

Agenda of Regular Meeting

The Board of Trustees Grand Prairie Independent School District

A Regular Meeting of the Board of Trustees of Grand Prairie Independent School District will be held Thursday, September 17, 2020, beginning at 5:30 PM in the Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, TX 75052.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

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

1. **5:30 P.M. - CALL TO ORDER**
2. **RECESS TO CLOSED SESSION**
 - A. Board Discussion of Personnel Matters under § 551.074: Employment, Retirement(s), Termination(s)/Proposed Termination(s), Proposed Nonrenewal(s), Request(s) for Leave of Absence, Request(s) for Extended Leave Without Pay, Resignation(s), Reassignment(s), Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations
 - B. Pursuant to Texas Government Code Section 551.074, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; including a discussion on the recommendation to propose the termination/discharge of the probationary contract of Patrick Deleon prior to the end of the contract period.
 - C. Pursuant to Texas Government Code 551.071, to consult with the District's attorney, in person or by phone, on a matter in which the duty of the attorney to the District under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code; including a discussion on the recommendation to propose the termination/discharge of the probationary contract of Patrick Deleon prior to the end of the contract period.
 - D. Pursuant to Texas Government Code Section 551.071, to consult with the District's attorney, in person or by phone, on a matter in which the duty of the attorney to the District, under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas

- clearly conflicts with Chapter 551 of the Texas Government Code, including to provide legal advice regarding a Level III employee complaint.
- E. Pursuant to Texas Government Code Section 551.074 to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee, including to conduct a Level III hearing on an employee complaint.
 - F. Pursuant to Texas Government Code Section 551.082(2) to deliberate in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing, including to conduct a Level III hearing on an employee complaint.
 - G. Discussion of Real Property under § 551.072.
 - H. Consultation with legal counsel regarding and/or involving pending or contemplated litigation or a settlement offer or on a matter which the School District's legal counsel determines should be confidential including contract negotiations in accordance with Government Code, § 551.082, § 551.0821, § 551.087, and § 551.071, respectively; *Hawkland v. GPISD No. 3-19-cv-01822-B-*
3. **RECONVENE IN OPEN SESSION**
 - A. Action as a Result of Closed Session
 1. Consider and take action regarding Level III Grievance
 4. **INVOCATION**
 5. **PLEDGE TO THE AMERICAN FLAG AND TEXAS FLAG**
 6. **RECOGNITION OF SPECIAL GUESTS**
 - A. School Supply Donors
Presenter: Mr. Sam Buchmeyer
 - B. Community Partner – Texas Trust Credit Union
Presenter: Mr. Sam Buchmeyer
 7. **OPEN FORUM FOR AGENDA ITEMS**
 8. **ADOPT AGENDA**
 9. **CONSENT AGENDA**
 - A. Minutes from Previous Meetings 4
 - B. Personnel: Routine Action
 1. Employment, Retirement(s), Request(s) for Leave of Absence, Resignation(s), Reassignment(s), Request(s) for Temporary Disability, Proposed Extension of Probationary Contract(s), Administrator Contract Recommendations, Non-Administrator Contract Recommendations
 - C. Regular Reports of the Superintendent
 1. Purchasing Contracts 27
 2. Tax Collection Report 29
 3. Revenue and Expenditure Report-General Fund 30
Presenter: Ms. Tracy Ray
 4. Budget Transfers/Amendments-General Fund #1 31
 - D. Consider Approval of Attendance Policy Update (FEB local) 32
Presenter: Dr. Angela Herron
 - E. Consider Approval to Request Waiver for Homebound Instruction for Special Education Students 35
Presenter: Ms. Pat Lewis
 - F. Consider Adopting TASB Recommended Policy Revisions in Update 36
115
Presenter: Mr. Mike Leasor
 - G. Approval of Board Travel
 10. **ACTION ITEMS**

A.	Resolution to Adopt Use of New Dallas County Election Voting Equipment	83
	Presenter: Ms. Tracy Ray	
B.	Consider Approval of GPISD Reopening Schools Asynchronous Learning Model	85
	Presenter: Ms. Traci Davis, Dr. Angela Herron	
C.	Consider Taking Action on Employee Contracts	86
	Presenter: Ms. Linda Ellis	
D.	Consider Teacher Resignations/Contract Abandonment	87
	Presenter: Ms. Linda Ellis	
E.	Consideration of and Possible Action on the Superintendent's Recommendation to Propose Termination/Discharge of Teacher Patrick Deleon's Probationary Contract Prior to the End of the Contract Period	88
	Presenter: Ms. Karry Chapman	
11.	INFORMATION ITEMS	
A.	HB3 Board Goals Presentation	89
	Presenter: Dr. Angela Herron	
B.	Hispanic Heritage Month Celebrations	90
	Presenter: Dr. Angela Herron, Veronica Benzvi	
C.	Roadmap to Reopening Schools Teaching & Learning Update: SPED, 504, and Dyslexia Services	93
	Presenter: Dr. Elna Davis, Dr. Angela Herron, Ms. Traci Davis	
D.	Counseling Services Update: Social and Emotional Supports and Resources	94
	Presenter: Ms. Dana Jackson	
E.	Review of Board Agenda Calendar	95
	Presenter: Superintendent and Board of Trustees	
12.	OPEN FORUM FOR NON-AGENDA ITEMS	
A.	Persons attending the meeting may request an Open Forum Sign-Up Card. The card must be completed in its entirety and submitted to the Board President or designee prior to the meeting being convened. This second Open Forum allows individuals to address the Board on any subject, except personnel and individual/specific students. Any personnel concern should be brought directly to the attention of the Superintendent prior to the meeting. Speakers will be limited to five (5) minutes. When more than one individual wishes to address the same topic, the Board President may ask the group to appoint one spokesperson.	
13.	COMMENTS FROM INDIVIDUAL BOARD MEMBERS	
A.	Board of Trustees expressions of thanks, congratulations, and condolences.	
14.	ADJOURNMENT	

Minutes of Regular Meeting
The Board of Trustees
Grand Prairie Independent School District

August 13, 2020

A Regular meeting of the Board of Trustees of Grand Prairie Independent School District was held Thursday, August 13, 2020, beginning at 5:30 PM in the Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, Texas.

BOARD MEMBERS PRESENT:

Mr. Aaron King, President
Ms. Emily Liles, Vice President
Mr. Terry Brooks, Secretary
Mr. Burke Hall
Ms. Gloria Carrillo
Mr. Bryan Parra
Mr. David Espinosa

1. 5:30 P.M. - CALL TO ORDER

President King called the meeting to order at 5:31 p.m. and stated a quorum was present.

2. RECESS TO CLOSED SESSION

For the purpose of consideration of matters for which closed or executive sessions are authorized by Title 5, Chapter 551, Texas Government Code §(.071-084), whereupon the Superintendent, at the request of the President of the Board of Education, will present for the Board's discussion the following matters:

- A. Board Discussion of Personnel Matters under § 551.074: Employment, Retirement(s), Termination(s)/Proposed Termination(s), Proposed Nonrenewal(s), Request(s) for Leave of Absence, Request(s) for Extended Leave Without Pay, Resignation(s), Reassignment(s), Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations
- B. Discussion of Real Property under § 551.072.
- C. Consultation with legal counsel regarding and/or involving pending or contemplated litigation or a settlement offer or on a matter which the School District's legal counsel determines should be confidential including contract negotiations in accordance with Government Code, § 551.082, § 551.0821, § 551.087, and § 551.071, respectively; Hawkland v. GPISD No. 3-19-cv-01822-B-

3. RECONVENE IN OPEN SESSION

The meeting was reconvened in open session at 7:00 p.m. on Thursday, August 13, 2020 by President King.

A. Action as a Result of Closed Session

There was no Action as a result of Closed Session.

4. INVOCATION

King Kramer
Associate Pastor, Students
Gateway Church, Grand Prairie

5. PLEDGE TO THE AMERICAN FLAG AND TEXAS FLAG

6. RECOGNITION OF SPECIAL GUESTS

A. Community Partner – Gateway Church

Dana Jackson, Executive Director of Counseling Services and College Access, and Blanca Sanchez McGee, Director of Social and Emotional Learning, recognized **Gateway Church** for donating \$44,000 to provide food for GPISD students in need. Gateway Church Associate Pastor for Students King Kramer was at the meeting for the recognition and to offer the invocation.

7. OPEN FORUM FOR AGENDA ITEMS

No one addressed the Board during Open Forum for Agenda Items.

8. ADOPT AGENDA

President King called for a motion to adopt the Agenda.

Mr. Espinosa made a motion to adopt the Agenda. Mr. Parra seconded the motion.

Motion Carried 7-0!

9. CONSENT AGENDA

Superintendent Ellis said that there are six items on the Consent Agenda, and she recommended that the Board approve as presented.

Mr. Brooks made a motion to approve the Consent Agenda as presented. Ms. Liles seconded the motion.

A. Minutes from Previous Meetings

B. Personnel: Routine Action

1. Employment, Retirement(s), Request(s) for Leave of Absence, Resignation(s), Reassignment(s), Request(s) for Temporary Disability, Proposed Extension of Probationary Contract(s), Administrator Contract Recommendations, Non-Administrator Contract Recommendations

C. Regular Reports of the Superintendent

1. Purchasing Contracts
2. Tax Collection Report
3. Revenue and Expenditure Report
4. Summary of Proposed Budget Transfers/Amendments
5. Consider Approval of Cooperative Program Membership Fees
Presenter: Ms. Sherry Ellis

D. Consider Approval of Globe Life Field License and Use Agreement

Presenter: Ms. Teri Wilson

The Board approved a license and use agreement for Globe Life Field to reserve the facility for next year's graduation ceremonies.

E. Uplift Lee Preparatory Name Change to Uplift Delmas Morton Preparatory

Presenter: Ms. Traci Davis

The Board voted to change the name of Uplift Lee Preparatory to Uplift Delmas Morton Preparatory so the names of both schools, which share the same campus, align.

F. Approval of Board Travel

Employment: Tori Alexander, YWLA @ Arnold MS; Rebeca Alvarado-Aldaco, Bowie FAA; Holly Ayres, Jackson M.S; Sophia Azebe-Osime YWLA @ Arnold M.S; Marsha Baker, YMLA @ Kennedy MS; Tereica Benberry, South Grand Prairie HS; Jennifer Benninghoff; Daniels Academy; Stephanie Boehmer, Williams Elementary; Dy'Seana Carpenter, Adams MS; Ruby Cervantes, Ochoa Academy; Shelby Clark, YMLA @ Kennedy MS; Dimaond Collier, Truman MS; Laura Craig, Dickinson Academy; Jalisha Cross, Daniels Academy; Jacob Fierro, Rayburn Academy; April Fleming, Garcia Elementary; Philip Foster, Moore Academy; Sydney Friend, Dickinson Academy; Chantell Griffin, Travis WLA; Kimberly Haines, Moore Academy; Jasmine Hall, Daniels Academy; Claudia Hernandez, Travis WLA; Sheyna Jackson, Seguin Elementary; Jonathan Kaspar, Garner FAA;

Rocio Lopez, Seguin Elementary; Maria Martinez, Crockett EES; Yaritza Matias Vega, Garcia Elementary; Fenna Miller, Crockett EES; Joshua Mills, Moore Academy; Hilary Ogohi, Ochoa Academy; Blanca Ortiz, Garcia Elementary; Coral Romer, Moore Academy; Tiffany Rowinski, Garcia Elementary; Samantha Salinas, Bonham EES; John Shepherd, Bonham EES; Steven Shguit, Eisenhower Elementary; Annabel Vacca, Rayburn Academy

Resignations: Christopher Adams, South Grand Prairie HS; Barbara Alexander, Bonham EES; Vanessa Garcia, Florence Hill Elementary; Shemetria Lee, Jackson MS; Deirdre McCown, Dubiski HS; LaJasley Ray, Williams Elementary; Marie Romo, Grand Prairie FAA; Kaylea Singleton, Travis WLA; Danny Wallis, Fannin MS; Andrea Yanez, De Zavala Academy

Employment Addendum on 8/13/20: Joel Andrade, Bowie FAA; Raven Brown, Austin Academy; Regina Chapple, Travis WLA; Michelle Deaton, Reagan MS; Mariah Denson, Adams MS; Claudia Diaz, Grand Prairie FAA; Jacolahn Dudley, YWLA @ Arnold MS; Justins Edwards, Jackson MS; Brittany Escoto, De Zavala Academy; Caitlin Foster-Bright, South Grand Prairie HS; Ricardo Garza, Grand Prairie HS; Lillian Gibson, Dubiski HS; Dennis Goad, Reagan MS; Sandra Henson, Grand Prairie ECHS; Jessica Holmes, Jackson MS; Amanda Horton, Dubiski HS; Jake Ipson, Dubiski HS; Nelly Jaramillo, Fannin MS; Lauretta Johnson, Grand Prairie HS; Casey Langley, Williams Elementary; Eunice Martinez, Rayburn Academy; Julie Michels, Bonham EES; Wilem Pierre, Travis WLA; Leanna Quintos, Seguin Elementary; Sallyann Shelton, Seguin Elementary

Resignations on Addendum on 8/13/20: Ronald Anderson, Adams MS; Elizabeth Hart, YWLA @ Arnold MS; Albanize Sack, YWLA @ Arnold MS

Motion Carried 7-0!

