



**Waxahachie**  
INDEPENDENT SCHOOL DISTRICT

411 N. Gibson St. Waxahachie, TX 75165 • 972-923-4631 Phone • 972-923-4759 Fax. • wisd.org

**Called Meeting and Workshop | AGENDA**  
**Monday, July 28, 2025**  
**4:00 PM**  
**Live Stream:**  
**<https://www.youtube.com/waxahachieisd>**

A Called Meeting and Workshop of the Board of Trustees of Waxahachie Independent School District will be held Monday, July 28, 2025, beginning at 4:00 PM in the Waxahachie ISD Administration Building, 411 N. Gibson St., Waxahachie, TX 75165.

The subjects to be discussed or considered or acted 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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. CALL TO ORDER.
  - A. Announcement by the presiding officer that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner required by law.
- II. BUDGET WORKSHOP.
  - A. Budget workshop #3.
- III. CLOSED SESSION. Section 551.001 et seq. (if necessary)
  - A. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including discussing complaints, hiring, resignation, termination, proposal for non renewal, proposal for termination, evaluation, promotion or demotion of personnel. Gov't Code 551.074
  - B. Deliberating the purchase, exchange, lease or value of real property. Gov't Code 551.072
  - C. Deliberation regarding security devices, personnel deployment, or security audits. Gov't Code 551.076.
  - D. Consulting privately with the board's attorney concerning contemplated litigation. Gov't Code 551.071.
- IV. RECONVENE TO OPEN SESSION.
- V. OPEN FORUM: Hearing of individuals or committees.\*\*
- VI. REPORTS.
  - A. Informational report on the WISD 2025-2026 cell phone policy. 3
- VII. CONSENT ITEMS.
  - A. Consideration with possible action to approve the appointment of the school marshal who has been certified as eligible by the Texas Commission on Law Enforcement pursuant to WISD Board Policy CKEB (Legal) and Section 37.0811 of the Texas Education Code. 12
  - B. Consideration with possible action to approve increase in cost of Northside Elementary ceiling tile and grid replacement project for the relocation of fire sprinklers not to exceed \$45,000. 13
  - C. Consideration with possible approval of new and/or modified positions. 15
  - D. Consideration with possible action to approve a resolution of House Bill 3 and House Bill 121 to provide armed security officers at all campuses. 20
- VIII. ACTION ITEMS.

A. Consideration with possible action to approve the 2025-2026 WISD Student Code of Conduct.	24
B. Consideration with possible action to approve Board Policy update 125 and policies FD (Local) and FM (Local).	78
C. Consideration with possible action to approve the posting of the proposed M&O (Maintenance and Operations) and the I&S (Interest and Sinking) tax rates for the 2025-2026 school year.	93
D. Consideration with possible action to approve the 2025-2026 WISD staff compensation plan.	97

IX. ADJOURN.

If, during the course of the meeting, a discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

Regular meetings of the Waxahachie ISD Board of Trustees begin at 5 p.m. To respect the time of those being recognized, recognitions will not begin before 6 p.m., and agenda items may be taken out of order to accommodate recognitions. Those being recognized are asked to arrive by 6 p.m.

\*Audience participation is limited to the time allotted for those individuals who submit a Public Comment Card indicating the agenda or non-agenda topic they wish to address. At all other times during Board Meetings, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. Speaker presentation time will be set by the Board President at the Board dais. No action may be taken regarding the information received by the Board.

\*\*In accordance with state law, public comment may not be used to voice a complaint involving the naming of specific individuals, including but not limited to the names of district employees or students, even if the matter is listed on the agenda. Additionally, no information that may be reasonably linked to an individual person may be spoken about during public comment. All complaints may be directed through the appropriate administrative channels before being presented to the Board:

Students/Parents – Board Policy FNG(LOCAL);  
 Employee – Board Policy DGBA(LOCAL); or,  
 Community Member – Board Policy GF(LOCAL).

This agenda (one or more pages) is part of a document entitled NOTICE OF MEETING in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551. The Waxahachie ISD Administration Building, Board Room, 411 North Gibson Street, Waxahachie, Texas, 75165 is wheelchair accessible. A curb slope entry is available at the rear entrance.

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025      **Presented By:** Sean Cagle

**Subject:** FNCE(LOCAL)-Personal Communication devices      **Related Page(s)** 2

**Informational  
Agenda Item**

**EXECUTIVE SUMMARY:**

The 89th Texas Legislative Session passed House Bill 1481 and was signed into law by Governor Greg Abbott. The law prohibits student use of personal communication devices during the school day and will be in effect for the 2025-2026 school year. Policy FNCE(LOCAL) is presented to compliance as an informational item (“first reading”).

**ATTACHMENTS:**

Up FNCE(LOCAL)-Personal Communication Devices (draft)

		BOARD PRIORITY GOALS
X	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

**PROPOSED REVISIONS**

**Note:** For searches of personal ~~communication~~telecommunica-  
tions devices or other personal electronic devices, see  
FNF.

**Personal  
Communication  
~~Use~~  
Telecommunications  
Devices**

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee ~~shall~~may confiscate a student's personal ~~communication~~telecommunications device ~~that is, including a mobile telephone,~~ used in violation of this policy or any applicable ~~regulations~~campus rules.

~~The District shall not charge a fee for the release of a personal telecommunications device. In accordance with the student handbook, the student or the student's parents may retrieve a device after receiving notification from the District.~~

If a personal ~~communication~~telecommunications device is not retrieved, the District shall dispose of the device after providing the notice required by law.

Exceptions

~~Other Electronic  
Devices~~

**Instructional Use**

~~Guidelines regarding other electronic devices shall be addressed in the student handbook.~~

A student shall be authorized to use ~~obtain prior approval before using~~ personal communication device on school property during the school day only under the following circumstances:

1. The student's use is necessary~~telecommunications or other personal electronic devices~~ for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's use is required due to a documented need based on a directive from a qualified physician; or
- ~~4.~~3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or on-campus safety protocols.

STUDENT CONDUCT  
PERSONAL COMMUNICATION DEVICES/ELECTRONIC DEVICES

FNCE  
(LOCAL)

Implementation

The Superintendent shall develop instructional purposes.~~The student shall also acknowledge receipt and understanding of applicable regulations to implement this policy, and shall sign the appropriate user agreements. [See CQ]~~

Compliance

Annually, the Superintendent shall report to the Board on the implementation and compliance of this policy.

# Policy Recommendations Informational Report

(July 28, 2025)

# FNCE (LOCAL) Policy changes

(LOCAL)

- The 89th Texas Legislative Session passed House Bill 1481 and was signed into law by Governor Greg Abbott. The law prohibits student use of personal communication devices during the school day and will be in effect for the 2025-2026 school year. A policy must be in place by September 18, 2025 at the latest.

# FNCE (LOCAL) Policy changes

(LOCAL)

- FNCE(LOCAL) PERSONAL COMMUNICATION DEVICES/ELECTRONIC DEVICES
  - A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.
  - A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.
  - An authorized District employee shall confiscate a student's personal communication device that is used in violation of this policy or any applicable regulations

# FNCE (LOCAL) Policy changes

(LOCAL)

- FNCE(LOCAL) PERSONAL COMMUNICATION DEVICES/ELECTRONIC DEVICES
  - If a personal communication device is not retrieved, the District shall dispose of the device after providing the notice required by law.

# FNCE (LOCAL) Policy changes

## (LOCAL)

- FNCE(LOCAL) PERSONAL COMMUNICATION DEVICES/ELECTRONIC DEVICES
  - A student shall be authorized to use a personal communication device on school property during the school day only under the following circumstances:
    - 1. The student's use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
    - 2. The student's use is required due to a documented need based on a directive from a qualified physician; or
    - 3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.
  - The Superintendent shall develop regulations to implement this policy.

# Update 125 Policy changes

## Next Steps

- This is the informational presentation
- Attached to your board book is:
  - Draft policy for FNCE(LOCAL)

A recommendation to approve this policy will be presented at the next board meeting.

Questions?

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025 **Presented By:** Lt. Chris Dickinson

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**Subject:** School Marshal Appointment **Related Page(s)** School Marshal Appointment Form

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# Consent Agenda Item

**EXECUTIVE SUMMARY:**

Two employees recently completed the 80-hour training administered by the Texas Commission on Law Enforcement (TCOLE) to become eligible to serve as school marshal pursuant to WISD Board Policy CKEB (Legal) and Section 37.0811 of the Texas Education Code. Both WISD administration and WPD Lt. Chris Dickinson recommend action by the Board of Trustees to appoint these individuals to serve in the role of school marshal on WISD campuses.

		BOARD PRIORITY GOALS
X	<b>Priority #1</b>	<b>Student Growth</b>
	<b>Priority #2</b>	<b>Honor and Support Staff</b>
	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Administration recommends approval of the appointment of the school marshals who have been certified as eligible by the Texas Commission on Law Enforcement pursuant to WISD Board Policy CKEB (Legal) and Section 37.0811 of the Texas Education Code.

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025 **Presented By:** Stephen Mott

**Subject:** Fire Sprinkler relocation at Northside **Related Page(s)** 2



**EXECUTIVE SUMMARY:**

At the board meeting in March 2025, Trustees approved replacement of the ceiling tiles and ceiling grip repairs at Northside Elementary at a price not to exceed \$300,000. Currently, the administration is asking to increase the approval for this project by \$45,000, to a new project total of \$345,000. The additional pricing is due to changing the ceiling grid from a 4'x2' pattern to a 2'x2' pattern and the need to relocate all of the fire sprinklers as a result of the change in ceiling tile grid layout.

**ATTACHMENTS:**

Quote from Harts Flooring

		BOARD PRIORITY GOALS
	<b>Priority #1</b>	<b>Student Growth</b>
	<b>Priority #2</b>	<b>Honor and Support Staff</b>
X	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
X	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Administration recommends increasing the approved price for the Northside Elementary ceiling grid and tile replacement project as presented.



**Harts Flooring**  
 4420 Mint Way  
 DALLAS, TX 75236 USA  
 harts-flooring@att.net  
 hartsflooring.com

# Estimate

**ADDRESS**  
 Waxahachie ISD

**ESTIMATE #** 3298  
**DATE** 07/08/2025

**SALES REP**  
 Gary

**JOB NAME**  
 Northside Sprinkler heads

DESCRIPTION	QTY	RATE	AMOUNT
move sprinkler heads out of the cross-t's way	155	285.00	44,175.00
We are not going to pull permit. Sprinkler heads will be move enough to get cross-t's in not centered in ceiling tile.			
SUBTOTAL			44,175.00
TAX			0.00
<b>TOTAL</b>			<b>\$44,175.00</b>

Accepted By

Accepted Date

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025      **Presented By:** Theresa Burkhalter

**Subject:** New Hires and Resignations      **Related Page(s)** Memo



**EXECUTIVE SUMMARY:**

The Human Resources Department has provided an overview of resignations, retirements, and new hires in the past month.

**ATTACHMENTS:**

Memorandum

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
X	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity



## Memorandum

To: Rebecca McCutchen, Superintendent  
From: Theresa Burkhalter, Assistant Superintendent of Human Resources  
Date: July 28, 2025  
Subject: New Hires

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### Teacher

- **Teacher, ELAR** – Coleman, Stephanie Pierce Jarrell  
Ms. Jarrell comes to us from Texas Virtual Academy, Hallsville. She has 21 years experience (based on estimated years of service). She holds a bachelor's degree from the University of Texas, Arlington and a master's degree from the University of North Texas, Denton. She is replacing Dawn Rickman.
- **Teacher, 3<sup>rd</sup>** – Wilemon, Jillian Alexander  
Ms. Alexander was previously a teacher for Midlothian ISD. She has 9 years experience (based on estimated years of service). She holds a bachelor's degree from Southern Nazarene University, Bethany and a master's degree from Texas A&M University, Commerce. She is replacing Haley Osborne.
- **Teacher, 3<sup>rd</sup>** – Simpson, Evangelina Riffe  
Ms. Riffe comes to us from Clovis Municipal Schools. She has 3 years experience (based on estimated years of service). She holds a bachelor's degree from Eastern New Mexico University, Portales. She is replacing Kelsey Boone.
- **Teacher, Special Ed** – Felty, Carol Hall  
Ms. Hall is moving from an instructional aide position to a teacher. She has 7 years experience (based on estimated years of service). She holds a bachelor's degree from Texas Tech University, Lubbock and a master's degree from the University of Texas, Arlington. This is a new position.
- **Teacher/Coach, Special Ed** – Coleman, Vernell Robinson  
Mr. Robinson will be a first-year teacher. He holds a bachelor's degree from Illinois Institute of Technology, Illinois. He is replacing Destiny Franco.
- **Teacher, Science** – WHS, Amelia Barto  
Ms. Barto will be a first-year teacher. She holds a bachelor's degree from Portland State University, Portland. She is replacing Abriana Slinker.

- **Teacher, Kindergarten** – Clift, Preslee Moody  
Ms. Moody comes to us from Life School, Red Oak. She has 1 year experience (based on estimated years of service). She holds a bachelor's degree from Nelson University, Waxahachie. She is replacing Danielle Ardle.
- **Teacher, CTE** – Howard, Jeffrey Sterrett  
Mr. Sterrett comes to us from Manor ISD. He has 1 year experience (based on estimated years of service). He holds a bachelor's degree from Purdue University, Lafayette. He is replacing Matthew Goode.

### **Speech Language Pathologist**

- **Speech Language Pathologist** – Special Populations, Rachel Nelson  
Ms. Nelson comes to us from Dallas ISD. She has 7 years experience (based on estimated years of service). She holds a bachelor's degree from Texas Christian University, Fort Worth and a master's degree from the University of Tulsa, Tulsa. This is a new position.

Waxahachie Independent School District  
**BOARD OF TRUSTEES**

**Date:** July 28, 2025      **Presented By:** Theresa Burkhalter

**Subject:** Added Position Request      **Related Page(s)** 1



**ATTACHMENTS:**

Memorandum

		<b>BOARD PRIORITY GOALS</b>
	<b>Priority #1</b>	<b>Student Growth</b>
X	<b>Priority #2</b>	<b>Honor and Support Staff</b>
	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
X	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Approve the requested position as presented.



## **Memorandum**

To: Rebecca McCutchen, Superintendent  
From: Theresa Burkhalter, Assistant Superintendent of Human Resources  
Date: July 28, 2025  
Subject: Added Position

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### **Background Information**

Special education enrollments have increased and there is a need for an additional speech, language pathologist. We request the reallocation of a recaptured FTE to be used for this speech position.

### **Requested Positions and Campus Placement**

1 – Speech Language Pathologist, Special Education Department – Estimated cost: \$75,000.

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025                      **Presented By:** Sean Cagle

**Subject:** Resolution Addressing House Bill 3 and  
House Bill 121  
Armed Security Officer Requirement                      **Related Page(s)** Resolution



**EXECUTIVE SUMMARY:**

The Board of Trustees adopted the School Marshal Program in 2018. Under the Marshal Program, armed marshals are assigned each day to all campuses where students are present. In addition to the Marshal Program, WISD entered into an agreement with the Waxahachie Police Department to provide school resource officers in 2016. Under the SRO program, certified peace officers are assigned to Waxahachie High School and all junior high schools. These certified peace officers regularly circulate throughout the district’s campuses, but no full-time peace officers are assigned to elementary campuses.

The 2023 Legislature approved House Bill 3, introducing a new requirement under Section 37.0814 of the Education Code for school districts to ensure the presence of at least one armed security officer during regular school hours at each district campus. The definition of an “armed security officer” within the statute includes only commissioned peace officers. To strictly comply with this provision, Waxahachie ISD would need to immediately hire more than ten additional certified peace officers. Waxahachie ISD does not have adequate funding to strictly comply with this requirement, and the Waxahachie Police Department does not have adequate personnel capacity to meet this requirement.

Fortunately, the Board of Trustees has already developed and documented an alternative standard with which the district is able to comply, in accordance with Sections 37.0814(d) and (e) of the Texas Education Code. Specifically, through the School Marshal Program under Section 37.0811 of the Texas Education Code, Waxahachie ISD maintains the presence of at least one school marshal each day at each district campus where students are present. Additionally, through its school resource officer agreement with the Waxahachie Police Department, Waxahachie ISD maintains the presence of at least one certified peace officer each day at Waxahachie High School and all junior high schools. These certified peace officers regularly circulate throughout all of the district’s campuses, but no full-time peace officers are assigned to elementary campuses.

To comply with the requirements of House Bill 3 and House Bill 121 the Board of Trustees must review and renew the good cause exception addressing the efforts of Waxahachie ISD to provide armed security officers at all campuses.

