



# Agenda of Called Meeting / Work Session

## Thursday, April 17, 2025

### The Board of Trustees

### Richardson ISD

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A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, April 17, 2025, beginning at 5:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

Prior to or during consideration of agenda subjects, the board will hear public comments from any member of the public who has complied with District procedures for signing up to speak. The notice for this meeting was posted on April 14, 2025.

Public Comments: - Persons wishing to address the Board must complete an online Public Comment form by signing up at <https://web.risd.org/board/public-comments/> beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00 p.m. on the posted meeting date. Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office during normal business hours at 469-593-0403 (español 469-593-0312) for assistance. Persons wishing to speak must complete the online registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.

Disruptions. Disruptive behavior will not be tolerated during a meeting. After providing at least one warning to a disruptive visitor, the presiding officer may request assistance from law enforcement officials to remove from the meeting any person who continues to disrupt the meeting by utterances or actions. A visitor who exhibits disruptive behavior in a subsequent meeting may be issued a trespass warrant. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance. 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.

I. **CALL TO ORDER**

II. **CLOSED MEETING**

The Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney and 551.074 - Personnel Matters and Duties of Public Officer.

III. **RECONVENE IN OPEN MEETING (approximately 6:00 pm)**

IV. **PUBLIC COMMENT SECTION**

Comments from visitors who submitted the form requesting to address Board Members.

A. Agenda Related Topic

V. **ACTION / INFORMATION ITEMS**

VI. Fine Arts and Athletics Program Updates

Information Item

VII. 2025 - 2026 Budget and Compensation Presentation

Information Item

VIII. Review and Discuss Board Policies:

1. CFB (LOCAL) - Accounting: Inventories
2. CAA (LOCAL) - Fiscal Management Goals and Objectives: Financial Ethics
3. CDA (LOCAL) - Other Revenues: Investments
4. DH (LOCAL) - Employee Standards of Conduct
5. EHB (LOCAL) - Curriculum Design: Special Programs
6. FFG (LOCAL) - Student Welfare: Child Abuse and Neglect
7. GKA (LOCAL) - Community Relations: Conduct on School Premises

Information Item

IX. **CLOSED MEETING**

If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney and 551.074 - Personnel Matters and Duties of Public Officer.

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)]



# BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

## Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

### Public Comment Section

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. Where appropriate for efficient meeting management, the section for comments related to non-agenda topics may be placed on the Agenda after other action and information items. A speaker who attempts to address a non-agenda related topic during any period reserved for agenda-related topics is engaging in disruptive behavior. The speaker must stop his or her comments when directed.

- When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.

### Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
- Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

### Public Comment Form

- Persons wishing to address the Board must complete an online Public Comment form by signing up at the designated registration form link on the District's website beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00pm on the posted meeting date. Persons wishing to speak must complete the designated registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.
- In addition to identifying information, each speaker must indicate the specific Agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.
- If RISD gives notice of a public hearing, it will provide a separate designated registration form link on the District's website for the public hearing that persons who wish to speak must complete. Individuals will be able to register beginning when the meeting agenda for

the public hearing is posted through 12:00 p.m. on the day of the meeting. RISD will not accept comment cards after 12:00pm on the posted meeting date.

- Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office at 469-593-0403 for assistance. The online form is required to be completed by no later than 12:00 pm on the day of the posted meeting.

### Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

### Time

- Each speaker is limited to a total of three\* minutes and a speaker may not use time of another speaker to extend his or her comment period. Note: A speaker who addresses the Board through a translator will have six\* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.
- Staff will set a three\*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.  
**(\*Unless the comment period has been limited as provided herein.)**

### Single comment

- A speaker may complete one online Public Comment form for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

### Protocol for Speakers

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.
- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

### Consent for Online Publication

RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.

### Reasonable Accommodation and Translation

Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.



# JUNTA DIRECTIVA DISTRITO ESCOLAR INDEPENDIENTE DE RICHARDSON

## Procedimientos para los comentarios del público durante las reuniones de la Junta Directiva

La Junta Directiva del Distrito Escolar Independiente de Richardson da la bienvenida a los miembros del público a sus reuniones. El propósito de las reuniones es permitir a los miembros de la Junta conducir los negocios del Distrito. Aunque las reuniones de la Junta Directiva se celebran en público, no son reuniones públicas y el público no tiene derecho a participar, salvo lo dispuesto por la Junta. La Junta ofrece un foro abierto limitado en las reuniones a través de su Sección de Comentarios Públicos para proporcionar oportunidades a los miembros del público para transmitir información a la Junta.

La Junta Directiva adoptó los siguientes procedimientos relativos a los comentarios del público para facilitar el funcionamiento eficiente de las reuniones:

### Sección de comentarios del público

- La Junta Directiva incluirá una sección de comentarios del público en el orden del día de cada reunión. La Junta celebra reuniones mensuales de trabajo todos los meses del año, excepto julio. Las reuniones de trabajo suelen celebrarse el primer jueves de cada mes. La Junta Directiva programa sesiones de trabajo para tratar temas de estudio o cuando surgen otras necesidades. La Junta se reserva el tercer jueves de cada mes para las sesiones de trabajo, pero también pueden programarse en cualquier otro momento cuando surja una necesidad. La Junta se reserva el derecho de programar o reprogramar las reuniones según sea necesario para satisfacer las necesidades operativas del Distrito. Se publica una agenda por escrito para cada reunión de la Junta Directiva al menos 72 horas antes de su realización. Si se autoriza una reunión de emergencia, se publicará una agenda al menos una hora antes de la fecha de la reunión.

La sección de comentarios del público para los temas relacionados con la agenda se incluirá normalmente en la agenda justo antes del primer punto de la misma. Cuando sea conveniente para una gestión eficaz de la reunión, la sección de comentarios relacionados con temas no incluidos en la agenda podrá incluirse después de otros puntos de acción e información. Un orador que intente abordar un tema no relacionado con la agenda durante cualquier período reservado para los temas relacionados con la agenda está incurriendo en un comportamiento perturbador. El orador deberá interrumpir sus comentarios cuando se le indique.

- Cuando sea necesario para la gestión eficaz de la reunión, para dar cabida a un gran número de personas que deseen dirigirse a la Junta en una reunión, o cuando sea aconsejable para adaptarse a circunstancias específicas, la Junta delega en el presidente la autoridad para hacer ajustes a estos procedimientos de comentarios del público. Dichos ajustes pueden incluir, sin limitación, la adaptación del momento en que se producirán los comentarios del público durante una reunión, la reordenación de los puntos del orden del día, el aplazamiento de los comentarios del público sobre los puntos no incluidos en el orden del día, la continuación de un punto del orden del día para una reunión posterior, la revisión temporal de los procedimientos de comentarios del público según sea necesario si una reunión se lleva a cabo a través de videoconferencia, la ampliación de las oportunidades para los comentarios del público, o el establecimiento de un límite de tiempo general para los comentarios del público y el ajuste del tiempo asignado a cada orador.

### Temas de los oradores

- Reuniones ordinarias de trabajo. Los oradores podrán hacer comentarios sobre puntos específicos de la agenda, así como sobre asuntos que no figuren en la agenda (es decir, puntos no incluidos en la agenda), durante la sección de comentarios del público en las reuniones ordinarias de trabajo.
- Sesiones de trabajo u otras reuniones convocadas. Los oradores sólo pueden comentar puntos específicos de la agenda durante la sección de comentarios del público en las sesiones de trabajo y otras reuniones convocadas.
- Audiencias públicas. Cuando RISD notifica una audiencia pública, los oradores pueden completar un formulario de comentarios públicos en línea separado para la audiencia pública. Los oradores sólo pueden hacer comentarios sobre el tema específico anunciado para la audiencia pública. Todas las demás normas indicadas aquí se aplican a los comentarios durante una audiencia pública.

### Formulario de comentarios públicos

- Las personas que deseen dirigirse a la Junta deben llenar un formulario de comentarios públicos en línea inscribiéndose en el enlace del formulario de registro designado en la página web del Distrito a partir del momento en que se publique la agenda de la reunión y hasta las 12:00 p.m. del día de la reunión. RISD no aceptará presentaciones después de las 12:00 p.m. de la fecha de la reunión publicada. Las personas que deseen hacer uso de la palabra deben completar el formulario de registro designado en su totalidad y estar presentes en la reunión para hacer sus propios comentarios durante el tiempo designado para los Comentarios Públicos para tener derecho a hablar. Cualquier orador registrado que se ausente de la reunión a la hora de los Comentarios Públicos perderá la oportunidad de dirigirse a la Junta en esa reunión.

- Además de la información de identificación, cada orador debe indicar el punto específico del orden del día sobre el que desea

comentar y/o identificar el tema no incluido en el orden del día de los comentarios.

- Si RISD avisa de la celebración de una audiencia pública, proporcionará un enlace a un formulario de registro designado por separado en el sitio web del Distrito para la audiencia pública que las personas que deseen intervenir deberán rellenar. Las personas podrán inscribirse a partir del momento en que se publique el orden del día de la audiencia pública hasta las 12:00 horas del día de la reunión. El RISD no aceptará tarjetas de comentarios después de las 12:00 p.m. de la fecha de la reunión anunciada.
- Las personas que no tengan acceso a una computadora para completar el formulario de comentarios públicos en línea pueden comunicarse con la Oficina de la Junta al 469-593-0403 para obtener ayuda. El formulario en línea debe completarse antes de las 12:00 p.m. del día de la reunión publicada.

### Materiales escritos

Un orador que desee proporcionar materiales escritos a la Junta Directiva debe traer al menos nueve (9) copias de los materiales a la reunión de la Junta. Se proporcionará una copia de los materiales a los miembros de la Junta antes de que el orador sea convocado. El orador no podrá distribuir materiales cuando sea llamado a hablar.

### Tiempo

- Cada orador está limitado a un total de tres\* minutos y un orador no puede utilizar el tiempo de otro orador para extender su período de comentarios. Nota: Un orador que se dirija a la Junta a través de un traductor dispondrá de seis\* minutos para presentar sus comentarios a fin de garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse a la Junta.