10. ACTION ITEMS

- A. Consider Approval of Proposed Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2020-2021 School Year
Presenter: Ms. Tracy Ray

Ms. Ray presented the Notice of Public Meeting to discuss the budget and proposed tax rate. This is a required process. The tax rate is made up of two parts. The Maintenance & Operation tax rate that supports the general operation of the District and the I & S tax rate that pays for the principal and interest on the District's bonded indebtedness. The proposed M&O tax rate is 1.054 and the Debt Service tax rate is 0.455 for a combined tax rate of 1.5097. That is a decrease from the current year of almost 3 cents.

Mr. Hall made a motion to approve the Proposed Notice of Public Meeting regarding the Budget and Proposed Tax Rate for the 20-21 school year. Mr. Parra seconded the motion.

Motion Carried 7-0!

- B. Consider Approval of the 2020-2021 Compensation Plan
Presenter: Ms. Karry Chapman

Ms. Chapman presented the Proposed Compensation School Plan for the 20-21 school year. In this plan there is a recommended \$900.00 increase per step for teachers, a 1.5 % increase for individual pay for all other employees and an additional \$2000.00 stipend for elementary Special Education teachers in Social Emotional Achievement, Daily Living Skills, Functional Skills, and CARE classes. Secondary Special Ed teachers are currently receiving this stipend already. Ms. Chapman recommended the Board approve the Compensation Plan as presented.

Mr. Brooks made a motion to approve the 20-21 Compensation Plan as presented.
Mr. Hall seconded the motion.

Motion Carried 7-0!

- C. Consider Taking Action on Employee Contracts
Presenter: Ms. Linda Ellis

Ms. Ellis stated that there was no action needed this month on Employee Contracts.

- D. Consider Teacher Resignations/Contract Abandonment
Presenter: Ms. Linda Ellis

Ms. Ellis stated that there was no action needed this month on Teacher Resignations/Contract Abandonments.

11. INFORMATION ITEMS

- A. 2020-2021 Budget Planning
Presenter: Ms. Tracy Ray

Ms. Ray provided an update on budget status and 20-21 process. There was a review of HB 3 Components and Critical Data Elements. She is able to continue to present to the Board a balanced budget of \$285,500,000.00. The District is still taking a conservative approach to budgeting. This information will be presented for discussion and action on August 27.

- B. Reopening Schools Instructional Update: Advanced Academics, CTE, and Dual Language
Presenter: Dr. Elna Davis, Ms. Traci Davis, Dr. Angela Herron

Update on Instructional Plan for the Reopening of School

Area Superintendent Traci Davis and Chief Teaching and Learning Officer Dr. Angela Herron presented an update regarding the District's instructional plans for the new school year. Members of the Reopening Schools Task Force presented updates related to their specific areas of oversight.

- Winston Minix, Exec. Dir. of Career and Technical Education – Career and Technical Education
- Tina Moore, Executive Director of Advanced Academics – Advanced Academics Programming
- Magda Grape, Executive Director of Bilingual/ESL Programs – Bilingual/ESL Instruction

C. Return to School Update: School Operations

Presenter: Ms. Teri Wilson and Ms. Pat Lewis

Chief of Staff Teri Wilson and Associate Superintendent Pat Lewis led a discussion regarding several areas related to district operations heading into the new school year.

Highlights of the report included:

- Enrollment and registration update
- Plan for providing meals while starting the school year virtually
- Human Capital update (254 new GPISD staff, formation of new COVID Case Response Team)
- PPE update
- Mobile device update regarding iPads, accessories, and support

D. Review of Board Agenda Calendar

Presenter: Superintendent and Board of Trustees

Ms. Ellis pointed out the following date:

August 17, 2020 – First Day of School (And We Will be Ready)!

12. OPEN FORUM FOR NON-AGENDA ITEMS

Persons attending the meeting may request an Open Forum Sign-Up Card. The card must be completed in its entirety and submitted to the Board President or designee prior to the meeting being convened. This second Open Forum allows individuals to address the Board on any subject, except personnel and individual/specific students. Any personnel concern should be brought directly to the attention of the Superintendent prior to the meeting. Speakers will be limited to five (5)

minutes. When more than one individual wishes to address the same topic, the Board President may ask the group to appoint one spokesperson.

Ms. Angela Luckey Vaughn, 4473 Harpers Ferry Drive, Grand Prairie, TX 75052, addressed the Board during Open Forum. She is the President of the Grand Prairie NAACP and was a 1983 graduate of South Grand Prairie High School. Ms. Luckey said the SGP mascot has been around since 1969. A group of ten students came up with the mascot. Ms. Luckey said that she realizes it is time to change and move forward. She suggests we change the logo, the crest, and the mascot with the Native American headdress. She said it is time to be more culturally sensitive and we need to change to reflect the Grand Prairie ISD values such as sensitivity, inclusiveness, equality and diversity. The SGP mascot needs to be changed to appropriately represent the warrior mascot. She asked the Board to decide what going forward will look like in our school district. She thanked them for adding African American History and hopes they will consider adding Native American History to our curriculum.

Mr. Harold Willis addressed the Board during Open Forum. Mr. Willis lives at 538 Lindly, Grand Prairie, Tx. 75052. Mr. Willis is a product of Crockett Elementary, Lee Middle School and Grand Prairie High School. Mr. Willis is appreciative of the staff for all they have done during this time. He is alarmed at the oversight that we are getting from Austin and the fact that we are taking orders from the Attorney General. He is asking that we get angry with the Trump Republicans and those who run everything.

Mr. Roy Veteto sent in his comments for the Board. Mr. Veteto lives at 2301 Dalworth St., Apt. #127, Grand Prairie, Tx. He stated if school is to be for students to work at home and do school work online then two questions to ask : if a student has a learning disability and/or struggles doing school work, then what help will be made available AND in situations where a student has only one parent/guardian, who has to work and can't afford daycare and the child in question is too young to be left alone, what do they do?

Ms. Lori Jones, 2521 Sherwood Dr., Grand Prairie, Tx 75050 sent her comments in to address the Board. Ms. Jones asked if any of the Black Lives Matter teaching materials would be utilized in GPISD this year 2020. She has been reading of other districts around the country using their curriculum. Ms. Jones said it is very concerning to her as a parent, grandparent and citizen of the United States. She said it is a self-described Marxist organization, and it is against the traditional nuclear family, against traditional Judeo-Christian values, promotes the idea of white privilege, and pro-globalism. She stated that all of these facts are easily found by going to their website or googling "Black Lives Matter school curriculum."

13. COMMENTS FROM INDIVIDUAL BOARD MEMBERS

A. Board of Trustees expressions of thanks, congratulations, and condolences.

Ms. Ellis thanked everyone for their presentations and said they were great. She thanked Ms. Ray and company for keeping the District financially sound. She said the hours of work that everyone has put in is amazing. She said the reason that so many students were already registered is because our administrators, teachers and staff have worked so hard and done a great job. They have made calls, sent text messages and worked to welcome our children back and make sure they are assured of a great start on Monday. She said for the teaching staff, custodial staff, transportation staff, the work never ends. Ms. Ellis said she could not be more proud of Grand Prairie ISD and every single employee. She said that all of them were The Light.

Ms. Carrillo thanked everyone for the incredible presentations. She especially wanted to congratulate the technology department. She said they have done an outstanding job. All the personnel that she has come in contact with have been so patient and so willing to help everyone out. She congratulated all of the presenters.

Mr. Espinosa thanked all the administrators and every employee working in our District during this pandemic. He said school starts Monday and he is just as concerned as every parent. He said that we are going to get through this. He wants everyone to know that we are doing what we can. He appreciates the comments from the public that are passionate about this topic. Mr. Espinosa issued his condolences to all of those who have lost family members to this virus. He said that the District is going to make the best decisions for our students.

Mr. Hall said that Convocation was awesome this morning. He hoped the staff got lifted up as much as he did. Doc Brown always delivers an outstanding message. Mr. Hall welcomed students back and thanked the parents that trusted GPISD with their kids. He said parents have a choice where they send their kids and he thanked them for choosing this District.

Mr. Parra echoed off Ms. Ellis's comments. He said less than a month ago we had 10,000 students registered for school and in less than a month we have added 15,000 more students. He knows that it is the hard work of the campuses, administrators, and teachers that have made that happen. He thanked everyone for their hard work. Mr. Parra wished Gloria Carrillo a belated happy birthday. He reminded the community that on Friday, August 14, the YMCA will have a supply drive from 5:00 pm -8:00 pm. Mr. Parra wished the GPISD Class of 2020 the best of luck as they embark on the world.

Mr. Terry Brooks asked that everyone be in prayer for Lloyd Sawyers and family. Mr. Sawyers recently passed away. He was a former student of South Grand Prairie High School. Mr. Brooks appreciated all the presentations tonight and said everyone, all summer long, has tried to cover every scenario from A-Z. He said that the community's children were the most important thing that we value the most in this District along with our employees and staff. Mr. Brooks said we will not sacrifice anything for their health. Mr. Brooks acknowledged all the hard work that Ms. Ellis and her team have done and thanked them.

Ms. Liles welcomed back all GPISD staff. As a mom she rests easy that our District has it taken care of. She said that she appreciates all staff and they have made the Board's job easy because of all of the blood, sweat and tears they have put in the last five months. She appreciates them, supports them, and is always there for them. She knows the staff is going to "Rock It" and she is proud of them.

President King wanted to congratulate all on Convocation. He said Convocation was a major success this year and under the circumstance of being virtual it was still great. Mr. King welcomed the staff that is new to us and the staff that is coming back. He said he believed they would all do great things. Mr. King has focused on one thing and that is togetherness. Together is how we will build this District. He challenged everyone to "Be the Light" and said together we are the "positive" and together we are GPISD.

14. ADJOURNMENT

President King adjourned the meeting at 8:45 pm on August 13, 2020.

Minutes of Called Meeting
The Board of Trustees
Grand Prairie Independent School District

August 18, 2020

A Called meeting of the Board of Trustees of Grand Prairie Independent School District was held Tuesday, August 18, 2020, beginning at 5:30 PM in the Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, Texas.

BOARD MEMBERS PRESENT:

Mr. Aaron King, President
Ms. Emily Liles, Vice President
Mr. Terry Brooks, Secretary
Mr. Burke Hall
Ms. Gloria Carrillo
Mr. Bryan Parra
Mr. David Espinosa

Ms. Ellis verified that notice of the meeting had been properly posted for the time and manner required by law.

1. 5:30 P.M. - CALL TO ORDER

President King called the meeting to order at 5:31 p.m. and stated a quorum was present.

2. PUBLIC COMMENTS REGARDING AGENDA ITEMS

No one addressed the Board during Public Comments regarding Agenda items.

3. RECESS TO CLOSED SESSION

For the purpose of consideration of matters for which closed or executive sessions are authorized by Title 5, Chapter 551, Texas Government Code §(.071-084), whereupon the Superintendent, at the request of the President of the Board of Education, will present for the Board's discussion the following matters:

- A. Pursuant to Texas Government Code Sections §551.071, to consult with the District's attorney, in person or by phone, on a matter in which the duty of the attorney to the District under the Texas Disciplinary Rules of Professional

conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Local Government Code.

- B. Pursuant to Texas Government Code Sections §551.074 for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, employee, or to hear complaints or charges against a public officer or employee.

- 1. Discussion regarding request for investigation by a board member.

