reporting, employee training, and emergency notification requirements.

Psychotropics

Except as permitted by law, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or

3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary.

**Threat Assessment
and Safe and
Supportive Team**

In compliance with law, the Superintendent shall ensure that a multidisciplinary threat assessment and safe and supportive team is established to serve each campus. The Superintendent shall appoint team members. The team shall be responsible for developing and implementing a safe and supportive school program at each campus served by the team and shall support the District in implementing its multi-hazard emergency operations plan.

Training

Each team shall complete training provided by an approved provider on evidence-based threat assessment programs.

Student Reports

Each campus shall establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the team or other appropriate District employee.

Employee
Confidentiality

A District employee who reports a potential threat may elect for the employee's identity to remain confidential and not be subject to disclosure under the state's public information law. The employee's identity shall only be revealed when necessary for the team, the District, or law enforcement to investigate the reported threat.

The District shall maintain a record of the identity of a District employee who elects for the employee's identity to remain confidential.

Notification to
Teaching Staff of
Threat

As soon as safe and practicable after an administrator or team receives information regarding a threat against a campus, including a threat made through social media, the appropriate administrator or the team shall immediately provide to each member of the teaching staff, including teacher aides, who may be directly affected by the threat a statement containing the following information:

1. The existence of the threat;
2. The nature of the threat; and
3. Any other pertinent detail to ensure student and staff safety.

The Superintendent shall develop administrative regulations to ensure that the required notice is provided to the teaching staff in accordance with law. The administrative regulations may also address notification of other appropriate employees on the affected campus.

Imminent Threats or
Emergencies

A member of the team or any District employee may act immediately to prevent an imminent threat or respond to an emergency, including contacting law enforcement directly.

Threat Assessment
Process

The District shall develop procedures as recommended by the Texas School Safety Center. In accordance with those procedures,

the threat assessment and safe and supportive team shall conduct threat assessments using a process that includes:

1. Identifying individuals, based on referrals, tips, or observations, whose behavior has raised concerns due to threats of violence or exhibition of behavior that is harmful, threatening, or violent.
2. Conducting an individualized assessment based on reasonably available information to determine whether the individual poses a threat of violence or poses a risk of harm to self or others and the level of risk.
3. Implementing appropriate intervention and monitoring strategies, if the team determines an individual poses a threat of harm to self or others. These strategies may include referral of a student for a mental health assessment and escalation procedures as appropriate.

For a student or other individual the team determines poses a serious risk of violence to self or others, the team shall immediately report to the Superintendent, who shall immediately attempt to contact the student's parent or guardian. Additionally, the Superintendent shall coordinate with law enforcement authorities as necessary and take other appropriate action in accordance with the District's multihazard emergency operations plan.

For a student the team identifies as at risk of suicide, the team shall follow the District's suicide prevention program.

For a student the team identifies as having a substance abuse issue, the team shall follow the District's substance abuse program.

For a student whose conduct may constitute a violation of the District's Student Code of Conduct, the team shall make a referral to the campus behavior coordinator or other appropriate administrator to consider disciplinary action.

As appropriate, the team may refer a student:

1. To a local mental health authority or health-care provider for evaluation or treatment; or
2. For a full individualized and initial evaluation for special education services.

The team shall not provide any mental health-care services, except as permitted by law.

STUDENT WELFARE
CRISIS INTERVENTION

FFB
(LOCAL)

Guidance to School
Community

The team shall provide guidance to students and District employees on recognizing harmful, threatening, or violent behavior that may pose a threat to another person, the campus, or the community and methods to report such behavior to the team, including through anonymous reporting.

Reports

The team shall provide reports to the Texas Education Agency as required by law.

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom ~~an educa-~~
~~tor~~ a District employee or a person acting as a service provider for
the District is alleged to have engaged in misconduct, informing the
parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the ~~educator~~ individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification (~~SBEC~~) concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an ~~educa-~~
~~tor's~~ individual's alleged abuse or commission of an otherwise un-
lawful act with ~~the~~ student or involvement in a romantic relation-
ship, or soliciting or engaging in sexual contact with ~~the~~ student.