- El personal pondrá un reloj digital de tres\* minutos para cada orador. El orador terminará sus comentarios cuando el tiempo expire. Cualquier orador que no deje de hablar y ceda el podio al final de su tiempo asignado se considerará fuera de lugar y podrá ser escoltado del podio y/o se le pedirá que abandone la reunión.

(\*A menos que el período de comentarios se haya limitado según lo dispuesto en el presente documento).

### Un solo comentario

Un orador puede completar un formulario de comentarios públicos en línea para cada reunión. Un orador que comente durante una audiencia pública no podrá intervenir durante el periodo de comentarios públicos regular.

### Protocolo para los oradores

- La secretaria de la Junta llamará por su nombre a cada orador que haya presentado una tarjeta de comentarios públicos e indicará el tema o temas sobre los que se ha inscrito para hablar.
- Cada orador deberá acercarse al podio cuando se diga su nombre. En el podio del Auditorio hay un micrófono ajustable. El orador debe decir claramente su nombre y la escuela o escuelas a las que asisten o han asistido sus hijos/as antes de comenzar a comentar.
- La Junta no entablará un diálogo con el orador. En respuesta a las preguntas o declaraciones, se puede proporcionar información específica sobre los hechos o hacer referencia a una política existente. La Junta no puede deliberar ni tomar una decisión sobre ningún tema que no figure en la agenda.
- El período de comentarios públicos no es el foro apropiado para la presentación de quejas formales. El RISD mantiene una política de quejas formales para atenderlas. La Junta sólo considerará las quejas formales que queden sin resolver después de que se hayan abordado a través de los canales administrativos adecuados y cuando se hayan incluido en el orden del día. No se permitirán ni tolerarán los ataques de carácter personal contra los miembros de la Junta, el personal de RISD, los estudiantes u otros ciudadanos por su nombre o título. Los oradores que deseen presentar una queja sobre un empleado deberán cumplir con la política de quejas correspondiente. (DGBA - Quejas de empleados; FNG - Quejas de estudiantes/padres; GF - Quejas del público). Las políticas de quejas están disponibles en la página web de RISD.
- Los comentarios u otras conductas que perturben la reunión se consideran fuera de lugar y no se permitirán. Los visitantes y el personal deben escuchar en silencio y con respeto durante la sección de comentarios del público, tanto si están de acuerdo como si no lo están con el mensaje del orador. No es apropiado que el personal o los visitantes aplaudan, chiflen, abucheen, muestren pancartas o adopten cualquier otra conducta perturbadora. Las personas que perturben la reunión serán amonestadas para que respeten las normas de la misma. Las personas que persistan en perturbar la reunión podrán ser expulsadas de la misma.

### Consentimiento para la publicación en línea

RISD puede grabar sus reuniones en audio y video. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y video.

### Acomodación razonable e interpretación

Las personas que deseen hacer un comentario público y que necesiten adaptaciones razonables de una discapacidad o que requieran un traductor de idiomas deben ponerse en contacto con la oficina de la Junta al 469-593-0403 antes de la reunión para solicitar asistencia.

**BOARD OF TRUSTEES**  
**Richardson Independent School**  
**District Richardson, Texas**

**Date:** April 17th, 2025  
**Department:** Administrative Services

**Submitted by:** Matthew Gibbins - Assistant Superintendent Administrative Services, Leslie Slovak - Executive Director Athletics  
Jeff Bradford - Executive Director Fine Arts

## **INFORMATION ITEM**

**TOPIC:** Fine Arts and Athletics Department Updates

**BACKGROUND INFORMATION:**

This information item will provide a general overview of the district's fine arts and athletic programs, including student participation, notable achievements, and overall program impact. The purpose is to inform the Board of Trustees and support ongoing planning aligned with the district's goals for student growth and engagement.

**SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent presents the Fine Arts and Athletics update for the Board's information.

# Fine Arts and Athletics Programming Update and Review

April 17, 2025

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**BE  
THE  
ONE**

©Richardson ISD

# RISD IS THE ONE

**Opportunities** for learners tailored to every style and ability.

**Neighborhood** schools that foster family-centered communities.

**Experiences** beyond the classroom that enhance learning!





# Presentation Objectives

1

What do Fine Arts and Athletics Provide?

2

Celebrations and Growth Goals

3

Summary and Connections



# **RICHARDSON ISD'S NORTH STAR GOAL**

Every student, teacher and leader will meet or exceed their academic growth goals.

# RISD Athletics and Fine Arts

*Why is this so special in Richardson ISD?*

- Student Success Focus
- Collaborative Planning
- Team Coordination
- Best Practice Alignment
- Mutual Respect



# Bond 21-26 Impact

- Instruments and equipment
  - Impacts every area of the arts
- Auditorium refresh
- Dance uniforms
  - Drill Team
  - Ballet Folklorico
  - Country & Western
- Stage curtains

# RISD Fine Arts Programming

Band

Choir

Orchestra



Elementary  
Music

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Visual Arts

Theatre

Dance



Richardson ISD

# FINE ARTS

MUSIC • THEATER • VISUAL ART • DANCE

## Our Vision EVERY CHILD DESERVES...

A safe place to learn.

To be held accountable for appropriate growth and supported on their educational journey.

To have an arts advocate who cares for their personal needs.

To belong to a school family.

To experience excellence.

## WE LEAD WITH...

Excellence in instruction.

Excellence through consistency.

Excellence by being persistent.

Excellence through growth.

Excellence through performance.

Excellence with opportunities for every child.

Excellence through valuable feedback.

Excellence within our own personal growth.



EVERY CHILD. EVERY TEACHER. EVERY LEADER. EVERY DAY.



The true purpose of arts education is not necessarily to create more professional dancers or artists. [It's] to create more complete human beings who are critical thinkers, who have curious minds, who can lead productive lives.

**KELLY POLLOCK**

# Fine Arts Enrollment (JH/MS)

<b>RISD</b>	6th Grade	7th Grade	8th Grade	Total
Band	170	457	358	985
Choir	152	156	158	466
Orchestra	71	341	200	612
Theatre	1	230	184	415
Visual Arts	441	969	799	2209

4687 students being impacted by the arts



# Fine Arts Enrollment (HS)

RISD	9th Grade	10th Grade	11th Grade	12th Grade	Total
Band	295	207	184	194	880
Choir	164	113	128	128	533
Orchestra	137	84	87	68	376
Dance	194	220	218	232	864
Theatre	366	310	265	156	1097
Visual Arts	1317	1121	666	518	3622
AP Music Theory	1	9	19	29	58

7430 students being impacted by the arts



# Impact of The Arts

- **Average GPA**
  - Students not enrolled in Fine Arts=86.8%
  - Students enrolled in Fine Arts=89.6%
- **Average daily attendance rate**
  - Students not enrolled in Fine Arts=89.7%
  - Students enrolled in Fine Arts=92.7%

\*GPA data is from all HS students in RISD<sup>20</sup> from semester 1\*

\*ADA data is from all HS students in RISD up until April 14, 2025\*



RICHARDSON INDEPENDENT SCHOOL DISTRICT

FINE ARTS



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Brought to you by The NAMM Foundation\*

Proud BCME District



# District Celebrations

- District of Distinction for Visual Arts (4th year)
- Best Communities For Music Education (13th year)
- Consistently regarded as one of the model Fine Arts districts in the state
- Elementary Enrichment opportunities for every K-6 student
- State and National recognition for student and staff achievement in their respective areas
- One of the very few districts in Texas that has not cut arts funding/support
- Servant leaders at the local and state levels
- Fine Arts Signing Days

# District Celebrations

- 7 State VASE qualifiers
- 14 TMEA All State Musicians
- 75% of secondary music ensembles received superior ratings at their 2025 state assessment
- All 4 RISD marching bands qualified for the Area C Marching Band contest finals
- 326 students participated in VASE grades K-12
- 977 students participated in the All Region music process
- Lead Well impact

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# Campus Celebrations

- PHS Theatre performed at the Texas Thespians State Festival
- RWJH Orchestra was an invited clinic/performance program at the TMEA state conference
- BHS Mariachi performed at the State Mariachi Festival
- All 3 Ballet Folklorico ensembles participated in the North Texas Ballet Folklorico Festival
- PHS Stampede was a featured performer at the TFAA State Conference
- LHHS and PHS One Act Plays advanced in the state UIL contest; LHHS=Bi-District PHS-Region
- BHS Ramblers awarded State Champs on spring trip

# DIP Fine Arts Goals, 2024-2025

*“By the end of the 24-25 school year, the following performance benchmarks will be achieved in JH/MS/HS music electives”*



# JH/MS Music Electives DIP

- ❑ 10% of band students district wide will earn a spot in the All Region Band.
- ❑ 10% of choir students district wide will earn a spot in the All Region Choir.
- ❑ 5% of orchestra students district wide will earn a spot in the All Region Orchestra.
- ❑ 100% of Varsity ensembles will achieve first division ratings on stage and in sight-reading at the UIL state assessment.
- ❑ 100% of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles will achieve first or second division ratings on stage and in sight-reading at the UIL state assessment.

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# HS Music Electives DIP

- ✓ Achieve a 1% success rate for one student from band, choir, and orchestra to qualify for TMEA All-State.
- ✓ 20% of band students district wide will earn a spot in the All Region Band.
- ❑ 10% of choir students district wide will earn a spot in the All Region Choir.
- ❑ 10% of orchestra students district wide will earn a spot in the All Region Orchestra.
- ✓ 100% of Varsity ensembles will achieve first division ratings on stage and in sight-reading at the UIL state assessment.
- ❑ 100% of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles will achieve first or second division ratings on stage and in sight-reading at the UIL state assessment.