4. **RECONVENE IN OPEN SESSION**

- A. Discuss and take possible action regarding investigation requested by a board member.

Mr. Leasor said in May he was requested to investigate several issues brought forth by Mr. Espinosa. There were four questions that were posed that Mr. Leasor was to investigate:

- 1. Violation of the Texas Open Meeting Act – Mr. Espinosa said he believed Mr. Hall, Ms. Liles, Mr. McCrary and Mr. King violated the Texas Open Meeting Act by having conversations regarding the suspension of the Superintendent search.

Mr. Leasor found no evidence that there was a Quorum with any business being conducted that would violate the Texas Open Meeting Act.

- 2. Mr. Espinosa claimed that Mr. Hall accused him falsely of communicating with a third-party search firm about items discussed in executive session during selection of a search firm.

This allegation is true. Mr. Leasor was present when this happened in executive session. The third-party vendor claimed that they had spoken with Mr. Espinosa. Mr. Hall's actions as Board president were proper in that the Board president reminded individuals that what happens in closed session stays in closed session.

- 3. Mr. Hall falsely accused Mr. Espinosa of speaking to a community member about the selection of a lone finalist for the Superintendent position.

This statement is true. Mr. Hall did make this statement in closed session as a reminder of confidentiality.

- 4. Mr. Hall arranged for the District to investigate voter fraud against Mr. Espinosa during the 2015 election. Mr. Espinosa claims that Mr. Hall used the school district attorney to do the investigation and it was a gift of public funds and an improper use of school district resources.

Mr. Leasor spoke to Mr. Tom Dyar, legal counsel for the District at the time, and Teri Wilson, Chief of Staff, regarding this matter. They both said that it was Dr.

Susan Hull's idea to contact outside counsel to investigate the matter. There was no issue brought forward by the District or by the outside counsel that amounted to fraud.

One of the remedies that Mr. Espinosa had mentioned was the removal of Mr. Hall as Board president. Mr. Hall is no longer Board president, so Mr. Leasor stated that it was a moot point. Mr. Leasor said that he would like for the Board to be cohesive champions for the students and staff at Grand Prairie ISD. He thinks the Board has taken great steps to do that and he wants them to continue.

Mr. Hall addressed the Board, staff and community:

Mr. Hall said the accusation that the Board had a walking quorum is totally baseless. There was no actual or perceived evidence and that allegation was false.

The claim that Mr. Hall accused Mr. Espinosa of communicating with a third-party search firm about items discussed in executive session during selection of a search firm is true. Mr. Hall believes Mr. Espinosa leaked information causing them to withdraw from the search. These accusations were made privately to the Board during executive session.

The claim that Mr. Hall falsely accused Mr. Espinosa of speaking to a community member about the selection of a lone finalist for the Superintendent position is true. Mr. Hall stands by these accusations. This was not an accusation made publicly but to the Board in closed session.

Of all the complaints entered, the inquiry into Mr. Espinosa and voter fraud in 2015, accusing Mr. Hall of using the school attorney to investigate, was the most upsetting to Mr. Hall. Mr. Espinosa claimed Mr. Hall also improperly used public funds for personal use. Mr. Hall stated there was an inquiry from Senator Royce West and Assoc. to look into the integrity of the District elections. Mr. Hall said when Mr. Espinosa ran for school board it was the first time in the history of Grand Prairie that a candidate was elected and had more mail-in ballots than in-person ballots. Mr. Hall said the decision to make these inquiries into Mr. Espinosa's election were made administratively at the urging of community members, city officials and state officials. It was a decision that Mr. Hall did not make but supported 100 percent. Mr. Hall hopes with this meeting behind them that the whole Board will focus on what they agree on and not what they disagree on. The Board is here to focus on the students of GPISD.

Mr. Espinosa addressed the Board, staff and community:

Mr. Espinosa stated that he had absolutely no regret about having this Called Board meeting. Mr. Espinosa stands by what legal counsel presented. He said that the community sees how certain Board members conduct themselves. He

would like to get these accusations behind them. Mr. Espinosa would like to be a working Board from this point forward. His goal and mission are to better the education of children.

Mr. King asked if there is any animosity, other issues, or if anyone has a problem with any other individuals on the Board, to please present it calmly and collectively. President King would like for the Board to move forward with the “best.” He said they will not always agree, and they will have differences. He wants to be professional about decisions and be able to agree or disagree. Mr. King said they have the future of kids in their hands. He knows all the Board wants to be successful. Mr. King is proud of the Board and proud of their service.

5. ADJOURNMENT

President King adjourned the meeting at 5:54 pm on Tuesday, August 18, 2020.

Minutes of Called Meeting

The Board of Trustees Grand Prairie Independent School District August 25, 2020

A Called meeting of the Board of Trustees of Grand Prairie Independent School District was held Tuesday, August 25, 2020, beginning at 5:30 PM in the Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, Texas.

1. 5:30 P.M. - CALL TO ORDER

President King called the meeting to order at 5:30 p.m. and stated a quorum was present.

BOARD MEMBERS PRESENT:

Mr. Aaron King, President
Ms. Emily Liles, Vice President
Mr. Terry Brooks, Secretary
Mr. Burke Hall
Ms. Gloria Carrillo
Mr. Bryan Parra
Mr. David Espinosa

Ms. Ellis verified that notice of the meeting had been properly posted for the time and manner required by law.

2. RECESS TO CLOSED SESSION

For the purpose of consideration of matters for which closed or executive sessions are authorized by Title 5, Chapter 551, Texas Government Code §(.071-084), whereupon the Superintendent, at the request of the President of the Board of Education, will present for the Board's discussion the following matters:

- A. Board Discussion of Personnel Matters under § 551.074: Employment, Retirement(s), Termination(s)/Proposed Termination(s), Proposed Nonrenewal(s), Request(s) for Leave of Absence, Request(s) for Extended Leave Without Pay, Resignation(s), Reassignment(s), Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations
- B. Discussion of Real Property under § 551.072.

- C. Consultation with legal counsel regarding and/or involving pending or contemplated litigation or a settlement offer or on a matter which the School District's legal counsel determines should be confidential including contract negotiations in accordance with Government Code, § 551.082, § 551.0821, § 551.087, and § 551.071, respectively; *Hawkland v. GPISD No. 3-19-cv-01822-B*

3. RECONVENE IN OPEN SESSION

- A. Action as a Result of Closed Session

There was no Action as a result of Closed Session.

4. OPEN FORUM FOR AGENDA ITEMS

No one addressed the Board during Open Forum for Agenda Items.

5. ADOPT AGENDA

Mr. King called for a motion to Adopt the Agenda.

Mr. Hall made a motion to adopt the Agenda. Ms. Liles seconded the motion.

Motion Carried 7-0!

6. INFORMATION ITEM

- A. Discuss 2020 Certified Property Values
Presenter: Ms. Tracy Ray

Interim Deputy Superintendent for Business Tracy Ray presented details regarding the 2020 Certified Values that the District received on August 20, 2020. Ms. Ray reported the 2020 Certified Market Value to be \$11,360,258,569 and that the 2020 Certified Taxable Value is \$8,795,317,496 and pointed out the various exemptions in the amount of \$2,564,941,064. Ms. Ray also led the board through a discussion of the history of GPISD's values.

7. COMMENTS FROM INDIVIDUAL BOARD MEMBERS

- A. Board of Trustees expressions of thanks, congratulations, and condolences.

8. ADJOURNMENT

The meeting was adjourned at 5:45 p.m. on Tuesday, August 25, 2020 by President King.

Minutes of Called Meeting
The Board of Trustees
Grand Prairie Independent School District
August 27, 2020

A Called meeting of the Board of Trustees of Grand Prairie Independent School District was held Thursday, August 27, 2020, beginning at 5:30 PM in the Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, Texas.

1. 5:30 P.M. - CALL TO ORDER

President King called the meeting to order at 5:32 p.m. and stated a quorum was present.

BOARD MEMBERS PRESENT:

Mr. Aaron King, President
Ms. Emily Liles, Vice President
Mr. Terry Brooks, Secretary
Mr. Burke Hall
Ms. Gloria Carrillo
Mr. Bryan Parra
Mr. David Espinosa

Ms. Ellis verified that notice of the meeting had been properly posted for the time and manner required by law.

2. RECESS TO CLOSED SESSION

For the purpose of consideration of matters for which closed or executive sessions are authorized by Title 5, Chapter 551, Texas Government Code §(.071-084), whereupon the Superintendent, at the request of the President of the Board of Education, will present for the Board's discussion the following matters:

- A. Board Discussion of Personnel Matters under § 551.074: Employment, Retirement(s), Termination(s)/Proposed Termination(s), Proposed Nonrenewal(s), Request(s) for Leave of Absence, Request(s) for Extended Leave Without Pay, Resignation(s), Reassignment(s), Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations
- B. Pursuant to Texas Government Code Sections §551.071, to consult with the District's attorney, in person or by phone, on a matter in which the duty of the

attorney to the District under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Local Government Code, including legal advice regarding the re-opening of schools.

- C. Pursuant to Texas Government Code Sections §551.074 for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, employee, or to hear complaints or charges against a public officer or employee, including personnel issues regarding the re-opening of schools.
- D. Discussion of Real Property under § 551.072.
- E. Consultation with legal counsel regarding and/or involving pending or contemplated litigation or a settlement offer or on a matter which the School District's legal counsel determines should be confidential including contract negotiations in accordance with Government Code, § 551.082, § 551.0821, § 551.087, and § 551.071, respectively; *Hawkland v. GPISD No. 3-19-cv-01822-B*

3. RECONVENE IN OPEN SESSION

- A. Action as a Result of Closed Session

4. OPEN FORUM FOR AGENDA ITEMS

Mr. and Ms. Cordell, 1410 Danish, Grand Prairie, TX, addressed the Board during Open Forum for Agenda Items. Mr. and Ms. Cordell wanted to know why teachers were not part of the decision-making process on when to return to school. They also asked why At-Risk teachers were not given the option to work from home or when hybrid learning begins in September.

Jan Nam, 2905 Pitkin Drive, Arlington, TX, addressed the Board. Ms. Nam is a teacher in GPISD. She said she sees administrators and staff working hard to ensure safety within the campus. She respects and appreciates their sincere effort. She believes bolder measures are needed from higher ups to protect our entire community and the Board has the power to do this. She said that it is not just about the teachers, staff, and student safety, it is about the safety of vulnerable members of our community that will have an increased chance of coming in contact with the school population. She said teachers are not against re-opening just because they don't want to go to work or protect their own interest group. She said this is not about teachers or herself and the teachers miss their students dearly and they prefer face-to-face interaction. She also said teaching in-person is easier and more convenient, however, they do not want to see students and co-workers dealing with the loss of their loved ones when it could have been minimized and prevented. She believes that for the safety of Grand Prairie and beyond, the District should implement remote instruction until new daily cases and other metrics for gauging infections in Dallas & Tarrant County drop for more than 14 consecutive days, such as positivity rates less than five percent and transmission rates less than one percent.

She said that Texas has one of the highest numbers of COVID-19 cases in the nation and we all know that it is only going to get worse when the weather cools down in the Fall. She stated that repetitive opening and closing of schools will only prove to be inefficient.

Leslie Ceden0, 404 Bradshaw St, addressed the Board. Ms. Ceden0 is a teacher in GPISD. Ms. Ceden0 states that in July the teachers were sent a survey asking how they felt about returning and if they were willing to be a 100 percent virtual teacher due to underlying health issues. Ms. Ceden0 said on her campus there are no virtual-only teachers. She asked if that was a campus decision. She wanted to know if there was still an option for teachers to be virtual-only due to health issues.

Cindy Goodman, 2377 Dalworth St, Grand Prairie, TX. addressed the Board. Ms. Goodman is the parent of a GPISD student. Ms. Goodman said with substantial community spread of the virus it is only a matter of time before someone will arrive at school with it. She said that if we are not fully prepared with masks for everyone at all times and don't have better ventilation and filtration systems, etc. it will spread like wildfire endangering the extended community. She asked that rather than being reactive to an inevitable outbreak and unexpected closures and stretching resources thin, wouldn't it be best to focus efforts on delivering the best possible education virtually for now?

Joseph Rhee, 1717 Globe Avenue, Blue Mound, TX. addressed the Board. Mr. Rhee adamantly opposes the plan to open the public schools in the fall. He said schools through all grades should remain closed until COVID-19 is scientifically proven subsided. He also said if the school districts or principals forcefully open the schools, he will organize people to launch demonstrations and he will campaign against present school officials to kick them out.

