

**Notice of Regular Meeting
by Videoconference or Telephone Call
Board of Trustees
Monday, April 21, 2025**

A Regular Meeting of the Board of Trustees will be held on Monday, April 21, 2025, beginning at 6:00 PM, Clyde Auxiliary Building, 2515 South Access Road West, Clyde, Texas 79510.

Due to health and safety concerns related to the COVID-19 coronavirus, this meeting will be conducted by videoconference or telephone call. At least a quorum of the board will be participating by videoconference or telephone call in accordance with the provisions of Sections 551.125 or 551.127 of the Texas Government Code that have not been suspended by order of the governor.

Members of the public may access this meeting and or provide public comments as identified below:

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

1. CALL TO ORDER AND ANNOUNCE A QUORUM

2. INVOCATION

3. PLEDGES OF ALLEGIANCE

4. SPECIAL RECOGNITIONS AND PRESENTATIONS

1. Student Recognitions: Clyde Junior High

2. Employee Recognitions

5. RECOGNITION OF VISITORS/PUBLIC COMMENT

Board Operating Procedures for Public Comment

Speaker Signup

Individuals who wish to provide public comment or testimony to the Board at the designated time during a Board meeting must sign up in advance of the Board meeting by email (contact@clydeisd.org) or in-person at the Clyde CISD Administration Offices. Signup will open 72-hours prior to the posted Board meeting and close at 3:00pm on the day of the meeting. When an individual signs up, the individual must sign up using the form provided by the district. The individual must also indicate whether the comment pertains to an item on the Board agenda and, if so, which item or items. An individual who will be accompanied by a translator must notify the District at the time of signup.

If an agenda item is continued or posted again for a meeting on a later date, individuals who wish to address the Board on the item must sign up separately for that later date.

Topic of Public Comment

At meetings other than regular Board meetings, public comments are limited to items on the posted meeting notice and agenda. At regular meetings, comments on other topics may be allowed as time permits. Public comments should be limited to topics relevant to District business.

Time for Public Comment

Generally, the Board will conduct public comment at the beginning of its Board meetings.

However, in the interest of time and the orderly conduct of public business, the Board reserves the right to:

- Increase or decrease the per-speaker time limit to address the Board.
- Move comment on non-agenda topics to the end of the meeting.
- Take items in a different order than shown on the meeting notice.
- Proceed first with agenda items for which no speakers have registered to provide comment.
- Recommend that comments involving the performance of individual District employees or officers be made through the grievance policy.
- Require that comments involving personally identifiable student information be made through the grievance policy.
- Continue a meeting or an agenda item to another day in order to allow adequate time for public comment.
- Make other reasonable adjustments to the timing of public comment in accordance with law.

The Board delegates to its presiding officer the authority to make reasonable adjustments to the timing and conduct of public comment in accordance with law. [See BDAA]

The presiding officer will announce these adjustments in an open meeting.

Per-Speaker Time Limit

A speaker will be given up to five (5) minutes to address the Board. If, however, the total number of speakers seeking to address the Board at a meeting exceeds five (5) the per-speaker time limit may be reduced. In no event will a speaker be given less than one minute to address the Board. A speaker who wishes to address multiple agenda items may be given one (1) additional minute as additional time to address the Board.

Written Comments to the Board

In lieu of or in addition to speaking at an open meeting, a member of the public may also submit written comments to the Board regarding District business as follows:

Written comments to the Board may be submitted to the superintendent, either via email, USPS mail or in-person, before the public comment deadline.

Written submissions to the Board are subject to public disclosure in accordance with the law.

Public Comment Signup Sheet

Public comment at regular Board meetings will be conducted in accordance with BED(LOCAL) and the Board's procedures on public comment.

At meetings other than regular Board meetings, public comments are limited to items on the posted meeting notice and agenda. At regular meetings, comments on other topics may be allowed as time permits. Public comments should be limited to topics relevant to District business.

In lieu of or in addition to speaking at an open meeting, a member of the public may also submit written comments to the Board regarding District business as follows:

Written comments to the Board may be submitted to the superintendent, either via email, USPS mail or in-person, before the public comment deadline. Anonymous submissions will not be addressed.