# Opportunities For Growth

- Continue expanding opportunities for more students at the JH/MS level
  - Mariachi at AJH/LJH beginning in 25-26
  - Dance
    - Currently only offered at PHJH/RNJH and expanding to RWJH in 25-26
- DIP/CIP adjustments
  - Reviewing the expectations to ensure it is fair and equitable for each area
- Support for struggling teachers and/or underperforming programs<sup>28</sup>

# Goals For The Future

- Implementation of a Fine Arts data and analysis system to help support each campus
  - Checkpoints for campus admin to support and better understand their programs
  - Accountability at the campus and district level
  - Advocacy for our district and community
  - Connections on the impact of arts education across all areas of a child's career
    - Attendance, Graduation Rate, Academic Success
- Enrollment/Retention, Showcase Opportunities, Quality, Impact
- Design committee has met 3 times
- Set to introduce these pillars<sup>29</sup> in 25-26 and begin uploading data in 26-27



# Thank You!

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**BE  
THE  
ONE** <sup>1</sup>





# Vision

We are committed to offering a variety of athletic programs that not only help student-athletes reach their full physical potential but also teach essential life skills such as teamwork, accountability, and perseverance. Through our programs, we aim to cultivate well-rounded individuals who excel both in sports and in life, fostering a strong work ethic and a dedication to personal and academic success.



# RISD Athletics

## High School

Volleyball  
Football  
Cross Country  
Basketball  
Wrestling  
Cheer  
Baseball  
Softball  
Golf  
Track  
Tennis  
Soccer  
Swimming &  
Diving

\*Powerlifting is an enrichment experience



## Junior High/Middle School

Volleyball  
Football  
Cross Country  
Cheer  
Basketball  
Track  
Soccer  
Tennis

# Athletics Enrollment (JH/MS)

JH/MS	Female Athletes	Male Athletes	Total
AJH	87	128	215
FMMS	135	192	327
LHMS	151	228	379
LJH	95	145	240
RNJH	116	165	281
PHJH	158	177	335
RWJH	194	201	395
WWJH	130	187	317

34

2489 students involved in athletics



# Athletics Enrollment (HS)

High School	Female Athletes	Male Athletes	Total
BHS	285	315	600
JJP	407	480	887
LHHS	389	512	901
RHS	382	483	865

3253 students involved in athletics



# Impact of Athletics

- **GPA**
  - Students not enrolled in Athletics=87.6%
  - Student Athletes=90.2%
- **Attendance rate**
  - Students not enrolled in Athletics=90.4%
  - Student Athletes=93.8%

36

\*GPA data is from all HS students in RISD from semester 1\*

\*ADA data is from all HS students in RISD up until April 14, 2025\*



# Enrollment Comparison

**Berkner**  
2349

**Pearce**  
2476

**Richardson**  
2775

**Lake Highlands**  
2974

## Playoff Opponents

Coppell	4364	South GP	3594
Lewisville	4162	Eules Trinity	3689
Flower Mound	3740	Hurst LD Bell	3157
Marcus	3003	Allen	6947
Hebron	3673	Arlington Martin	3779
Plano	4493	Plano East	5346
Plano West	5337	Grand Prairie	3158
Sam Houston	3804	Prosper	3450

# Celebrations Berkner

- Volleyball-first UIL 6A state playoff appearance since 2017
- Volleyball - 7 players named academic all district
- Volleyball - 2 players named academic all state
- J'nireah Henry reached 1,000 digs for her career
- Volleyball - 8 players named all district
- Volleyball - 1 committed to play in college
- Football - 10 players committed to play in college
- Football - 17 all district players
- Football - 2 academic all state players
- Football - 18 academic all district players
- Football - Finished 2nd in pass defense in DFW

# Celebrations Berkner

- Girls basketball - 4 players named all district
- Girls basketball - 2 players named academic all district
- Boys basketball made the playoffs for the first time since 2019
- Boys basketball - 6 players named all district
- Boys soccer made the playoffs for the first time since 2013
- Boys soccer - 8 players named academic all state
- Boys soccer - 8 players named all district
- Boys soccer - 2 players have committed to play in college
- Track- 1 regional qualifier

# Celebrations Berkner

- Wrestling-5 regional qualifiers and 1 state qualifier
- Swimming-6 regional qualifiers
- Girls Soccer-Mckenna Fowler 7-6A goalkeeper of the year
- Girls soccer - 1 player committed to play in college
- Girls soccer - 3 players named all district
- Team tennis - 1 player named academic all state
- Team tennis - Advanced to the playoffs
- Cross country - 2 athletes named academic all district
- Powerlifting - 2 regional qualifiers
- Cheer - 12 academic all district athletes

# Celebrations

# Lake Highlands

- Football- Undefeated District and Bi-district Champions
- Football- 7-6A Coaching Staff of the Year
- Football - 18 players named all district
- Anthony Pascuzzi named Dave Campbell's Texas Football Defensive Coordinator of the Year
- Christian Rhodes named as a top 10 running back by Dave Campbell
- Volleyball - District champions and Bi-District Champions
- Volleyball - 14 players named all district
- Volleyball - LH players named district setter of the year, defensive player of the year and hitter of the year

# Celebrations Lake Highlands

- Volleyball - Emerson Balderach had 1000 career assists
- Volleyball - Elle Holley had 600 career kills and 800 digs
- Volleyball - Stella Leah and Hailey Jacobus had 500 career digs
- Volleyball - Lucy Holmes had 500 career kills
- Cross Country- 4 regional qualifiers
- Cross Country - 11 all district runners
- Cross Country - 28 academic all district runners
- Cross Country - 6 academic all state runners
- Cross Country - 2 athletes signed to run in college
- Diving- Keann Guthrie District Champion, regional and state qualifier (3rd time to qualify for state)

# Celebrations Lake Highlands

- Wrestling - 4 individual District Champions
- Wrestling - 13 regional qualifiers
- Wrestling - 4 state qualifiers
- Boys Basketball - District Champions
- Boys Basketball - 6 academic all district players
- Boys Basketball - 4 academic all state players
- Boys Basketball - 1 player committed to play in college
- Girls Basketball - Playoff appearance
- Girls Basketball - 12 academic all district players
- Girls Basketball - 3 academic all state players
- Girls Golf - Team qualified<sup>43</sup> for regionals

# Celebrations

# Lake Highlands

- Girls Soccer - District and Bi-District Champions
- Girls Soccer - 2 players committed to play in college
- Girls Soccer - District 7-6A MVP-Danielle Chaump
- Girls Soccer - 24 academic all district players
- Girls Soccer - 13 all district players
- Girls Soccer - Lola Ta made the US Youth National Team
- Tennis - Undefeated Team Tennis District and Bi-District Champions
- Girls Golf - 7-6A District Champions
- Girls Golf - 2 athletes have committed to play in college

# Celebrations

# Lake Highlands

- Boys Soccer - Bi-District Champions
- Boys Soccer - 15 players named academic all district
- Boys Soccer - 12 players named academic all state
- Boys Soccer - 6 players named all district including defensive player of the year and newcomer of the year
- Cheer - 21 athletes named academic all district
- Powerlifting - 1 regional and 1 state qualifier
- Girls Track - District 7-6A runner up
- Boys Track - District 7-6A Champions
- Track- 25 regional qualifiers

# Celebrations Pearce

- Volleyball - District and Bi-District Champions
- Volleyball - Kendall Timme 1,000 career kills
- Volleyball - 7-6A MVP Kendal Timme
- Volleyball - 17 players named academic all district
- Volleyball - 4 players named academic all state
- Volleyball - 10 players named all district
- Volleyball - Coach Nance (7-6A coach of the year)
- Volleyball - Elle Parisi 500 career digs
- Volleyball - 2 players committed to play in college
- Tennis - Bi-District Champions
- Tennis - 4 athletes named academic all state

# Celebrations Pearce

- Boys Basketball - 11 academic all district athletes
- Boys Basketball - 5 all district athletes
- Girls Soccer - Qualified for playoffs
- Cross Country - 1 state qualifier
- Cross Country - Boys and Girls teams District Champions and individual boys and girls District Champions
- Cross Country - Boys and Girls teams qualified for regionals
- Cross Country - 73 academic all district athletes
- Cross Country - 15 academic all state athletes
- Football - Bi-District Champions<sup>47</sup>
- Football - 40 academic all district players

# Celebrations Pearce

- Football - 11 academic all state players
- Football - 23 all district players
- Football - Presley Harper named 7-6A district MVP
- Football - 5 athletes signed to play in college
- Football - All state players (Andrew Casagrande and Presley Harper)
- Girls Basketball - Bi-District Champions
- Girls Basketball - 12 athletes named academic all District
- Track - Andrew Casagrande broke the 100m Pearce record set in 1989 with a time of 10.08
- Track - Hannah Miller broke the 800m Pearce record with a time of 2.19.30

# Celebrations Pearce

- Track - Girls broke the 4x200m relay record with a time of 1:45.77
- Track - 9 regional qualifiers
- Girls Basketball - 10 athletes named academic all state
- Girls Basketball - 8 athletes named all district
- Girls Basketball - Tatum Vroonland named Offensive Player of the Year for 7-6A
- Cheer - 20 academic all district athletes
- Cheer - Finished 1st at the NCA competition

# Celebrations Pearce

- Wrestling - 12 athletes qualified for regionals
- Wrestling - 6 academic all district athletes
- Wrestling - 1 academic all state athlete
- Swimming - District Champions
- Swimming - 25 regional qualifiers
- Swimming - 49 academic all district athletes
- Swimming - 10 academic all state athletes
- Golf - Boys team qualified for regionals
- Golf - 2 girls qualified for regionals

# Celebrations Richardson

- Football - Qualified for the playoffs
- Football - Bi-District Champions
- Football - 7 academic all state players
- Football - Dameon Crowe named MVP
- Football - 6 players committed to play in college
- Football - 16 players selected for all district
- Football - Ranked #3 in total defense in DFW
- Girls Track - District 7-6A Champions
- Track - 10 regional qualifiers
- Tennis - Team Tennis Bi-District Champions
- Tennis - 3 players named academic all state
- Wrestling - 10 regional qualifiers
- Powerlifting - 3 regional qualifiers

# Celebrations Richardson

- Volleyball - Qualified for playoffs
- Volleyball - MJ Cordero 1000 assists
- Volleyball - Sarah Bolden 500 career blocks
- Volleyball - Mackenzie Ratcliff 500 career kills
- Volleyball - Winnie Goodson 500 career digs
- Volleyball - 18 academic all district players
- Volleyball - 3 academic all state players
- Girls Basketball - District and Bi-District Champions
- Girls Basketball - 1 academic all state player
- Girls Basketball - 1 all state player
- Girls Basketball - Tristan Aldridge, Ma'Kayla Carr and Averie Farrell reached 1000 career points