5. ADOPT AGENDA

Mr. King called for a motion to adopt the agenda.

Mr. Espinosa made a motion to adopt the agenda. Mr. Parra seconded the motion.

Motion Carried 7-0!

6. PUBLIC HEARING: HEARING AND PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE FOR 2020-2021

Presenter: Ms. Tracy Ray

Ms. Tracy Ray presented details regarding the 2020-2021 Budget. She also talked about the Proposed Tax Rate. Ms. Ray presented the three funds that are required to be adopted by the Board of Trustees by Fund and Function level.

General Fund \$285,500,000

- Ms. Ray presented a Balanced Budget in the General Fund. The Local revenues comes from 32% Local, 68% State and less than 1% Federal. This budget includes the salary increase that was approved at a prior meeting by the Board.

Food Service Fund \$10,011,053

- Ms. Ray said Food Service is different than the budget the Board adopted last year. She said this is directly related to COVID-19, participation in virtual school and in-person school, and parents and children choosing to participate in our school programs. Ms. Lewis monitors this on a weekly basis. Ms. Ray said that she will present information on this budget on a monthly basis until she sees a trend, or it may be a continued change. Ms. Ray and Ms. Lewis will work collectively to keep the Board informed on where we are.

Debt Service Fund \$42,200,000

- Ms. Ray said that the Debt Service Fund is the Fund that you are required to adopt to fund your debt payment for the current year.

Mr. King opened the 2020-2021 Public Hearing for the Budget and Proposed Tax Rate at 6:38 pm and asked if there was any discussion.

Mr. Brooks wanted it noted that the District's tax rate was going down this year. He feels like it is very important that the community know that. Ms. Ray said that the tax rate will be going down a little less than three cents if the proposed tax rate is adopted.

President King concluded the Public Hearing at 6:40 pm.

7. ACTION ITEMS

A. Consider Approval of Final Budget Amendments for 2019-2020

Presenter: Ms. Tracy Ray

Ms. Ray presented final budget amendments for the 2019-2020 budget for all three funds being the General Fund, Food Service Fund and Debt Service Fund.

Mr. Espinosa made a motion to approve the Final Budget Amendments for 2019-2020. Mr. Hall seconded the motion.

Motion carried 7-0!

B. Consider Approval of 2020 Certified Property Values

Presenter: Ms. Tracy Ray

Ms. Ray presented the 2020 Certified Property Values. Ms. Ray had previously discussed these values at the August 25 Board meeting. She brought them before the Board as required by law to have them approved.

Mr. Hall made a motion that the Board approve the 2020 Certified Property Values as presented. Mr. Espinosa seconded the motion.

Motion Carried 7-0!

C. Consider Adoption of the 2020-2021 General Fund, Debt Service Fund and Food Service Fund Budgets

Presenter: Ms. Tracy Ray

Ms. Ray explained to the Board that this item is the same one that she presented in the Public Hearing.

Mr. Brooks made a motion that the Board adopt the 2020-2021 General Fund, Debt Service and Food Service Budgets. Mr. Espinosa seconded the motion.

Motion Carried 7-0!

D. Consider Approval of Setting the Tax Rate for 2020-2021

Presenter: Ms. Tracy Ray

Ms. Ray presented the proposed tax rate that the Board approved prior to publishing our Notice in the newspaper. Ms. Ray pointed out that over the course of the last two years, the tax rate has decreased by 8.5 cents. The Board set the tax rate on \$100.00 valuation for the District for the 2020 tax year at a total rate of \$1.5097 to be assessed and collected by the assessor and collector as follows:

- \$1.0547 for the purpose of maintenance and operations
- \$0.4550 for the purpose of payment of principal and interest on debts

This tax rate will raise more taxes for maintenance and operations than last year's tax rate.

Mr. Parra made a motion that the Board set the tax rate for 2020-2021. Ms. Carrillo seconded the motion.

Motion Carried 7-0!

E. Discuss and Consider Resolution Seeking a Waiver from TEA Regarding the Start of In-Person School

Presenter: Ms. Linda Ellis

Ms. Ellis stated the Board must approve requesting a waiver from TEA if an additional four weeks of virtual instruction if needed. As of now, virtual instruction is set to end on September 11, 2020. This resolution would allow for four more weeks of virtual learning beginning September 14, 2020 and ending on October 9, 2020. Ms. Ellis asked the Board to move forward to approve requesting this waiver.

Mr. Espinosa made a motion to approve requesting a waiver from TEA for an additional four weeks of virtual instruction if needed. Mr. Hall seconded the motion.

Motion Carried 7-0!

Ms. Ellis announced the plan for a two-step return to face-to-face instruction.

The decision to return in stages was based on recommendations and input from several sources:

1. Recommendations of the Dallas County Health Department, the City of Grand Prairie Health Services Department, and district legal counsel
2. Careful consideration of critical student needs and the social/emotional needs of all students
3. A review of the best ways to keep students and staff safe, supported by a plan to mitigate risk through established protocols, and a review of the latest information on the transmission and prevention of COVID-19
4. Input from GPISD parents, with the goal of supporting the choices they have made for their children. In GPISD, 60% of our families have chosen virtual learning for their students, while 40% have chosen in-person instruction.

After taking all of this into consideration, the Administration recommended the following plan for returning to in-person instruction:

- Students in grades PK-2 and identified self-contained special education programming whose parents have chosen in-person instruction will return to their schools on September 14, 2020.
- Students in grades 3-12 whose parents have chosen in-person instruction will return to their schools on September 21, 2020.

Mr. Espinosa said that he is confident in the decision that the administration has made, and he supports them 100 percent.

Mr. Brooks said please take note of what was said tonight. Parents will still have the option for their students to stay virtual. It is the Board's effort to do what is best for the staff, teachers and students.

Mr. Hall said the safety of kids and our staff weighs heavily on the Board and Administration. He wants to reassure parents that safety is their number one priority. He thanked the Board and the staff for all of the hard decision making that was required.

Mr. King said that this plan provides an option for parents. The Board wants to be fair across the board for parents that want to bring their children back. Mr. King said the city is open so why should our kids not be in school.

Mr. Espinosa said that this plan is also supported by our City officials.

Ms. Ellis thanked Mr. Espinosa for mentioning the city support. She is appreciative of the City of Grand Prairie and Dallas County.

8. COMMENTS FROM INDIVIDUAL BOARD MEMBERS

A. Board of Trustees expressions of thanks, congratulations, and condolences

Ms. Liles commended the Administration for the plan to bring students back. She is aware that it took a lot of planning. She wouldn't send her own children back if she wasn't confident about the safety plan in place. Ms. Liles wanted the staff to know that the Board supports them also. She feels like our campuses are at a very safe level.

Mr. Brooks echoed Ms. Liles comments. Mr. Brooks said he is in awe of Ms. Ellis and her staff that put the return to school plan together. He said that the staff's safety is very important to this District.

Mr. Parra said that the decision made tonight would not have been possible if we didn't think our campuses were doing everything possible to be safe. He said the most important thing to take from tonight is that parents have a choice. Mr. Parra said that they value community input and take it into consideration when making a decision.

Mr. Espinosa said that Ms. Ellis is doing a good job. He said we all need to be kind to each other. He said that includes teachers, administrators and students.

Ms. Carrillo thanked Ms. Ellis and staff for all of the work that went into this plan. She said the majority of parents are happy that their children are going back to school. She knows that the District is doing everything they can to keep our students and staff safe.

Ms. Ellis thanked the families for registering their children for virtual or face-to-face instruction. That data is part of what allowed the District to make the

decision to return. She also thanked the staff who have worked really hard. The District looks forward to bringing students back.

Mr. King said he is so proud of the Board. He said they have overcome obstacles and are working on overcoming differences and are making great progress. He said our Board is working for the staff and community. President King said they are here to serve. Mr. King recognized his mother who is an Assistant Principal in GPISD and thanked her for coming.

Ms. Liles gave a shout-out to Missy Steger and Bill Young. She said she would not have been able to make an informed decision about her children returning to school if it weren't for the data they provided. Ms. Liles said that she realizes how hard they are working, and she appreciates what they do every day.

9. ADJOURNMENT

President King adjourned the meeting at 7:17 pm.

CONTRACTS FOR BOARD APPROVAL

September 17 , 2020

(Pursuant to Paragraph 1 CH (LOCAL) Unless Specifically Stated Otherwise)

VENDOR	NOT TO EXCEED ANNUAL AMOUNT
CATEGORY: Administrative, Co-Curricular and Instructional Contracted Services	
Business & Education Leadership Authority	\$35,000.00
Employment Technologies	\$25,000.00
Think Big Learning (PRIOR Board Approval on August 13, 2020 in the Amount of \$13,000.00)	\$3,000.00
CATEGORY: Athletic, Physical Education and Organized Club Materials, Equipment, Clothing, Etc.	
Rally Sportswear	\$10,000.00
STEM Supplies	\$5,000.00
Weissman (PRIOR Board Approval on August 13, 2020 in the Amount of \$10,500.00)	\$3,000.00
CATEGORY: Equipment, Supplies and/or Installation for Maintenance, Facilities, Transportation, and Food Service	
MacArthur Gauge, Inc.	\$10,000.00
Maner Fire Equipment (PRIOR Board Approval on August 13, 2020 in the Amount of \$56,000.00)	\$45,000.00
Protection One - ADT, LLC (PRIOR Board Approval on August 13, 2020 in the Amount of \$291,000.00)	\$75,000.00
Southwest Fire & Security, LLC (PRIOR Board Approval on August 13, 2020 in the Amount of \$9,400.00)	\$60,000.00
CATEGORY: Interlocal Agreement and/or State Procurement Programs [Pursuant to Paragraph 3 CH (LOCAL)]	
(i.e. TASB BuyBoard, HCDE Choice Partners, E&I Cooperative Services, EPCNT, 1 GPA, HGAC, National IPA, PACE, Regional ESC's, Sourcewell (NJPA), TCPN, TXMAS, TIPS, US Communities, DIR, OMNIA, ASC, NCPA etc.)	
Enviromatic Systems - BuyBoard Contract #552-17	\$10,000.00
CATEGORY: Print Services, Awards/Recognition Items, and Promotional/Spirit Items	
Jostens (PRIOR Board Approval on August 13, 2020 in the Amount of \$24,000.00)	\$25,000.00
Top2Bottom Marketing (PRIOR Board Approval on August 13, 2020 in the Amount of \$54,000.00)	\$10,000.00

Purchasing: Sherry Ellis Finance: Tracy Kay

CONTRACTS FOR BOARD APPROVAL

September 17 , 2020

VENDOR	NOT TO EXCEED ANNUAL AMOUNT
CATEGORY: School District Materials/Supplies and/or Services	
AFP Industries, Inc. (PRIOR Board Approval on August 13, 2020 in the Amount of \$10,000.00)	\$3,000.00
Director's Assistant	\$20,000.00
Guitar Center (PRIOR Board Approval on August 13, 2020 in the Amount of \$10,000.00)	\$3,000.00
Jones & Bartlett Learning, LLC	\$10,000.00
Learning Without Tears (PRIOR Board Approval on August 13, 2020 in the Amount of \$45,200.00)	\$5,000.00
Mountain View College Bookstore (PRIOR Board Approval on August 13, 2020 in the Amount of \$116,000.00)	\$250,000.00
Northlake College Bookstore (PRIOR Board Approval on August 13, 2020 in the Amount of \$150,000.00)	\$250,000.00
CATEGORY: Technology Equipment, Materials and/or Supplies	
Bulb, Inc. (PRIOR Board Approval on August 13, 2020 in the Amount of \$16,500.00)	\$20,000.00
Overdrive, Inc. (PRIOR Board Approval on August 13, 2020 in the Amount of \$95,000.00)	\$150,000.00
School Technology Associates (PRIOR Board Approval on August 13, 2020 in the Amount of \$20,000.00)	\$5,000.00

Purchasing: Sherry Ellis Finance: Tracy Kay
 2



GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT PROPERTY TAX COLLECTION REPORT FOR THE PERIOD ENDING JULY 31, 2020

MAINTENANCE & OPERATION (M&O)

Description	2019-2020		July	
	Original Budget	Revised Budget	2019-2020 Monthly Activity	2019-2020 FYTD Activity
LOCAL TAXES-CURRENT	\$ 82,900,789.00	\$ 82,900,789.00	\$ 128,546.45	\$ 83,087,811.07
LOCAL TAXES-PRIOR YR	500,000.00	500,000.00	38,554.28	406,129.05
PENALTY/INTEREST/MIS	450,000.00	450,000.00	40,984.99	480,504.46
CED PENALTY/INTEREST/MIS	-	-	(54.99)	1,883.78
TOTAL	\$ 83,850,789.00	\$ 83,850,789.00	\$ 208,030.73	\$ 83,976,328.36

INTEREST & SINKING (I&S)

Description	2019-2020		July	
	Original Budget	Revised Budget	2019-2020 Monthly Activity	2019-2020 FYTD Activity
LOCAL TAXES - CUR YR	\$ 36,468,898.00	\$ 36,468,898.00	\$ 56,551.55	\$ 36,552,878.14
LOCAL TAXES - PRIOR YEAR	225,000.00	225,000.00	14,509.00	147,603.50
PENALTY/INTEREST/DEL	150,000.00	150,000.00	16,788.43	190,496.89
TOTAL	\$ 36,843,898.00	\$ 36,843,898.00	\$ 87,848.98	\$ 36,890,978.53

The Tax Levy Ordinance for the 2019-20 fiscal year (2019 tax year) was passed by the GPISD Board of Trustees on August 29, 2019. Collections for the 2019 tax year and for the 2019-20 fiscal year began October 1, 2019 and will continue through September 30, 2020.