BOARD PRIORITY GOALS		
X	Priority #1	Student Growth
X	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

**RECOMMENDATION:**

Administration recommends approval of the attached resolution addressing the requirement of House Bill 3 and House Bill 121 to provide armed security officers at all campuses. The resolution ratifies the combined school marshal program and school resource officer program as the district's plan to satisfy Section 37.0814 of the Texas Education Code

**RESOLUTION TO ADDRESS HOUSE BILL 3 AND HOUSE BILL 121  
ARMED SECURITY OFFICER REQUIREMENT**

WHEREAS, Section 37.0814 of the Texas Education Code requires the board of trustees of each school district shall determine the appropriate number of armed security officers for each district campus;

WHEREAS, Section 37.0814(a) of the Texas Education Code requires the board to ensure that at least one armed security officer is present during regular school hours at each district campus;

WHEREAS, Section 37.0814(b) of the Texas Education Code requires that at least one armed security officer at each campus be a commissioned peace officer, namely a school district peace officer; a school resource officer; or a commissioned peace officer employed as security personnel under Section 37.081 of the Texas Education Code;

WHEREAS, Section 37.0814(c) of the Texas Education Code provides that if the board of trustees of a school district is unable to comply with this section, the board may claim a good cause exception if the district's noncompliance is due to the availability of funding or qualified personnel;

WHEREAS, Section 37.0814(d) of the Texas Education Code provides that if the board of trustees may utilize an alternative standard to provide security at each campus, particularly in the form of a school marshal;

WHEREAS, Waxahachie ISD adopted the School Marshal Program under Section 37.0811 of the Texas Education Code in 2018, and under this program, consistently maintains the presence of at least one school marshal each day at each district campus where students are present; and

WHEREAS, Waxahachie ISD also entered into an agreement with the Waxahachie Police Department in 2016 to provide school resources officers, and under this program, consistently maintains the presence of at least one certified peace officer each day at Waxahachie High School and all junior high schools;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Waxahachie Independent School District hereby determines that the School District is unable to ensure that at least one armed security officer, as specifically defined by Section 37.0814(b) of the Texas Education Code, is present during regular school hours at each district campus.

BE IT FURTHER RESOLVED that the Board of Trustees determines the District's specific noncompliance with Section 37.0814(b) of the Texas Education Code is due both to lack of available funding and lack of available qualified personnel. Strict compliance with the definition of Section 37.0814(b) of the Texas Education Code would require the immediate hiring of more than ten additional certified peace officers, regarding which Waxahachie ISD does not have adequate funding and Waxahachie Police Department does not have the capacity to provide.

FINALLY, BE IT RESOLVED that the Board of Trustees, having claimed a good cause exception, has already developed and documented an alternative standard with which the district is able to comply, in accordance with Sections 37.0814(d) and (e) of the Texas Education Code. Specifically, Waxahachie ISD has adopted the School Marshal Program under Section 37.0811 of the Texas Education Code and maintains the presence of at least one school marshal each day at each district campus where students are present. Additionally, Waxahachie ISD has entered into a school resource officer agreement with the Waxahachie Police Department and maintains the presence of at least one certified peace officer each day at Waxahachie High School and all junior high schools. These certified peace officers regularly circulate throughout all of the district's campuses, but no full-time peace officers are assigned to elementary campuses.

First adopted this 18th day of September, 2023, by the Board of Trustees. Renewed the 28<sup>th</sup> day of July, 2025.

By:

Attest:

\_\_\_\_\_  
Dusty Autrey, Board President

\_\_\_\_\_  
Ryan Pitts, Board Secretary

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2024      **Presented By:** Sean Cagle

**Subject:** Student Code of Conduct for 2025-2026      **Related Page(s)** 53

**Action  
Agenda Item**

**EXECUTIVE SUMMARY:**

This is the annual update of the Student Code of Conduct. There have been several legislative changes.

**ATTACHMENTS:**

2025-2026 Student Code of Conduct

		<b>BOARD PRIORITY GOALS</b>
X	<b>Priority #1</b>	<b>Student Growth</b>
	<b>Priority #2</b>	<b>Honor and Support Staff</b>
	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Board approval of the 2025-2026 Student Code of Conduct as presented.



**Waxahachie**  
**INDEPENDENT SCHOOL DISTRICT**

## **2025-2026 Student Code of Conduct**

***OUR VISION IS TO BE A DISTRICT WHERE INNOVATION  
THRIVES***

***AND GROWTH IS LIMITLESS***

411 N. Gibson Street  
Waxahachie, TX 75165  
972-923-4631

# Student Code of Conduct

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# Student Code of Conduct

## Student Code of Conduct

### Accessibility

If you have difficulty accessing the information in this document because of disability, please contact Sean Cagle, Director of Student and Campus Services at 972-923-4631 or [scagle@wisd.org](mailto:scagle@wisd.org).

### Purpose

The Student Code of Conduct (“Code of Conduct”), as required by [Chapter 37](#) of the Texas Education Code, provides methods and options for managing student behavior, preventing and intervening in student discipline problems, and imposing discipline.

The law requires the district to define misconduct that may—or must—result in a range of specific disciplinary consequences, including removal from a regular classroom or campus, out-of-school suspension, placement in a disciplinary alternative education program (DAEP), placement in a juvenile justice alternative education program (JJAEP), or expulsion from school.

This Code of Conduct has been adopted by the Waxahachie ISD Board of Trustees and developed with the advice of the district-level planning and decision-making committee. It provides information to parents and students regarding standards of conduct, consequences of misconduct, and procedures for administering discipline. This Code of Conduct remains in effect during summer school and at all school-related events and activities outside the school year until the board adopts an updated version for the next school year.

In accordance with state law, the Code of Conduct shall be posted at each school campus or shall be available for review at the campus principal’s office. Additionally, the Code of Conduct shall be available at the campus behavior coordinator’s office and posted on the district’s website. Parents shall be notified of any conduct violation that may result in a student being suspended, placed in a DAEP or JJAEP, expelled, or taken into custody by a law enforcement officer under [Chapter 37](#) of the Education Code.

Not later than the first day of the 2025-2026 school year, the Texas Education Agency (TEA) shall prepare and provide to each school district a report identifying each law relating to school discipline that was amended or added by the 89th Legislature, Regular Session, 2025. A school district shall provide to each student and the parent of or person standing in parental relation to the student the prepared report.

Because the Code of Conduct is adopted by the district’s board of trustees, it has the force of policy. In the event of a conflict between the Code of Conduct and the Student Handbook, the Code of Conduct shall prevail.

Please note: The discipline of students with disabilities who are eligible for services under federal law ([Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973](#)) is subject to the provisions of those laws.

# School District Authority and Jurisdiction

## School District Authority and Jurisdiction

School rules and the district's authority to administer discipline apply whenever the interest of the district is involved, on or off school grounds, in conjunction with or independent of classes and school-sponsored activities.

The district has disciplinary authority over a student:

1. During the regular school day;
2. While the student is traveling on district transportation;
3. During lunch periods in which a student is allowed to leave campus;
4. At any school-related activity, regardless of time or location;
5. For any school-related misconduct, regardless of time or location;
6. When retaliation against a school employee, board member, or volunteer occurs or is threatened, regardless of time or location;
7. When a student engages in cyberbullying, as defined by [Education Code 37.0832](#);
8. When criminal mischief is committed on or off school property or at a school-related event;
9. For certain offenses committed within 300 feet of school property as measured from any point on the school's real property boundary line;
10. For certain offenses committed while on school property or while attending a school-sponsored or school-related activity of another district in Texas;
11. When the student commits a felony, as provided by [Education Code 37.006, 37.007, or 37.0081](#); and
12. When the student is required to register as a sex offender.

## Campus Behavior Coordinator

As required by law, a single person at each campus must be designated to serve as the campus behavior coordinator (CBC). The designated person may be the principal, or any other campus administrator selected by the principal. Additional staff members may assist the CBC in the performance of the CBC's duties, provided that the CBC personally verifies that all aspects of [Chapter 37, Subchapter A](#) are appropriately implemented. The CBC is primarily responsible for maintaining student discipline. The CBC shall monitor disciplinary referrals and report the following behavior to the campus's threat assessment and safe and supportive school team:

- Conduct that contains the elements of the offense of terroristic threat under [Penal Code 22.07](#);
- Conduct that contains the elements of the offense of unlawfully carrying weapons under [Penal Code 46.02](#);

## School District Authority and Jurisdiction

- Conduct that contains the elements of the offense of exhibiting, using, or threatening to exhibit or use a firearm under [Education Code 37.125](#); and
- Any concerning student behaviors or behavioral trends that may pose a serious risk of violence to the student or others.

The district shall post on its website and in the Student Handbook, for each campus, the email address and telephone number of the person serving as CBC. Contact information may be found at [www.wisd.org](http://www.wisd.org) and at <https://www.wisd.org/Domain/276>.

### Threat Assessment and Safe and Supportive School Team

The CBC or other appropriate administrator will work closely with the campus threat assessment and safe and supportive school team to implement the district's threat assessment policy and procedures, as required by law, and shall take appropriate disciplinary action in accordance with the Code of Conduct.

### Searches

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and district policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner. Refer to the district's policies at FNF(LEGAL) and FNF(LOCAL) for more information regarding investigations and searches.

The district has the right to search a vehicle driven to school by a student and parked on school property whenever there is reasonable suspicion to believe it contains articles or materials prohibited by the district.

Desks, lockers, district-provided technology, and similar items are the property of the district and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice.

### Reporting Crimes

The principal or CBC and other school administrators as appropriate shall report crimes as required by law and shall call local law enforcement when an administrator suspects that a crime has been committed on campus.

### Security Personnel

The board utilizes school resource officers (SROs), school marshals, and security personnel to ensure the security and protection of students, staff, and property. In accordance with law, the board has coordinated with the CBC and other district employees to ensure appropriate law enforcement duties are assigned to these persons. Provisions addressing the various types of security personnel can be found in the CKE policy series.

Waxahachie ISD relies upon School Resource Officers (SROs) assigned by the Waxahachie Police Department (WPD) to take enforcement action on criminal matters occurring on WISD campuses when appropriate and keep campus administrators informed of such actions. SROs perform other duties consistent with law enforcement,

## School District Authority and Jurisdiction

including, but not limited to, traffic enforcement and direction, security monitoring and consulting, and investigation of crimes.

WPD provides to the SROs all the law enforcement training and certification, vehicles and police equipment that are provided to all WPD's police officers.

WISD also relies upon security officers to provide safety and security to each campus. The role of each security officer is to actively assess all potential threats and hazards, both inside and outside of the school building where the officer is assigned. WISD's security officers alert and respond to activity that could impact the safety and security of students and staff, provide

notice to campus administration and WPD in the event of suspected criminal activity and assist WPD officers as needed to further law enforcement efforts.

### **“Parent” Defined**

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

### **Participating in Graduation Activities**

The district has the right to limit a student's participation in graduation activities for violating the district's Code of Conduct.

Participation might include a speaking role, as established by district policy and procedures.

Students eligible to give the opening and closing remarks at graduation shall be notified by the campus principal. Notwithstanding any other eligibility requirements, in order to be considered eligible, a student shall not have engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

The valedictorian and salutatorian may also have speaking roles at graduation. No student shall be eligible to have such a speaking role if he or she engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

### **Unauthorized Persons**

In accordance with [Education Code 37.105](#), a school administrator, SRO, or district police officer shall have the authority to refuse entry to or eject a person from district property if the person refuses to leave peaceably on request and:

1. The person poses a substantial risk of harm to any person; or
2. The person behaves in a manner that is inappropriate for a school setting and persists in the behavior after being given a verbal warning that the behavior is inappropriate and may result in refusal of entry or ejection.

Appeals regarding refusal of entry or ejection from district property may be filed in accordance with policies FNG(LOCAL) or GF(LOCAL), as appropriate. However, the timelines for the district's grievance procedures shall be adjusted as necessary to permit

## **School District Authority and Jurisdiction**

the person to address the board in person within 90 calendar days, unless the complaint is resolved before a board hearing.

[See Restrictions During Placement for information regarding a student assigned to DAEP at the time of graduation.]

# Standards for Student Conduct

## Standards for Student Conduct

Each student is expected to:

- Demonstrate courtesy, even when others do not.
- Behave in a responsible manner.
- Exercise self-discipline.
- Attend all classes regularly and on time.
- Bring appropriate materials and assignments to class.
- Meet district and campus standards of grooming and dress.
- Obey all campus and classroom rules.
- Respect the rights and privileges of students, teachers, and other district staff and volunteers.
- Respect the property of others, including district property and facilities.
- Cooperate with and assist the school staff in maintaining safety, order, and discipline.
- Adhere to the requirements of the Code of Conduct.

# General Conduct Violations

## General Conduct Violations

The categories of conduct below are prohibited at school, in vehicles owned or operated by the district, and at all school-related activities, but the list does not include the most severe offenses. In the subsequent sections on In-School Suspension, Out-of-School Suspension, Disciplinary Alternative Education Program (DAEP) Placement, Placement and/or Expulsion for Certain Offenses, and Expulsion, those offenses that require or permit specific consequences are listed. Any offense, however, may be severe enough to result in Removal from the Regular Educational Setting.

### Disregard for Authority

Students shall not:

- Fail to comply with directives given by school personnel.
- Leave school grounds or school-sponsored events without permission.
- Disobey rules for conduct in district vehicles.
- Refuse to accept discipline or consequence assigned by a teacher or principal.

### Mistreatment of Others

Students shall not:

- Use profanity or vulgar language or make obscene gestures.
- Fight or scuffle. [See Placement and/or Expulsion for Certain Offenses for assault.]
- Threaten a district student, employee, or volunteer, including off school property if the conduct causes a substantial disruption to the educational environment.
- Engage in any behavior that violates the Student Code of Conduct and is motivated by antisemitism. [See Glossary]
- Engage in bullying, cyberbullying, harassment, or making hit lists. (See Glossary for all four terms.)
- Release or threaten to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent.
- Engage in sexual or gender-based harassment or sexual abuse, whether by word, gesture, or any other conduct directed toward another person, including a district student, employee, board member, or volunteer.
- Engage in conduct that constitutes dating violence. [See Glossary]
- Engage in inappropriate or indecent exposure of private body parts.
- Participate in hazing. [See Glossary]
- Coerce an individual to act through the use or threat of force.
- Commit extortion or blackmail.

## General Conduct Violations

- Engage in inappropriate verbal, physical, or sexual conduct directed toward another person, including a district student, employee, or volunteer.
- Record the voice or image of another without the prior consent of the individual being recorded or in any way that disrupts the educational environment or invades the privacy of others.

### Property Offenses

Students shall not:

- Damage or vandalize property owned by others. [See Placement and/or Expulsion for Certain Offenses for felony criminal mischief.]
- Deface or damage school property, including textbooks, technology and electronic resources, lockers, furniture, and other equipment, with graffiti or by other means.
- Steal from students, staff, or the school.
- Commit or assist in a robbery or theft, even if it does not constitute a felony according to the Penal Code. [See Placement and/or Expulsion for Certain Offenses for felony robbery, aggravated robbery, and theft.]
- Enter, without authorization, district facilities that are not open for operations.

### Possession of Prohibited Items

Students shall not possess or use:

- Fireworks of any kind, smoke or stink bombs, or any other pyrotechnic device;
- A razor, box cutter, chain, or any other object used in a way that threatens or inflicts bodily injury to another person;
- A “look-alike” weapon that is intended to be used as a weapon or could reasonably be perceived as a weapon;
- An air gun or BB gun;
- A short barrel firearm;
- Ammunition;
- A hand instrument designed to cut or stab another by being thrown;
- A firearm silencer or suppressor;
- \*A location-restricted knife;
- \*A club;
- \*A firearm;
- A stun gun;
- Knuckles;

## General Conduct Violations

- A pocketknife or any other small knife;
- Mace or pepper spray;
- Pornographic material;
- Tobacco products (including nicotine pouches), cigarettes, e-cigarettes, and any component, part, or accessory for an e-cigarette device;
- Matches or a lighter;
- A laser pointer, unless it is for an approved use; or
- Any articles not generally considered to be weapons, including school supplies, when the principal or designee determines that a danger exists.

\*See Placement and/or Expulsion for Certain Offenses for weapons and firearms. In many circumstances, possession of these items is punishable by mandatory expulsion under federal or state law.

### Possession of Personal Communication Devices

Students shall not:

- Use a personal communication device, including a cell phone, or other electronic device on school property during the school day and shall store the device in accordance with the method of storage established by the district. [See Glossary]
- The district may authorize the use of a personal communication device for the following reasons:
  - To implement an individualized education program (IEP) or for a plan created under [Section 504, Rehabilitation Act of 1973 \(29 U.S.C Section 794\)](#) or a similar program or plan;
  - With documented need based on a directive from a qualified physician; or
  - To comply with a health or safety requirement imposed by law or as part of the district's safety protocols.

Inappropriate use of a personal communication device during the school day will result in disciplinary action in accordance with this Code of Conduct.

### Illegal, Prescription, and Over-the-Counter Drugs

Students shall not:

- Possess, use, give, or sell alcohol or an illegal drug. [See Disciplinary Alternative Education Program (DAEP) Placement and Expulsion for mandatory and permissive consequences under state law.]
- Possess or sell seeds or pieces of marijuana in less than a usable amount.
- Possess, use, give, or sell paraphernalia related to any prohibited substance. [See Glossary for "paraphernalia."]

## General Conduct Violations

- Possess, use, abuse, or sell look-alike drugs or attempt to pass items off as drugs or contraband.
- Abuse the student's own prescription drug, give a prescription drug to another student, or possess or be under the influence of another person's prescription drug on school property or at a school-related event. [See Glossary for "abuse."]
- Abuse over-the-counter drugs. [See Glossary for "abuse."]
- Be under the influence of prescription or over-the-counter drugs that cause impairment to body or mind. [See Glossary for "under the influence."]
- Have or take prescription drugs or over-the-counter drugs at school other than as provided by district policy.