The following guidelines apply to public comment:

1. Individuals must sign up in advance by email (contact@clydeisd.org) or in-person at the Clyde CISD Administration Offices. Signup will open 72 hours prior to the posted Board meeting time and close at 3:00pm on the day of the Board meeting. When an individual signs up, the individual must sign up using the form provided by the district. The individual must also indicate whether the comment pertains to an item on the Board agenda and, if so, which item or items. An individual who will be accompanied by a translator must notify the District at the time of signup.
2. If an agenda item is continued or posted again for a meeting on a later date, individuals who wish to address the Board on the item must sign up separately for that later date.
3. The period reserved for public comment at a Board meeting will generally occur at the beginning of the meeting. However, in the interest of time and the orderly conduct of public business, the presiding officer may make adjustments in accordance with the Board's adopted procedures on public comment.
4. A speaker will be given up to five (5) minutes to address the Board. If, however, the total number of speakers seeking to address the Board at a meeting exceeds five (5), the per-speaker time limit may be reduced. In no event will a speaker be given less than one minute to address the Board. A speaker who wishes to address multiple agenda items may be given more time to address the Board in accordance with the Board's adopted procedures.
5. Under the Texas Open Meetings Act, the Board is not permitted to discuss or act upon any issues that are not posted on the agenda for the meeting.
6. The Board has adopted complaint policies that are designed to secure, at the lowest possible administrative level, a prompt and equitable resolution of complaints and concerns for employees, students or their parents, and the general public. [See DGBA, FNG, and GF] Each of these processes provides that, if a resolution cannot be achieved administratively, the person may appeal the administrative decision to the Board as a properly posted agenda item. For further information on those policies, please contact the superintendent's office at (325) 893-4222. If the subject of a speaker's comment involves a pending grievance, the speaker should seek resolution

through the grievance process and address the Board only at the appropriate stage of that process.

7. Under the Texas Open Meetings Act, the Board may exercise its authority to discuss certain subject matters on the agenda in closed session, including matters involving individual District staff members and individual students. If a speaker's comment concerns one of these subjects, the speaker should address the concern through the District's complaint policies.
8. Rules of order and decorum will be enforced during the public comment period to ensure efficient meetings. Unlawful or disruptive conduct, including interrupting scheduled speakers, speaking out of turn, or interfering with the rights of others, will not be tolerated. Each participant is legally responsible for the content and consequences of his or her own statements.

Please provide the information requested below if you wish to address the Board during the public comment period:

Name: _____

Telephone or
other contact
information: _____

Will you be accompanied by a translator?

- Yes (if known, please provide the name of the translator: _____)
- No

Does the topic or topics on which you wish to address the Board appear on the current agenda?

- Yes
- No

If Yes, please indicate the topic or topics on the agenda about which you wish to address the Board:

If No, please list any topics on which you would like to comment that are not on the agenda for the meeting:

6. DISCUSSION ITEMS

1. HANNER SPORTS COMPLEX UPDATE: City Administrator Rodger Brown
2. FACILITY UPGRADES: Ag Farm Facilities Presentation
3. FACILITY UPGRADES: Athletics Facilities Needs
7. **PUBLIC ANNOUNCEMENT OF BOARD MEMBER TRAINING HOURS**

BOARD PRESIDENT'S SCRIPT

Under State Board of Education Rule, completing required continuing education each year of service is a basic obligation and expectation of any sitting board member.

As Board President, I am required to announce the name of each member who:

- Has completed the required continuing education;
- Has exceeded the required continuing education;
- and
- Is deficient in meeting the required continuing education.

There are eight training areas for board member continuing education:

1. Local District Orientation
2. Orientation to the Texas Education Code
3. Post-Legislative Update to the Texas Education Code
4. Team Building
5. Additional Continuing Education

6. Evaluating Student Academic Performance and Setting Goals

7. Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children

8. School Safety

To the extent applicable to each board member, I will announce the completion or deficiency as to required training.

For members who still have time remaining to complete required training, I will announce those board members who have scheduled timely training and those who have not yet scheduled the training.

At the conclusion of this announcement, I will announce any board member's training in excess of the continuing education requirements.

Local District Orientation

The following first-year board members have completed the local district orientation training:

Cody Walton

Orientation to the Texas Education Code

The following first-year board members have completed the Orientation to the Texas Education Code:

Cody Walton

Post-Legislative Update to the Texas Education Code

No board members were required to complete Post-Legislative Update to the Texas Education Code training for the time period covered by this announcement.