As of July 31, 2020, the current year (2019) adjusted tax levy is	\$ 121,180,581.57
As of July 31, 2020, the 2019 adjusted levy collections (October 2019 - July 2020)	\$ 119,640,689.21
98.73% \$ 83,087,811.07 Current Year M&O Collection Rate	
98.73% \$ 36,552,878.14 Current Year I&S Collection Rate	
The balance to be collected of the 2019 adjusted levy is	\$ 1,539,892.36

This report is prepared for the Board of Trustees meeting held September 17, 2020.

GRAND PRAIRIE ISD
REVENUE AND EXPENDITURE REPORT: GENERAL FUND
For the month ended July 31, 2020

REVENUE

OBJECT	2019-20 Original Budget	2019-20 Revised Budget	July 2020 Monthly Activity	2019-20 FYTD Activity	2019-20 FYTD %
LOCAL REVENUE	\$91,814,813.00	\$90,028,642.00	\$294,362.71	\$ 90,956,997.59	101.03
STATE REVENUE	190,706,703.00	204,096,703.00	10,968,904.70	203,524,739.23	99.72
FEDERAL REVENUE	3,435,000.00	3,835,000.00	61,681.53	3,931,586.41	102.52
OTHER RESOURCES				300,326.70	
TOTAL REVENUE	\$ 285,956,516.00	\$ 297,960,345.00	\$ 11,324,948.94	\$ 298,713,649.93	100.25

EXPENDITURES

FUNCTION DESCRIPTION	2019-20 Original Budget	2019-20 Revised Budget	July 2020 Monthly Activity	2019-20 FYTD Activity	2019-20 FYTD %
11 INSTRUCTION	\$161,679,592.00	\$163,356,275.00	\$12,406,500.11	\$131,268,670.04	80.36
12 INST. RESOURCES & MEDIA SVCS	3,442,719.00	3,489,233.00	254,969.42	3,105,633.60	89.01
13 CURRICULUM DEV. & INST. STF DEV	3,990,556.00	4,046,282.00	232,265.08	2,512,496.33	62.09
21 INSTRUCTIONAL LEADERSHIP	4,599,223.00	4,801,770.00	327,442.06	3,987,538.17	83.04
23 SCHOOL LEADERSHIP	21,182,455.00	21,409,578.00	1,550,152.23	18,064,579.36	84.38
31 GUIDANCE & COUNSELING	11,647,755.00	12,183,033.00	846,716.57	10,283,490.77	84.41
32 SOCIAL WORK SERVICES	253,388.00	270,055.00	16,730.14	198,988.52	73.68
33 HEALTH SERVICES	3,824,485.00	3,901,572.00	289,520.75	3,118,202.45	79.92
34 PUPIL TRANSPORTATION	6,412,431.00	6,109,141.00	125,706.97	6,112,206.60	100.05
35 FOOD SERVICES	275,000.00	250,278.00	1,197.56	8,442.12	3.37
36 COCURR./EXTRACURR. ACTIVITIES	6,019,862.00	5,408,724.00	387,733.19	4,031,704.17	74.54
41 GENERAL ADMINISTRATION	8,127,416.00	8,121,749.00	514,832.02	6,000,473.15	73.88
51 PLANT MAINTENANCE & OPERATIONS	26,023,050.00	26,388,464.00	1,782,015.40	20,661,253.56	78.30
52 SECURITY & MONITORING SERVICES	3,199,069.00	3,149,328.00	103,871.44	2,044,057.33	64.90
53 DATA PROCESSING SERVICES	8,490,899.00	8,356,094.00	555,525.61	7,103,079.53	85.00
61 COMMUNITY SERVICES	4,180,057.00	4,212,742.00	256,642.82	3,773,954.36	89.58
71 DEBT SERVICES	7,068,396.00	17,068,396.00	9,925,081.98	16,768,392.64	98.24
81 FACILITIES ACQ. & CONSTRUCTION	100,000.00	329,609.00	-	76,172.00	23.11
95 PYMTS. TO JJAEP PROGRAMS	85,000.00	85,000.00	-	32,868.00	38.67
97 PMTS TO TIF	4,909,763.00	4,909,763.00	-	4,544,173.00	92.55
99 OTHER INTERGOVERNMENTAL CHARGE	445,400.00	413,261.00	-	375,949.00	90.97
TOTAL EXPENDITURES	\$ 285,956,516.00	\$ 298,260,345.00	\$ 29,576,903.35	\$ 244,072,324.70	81.83

**2020-2021 General Fund
Summary of Proposed Budget Transfers/Amendments
9/17/2020 Regular Board Meeting**

	General Fund Original Budget	September, 2020 Proposed Budget Transfers	September, 2020 Proposed Budget Amendment	September, 2020 Proposed Amended Budget
REVENUES:				
5700 Local revenues	\$ 90,111,750	\$ -	\$ -	\$ 90,111,750
5800 State revenues	194,488,250	-	-	194,488,250
5900 Federal revenues	900,000	-	-	900,000
TOTAL REVENUES	\$ 285,500,000	\$ -	\$ -	\$ 285,500,000
EXPENDITURES:				
11 Instruction	\$ 171,695,476	\$ (14,840)	\$ 90,000	\$ 171,770,636
12 Inst. Resources/Media	3,665,060	-	-	3,665,060
13 Curr & Staff Develop	3,723,787	-	-	3,723,787
21 Inst Leadership	4,436,253	-	-	4,436,253
23 School Leadership	20,219,186	1,000	-	20,220,186
31 Guidance/Counseling	11,905,320	-	-	11,905,320
32 Social Services	234,007	-	-	234,007
33 Health Services	4,073,850	-	-	4,073,850
34 Transportation	6,563,516	58,500	-	6,622,016
35 Food Service	50,000	-	-	50,000
36 Extra-Curricular	5,655,757	-	-	5,655,757
41 General Admin.	8,172,533	(115,500)	-	8,057,033
51 Maint & Operations	27,632,139	70,840	46,050	27,749,029
52 Security	2,871,342	-	-	2,871,342
53 Data Processing	8,416,197	-	-	8,416,197
61 Community Services	4,485,177	-	-	4,485,177
71 Debt Service	1,205,400	-	-	1,205,400
81 Facilities Acq/Constr.	-	-	-	-
95 Juvenile Justice Prgm	85,000	-	-	85,000
97 Payments to TIF	-	-	-	-
99 Intergovernmental Chgs	410,000	-	-	410,000
TOTAL EXPENDITURES	\$ 285,500,000	\$ -	\$ 136,050	\$ 285,636,050
OTHER SOURCES:				
7912 Sale of Property	\$ -	\$ -	\$ -	\$ -
7915 Operating Transfer In	-	-	-	-
TOTAL OTHER SOURCES	\$ -	\$ -	\$ -	\$ -
OTHER USES:				
8911 Operating Transfer Out	\$ -	\$ -	\$ -	\$ -
TOTAL OTHER USES	\$ -	\$ -	\$ -	\$ -
CHANGE IN FUND BALANCE	\$ -	\$ -	\$ (136,050)	\$ (136,050)



Consent Agenda Action

Topic: Attendance Policy Update (FEB local)

Submitted by: Dr. Elna Davis, Traci Davis, and Dr. Angela Herron

Approved for transmittal to school board: *[Signature]*

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

It is recommended that the board approve the update to board policy FEB (local) related to the GPISD Attendance protocols.

RATIONALE:

To ensure alignment with TEA's attendance and enrollment guidance related to remote and in-person instruction for the 2020-2021 school year.

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:

**Attendance
Accounting System**

The Superintendent shall be responsible for maintaining a student attendance accounting system in accordance with statutory and TEA requirements. [See also FD for admissions and residency requirements.]

Alternative
Recording Time

When appropriate, the Superintendent shall establish written procedures permitting a campus to specify an alternative time for taking attendance other than the second or fifth instructional hour. Exceptions may be authorized for an entire campus or for a designated group of students at a campus. The alternative time for recording attendance shall be determined in accordance with TEA's *Student Attendance Accounting Handbook*.

**Parental Consent to
Leave Campus**

The Superintendent shall establish procedures regarding parental consent for a student to leave campus, including procedures for documenting a student's absence. The procedures shall be communicated in the employee and student handbooks.

**Asynchronous Re-
mote Learning At-
tendance Taking**

With Asynchronous Virtual School digital and online learning, students earn daily attendance through one or more daily engagement measures. TEA approved engagement methods are as follows:

- Daily progress in the assignments included in the online platform (Google Classroom for Elementary, Canvas for Secondary)
- Daily progress via teacher-student interactions or
- Completion/Turn-in of assignments from student to teacher (potentially via email, on-line, or through mail)

Teachers will mark the students Remote Asynchronous Present, daily, if they meet any one of the listed engagement methods. The students will be considered absent if the student does not have documented engagement with the Learning Management System, the online platform, and/or daily contact with the teacher, and/or documentation of completion/turn in of daily assignments.

Students have from 12:00 AM until 11:59 PM on any given day to participate in a daily engagement measure in order to be counted Remote Asynchronous Present.

Students who are considered not engaged are counted absent for any given day. The attendance for an absent day cannot be changed based on the student completing an assignment or participating in some other asynchronous engagement at a later date.

If a student is scheduled to receive in-person instruction but is not present at the official attendance time, that student can still be marked present if the student is engaged through remote asynchronous method that same day (refer to approved engagement methods in Asynchronous Remote Learning Attendance Taking section). In this scenario, the teacher should mark the student absent when attendance is taken at the official attendance time and the absence could later be changed to remote asynchronous present with documented engagement through one of the approved remote asynchronous engagement methods that occurred the same day.



Consent Agenda Action

Topic: Consider Approval to Request Waiver for Homebound Instruction for Special Education Students

Submitted by: Pat Lewis

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

The Administration recommends the Board of Trustees to approve requesting a waiver for Homebound Instruction for Special Education Students.

RATIONALE:

Section 12.3.4 of the Student Attendance Accounting Handbook states:

If your school district provides remote homebound instruction to a special education student, your district may, with the approval of a waiver request, count the student in attendance for FSP funding purposes, including weighted funding purposes, provided that the following requirements are met:

- The student's ARD committee must have determined, in a manner consistent with state and federal law, 250 that the remote homebound instruction to be provided meets the needs of the student.
- The ARD committee must have documented that determination in the student's IEP.

