

**Notice of Board Work Session
Board of Trustees
Thursday, September 10, 2026**

A Board Work Session of the Board of Trustees will be held on Thursday, September 10, 2026, beginning at 6:00 PM, in the Boardroom of the Mark Henry, Ed.D. Administration Building, 11440 Matzke Road, Cypress, Texas 77429.

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.

Notice of this meeting was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building on September 4, 2026, at 7:30 a.m.

MEETING OPENING

1. Call to Order

2. Invocation and Pledge of Allegiance

3. District's Vision and Mission Statement

4. Recognitions and Awards Announcements

- A. The Superintendent will make remarks and announcements regarding the honors and achievements earned by staff and students in recent weeks and provide information regarding district and community events or items of interest.

MEETING AGENDA

5. PUBLIC COMMENTS

A. Agenda

Comments

Per BED (Local), patrons may address the Board during any Board Meeting under Agenda Comments regarding items listed on the agenda for that meeting. Individuals must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item listed for that meeting on the district website. This electronic speaker form must be completed in its entirety. Agenda Comments will generally be heard before each agenda item to be discussed or considered by the Board unless rearranged by the Board President. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

B. CITIZEN

PARTICIPATION

Per BED (Local), patrons may address the Board during the Regular Board Meeting under Citizen Participation on any matters of interest or concerns that are not posted agenda items. Individuals may only register to speak one time per meeting and must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to

Speak” link found under the Citizen Participation heading in the agenda for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Citizen Participation forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

CITIZEN PARTICIPATION WILL BE HEARD AT THE REGULAR BOARD MEETING ON MONDAY, SEPTEMBER 14, 2026.

6. REPORTS

- A. The administration will provide a report on student performance data from the 2026 state assessment and state accountability ratings.

7. CONSENT AGENDA

- A. The Board will consider approving the minutes of the August 6, 2026, Board Work Session.
- B. The Board will consider approving the minutes of the August 10, 2026, Regular Board Meeting.
- C. The Board will consider approving the minutes of the August 26, 2026, Special-Called Board Meeting.
- D. The Board will consider approving a Resolution to Declare a Good Cause Exception for Armed Security Officer Requirement. [This item may be discussed in closed session.]
- E. The Board will consider authorizing the superintendent to execute an Interlocal Agreement between Region 4 ESC (TSDS & PEIMS support) and Cypress-Fairbanks ISD.
- F. The Board will consider authorizing the renewal of the Clinical Affiliation Agreement with University of Houston.
- G. The Board will consider approving on second reading the additions, revisions, or deletions to district policies:
 - 1. FA (Local): Parent Rights and Responsibilities (Revise)
- H. The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.
 - 1. Mind Education Math Site Subscription

8. NON-CONSENT AGENDA

- A. The Board will consider approving the 2026-2027 SB 12 Annual Certification of Compliance.
- B. The Board will consider approving on first reading the additions, revisions, or deletions to district policies:
 - 1. EIC (Local): Academic Achievement Class Ranking (Revise)
- C. The Board will consider authorizing the superintendent to approve waivers for Remote Homebound Instruction.
- D. The Board will consider approving the 2023-2026 Texas State University Audit Survey for Cypress-Fairbanks ISD.
- E. The Board will consider approving the 2026-2027 Strategic Plan Goals and Performance Objectives.
- F. The Board will consider making a determination that good cause did not exist as required by law to Heather Tobias, Brittany Fernandez, Jasmine Blake, Lauren Jones, Amy McArthur, Ronald Fangmann, Lawrence Witt, Alejandro Paredes, Katie Brown, Mylan Eugene, Byron Jones, Joseph Connelly, Lloyd Whitaker, Jose Edmonds, Joanna Ramirez, and Lisa Kouame to resign their respective employment contracts. [This item may be discussed in closed session.]
- G. The district will consider a Level IV appeal (G. Bell) of a Level III decision.

9. BOARD

COMMENTS

Board members may make comments during this portion of the agenda regarding student

achievement, district progress and data, community input and concerns, observations from school visits, meetings and conferences attended, district and community events and initiatives, or continuing education. The Board may not take action on items discussed.

10. CLOSED

SESSION

If, during the course of the meeting covered by this notice, the Board should determine that a closed session of the Board should be held or is required in relation to any item included in this notice, then such closed session as authorized by Section 551.001 of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed session concerning any and all subjects and for any and all purposes permitted by Sections 551.071 through 551.084, of the Open Meetings Act.