# Celebrations **Richardson**

- Swimming/Diving - 21 regional qualifiers
- Swimming - Chase Dai and Abigail Reimer broke school records in the 100 breaststroke
- Swimming - Chase Dai broke the backstroke record
- Girls Soccer - Bi-District Champions
- Girls Soccer - 26 academic all district players
- Girls Soccer - 13 academic all state players
- Girls Soccer - 12 all district players
- Girls Soccer - 5 athletes committed to play in college
- Girls Soccer - Rachel Lawless-Felarca made the US Youth National Team

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# Celebrations Richardson

- Boys Soccer - 14 academic all district players
- Boys Soccer - 5 academic all state players
- Boys Soccer - 8 all district players
- Golf - Girls team qualified for regionals
- Cheer - 22 academic all district athletes

# HS Athletics (DIP)

- On track to meet our DIP goal (by the end of the 2024-2025 academic year, senior students who are academic all state honorees will increase district wide by 15%)
- On track to meet our DIP goal (by the end of the 2024-2025 academic year, each varsity team will host at least one special night dedicated to elementary, MS/JH students. Each varsity team will make at least one visit to an elementary school to open car doors, read to students or volunteer in some capacity)

# HS Athletics (DIP)

- On track to meet our DIP goal (by the end of the 2024-2025 academic year, the percentage of students who are academic all district honorees will increase by 10%)

# Short Term Goals

- Collaboration with the new central athletics team
- Continued support for Lead Well
- Emphasis on Sportsmanship through the Texas Way.  
This program is expanding into our junior highs/middle schools starting in the 2025-2026 school year
- Utilize SALT kids to promote sportsmanship through a video
- Continued support and evaluation of pre-athletics

# Long Term Goals

## 1. Enhance vertical alignment between JH/MS and HS Programs

- Increase the number of leadership training sessions and meetings for JH/MS Coordinators
- Encourage our JH/MS Coordinators to take advantage of professional growth opportunities provided by THSADA

# Long Term Goals

2. Evaluate safety and security procedures at athletic events
  - Conduct regular meetings with the safety and security team to review and adjust logistics prior to the start of each sports season
  
3. Better prepare 6th graders for 7th grade athletics
  - Enhance readiness for 7th grade athletics through Pre-athletics and PE classes
  - For campuses without 6th graders at the MS, focus on offering <sup>59</sup>similar opportunities

# Long Term Goals

## 4. Increase the overall number of athletes named academic all district and academic all state

- Assess the current tutorial offerings to ensure they are meeting the academic needs of student-athletes
- Continue to highlight academic achievements
- Regularly communicate the importance of academic success to coaches, students and families



# Thank You!

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**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** April 17, 2025

**Submitted by:** Tabitha Branum, Superintendent,  
David Pate, Assistant Superintendent of Finance and Support Services,  
Christopher B. Goodson, Ed.D, Assistant Superintendent of Human Resources

## **INFORMATION ITEM**

**TOPIC:** 2025-2026 Budget & Compensation Presentation

### **BACKGROUND INFORMATION**

The Texas Education Code and the Texas Education Agency Financial Accountability System Resource Guide requires the district to prepare and adopt a budget prior to the start of the new fiscal year.

The budget process begins each July and culminates in June with the Board of Trustees adopting the budget.

The administration has prepared a presentation regarding 2025-2026 employee compensation considerations and budgetary impact.

The primary purpose of the presentation is to continue to provide updates on items in the 2025-2026 budget.

### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent presents the information regarding the 2025-2026 Budget Discussion for the Board's Information and review.

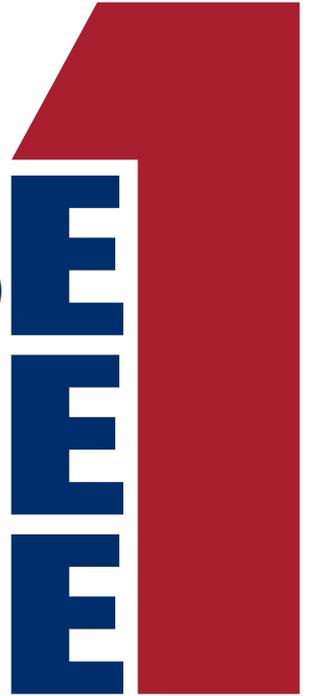
# Budget and Compensation Considerations

4-17-2025

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**BE  
THE  
ONE**





# **RICHARDSON ISD'S NORTH STAR GOAL**

Every student, teacher and leader will meet or exceed their academic growth goals.

# RISD IS THE ONE

**Opportunities** for learners tailored to every style and ability.

**Neighborhood** schools that foster family-centered communities.

**Experiences** beyond the classroom that enhance learning!



# Important Reminders:

- Legislative Session
- All numbers subject to change





# Agenda

- **What We Know So Far**
- **District Comparisons**
- **Insurance Premiums**
- **Raise Scenarios - Costs**
- **Considerations**
- **Budget Increases**
- **Budget Decreases**
- **Fee Increases**

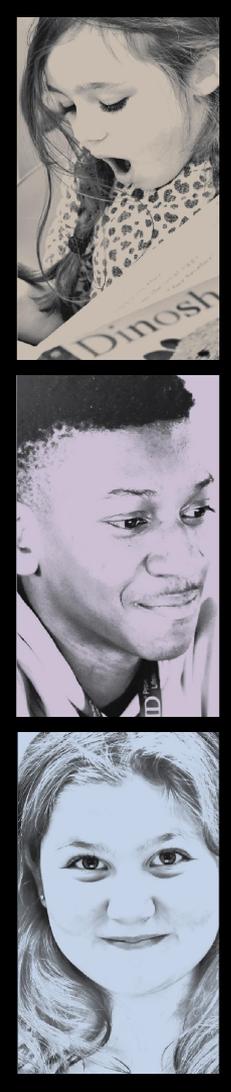
# What We Know So Far

<b>District</b>	<b>Starting Salary</b>	<b>Stipend/Bonus</b>	<b>Pay Increase</b>
<b>Garland</b>	<b>TBD</b>	<b>\$10,000 SLP \$5,000 Eval. Staff</b>	<b>TBD</b>
<b>Plano</b>	<b>\$62,200</b>	-	<b>3%</b>
<b>Dallas</b>	<b>\$64,000</b>	-	<b>TEI</b>

# District Comparisons Starting Teacher Salary

<b>DISTRICT</b>	<b>24-25</b>	<b>25-26</b>
<b>Denton</b>	<b>\$59,000</b>	<b>?</b>
<b>Allen</b>	<b>\$60,400</b>	<b>?</b>
<b>Richardson</b>	<b>\$61,000</b>	<b>?</b>
<b>Plano</b>	<b>\$61,000</b>	<b>\$62,200</b>
<b>Lewisville</b>	<b>\$60,850</b>	<b>?</b>
<b>Garland</b>	<b>\$61,500</b>	<b>?</b>
<b>Grand Prairie</b>	<b>\$63,000</b>	<b>?</b>
<b>Arlington</b>	<b>\$64,600</b>	<b>?</b>

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# Compensation Planning

- **T-types vs. Teachers Only**
- **Non-T-Type**
- **New Teacher Salary**
- **Identified Opportunities**

# 24-25 Health Insurance Premiums by Plan

<u>Option</u>	<u>Coverage</u>	<u>Participants</u>	<u>Full Premium</u>	<u>District Contribution</u>	<u>Employee Contribution</u>
ActiveCare HD	Emp Only	1124	\$513.00	\$313.00	\$200.00
	Emp & Spouse	20	\$1,386.00	\$313.00	\$1,073.00
	Emp & Child	249	\$873.00	\$313.00	\$560.00
	Family	47	\$1,745.00	\$313.00	\$1,432.00
ActiveCare Primary Plus	Emp Only	421	\$588.00	\$313.00	\$275.00
	Emp & Spouse	13	\$1,529.00	\$313.00	\$1,216.00
	Emp & Child	156	\$1,000.00	\$313.00	\$687.00
	Family	18	\$1,941.00	\$313.00	\$1,628.00
ActiveCare 2	Emp Only	12	\$1,013.00	\$325.00	\$688.00
<i>Closed to new enrollees</i>	Emp & Spouse	0	\$2,402.00	\$325.00	\$2,077.00
	Emp & Child	5	\$1,507.00	\$386.00	\$1,121.00
	Family	0	\$2,841.00	\$325.00	\$2,516.00
	10+ Emp Only	49	\$1,013.00	\$360.00	\$653.00
	10+ Emp & Spouse	2	\$2,402.00	\$360.00	\$2,042.00
	10+ Emp & Child	30	\$1,507.00	\$421.00	\$1,086.00
	10+ Family	1	\$2,841.00	\$360.00	\$2,481.00
ActiveCare Primary	Emp Only	1064	\$501.00	\$313.00	\$188.00
	Emp & Spouse	4	\$1,353.00	\$313.00	\$1,040.00
	Emp & Child	230	\$852.00	71 \$313.00	\$539.00
	Family	15	\$1,704.00	\$313.00	\$1,391.00
Total Participants		3460			

TRS Board will meet on June 3 to set new rates



# Health Insurance Contribution Comparison

District	Health Insurance Contribution	Insurance Provider
Irving	\$451	TRS
Mesquite	\$395	Self Funded
Rockwall	\$361	TRS
Carrollton-Farmers Branch	\$350	TRS
Frisco	\$350	TRS
Allen	\$340	TRS
Plano	\$330	TRS
Garland	\$325	TRS
Arlington	\$317/\$332	TRS
Dallas	\$317	TRS
<b>Richardson</b>	<b>\$313</b>	<b>TRS</b>
McKinney	\$306	TRS
Hurset Euless Bedford	\$300	72 TRS
Wylie	\$275	TRS