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:



Consent Agenda Action

Topic: Adopt TASB Recommended Policy Revisions in Update 115

Submitted by: Sam Buchmeyer

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

It is recommended that the Board adopt TASB recommended policy revisions in Update 115:

- BDF (LOCAL): BOARD INTERNAL ORGANIZATION: CITIZEN ADVISORY COMMITTEES
- BF (LOCAL): BOARD POLICIES
- DED (LOCAL): COMPENSATION AND BENEFITS: VACATIONS AND HOLIDAYS
- DHE (EXHIBIT): EMPLOYEE STANDARDS OF CONDUCT: SEARCHES AND ALCOHOL/DRUG TESTING
- DIA (LOCAL): EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- DIA (EXHIBIT): EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- DMD (LOCAL): PROFESSIONAL DEVELOPMENT: PROFESSIONAL MEETINGS AND VISITATIONS
- EI (LOCAL): ACADEMIC ACHIEVEMENT
- FB (LOCAL): EQUAL EDUCATIONAL OPPORTUNITY
- FB (EXHIBIT): EQUAL EDUCATION OPPORTUNITY
- FD (LOCAL): ADMISSIONS
- FEB (LOCAL): ATTENDANCE: ATTENDANCE ACCOUNTING
- FFE (LOCAL): STUDENT WELFARE: COUNSELING AND MENTAL HEALTH
- FFG (LOCAL): STUDENT WELFARE: CHILD ABUSE AND NEGLECT
- FFG (EXHIBIT): STUDENT WELFARE: CHILD ABUSE AND NEGLECT
- FFH (LOCAL): STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- FFH (EXHIBIT): STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- FNG (LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINT/GRIEVANCES
- GF (LOCAL): PUBLIC COMPLAINTS

Explanatory Notes

TASB Localized Policy Manual Update 115

Grand Prairie ISD

BBA(LLEGAL)

BOARD MEMBERS: ELIGIBILITY/QUALIFICATIONS

This legally referenced policy on eligibility and qualifications for board members has been revised to clarify that a person cannot *run* for the board if the person has a final felony conviction from which the person has not been pardoned or had the disabilities removed (see Eligibility). The provision at Ineligibility indicating that a person cannot *serve* as a member of the board if the person has been convicted of a felony remains unchanged.

BBBB(LLEGAL)

ELECTIONS: POST-ELECTION PROCEDURES

HB 2640 deleted the requirement for the presiding officer of the board to prepare a report of precinct results for the secretary of state.

BBD(LLEGAL)

BOARD MEMBERS: TRAINING AND ORIENTATION

Extensive changes to this legally referenced policy on board member training and orientation are from revised Administrative Code rules, effective March 24, 2020. See the TASB Board Development Services website for helpful overviews of the [training requirements](#).

BDF(LLEGAL)

BOARD INTERNAL ORGANIZATION: CITIZEN ADVISORY COMMITTEES

HB 18 revised the list of persons that a board may appoint to the school health advisory council (SHAC). The bill also added requirements for a district to publish in the student handbook and on the district's website certain information on student physical and mental health resources, policies, and procedures and whether each campus has a full-time nurse or school counselor. The 2020–21 [TASB Model Student Handbook](#) has been updated to meet this requirement.

BDF(LOCAL)

BOARD INTERNAL ORGANIZATION: CITIZEN ADVISORY COMMITTEES

Policy Service recommends that the administrative details regarding committees be removed from the local policy manual, as board-adopted policy is not required.

BF(LOCAL)

BOARD POLICIES

A revision to this local policy clarifies that a district's legally referenced policies are not adopted by the board.

The [Legal Issues in Update 115](#) memo describes common legal concerns and best practices specific to this policy topic.

BQ(LLEGAL)

PLANNING AND DECISION-MAKING PROCESS

HB 18 revised the list of strategies for improvement of student performance that must be included in the district improvement plan (DIP) to include positive behavior interventions and support and implementation of a comprehensive school counseling program. In addition, the DIP must include:

- Strategies for providing elementary school students information about higher education; and
- The district's procedures on mental health promotion and intervention, substance abuse prevention and intervention, and suicide prevention.

Details about dating violence have been moved to FFH addressing harassment; details about sexual abuse, sex trafficking, and other maltreatment of children have been moved to FFG addressing child abuse and neglect.

Within the context of current law, the District shall be guided by Board-adopted written policies that are given appropriate distribution and are accessible to staff members, parents, students, and community residents.

Organization

Legally referenced policies contain provisions from federal and state statutes and regulations, case law, and other legal authority that together form the framework for local decision making and implementation. These policies are binding on the District until the cited provisions are repealed, revised, or superseded by legislative, regulatory, or judicial action.

Legally referenced policies are not adopted by the Board.

At each policy code the legally referenced policy and the Board-adopted local policy must be read together to further a full understanding of a topic.

Terms

The terms "Trustee" and "Board member" are used interchangeably in the local policy manual. Both terms are intended to reflect all the duties and obligations of the office.

[See AB for District name terminology.]

Harmony with Law

Newly enacted law is applicable when effective. No policy or regulation, or any portion thereof, shall be operative if it is found to be in conflict with applicable law.

Severability

If any portion of a policy or its application to any person or circumstance is found to be invalid, that invalidity shall not affect other provisions or applications of policy that can be given effect without the invalid provision or application; and to this end the provisions of this policy manual are declared to be severable.

Policy Development

Policies and policy amendments may be initiated by the Superintendent, Board members, school personnel, or community citizens, but generally shall be recommended for the Board's consideration by the Superintendent.

Official Policy Manual

The Board shall designate one copy of the local policy manual as the official policy manual of the District. The official copy shall be kept in the central administration office, and the Superintendent shall be responsible for its accuracy and integrity and shall maintain a historical record of the District's policy manual.

Adoption and Amendment

Local policies may be adopted or amended by a majority of the Board at any regular or special meeting, provided that Board members have had advance written notice of the proposed change and that it has been placed on the agenda for such meeting.

BOARD POLICIES

BF
(LOCAL)

TASB Localized
Updates

Local policies become effective upon Board adoption or at a future date designated by the Board at the time of adoption.

After Board review of legally referenced policies and adoption of local policies, the new material shall be incorporated into the official policy manual and into other localized policy manuals maintained by the District. If discrepancies occur between different copies of the manual, the version contained in the official policy manual shall be regarded as authoritative.

Explanatory Notes

TASB Localized Policy Manual Update 115

Grand Prairie ISD

DBAA(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: PRE-EMPLOYMENT REVIEWS

This legally referenced policy has been retitled and reorganized to include various pre-employment reviews. As a result, provisions on the required pre-employment affidavit and the Do Not Hire Registry have been moved to this policy from DC(LEGAL).

Provisions have been added on the U.S. Department of Transportation's (DOT) national commercial driver license drug and alcohol clearinghouse. A district may not employ a driver subject to DOT drug and alcohol testing who will perform a safety-sensitive function without first conducting a pre-employment inquiry through the clearinghouse.

DC(LEGAL) EMPLOYMENT PRACTICES

As mentioned above, provisions on the required pre-employment affidavit and the Do Not Hire Registry have been moved to DBAA(LEGAL), which now addresses pre-employment reviews.

DED(LOCAL) COMPENSATION AND BENEFITS: VACATIONS AND HOLIDAYS

If your district offers paid vacation or holiday benefits to certain district employees, please contact the district's policy consultant for recommended policy language addressing board authorization and development of administrative procedures for consistent application.

TASB HR Services has a [framework](#) to help districts develop administrative procedures on these issues.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

DF(LEGAL) TERMINATION OF EMPLOYMENT

Failure to terminate an employee on the Do Not Hire Registry has been added as a reason for which the State Board for Educator Certification may impose sanctions on an educator. This change is from amended Administrative Code rules, effective March 5, 2020.

DHC(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO TEXAS EDUCATION AGENCY

Changes to this legally referenced policy on reports to TEA regarding non-certified employee misconduct are from revised Administrative Code rules, effective December 31, 2019. The rules clarify the information that must be in a report and include several relevant definitions.

DHE(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: SEARCHES AND ALCOHOL/DRUG TESTING

Information on postaccident alcohol or controlled substances testing has been incorporated from DHE(EXHIBIT), which is being deleted.

Additional detail has been included regarding required Department of Transportation drug and alcohol testing of commercial vehicle operators.

DHE(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT: SEARCHES AND ALCOHOL/DRUG TESTING

This exhibit on postaccident alcohol or controlled substances testing is being deleted, as the content has been incorporated into DHE(LEGAL).

Note: This policy addresses discrimination, harassment, and retaliation against District employees. For Title IX and other provisions regarding discrimination, harassment, and retaliation against students, see FFH. For reporting requirements related to child abuse and neglect, see FFG.

Definitions

Solely for purposes of this policy, the term “employee” includes former employees, applicants for employment, and unpaid interns.

Statement of Nondiscrimination

The District prohibits discrimination, including harassment, against any employee on the basis of race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Discrimination

Discrimination against an employee is defined as conduct directed at an employee on the basis of race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law, that adversely affects the employee’s employment.

In accordance with law, discrimination on the basis of sex includes discrimination on the basis of biological sex, gender identity, sexual orientation, gender stereotypes, or any other prohibited basis related to sex.

Prohibited Conduct

In this policy, the term “prohibited conduct” includes discrimination, harassment, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

Prohibited conduct also includes sexual harassment as defined by Title IX. [See FFH(LEGAL)]

Prohibited Harassment

Prohibited harassment of an employee is defined as physical, verbal, or nonverbal conduct based on an employee’s race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law, when the conduct is so severe, persistent, or pervasive that the conduct:

1. Has the purpose or effect of unreasonably interfering with the employee’s work performance;
2. Creates an intimidating, threatening, hostile, or offensive work environment; or
3. Otherwise adversely affects the employee’s performance, environment, or employment opportunities.

Examples

Examples of prohibited harassment may include offensive or derogatory language directed at another person’s religious beliefs or

practices, accent, skin color, gender identity, or need for workplace accommodation; threatening or intimidating conduct; offensive jokes, name calling, slurs, or rumors; **cyberharassment**; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other **negative** stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

Sex-Based Harassment

As required by law, the District shall follow the procedures below at Response to Sexual Harassment—Title IX upon a report of sex-based harassment, including sexual harassment, when such allegations, if proved, would meet the definition of sexual harassment under Title IX. [See FFH(LEGAL)]

Sexual Harassment

Sexual harassment is a form of sex discrimination defined as unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. Submission to the conduct is either explicitly or implicitly a condition of an employee's employment, or when submission to or rejection of the conduct is the basis for an employment action affecting the employee; or
2. The conduct is so severe, persistent, or pervasive that it has the purpose or effect of unreasonably interfering with the employee's work performance or creates an intimidating, threatening, hostile, or offensive work environment.

Examples

Examples of sexual harassment may include sexual advances; touching intimate body parts; coercing or forcing a sexual act on another; jokes or conversations of a sexual nature; and other sexually motivated conduct, contact, or communication, **including electronic communication.**

Reporting Procedures

Any employee who believes that he or she has experienced prohibited conduct or believes that another employee has experienced prohibited conduct should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor or campus principal.

Alternatively, the employee may report the alleged acts to one of the District officials below.

Definition of District Officials

For the purposes of this policy, District officials are the Title IX coordinator, the ADA/Section 504 coordinator, and the Superintendent.

Title IX Coordinator

Reports of discrimination based on sex, including sexual harassment, may be directed to the designated Title IX coordinator. [See DIA(EXHIBIT)]

EMPLOYEE WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

DIA
(LOCAL)

ADA / Section
504 Coordinator

Reports of discrimination based on disability may be directed to the designated ADA/Section 504 coordinator. [See DIA(EXHIBIT)]

Superintendent

The Superintendent shall serve as coordinator for purposes of District compliance with all other nondiscrimination laws.

**Alternative
Reporting
Procedures**

An employee shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the Title IX coordinator or ADA/Section 504 coordinator, may be directed to the Superintendent.

A report against the Superintendent may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.

Timely Reporting

To ensure the District's prompt investigation, reports of prohibited conduct shall be made as soon as possible after the alleged act or knowledge of the alleged act.

Notice of Report

Any District supervisor who receives a report of prohibited conduct shall immediately notify the appropriate District official listed above and take any other steps required by this policy.

Any District employee who receives a report of prohibited conduct based on sex, including sexual harassment, shall immediately notify the Title IX coordinator.

**Investigation of
Reports Other Than
Title IX**

The following procedures apply to all allegations of prohibited conduct other than allegations of harassment prohibited by Title IX. [See FFH(LEGAL)] For allegations of sex-based harassment that, if proved, would meet the definition of sexual harassment under Title IX, see the procedures below at Response to Sexual Harassment—Title IX.

The District may request, but shall not require, a written report. If a report is made orally, the District official shall reduce the report to written form.