Notice of Suspected Criminal Offense

Except as provided by state law regarding child abuse investiga-
tions, the District shall notify a parent not later than one business
day after the date an employee first suspects that a criminal of-
fense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse
and FFH for parental notification requirements regarding prohibited
conduct as defined by that policy.]

**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.

The following individuals have an additional legal obligation to submit a written or oral report within 4824 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.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

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, [as defined in law](#);
2. The Child Protective Services (CPS) division of 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 principal, 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.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

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 and the rules of the 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>

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process **has been followed**:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with ~~the FFH-series~~.
2. Complaints concerning dating violence shall be submitted in accordance with ~~the FFH-series~~.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with ~~the FFH-series~~.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints within the scope of Section 504, including complaints concerning identification, evaluation, or educational placement of a student with a disability, shall be submitted in accordance with FB and the procedural safeguards handbook.
9. Complaints within the scope of the Individuals with Disabilities Education Act, including complaints concerning identification, evaluation, educational placement, or discipline of a student with a disability, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with the EF series.

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11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant 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 GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications [and on the District's website](#).

Guiding Principles
Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other [appropriate campus or District](#) administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except Filing Deadlines

If a student or parent has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the student or parent shall have the later of:

After Informal Process

- Ninety calendar days to file a complaint from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint; or
- Thirty calendar days to file a complaint from the date on which the District provided information to the student or parent regarding how to file a grievance.

[See Formal Process, below]

No Prior Informal Process

If the student or parent has not engaged in the informal process, the student or parent shall have no more than 60 calendar days from the date the student or parent first knew, or with reasonable

diligence should have known, of the decision or action giving rise to the complaint or grievance to file a complaint using the appropriate forms.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.~~

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.

~~Freedom from Retaliation~~The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, students and parents shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.

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

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint	A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.
Freedom from Retaliation	Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.
General Provisions Filing	Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.
Scheduling Conferences Hearings	The District shall make reasonable attempts to schedule conferences hearings at a mutually agreeable time. If a student or parent complainant fails to appear at a scheduled conference hearing , the District may hold the conference hearing and issue a decision in the student's or parent's complainant's absence.
Response At Levels One and Two, "response" Decision	A "decision" shall mean a written communication to the student or parent complainant from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.
Days	"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one." that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested. The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

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A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S. Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

"Representative" shall mean any person who or organization that is designated by the ~~student or parent~~complainant to represent the ~~student or parent~~complainant in the complaint process. A student may be represented by an adult at any level of the complaint.

The ~~student or parent~~complainant may designate a representative through written notice to the District at any level of this process. ~~If the student or parent~~The representative may participate in person or by telephone conference call. If the complainant designates a representative with fewer than three business days' notice to the District before a scheduled ~~conference or~~hearing, the District may reschedule the ~~conference or~~hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating
Complaints

~~Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file~~To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from ~~any~~an event or series of ~~events that have been or could have been addressed in a previous complaint.~~

Untimely Filings

~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness~~related events shall be consolidated.

Costs Incurred

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

Complaint and
Appeal Forms

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

Copies of any documents that support the complaint should be ~~attached to~~included with the complaint form. If the ~~student or parent~~complainant does not have copies of these documents, copies may be presented at the Level One ~~conference~~hearing. After the Level

~~One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference hearing, the complainant may supplement the record with additional documents or include additional claims.~~

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect ~~may~~ shall be ~~dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.~~ re-filed, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Assignment of
Hearing Officer

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Level One

~~Complaint forms must be filed:~~

- ~~1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and~~
- ~~2. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~In most circumstances, students and parents shall file Level One complaints with the campus principal.~~

~~If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

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

~~Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator~~
Complaint Levels
Level One
Investigation

~~The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

If the ~~student or parent~~ complainant did not receive the relief requested at Level One or if the time for a ~~response~~ decision has expired, the ~~student or parent~~ complainant may request a ~~conference with the Superintendent or designee~~ hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~ 20 calendar days of the date of the ~~written~~ Level One ~~response~~ decision or, if no ~~response was received,~~ ~~within ten~~ decision has been communicated to the complainant, within 20 calendar days of the Level One ~~response~~ decision deadline.