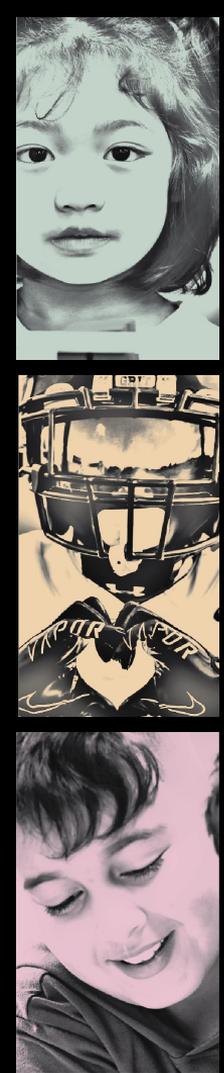
- Participation
  - 2025 - 3,460 (61% of eligible employees)
  - 2024 - 3,564 (62% of eligible employees)



# Health Insurance Contribution Increase

OPTION	AMOUNT
Increase district monthly contribution from \$313 to \$350	\$1,751,000
Increase district monthly contribution from \$313 to \$375	\$2,934,000

Each 1% raise = \$3.4 million



# Pay Raise Scenario 1 - Estimated Cost

<b>Percent Increase</b>	<b>Employee Type</b>	<b>Approximate Cost</b>
<b>&gt; of 2.5% or next step on hiring schedule (step 0 = \$61,700)</b>	<b>Teacher-Types (Teacher, LITE, Counselor, Nurses)</b>	<b>\$6.1 million</b>
<b>2.5%</b>	<b>Non T-Types</b>	<b>\$2.6 million</b>
	<b>Total</b>	<b>\$8.7 million</b>
<b>Market Adjustments</b>	<b>Identified Groups</b>	<b>TBD</b>



# T-Type New Hires - Scenario 1

- **Starting Teacher Salary - \$61,700**
  - **0-10 years / \$500 increments**
  - **10+ years / \$1,000 increments**

# New Hire Starting Teacher Salary - Scenario 1

0	\$61,700	11	\$ 67,700	22	\$ 78,700
1	\$62,200	12	\$ 68,700	23	\$ 79,700
2	\$62,700	13	\$ 69,700	24	\$ 80,700
3	\$63,200	14	\$ 70,700	25	\$ 81,700
4	\$63,700	15	\$ 71,700	26	\$ 82,700
5	\$64,000	16	\$ 72,700	27	\$ 83,700
6	\$64,700	17	\$ 73,700	28	\$ 84,700
7	\$65,200	18	\$ 74,700	29	\$ 85,700
8	\$65,700	19	\$ 75,700	30+	\$ 86,700
9	\$66,200	20	\$ 76,700		
10	\$66,700	21	\$ 77,700		

**25-26 School  
Year**

**\*Not to be used for  
raise calculations**

# Pay Raise Scenario 2 - Estimated Cost

<b>Percent Increase</b>	<b>Employee Type</b>	<b>Approximate Cost</b>
<b>&gt; of 3% or next step on hiring schedule (step 0 = \$62,000)</b>	<b>Teacher-Types (Teacher, LITE, Counselor, Nurses)</b>	<b>\$7.2 million</b>
<b>3%</b>	<b>Non T-Types</b>	<b>\$3.1 million</b>
	<b>Total</b>	<b>\$10.3 million</b>
<b>Market Adjustments</b>	<b>Identified Groups</b>	<b>TBD</b>

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# T-Type New Hires - Scenario 2

- **Starting Teacher Salary - \$62,000**
  - **0-10 years / \$500 increments**
  - **10+ years / \$1,000 increments**

# New Hire Starting Teacher Salary - Scenario 2

0	\$62,000	11	\$ 68,000	22	\$ 79,000
1	\$62,500	12	\$ 69,000	23	\$ 80,000
2	\$63,000	13	\$ 70,000	24	\$ 81,000
3	\$63,500	14	\$ 71,000	25	\$ 82,000
4	\$64,000	15	\$ 72,000	26	\$ 83,000
5	\$64,500	16	\$ 73,000	27	\$ 84,000
6	\$65,000	17	\$ 74,000	28	\$ 85,000
7	\$65,500	18	\$ 75,000	29	\$ 86,000
8	\$66,000	19	\$ 76,000	30+	\$ 87,000
9	\$66,500	20	\$ 77,000		
10	\$67,000	21	\$ 78,000		

**25-26 School Year**

**\*Not to be used for raise calculations**



# Pay Raise Scenario 3 - Estimated Cost

<b>Percent Increase</b>	<b>Employee Type</b>	<b>Approximate Cost</b>
<b>Salary Schedule Adjustment to \$63,000 new teacher</b>	<b>Teacher-Types (Teacher, LITE, Counselor, Nurses)</b>	<b>\$9.6 million</b>
<b>3%</b>	<b>Non T-Types</b>	<b>\$3.1 million</b>
	<b>Total</b>	<b>\$12.7 million</b>
<b>Market Adjustments</b>	<b>Identified Groups</b>	<b>TBD</b>

# T-Type New Hires - Scenario 3

- **Starting Teacher Salary - \$63,000**
  - **0-10 years / \$500 increments**
  - **10+ years / \$1,000 increments**

# Richardson ISD T-Type Salary Schedule - Scenario 3

**25-26 School  
Year**

**\*Not to be used for  
raise calculations**

<b>0</b>	<b>\$63,000</b>	<b>11</b>	<b>\$ 69,000</b>	<b>22</b>	<b>\$ 80,000</b>
<b>1</b>	<b>\$63,500</b>	<b>12</b>	<b>\$ 70,000</b>	<b>23</b>	<b>\$ 81,000</b>
<b>2</b>	<b>\$64,000</b>	<b>13</b>	<b>\$ 71,000</b>	<b>24</b>	<b>\$ 82,000</b>
<b>3</b>	<b>\$64,500</b>	<b>14</b>	<b>\$ 72,000</b>	<b>25</b>	<b>\$ 83,000</b>
<b>4</b>	<b>\$65,000</b>	<b>15</b>	<b>\$ 73,000</b>	<b>26</b>	<b>\$ 84,000</b>
<b>5</b>	<b>\$65,500</b>	<b>16</b>	<b>\$ 74,000</b>	<b>27</b>	<b>\$ 85,000</b>
<b>6</b>	<b>\$66,000</b>	<b>17</b>	<b>\$ 75,000</b>	<b>28</b>	<b>\$ 86,000</b>
<b>7</b>	<b>\$66,500</b>	<b>18</b>	<b>\$ 76,000</b>	<b>29</b>	<b>\$ 87,000</b>
<b>8</b>	<b>\$67,000</b>	<b>19</b>	<b>\$ 77,000</b>	<b>30+</b>	<b>\$ 88,000</b>
<b>9</b>	<b>\$67,500</b>	<b>20</b>	<b>\$ 78,000</b>		
<b>10</b>	<b>\$68,000</b>	<b>21</b>	<b>\$ 79,000</b>		

# Market Adjustments

\*\*\*Job Categories >5% under benchmark.

<b>Job Classification</b>	<b>Approximate Cost</b>
<b>Assistant Principals</b>	<b>\$246,000</b>
<b>LSSPs/Diags/Therapists/SLPs</b>	<b>\$338,000</b>
<b>Campus Executive Assistants</b>	<b>\$62,000</b>
<b>Aides</b>	<b>\$97,000</b>
<b>Special Ed Aides-Resource/Self-Contained</b>	<b>\$236,000</b>
<b>Bus Driver</b>	<b>\$388,000</b> <b>(Increase hourly rate by \$2.50)</b>
<b>Bus Monitor</b>	<b>\$142,000</b> <b>(Increase hourly rate by \$2.00)</b>
<b>Licensed HVAC/Plumber/Electrician</b>	<b>\$93,000</b> <b>(Increase hourly rate by \$2.00)</b>
<b>Total</b>	<b>\$1,602,000</b>

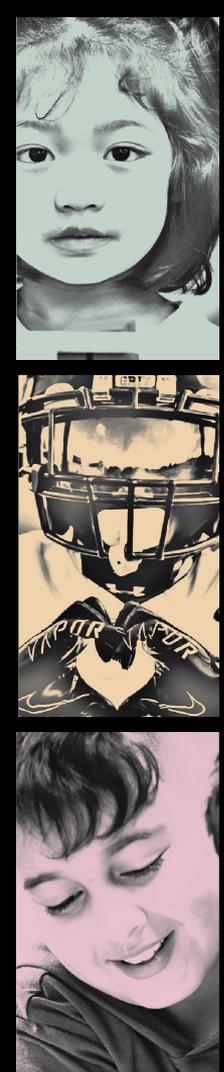
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# Considerations

- Impact of proposed legislation on raises
  - Two options in current legislation
    - House - % of impact of increase in the basic allotment must be spent on raises with a specified % spent on selected position(s)
    - Senate - Specified raises for selected position(s)
- Unclear if these raise are on top of raises already given for FY 25-26

# Considerations

- Raise language included in the 2019-2020 Official Budget
  - The Board of Trustees intends that T-type staff salaries may be retroactively adjusted as necessary to maintain compliance with the requirements of House Bill 3 as passed by the 86th Texas Legislature and its subsequent interpretations by appropriate authoritative bodies which were not known at the time of budget adoption



# General Fund Multi-Year Revenue Projection - Current Law

	FY 23-24 Actual	FY 24-25 Est.	FY 25-26 Est.	FY 26-27 Est.	FY 27-28 Est.
CY Tax Revenue	\$234,095,939	\$241,798,947	\$246,765,677	\$250,595,039	\$254,213,268
State Revenue	\$125,848,656	\$123,503,124	\$113,898,896	\$101,806,938	\$87,424,531
TRS On-behalf Revenue	\$23,571,675	\$24,000,000	\$24,000,000	\$24,000,000	\$24,000,000
All Other Revenue	\$32,449,720	\$18,857,007	\$18,857,007	\$18,857,007	\$18,857,007
Other Sources	\$364,617	\$131,470	\$131,470	\$131,470	\$131,470
Total Revenue	\$416,330,607	\$408,290,548	\$403,653,050	\$395,390,454	\$384,626,276
Recapture	\$ (4,086,026)	\$ (5,683,606)	\$ (6,711,112)	\$ (7,428,232)	\$ (8,066,807)
<b>Net Revenue</b>	<b>\$412,244,581</b>	<b>\$402,606,942</b>	<b>\$396,941,938</b>	<b>\$387,962,222</b>	<b>\$376,559,469</b>
Original Revenue Budget		\$390,863,418			
Original Recapture Budget		\$(4,918,676)			
Original Net Revenue Budget		\$385,944,742	86		