Team Building

The following board members have completed the annual team-building training:

Jerry Don Black, Robert Frost, Jay Louder, Bethany Powell, Rufus Quintanilla, Cody Walton, Greg Welch

Additional Continuing Education

NOTE: 10 hours required for first-year members, 5 hours required for subsequent years.

The following board members have completed the additional continuing education requirements:

Jerry Don Black, Robert Frost, Jay Louder, Bethany Powell, Rufus Quintanilla, Cody Walton, Greg Welch

Evaluating Student Academic Performance and Setting Goals

The following board members have completed the biennial training on evaluating student academic performance and setting goals:

Jerry Don Black, Robert Frost, Jay Louder, Bethany Powell, Rufus Quintanilla, Greg Welch

The following board members have time remaining to complete the biennial training on evaluating student academic performance and setting goals and have not yet scheduled this training:

Cody Walton

Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children

The following board members have completed the biennial training on identifying and reporting abuse and trafficking:

Jerry Don Black, Robert Frost, Jay Louder, Bethany Powell, Rufus Quintanilla, Cody Walton, Greg Welch

School Safety

NOTE: This training must be completed every two years.

The following board members have completed the biennial training on school safety:

Jerry Don Black, Robert Frost, Jay Louder, Bethany Powell, Rufus Quintanilla, Cody Walton, Greg Welch

EXCEEDING REQUIRED CONTINUING EDUCATION

Board Member Jerry Don Black exceeded the required amount of continuing education training by 7 additional hours.

Board Member Robert Frost exceeded the required amount of continuing education training by 20 additional hours.

Board Member Jay Louder exceeded the required amount of continuing education training by 7 additional hours.

Board Member Bethany Powell exceeded the required amount of continuing education training by 8 additional hours.

Board Member Rufus Quintanilla exceeded the required amount of continuing education training by 6 additional hours.

Board Member Cody Walton has met the required amount of continuing education training.

Board Member Greg Welch exceeded the required amount of continuing education training by 14 additional hours.

8. ADMINISTRATIVE REPORTS

1. Campus and Departmental Reports: Clyde Elementary and Clyde Intermediate

2. Financial Reports

3. Curriculum and Special Programs Report

1. Clyde Education Foundation-Abilene Gives Campaign May 6, 2025

Clyde Education Foundation Fundraiser

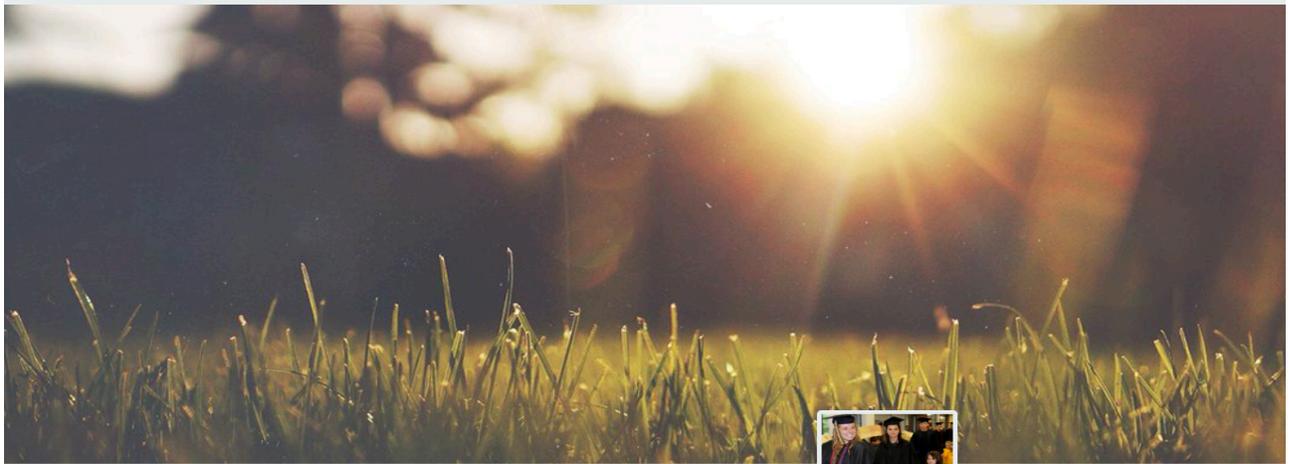
Abilene Gives May 6, 2025

We are always looking for individuals committed and dedicated to helping students of Clyde CISD. If you are interested in becoming a supporter you can help in multiple ways.