A. There will be a Closed Session in accordance with Government Code Section 551.001 et. seq.

B. Section 551.071	C. For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law. For the purpose of consultation with the district's attorney concerning matters on which the attorney's duty to the district under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings laws.
D. Section 551.072	E. For the purpose of discussing the purchase, exchange, lease or value of real property.
F. Section 551.073	G. For the purpose of considering a negotiated contract for a prospective gift or donation.
H. Section 551.074	I. For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
J. Section 551.076	K. To consider the deployment, or specific occasions for implementation, of security personnel or devices.
L. Section 551.0821	M. For the purpose of deliberating a matter regarding a public-school student if personally identifiable information about the student will necessarily be revealed.
N. Section 551.082	O. For the purpose of considering discipline of a public-school child or children or to hear a complaint by an employee against another employee if the complaint or charge directly results in a need for a hearing.
P. Section 551.083	Q. For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by section 13.901 of the Texas Education Code.
R. Section 551.084	S. For the purpose of excluding witness or witnesses from a hearing during examination of another witness.

11. 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)]

On September 4, 2026, 7:30 a.m., this notice was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building.

For the Board of Trustees

PARENT RIGHTS AND RESPONSIBILITIES

FA
(LOCAL)

Parental Rights

Definitions

Parent

For purposes of Chapter 26 of the Education Code, a parent includes a person standing in a parental relation who is listed as a parent or legal guardian in the records of the District. The term does not include a person as to whom the parent-child relationship has been terminated or a person not entitled to possession of or access to a child under a court order.

Biological Sex

In accordance with law, a person's biological sex at birth is identified on the person's official birth certificate provided the statement was:

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

*Social
Transitioning*

In accordance with law, social transitioning means a person's transition from the person's biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person's biological sex at birth.

Parent Rights and
Authority

Parents have the ultimate authority, responsibility, and role to guide the beliefs and protect the health and well-being of their children.

*Parents as
Partners and
Instructional
Plans*

Parents are partners with educators, administrators, and the Board in their children's education. In order to encourage parents to actively participate in creating, implementing, and supporting the educational programs for their children, they should be provided with information on instructional plans. At the beginning of every semester, each teacher must provide the instructional plan or course syllabus for each class the teacher teaches to the District and the District shall make the information available on its website.

Additionally, teachers must also provide a copy of their instructional plan or course syllabus to the parent of each student enrolled in their class and provide additional copies as needed upon parent request.

*Right to Full
Information*

A parent has the right to full information concerning their student except as limited by law. District staff may not limit parental rights or withhold information from a parent. An attempt by any District employee to withhold information or encourage or coerce a student to withhold information from their parent is grounds for disciplinary action.

Except as limited by law, a parent is entitled to access all records of the District concerning the parent's child, including the following records: attendance, test scores, grades, disciplinary, counseling,

PARENT RIGHTS AND RESPONSIBILITIES

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(LOCAL)

psychological, admission applications, medical records, health and immunization information, teacher and school counselor evaluations, reports of behavioral patterns, interventions, and library materials. The District may only withhold information from a parent to the extent authorized by law, and only to the extent reasonably necessary.

Prohibition on
Assisting
Transitioning

District employees are prohibited from assisting a student enrolled in the District with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning. A parent may report to the District any suspected violation of this prohibition, and the Board shall require the Superintendent or person designated by the Superintendent to investigate and determine if a violation of this policy has occurred. If a violation of this policy is determined by the Superintendent, the Superintendent shall notify the Board and the commissioner of the violation.

*Biological Sex —
Specific Spaces
and Athletic
Teams*

District schools shall maintain sex-segregated restrooms, locker rooms and other similar facilities designated for and used only by persons based on the person's biological sex in accordance with CS(LOCAL).

Except as provided below, an interscholastic athletic team sponsored or authorized by the District may not allow a student to compete in an athletic competition sponsored or authorized by the District that is designated for the biological sex opposite to the student's biological sex.

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

Overnight travel accommodations related to athletic teams or any other extracurricular activities requiring hotel rooms will be separated based on biological sex.