# Other Budget Increases for 2025-2026.



# Budget Increases - Allocated Positions

Description	Amount
14 Central Special Education Teachers	\$1,113,000
28 Central Special Education Paraprofessionals	\$760,000
7 Central Special Education Professionals (LSSP, Diag, SLP, etc)	\$535,000
4 Pre-K Professionals	\$318,000
4 Pre-K Paraprofessionals	\$107,000
2 Teacher/Coaches	\$139,000
Little Ram/Wildcat Child Learning Academy Teachers and Support Staff	\$2,500,000
2 Bilingual Teachers (Stults, Audelia Creek)	\$139,000
Total	\$5,611,000

# Budget Increases - Non-personnel

Description	Amount
Insurance - General Liability, Auto, Cyber, School Board Liability	\$100,000
National Board Certification Teacher Registration	\$89,200
Water Utility Rate	\$58,000
Translation and Interpretation Services	\$50,000
Automated External Defibrillator (AED) Replacement Pads and Batteries	\$50,000
School Health And Related Services (SHARS) Billing	\$33,000
Dallas Central Appraisal District (DCAD) Fee	\$20,079
Focus - Student Attendance Accounting Software	\$33,000
Total	\$433,279

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# Budget Decreases

Description	Amount
Central Positions	(\$1,494,000)
Stipends	(\$263,000)
Campus Staff Efficiencies	(\$142,000)
Dobie Utilities and Maintenance	(79,000)
Software	(\$36,000)
Convocation T-shirts	(\$35,000)
Removal of Copper Line Phones	(\$30,000)
Professional Organization	(\$12,500)
Increase Child Learning Academy and Pre-K Tuition	(\$240,000)
Total	(\$2,331,500)

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# Child Learning Academy and Pre-K Fees

## Employee

	Current	Proposed
Child Learning Academy	\$350 - month	\$400 - month
Pre-K	\$200 - month	\$250 - month

## Community - Pre-K

	Current	Proposed
Tier 3	\$150 - month / \$1,500 - year	\$200 - month / \$2,000 - year
Tier 2	\$300 - month / \$3,000 - year	\$350 - month / \$3,500 - year
Tier 1	\$575 - month / \$5,750 - year <sup>91</sup>	\$625 - month / \$6,250 - year

# Summary Impact of Raises, Increase and Decreases

	Scenario 1 (2.5%)	Scenario 2 (3%)	Scenario 3 (Salary Schedule Adj / 3%)
Raise	\$8,700,000	\$10,300,000	\$12,700,000
Market Adjustments	\$1,602,000	\$1,602,000	\$1,602,000
Personnel Increases	\$5,611,000	\$5,611,000	\$5,611,000
Non-personnel Increases	\$433,279	\$433,279	\$433,279
Decreases	(\$2,331,500)	(\$2,331,500)	(\$2,331,500)
Net Increase	\$14,014,779	\$15,614,779	\$18,014,779

Health Insurance contribution increase not included \$1,751,000 / \$2,934,000

# Meal Price Increases for 25-26

Recommendation to raise student paid meal (lunch only) price by \$0.25 at all schools.

Does not impact General Fund only Child Nutrition Fund

	Current	Proposed
Elementary Lunch	\$2.80	\$3.05
Junior, Middle, High School Lunch	\$2.95	\$3.20



# Where does funding stand in Austin right now?



# CSHB 2 Summary (costs the State \$7.7 billion)

- Increases basic allotment from \$6,160 to \$6,500
- Full day Pre-K is funded by reducing the Compensatory Education allotment
- Increases Emergent Bilingual weight by .02 in the second year of the biennium
- Increases Compensatory Education allotment in the second year of the biennium
- Clarifies teacher salary increases from the basic allotment are prioritized for teachers with 5 or more year and 10 or more years of experience
- 40% of the increase in the basic allotment must go to pay increases
  - 75% must be spent on Teachers, Librarians, Counselors, and Nurses
  - Estimated at \$7.2M for RISD
- Reimburses districts for TRS costs associated with hiring retirees (surcharge)
- Moves special education funding to intensity of services-based funding
- Provides \$1,000 allotment for special education evaluations
  
- Third parties estimate that RISD will receive approximately \$24M under CSHB2

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# 2025-2026 Budget Calendar



- January 16, 2025 – Board of Trustee Meeting: Status of FY 24-25, Budget Presentation and Demographic Study Presentation
- January 31, 2025 – Send out budget worksheets to campuses and departments
- February 20, 2025 – Board of Trustee Meeting: Budget Presentation
- February 24, 2025 – Campus and Department budget worksheets due to budget office
- February 24, 2025 – Cabinet member special requests due to budget office
- February 28, 2025 – Receive update from Dallas Central Appraisal District (tentative)
- March 6, 2025 – Board of Trustee Meeting: Budget presentation
- April 3, 2025 – Board of Trustee Meeting: Budget presentation
- ➔ • April 17, 2025 – Board of Trustee Work Session: Budget presentation
- April 30, 2025 – Last day to receive estimated certified value from Dallas Central Appraisal District

**Dates are subject to change.**

# 2025-2026 Budget Calendar (continued)



- May 1, 2025 – Board of Trustee Meeting: Budget presentation, 24-25 Compensation Plan Approval
- May 15, 2025 – Board of Trustee Work Session: Budget presentation
- May 24, 2025 – Publish notice of hearing to adopt budget and tax rate (no less than 10 and no more than 30 days prior to hearing)
- June 5, 2025 – Board of Trustee Meeting: Conduct public hearing on budget and tax rate, and adopt budget
- July 4, 2025 – Last day to select auditor for efficiency audit
- July 25, 2025 – Last day to receive certified value from Dallas Central Appraisal District
- August 1, 2025 – Last day to Provide Certified Value to Texas Education Agency
- August 5, 2025 – Last for Texas Education Agency to Provide Maximum Compressed Tax Rate

# 2025-2026 Budget Calendar (continued)



- August 7, 2025 – Publish notice of hearing on tax rate (no less than 10 and no more than 30 days prior to hearing), if necessary
- August 18, 2025 – Board of Trustee Work Session: Adopt tax rate, Call Voter Approval Tax Rate Election
- October 3, 2025 – Last day to post results of efficiency audit on the District website and hold an open Board meeting to discuss the results
- November 4, 2025 – Voter Approval Tax Rate Election (General Election Date)
- November 18, 2025 – Last day to canvass election results
- November 19, 2025 – Mail tax bills with adopted rate

# Thank You

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**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** David Pate, Chief Financial Officer; Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy CFB (LOCAL) – Accounting: Inventories

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise CFB (LOCAL) – Accounting: Inventories.

The following policy is provided for the Board’s review:

Accounting: Inventories

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. CFB (LOCAL) – Accounting: Inventories

The recommended revisions will align the policy with federal requirements and the District’s current practices. At “Capitalization Criteria” the recommendation is to update the third bullet to reflect a useful life estimated at one year or more when determining if an item will be classified as a capital item.

### **Capital Assets**

Capital assets (general fixed assets) are real or personal property that have a value equal to or greater than the capitalization threshold for the particular classification of the asset and have an estimated life that is greater than two years.

The District has invested in a broad range of capital assets that are used to support the District operations, which include:

- Land and land improvements;
- Building and building improvements;
- Facilities and other improvements;
- Constructions in progress;
- Personal property, including:
  - Furniture and equipment;
  - Vehicles; and
  - Other assets; and
- Leasehold improvements and certain leased equipment.

### **Capital Asset Classification**

The classification of capital asset items shall be determined in accordance with the standards issued by the Governmental Accounting Standards Board (GASB) and TEA, in a manner consistent with generally accepted accounting principles, and as otherwise required by applicable law.

### **Capitalization Criteria**

An item must meet the following criteria to be classified as a capital item:

- The item is tangible;
- The unit cost of the item is \$5,000 or more; and
- The useful life is estimated at more than ~~one year~~ two years.

The chief financial officer shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

The chief financial officer shall ensure that the District's records include an accurate inventory of all capital assets and shall develop appropriate guidelines for the management of the District's capital assets. Inventory control methods shall be implemented.

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** David Pate, Chief Financial Officer; Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy CAA (LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics

### **BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise CAA (LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics.

The following policy is provided for the Board’s review:

CAA (LOCAL) - Fiscal Management Goals and Objectives: Financial Ethics

### **PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. CAA (LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics

The recommended revisions will align the policy with federal requirements and the District’s current practices. Recommended revisions to this local policy at “Federal Awards Disclosure” are to align text with updated rules regarding federal grants found in the Code of Federal Regulations. This guidance became effective October 1, 2024, and is reflected in CBB(LEGAL).

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

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

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

**Fraud and Financial Impropriety**

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

Definition

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

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES  
FINANCIAL ETHICS

CAA  
(LOCAL)

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

**Financial Controls and Oversight**

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

**Fraud Prevention**

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

Reports

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

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure

FISCAL MANAGEMENT GOALS AND OBJECTIVES  
FINANCIAL ETHICS

CAA  
(LOCAL)

may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from  
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

**Fraud Investigations**

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent or designee shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards  
Disclosure

In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]

**Analysis of Fraud**

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent or designee shall ensure that

appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** David Pate, Chief Financial Officer; Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy CDA (LOCAL) – Other Revenues: Investments

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise CDA (LOCAL) – Other Revenues: Investments.

The following policy is provided for the Board’s review:

CDA (LOCAL) – Other Revenues: Investments

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

CDA (LOCAL) – Other Revenues: Investments

The recommended revisions will reflect registration and membership requirements. Specifically, the section on “Sellers of Investments” is recommended for revision to specify that representatives with distributors of investment pools must be registered with the Texas State Securities Board, have membership in the Securities Investor Protection Corporation, and be in good standing with the Financial Industry Regulatory Authority. Distributors of investment pools must also be registered in good standing with the Municipal Securities Rulemaking Board. In addition, the Administration has made recommendations to update outdated terminology, remove repetitive language and reorder some of the sections.