1. Participate in the Abilene Gives Campaign on May 6, 2025, and donate **online** to the Clyde Education Foundation
<https://www.abilenegives.org/>
2. Mail your donation to Clyde Education Foundation 526 Shalimar Drive, Clyde, TX 79510
3. Bring your donation to the Clyde CISD Administration Building 526 Shalimar Drive, Clyde, TX.

Your donation may be used as a tax deduction. Help support our students and staff.

#ABILENEGIVES



Clyde Education Foundation

2. Summer Reading Program

LEVEL UP THIS SUMMER



2025



Summer Reading Program

Level Up

When: The month of June: Mondays, Wednesdays, and Fridays

Place: Clyde Intermediate School Starting June 2nd, 2025

Time: 8:00-12:00

Who: K- 5th grade are welcome

What: Story time, cooking experiences, snacks, science experiments, outdoor exploration, and lots of fun games!

We will check books out weekly!

Looking forward to fun summer!

START

»»»»»»»» GET YOUR READ ON! ««««««««

3. Update on A-F 2023 Ratings

4. Grade 3-5 ELAR Adoption of Bluebonnet Learning OER

4. Superintendent Report

1. Enrollment and Attendance Reports

2. Clyde CISD Retirement Reception: May 7, 2025; 4:00pm-5:00pm; Clyde Auxiliary Building

3. Next Meeting Date: May 19, 2025; 6:00pm at the Clyde Auxiliary Building

9. ACTION ITEMS

1. Consideration and Possible Action to Approve the Consent Agenda

1. Approve Minutes of the Previous Meeting(s)

2. Approve Monthly Financial and Investment Reports

2. Consideration and Possible Action to Approve a Resolution Extending the Depository Contract for Funds of Independent School Districts with First Financial Bank

**Board Resolution Extending Depository Contract for Funds
Of Independent School Districts Under Texas Education Code,
Chapter 45, Subchapter G, School District Depositories**

Resolved by the Board of Trustees of Clyde Consolidated Independent School District **that:**

Board of Trustees
First Financial Bank located at Callahan
(Name of Depository Bank) *(Name of County)*

County, State of Texas, being a bank as defined in section 45.201 of the Texas Education Code, and Clyde Consolidated Independent School District (CDN: 030902) agree to extend this depository
(Name of District)

contract pursuant to Texas Education Code Section 45.205, for an additional two-year term from 09-01-2025, through 08-31-2027. Under Texas Education Code Section 45.205(b), a school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The extension constitutes the parties' first two-year term.
(first, second, third)

Furthermore, under Texas Education Code Section 45.205(c), the contract term and any extension must coincide with the school district's fiscal year.

AGREED AND ACCEPTED on behalf of Clyde Consolidated Independent School District
Name of District
this the _____ day of _____, 2025.

Signature of President of School Board

AGREED AND ACCEPTED on behalf of Depository this the _____ day of _____, 2025.

First Financial Bank

Typed Name of Depository

Signature of Authorized Bank Officer

Title of Authorized Bank Officer

Acknowledgement

Acknowledged before me in Callahan County, Texas, on _____, 2025, by

_____, bank officer of the Depository named in the preceding document, for the Depository.

Signature of Notary

(SEAL)

Notary Public in and for _____
County, Texas

3. Consideration and Possible Action to Approve Amendments to the Clyde CISD District of Innovation Plan

CLYDE CISD
DISTRICT OF INNOVATION
PLAN
PROPOSED AMENDMENT
Spring 2025



Clyde CISD

Empowering Leaders. Committed to Success.

Clyde Consolidated Independent School District

District of Innovation Plan

The 84th Texas Legislature passed House Bill 1842 in the spring of 2015, providing public school districts the opportunity to become Districts of Innovation. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Clyde CISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. We feel this is a great opportunity for our local district to tailor a plan based on the needs of our students and community.

The original plan was in effect for the 2018-2019 school year through the 2022-2023 school year. The plan was first amended and renewed in 2021. *This plan is being considered for amendment in April 2025.* Additional amendments may be proposed and considered at any time by the committee with approval of the Board of Trustees.