## Misuse of Technology Resources and the Internet

Students shall not:

- Violate policies, rules, or agreements signed by the student or the student's parent regarding the use of technology resources.
- Attempt to access or circumvent passwords or other security-related information of the district, students, or employees or upload or create computer viruses, including off school property if the conduct causes a substantial disruption to the educational environment.
- Attempt to alter, destroy, or disable district technology resources including, but not limited to, computers and related equipment, district data, the data of others, or other networks connected to the district's system, including off school property if the conduct causes a substantial disruption to the educational environment.
- Use the internet or other electronic communications to threaten or harass district students, employees, board members, or volunteers, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.
- Send, post, deliver, or possess electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal, including cyberbullying and "sexting," either on or off school property, if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.
- Use the internet or other electronic communication to engage in or encourage illegal behavior or threaten school safety, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.
- Utilize artificial intelligence in a way that would constitute academic dishonesty or as a means of engaging in any other prohibited conduct.

# General Conduct Violations

## Safety Transgressions

Students shall not:

- Possess published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety.
- Engage in verbal (oral or written) exchanges that threaten the safety of another student, a school employee, or school property.
- Make false accusations or perpetrate hoaxes regarding school safety.
- Engage in any conduct that school officials might reasonably believe will substantially disrupt the school program or incite violence.
- Throw objects that can cause bodily injury or property damage.
- Discharge a fire extinguisher without valid cause.
- Allow the unauthorized entry of any person to any district facility

## Miscellaneous Offenses

Students shall not:

- Violate dress and grooming standards as communicated in the Student Handbook.
- Engage in academic dishonesty, which includes cheating or copying the work of another student, unauthorized use of artificial intelligence, plagiarism, and unauthorized communication between students during an examination.
- Gamble.
- Falsify records, passes, or other school-related documents.
- Engage in actions or demonstrations that substantially disrupt or materially interfere with school activities.
- Repeatedly violate other communicated campus or classroom standards of conduct.
- Use district facilities to advertise, promote, sell or collect funds for any non-school use.

The district may impose campus or classroom rules in addition to those found in the Code of Conduct. These rules may be posted in classrooms or given to the student and may or may not constitute violations of the Code of Conduct.

# Discipline Management Techniques

## Discipline Management Techniques

Discipline shall be designed to improve conduct and encourage students to be responsible members of the school community. Disciplinary action shall draw on the professional judgment of teachers and administrators and on a range of discipline management techniques, including restorative practices. Discipline shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, the effect of the misconduct on the school environment, and statutory requirements.

### First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette

An appropriate administrator may place a student in a disciplinary alternative education program for the first-time offense of possession or use of a nicotine delivery product or e-cigarette, as defined by [Section 161.081, Health and Safety Code](#).

If a student who possesses or uses an e-cigarette is not placed in a disciplinary alternative education program for the first-time offense under [Education Code 37.008](#), the student shall be placed in in-school suspension for a period of at least 10 school days.

### Students with Disabilities

The discipline of students with disabilities is subject to applicable state and federal law in addition to the Code of Conduct. In the event of any conflict, the district shall comply with federal law. For more information regarding discipline of students with disabilities, see policy FOF(LEGAL).

In accordance with the [Education Code](#), a student who receives special education services may not be disciplined in a manner that results in a change to the student's educational placement for conduct meeting the definition of bullying, cyberbullying, harassment, or making hit lists [see Glossary] until an Admission, Review, and Dismissal (ARD) committee meeting has been held to review the conduct.

In deciding whether to order suspension, DAEP placement, or expulsion, regardless of whether the action is mandatory or discretionary, the district shall take into consideration a disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct.

### Techniques

The following discipline management techniques may be used alone, in combination, or as part of progressive interventions for behavior prohibited by the Code of Conduct or by campus or classroom rules:

- Verbal correction, oral or written.
- Cooling-off time or a brief "time-out" period, in accordance with law.
- Seating changes within the classroom or vehicles owned or operated by the district.

## Discipline Management Techniques

- Temporary confiscation of items that disrupt the educational process.
- Rewards or demerits.
- Behavioral contracts.
- Counseling by teachers, school counselors, or administrative personnel.
- Parent-teacher conferences.
- Behavior coaching.
- Anger management classes.
- Mediation (victim-offender).
- Classroom circles.
- Family group conferencing.
- Grade reductions for cheating, plagiarism, and as otherwise permitted by policy.
- Detention, including outside regular school hours.
- Sending the student to the office, another assigned area, or to in-school suspension (ISS).
- Assignment of school duties, such as cleaning or picking up litter.
- Withdrawal of privileges, such as participation in extracurricular activities, eligibility for seeking and holding honorary offices, or membership in school-sponsored clubs and organizations.
- Penalties identified in student organizations' extracurricular standards of behavior.
- Restriction or revocation of district transportation privileges.
- School-assessed and school-administered probation.
- Corporal punishment, unless the student's parent or guardian has provided a signed statement prohibiting its use.
- In-school suspension, as specified in In-School Suspension.
- Out-of-school suspension, as specified in Out-of-School Suspension.
- Placement in a DAEP, as specified in Disciplinary Alternative Education Program (DAEP) Placement.
- Expulsion and/or placement in an alternative educational setting, as specified in Placement and/or Expulsion for Certain Offenses.
- Expulsion, as specified in Expulsion.
- Referral to an outside agency or legal authority for criminal prosecution in addition to disciplinary measures imposed by the district.
- Other strategies and consequences as determined by school officials.

# Discipline Management Techniques

## Prohibited Aversive Techniques

Aversive techniques are prohibited for use with students and are defined as techniques or interventions intended to reduce the recurrence of a behavior by intentionally inflicting significant physical or emotional discomfort or pain. Aversive techniques include:

- Using techniques designed or likely to cause physical pain, other than corporal punishment as permitted by district policy. [See policy FO(LOCAL)]
- Using techniques designed or likely to cause physical pain by electric shock or any procedure involving pressure points or joint locks.
- Directed release of noxious, toxic, or unpleasant spray, mist, or substance near a student's face.
- Denying adequate sleep, air, food, water, shelter, bedding, physical comfort, supervision, or access to a restroom facility.
- Ridiculing or demeaning a student in a manner that adversely affects or endangers the learning or mental health of the student or constitutes verbal abuse.
- Employing a device, material, or object that immobilizes all four of a student's extremities, including prone or supine floor restraint.
- Impairing the student's breathing, including applying pressure to the student's torso or neck or placing something in, on, or over the student's mouth or nose or covering the student's face.
- Restricting the student's circulation.
- Securing the student to a stationary object while the student is standing or sitting.
- Inhibiting, reducing, or hindering the student's ability to communicate.
- Using chemical restraints.
- Using time-out in a manner that prevents the student from being able to be involved in and progress appropriately in the required curriculum or any applicable individualized education program (IEP) goals, including isolating the student using physical barriers.
- Depriving the student of one or more of the student's senses, unless the technique does not cause the student discomfort or complies with the student's IEP or behavior intervention plan (BIP).

## Notification

The CBC shall promptly notify a student's parent by phone or in person of any violation that may result in in-school or out-of-school suspension, placement in a DAEP, placement in a JJAEP, or expulsion. The CBC shall also notify a student's parent if the student is taken into custody by a law enforcement officer under the disciplinary provisions of [Education Code 37.0012\(d\)](#).

## **Discipline Management Techniques**

A good-faith effort shall be made to provide written notice of the disciplinary action to the student, on the day the action was taken, for delivery to the student's parent. If the parent has not been reached by telephone or in person by 5:00 p.m. of the first business day after the day the disciplinary action was taken, the CBC shall send written notification by U.S. Mail. If the CBC is not able to provide notice to the parent, the principal or designee shall provide the notice.

Before the principal or appropriate administrator assigns a student under age 18 to detention outside regular school hours, notice shall be given to the student's parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

### **Parental Involvement**

The district has not adopted a policy for parental involvement in school disciplinary placements under [Education Code 37.0014](#).

### **Appeals**

Questions from parents regarding disciplinary measures should be addressed to the teacher, campus administration, or CBC, as appropriate. Appeals or complaints regarding the use of specific discipline management techniques should be addressed in accordance with policy FNG(LOCAL). A copy of this policy may be obtained from the central administration office or online at [www.wisd.org](http://www.wisd.org).

The district shall not delay a disciplinary consequence while a student or parent pursues a grievance. In the instance of a student who is accused of conduct that meets the definition of sexual harassment as defined by Title IX, the district will comply with applicable federal law, including the Title IX formal complaint process. [See policies FFH(LEGAL) and (LOCAL)]

## **Removal from the School Bus**

### **Removal from the School Bus**

A bus driver may refer a student to the principal's office or the CBC's office to maintain effective discipline on the bus. The principal or CBC must employ additional discipline management techniques, as appropriate, which can include restricting or revoking a student's bus riding privileges.

To transport students safely, the vehicle operator must focus on driving and not be distracted by student misbehavior. Therefore, when appropriate disciplinary management techniques fail to improve student behavior or when specific misconduct warrants immediate removal, the principal or the CBC may restrict or revoke a student's transportation privileges, in accordance with law.

# Removal from the Regular Educational Setting

## Removal from the Regular Educational Setting

In addition to other discipline management techniques, misconduct may result in removal from the regular educational setting in the form of a routine referral or a formal removal.

### Routine Referral

A routine referral occurs when a teacher sends a student to the CBC's office as a discipline management technique. The CBC shall employ alternative discipline management techniques, including progressive interventions. A teacher or administrator may remove a student from class for behavior that violates this Code of Conduct to maintain effective discipline in the classroom.

### Formal Teacher Removal

A teacher may initiate a formal removal from class if:

1. A student's behavior repeatedly interferes with the teacher's ability to teach the class or with other students' ability to learn.
2. A student demonstrates behavior that is unruly, disruptive, or abusive toward the teacher, another adult, or another student in the classroom.
3. A student engages in conduct that constitutes bullying, as defined by [Education Code 37.0832.0](#).

A teacher, CBC, or other appropriate administrator must notify a parent or person standing in parental relation to the student of the formal removal. A teacher may remove a student from class based on a single incident of behavior.

Within three school days of the formal removal, the CBC or appropriate administrator shall schedule a conference with the student's parent, the student, the teacher who removed the student from class, and any other appropriate administrator.

At the conference, the CBC or appropriate administrator shall inform the student of the alleged misconduct and the proposed consequences. The student shall have an opportunity to respond to the allegations.

When a student is removed from the regular classroom by a teacher and a conference is pending, the CBC or other administrator may place the student in:

- Another appropriate classroom.
- ISS.
- Out-of-school suspension.
- DAEP.

A teacher or administrator must remove a student from class if the student engages in behavior that under the [Education Code](#) requires or permits the student to be placed in a DAEP or expelled. When removing for those reasons, the procedures in the subsequent sections on DAEP or expulsion shall be followed.

## **Removal from the Regular Educational Setting**

### **Returning a Student to the Classroom**

A student who has been formally removed from class by a teacher for conduct against the teacher containing the elements of assault, aggravated assault, sexual assault, or aggravated sexual assault may not be returned to the teacher's class without the teacher's written consent.

A student who has been formally removed by a teacher for any other conduct may not be returned to the teacher's class without the teacher's written consent unless the placement review committee determines that the teacher's class is the best or only alternative, and not later than the third class day after the day the student was removed from class, a conference in which the teacher was provided an opportunity to participate has been held. The student may not be returned to the teacher's class unless the teacher provides written consent for the student's return or a return to class plan has been prepared for that student.

### **Appeals of Formal Teacher Removals**

A student may appeal the teacher's removal of the student from class to the school's placement review committee or the campus's threat assessment and safe and supportive school team, in accordance with a district policy providing for such an appeal to be made to this team.

# In-School Suspension

## In-School Suspension

An in-school suspension is not subject to any time limit.

A school's principal or other appropriate administrator shall review the in-school suspension of a student at least once every 10 school days after the date of the suspension begins to evaluate the educational progress of the student and to determine if continued in-school suspension is appropriate.

During in-school suspension, a student shall receive appropriate behavioral support services and comparable educational services as the student would receive in the classroom. If the student receives special education services, the student must continue to receive special education and related services specified in the student's individualized education program (IEP) and continue to have an opportunity to progress in the general curriculum.

[See First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette for limitations to the general rule.]

## Process

Before being suspended, a student shall have an informal conference with the CBC or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision.

The CBC shall determine the number of days of a student's suspension.

In deciding whether to order in-school suspension, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

The appropriate administrator shall determine any restrictions on participation in school-sponsored or school-related extracurricular and cocurricular activities.

# Out-of-School Suspension

## Out-of-School Suspension

### Misconduct

Students may be suspended for behavior listed in the Code of Conduct as a general conduct violation, DAEP offense, or expellable offense.

The district shall not use out-of-school suspension for students below grade 3 unless the conduct meets the requirements established in law.

A student below grade 3 or a student who is homeless shall not be placed in out-of-school suspension unless, while on school property or while attending a school-sponsored or school-related activity on or off school property, the student engages in:

- Conduct that contains the elements of a weapons offense, as provided in [Penal Code sections 46.02 or 46.05](#);
- Conduct that threatens the immediate health and safety of other students in the classroom;
- Documented conduct that results in repeated or significant disruption to the classroom; or
- Selling, giving, or delivering to another person or possessing, using, or being under the influence of any amount of marijuana, an alcoholic beverage, or a controlled substance or dangerous drug as defined by federal or state law.

The district shall use a positive behavior program as a disciplinary alternative for students below grade 3 who commit general conduct violations instead of suspension or placement in a DAEP. The program shall meet the requirements of law.

### Process

State law allows a student to be assigned to out-of-school suspension for no more than three school days per behavior violation, with no limit on the number of times a student may be suspended in a semester or school year.

Before being suspended a student shall have an informal conference with the CBC or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision.

The CBC shall determine the number of days of a student's suspension, not to exceed three school days.

In deciding whether to order out-of-school suspension, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;

## **Out-of-School Suspension**

4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

The appropriate administrator shall determine any restrictions on participation in school-sponsored or school-related extracurricular and cocurricular activities.

### **Alternative Assignment**

A parent or person standing in parental relation to the student may submit a written request to the principal or other appropriate administrator to reassign a student placed in out-of-school suspension. The parent or person standing in parental relation to the student must provide information and documentation that they are unable to provide suitable supervision for the student during school hours during the period of the suspension. It is the sole discretion of the principal or other appropriate administrator to reassign the student placed in out-of-school suspension.

### **Coursework During Suspension**

The district shall ensure a student receives access to coursework for foundation curriculum courses while the student is placed in in-school or out-of-school suspension, including at least one method of receiving this coursework that doesn't require the use of the internet.

A student removed from the regular classroom to ISS or another setting, other than a DAEP, will have an opportunity before the beginning of the next school year to complete each course the student was enrolled in at the time of removal. The district may provide the opportunity by any method available, including a correspondence course, another distance learning option, or summer school. The district will not charge the student for any method of completion provided by the district.

# Disciplinary Alternative Education Program (DAEP) Placement

## Disciplinary Alternative Education Program (DAEP) Placement

The DAEP shall be provided in a setting other than the student's regular classroom. An elementary school student may not be placed in a DAEP with a student who is not an elementary school student.

For purposes of DAEP, elementary classification shall be kindergarten-grade 5 and secondary classification shall be grades 6-12.

Summer programs provided by the district shall serve students assigned to a DAEP in conjunction with other students.

A student who is expelled for an offense that otherwise would have resulted in a DAEP placement does not have to be placed in a DAEP in addition to the expulsion.

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

## Discretionary Placement: Misconduct That May Result in DAEP Placement

A student may be placed in a DAEP for behaviors prohibited in the General Conduct Violations section of this Code of Conduct.

### Misconduct Identified in State Law

In accordance with state law, a student **may** be placed in a DAEP for any of the following offenses:

- Engaging in bullying that encourages a student to die by suicide.
- Inciting violence against a student through group bullying.
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent.
- Involvement in a public school fraternity, sorority, or secret society, or gang including participating as a member or pledge, or soliciting another person to become a pledge or member of a public school fraternity, sorority, secret society, or gang. [see Glossary]
- Involvement in criminal street gang activity. [see Glossary]

## Disciplinary Alternative Education Program (DAEP) Placement

- Any criminal mischief, including a felony.
- Assault (no bodily injury) with threat of imminent bodily injury.
- Assault by offensive or provocative physical contact.
- Engages in conduct that contains the elements of the offense of disruptive activities under [Education Code 37.123](#).
- Engages in conduct that contains the elements of the offense of disruption of classes under [Education Code 37.124](#).
- Possesses or uses an e-cigarette, as defined by [Section 161.081, Health and Safety Code](#), except that if a student who possesses or uses an e-cigarette is not placed in a disciplinary alternative education program for the first-time offense under [Education Code 37.008](#), the student shall be placed in in-school suspension for a period of at least 10 school days. See First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette for additional information.

In accordance with state law, a student **may** be placed in a DAEP if the superintendent or the superintendent's designee has reasonable belief [see Glossary] that the student engaged in conduct punishable as a felony that occurs off school property and not at a school-sponsored or school-related event, if the student's presence in the regular classroom threatens the safety of other students or teachers or will be detrimental to the educational process. Aggravated robbery or felonies listed as offenses in Title 5 [see Glossary] of the Penal Code are punishable as mandatory expulsions.

The CBC **may** place a student in a DAEP for off-campus conduct for which DAEP placement is required by state law if the administrator does not have knowledge of the conduct before the first anniversary of the date the conduct occurred.