**Policy**

It is the policy of the District to invest public funds in a manner that ensures the safety of invested funds, maintains sufficient liquidity to provide for the daily needs of the District, and provides the highest investment return. All investments made by the District shall comply with the Public Funds Investment Act (Texas Government Code Chapter 2256, Subchapter A) and all federal, state, and local statutes, rules, and regulations.

**Prudence**

Investments shall be made with judgment and care, under then-prevailing circumstances, which a person of prudence, discretion, and intelligence exercises in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of the capital, as well as the probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. Investment officers acting in accordance with written procedures and the investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security credit risk or market price changes, provided that deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

**Objectives**

In order of importance, the primary objectives of the District's investment activities are:

**Safety** — Investments of the District shall be selected in a manner that seeks to ensure the preservation of capital in the overall portfolio. To meet this objective, the portfolio must be diversified in such a way that potential losses of individual securities do not exceed the income generated from the remainder of the portfolio.

**Liquidity** — The District's investment portfolio will remain sufficiently liquid to enable the District to meet all operating requirements that can be reasonably anticipated based upon cash flow projections, which are to be prepared on a combination of a weekly, monthly, and annual basis.

**Return on investment** — The District's investment portfolio shall be designed with the objective of attaining a rate of return throughout budgetary and economic cycles, commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

**Investment Strategy**

The District shall have a written investment strategy for each fund or group of funds it controls. Covered funds shall include the:

OTHER REVENUES  
INVESTMENTS

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(LOCAL)

Covered Funds

1. General fund;
2. Special revenue fund(s) — including funds used to account for federal, state, and local grants, as well as the food service fund and the campus activity fund;
3. Debt service funds;
4. Capital project funds;
5. Proprietary funds — including the funds used to account for the workers' compensation program; and
6. ~~Trust and agency funds~~ Custodial funds — including the student activity fund.

The District shall follow the investment strategies listed below, in order of importance, for each covered fund:

1. Each investment option shall be reviewed to ensure understanding of the suitability of the investment to the financial requirements of the District;
2. Investments shall be selected that provide preservation and safety of invested funds;
3. Investments shall support the District's objective to remain sufficiently liquid;
4. Investments shall be marketable if the need arises to liquidate invested funds before maturity;
5. The investment type shall be consistent with the Board's desired diversification of the investment portfolio; and
6. All invested funds of the District shall attain a rate of return commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.
- ~~7. Commercial paper, with a stated maturity of 270 days or less from the date of its issuance and rated not less than A-1 or P-1 or an equivalent rating by at least two nationally recognized agencies; or one nationally recognized credit rating agency and fully secured by an irrevocable letter of credit issued by a bank organized and existing under the laws of the United States or any state.~~

~~The District shall diversify its investments in all funds by security type and institution. The District shall consider purchase of high quality short-term to medium-term securities that will complement each other in a ladder or liability matching portfolio structure.~~

	<p><del>In addition to the strategies explained above for the debt service fund, the District may purchase securities that have maturities longer than one year provided the legal limits are not exceeded.</del></p> <p><del>The Board shall review the investment strategies annually and make recommendations for revision as necessary.</del></p>
<b>Authority for Investment Program</b>	<p><del>In accordance with the Public Funds Investment Act (PFIA), the responsibility for conducting investment transactions resides with the Board. Management oversight responsibility for the investment program is delegated to the chief financial officer, who shall develop and maintain written procedures for the operation of the investment program consistent with these policies.</del></p>
	<p><del>Procedures to be set forth in the Administrators Operating Guide (AOG) should include reference to safekeeping, bond market association repurchase agreements, depository contracts, and collateral agreements. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures set forth in the AOG. The chief financial officer shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.</del></p>
	<p><u>The Superintendent or designee, as identified by Board resolution, shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures.</u></p>
<b>Quality and Capability of Investment Management</b>	<p>Designated investment officers of the District shall participate in periodic training through courses and seminars offered by professional organizations, associations, and other independent sources approved by the Board to ensure the quality and capability of investment management in compliance with the PFIA.</p>
<b>Ethics and Conflicts of Interest</b>	<p>Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program or that could impair their ability to make impartial decisions. Employees and investment officers shall disclose to the Superintendent any material financial interest in financial institutions that could conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the District, particularly with regard to the time of purchases and sales. A District investment officer who has a personal relationship [see Gov't Code 2256.005] with a business organiza-</p>

tion offering to engage in an investment transaction with the District, or who is related within the second degree by affinity or consanguinity to a qualified representative in that organization, shall file a statement disclosing that personal business interest in the manner described in the Personal Interest section of CDA(LEGAL).

**Sellers of Investments**

The investment officer will maintain a list of financial institutions, approved by the Board, who are authorized to provide investment services. Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers and representatives with **dis-distributors** of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).

An annual review of the financial condition and registration of new qualified bidders shall be conducted by the investment officer.

**Competitive Bidding**

The District shall require at least three competitive offers or bids for all individual security purchases and sales except for:

1. Transactions with money market mutual funds and local government investment pools, and
2. Treasury and agency securities purchased at issue through an approved broker/dealer or financial institution.

**Authorized and Suitable Investments**

From those investments authorized by law and described in CDA(LEGAL), the Board shall permit investment of District funds in the following investment types only, consistent with the strategies and maturities defined in this policy:

1. Obligations, including letters of credit, of the United States or its agencies and instrumentalities; direct obligations of the state of Texas or its agencies; other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, the state of Texas, the United States, or its instrumentalities, including obligations that are fully guaranteed or insured by the FDIC or by the explicit full faith and credit of the United States; obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent. Gov't Code 2256.009

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2. Certificates of deposit (CDs) issued by a depository institution that has its main office or branch office in Texas, that is guaranteed or insured by the FDIC or its successor and is secured by obligations described in item 1 above, including mortgage-backed securities directly issued by a federal agency or instrumentality that have a market value of not less than the principal amount of the certificates or are secured in any other manner and amount provided by law for the deposits of the investment entity; or CDs invested through an approved broker or depository institution that has its main office or a branch office in Texas, is appointed by the District as custodian, and who arranges for the deposit of funds in CDs in one or more federally insured depository institutions, in which the full amount of the principal and accrued interest is insured by the United States or its instrumentalities. *Gov't Code 2256.010* Bids for certificates of deposit may be solicited orally, in writing, electronically, or in any combination of those methods. *Gov't Code 2256.005(c)*
3. Fully collateralized repurchase agreements that have a defined termination date, are secured by a combination of cash and obligations of the United States or its instrumentalities, are pledged to the District, held in the District's name, and deposited with a third party selected and approved by the Board, and placed through a primary government securities dealer, as defined by the Federal Reserve or a bank domiciled in Texas. *Gov't Code 2256.011* The District shall have a master repurchase agreement signed with the bank or dealer with whom all repurchase agreements are traded.
4. No-load money market mutual funds that are regulated by the SEC, have a dollar-weighted average stated maturity of 90 days or fewer, are invested exclusively in obligations described by items 1-3 above, and include in their investment objectives the maintenance of a stable net asset value of \$1 for each share. Investments in mutual funds shall be limited to the percentages authorized by Government Code 2256.014(c). *Gov't Code 2256.014*
5. A public funds investment pool meeting the requirements of Government Code 2256.016. *Gov't Code 2256.016* The District currently invests in the following public funds investment pools:
  - a. Lone Star Investment Pool (maximum dollar-weighted average maturity is 60 days);
  - b. TexPool (maximum dollar-weighted average maturity is 60 days); and

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(LOCAL)

- c. TexSTAR (maximum dollar-weighted average maturity is 60 days).
6. Guaranteed investment contracts that have a defined termination date and are secured by obligations described by Government Code 2256.09(a)(1), excluding those obligations described by Government Code 2256.09(b), in an amount at least equal to the amount of bond proceeds invested under the contract; such obligations must be pledged to the District and held in the District's name with an approved third party.  
*Gov't Code 2256.015*
7. Commercial paper with a stated maturity of 270 days or less from the date of its issuance and rated not less than A-1 or P-1 or an equivalent rating by at least two nationally recognized agencies or one nationally recognized credit rating agency and fully secured by an irrevocable letter of credit issued by a bank organized and existing under the laws of the United States or any state.

**Effect of Loss of Required Rating**

The District shall take all prudent measures consistent with its investment policy to liquidate an investment that does not have the minimum rating.

**Existing Investments**

The District is not required to liquidate investments that were authorized investments mandated by the Board-adopted investment policy at the time of purchase.

**Collateral**

Collateralization shall be required on two types of investments:

1. Certificates of deposit; and
2. Repurchase agreements.

In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be 110 percent of market value of principal and accrued interest.

The District chooses to limit collateral to those items that are listed as authorized investments above.

Collateral shall always be held by an independent third party with whom the District has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the District and retained. The investment officer shall grant the right of collateral substitution with prior notice.

**Interest Rate Risk**

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final

and weighted-average-maturity limits and diversification. The District shall monitor interest rate risk using weighted average maturity and specific identification.

**Market Pricing**

Market prices shall be monitored for all investments, excluding investment pools and mutual funds, acquired with public funds as described by Government Code 2256.09(a)(1). Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, financial advisers, and representatives of investment pools and money market funds.

**Monitoring Rating Changes**

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

**Safekeeping and Custody**

All security transactions, including collateral for repurchase agreements, entered into by the District shall be conducted on a delivery-versus-payment (DVP) basis. Securities shall be held by a third-party custodian designated by the Board and held in the District's name as evidenced by safekeeping receipts.