Clyde CISD District of Innovation Timeline (Original):

Fall Semester 2017

- Exploration of DOI and possible benefits with district leadership team and Board of Trustees

January 22, 2018

- Board of Trustees adopted resolution to initiate District of Innovation Plan

February 19, 2018

- Board of Trustees held a public hearing regarding DOI
- Board of Trustees approved members of the DOI Advisory Committee

February 26, 2018

- First meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

March 5, 2018

- Second meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

March 8, 2018

- Third meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

March 20, 2018

- Fourth meeting of the DOI Advisory Committee to discuss and finalize proposed District of Innovation plan

March 26, 2018

- Board of Trustees updated on proposed DOI plan

April 10, 2018

- District Advisory Committee meets to discuss DOI plan and approve

April 11, 2018

- Post DOI plan on website for at least 30 days

April 11, 2018

- Board notifies Texas Commissioner of Education of intention to vote on plan

May 21, 2018

- Recommended final plan to Board of Trustees for approval

May 22, 2018

- Board of Trustees formally notified Texas Commissioner of Education of approved plan

March 24, 2021 - Renewal Process

- District of Innovation Committee meeting to consider renewing our plan to include exemption from: 21.004 (i): Preclusion from providing Alternative Uniform Group Coverage Program. The committee voted unanimously to update and renew our plan by adding this exemption.

March 31, 2021 - Renewal Process

- Clyde CISD Site Base Committee meeting to consider the proposed plan approved by the DOI Committee on March 24th. Site Base member Ron Nelson made the motion and

Erin Hughes seconded the motion to send the proposed plan to our Board of Trustees for approval. The motion was approved unanimously.

April 1, 2021 - Renewal Process

- Clyde CISD notified TEA of our intent to approve this proposed plan for the Board of Trustees. The proposed plan was posted on the district's website.

May 17, 2021 - Renewal Process

- Clyde CISD Board of Trustees approved the proposed DOI plan as presented.

May 18, 2021 - Renewal Process

- TEA and the Commissioner of Education were notified of the Board's action to approve the District's proposed plan on 5.17.21. All of TEA's requirements were satisfied.
-

February 13, 2025 (2025 Amendment Process)

- *The District of Innovation Committee and the Clyde CISD Site-Based Committee (acting one-in-the-same) met to consider amending the plan to include several additional exemptions. The committee voted unanimously to amend the plan as presented.*

March 7, 2025 (2025 Amendment Process)

- *The proposed plan, including the new amendments, were posted on the Clyde CISD website.*

March 17, 2025 (2025 Amendment Process)

- *Administrators presented the amendments to the Clyde CISD Board of Trustees in a "first reading" of the new District of Innovation Plan.*

April 21, 2025 (2025 Amendment Process)

- *Clyde CISD Board of Trustees approved the proposed DOI plan as presented.*

April 24, 2025 (2025 Amendment Process)

- *TEA and the Commissioner of Education were notified of the Board's action to approve the District's proposed plan. All of TEA's requirements were satisfied at this time.*

Original District of Innovation Advisory Committee

Teresa Parks (teacher - CES)
Jessica Harrison (teacher - CES)
Trella Satterfield (teacher - CES)
Kristi Beeman (parent)
Kim Jones (campus administration - CES)
Christy Hamaty (teacher - CIS)
Jaime Aleman (teacher - CIS)
Jamie Munoz (campus administration - CIS/CES)
Jill Morphis (campus administration - CIS)
Monty Barnett (parent)
Laura Carr (teacher - CHS)
Ronald Nelson (teacher - CHS)
Kathryn Gay (teacher - CHS)
Carrie Conner (counselor - CHS)
Gregg Wilson (campus administration - CHS)
Aaron Laughlin (parent)
Angela Burson (technology)
Amanda Cairns (teacher - CJH)
Heather McClure (teacher - CJH)
Mindy Wilson (counselor - CJH)
Jared Duncum (campus administration - CJH)
Amy Yates (parent)
Bethany Powell (parent)
Judy Clifton (community/business)
Ada Vernon (community/business)
Robert Stone (community/business)
Daniel Noworatzky (community/business)
Paula Kinslow (district administration)
Kenny Berry (district administration)

Current (2025) District of Innovation Advisory Committee

Karen Berry

Trella Satterfield

Kelley Floyd

Kristi Beeman

Candice Holloway

Christi Howe

Evan Hindman

Alan Brister

Jennifer Corbin

Makenzie Bingham

Jamie Munoz

Daniel Noworatzky

Paula Kinslow

Bryan Allen

Lola Bailey

RickAnn Diaz

Original Clyde CISD Board of Trustees

<u>Member Name</u>	<u>Board Position</u>
Greg Welch	President
Patrick Burson	Vice President
Mitch Ezell	Secretary
Jerry Don Black	Member
Russell Chapman	Member
Darryl Harris	Member
Robert Frost	Member