*Prohibited
Instruction and
Materials*

No course of instruction, unit of study, materials, instructional materials, or any other curricular or District-sponsored extracurricular offerings shall adopt, support, or promote social transitioning as part of any District instruction or activity. This prohibition also includes a teacher, an administrator, or other staff referring, guiding, or providing an individual student to or with any material or information that is prohibited, including allowing a student to "borrow" prohibited materials from the teacher, administrator, or staff member's private collection or possessions. Any instructional or library

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(LOCAL)

Information Collection

Surveys or Questionnaires

materials accessible in any way to students must be in compliance with EFA(LOCAL) and EFB(LOCAL).

The District requires written parent consent for ~~surveys~~, well-being questionnaires, ~~and~~ health screening forms, and surveys that ask students about mental well-being, psychological/psychiatric health, or sensitive topics, such as political affiliations, religious beliefs, risky or illegal behavior, or family relationships or income. For surveys or questionnaires that require consent, staff shall adhere to the following:

1. At the time written parent permission is requested for a student to take a qualifying survey, well-being questionnaire, or complete a health-screening form ~~to be administered to a student~~, the student's parent must be provided access to a copy of the survey, questionnaire, or form to be used.
2. Written permission must be received prior to the student being administered the survey, questionnaire, or form.
3. Access to the survey, questionnaire, or form completed by a student must be made available to the student's parent upon request.

The requirement for parental consent in this policy should not be construed to limit a District employee's ability to inquire about a student's daily well-being without parental consent.

Psychological or Psychiatric Examination or Treatment

An employee or contractor of the District must obtain the written consent of a child's parent before the employee or contractor may conduct a psychological or psychiatric examination or test, or psychological or psychiatric treatment, unless the examination, test, or treatment is required under state or federal law, including requirements for special education.

For purposes of this policy, "psychological or psychiatric examination or test" means a method designed to elicit information regarding an attitude, habit, trait, opinion, belief, feeling, or mental disorder or a condition thought to lead to a mental disorder, regardless of the manner in which the method is presented or characterized, including a method that is presented or characterized as a survey, check-in, or screening or is embedded in an academic lesson.

Parent Engagement

The Board through this policy prioritizes parental engagement.

To support parental engagement, the District shall provide a portal through which parents of students enrolled in the District may submit comments to campus or district administrators, as well as the Board.

PARENT RIGHTS AND RESPONSIBILITIES

FA
(LOCAL)

To prioritize parental engagement, the Board places agenda comments and citizen participation at the beginning of school board meetings and holds its school board meetings outside of typical work hours. [See BE]

PARENT RIGHTS AND RESPONSIBILITIES

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1. Entered at or near the time of the person's birth; or
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PARENT RIGHTS AND RESPONSIBILITIES

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TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Cypress-Fairbanks Independent School District

County-District Number (CDN): 101-907

Superintendent Name: Dr. Douglas Killian

Certification School Year: 2026-2027 for the 2025-2026 school year

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) [must adopt a policy and procedure for the appropriate discipline, including termination, of any employee or contractor who intentionally or knowingly engages in or assigns diversity, equity, and inclusion (DEI) duties] and 28.0022(h) [must adopt a policy and procedure for the appropriate discipline, including termination, of a district or school employee or contractor who intentionally or knowingly engages in or assigns to another person the list of prohibited topics] and describe how employees and contractors were notified of these policies and procedures.

Policies:

BJCF (LOCAL) Superintendent: Nonrenewal. Revisions: engaging in or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons the superintendent's contract may be nonrenewed.

BT (LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities. New policy: addresses SB 12's prohibition on DEI activities and definitions, prohibited activities, and certification requirements were included.

CJ(LEGAL) Contracted Services. Revisions: added new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12.

CJ (LOCAL) Contracted Services. Revisions: added violations of provisions prohibiting DEI duties will result in termination of the contract.

DF(LEGAL) Termination of Employment. Revisions: revised to address the prohibition on DEI and prohibited classroom instruction.

DFBB(LOCAL) Term Contracts Nonrenewal. Revisions: engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons a term contract employee may be nonrenewed.

DH(LOCAL) Employee Standards of Conduct. Revisions: sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.