### **Mandatory Placement: Misconduct That Requires DAEP Placement**

A student **must** be placed in a DAEP if the student:

- Engages in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school. [see Glossary]
- **Commits the following offenses on school property, within 300 feet of school property as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:**
  - Engages in conduct punishable as a felony.
  - Commits an assault [see Glossary] under [Penal Code 22.01\(a\)\(1\)](#).
  - Except as provided by [Education Code 37.007\(a\)\(3\)](#), sells, gives, or delivers to another person or possesses, uses, or is under the influence of a controlled substance or dangerous drug in an amount not constituting a felony offense. [School-related felony drug offenses are addressed in

## Disciplinary Alternative Education Program (DAEP) Placement

Expulsion.] [See Glossary for "under the influence," "controlled substance," and "dangerous drug."]

- Sells, gives, or delivers to another person or possesses, uses, or is under the influence of marijuana or THC. A student with a valid prescription for low-THC cannabis as authorized by [Chapter 487 of the Health and Safety Code](#) does not violate this provision.
- Sells, gives, or delivers to another person an alcoholic beverage; commits a serious act or offense while under the influence of alcohol; or possesses, uses, or is under the influence of alcohol.
- Behaves in a manner that contains the elements of an offense relating to abusable volatile chemicals.
- Sells, gives, or delivers to another person an e-cigarette, as defined by [Section 161.081, Health and Safety Code](#).
- Behaves in a manner that contains the elements of the offense of public lewdness or indecent exposure. [see Glossary]
- Engages in conduct that contains the elements of an offense of harassment against an employee under [Penal Code sections 42.07\(a\)\(1\), \(2\), \(3\), or \(7\)](#).
- Engages in expellable conduct and is six to nine years of age.
- Commits a federal firearms violation and is younger than six years of age.
- Engages in conduct that contains the elements of the offense of retaliation under [Penal Code 36.06](#) against any school employee or volunteer on or off school property.
- Engages in conduct that contains the elements of harassment under [Penal Code 42.07](#) against any school employee or volunteer on or off of school property.

The student receives deferred prosecution [see Glossary], or a court or jury finds that the student has engaged in delinquent conduct [see Glossary], or the superintendent or designee has a reasonable belief [see Glossary] under [Section 53.03, Family Code](#), for conduct defined as any of the following offenses under the Penal Code:

1. A felony offense under [Title 5](#);
2. The offense of deadly conduct under [Section 22.05](#);
3. The felony offense of aggravated robbery under [Section 29.03](#);
4. The offense of disorderly conduct involving a firearm under [Section 42.01\(a\)\(7\) or \(8\)](#); or
5. The offense of unlawfully carrying weapons under [Section 46.02](#), except for an offense punishable as a Class C misdemeanor under that section.

# Disciplinary Alternative Education Program (DAEP) Placement

## Sexual Assault and Campus Assignments

A student shall be transferred to another campus if:

- The student has been convicted of continuous sexual abuse of a young child or disabled individual or convicted of or placed on deferred adjudication for sexual assault or aggravated sexual assault against another student on the same campus; and
- The victim's parent or another person with the authority to act on behalf of the victim requests that the board transfer the offending student to another campus.

If there is no other campus in the district serving the grade level of the offending student, the offending student shall be transferred to a DAEP.

## Process

Removals to a DAEP shall be made by the CBC.

## Conference

When a student is removed from class for a DAEP offense, the CBC or appropriate administrator shall schedule a conference within three school days with the student's parent, the student, and, in the case of a teacher removal, the teacher.

At the conference, the CBC or appropriate administrator shall provide the student:

- Information, orally or in writing, of the reasons for the removal;
- An explanation of the basis for the removal; and
- An opportunity to respond to the reasons for the removal.

Following valid attempts to require attendance, the district may hold the conference and make a placement decision regardless of whether the student or the student's parents attend the conference.

## Consideration of Mitigating Factors

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

# Disciplinary Alternative Education Program (DAEP) Placement

## Placement Order

After the conference, if the student is placed in a DAEP, the CBC shall write a placement order. A copy of the DAEP placement order and information for the parent or person standing in parental relation to the student regarding the process for requesting a full individual and initial evaluation of the student for purposes of special education services shall be sent to the student and the student's parent.

Not later than the second business day after the conference, the board's designee shall deliver to the juvenile court a copy of the placement order and all information required by [Section 52.04 of the Family Code](#).

If the student is placed in a DAEP and the length of placement is inconsistent with the guidelines included in this Code of Conduct, the placement order shall give notice of the inconsistency.

## DAEP at Capacity

If a DAEP is at capacity at the time the CBC is deciding placement for conduct related to marijuana, THC, an e-cigarette, alcohol, or an abusable volatile chemical, the student shall be placed in ISS then transferred to a DAEP for the remainder of the period if space becomes available before the expiration of the period of the placement.

If a DAEP is at capacity at the time the CBC is deciding placement for a student who engaged in violent conduct, a student placed in a DAEP for conduct related to marijuana, THC, an e-cigarette, alcohol, or an abusable volatile chemical may be placed in ISS to make a position in the DAEP available for the student who engaged in violent conduct. If a position becomes available in a DAEP before the expiration of the period of the placement for the student removed, the student shall be returned to a DAEP for the remainder of the period.

## Coursework Notice

The parent or guardian of a student placed in DAEP shall be given written notice of the student's opportunity to complete, at no cost to the student, a foundation curriculum course in which the student was enrolled at the time of removal, and which is required for graduation. The notice shall include information regarding all methods available for completing the coursework.

## Length of Placement

The CBC shall determine the duration of a student's placement in a DAEP.

The duration of a student's placement shall be determined case by case based on the seriousness of the offense, the student's age and grade level, the frequency of misconduct, the student's attitude, and statutory requirements.

The maximum period of DAEP placement shall be one calendar year, except as provided below.

# **Disciplinary Alternative Education Program (DAEP) Placement**

Unless otherwise specified in the placement order, days absent from a DAEP shall not count toward fulfilling the total number of days required in a student's DAEP placement order.

The district shall administer the required pre- and post-assessments for students assigned to DAEP for a period of 90 days or longer in accordance with established district administrative procedures for administering other diagnostic or benchmark assessments.

## **Exceeds One Year**

Placement in a DAEP may exceed one year when a review by the district determines that the student is a threat to the safety of other students or to district employees.

The statutory limitations on the length of a DAEP placement do not apply to a placement resulting from the board's decision to place a student who engaged in the sexual assault of another student so that the students are not assigned to the same campus.

## **Exceeds School Year**

Students who are in a DAEP placement at the end of one school year may be required to continue that placement at the start of the next school year to complete the assigned term of placement.

For placement in a DAEP to extend beyond the end of the school year, the CBC or the board's designee must determine that:

1. The student's presence in the regular classroom or campus presents a danger of physical harm to the student or others; or
2. The student has engaged in serious or persistent misbehavior [see Glossary] that violates the district's Code of Conduct.

## **Exceeds 60 Days**

For placement in a DAEP to extend beyond 60 days or the end of the next grading period, whichever is sooner, a student's parent shall be given notice and the opportunity to participate in a proceeding before the board or the board's designee.

## **Appeals**

Questions from parents regarding disciplinary measures should be addressed to the campus administration.

Student or parent appeals regarding a student's placement in a DAEP should be addressed in accordance with policy FNG(LOCAL). A copy of this policy may be obtained from the central administration office or online at [www.wisd.org](http://www.wisd.org).

Appeals shall begin at Level One with the principal.

# **Disciplinary Alternative Education Program (DAEP) Placement**

The district shall not delay disciplinary consequences pending the outcome of an appeal. The decision to place a student in a DAEP cannot be appealed beyond the board.

## **Restrictions During Placement**

State law prohibits a student placed in a DAEP for reasons specified in state law from attending or participating in school-sponsored or school-related extracurricular activities.

A student placed in a DAEP shall not be provided transportation unless he or she is a student with a disability who is entitled to transportation in accordance with the student's IEP or Section 504 plan.

For seniors who are eligible to graduate and are assigned to a DAEP at the time of graduation, the last day of placement in the program shall be the last instructional day, and the student shall be allowed to participate in the graduation ceremony and related graduation activities unless otherwise specified in the DAEP placement order.

## **Placement Review**

A student placed in a DAEP shall be provided a review of his or her status, including academic status, by the CBC or the board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall be given the opportunity to present arguments for the student's return to the regular classroom or campus. The student may not be returned to the classroom of a teacher who removed the student without that teacher's consent.

## **Additional Misconduct**

If during the term of placement in a DAEP the student engages in additional misconduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC may enter an additional disciplinary order as a result of those proceedings.

## **Notice of Criminal Proceedings**

When a student is placed in a DAEP for certain offenses, the office of the prosecuting attorney shall notify the district if:

1. Prosecution of a student's case was refused for lack of prosecutorial merit or insufficient evidence, and no formal proceedings, deferred adjudication [see Glossary], or deferred prosecution will be initiated; or
2. The court or jury found a student not guilty or made a finding that the student did not engage in delinquent conduct or conduct indicating a need for supervision, and the case was dismissed with prejudice.

If a student was placed in a DAEP for such conduct, on receiving the notice from the prosecutor, the superintendent or designee shall review the student's placement and schedule a review with the student's parent not later than the third day after the

## **Disciplinary Alternative Education Program (DAEP) Placement**

superintendent or designee receives notice from the prosecutor. The student may not be returned to the regular classroom pending the review.

After reviewing the notice and receiving information from the student's parent, the superintendent or designee may continue the student's placement if there is reason to believe that the presence of the student in the regular classroom threatens the safety of other students or teachers.

The student or the student's parent may appeal the superintendent's decision to the board. The student may not be returned to the regular classroom pending the appeal. In the case of an appeal, the board shall, at the next scheduled meeting, review the notice from the prosecutor and receive information from the student, the student's parent, and the superintendent or designee, and confirm or reverse the decision of the superintendent or designee. The board shall make a record of the proceedings.

If the board confirms the decision of the superintendent or designee, the student and the student's parent may appeal to the Commissioner of Education. The student may not be returned to the regular classroom pending the appeal.

### **Withdrawal During Process**

When a student violates the district's Code of Conduct in a way that requires or permits the student to be placed in a DAEP and the student withdraws from the district before a placement order is completed, the CBC may complete the proceedings and issue a placement order. If the student then re-enrolls in the district during the same or a subsequent school year, the district may enforce the order at that time, less any period of the placement that has been served by the student during enrollment in another district. If the CBC or the board fails to issue a placement order after the student withdraws, the next district in which the student enrolls may complete the proceedings and issue a placement order.

### **Newly Enrolled Students**

The district shall continue the DAEP placement of a student who enrolls in the district and was assigned to a DAEP in an open-enrollment charter school or another district including a district in another state.

When a student enrolls in the district with a DAEP placement from a district in another state, the district has the right to place the student in DAEP to the same extent as any other newly enrolled student if the behavior committed is a reason for DAEP placement in the receiving district.

State law requires the district to reduce a placement imposed by a district in another state that exceeds one year so that the total placement does not exceed one year. After a review, however, the placement may be extended beyond a year if the district determines that the student is a threat to the safety of other students or employees, or if the extended placement is in the best interest of the student.

# **Disciplinary Alternative Education Program (DAEP) Placement**

## **Emergency Placement Procedure**

When an emergency placement is necessary because the student's behavior is so unruly, disruptive, or abusive that it seriously interferes with classroom or school operations, the student shall be given oral notice of the reason for the action. Not later than the tenth day after the date of the placement, the student shall be given the appropriate conference required for assignment to a DAEP.

## **Transition Services**

In accordance with law and district procedures, campus staff shall provide transition services to a student returning to the regular classroom from an alternative education program, including a DAEP. [See policy FOCA(LEGAL) for more information.]

# Placement and/or Expulsion for Certain Offenses

## Placement and/or Expulsion for Certain Offenses

This section includes two categories of offenses for which the [Education Code](#) provides unique procedures and specific consequences.

### Registered Sex Offenders

Upon receiving notification in accordance with state law that a student is currently required to register as a sex offender, the district must remove the student from the regular classroom and determine appropriate placement unless the court orders JJAEP placement.

If the student is under any form of court supervision, including probation, community supervision, or parole, the student shall be placed in either DAEP or JJAEP for at least one semester.

If the student is not under any form of court supervision, the student may be placed in DAEP or JJAEP for one semester or placed in a regular classroom. The student may not be placed in the regular classroom if the board or its designee determines that the student's presence:

1. Threatens the safety of other students or teachers;
2. Will be detrimental to the educational process; or
3. Is not in the best interests of the district's students.

### Review Committee

At the end of the first semester of a student's placement in an alternative educational setting and before the beginning of each school year for which the student remains in an alternative placement, the district shall convene a committee, in accordance with state law, to review the student's placement. The committee shall recommend whether the student should return to the regular classroom or remain in the placement. Absent a special finding, the board or its designee must follow the committee's recommendation.

The placement review of a student with a disability who receives special education services must be made by the ARD committee.

### Newly Enrolled Students

If a student enrolls in the district during a mandatory placement as a registered sex offender, the district may count any time already spent by the student in a placement or may require an additional semester in an alternative placement without conducting a review of the placement.

### Appeal

A student or the student's parent may appeal the placement by requesting a conference between the board or its designee, the student, and the student's parent. The conference is limited to the factual question of whether the student is required to register as a sex offender. Any decision of the board or its designee under this section is final and may not be appealed.

## Expulsion

In deciding whether to order expulsion, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

## Discretionary Expulsion: Misconduct That May Result in Expulsion

Some of the following types of misconduct may result in mandatory placement in a DAEP, whether or not a student is expelled. [see Disciplinary Alternative Education Program (DAEP) Placement]

### Any Location

A student **may** be expelled for:

- Engaging in bullying that encourages a student to die by suicide.
- Inciting violence against a student through group bullying.
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent.
- Criminal mischief, if punishable as a felony.
- Breach of computer security. [see Glossary]

### At School, Within 300 Feet, or at a School Event

A student **may** be expelled for committing any of the following offenses on or within 300 feet of school property, as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:

- Engaging in deadly conduct. [see Glossary]

### Within 300 Feet of School

A student may be expelled for possession of a firearm, as defined by federal law, while within 300 feet of school property, as measured from any point on the school's real property boundary line.

# Expulsion

## Property of Another District

A student may be expelled for committing any offense that is a state-mandated expellable offense if the offense is committed on the property of another district in Texas or while the student is attending a school-sponsored or school-related activity of a school in another district in Texas.

## While in a DAEP

A student may be expelled for engaging in documented serious misbehavior that violates the district's Code of Conduct, despite documented behavioral interventions while placed in a DAEP. For purposes of discretionary expulsion from a DAEP, serious misbehavior means:

1. Deliberate violent behavior that poses a direct threat to the health or safety of others;
2. Extortion, meaning the gaining of money or other property by force or threat;
3. Conduct that constitutes coercion, as defined by [Penal Code 1.07](#); or
4. Conduct that constitutes the offense of:
  - a. Public lewdness under [Penal Code 21.07](#);
  - b. Indecent exposure under [Penal Code 21.08](#);
  - c. Criminal mischief under [Penal Code 28.03](#);
  - d. Hazing under [Education Code 37.152](#); or
  - e. Harassment under [Penal Code 42.07\(a\)\(1\)](#) of a student or district employee.

## Mandatory Expulsion: Misconduct That Requires Expulsion

A student **must** be expelled under federal or state law for any of the following offenses that occur on or off school property.

### Under Federal Law

Bringing to school or possessing at school, including any setting that is under the district's control or supervision for the purpose of a school activity, a firearm, as defined by federal law. [see Glossary]

**Note:** Mandatory expulsion under the [federal Gun Free Schools Act](#) does not apply to a firearm that is lawfully stored inside a locked vehicle or to firearms used in activities approved and authorized by the district when the district has adopted appropriate safeguards to ensure student safety.

### Under the Penal Code

- Unlawfully carrying on or about the student's person the following, in the manner prohibited by [Penal Code 46.02](#):
  - A handgun, defined by state law as any firearm designed, made, or adapted to be used with one hand. [see Glossary] Note: A student may

## Expulsion

not be expelled solely on the basis of the student's use, exhibition, or possession of a firearm that occurs at an approved target range facility that is not located on a school campus; while participating in or preparing for a school-sponsored, shooting sports competition or a shooting sports educational activity that is sponsored or supported by the Parks and Wildlife Department; or a shooting sports sanctioning organization working with the department. [See policy FNCG(LEGAL).]

- A location-restricted knife, as defined by state law. [see Glossary]
- Possessing, manufacturing, transporting, repairing, or selling a prohibited weapon, as defined in state law. [see Glossary]
- Engages in conduct that contains the elements of the offense of exhibiting, using, or threatening to exhibit or use a firearm under Education Code 37.125.
- Behaving in a manner that contains elements of the following offenses under the Penal Code:
  - Aggravated assault, sexual assault, or aggravated sexual assault.
  - Arson. [see Glossary]
  - Murder, capital murder, or criminal attempt to commit murder or capital murder.
  - Indecency with a child.
  - Kidnapping or aggravated kidnapping.
  - Burglary, robbery or aggravated robbery.
  - Manslaughter.
  - Criminally negligent homicide.
  - Continuous sexual abuse of a young child or disabled individual.
  - Behavior punishable as a felony that involves selling, giving, or delivering to another person or possessing, using, or being under the influence of a controlled substance or a dangerous drug.
  - Engaging in conduct that contains elements of assault against a school employee or volunteer.