Current (2025) Clyde CISD Board of Trustees

<u>Member Name</u>	<u>Board Position</u>
Robert Frost	President
Greg Welch	Vice President
Bethany Powell	Secretary
Jerry Don Black	Trustee
Jay Louder	Trustee
Rufus Quintanilla	Trustee
Cody Walton	Trustee

Exemption from: §25.0811 Uniform School Start Date

Currently:

A district may not begin instruction for students for a school year before the fourth Monday in August unless the district operates a year-round system. A district may not receive a waiver for this requirement.

Rationale for Exemption:

This flexibility of the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. It also offers the following opportunities:

- The ability to better balance the instructional calendar.
- Students participating in dual enrollment opportunities will work with semesters that are better balanced, which allows for better alignment with our local colleges.
- An early start date allows for more instructional time prior to state assessments.
- Creates options for providing for a shortened first week of school for students and staff.

Innovation Strategies:

The district will determine, on an annual basis, when each school year will begin. The start date (if before the date required by law) will need to be approved by the DAC by majority vote.

Exemption from: §21.401 Teacher Contract Days

Currently:

As outlined in Chapter 21 of the Texas Education Code, teachers employed on a ten-month contract are required to provide a minimum of 187 days of service.

Rationale for Exemption:

TEC 25.081 changed instructional time for students from 180 days to 75,600 minutes. However, the number of contract days required of teachers was not addressed. Clyde CISD will consider reducing teacher contracts days on a yearly basis based on training needs with no effect on teacher salaries. The district will consider legislative mandates, new initiatives, etc. when determining the amount of days needed for teacher/staff training. Once those needs are determined, the district will lessen (if possible) the number of contract days from the current 187 days with no effect on teacher salaries.

Innovation Strategies:

By Clyde CISD having the option to reduce the required teacher contract days with no effect on teacher salaries, the benefits would include:

- District contract days will be more competitive with other districts.
- Teacher recruitment will be enhanced.
- Increase daily rate of district teachers.
- Improve teacher morale.
- In each year of the plan, this flexibility will be part of the calendar planning process to consider a reduction in the number of teacher contract days to be recommended by DAC and district administration.

Exemption from: §21.003 Teacher Certification

Currently:

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. **(TEC 21.003)**.

Rationale for Exemption:

Current law inhibits the District's ability to hire teachers in hard to fill positions as well as elective positions. It does not take into account the unique instructional, geographical, or financial needs of our district. The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for positions in question. However, when that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. Clyde CISD would like the ability to hire individuals for at will employment to better meet the educational needs of our students.

Innovation Strategies:

- An individual with a college degree, certification in a trade, or experience in a CTE (Career Technology Education) field could be eligible to teach CTE courses related to his or her expertise or experience through local certification. The principal will submit the reasoning for the request and document the individual's qualifications. Qualifications that may be considered include but are not limited to; professional work experience, formal training and education, active professional relevant industry certification, a combination of work experience, training, and education, and/or demonstration of successful experience working with students. Upon approval, the superintendent will notify the Board of Trustees of the intent to hire this individual prior to the individual being employed.

- Employment under this rule will be considered **AT-WILL** employment.
- At-will employees will adhere to the same professional standards and ethics as all district employees.
- An employee working under this rule as an at-will employee will be appraised using T-TESS or another district approved appraisal method.
- An employee working under this rule as an at will employee will attend professional development at the discretion of the campus principal.
- Employees working under this rule as an at will employee will be provided a campus mentor.

A teacher certification waiver, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. (Please note that special education and bilingual teachers must continue to be certified through SBEC)

Exemption from: §21.004 (i); Preclusion from providing Alternative Uniform Group Coverage Program (New in 2020)

Currently:

TEC §21.004 states that a school district may not make group health coverage available to its employees pursuant to TEC §21.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Clyde CISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost.