After receiving notice of the appeal, the Level One ~~administrator-hearing officer~~ shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator~~. ~~The student or parent may request~~ hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~ Any other documents submitted by the ~~student or parent-complainant~~ at Level One.
3. ~~The~~ If the complaint is against a District employee, the written response of the District employee, if any.
- ~~3.4.~~ 4. The decision issued at Level One and any attachments.

4.5. All other documents relied upon by the Level One ~~administra-
ter~~hearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference
within ten~~hearing officer shall hold a hearing within 10 calendar
days after the appeal notice is filed. The ~~conference shall be lim-
ited to the issues and documents considered at Level One. At the
conference, the student or parent may provide information con-
cerning any documents or information relied upon by the adminis-
tration for the Level One decision. The Superintendent or designee
may set reasonable time limits for the conference~~hearing officer
may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~hearing officer shall provide the
~~student or parent a written response within ten~~complainant a deci-
sion within 20 calendar days following the ~~conference~~hearing. In
reaching a decision, the ~~Superintendent or designee~~hearing officer
may consider the Level One record, any additional information pro-
vided at prior to the Level Two ~~conference~~hearing, and any other
relevant documents or information the ~~Superintendent or designee-
hearing officer~~ believes will help resolve the complaint.

Recordings of the Level One and Level Two ~~conferences~~hearings,
if any, shall be maintained with the Level One and Level Two
records.

Level Three

If the ~~student or parent~~complainant did not receive the relief re-
quested at Level Two or if the time for a ~~response~~decision has ex-
pired, the ~~student or parent~~complainant may appeal the decision to
the Board.

The appeal notice must be filed in writing, on a form provided by
the District, within ~~ten~~20 calendar days of the date of the ~~written~~
Level Two ~~response~~decision or, if no ~~response was received,~~
~~within ten~~decision has been communicated to the complainant,
within 20 calendar days of the Level Two ~~response~~decision dead-
line.

~~The Superintendent or designee shall inform the student or parent
of the date, time, and place of the Board~~Unless the Board dele-
gates a committee in accordance with law, the Board shall hear the
appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee
shall hold a meeting to discuss the complaint no later than 60 cal-
endar days after the date on which the Level Two decision was
made.

The Superintendent shall inform the complainant whether the
Board or a Board committee will hear the appeal and of the date,

time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent~~At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. ~~The written response~~Any other documents submitted by the complainant at Level Two.
- ~~3.4.~~ 4. The decision issued at Level Two and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the administration in reaching the Level Two decision.

~~The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.~~

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

~~The~~complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the ~~student or parent~~complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by ~~the Board.~~The Board shall hear the complaint and may re-

~~quest that the administration provide an explanation for the decisions at the preceding levels.~~ members.

In addition to any other record of the ~~Board~~ meeting required by law, the Board ~~or Board committee~~ shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the ~~student complainant~~ or ~~parent or the student's~~ the complainant's representative, any presentation from the administration, and questions from ~~the Board~~ members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board ~~or Board committee~~ shall then consider the complaint. It ~~may give notice of its~~ shall make a decision ~~orally or in writing at any time up to and including the next regularly scheduled Board meeting.~~ If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at ~~Level Two~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Corporal Punishment

Corporal punishment may be used as a discipline management technique in accordance with this policy and the Student Code of Conduct.