Notification:

2025- 2026 school year: Campus and District leadership (campus principals, campus assistant principals, campus counselors, campus administrators, associate superintendents, assistant superintendents, department directors and department coordinators) received a Legislative Update from the Legal Services Department that included a summary of Senate Bill 12 requirements. Following each school board meeting where policies were revised, the chief of staff summarized policy changes for District leadership (campus principals, associate superintendents, assistant superintendents, department directors and department coordinators) at the monthly meeting of district leadership. District leaders then shared this information with their campus staff or department. Policy changes were published on the school district's intranet (a site that all employees can access) in a section that highlights policy changes. The employee handbook was updated to include an FAQ section on Senate Bill 12 and its requirements. The vendor certification required for all vendors as part of the school district's contract approval process was updated to include Senate Bill 12 prohibitions.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No

If yes, describe or attach a copy of the changes below.

BJA (LEGAL) Superintendent: Qualifications and Duties. Revisions: updated to include information regarding the required certifications to TEA.

BT (LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities. New policy: addresses SB 12's prohibition on DEI activities and definitions, prohibited activities, and certification requirements were included.

CDC (LEGAL) Other Revenues: Gifts and Solicitations. Revisions: added provision that the district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).

CJ (LEGAL) Contracted Services. Revisions: added new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12.

CJ (LOCAL) Contracted Services. Revisions: added violations of provisions prohibiting DEI duties will result in termination of the contract.

CMD (LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting. Revisions: added provision that states in providing instructional materials for each subject in the required curriculum and each grade level, the district will protect students from obscene or harmful content as necessary for compliance with Education Code 28.0022.

CQA (LEGAL) Technology Resources: District, Campus, and Classroom Websites. Revisions: updated the list of required website postings to reflect that the district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.

DG (LEGAL) Employee Rights and Privileges. Revisions: added that Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to

discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.

EMB (LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues. Revisions: updated with the required information from Education Code 28.0022.

FOA (LEGAL) Student Discipline: Removal by Teacher or Bus Driver. Revisions: added that a teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.

Procedures to ensure compliance:

2025- 2026 school year: Campus and District leadership (campus principals, campus assistant principals, campus counselors, campus administrators, associate superintendents, assistant superintendents, department directors and department coordinators) received a Legislative Update from the Legal Services Department that included a summary of Senate Bill 12 requirements. Following each school board meeting where policies were revised, the chief of staff summarized policy changes for District leadership (campus principals, associate superintendents, assistant superintendents, department directors and department coordinators) at the monthly meeting of district leadership. District leaders then shared this information with their campus staff or department. Policy changes were published on the school district's intranet in a section that highlights policy changes. The employee handbook was updated to include an FAQ section on Senate Bill 12 and its requirements. The vendor certification required for all vendors as part of the school district's contract approval process was updated to include Senate Bill 12 prohibitions.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ N/A

If yes, describe or attach a copy of the cost savings.

N/A

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 14, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent Signature: _____

Date: September 15, 2026

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20____.

Notary Public, State of Texas

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

**All 9–12 Courses
Count**

All high school courses including correspondence or online courses, credit by examination, night school, college courses taken for dual credit, and summer school are averaged in the class rank with the exception of student assistant, local credit, and courses taken under the pass/fail option.

**Middle School
Opportunities**

High school credit courses taken on the middle school campus shall not count in class rank ~~with the exception of College Board AP courses in foreign language~~; however, advanced courses that the student qualifies for and that are typically offered only on the high school campus shall count in class rank (e.g., Geometry, **Art I**). Otherwise, students begin accumulating courses to be counted in class rank during the summer between the eighth and ninth grade.

**Estimated Class
Rank**

Completion of
Coursework

Estimated class rank shall be computed for students applying for college admission at the end of the eleventh grade and the end of the first semester of the senior year. The registrar shall determine the date for calculation of estimated class rank based on accuracy and completeness of grades in all students' files. Thus, it is imperative that students complete coursework by the deadlines (e.g., correspondence courses must be complete by the 16th week of the fall semester of the student's senior year). [See EHDE]

Estimated Ranking

Another estimated ranking shall be performed at the end of the ~~fifth six-week~~ **third** grading period of the senior year to identify summa cum laude, magna cum laude, and cum laude graduates.

Final GPA

A final calculation of GPA and class rank shall be determined at the end of the senior year and shall be reflected on the final transcript, which is sent to colleges.

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Estimated Ranking

Another estimated ranking shall be performed at the end of the third grading period of the senior year to identify summa cum laude, magna cum laude, and cum laude graduates.

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