Rationale for Exemption:

Clyde CISD values our staff and the quality of the total employment compensation package we can offer. One major benefit of any potential employment opportunity is quality medical insurance at the best possible cost. This exemption allows Clyde CISD to have the option to offer additional benefits to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

Innovation Strategies:

Clyde CISD will consider group medical insurance plans, evaluate the components of those plans, and then present to our employees an additional group medical insurance option (or options) alongside the TRS offerings during open enrollment. Employees would then have an additional choice in the options for group medical insurance, along with the associated benefits which come in a competitive insurance marketplace.

Exemption from TEC §33.006 (d-h): School Counselor Responsibilities (New in 2025)

Currently:

TEC§33.006 (d-h) passed during the 87th legislative session, requires a school counselor to spend at least 80% of the school counselor's total work time on duties that are components of the school counseling program, requires the Board to adopt a related policy, and requires the district to provide documentation relating to compliance to the Commissioner of Education. To comply, counselors must track/log time spent on duties daily.

Rationale for Exemption:

The statute impedes the district's ability to meet the ever changing needs of its students and school operations by restricting the ability of Clyde CISD counselors to fulfill other important roles throughout the district, including but not limited to, special education and 504 monitoring, scheduling, student assessment, etc. While it is still the intent and goal of Clyde CISD that its certified counselors focus on the school counseling program, temporal restrictions and time logging/tracking requirements, which would be necessary to confirm strict adherence to and 80/20 allocation, are an ineffective use of employee time and impedes the district's ability to use its counseling staff in a variety of roles to best serve the needs of Clyde CISD students.

Innovation Strategies:

To best serve Clyde CISD students, decisions on counselor duties and allocation of work time will be locally determined. This exemption will grant Clyde CISD greater flexibility in appropriately allocating limited resources to accomplish necessary district goals and to better meet student needs.

**Exemption from TEC §37.008; DAEP Teacher Certification Requirement
(New in 2025)**

Currently:

Each school district shall provide a disciplinary alternative education program that: (7) employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21.

Rationale for Exemption:

Clyde CISD has a very limited number of students assigned to DAEP and often classes will be provided using computer based instruction and or a blended model, it is not necessary to have certified teachers on site.

Innovation Strategies:

Clyde CISD is a rural district and often does not have certified teachers available when DAEP is needed. The campus administrator will ensure that the staff of the DAEP has the support necessary to properly supervise the students assigned to the program and will lend assistance of teachers with specific certification as needed.

Exemption from TEC §21.102; Probationary Contracts for Experienced Teachers
(New in 2025)

Currently:

Current law states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with the district.

Rationale for Exemption:

This period of time is not sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end of year classroom and student data.

Innovation Strategies:

For experienced teachers, counselors, librarians, or nurses new to Clyde CISD that have been employed as a teacher in public education for at least five of the eight previous years, the probationary period when becoming employed by Clyde CISD shall be for a period of two years with probationary contracts issued for each of the two years.

Exemption form TEC §25.001 and TEC §25.036; **Transfer Students**
(New in 2025)

Currently:

Currently in TEC §25.001, a school district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC §25.036 a transfer is interpreted to be for a period of one school year. FDA (Local) states, “Transfers shall be granted for one regular school year at a time.”

Rationale for Exemption:

An exemption from the one school year requirement for accepting a transfer application would allow the district to accept high risk transfer students. Students that are seeking a school change in hopes of starting fresh to help with their school grades, attendance, and discipline could potentially not be accepted because of the one year requirement. Clyde CISD maintains a transfer policy under FDA (Local) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student’s disciplinary history records, the student’s grades, and attendance records are taken into consideration for approval.

Innovation Strategies:

Transfer students are expected to follow the attendance requirements, rules, policies, and regulations of the District. Strategies:

- *Student Behavior.* When the student’s behavior warrants an In-School suspension, the Superintendent or designee may revoke the transfer application. Each case will be handled on a case-by-case basis according to discipline history and circumstances. If a student’s behavior results in a DAEP placement or expulsion, the transfer application will immediately be revoked.
- *Attendance.* If a student’s attendance falls below 90% or the TEA truancy standard of four unexcused absences in a four week period or ten unexcused absences in a 6 month period of time, the transfer application will immediately be revoked.

In all situations, communication with parents will be a priority.

**Exemption from TEC §28.004 (d-1); School Health Advisory Council (SHAC)
Meetings Requirements
(New in 2025)**

Currently:

TEC §28.004 (d-1) requires the School Health Advisory Council (SHAC) to meet at least four times each year.