Corporal punishment shall not be administered to a student whose parent has submitted to the principal a signed statement for the current school year prohibiting the use of corporal punishment with his or her child. The parent may reinstate permission to use corporal punishment at any time during the school year by submitting a signed statement to the principal.

Guidelines

Corporal punishment shall be limited to spanking or paddling the student and shall be administered in accordance with the following guidelines:

1. The student shall be told the reason corporal punishment is being administered.

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2. Corporal punishment shall be administered only by the principal or designee.
3. The instrument to be used in administering corporal punishment shall be approved by the principal.
4. Corporal punishment shall be administered in the presence of one other District professional employee and in a designated place out of view of other students.

Disciplinary
Records

The disciplinary record reflecting the use of corporal punishment shall include any related disciplinary actions, the corporal punishment administered, the name of the person administering the punishment, the name of the witness present, and the date and time of punishment.

Physical Restraint

Note: A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.
3. Protect property from serious damage.
4. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

**Video and Audio
Monitoring**

Video and audio recording equipment shall may be used for safety purposes to monitor student behavior on District property.

~~The~~When video and audio recording equipment is in use, the District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

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Access to
Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:

1. Complaints concerning instructional resources shall be ~~filed-~~ **submitted** in accordance with the EF series.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be ~~filed~~ **submitted** in accordance with the CKE series.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant 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 GKA(LEGAL)]

~~Guiding Principles~~ Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Filing Deadlines

If a member of the public has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the individual must file a complaint within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

An individual may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual whose concerns are resolved may withdraw a formal complaint at any time.~~

~~The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any~~

~~level.~~ The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the individual shall file a Level One complaint with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.

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

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, ~~including email and fax,~~ or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic

communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three **business** days after the deadline.

Scheduling
~~Conferences~~Hearin
gs

The District shall make reasonable attempts to schedule ~~confer-
ences~~hearings at a mutually agreeable time. If the ~~individual~~com-
plainant fails to appear at a scheduled ~~conference~~hearing, the Dis-
trict may hold the ~~conference~~hearing and issue a decision in the
~~individual's~~complainant's absence.

Response
At Levels One and
Two,
"response"Decision

A "decision" shall mean a written communication to the ~~individual-
complainant~~ from the appropriate administrator. ~~Responses may
be hand-delivered, sent by electronic communication to the individ-
ual's email address of record, or sent by U.S. Mail to the individ-
ual's mailing address of record. Mailed responses that provides an~~
explanation of the basis of the decision, an indication of each docu-
ment that supports the decision, and any relief or redress to be
provided. A decision shall be issued on the merits of the concern
raised in the complaint notwithstanding any procedural errors or
the type of relief or redress requested.

The decision shall also include information regarding the filing of
an appeal in accordance with this policy. After a hearing at Level
Three, the decision shall include information on submitting an ap-
peal to the commissioner.

A decision may be hand-delivered, sent by electronic communica-
tion to the complainant's email address of record, or sent by U.S.
Mail to the complainant's mailing address of record. Mailed deci-
sions shall be timely if they are postmarked by U.S. Mail on or be-
fore the deadline.

Days

~~"Days" shall mean District business days, unless otherwise noted.
In calculating timelines under this policy, the day a document is
filed is "day zero." The following business day is "day one."~~

Representative

"Representative" shall mean any person who or organization that is
designated by ~~an individual~~a complainant to represent the ~~individu-
al~~complainant in the complaint process.

The ~~individual~~complainant may designate a representative through
written notice to the District at any level of this process. ~~If the indi-
vidual~~The representative may participate in person or by telephone
conference call. If the complainant designates a representative
with fewer than three **business** days' notice to the District before a
scheduled ~~conference or~~hearing, the District may reschedule the
~~conference or~~hearing to a later date, if desired, in order to include
the District's counsel. The District may be represented by counsel
at any level of the process.