### Under Age 10

When a student under the age of 10 engages in behavior that is expellable behavior, the student shall not be expelled but shall be placed in a DAEP. A student under age six shall not be placed in a DAEP unless the student commits a federal firearm offense.

### Virtual Expulsion Program

In some circumstances, a student may be placed in a virtual expulsion program.

## Expulsion

- The school must ensure students in the program have the necessary technology and internet and must provide it if needed.
- The virtual program must, as much as possible, meet the same requirements as an in-person disciplinary alternative education program (DAEP).
- The student's placement must be reviewed every 45 school days.
- If an in-person spot becomes available, the school should plan the student's return to in-person learning.
- If continued virtual placement is appropriate, the school must document the decision.

### Consideration of Virtual Education as Alternative to Expulsion

Before a school district may expel a student, the district must consider the appropriateness and feasibility of, as an alternative to expulsion, enrolling the student in a full-time hybrid program, full-time virtual program, full-time hybrid campus, or full-time virtual campus. This requirement does not apply to a student expelled under [Education Code 37.0081 or 37.007\(a\), \(d\), or\(e\)](#).

### Process

If a student is believed to have committed an expellable offense, the CBC or other appropriate administrator shall schedule a hearing within a reasonable time. The student's parent shall be invited in writing to attend the hearing.

Until a hearing can be held, the CBC or other administrator may place the student in:

- Another appropriate classroom.
- ISS.
- Out-of-school suspension.
- DAEP.

### Hearing

A student facing expulsion shall be given a hearing with appropriate due process. The student is entitled to:

1. Representation by the student's parent or another adult who can provide guidance to the student and who is not an employee of the district;
2. An opportunity to testify and to present evidence and witnesses in the student's defense; and
3. An opportunity to question the witnesses called by the district at the hearing.

After providing notice to the student and parent of the hearing, the district may hold the hearing regardless of whether the student or the student's parent attends.

The board of trustees delegates to the Director of Campus and Student Services authority to conduct hearings and expel students.

# Expulsion

## Board Review of Expulsion

After the due process hearing, the expelled student may request that the board review the expulsion decisions. The student or parent must submit a written request to the superintendent within seven days after receipt of the written decision. The superintendent must provide the student or parent written notice of the date, time, and place of the meeting at which the board will review the decision.

The board shall review the record of the expulsion hearing in a closed meeting unless the parent requests in writing that the matter be held in an open meeting. The board may also hear a statement from the student or parent and from the board's designee.

The board shall consider and base its decision on evidence reflected in the record and any statements made by the parties at the review. The board shall make and communicate its decision orally at the conclusion of the presentation. Consequences shall not be deferred pending the outcome of the hearing.

## Expulsion Order

Before ordering the expulsion, the board or CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

If the student is expelled, the board or its designee shall deliver to the student and the student's parent a copy of the order expelling the student.

Not later than the second business day after the hearing, the Director of Campus and Student Services shall deliver to the juvenile court a copy of the expulsion order and the information required by [Section 52.04 of the Family Code](#).

If the length of the expulsion is inconsistent with the guidelines included in the Code of Conduct, the expulsion order shall give notice of the inconsistency.

## Length of Expulsion

The length of an expulsion shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, and statutory requirements.

The duration of a student's expulsion shall be determined on a case-by-case basis. The maximum period of expulsion is one calendar year, except as provided below.

An expulsion may not exceed one year unless, after review, the district determines that:

1. The student is a threat to the safety of other students or to district employees; or

# Expulsion

2. Extended expulsion is in the best interest of the student.

State and federal law require a student to be expelled from the regular classroom for a period of at least one calendar year for bringing a firearm, as defined by federal law, to school. However, the superintendent may modify the length of the expulsion on a case-by-case basis.

Students who commit offenses that require expulsion at the end of one school year may be expelled into the next school year to complete the term of expulsion.

## Withdrawal During Process

When a student's conduct requires or permits expulsion from the district and the student withdraws from the district before the expulsion hearing takes place, the district may conduct the hearing after sending written notice to the parent and student.

If the student then re-enrolls in the district during the same or subsequent school year, the district may enforce the expulsion order at that time, less any expulsion period that has been served by the student during enrollment in another district.

If the CBC or the board fails to issue an expulsion order after the student withdraws, the next district in which the student enrolls may complete the proceedings.

## Additional Misconduct

If during the expulsion, the student engages in additional conduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC or the board may issue an additional disciplinary order as a result of those proceedings.

## Restrictions During Expulsion

Expelled students are prohibited from being on school grounds or attending school-sponsored or school-related activities during the period of expulsion.

No district academic credit shall be earned for work missed during the period of expulsion unless the student is enrolled in a JJAEP or another district-approved program.

## Newly Enrolled Students

The district shall continue the expulsion of any newly enrolled student expelled from another district or an open-enrollment charter school until the period of the expulsion is completed.

If a student expelled in another state enrolls in the district, the district may continue the expulsion under the terms of the expulsion order, may place the student in a DAEP for the period specified in the order, or may allow the student to attend regular classes if:

1. The out-of-state district provides the district with a copy of the expulsion order; and
2. The offense resulting in the expulsion is also an expellable offense in the district in which the student is enrolling.

## Expulsion

If a student is expelled by a district in another state for a period that exceeds one year and the district continues the expulsion or places the student in a DAEP, the district shall reduce the period of the expulsion or DAEP placement so that the entire period does not exceed one year, unless after a review it is determined that:

1. The student is a threat to the safety of other students or district employees; or
2. Extended placement is in the best interest of the student.

### Emergency Expulsion Procedures

When an emergency expulsion is necessary to protect persons or property from imminent harm, the student shall be given verbal notice of the reason for the action. Emergency expulsion may be ordered based on a single incident of behavior by the student. Within 10 days after the date of the emergency expulsion, the student shall be given appropriate due process required for a student facing expulsion.

### DAEP Placement of Expelled Students

The district may provide educational services to any expelled student in a DAEP; however, educational services in the DAEP must be provided if the student is less than 10 years of age.

### Transition Services

In accordance with law and district procedures, campus staff shall provide transition services for a student returning to the regular classroom from placement in an alternative education program, including a DAEP or JJAEP. See policies FOCA(LEGAL) and FODA(LEGAL) for more information.

### Certain Felonies

Regardless of whether DAEP placement or expulsion is required or permitted by one of the reasons in the DAEP Placement or Expulsion sections, in accordance with [Education Code 37.0081](#), a student may be expelled and placed in either DAEP or JJAEP if the board or CBC makes certain findings and the following circumstances exist in relation to aggravated robbery or a felony offense under Title 5 [see Glossary] of the Penal Code. The student must have:

- Received deferred prosecution for conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been found by a court or jury to have engaged in delinquent conduct for conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been charged with engaging in conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been referred to a juvenile court for allegedly engaging in delinquent conduct for conduct defined as aggravated robbery or a [Title 5 felony](#) offense; or
- Received probation or deferred adjudication or have been arrested for, charged with, or convicted of aggravated robbery or a Title 5 felony offense.

# Expulsion

The district may expel the student and order placement under these circumstances regardless of:

1. The date on which the student's conduct occurred;
2. The location at which the conduct occurred;
3. Whether the conduct occurred while the student was enrolled in the district; or
4. Whether the student has successfully completed any court disposition requirements imposed in connection with the conduct.

## Hearing and Required Findings

The student must first have a hearing before the board or its designee, who must determine that in addition to the circumstances above that allow for the expulsion, the student's presence in the regular classroom:

1. Threatens the safety of other students or teachers;
2. Will be detrimental to the educational process; or
3. Is not in the best interest of the district's students.

Any decision of the board or the board's designee under this section is final and may not be appealed.

## Length of Placement

The student is subject to the placement until:

1. The student graduates from high school;
2. The charges are dismissed or reduced to a misdemeanor offense; or
3. The student completes the term of the placement or is assigned to another program.

## Placement Review

A student placed in a DAEP or JJAEP under this section is entitled to a review of his or her status, including academic status, by the CBC or board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall have the opportunity to present arguments for the student's return to the regular classroom or campus.

## Newly Enrolled Students

A student who enrolls in the district before completing a placement under this section from another school district must complete the term of the placement.

## Glossary

**Abuse** is improper or excessive use.

**Aggravated robbery** is defined in part by [Penal Code 29.03\(a\)](#) as when a person commits robbery and:

1. Causes serious bodily injury to another;
2. Uses or exhibits a deadly weapon; or
3. Causes bodily injury to another person or threatens or places another person in fear of imminent bodily injury or death, if the other person is:
  - a. 65 years of age or older; or
  - b. A disabled person.

**Antisemitism** is defined by [Government Code section 448.001](#) as a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities. Examples of antisemitism are included with the International Holocaust Remembrance Alliance's "Working Definition of Antisemitism" adopted on May 26, 2016.

**Armor-piercing ammunition** is defined by [Penal Code 46.01](#) as handgun ammunition used in pistols and revolvers and designed primarily for the purpose of penetrating metal or body armor.

**Arson** is defined in part by [Penal Code 28.02](#) as a crime that involves:

1. Starting a fire or causing an explosion with intent to destroy or damage:
  - a. Any vegetation, fence, or structure on open-space land; or
  - b. Any building, habitation, or vehicle:
    - (1) Knowing that it is within the limits of an incorporated city or town;
    - (2) Knowing that it is insured against damage or destruction;
    - (3) Knowing that it is subject to a mortgage or other security interest;
    - (4) Knowing that it is located on property belonging to another;
    - (5) Knowing that it has located within it property belonging to another;  
or
    - (6) When the person starting the fire is reckless about whether the burning or explosion will endanger the life of some individual or the safety of the property of another.
2. Recklessly starting a fire or causing an explosion while manufacturing or attempting to manufacture a controlled substance if the fire or explosion damages any building, habitation, or vehicle; or
3. Intentionally starting a fire or causing an explosion and in so doing:
  - a. Recklessly damaging or destroying a building belonging to another; or

## Glossary

- b. Recklessly causing another person to suffer bodily injury or death.

**Assault** is defined in part by [Penal Code 22.01](#) as intentionally, knowingly, or recklessly causing bodily injury to another; intentionally or knowingly threatening another with imminent bodily injury; or intentionally or knowingly causing physical contact with another that can reasonably be regarded as offensive or provocative.

**Breach of computer security** includes knowingly accessing a computer, computer network, or computer system without the effective consent of the owner as defined in [Penal Code 33.02](#), if the conduct involves accessing a computer, computer network, or computer system owned by or operated on behalf of a school district and the student knowingly alters, damages, or deletes school district property or information or commits a breach of any other computer, computer network, or computer system.

**Bullying** is defined as a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that:

1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or damage to the student's property;
2. Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
3. Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
4. Infringes on the rights of the victim at school.

Bullying includes cyberbullying. (See below.) This state law on bullying prevention applies to:

1. Bullying that occurs on or is delivered to school property or to the site of a school-sponsored or school-related activity on or off school property;
2. Bullying that occurs on a publicly or privately owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity; and
3. Cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity if the cyberbullying interferes with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

**Chemical dispensing device** is defined by [Penal Code 46.01](#) as a device designed, made, or adapted for the purpose of dispensing a substance capable of causing an adverse psychological or physiological effect on a human being. A small chemical dispenser sold commercially for personal protection is not in this category.

**Club** is defined by [Penal Code 46.01](#) as an instrument, specially designed, made, or adapted for the purpose of inflicting serious bodily injury or death by striking a person

## Glossary

with the instrument, and includes but is not limited to a blackjack, nightstick, mace, and tomahawk.

**Controlled substance** means a substance, including a drug, an adulterant, and a dilutant, listed in [Schedules I through V or Penalty Group 1, 1-A, 1-B, 2, 2-A, 3, or 4 of the Texas Controlled Substances Act](#). The term includes the aggregate weight of any mixture, solution, or other substance containing a controlled substance. The term does not include hemp, as defined by [Agriculture Code 121.001](#), or the tetrahydrocannabinols (THC) in hemp.

**Criminal street gang** is defined by [Penal Code 71.01](#) as three or more persons having a common identifying sign or symbol or an identifiable leadership who continuously or regularly associate in the commission of criminal activities.

**Cyberbullying** is defined by [Education Code 37.0832](#) as bullying that is done through the use of any electronic communication device, including through the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an internet website, or any other internet-based communication tool.

**Dangerous drug** is defined by [Health and Safety Code 483.001](#) as a device or a drug that is unsafe for self-medication and that is not included in [Schedules I through V or Penalty Groups 1 through 4 of the Texas Controlled Substances Act](#). The term includes a device or drug that federal law prohibits dispensing without prescription or restricts to use by or on the order of a licensed veterinarian.

**Dating violence** occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control another person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense, as defined by [Section 71.0021 of the Family Code](#).

**Deadly conduct** under [Penal Code 22.05](#) occurs when a person recklessly engages in conduct that places another in imminent danger of serious bodily injury, such as knowingly discharging a firearm in the direction of an individual, habitation, building, or vehicle.

**Deferred adjudication** is an alternative to seeking a conviction in court that may be offered to a juvenile for delinquent conduct or conduct indicating a need for supervision.

**Deferred prosecution** may be offered to a juvenile as an alternative to seeking a conviction in court for delinquent conduct or conduct indicating a need for supervision.

**Delinquent conduct** is conduct that violates either state or federal law and is punishable by imprisonment or confinement in jail. It includes conduct that violates certain juvenile court orders, including probation orders, but does not include violations of traffic laws.

**Discretionary** means that something is left to or regulated by a local decision maker.

**E-cigarette** means an electronic cigarette or any other device that simulates smoking by using a mechanical heating element, battery, or electronic circuit to deliver nicotine

## Glossary

or other substances to the individual inhaling from the device or a consumable liquid solution or other material aerosolized or vaporized during the use of an electronic cigarette or other device described by this provision. The term includes any device that is manufactured, distributed, or sold as an e-cigarette, e-cigar, or e-pipe or under another product name or description and a component, part, or accessory for the device, regardless of whether the component, part, or accessory is sold separately from the device.

**Explosive weapon** is defined by [Penal Code 46.01](#) as any explosive or incendiary bomb, grenade, rocket, or mine and its delivery mechanism that is designed, made, or adapted for the purpose of inflicting serious bodily injury, death, or substantial property damage, or for the principal purpose of causing such a loud report as to cause undue public alarm or terror.

**False alarm or report** under [Penal Code 42.06](#) occurs when a person knowingly initiates, communicates, or circulates a report of a present, past, or future bombing, fire, offense, or other emergency that he or she knows is false or baseless and that would ordinarily:

1. Cause action by an official or volunteer agency organized to deal with emergencies;
2. Place a person in fear of imminent serious bodily injury; or
3. Prevent or interrupt the occupation of a building, room, or place of assembly.

**Firearm** is defined by [federal law \(18 U.S.C. 921\(a\)\)](#) as:

1. Any weapon (including a starter gun) that will, is designed to, or may readily be converted to expel a projectile by the action of an explosive;
2. The frame or receiver of any such weapon;
3. Any firearm muffler or firearm silencer, defined as any device for silencing, muffling, or diminishing the report of a portable firearm; or
4. Any destructive device, such as any explosive, incendiary or poison gas bomb, or grenade.

Such term does not include an antique firearm.

**Graffiti** includes markings with paint, an indelible pen or marker, or an etching or engraving device on tangible property without the effective consent of the owner. The markings may include inscriptions, slogans, drawings, or paintings.

**Handgun** is defined by [Penal Code 46.01](#) as any firearm that is designed, made, or adapted to be fired with one hand.

**Harassment** includes:

1. Conduct that meets the definition established in district policies DIA(LOCAL) and FFH(LOCAL);
2. Conduct that threatens to cause harm or bodily injury to another person, including a district student, employee, board member, or volunteer; is sexually intimidating; causes physical damage to the property of another student; subjects

## Glossary

another student to physical confinement or restraint; or maliciously and substantially harms another student's physical or emotional health or safety, as defined in [Education Code 37.001\(b\)\(2\)](#); or

3. Conduct that is punishable as a crime under [Penal Code 42.07](#), including the following types of conduct if carried out with the intent to harass, annoy, alarm, abuse, torment, or embarrass another:
  - a. Initiating communication and, in the course of the communication, making a comment, request, suggestion, or proposal that is obscene, as defined by law;
  - b. Threatening, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property;
  - c. Conveying, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury;
  - d. Causing the telephone of another to ring repeatedly or making repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
  - e. Making a telephone call and intentionally failing to hang up or disengage the connection;
  - f. Knowingly permitting a telephone under the person's control to be used by another to commit an offense under this section;
  - g. Sending repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
  - h. Publishing on an internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern, as defined by law; or
  - i. Making obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.

**Hazing** is defined by [Education Code 37.151](#) as an intentional, knowing, or reckless act, on or off campus, by one person alone or acting with others, directed against a student for the purpose of pledging, initiation into, affiliation with, holding office in, or maintaining membership in a student organization if the act meets the elements in [Education Code 37.151](#), including:

1. Any type of physical brutality;

## Glossary

2. An activity that subjects the student to an unreasonable risk of harm or that adversely affects the student's mental or physical health, such as sleep deprivation, exposure to the elements, confinement to small spaces, calisthenics, or consumption of food, liquids, drugs, or other substances;
3. An activity that induces, causes, or requires the student to perform a duty or task that violates the Penal Code; or
4. Coercing a student to consume a drug or alcoholic beverage in an amount that would lead a reasonable person to believe the student is intoxicated.