Rationale for Exemption:

An exemption from the required number of meetings would allow local control by the board of trustees and the committee members to determine the number of meetings. Clyde CISD's size and the stability of the membership of the SHAC committee ensures that committee members are aware of the needs of the district's students and are often able to review, discuss, and revise plans in fewer than four meetings.

Innovation Strategies:

Clyde CISD would require the SHAC committee to meet at least two (2) times per year. One meeting would be required in the fall semester and one meeting would be required in the spring semester. Additional meetings may be held as needed, at the discretion of the SHAC Committee Chairperson.

4. Consideration and Possible Action to Approve a Staff Development Minutes Waiver from TEA for the 2025-2026 School Year

Staff Development

This waiver allows the district and charter schools to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year. The waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts and charter schools that provide operational and instructional minutes.

As noted in the 2024-2025 Student Attendance Accounting Handbook (SAAH), **effective with the 2025–2026 school year**, districts and open-enrollment charter schools that are four-day-school-week LEAs are not eligible to receive a staff development waiver.

Each district and open-enrollment charter school may choose how to apply their approved *Staff Development Minutes Waiver*. For instance, schools may choose to offer early release, late start, all day staff development, or a combination. However, the total waiver minutes for staff development shall not exceed 2,100 minutes per year.

This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year. Effective with the 2018-2019 school year, the *Staff Development Minutes Waiver* may not be used prior to the first day of student instruction or after the last day of student instruction.

On staff development days when students are in attendance part of the day, in order to receive full ADA funding, the district or open-enrollment charter school must provide at least 120 minutes of student instruction. *Instructional* minutes are defined in the SAAH as the portion of the school day in which instruction takes place along with other exceptions. In addition to the 120 minutes of student instruction, any staff development waiver minutes reported must reflect actual staff development minutes provided.

Districts and charter schools should continually seek to provide high-quality staff development that will impact student outcomes.

5. Consideration and Possible Action to Approve the Local Government Investment Cooperative (LOGIC) Investment Pool as an Authorized Investment of the District and to Approve a Resolution/Application for Participation in the Local Government Investment Cooperative (LOGIC) Investment Pool

6. Consideration and Possible Action to Approve the Purchase of Replacement Student Chromebooks

7. Consideration and Possible Action to Approve the Purchase of Replacement Classroom Computers

10. CLOSED SESSION

1. Personnel (Texas Govt Code 551.074)



CLYDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

526 Shalimar Drive • Clyde, Texas 79510 • 325-893-4222 • FAX: 325-893-4024 • www.clydeisd.org

Bryan W. Allen, Superintendent

**Empowering Leaders.
Committed to Success.**

PERSONNEL REPORT (4/21/25)

Current Job Postings

- 25-26 School Year
 - CJH Assistant Principal
 - Elementary Classroom Teachers
 - Secondary Teacher/Coach
 - Administrative Assistant (Superintendent's Office)
 - Administrative Assistant (Clyde Intermediate)
- Ongoing
 - Substitutes, Instructional Aide/Paraprofessionals, Maintenance, Transportation, Custodial, and Food Service Positions

Resignations to Date

- Vickie Donaghy
- Tony Marsh (Retiring)
- Tammy Davis (Retiring)
- Darlene Holland
- Stephanie Hilcher (Retiring)
- Chris Valles
- Duke Womack
- Karen McMillan (Retiring)
- Clair Lingenfelter
- Jessica Harrison

Clyde Elementary
(325) 893-4788
FAX (325) 893-5642
Josh Parker, Principal

Clyde Intermediate
(325) 893-2815
FAX (325) 893-3067
Jamie Munoz, Principal

Clyde Junior High
(325) 893-5788
FAX (325) 893-2134
Patrick Odom, Principal

Clyde High School
(325) 893-2161
FAX (325) 893-2993
Casey Hodges, Principal

2. School Safety and Security Measures (Texas Govt Code 551.076)

3. Consult with Legal Counsel (Texas Govt Code 551.071)

11. OPEN SESSION: Act Upon Items as Discussed in Closed Session (as needed)

1. Consideration and Possible Action to Approve Probationary and Term Employee Professional Contracts

2. Consideration and Possible Action to Terminate the Probationary Contract of Tara Griffin at the End of the School Year

12. BOARD REQUESTS

13. 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, Texas 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 TASB Policy BEC(LEGAL)]

Friday, April 18, 2025 at 1:00 PM,

For the Board of Trustees