Consolidating
Complaints

~~Complaints arising out of an event or a series of related events shall be addressed in one complaint. An individual shall not file~~To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from ~~any~~an event or series of ~~events that have been or could have been addressed in a previous complaint.~~

Untimely Filings

~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness~~related events shall be consolidated.

Costs Incurred

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

Complaint and
Appeal Forms

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

Copies of any documents that support the complaint should be ~~at-~~attached ~~to~~included with the complaint form. If the ~~individual~~complainant does not have copies of these documents, ~~they~~copies may be presented at the Level One ~~conference~~hearing. After the Level One ~~conference~~, ~~no new documents may be submitted by the individual unless the individual did not know the documents existed before the Level One conference~~hearing, the complainant may supplement the record with additional documents or include additional claims.

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect ~~may~~shall be ~~dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.~~re-filed, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Assignment of Hearing Officer

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Level One

Complaint forms must be filed:

3. Within 15 days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
4. With the lowest level administrator who has the authority to remedy the alleged problem.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

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

The appropriate administrator shall investigate as necessary and schedule a conference with the individual within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

~~Absent extenuating circumstances, the administrator shall provide the individual a written response within ten days following the conference. In reaching a decision, the administrator may consider information provided at the Level One conference and any other Level One documents or information the administrator invest~~
Complaint Levels
Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level One ~~response~~decision or, if no ~~response was received,~~ ~~within ten~~decision has been communicated to the complainant, within 20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the Level One ~~administrator~~hearing officer shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator~~. ~~The individual may request~~hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~Any other documents submitted by the ~~individual~~complainant at Level One.
3. ~~The~~if the complaint is against a District employee, the written response of the ~~District~~ employee, if any.
- ~~3-4.~~4. The decision issued at Level One and any attachments.
- ~~4-5.~~5. All other documents relied upon by the Level One ~~administrator~~hearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference~~ ~~within ten~~hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The ~~conference shall be limited to the issues and documents considered at Level One. At the conference, the individual may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference~~hearing officer may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~hearing officer shall provide the ~~individual a written response within ten~~complainant a decision within 20 calendar days following the ~~conference~~hearing. In reaching a decision, the ~~Superintendent or designee~~hearing officer may consider the Level One record, any additional information provided ~~at~~prior to the Level Two ~~conference~~hearing, and any other relevant documents or information the ~~Superintendent or designee~~hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two ~~conferences~~hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level Two ~~response~~decision or, if no ~~response was received,~~ ~~within ten~~decision has been communicated to the complainant, ~~within 20~~ calendar days of the Level Two ~~response~~decision deadline.

~~The Superintendent or designee shall inform the individual of the date, time, and place of the Board~~Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee shall provide the Board the record of the Level Two appeal. The individual~~At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
- ~~3. The written response issued at Level Two and any attachments.~~
- ~~4.3. All~~Any other documents ~~relied upon~~submitted by the ~~administration in reaching the complainant at Level Two decision.~~
4. The ~~appeal shall be limited to the issues and documents considered~~decision issued at Level Two, ~~except that if at the Level Three hearing and any attachments.~~

5. All other documents relied upon by the administration ~~intends to rely on evidence not included in the Level Two record, the administration shall provide the individual notice of the nature of the evidence at least three days before the hearing in~~ reaching the Level Two decision.

The ~~District shall determine whether~~ complainant may request that the complaint ~~will be presented~~ heard in open or closed meeting. ~~in accordance with~~ The District shall honor that request unless the Texas Open Meetings Act ~~and~~ other applicable law ~~requires otherwise~~. [See BE]

~~The~~At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the ~~individual~~ complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by ~~the~~ Board. ~~The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.~~ members.

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

The Board ~~or Board committee~~ shall then consider the complaint. It ~~may give notice of its~~ shall make a decision ~~orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

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 products, e-cigarettes, or other 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.

Exceptions

No violation of this policy occurs when:

1. ~~A Texas~~ An individual who holds a handgun license holder in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. 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]