**Hit list** is defined in [Education Code 37.001\(b\)\(3\)](#) as a list of people targeted to be harmed, using a firearm, a knife, or any other object to be used with intent to cause bodily harm.

**Improvised explosive device** is defined by [Penal Code 46.01](#) as a completed and operational bomb designed to cause serious bodily injury, death, or substantial property damage that is fabricated in an improvised manner using nonmilitary components.

**Indecent exposure** is defined by [Penal Code 21.08](#) as an offense that occurs when a person exposes the person's anus or any part of the person's genitals with intent to arouse or gratify the sexual desire of any person, and is reckless about whether another is present who will be offended or alarmed by the act.

**Intimate visual material** is defined by [Civil Practices and Remedies Code 98B.001](#) and [Penal Code 21.16](#) as visual material that depicts a person with the person's intimate parts exposed or engaged in sexual conduct. "Visual material" means any film, photograph, video tape, negative, or slide of any photographic reproduction or any other physical medium that allows an image to be displayed on a computer or other video screen and any image transmitted to a computer or other video screen.

**Location-restricted knife** is defined by [Penal Code 46.01](#) as a knife with a blade over five and one-half inches.

**Knuckles** means any instrument consisting of finger rings or guards made of a hard substance and designed or adapted for inflicting serious bodily injury or death by striking a person with a fist enclosed in the knuckles.

**Look-alike weapon** means an item that resembles a weapon but is not intended to be used to cause serious bodily injury.

**Machine gun** as defined by [Penal Code 46.01](#) is any firearm that is capable of shooting more than two shots automatically, without manual reloading, by a single function of the trigger.

**Mandatory** means that something is obligatory or required because of an authority.

**Paraphernalia** are devices that can be used for inhaling, ingesting, injecting, or otherwise introducing a controlled substance into a human body.

**Personal Communication Device** means a telephone, cell phone such as a smartphone or flip phone, tablet, smartwatch, radio device, paging device, or any other electronic device capable of telecommunication or digital communication.

## Glossary

**Possession** means to have an item on one's person or in one's personal property, including, but not limited to:

1. Clothing, purse, or backpack;
2. A private vehicle used for transportation to or from school or school-related activities, including, but not limited to, an automobile, truck, motorcycle, or bicycle;
3. Personal communication devices or electronic devices; or
4. Any school property used by the student, including, but not limited to, a locker or desk.

**Prohibited weapon** under [Penal Code 46.05\(a\)](#) means:

1. The following items, unless registered with the U.S. Bureau of Alcohol, Tobacco, Firearms, and Explosives or otherwise not subject to that registration requirement or unless the item is classified as a curio or relic by the U.S. Department of Justice:
  - a. An explosive weapon; or
  - b. A machine gun.
2. Armor-piercing ammunition;
3. A chemical dispensing device;
4. A zip gun;
5. A tire deflation device; or
6. An improvised explosive device.

**Public Lewdness** is defined by [Penal Code 21.07](#) as an offense that occurs when a person knowingly engages in an act of sexual intercourse, deviate sexual intercourse, or sexual contact in a public place or, if not in a public place, when the person is reckless about whether another is present who will be offended or alarmed by the act.

**Public school fraternity, sorority, secret society, or gang** means an organization composed wholly or in part of students that seeks to perpetuate itself by taking additional members from the students enrolled in school based on a decision of its membership rather than on the free choice of a qualified student. Educational organizations listed in [Education Code 37.121\(d\)](#) are excepted from this definition.

**Reasonable belief** is that which an ordinary person of average intelligence and sound mind would believe. Chapter 37 requires certain disciplinary decisions when the superintendent or designee has a reasonable belief that a student engaged in conduct punishable as a felony offense. In forming such a reasonable belief, the superintendent or designee may use all available information and must consider the information furnished in the notice of a student's arrest under [Code of Criminal Procedure Article 15.27](#).

**Self-defense** is the use of force against another to the degree a person reasonably believes is immediately necessary to protect himself or herself.

## Glossary

**Serious misbehavior** means:

1. Deliberate violent behavior that poses a direct threat to the health or safety of others;
2. Extortion, meaning the gaining of money or other property by force or threat;
3. Conduct that constitutes coercion, as defined by [Penal Code Section 1.07](#); or
4. Conduct that constitutes the offense of:
  - a. Public lewdness under [Penal Code 21.07](#);
  - b. Indecent exposure under [Penal Code 21.08](#);
  - c. Criminal mischief under [Penal Code 28.03](#);
  - d. Hazing under [Education Code 37.152](#); or
  - e. Harassment under [Penal Code 42.07\(a\)\(1\)](#) of a student or district employee.

**Serious or persistent misbehavior** includes, but is not limited to:

- Behavior that is grounds for permissible expulsion or mandatory DAEP placement.
- Behavior identified by the district as grounds for discretionary DAEP placement.
- Actions or demonstrations that substantially disrupt or materially interfere with school activities.
- Refusal to attempt or complete schoolwork as assigned.
- Insubordination.
- Profanity, vulgar language, or obscene gestures.
- Leaving school grounds without permission.
- Falsification of records, passes, or other school-related documents.
- Refusal to accept discipline assigned by the teacher or principal.

**Short-barrel firearm** is defined by [Penal Code 46.01](#) as a rifle with a barrel length of less than 16 inches or a shotgun with a barrel length of less than 18 inches, or any weapon made from a rifle or shotgun that, as altered, has an overall length of less than 26 inches.

**Terroristic threat** is defined by [Penal Code 22.07](#) as a threat of violence to any person or property with intent to:

1. Cause a reaction of any type by an official or volunteer agency organized to deal with emergencies;
2. Place any person in fear of imminent serious bodily injury;

## Glossary

3. Prevent or interrupt the occupation or use of a building; room, place of assembly, or place to which the public has access; place of employment or occupation; aircraft, automobile, or other form of conveyance; or other public place;
4. Cause impairment or interruption of public communications; public transportation; public water, gas, or power supply; or other public service;
5. Place the public or a substantial group of the public in fear of serious bodily injury; or
6. Influence the conduct or activities of a branch or agency of the federal government, the state, or a political subdivision of the state (including the district).

**Tire deflation device** is defined in part by [Penal Code 46.01](#) as a device, including a caltrop or spike strip, that, when driven over, impedes or stops the movement of a wheeled vehicle by puncturing one or more of the vehicle's tires.

**Title 5 felonies** are those crimes listed in [Title 5 of the Penal Code](#) that typically involve injury to a person and may include:

- Murder, manslaughter, or homicide under [Sections 19.02–.05](#);
- Kidnapping under [Section 20.03](#);
- Trafficking of persons under [Section 20A.02](#);
- Smuggling or continuous smuggling of persons under [Sections 20.05–.06](#);
- Assault under [Section 22.01](#);
- Aggravated assault under [Section 22.02](#);
- Sexual assault under [Section 22.011](#);
- Aggravated sexual assault under [Section 22.021](#);
- Unlawful restraint under [Section 20.02](#);
- Continuous sexual abuse of a young child or disabled individual under [Section 21.02](#);
- Bestiality under [Section 21.09](#);
- Improper relationship between educator and student under [Section 21.12](#);
- Voyeurism under [Section 21.17](#);
- Indecency with a child under [Section 21.11](#);
- Invasive visual recording under [Section 21.15](#);
- Disclosure or promotion of intimate visual material under [Section 21.16](#);
- Sexual coercion under [Section 21.18](#);
- Injury to a child, an elderly person, or a disabled person of any age under [Section 22.04](#);

## Glossary

- Abandoning or endangering a child under [Section 22.041](#);
- Deadly conduct under [Section 22.05](#);
- Terroristic threat under [Section 22.07](#);
- Aiding a person to die by suicide under [Section 22.08](#); and
- Tampering with a consumer product under [Section 22.09](#).

**Under the influence** means lacking the normal use of mental or physical faculties. Impairment of a person’s physical or mental faculties may be evidenced by a pattern of abnormal or erratic behavior, the presence of physical symptoms of drug or alcohol use, or by admission. A student “under the in-fluence” need not be legally intoxicated to trigger disciplinary action.

**Use** means voluntarily introducing into one’s body, by any means, a prohibited substance.

**Zip gun** is defined by [Penal Code 46.01](#) as a device or combination of devices that was not originally a firearm and is adapted to expel a projectile through a smooth-bore or rifled-bore barrel by using the energy generated by an explosion or burning substance.

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025      **Presented By:** Sean Cagle

**Subject:** Policy Update 125, FD(LOCAL) & FM(LOCAL)      **Related Page(s)** 30

**Action  
Agenda Item**

**EXECUTIVE SUMMARY:**

The Texas Association of School Boards (TASB) recently published and distributed Board Policy Update 125. Update 125 contains changes to twenty-seven “Legal” policies and six “Local” policies. Also, this informational item contains updates to FD(LOCAL) and FM(LOCAL). These policies address new legislation about eligibility of any out-of-district/homeschool student to participate in UIL programs for Waxahachie ISD. Adjustments to the Local policies are presented as an informational item (“first reading”).

Local policies with changes below:

- 125    BDAA(LOCAL)    Officers and Officials: Duties And Requirements Of Board Officers
- 125    BDB(LOCAL)    Board Internal Organization: Board Committees
- 125    BDF(LOCAL)    Board Internal Organization: Advisory Committees
- 125    EI(LOCAL)    Academic Achievement
- 125    FDE(LOCAL)    Admissions: School Safety Transfers
- 125    FEC(LOCAL)    Attendance: Attendance For Credit
- FD(LOCAL)    Admissions
- FM(LOCAL)    Student Activities

**ATTACHMENTS:**

Update 125 (LOCAL) policy update packet (summary and draft changes).  
FD(LOCAL) draft  
FM(LOCAL) draft

BOARD PRIORITY GOALS		
X	<b>Priority #1</b>	<b>Student Growth</b>
X	<b>Priority #2</b>	<b>Honor and Support Staff</b>
X	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
X	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Board approval of policies in Update 125 and FD(LOCAL) and FM(LOCAL) as presented.



## **(LOCAL) Policy Comparisons**

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

In this packet, you will find:

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

Annotations are shown as follows:

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

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

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

### **Contact us:**

School Districts and Education Service Centers, call 800-580-7529 or email [policy.service@tasb.org](mailto:policy.service@tasb.org).

Community Colleges, call 800-580-1488 or email [colleges@tasb.org](mailto:colleges@tasb.org).

OFFICERS AND OFFICIALS  
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA  
(LOCAL)

<b>Board Officers</b>	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. <del>The Board may assign a District employee to provide clerical assistance to the Board.</del> Officers shall be elected by majority vote of the members present and voting.
Vacancy	A vacancy among officers of the Board, other than the President, shall be filled by majority action of the Board.
<b>Term and Duties</b>	Board officers shall serve for a term of <del>one year</del> <b>one year</b> or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.
President	In addition to the duties required by law, the President of the Board shall: <ol style="list-style-type: none"><li>1. Preside at all Board meetings unless unable to attend.</li><li>2. Have the right to discuss, make motions <del>and</del>, <b>propose</b> resolutions, and vote on all matters coming before the Board.</li></ol>
Vice President	The Vice President of the Board shall: <ol style="list-style-type: none"><li>1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.</li><li>2. Automatically become President of the Board if a vacancy in that office occurs <b>and serve in this role until the Board reorganizes.</b></li></ol>
Secretary	The Secretary of the Board shall: <ol style="list-style-type: none"><li>1. Ensure that an accurate record is kept of the proceedings of each Board meeting.</li><li>2. Ensure that notices of Board meetings are posted and sent as required by law.</li><li>3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.</li><li>4. Sign or countersign documents as directed by action of the Board.</li></ol>

**Special Committees**

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~~The President shall appoint members to special~~**Note:** For advisory committees created by the Board to fulfill specific assignments, unless otherwise provided that include staff, parents, community members, or students, see BDF.

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**Board Committees**

For purposes of this policy, a Board committee is a committee composed only of current Board members.

Formation of a Board committee shall be by Board action. ~~These committees may include District personnel~~When establishing a Board committee, the Board action shall, at a minimum, specify the:

- Number of Board members on the committee;
- Process to appoint Board members to the committee;
- Term of committee membership; and ~~citizens. The function of committees~~
- Responsibilities of the committee.

A Board committee shall be fact-finding, deliberative, and advisory, ~~but not administrative. Special~~and shall make recommendations in the areas of their responsibility. Board committees shall report their findings and recommendations to the Board and shall ~~be dissolved upon completion of the assigned task or vote of the Board~~not assume administrative duties or responsibilities.

~~The President of the Board and the Superintendent shall be ex officio members of all Board committees, unless otherwise provided by Board action.~~

Transacting  
Business

~~Committees may transact business only within the specific authority granted~~Unless specified by the Board. ~~To be binding, all such business,~~ a Board committee shall not have final decision-making authority. Board committee recommendations must be reported to the Board at ~~the next~~a regular or special meeting ~~for approval and entry into the minutes as a public record.~~ The Board shall not accept a Board committee's recommendation without due consideration of the matter.

Dissolution

A Board committee shall be dissolved upon Board action.

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**Note:** For committees composed only of current Board members, see BDB.

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**Advisory  
Committees**

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students. An advisory committee may also include Board members in numbers less than a quorum of the Board.

Formation of an advisory committee shall be by Board action. When establishing an advisory committee, the Board action shall, at a minimum, specify the:

- Number of members on the committee;
- Process to appoint members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

An advisory committee shall be fact-finding, deliberative, and advisory and shall not assume administrative duties or responsibilities. Advisory committees shall report their findings and recommendations to the Board.

Transacting  
Business

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of the assigned task or Board action.

ACADEMIC ACHIEVEMENT

EI  
(LOCAL)

**Certificate of  
Coursework  
Completion**

The District shall not issue a certificate of coursework completion to a student who fails to meet all state and local requirements for graduation. [See EIF, FMH]

**Partial Credit**

When a student earns a passing grade in only half of a course and the ~~combined grade for~~ **average of** both halves is lower than 70, the District shall award the student credit for the half with the passing grade.

**Safe Schools Data**

The Superintendent shall ensure that the District complies with Texas Education Agency (TEA) guidelines for the collection and maintenance of data regarding:

1. Mandatory expellable offenses committed at school or at a school-related or school-sponsored activity, on or off school property [see FOD]; and
2. Any student who becomes a victim of one of the following violent criminal offenses, ~~as defined by the Penal Code~~, while on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property:
  - a. Attempted murder;
  - b. Indecency with a child;
  - c. Aggravated kidnapping;
  - d. Aggravated assault on someone other than a District employee or volunteer;
  - e. Sexual assault or aggravated sexual assault against someone other than a District employee or volunteer;
  - f. Aggravated robbery; ~~or~~
  - g. Continuous sexual abuse of a young child or disabled individual; ~~or~~
  - ~~g-h.~~ **Bullying.**

**School Safety Transfers**

The parent of a student who becomes a victim of a violent criminal offense as described in the state guidance for unsafe school choice options or who is assigned to a campus identified by TEA as persistently dangerous shall be offered a transfer to a safe public or charter school within the District.

For each transfer requested, the District shall explore transfer options, as appropriate. Options may include a transfer agreement with another school district.

**From a Persistently Dangerous School**

The parent of a student attending a school identified as persistently dangerous shall be provided notification of his or her right to request a transfer. Notification shall occur at least 14 days prior to the start of the school year or, for a student enrolling subsequently, upon the student's enrollment.

The parent must submit to the Superintendent an application for transfer. The Superintendent shall complete the transfer prior to the

beginning of the school year, if applicable, or within 14 calendar days of the request for a subsequently enrolling student.

Any transfer arranged for a student from a campus identified by TEA as persistently dangerous shall be renewed so long as the campus from which the student transferred retains that designation.

The District shall maintain, in accordance with the District's record retention schedule, documentation of notification to parents of the transfer option, transfer applications submitted, and action taken.

For a Victim of a  
Violent Criminal  
Offense

Within 14 calendar days after a violent criminal offense described above occurs in or on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property, the District shall notify the parent of a student who is a victim of the offense of the parent's right to request a transfer. The parent must submit to the Superintendent an application for transfer. The Superintendent shall approve or disapprove the request within 14 calendar days of its submission.

Any transfer arranged for a student who was a victim of a violent crime as described above shall be renewed so long as the threat to the student exists at the campus to which the student would typically be assigned.

For each offense, the District shall maintain for at least five years documentation of the nature and date of the offense, notification to the parent of the transfer option, transfer applications submitted, action taken, and other relevant information regarding the offense.

**Additional Transfer  
Options**

In circumstances described by Education Code 25.0341, a parent of a student who has been the victim of a sexual assault, regardless of whether the offense occurred on or off school property, may request a transfer of the parent's child or the student assailant from the same campus.

[For other transfer provisions, see also FDA and FDB.]

~~This policy shall apply to a student who has not been in attendance for 90 percent of the days the class is offered.~~

**Absences  
Considered**

Except as otherwise provided by law, all absences incurred while enrolled in the District shall be considered in determining whether a student has ~~attended been in attendance for 90 percent of the re-~~ **attended been in attendance for 90 percent of the re-** ~~quired percentage of days under this policy~~ **quired percentage of days** the class is offered.