Initial Assessment

Upon receipt or notice of a report, the District official shall determine whether the allegations, if proved, would constitute prohibited conduct as defined by this policy. If so, the District shall immediately authorize or undertake an investigation, regardless of whether a criminal or regulatory investigation regarding the same or similar allegations is pending.

Interim Action

If appropriate, the District shall promptly take interim action calculated to prevent prohibited conduct during the course of an investigation.

District Investigation

The investigation may be conducted by the District official or a designee, such as the campus principal, or by a third party designated by the District, such as an attorney. When appropriate, the principal or supervisor shall be involved in or informed of the investigation. 

The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.

Concluding the Investigation

Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.

The investigator shall prepare a written report of the investigation. The report shall be filed with the District official overseeing the investigation.

District Action

If the results of an investigation indicate that prohibited conduct occurred, the District shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the conduct.

The District may take action based on the results of an investigation, even if the conduct did not rise to the level of prohibited or unlawful conduct.

Confidentiality

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law.

Appeal

A complainant who is dissatisfied with the outcome of the investigation may appeal through DGBA(LOCAL), beginning at the appropriate level.

The complainant may have a right to file a complaint with appropriate state or federal agencies.

Response to Sexual Harassment—Title IX

For purposes of the District's response to reports of harassment prohibited by Title IX, definitions can be found in FFH(LEGAL).

General Response

When the District receives notice or an allegation of conduct that, if proved, would meet the definition of sexual harassment under Title IX, the Title IX coordinator shall promptly contact the complainant to:

- Discuss the availability of supportive measures and inform the complainant that they are available, with or without the filing of a formal complaint;
- Consider the complainant's wishes with respect to supportive measures; and
- Explain to the complainant the option and process for filing a formal complaint.

The District's response to sexual harassment shall treat complainants and respondents equitably by offering supportive measures to both parties, as appropriate, and by following the Title IX formal complaint process before imposing disciplinary sanctions or other actions that are not supportive measures against a respondent.

If a formal complaint is not filed, the District reserves the right to investigate and respond to prohibited conduct in accordance with Board policies and administrative procedures.

Title IX Formal Complaint Process

To distinguish the process described below from the District's general grievance policies [see DGBA, FNG, and GF], this policy refers to the grievance process required by Title IX regulations for responding to formal complaints of sexual harassment as the District's "Title IX formal complaint process."

The Superintendent shall ensure the development of a Title IX formal complaint process that complies with legal requirements. [See FFH(LLEGAL)] The formal complaint process shall be posted on the District's website. In compliance with Title IX regulations, the District's Title IX formal complaint process shall address the following basic requirements:

1. Equitable treatment of complainants and respondents;
2. An objective evaluation of all relevant evidence;
3. A requirement that the Title IX coordinator, investigator, decision-maker, or any person designated to facilitate an informal resolution process not have a conflict of interest or bias;
4. A presumption that the respondent is not responsible for the alleged sexual harassment until a determination is made at the conclusion of the Title IX formal complaint process;
5. Time frames that provide for a reasonably prompt conclusion of the Title IX formal complaint process, including time frames for appeals and any informal resolution process, and that allow for temporary delays or the limited extension of time frames with good cause and written notice as required by law;

6. A description of the possible disciplinary sanctions and remedies that may be implemented following a determination of responsibility for the alleged sexual harassment;
7. A statement of the standard of evidence to be used to determine responsibility for all Title IX formal complaints of sexual harassment;
8. Procedures and permissible bases for the complainant and respondent to appeal a determination of responsibility or a dismissal of a Title IX formal complaint or any allegations therein;
9. A description of the supportive measures available to the complainant and respondent;
10. A prohibition on using or seeking information protected under a legally recognized privilege unless the individual holding the privilege has waived the privilege;
11. Additional formal complaint procedures in 34 C.F.R. 106.45(b), including written notice of a formal complaint, consolidation of formal complaints, recordkeeping, and investigation procedures; and
12. Other local procedures as determined by the Superintendent.

Standard of Evidence

The standard of evidence used to determine responsibility in a Title IX formal complaint of sexual harassment shall be the preponderance of the evidence.

Retaliation

The District prohibits retaliation against an employee who makes a claim alleging to have experienced discrimination or harassment, or another employee who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or otherwise participates or refuses to participate in an investigation.

Examples

Examples of retaliation may include termination, refusal to hire, demotion, and denial of promotion. Retaliation may also include threats, intimidation, coercion, unjustified negative evaluations, unjustified negative references, or increased surveillance.

Records Retention

The District shall retain copies of allegations, investigation reports, and related records regarding any prohibited conduct in accordance with the District's records control schedules, but for no less than the minimum amount of time required by law. [See CPC]

[For Title IX recordkeeping and retention provisions, see FFH(LEGAL) and the District's Title IX formal complaint process.]

Access to Policy and Procedures Information regarding this policy and any accompanying procedures shall be distributed annually to District employees. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and readily available at each campus and the District's administrative offices.

Explanatory Notes

TASB Localized Policy Manual Update 115

Grand Prairie ISD

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

DIA(EXHIBIT)

EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

The new Title IX regulations require districts to notify employees, students, parents, and others of the Title IX coordinator's contact information, which now must include an email address. For consistency, Policy Service recommends adding an email address for the ADA/Section 504 coordinator, if applicable to your district.

If you have not already completed the survey from Policy Service regarding coordinator contact information, including providing email addresses for each coordinator, please do so in order for your policy consultant to update this exhibit.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

DMA(LLEGAL)

PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

HB 18 revises both optional and required training for district staff development. Required training, which must be provided annually, focuses on various aspects of student mental health, as listed in the policy. Suicide prevention training must address the specific components indicated.

Details about required mental health support programs have been updated in accordance with HB 18 and moved to FFEB addressing student mental health.

Provisions addressing required training on child abuse, trafficking, and maltreatment have been updated based on revised Administrative Code rules, effective November 6, 2019.

DMD(LOCAL)

PROFESSIONAL DEVELOPMENT: PROFESSIONAL MEETINGS AND VISITATIONS

Policy Service recommends that the administrative details regarding professional meetings be removed from the local policy manual, as board-adopted policy is not required.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

DP(LLEGAL)

PERSONNEL POSITIONS

This legally referenced policy on personnel has been revised to include provisions on various physical and mental health professionals, including:

- School nurses,
- Certified school counselors,
- Nonphysician mental health professionals, and
- Licensed specialists in school psychology (LSSPs).

EEL(LLEGAL)

INSTRUCTIONAL ARRANGEMENTS: CONTRACTS WITH OUTSIDE AGENCIES

In accordance with new federal provisions, districts that have Junior Reserve Officers' Training Corps programs must permit homeschooled students to participate in the program.

ACADEMIC ACHIEVEMENT

EI
(LOCAL)

**Certificate of
Coursework
Completion**

The District shall issue a certificate of coursework completion to a student who has successfully completed state and local credit requirements for graduation but has failed to meet all applicable state testing requirements. [See EIF, FMH]

Partial Credit

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

Note: The following provisions address equal educational opportunity for all students in accordance with law. For provisions addressing discrimination, harassment, and retaliation involving District students, see FFH.

Title IX Coordinator The District **designates and authorizes the** Title IX coordinator for students to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended. [See FB(EXHIBIT)]

ADA / Section 504 Coordinator The District **designates and authorizes the** ADA/Section 504 coordinator for students to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973 ("Section 504"), as amended. [See FB(EXHIBIT)]

Superintendent The Superintendent shall serve as coordinator for purposes of District compliance with all other nondiscrimination laws.

Equal Educational Opportunity
General Education The District shall provide necessary services and supports to provide students equal access to educational opportunities. [See EHBC] Certain instructional or other accommodations, including on state-mandated assessments, may be made when necessary, when allowable, and when these accommodations do not modify the rigor or content expectations of a subject, course, or assessment. [See EKB]

Additional Services and Supports If the District has reason to believe that a student has a disability that may require additional services and supports in order for the student to receive an appropriate education as this term is defined by law, Section 504 and/or the Individuals with Disabilities Education Act (IDEA) shall govern the evaluation, services, and supports provided by the District. [See also EHBA series]

[For information regarding dyslexia and related disorders, see EHB.]

Note: The following provisions address the District's compliance efforts and system of procedural safeguards as required by federal regulations for a student with a disability as defined by Section 504. A report of discrimination or harassment based on a student's disability shall be made in accordance with FFH.

Section 504 Committees The District shall form Section 504 committees as necessary. The Section 504 coordinator and members of each Section 504 committee shall receive training in the procedures and requirements for

identifying and providing educational and related services and supports to a student who has a disability that results in a substantial limitation of a major life activity.

Each Section 504 committee shall be composed of a group of persons knowledgeable about the student, the meaning of the evaluation data, placement options, and the legal requirements regarding least restrictive environment and comparable facilities for students with disabilities.

- | | |
|-----------------------------------|---|
| Referrals | If a teacher, school counselor, administrator, or other District employee has reason to believe that a student may have a disability as defined by Section 504, the District shall evaluate the student. A student may also be referred for evaluation by the student's parent. |
| Notice and Consent | The District shall seek written parental consent prior to conducting a formal evaluation. Ordinary observations in the classroom or other school setting shall not require prior parental consent. |
| Evaluation and Placement | The results of an evaluation shall be considered before any action is taken to place a student with a disability or make a significant change in placement in an instructional program. The Superintendent shall ensure that the District's procedures for tests and other evaluation materials comply with the minimum requirements of law. In interpreting evaluation data and when making decisions related to necessary services and supports, each Section 504 committee shall carefully consider and document information from a variety of sources in accordance with law. |
| Review and Reevaluation Procedure | <p>To address the periodic reevaluation requirement of law, the District shall adhere to the reevaluation timelines in the IDEA regulations.</p> <p>A parent, teacher, or other District employee may request a review of a student's services and supports at any time, but a formal reevaluation shall generally occur no more frequently than once a year.</p> |
| Examining Records | A parent shall make any request to review his or her child's education records to the campus principal or other identified custodian of records. [See FL] |
| Right to Impartial Hearing | A parent shall be given written notice of the due process right to an impartial hearing if the parent has a concern or complaint about the District's actions regarding the identification, evaluation, or educational placement of a student with a disability. The impartial hearing shall be conducted by a person who is knowledgeable about Section 504 issues and who is not employed by the District or related to a member of the Board in a degree that would be prohibited under the nepotism statute [see DBE]. The impartial hearing officer is |

not required to be an attorney. The District and the parent shall be entitled to legal representation at the impartial hearing.

Records Retention

Records specific to identification, evaluation, and placement as these pertain to Section 504 shall be retained by the District in accordance with law and the District's local records control schedules. [See CPC]

Persons Age 21 and Over	The District shall admit persons who are at least age 21 and under age 26 for the purpose of completing the requirements for a high school diploma.
Registration Forms	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	At the time of initial registration and on an annual basis thereafter, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency in accordance with administrative regulations developed by the Superintendent. The District may investigate stated residency as necessary.
Minor Living Apart Person Standing in Parental Relation	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.
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.
Nonresident Student in Grandparent's After-School Care	<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>
"Accredited" Defined	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 determine transfer of credit for 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).]

**Attendance
Accounting System**

The Superintendent shall be responsible for designating the official attendance-taking time during the campus's instructional day and maintaining a student attendance accounting system in accordance with statutory and TEA requirements. [See also FD for admissions and residency requirements.]

Alternative
**Attendance-Taking
Time**

The Superintendent is authorized to establish written procedures permitting a campus to record absences in an alternative hour from the District's official attendance-taking time or for a designated group of students at a campus. The alternative attendance-taking time shall be determined in accordance with TEA's *Student Attendance Accounting Handbook* and administrative regulations.

**Parental Consent to
Leave Campus**

The Superintendent shall establish procedures regarding parental consent for a student to leave campus, including procedures for documenting a student's absence. The procedures shall be communicated in the employee and student handbooks.

Explanatory Notes

TASB Localized Policy Manual Update 115

Grand Prairie ISD

Provisions on psychotropics and psychiatric evaluations have been moved to FFEB(LEGAL).

FFAE(LEGAL)

WELLNESS AND HEALTH SERVICES: SCHOOL-BASED HEALTH CENTERS

HB 18 permits the board (in addition to a local health education and health-care advisory council) to initiate the establishment of a school-based health center at a campus. The bill also expands the list of services that may be provided at school-based health centers to include physical health care, treatment of mental health conditions, and treatment for substance abuse.