**Diversification**

The District shall diversify its investments by security type and institution. The asset mix of the District's portfolio is expressed in terms of maximum commitment so as to allow sufficient flexibility to take advantage of market considerations within the context of this policy. The asset mix requirements are as follows:

<b>Investment</b>	<b>Maximum</b>
Money Market Accounts	10% (maximum)
Certificates of Deposit	50% (maximum)
U.S. Treasury Obligations	100% (maximum)
U.S. Government Securities	100% (maximum)
Repurchase Agreements	15% (maximum)
Public Funds Investment Pools	100% (maximum)
Guaranteed Investment Contracts	25% (maximum)
Commercial Paper	20% (maximum)

~~The District may elect to use a singular investment instrument, either a flexible repurchase agreement, as defined in Section 9.3, or a guaranteed investment contract, as defined in Section 9.7 for:~~

- ~~1. The face value of the notes plus any accrued but unpaid interest; or~~

<b>Maximum Maturity</b>	<p><del>2. The bond proceeds plus any accrued interest received upon delivery of such proceeds.</del></p> <p>To the extent possible, the District shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the District shall not directly invest in securities maturing more than 24 months from the date of purchase. However, securities <u>other than bond proceeds</u> with a maturity of greater than 12 months shall not exceed 20 percent of the total portfolio.</p> <p>Bond proceeds may be invested in securities exceeding 12 months <u>without a percent cap</u> if the maturity of such investments is made to coincide as nearly as practicable with the expected use of the funds.</p>
<b>Internal Control</b>	<p>The investment portfolio, as well as compliance with this policy, shall be reviewed annually by the Board and the District's external auditor in conjunction with the annual audit of the District's financial statements. <i>Gov't Code 2256.005(m)</i></p>
<b>Performance Standards</b>	<p><del>The investment portfolio shall be designed with the objective of obtaining a rate of return through budgetary and economic cycles, commensurate with the investment risk constraints and cash flow needs.</del></p>
<b>Market Yield (Benchmark)</b>	<p><del>The District's investment strategy is a passive one, in that the majority of securities shall be purchased and held to maturity. Additionally, cash inflows and outflows shall be monitored daily. Given this strategy, the basis used by the investment officer to determine whether market yields are being achieved shall be the 90-day U.S. Treasury Bill and the average Fed Funds rate.</del></p>
<b>Reporting</b>	<p>The chief financial officer shall present to the Board a quarterly report, prepared by the investment officer, on the investment portfolio, including the <u>following</u>: <del>cost of investments and market value as of quarter end currently held in the portfolio, a breakdown of the percentage of portfolio of each instrument, the average buy yield versus the established benchmark, as well as a report on the maturities of the portfolio and their percentages of the portfolio.</del></p> <p><del>On a quarterly basis, the investment officer shall prepare a report that includes a summary statement by fund with:</del></p> <ol style="list-style-type: none"><li>1. The beginning market value for the period, <u>the cost of investments</u>, the ending market value for the period, and the fully accrued interest for the period;</li><li>2. The book value and market value of each separately invested asset at the end of the reporting period by the type of asset, <u>percentage of portfolio</u>, and fund type invested;</li><li>3. The maturity of each investment; and</li></ol>

4. The compliance of the investment portfolio as it relates to this policy and the District's investment strategy.

The District shall retain an independent auditor to formally review its investment reports at least annually; the auditor shall report the results of the review to the Board.

**Annual Review and Adoption of Investment Policy Adoption**

The Board shall review its investment policy and investment strategies not less than annually. The Board shall adopt a written instrument by resolution stating that it has reviewed the investment policy and investment strategies and that the resolution so adopted shall record any changes made to either the investment policy or investment strategies. The District's investment policy shall be adopted by resolution by the Board. The policy shall be reviewed annually by the Board, and any modifications made must be approved by the Board.

**Annual Audit**

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

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** Dr. Chris Goodson, Assistant Superintendent- Human Resources; Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy DH (LOCAL) – Employee Standard of Conduct

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise DH (LOCAL) – Employee Standard of Conduct.

The following policy is provided for the Board’s review:

Employee Standard of Conduct

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. DH (LOCAL) – Employee Standard of Conduct

The recommended revisions to the policy will update information concerning the district’s safety and security employees. Specifically, at “Weapons Prohibited”, new text is recommended since the district has authorized specific employees to possess a firearm as part of the district’s safety and security plan. The provisions addressing tobacco and e-cigarettes are recommended for revision to include nicotine products regardless of whether the product contains tobacco.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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

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

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

**Violations of Standards of Conduct**

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

**Weapons Prohibited**

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

Exceptions

No violation of this policy occurs when:

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

**Electronic Communication**

Use with Students

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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

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

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

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

An employee shall have no expectation of privacy in electronic communications with students whether the communication occurs on a District-owned or personal device. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

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

Reporting Improper Communication

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

Disclosing Personal Information

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

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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

**Discrimination, 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 discrimination or harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents. An employee shall not retaliate against any person who makes a complaint of unlawful harassment or discrimination or who provides information to the District in connection with any investigation of such complaints.

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

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

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

**Tobacco and 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 District vehicles, including buses; at school facilities; on open air property, including parking lots; at outdoor athletic fields, outdoor seating areas, and practice fields; or on other property used for school-sponsored activities.

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

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace within three calendar days 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. An employee who uses such drugs must inform his or her supervisor in advance if the use could impair the employee’s ability to perform assigned job duties safely and effectively; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee’s child or other individual for whom the employee is a legal guardian.

Sanctions

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

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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.

The standards set out herein are intended to promote community values and enhance an orderly educational environment, and shall not be applied to unlawfully infringe on any individual's religious beliefs or protected speech. A District employee should serve as a role model, exemplifying high standards of professional appearance, to instill community values and proper grooming and hygiene. An employee shall be expected to maintain dress and

grooming habits that project a professional image for the employee, school, and District. Attire that is provocative or revealing, sloppy, too tight, or likely to be distracting is not considered professional or appropriate. An employee should not wear outside his or her clothing, or otherwise allow to be visible, any jewelry or similar artifacts that are obscene, distracting, or that may cause disruptions to the educational environment.

An administrator shall have the discretion to determine appropriate attire and grooming and should notify employees when their dress or grooming fails to comply with these standards.

**Conduct Guidelines**

The District expects an employee to exhibit a high degree of professionalism and good judgment and conduct him or herself in an appropriate manner at all times when on District property or otherwise performing services for the District and to set a positive example for students and other employees in their personal habits and actions.

A District employee shall:

1. Maintain an atmosphere conducive to good behavior.
2. Be in regular attendance and on time, and be prepared to perform their duties with appropriate working materials.
3. Exhibit an attitude of respect toward individuals and property and conduct themselves in a responsible manner.
4. Plan a flexible curriculum to meet the needs of all students.
5. Promote effective training and discipline based upon fair and impartial treatment of all students.
6. Encourage parents or guardians to keep in regular communication with the school and encourage parental participation in school affairs.
7. Develop and maintain a cooperative working relationship among staff and students.
8. Obey District and school policies, regulations, and administrative directives.
9. Cooperate with District administrators or other officials during any investigations or inquiries into complaints or reports of misconduct, unlawful activities, or other matters affecting District operations.
10. Comply with all professional and ethical standards applicable to the employee's profession or the continued eligibility for licensure.

11. Interact in a professional and appropriate manner with students, parents, and other District employees.

**Employees Duty to Report**

A District employee shall be responsible for protecting District assets and is expected to be alert to the potential for theft of property, services, or anything of value, fraud, misappropriation, or financial impropriety.

Any employee who knows of or suspects an occurrence of theft, fraud, misappropriation, or impropriety shall immediately notify his or her supervisor. If the employee has reason to believe the supervisor may be involved, the employee should notify the Superintendent.

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;  
Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy EHB (LOCAL) – Curriculum Design: Special Programs

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise EHB (LOCAL) – Curriculum Design: Special Programs.

The following policy is provided for the Board’s review:

Curriculum Design: Special Programs

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. EHB (LOCAL) – Curriculum Design: Special Programs

The recommended revisions to the policy reflect updated Administrative Code rules addressing dyslexia and related disorders, specifically inclusion of references to the *Dyslexia Handbook* and admission, review, and dismissal (ARD) committee decisions.

**Dyslexia and Related Disorders**

The District shall comply with all applicable state rules regarding students with dyslexia and related disorders, including the “Dyslexia Handbook” and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student’s admission, review, and dismissal committee.

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

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;  
Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy FFG (LOCAL) – Student Welfare: Child Abuse and Neglect

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise FFG (LOCAL) – Student Welfare: Child Abuse and Neglect.

The following policy is provided for the Board’s review:

Student Welfare: Child Abuse and Neglect

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. FFG (LOCAL) – Student Welfare: Child Abuse and Neglect

The recommended revisions to the policy reflect changes to the Texas Administrative Code and to better clarify updates to the Texas Family Code and Texas Education Code. Under “Reporting Child Abuse and Neglect”, a new subsection on “Oral Reports” is recommended to reflect revisions to the Texas Family Code and Texas Administrative Code that oral reports be recorded. The recommended revisions at “Making a Report” are to clarify new requirements in the Texas Education Code stating that reporting individuals must provide their name and contact information when making a report. The policy still states that the identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law.

**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 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

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

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

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

**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;
2. The Child Protective Services (CPS) division of DFPS at 800-252-5400 or the [Texas Abuse Hotline website](#)<sup>1</sup>;
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]

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

**BOARD OF TRUSTEES  
RICHARDSON INDEPENDENT SCHOOL DISTRICT  
RICHARDSON, TEXAS**

**Date:** April 17, 2025

**Submitted by:** Sandra Hayes, Assistant Superintendent- District Operations; Leticia D. McGowan, General Counsel

## **INFORMATION ITEM**

**TOPIC:** Revision to Policy GKA (LOCAL) – Community Relations: Conduct on School Premises

**BACKGROUND INFORMATION:**

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise GKA (LOCAL) – Community Relations: Conduct on School Premises.

The following policy is provided for the Board’s review:

Community Relations: Conduct on School Premises

**PROPOSED RECOMMENDATION:**

The proposed revision to the Local Policy is submitted for the Board’s review:

1. GKA (LOCAL) – Community Relations: Conduct on School Premises

The recommended revisions to the policy add language prohibiting electronic vaporizing devices to the “Tobacco and E-Cigarettes” section of this local policy. This also aligns with update proposed for Policy DH (LOCAL).

**Access to District Property**

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

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

**Ejection or Exclusion under Education Code 37.105**

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

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

**Off-Campus Activities**

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

**Prohibitions**

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco 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 handgun license holder 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]