**Attendance  
Committees**

The Board ~~shall establish~~ **authorizes the establishment of** an attendance committee or as many **attendance** committees as necessary for efficient implementation of ~~Education Code 25.092~~ **state** law.

The Superintendent ~~shall~~ **is authorized to** make the specific appointments in accordance with legal requirements.

**Parental Notice of  
Excessive Absences**

A student and the student's parent or guardian shall be given written notice prior to and at such time when a student's attendance in any class drops below 90 percent of the days the class is offered.

**Methods for  
Regaining Credit or  
Awarding a Final  
Grade**

When a student's attendance drops below 90 percent but remains at least at 75 percent of the days the class is offered, the student may earn credit for the class or a final grade by completing a plan approved by the principal. This plan must provide for the student to meet the instructional requirements of the class as determined by the principal.

If the student fails to successfully complete the plan, or when a student's attendance drops below 75 percent of the days the class is offered, the student, parent, or representative may request award of credit or a final grade by submitting a written petition to the appropriate attendance committee.

~~Petitions~~ **A petition** for credit or a final grade may be filed ~~at any time the student receives notice but, in any event, no later than the last day of classes.~~ **at any time the student receives notice but, in any event, no later than the last day of classes.**

**in accordance with administrative regulations.** The attendance committee shall review the student's entire attendance record and the reasons for absences and shall determine whether to award credit or a final grade. ~~The~~ **[See Imposing Conditions for Awarding Credit or a Final Grade, below]**

**Regardless of whether a petition is filed, the** attendance committee may also, ~~whether a petition is filed or not,~~ review the records of all students whose attendance drops below 90 percent of the days the class is offered.

A student who has lost credit or has not received a final grade because of excessive absences may regain credit or be awarded a final grade by fulfilling the requirements established by the attendance committee.

**Personal Illness**

The principal or attendance committee may require verification from a health-care provider in accordance with administrative regulations as a condition of classifying an absence for personal illness as one for which there are extenuating circumstances.

**Best Interest Standard**

In reaching consensus regarding a student's absences and how the student can be awarded credit or a final grade, the attendance committee shall attempt to ensure that its decision is in the best interest of the student. The Superintendent shall develop administrative regulations to document the attendance committee's decision.

**Guidelines on Extenuating Circumstances**

The attendance committee shall consider whether a student has mastered the essential knowledge and skills and maintained passing grades in the course or subject.

When makeup work is completed satisfactorily, the attendance committee shall consider extracurricular absences and other excused absences as days of attendance for award of credit or a final grade. [See FEA]

The attendance committee shall consider whether the reasons for the absences were out of the parent's or student's control and whether documentation for the absence is acceptable.

The student or parent shall be given an opportunity to present any information to the committee about the absences and to discuss ways to earn or regain credit or be awarded a final grade.

**Imposing Conditions for Awarding Credit or a Final Grade**

The attendance committee or principal, as applicable, is not required to assign a student to attend a specified program for an amount of time equivalent to the student's absences (i.e., "seat time").

The attendance committee or principal, as applicable, shall consider the student's unique circumstances and, if necessary, shall impose other conditions for awarding credit or a final grade that permit the student to meet the instructional requirements of the class ~~rather than assigning a student to attend a specified program for an amount of time equivalent to the student's absences.~~ Conditions may include:

1. Maintaining attendance standards for the rest of the semester.
2. Completing additional assignments, as specified by the committee or teacher.

3. Attending tutorial sessions as scheduled.
4. Completing other instructional programs, as specified by the committee.
5. Taking an examination to earn credit. [See EHDB]

In all cases, the student must earn a passing grade in order to receive credit.

**Appeal Process**

A parent or student may appeal the decision of the attendance committee in accordance with FNG(LOCAL).

### PROPOSED REVISIONS

<b>Persons Age 21 and Over</b>	The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.
<b>Registration Forms</b>	The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency. The District may investigate stated residency as necessary.
<b>Minor Living Apart</b>	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
<u><a href="#">Students Not Enrolled</a></u>	<u><a href="#">A student enrolled in a private school, including a homeschool, shall not be eligible for concurrent enrollment in the District nor for participation in curricular or extracurricular activities. [See EEL and FM]</a></u>
<b>Nonresident Student in Grandparent's After-School Care</b>	<p>The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent.</p> <p>The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.</p>
<b>"Accredited" Defined</b>	For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an

accrediting association recognized by the commissioner of education.

**Grade-Level Placement**

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

**Transfer of Credit**

Accredited Texas Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or Nonaccredited Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ensure credit, including proportionate credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

**Withdrawal**

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

### PROPOSED REVISIONS

**Extracurricular  
Activity Absences**

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed in a school year a maximum of 15 extracurricular absences not related to post-district competition.

For post-district and state competition, a student shall be allowed the number of absences required to participate in the competition.

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

**Scheduling**

Insofar as possible, school activities shall not be scheduled on Wednesday nights and Sundays. School activities scheduled for Sundays shall be approved by the Superintendent.

**Use of District  
Facilities**

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

**Waxahachie Independent School District  
BOARD OF TRUSTEES**

**Date:** July 28, 2025 **Presented By:** Ryan Kahlden

**Subject:** Proposed Tax Rates **Related Page(s)** \_\_\_\_\_

**Action  
Agenda Item**

**EXECUTIVE SUMMARY:**

The following tax rates are the proposed tax rates for the 2025-2026 school year. The interest and sinking rate will be able to remain unchanged and support the district’s outstanding debt as a result of property value growth in accordance with our debt modeling.

The M&O tax rate will have to be certified by TEA before we can publish it in the notice of public hearing but our current best estimate is that the M&O rate will remain unchanged for this year.

	M&O	I&S	Total
Current Rates	\$0.7552	\$0.4129	\$1.1681
Proposed Rates	\$0.7552	\$0.4129	\$1.1681

**ATTACHMENTS:**

BOARD PRIORITY GOALS		
X	<b>Priority #1</b>	<b>Student Growth</b>
X	<b>Priority #2</b>	<b>Honor and Support Staff</b>
	<b>Priority #3</b>	<b>Community and Stakeholder Relationships</b>
X	<b>Priority #4</b>	<b>Financial Integrity</b>

**RECOMMENDATION:**

Approve proposed tax rates for purposes of submitting notice of public hearing on tax rate and budget adoption.



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User: Ryan.Kahlden

Foundation School Program

WAXAHACHIE ISD (070912)

County-District Number: 070912



School Year: 2025-2026

Update

[Exit]

District Profile (/fsp/DistrictProfile.aspx) Programs (/fsp/Programs/ProgramsHome.aspx) School District State Aid Reports (/fsp/Reports/ReportSelection.aspx)

FSP Home (/fsp/Default.aspx) > Programs (/fsp/Programs/ProgramsHome.aspx) > Local Property Value Survey (/fsp/LpvSurvey/LpvSurveyHome.aspx) > Local Property Value Survey

### Local Property Value Survey



Help (https://tea4avcastro.tea.state.tx.us/help/FSP/lpvs-external/Home\_Page\_for\_District\_Users.htm)

The revised survey have been submitted to the district approver.

Status: Submitted To Superintendent

Last Updated: 7/28/2025 10:46:59 AM

Last Updated By: Ryan.Kahlden

#### Contact Information

##### Approving Superintendent (Required)

First Name:

Last Name:

Email:

Phone:

##### Program Contact (Optional)

First Name:

Last Name:

Email:

Phone:

#### Survey Information

1. Tax Year 2024 Value Lost to the Local Optional Homestead Exemption

2. Tax Year 2024 Comptroller Certified School District Taxable Values for M&O Purposes (T2)

**Chief Appraiser's July 25th Certified School District Taxable Values from the Certified Appraisal Roll.**

3. For Tax Year 2024

4. For Tax Year 2025

5. Local Property Value Growth %: 1.19%

6. Tax Year 2025 property value no longer subject to a limitation on appraised value under Chapter 313, Tax Code :

7. Tax Year 2025 property value no longer subject to a limitation on appraised value under Chapter 311, Tax Code :

8. Total Exemption expiry (E) (per TEC §48.2551 (a)) : \$0

9. Growth net of expiring 313 or 311 agreements %: 1.19%

10. Local Optional Homestead Exemption Value Loss for Tax Year 2025:

11. Local Optional Homestead Exemption value change: \$0

12. Tax Year 2025 Projected Comptroller School District values For M&O purposes(T2) \$8,442,085,801

13. Prior Tax Year Max Compressed Rate (PY MCR): 0.6169

14. **Local preliminary MCR - lesser of** $[1.025 \times (TY2024DPV+E) \times PY MCR] \div TY 2025 T2$  **or PY MCR** : 0.6169

15. TY 2025 State Compression Percentage (lesser of PY State MCR or  $(0.6855 * (1.025/1.0560)) - 0.0331$ ): 0.6322

16. TEC §48.2552 Tax Year 2025 Limitation on maximum compressed tax rate  $0.6322 \times .90$ : 0.5689

17. **MCR (lesser of state or local compression) (greater of local compression limitation under TEC §48.2552): 0.6169**

**District Comments:**

**Admin Comments:**

Save

Submit to District Approver

Cancel

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FSP 3.126.0.102

Waxahachie Independent School District  
**BOARD OF TRUSTEES**

**Date:** July 28, 2025 **Presented By:** Theresa Burkhalter  
and Ryan Kahlden

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**Subject:** Item D Compensation Plan **Related Page(s)** 12

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**EXECUTIVE SUMMARY:** Approve 2025-2026 Compensation Plan

**ATTACHMENTS:**

Compensation Plans

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
X	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

**RECOMMENDATION:** Approve 2025-2026 Compensation Plan as presented

**Administrator Pay Plan 2025-2026**

Waxahachie ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
<b>1</b>							
	Asst Principal, ES	207					
	Dean of Students Health Sciences	226					
			<b>Daily</b>	<b>\$353.59</b>	<b>\$419.13</b>	<b>\$488.28</b>	
			<b>207</b>	<b>Days</b>	\$73,193	\$86,759	\$101,074
			<b>226</b>	<b>Days</b>	\$79,911	\$94,723	\$110,352
<b>2</b>							
	Assistant Principal, Global	217					
	Assistant Principal, JH	217					
	Coordinator, Boys Athletics	226					
	Coordinator, Girls Athletics	226					
	Director, Health & Wellness	226					
			<b>Daily</b>	<b>\$366.66</b>	<b>\$445.67</b>	<b>\$497.58</b>	
			<b>217</b>	<b>Days</b>	\$79,565	\$96,710	\$107,974
			<b>226</b>	<b>Days</b>	\$82,865	\$100,722	\$112,454
<b>3</b>							
	Assistant Principal, HS	217					
	Principal, ES	217					
	Assistant Director, Special Services	226					
	Associate Principal, HS	226					
	Director, Accounting	226					
	Director, Assessment & Accountability	226					
	Director, Bilingual/ESL Services	226					
	Director, Counseling & 504	226					
	Director, Fine Arts	226					
	Director, Food Services	226					
	Director, GT/AA/STEM	226					
	Director, Payroll	226					
	Director, PEIMS	226					
	Director, Sports Medicine	226					
	Director, Support Services	226					
	Assistant Director, Athletics	226					
	Director, CTE	226					
	Director, Federal Programs & Grants	226					
	Director, PK-12 Teaching/ Learning	226					
	Director, Technology	226					
	Director, Transportation	226					
			<b>Daily</b>	<b>\$388.47</b>	<b>\$465.24</b>	<b>\$542.00</b>	
			<b>217</b>	<b>Days</b>	\$84,299	\$100,957	\$117,613
			<b>226</b>	<b>Days</b>	\$87,795	\$105,144	\$122,491
<b>4</b>							
	Director, Alternative Learning	226					
	Director, Public Relations	226					
	Director, Student/Campus Services	226					
	Principal, Global HS	226					
	Principal, JH	226					
	Project Manager, Facilities & Bond	226					
			<b>Daily</b>	<b>\$425.97</b>	<b>\$507.11</b>	<b>\$588.25</b>	
			<b>226</b>	<b>Days</b>	96,268	114,607	132,945
<b>5</b>							
	Principal, HS	226					
	Exec. Director Athletics	226					
	Exec. Director Special Services	226					
			<b>Daily</b>	<b>\$529.57</b>	<b>\$630.44</b>	<b>\$731.32</b>	
			<b>226</b>	<b>Days</b>	119,684	142,480	165,278

<b>6</b>	
Assistant Superintendent of Elementary Leadership	226
Assistant Superintendent of Human Resources	226
Assistant Superintendent of Learning	226
Assistant Superintendent of Secondary Leadership	226

<b>Daily</b>		<b>\$561.35</b>	<b>\$668.27</b>	<b>\$775.20</b>
<b>226</b>	<b>Days</b>	126,865	151,030	175,195

<b>7</b>	
Chief Financial & Operations Officer	226
Associate Superintendent	226
Deputy Superintendent	226

<b>Daily</b>		<b>\$797.56</b>	<b>\$911.51</b>	<b>\$1,025.45</b>
<b>226</b>	<b>Days</b>	175,000	200,000	225,000

**Professional Pay Plan – 2025-2026**  
**Waxahachie ISD**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$258.48</b>	<b>\$311.40</b>	<b>\$364.34</b>
	Supervisor, Child Care	207	207 Days	\$53,505	\$64,459	\$75,418
	Supervisor, Child Nutrition	226	226 Days	\$58,416	\$70,376	\$82,341
	Supervisor, Fixed Assets/Textbook Custodian	226	242 Days	\$62,552	\$75,358	\$88,170
	Supervisor, Transportation	226	260 Days	\$67,204	\$80,964	\$94,728
	Supervisor, Technology	226				
	Webmaster	226				
	Supervisor, Energy Management	242				
	Supervisor, Maintenance, Electrical, Plumbing	242				
	Supervisor, Maintenance: Grounds, Paint	242				
	Supervisor, Night Shift Custodians	242				
<b>2</b>			<b>Daily</b>	<b>\$289.49</b>	<b>\$348.78</b>	<b>\$408.06</b>
	ARD Facilitator	187	187 Days	\$54,134	\$65,222	\$76,308
	Certified Occupational Therapist Asst (COTA)	187	197 Days	\$57,029	\$68,709	\$80,388
	Assistant, School Psychologists	197	207 Days	\$59,923	\$72,197	\$84,469
	Assistant Speech Path	187	226 Days	\$65,424	\$78,824	\$92,222
	Assistant Diagnostician	197	242 Days	\$70,055	\$84,404	\$98,751
	Network Engineer I	226				
	Manager, Custodial	242				
<b>3</b>			<b>Daily</b>	<b>\$309.75</b>	<b>\$373.19</b>	<b>\$436.63</b>
	Instructional Coach	197	187 Days	\$57,923	\$69,787	\$81,650
	Interns, School Psychologists	197	197 Days	\$61,021	\$73,519	\$86,017
	Interns, Speech Language Path	187	207 Days	\$64,118	\$77,251	\$90,383
	Interns, Diagnostician	197	226 Days	\$70,004	\$84,341	\$98,679
	Network Engineer II	226	242 Days	\$74,960	\$90,312	\$105,665
	Specialist, Transition	197				
	Social Worker	197				
	Student Advisor	207				
<b>4</b>			<b>Daily</b>	<b>\$350.00</b>	<b>\$406.15</b>	<b>\$476.53</b>
	Diagnostician	197	187 Days	\$65,449	\$75,950	\$89,111
	Diagnostician, Lead	207	197 Days	\$68,949	\$80,012	\$93,877
	Occupational Therapist	187	207 Days	\$72,449	\$84,073	\$98,642
	Operations Manager, Technology	226	226 Days	\$79,099	\$91,790	\$107,696
	School Psychologist	197				
	Specialist, Behavior	197				
	Speech Language Pathologist	197				
<b>5</b>			<b>Daily</b>	<b>\$360.45</b>	<b>\$427.27</b>	<b>\$497.76</b>
	Coordinator, Assessment & Accountability	207	207 Days	\$74,614	\$88,444	\$103,037
	Coordinator, Bilingual	207	217 Days	\$78,219	\$92,717	\$108,015
	Coordinator, CCMR	217	226 Days	\$81,463	\$96,562	\$112,494
	Coordinator, Communications	226				
	Coordinator, Community Outreach	226				
	Coordinator, Compliance & Assessment (SPED)	207				
	Coordinator, Counseling & Mental Health Services	207				
	Coordinator, CTE	207				
	Coordinator, Dyslexia	207				
	Coordinator, Elementary ELAR	207				
	Coordinator, Elementary Math	207				
	Coordinator, Elementary TLC	207				
	Coordinator, ESL	207				
	Coordinator, GT/AA/STEM	207				
	Coordinator, Instructional Technology	207				
	Coordinator, MTSS	207				
	Coordinator, Professional Learning	207				
	Coordinator, Safety & Security	226				
	Coordinator, Secondary Content	207				
	Coordinator, Teacher Development & Retention	207				

**Certified Staff Pay Plan - 2025-2026**

Waxahachie ISD

Step	2024-2025 Salary	2025-2026 Salary	Increase	Increase to Staff	Percentage Increase
0	\$54,600	\$57,000	\$2,400	-	4.40%
1	\$55,080	\$57,200	\$2,120	\$2,600	3.85%
2	\$55,233	\$57,400	\$2,167	\$2,320	3.92%
3	\$55,539	\$57,735	\$2,196	\$2,502	3.95%
4	\$55,947	\$58,040	\$2,093	\$2,501	3.74%
5	\$56,355	\$59,175	\$2,820	\$3,228	5.00%
6	\$56,559	\$59,390	\$2,831	\$3,035	5.01%
7	\$57,171	\$60,030	\$2,859	\$3,471	5.00%
8	\$58,069	\$60,970	\$2,901	\$3,799	5.00%
9	\$58,681	\$61,615	\$2,934	\$3,546	5.00%
10	\$59,293	\$62,255	\$2,962	\$3,574	5.00%
11	\$59,905	\$62,900	\$2,995	\$3,607	5.00%
12	\$60,321	\$63,335	\$3,014	\$3,430	5.00%
13	\$60,945	\$63,995	\$3,050	\$3,674	5.00%
14	\$61,569	\$64,645	\$3,076	\$3,700	5.00%
15	\$62,193	\$65,300	\$3,107	\$3,731	5.00%
16	\$62,818	\$65,960	\$3,142	\$3,767	5.00%
17	\$63,442	\$66,615	\$3,173	\$3,797	5.00%
18	\$64,066	\$67,270	\$3,204	\$3,828	5.00%
19	\$64,690	\$67,925	\$3,235	\$3,859	5.00%
20	\$65,315	\$68,580	\$3,265	\$3,890	5.00%
21	\$65,939	\$69,235	\$3,296	\$3,920	5.00%
22	\$66,563	\$69,890	\$3,327	\$3,951	5.00%
23	\$67,187	\$70,545	\$3,358	\$3,982	5.00%
24	\$67,812	\$71,200	\$3,388	\$4,013	5.00%
25	\$68,436	\$71,855	\$3,419	\$4,043	5.00%
26	\$69,060	\$72,515	\$3,455	\$4,079	5.00%
27	\$69,684	\$73,170	\$3,486	\$4,110	5.00%
28	\$70,309	\$73,825	\$3,516	\$4,141	5.00%
29	\$70,933	\$74,480	\$3,547	\$4,171	5.00%
30	\$71,557	\$75,135	\$3,578	\$4,202	5.00%

**Positions on this pay plan:**

- Athletic Trainers
- Counselors
- Librarians
- Nurses

*\*Waxahachie ISD pays a \$1500 stipend for a masters degree or a \$3000 stipend for a doctoral degree.*

*\*\*Degrees must be conferred by March 1, 2026 in order to receive the degree stipend for the current year. Stipends for degrees earned in May will be applied the following school year.*

## Teacher Pay Plan - 2025-2026

Waxahachie ISD

Step	2024-2025 Salary	2025-2026 Salary	Increase	Increase to Staff	Percent Increase
0	\$54,600	\$57,000	\$2,400	-	4.40%
1	\$55,080	\$57,200	\$2,120	\$2,600	3.85%
2	\$55,233	\$57,400	\$2,167	\$2,320	3.92%
3	\$55,539	\$57,735	\$2,196	\$2,502	3.95%
4	\$55,947	\$58,040	\$2,093	\$2,501	3.74%
5	\$56,355	\$60,950	\$4,595	\$5,003	8.15%
6	\$56,559	\$61,355	\$4,796	\$5,000	8.48%
7	\$57,171	\$61,560	\$4,389	\$5,001	7.68%
8	\$58,069	\$62,175	\$4,106	\$5,004	7.07%
9	\$58,681	\$63,070	\$4,389	\$5,001	7.48%
10	\$59,293	\$63,685	\$4,392	\$5,004	7.41%
11	\$59,905	\$64,295	\$4,390	\$5,002	7.33%
12	\$60,321	\$64,905	\$4,584	\$5,000	7.60%
13	\$60,945	\$65,325	\$4,380	\$5,004	7.19%
14	\$61,569	\$65,945	\$4,376	\$5,000	7.11%
15	\$62,193	\$66,570	\$4,377	\$5,001	7.04%
16	\$62,818	\$67,195	\$4,377	\$5,002	6.97%
17	\$63,442	\$67,820	\$4,378	\$5,002	6.90%
18	\$64,066	\$68,445	\$4,379	\$5,003	6.84%
19	\$64,690	\$69,070	\$4,380	\$5,004	6.77%
20	\$65,315	\$69,690	\$4,375	\$5,000	6.70%
21	\$65,939	\$70,315	\$4,376	\$5,000	6.64%
22	\$66,563	\$70,940	\$4,377	\$5,001	6.58%
23	\$67,187	\$71,565	\$4,378	\$5,002	6.52%
24	\$67,812	\$72,190	\$4,378	\$5,003	6.46%
25	\$68,436	\$72,815	\$4,379	\$5,003	6.40%
26	\$69,060	\$73,440	\$4,380	\$5,004	6.34%
27	\$69,684	\$74,060	\$4,376	\$5,000	6.28%
28	\$70,309	\$74,685	\$4,376	\$5,001	6.22%
29	\$70,933	\$75,310	\$4,377	\$5,001	6.17%
30	\$71,557	\$75,935	\$4,378	\$5,002	6.12%
<p><i>*Waxahachie ISD pays a \$1500 stipend for a masters degree or a \$3000 stipend for a doctoral degree.</i></p>					
<p><i>**Degrees must be conferred by March 1, 2026 in order to receive the degree stipend for the current year. Stipends for degrees earned in May will be applied the following school year.</i></p>					

**Instructional Support Pay Plan - 2025-2026**  
**Waxahachie ISD**

Pay Grade	Job Title	Calendar	Days	Minimum	Midpoint	Maximum
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<b>Campus</b>	Instructional Aide Special Ed. - 1:1	187
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<b>Hourly</b>	<b>\$17.33</b>
<b>187 Days</b>	<b>\$25,918</b>

16.5 \$0.82 5.00%

<b>1</b>	Instructional Aide	187
	Instructional Aide, Bilingual	187
	Instructional Aide, Child Care Worker	190
	Instructional Aide, Computer Lab	187
	Instructional Aide, ESL	187
	Instructional Aide, Library	187
	Instructional Aide, Library (HS)	197
	Instructional Aide, Music	187
	Instructional Aide, Nurse	187
	Instructional Aide, PE	187
	Instructional Aide, Pre-K	187
	Instructional Aide, Pre-K (Bil)	187
	Instructional Aide, Pre-K Art	187
	Instructional Aide, Pre-K PE	187
	Instructional Aide, Sp Ed	187
	Instructional Aide, Sp Ed (Bil)	187
	Instructional Aide, Sp Ed (ECSE)	187
	Instructional Aide, Sp Ed Resource	187
	Instructional Aide, STEM Lab	187
	Instructional Aide, Title I	187
	Instructional Aide, Sp Ed Inclusion	187

<b>Hourly</b>	<b>\$14.62</b>	<b>\$18.26</b>	<b>\$21.89</b>
<b>187 Days</b>	<b>\$21,866</b>	<b>\$27,316</b>	<b>\$32,751</b>
<b>190 Days</b>	<b>\$22,216</b>	<b>\$27,754</b>	<b>\$33,277</b>
<b>197 Days</b>	<b>\$23,035</b>	<b>\$28,777</b>	<b>\$34,503</b>

13.92 \$0.70 5.00%

<b>2</b>	Instructional Aide, Separate Settings	187
	Instructional Aide, Sp Ed Life Skills	187
	Instructional Aide, Sp Ed PBSE	187
	Instructional Aide, Sp Ed SLE	187
	Instructional Aide, Job Coach	187

<b>Hourly</b>	<b>\$16.18</b>	<b>\$20.21</b>	<b>\$24.26</b>
<b>187 Days</b>	<b>\$24,206</b>	<b>\$30,238</b>	<b>\$36,285</b>

15.41 \$0.77 5.00%

<b>3</b>	Bachelor's Degree Aide	187
	Bachelor's Degree Aide, Bilingual	187
	Bachelor's Degree Aide, Child Care Worker	190
	Bachelor's Degree Aide, Computer Lab	187
	Bachelor's Degree Aide, ESL	187
	Bachelor's Degree Aide, Library	187
	Bachelor's Degree Aide, Library (HS)	197
	Bachelor's Degree Aide, Music	187
	Bachelor's Degree Aide, Nurse	187
	Bachelor's Degree Aide, PE	187
	Bachelor's Degree Aide, Pre-K	187
	Bachelor's Degree Aide, Pre-K (Bil)	187
	Bachelor's Degree Aide, Pre-K Art	187
	Bachelor's Degree Aide, Pre-K PE	187
	Bachelor's Degree Aide, Sp Ed	187
	Bachelor's Degree Aide, Sp Ed (Bil)	187
	Bachelor's Degree Aide, Sp Ed (ECSE)	187
	Bachelor's Degree Aide, Sp Ed Resource	187
	Bachelor's Degree Aide, STEM Lab	187
	Bachelor's Degree Aide, Title I	187
	Bachelor's Degree Aide, Sp Ed Inclusion	187

<b>Hourly</b>	<b>\$18.23</b>	<b>\$22.68</b>	<b>\$27.30</b>
<b>187 Days</b>	<b>\$27,269</b>	<b>\$33,929</b>	<b>\$40,841</b>

17.36 \$0.87 5.00%

4

Bachelor's Degree Aide, Separate Settings	187
Bachelor's Degree Aide, Sp Ed LS	187
Bachelor's Degree Aide, Sp Ed PBSE	187
Bachelor's Degree Aide, Sp Ed SLE	187
Bachelor's Degree, Job Coach	187

Hourly		\$19.28	\$22.68	\$27.30
187	Days	\$28,840	\$33,929	\$40,841

18.36 \$0.92 5.00%

# Clerical Support Pay Plan- 2025-2026

## Waxahachie ISD

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$14.56</b>	<b>\$18.20</b>	<b>\$21.84</b>
	Receptionist/Clerk	207	<b>187 Days</b>	21,787	27,222	32,673
	Receptionist/Clerk, ARD	187	<b>207 Days</b>	24,117	30,133	36,167
	Receptionist/Clerk, TLI	226	<b>226 Days</b>	26,331	32,899	39,487
	Receptionist/Clerk, Campus	207				
	Receptionist/Clerk, Support Services	226				
<b>2</b>			<b>Hourly</b>	<b>\$15.80</b>	<b>\$19.75</b>	<b>\$23.37</b>
	Clerk, Attendance JH	207	<b>207 Days</b>	26,169	32,707	38,706
	Clerk, Attendance/PEIMS ES	207	<b>226 Days</b>	28,571	35,709	42,258
	Clerk, Attendance/PEIMS HS	226				
	Clerk, Attendance/PEIMS DAEP	207				
	Clerk, Attendance DAEP	207				
	Receptionist, District	226				
<b>3</b>			<b>Hourly</b>	<b>\$17.82</b>	<b>\$21.20</b>	<b>\$26.08</b>
	Choir Accompanist	207	<b>207 Days</b>	29,507	35,106	43,192
	Registrar, Global	226	<b>226 Days</b>	32,216	38,329	47,156
	Registrar/PEIMS, JH	207				
	Secretary, Assistant Principal	207				
	Secretary Counselor	207				
	School Age Parent Program Manager	207				
<b>4</b>			<b>Hourly</b>	<b>\$18.98</b>	<b>\$22.81</b>	<b>\$27.94</b>
	Registrar, HS	226	<b>207 Days</b>	31,438	37,767	46,269
	Secretary, DAEP	207	<b>226 Days</b>	34,323	41,233	50,516
	Secretary, Principal ES	207				
	Secretary, Principal Global	226				
	Secretary, Principal JH	207				
	Textbook/Asset Assistant	226				
<b>5</b>			<b>Hourly</b>	<b>\$20.36</b>	<b>\$24.65</b>	<b>\$29.60</b>
	Associate, PEIMS/Records - Special Population	226	<b>226 Days</b>	36,810	44,574	53,516
	Secretary, TLI Dept. Support	226	<b>242 Days</b>	39,416	47,730	57,305
	Secretary, Child Nutrition	226				
	Secretary, CTE	226				
	Secretary, Fine Arts	226				
	Secretary, Public Relations	226				
	Secretary, Support Services	226				
	Secretary, Technology	105 226				
	Secretary, Transportation	226				

6	
Administrative Assistant, Athletics	226
Administrative Assistant, Special Populations	226
Specialist, Accounting I	226
Specialist, Accounts Payable I	226
Specialist, Employee Benefits I	226
Specialist, Grant Administration	226
Specialist, HR Position Mgmt I	226
Specialist, Payroll I	226
Specialist, PEIMS Data I	226
Specialist, Student Data I	226
Administrative Associate, TLI	226
Administrative Associate, Business	226
Administrative Associate, Elem/Sec Learning	226
Administrative Associate, HR	226
Administrative Associate Legal/Student Svc.	226

Hourly		\$23.28	\$28.75	\$34.21
226	Days	42,088	51,978	61,850
242	Days	45,067	55,658	66,229

7	
Tech I, Application Integration Specialist	242
Tech I, Audio/Video/Media, Lead	242
Tech I, Repair Specialist	242
Tech I, System Specialist	242
Tech I, Systems Support Specialist	242

Hourly		\$24.19	\$29.13	\$34.58
226	Days	43,739	52,662	62,514
242	Days	46,836	56,390	66,940

8	
Specialist, Accounting II	226
Specialist, Accounts Payable II	226
Specialist, Employee Benefits II	226
Specialist, HR Position Mgmt II	226
Specialist, Payroll II	226
Specialist, PEIMS Data II	226
Specialist, Student Data II	226
Tech II, Application Integration Specialist	242
Tech II, Audio/Video/Media, Lead	242
Tech II, Cyber Security	242
Tech II, MDM Administrator	242
Tech II, Repair Specialist	242
Tech II, System Specialist	242
Tech II, Systems Support Specialist	242

Hourly		\$25.50	\$30.57	\$36.15
226	Days	46,112	55,262	65,362
242	Days	49,377	59,175	69,989

9	
Executive Assistant, Superintendent	226

Hourly		\$27.48	\$33.93	\$40.36
197	Days	43,306	53,467	63,611
226	Days	49,681	61,337	72,974

# Auxiliary Pay Plan - 2025-2026

## Waxahachie ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$13.90</b>	<b>\$15.66</b>	<b>\$17.41</b>
	Bus Driver Trainee	varies				
	Bus Monitor	186				
	Crossing Guard	177				
<b>2</b>			<b>Hourly</b>	<b>\$15.07</b>	<b>\$18.14</b>	<b>\$22.67</b>
	Cafeteria Assistants	190				
	Custodian	260				
<b>3</b>			<b>Hourly</b>	<b>\$16.24</b>	<b>\$19.51</b>	<b>\$22.79</b>
	Delivery Driver	260				
	Groundskeeper	260				
	Groundskeeper, Athletics	260				
	Lead Custodian - ES	260				
	Lead Custodian - JH	260				
	Warehouse Assistant	260				
<b>4</b>			<b>Hourly</b>	<b>\$17.41</b>	<b>\$21.23</b>	<b>\$25.05</b>
	Assistant Cafeteria Manager -JH, HS	191				
	Cafeteria Manager - ES	191				
	Cafeteria Manager - JH/GHS	191				
	Cafeteria Manager - PreK	191				
	Carpenter Helper	260				
	Dispatcher (Transportation)	187				
	Filter Technician	260				
	Fuel Technician	260				
	General Maintenance	260				
	Groundskeeper Team Lead	260				
	Lead Custodian HS	260				
	Non-CDL Driver	186				
<b>5</b>			<b>Hourly</b>	<b>\$19.67</b>	<b>\$23.99</b>	<b>\$28.31</b>
	Child Nutrition Kitchen Tech Asst	260				
	Painter	260				
	Warehouse Supervisor	260				
<b>6</b>			<b>Hourly</b>	<b>\$22.90</b>	<b>\$27.58</b>	<b>\$32.28</b>
	Child Nutrition Equipment Tech	260				
	Cafeteria Manager - HS	191				
	Electrician (General)	260				
	Fleet Manager	260				
	HVAC (General)	260				

Pest Control	260
Plumber (General)	260
Security, Certified (+ \$2.00)	187, 197
Security, Non-Certified	187, 197
Vehicle Mechanic (Transportation)	260
Welder	260

<b>7</b>
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Electrician (Journey License)	260
HVAC Certified Mechanic (Licensed)	260
IPM Coordinator	260
Lead Carpenter	260
Lead Grounds	260
Lead Mechanic	260
Lead Security Officer	226
Plumber (Journey License)	260
Shop Foreman	260

<b>Hourly</b>	<b>\$26.65</b>	<b>\$31.10</b>	<b>\$36.79</b>
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<b>BD</b>
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Bus Driver	186
Bus Driver - Lead Trainer, CDL +\$0.75	226
Dispatcher, CDL +\$1.00	226
Field Trip Coordinator, CDL, +\$1.25	226
Route Coordinator, CDL, +\$1.25	226
Special Education Coordinator, CDL, +1.25	226
Trainer, CDL, +\$0.50	226

<b>Hourly</b>	<b>\$21.43</b>	<b>\$27.56</b>	<b>\$33.69</b>
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**Substitute Pay Plan - 2025-2026**

Waxahachie ISD

Job Type	Daily Rate	Long Term Rate, 11+ Days
Certified Teacher	\$105	\$155
Registered Nurse	\$135	\$135
Bachelor's Degree or Higher	\$95	\$125
Non-Degreed or Associate Degree	\$85	\$115
Paraprofessional	\$80	\$115

Classroom Facilitator	\$213.90	\$40,000 yearly
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