Other changes from HB 18 address parental consent for referrals, the membership of the advisory council, and coordination with existing providers.

FFB(LEGAL)

STUDENT WELFARE: CRISIS INTERVENTION

Provisions on the recommended best practice programs and research-based practices on student mental health have been moved to FFEB(LEGAL).

FFC(LEGAL)

STUDENT WELFARE: STUDENT SUPPORT SERVICES

New Administrative Code rules, effective March 30, 2020, address transition assistance for highly mobile students who are homeless or in substitute care. The rules address processes and practices on the following:

- Transferring student records;
- Developing systems to ease transition for students, including welcome packets, introductions, and mechanisms for receiving school nutrition program benefits;
- Convening enrollment conferences;
- Determining appropriate placement in educational programs and courses;
- Facilitating participation in extracurricular programs;
- Promoting postsecondary information; and
- Notifying the educational decision-maker and caseworker of events that significantly impact the student's education.

FFE(LEGAL)

STUDENT WELFARE: COUNSELING AND MENTAL HEALTH

Provisions on counseling have been moved to FFEA.

FFE(LOCAL)

STUDENT WELFARE: COUNSELING AND MENTAL HEALTH

We recommend deletion of this locally developed policy dating from 1996. Provisions on suicide prevention are now found in policy FFB.

Please contact your policy consultant if you have any questions.

FFEA(LEGAL)

COUNSELING AND MENTAL HEALTH: COUNSELING

This legally referenced policy has been reorganized to focus on both behavioral and academic counseling programs. As a result:

- Personnel provisions on school counselors and their duties have been moved to DP(LEGAL), and
- Various provisions regarding consent to counseling services previously at FFE(LEGAL) have been moved to this code.

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

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

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

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

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

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of the Texas Department of Family and Protective Services (DFPS) at (800) 252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility.

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus principal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

Confidentiality

In accordance with state law, the identity of a person making a report of suspected child abuse or neglect shall be kept confidential

and disclosed only in accordance with the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

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

Note: This policy addresses discrimination, harassment, and retaliation **against** District students. For provisions regarding discrimination, harassment, and retaliation **against** District employees, see DIA. For reporting requirements related to child abuse and neglect, see FFG. Note that FFH shall be used in conjunction with FFI (bullying) for certain prohibited conduct.

Statement of Nondiscrimination

The District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Discrimination

Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law, that adversely affects the student.

Prohibited Conduct

In this policy, the term "prohibited conduct" includes discrimination, harassment, dating violence, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

Prohibited conduct also includes sexual harassment as defined by Title IX. [See FFH(LEGAL)]

Prohibited Harassment

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law, **when the conduct** is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Prohibited harassment includes dating violence as defined **by law and** this policy.

Examples

Examples of prohibited harassment may include offensive or derogatory language directed at another person's religious beliefs or

practices, accent, skin color, or need for accommodation; threatening, intimidating, or humiliating conduct; offensive jokes, name calling, slurs, or rumors; **cyberharassment**; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

**Sex-Based
Harassment**

As required by law, the District shall follow the procedures below at Response to Sexual Harassment—Title IX upon a report of sex-based harassment, including sexual harassment, gender-based harassment, and dating violence, when such allegations, if proved, would meet the definition of sexual harassment under Title IX. [See FFH(LEGAL)]

**Sexual Harassment
By an Employee**

Sexual harassment of a student by a District employee includes both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. A District employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or
2. The conduct is so severe, persistent, or pervasive that it:
 - a. Affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities; or
 - b. Creates an intimidating, threatening, hostile, or abusive educational environment.

Romantic or **other** inappropriate social relationships between students and District employees are prohibited. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See DH]

By Others

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Examples

Examples of sexual harassment of a student may include sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; and other sexually motivated conduct, contact, or communications, **including electronic communication.**

Necessary or permissible physical contact such as assisting a child by taking the child's hand, comforting a child with a hug, or other physical contact not reasonably construed as sexual in nature is not sexual harassment.

Gender-Based Harassment

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Examples

Examples of gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; **cyberharassment;** physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

Dating Violence

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 the other 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.

For purposes of this policy, dating violence is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Examples

Examples of dating violence against a student may include physical or sexual assaults; name-calling; put-downs; or threats directed at the student, the student's family members, or members of the student's household. Additional examples may include destroying property belonging to the student, threatening to commit suicide or homicide if the student ends the relationship, attempting to isolate the student from friends and family, stalking, threatening a student's spouse or current dating partner, or encouraging others to engage in these behaviors.

Reporting Procedures

Student Report

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, school counselor, principal, other District employee, or the appropriate District official listed in this policy.

Employee Report

Any District employee who suspects or receives **direct or indirect** notice that a student or group of students has or may have experienced prohibited conduct shall immediately notify the appropriate District official listed in this policy and take any other steps required by this policy.

Definition of District Officials

For the purposes of this policy, District officials are the Title IX coordinator, the ADA/Section 504 coordinator, and the Superintendent.

Title IX Coordinator

Reports of discrimination based on sex, including sexual harassment, gender-based harassment, **or dating violence**, may be directed to the designated Title IX coordinator for students. [See FFH(EXHIBIT)]

ADA / Section 504 Coordinator

Reports of discrimination based on disability may be directed to the designated ADA/Section 504 coordinator for students. [See FFH(EXHIBIT)]

Superintendent

The Superintendent shall serve as coordinator for purposes of District compliance with all other nondiscrimination laws.

Alternative Reporting Procedures

An individual shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the Title IX coordinator or ADA/Section 504 coordinator, may be directed to the Superintendent.

A report against the Superintendent may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.

Timely Reporting

To ensure the District's prompt investigation, reports of prohibited conduct shall be made as soon as possible after the alleged act or knowledge of the alleged act.

Notice to Parents

The District official or designee shall promptly notify the parents of any student alleged to have experienced prohibited conduct by a District employee or another adult.

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

Investigation of Reports Other Than Title IX

The following procedures apply to all allegations of prohibited conduct other than allegations of harassment prohibited by Title IX. [See FFH(LEGAL)] For allegations of sex-based harassment that, if proved, would meet the definition of sexual harassment under Title IX, including sexual harassment, gender-based harassment, and dating violence, see the procedures below at Response to Sexual Harassment—Title IX.

The District may request, but shall not require, a written report. If a report is made orally, the District official shall reduce the report to written form.

Initial Assessment

Upon receipt or notice of a report, the District official shall determine whether the allegations, if proved, would constitute prohibited conduct as defined by this policy. If so, the District shall immediately undertake an investigation, except as provided below at Criminal Investigation.

If the District official determines that the allegations, if proved, would not constitute prohibited conduct as defined by this policy, the District official shall refer the complaint for consideration under FFI.

Interim Action

If appropriate and regardless of whether a criminal or regulatory investigation regarding the alleged conduct is pending, the District shall promptly take interim action calculated to address prohibited conduct or bullying prior to the completion of the District's investigation.

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

District Investigation	<p>The investigation may be conducted by the District official or a designee, such as the principal, or by a third party designated by the District, such as an attorney. When appropriate, the principal shall be involved in or informed of the investigation.</p> <p>The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.</p>
Criminal Investigation	<p>If a law enforcement or regulatory agency notifies the District that a criminal or regulatory investigation has been initiated, the District shall confer with the agency to determine if the District investigation would impede the criminal or regulatory investigation. The District shall proceed with its investigation only to the extent that it does not impede the ongoing criminal or regulatory investigation. After the law enforcement or regulatory agency has finished gathering its evidence, the District shall promptly resume its investigation.</p>
Concluding the Investigation	<p>Absent extenuating circumstances, such as a request by a law enforcement or regulatory agency for the District to delay its investigation, the investigation should be completed within ten District business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.</p> <p>The investigator shall prepare a written report of the investigation. The report shall include a determination of whether prohibited conduct or bullying occurred. The report shall be filed with the District official overseeing the investigation.</p>
<i>Notification of Outcome</i>	<p>Notification of the outcome of the investigation shall be provided to both parties in compliance with FERPA.</p>
District Action <i>Prohibited Conduct</i>	<p>If the results of an investigation indicate that prohibited conduct occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the Student Code of Conduct and may take corrective action reasonably calculated to address the conduct.</p>
Corrective Action	<p>Examples of corrective action may include a training program for those involved in the report, a comprehensive education program for the school community, counseling to the victim and the student who engaged in prohibited conduct, follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of</p>

areas where prohibited conduct has occurred, and reaffirming the District's policy against discrimination and harassment.

Bullying

If the results of an investigation indicate that bullying occurred, as defined by FFI, the District official shall refer to FFI for appropriate notice to parents and District action. The District official shall refer to FDB for transfer provisions.

Improper Conduct

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take disciplinary action in accordance with the Student Code of Conduct or other corrective action reasonably calculated to address the conduct.

Confidentiality

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law.

Appeal

A student or parent who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level. A student or parent shall be informed of his or her right to file a complaint with the United States Department of Education Office for Civil Rights.

Response to Sexual Harassment–Title IX

For purposes of the District's response to reports of harassment prohibited by Title IX, definitions can be found in FFH(LEGAL).

General Response

When the District receives notice or an allegation of conduct that, if proved, would meet the definition of sexual harassment under Title IX, the Title IX coordinator shall promptly contact the complainant to:

- Discuss the availability of supportive measures and inform the complainant that they are available, with or without the filing of a formal complaint;
- Consider the complainant's wishes with respect to supportive measures; and
- Explain to the complainant the option and process for filing a formal complaint.

The District's response to sexual harassment shall treat complainants and respondents equitably by offering supportive measures to both parties, as appropriate, and by following the Title IX formal complaint process before imposing disciplinary sanctions or other actions that are not supportive measures against a respondent.

If a formal complaint is not filed, the District reserves the right to investigate and respond to prohibited conduct in accordance with Board policies and the Student Code of Conduct.

**Title IX Formal
Complaint Process**

To distinguish the process described below from the District's general grievance policies [see DGBA, FNG, and GF], this policy refers to the grievance process required by Title IX regulations for responding to formal complaints of sexual harassment as the District's "Title IX formal complaint process."

The Superintendent shall ensure the development of a Title IX formal complaint process that complies with legal requirements. [See FFH(LEGAL)] The formal complaint process shall be posted on the District's website. In compliance with Title IX regulations, the District's Title IX formal complaint process shall address the following basic requirements:

1. Equitable treatment of complainants and respondents;
2. An objective evaluation of all relevant evidence;
3. A requirement that the Title IX coordinator, investigator, decision-maker, or any person designated to facilitate an informal resolution process not have a conflict of interest or bias;
4. A presumption that the respondent is not responsible for the alleged sexual harassment until a determination is made at the conclusion of the Title IX formal complaint process;
5. Time frames that provide for a reasonably prompt conclusion of the Title IX formal complaint process, including time frames for appeals and any informal resolution process, and that allow for temporary delays or the limited extension of time frames with good cause and written notice as required by law;
6. A description of the possible disciplinary sanctions and remedies that may be implemented following a determination of responsibility for the alleged sexual harassment;
7. A statement of the standard of evidence to be used to determine responsibility for all Title IX formal complaints of sexual harassment;
8. Procedures and permissible bases for the complainant and respondent to appeal a determination of responsibility or a dismissal of a Title IX formal complaint or any allegations therein;
9. A description of the supportive measures available to the complainant and respondent;

10. A prohibition on using or seeking information protected under a legally recognized privilege unless the individual holding the privilege has waived the privilege;

11. Additional formal complaint procedures in 34 C.F.R. 106.45(b), including written notice of a formal complaint, consolidation of formal complaints, recordkeeping, and investigation procedures; and

12. Other local procedures as determined by the Superintendent.

Standard of Evidence

The standard of evidence used to determine responsibility in a Title IX formal complaint of sexual harassment shall be the preponderance of the evidence.

Retaliation

The District prohibits retaliation by a student or District employee against a student alleged to have experienced discrimination or harassment, including dating violence, or another student who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation. The definition of prohibited retaliation under this policy also includes retaliation against a student who refuses to participate in any manner in an investigation under Title IX.

Examples

Examples of retaliation may include threats, intimidation, coercion, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim or offers false statements in a District investigation regarding discrimination or harassment, including dating violence, shall be subject to appropriate disciplinary action in accordance with law.

Records Retention

The District shall retain copies of allegations, investigation reports, and related records regarding any prohibited conduct in accordance with the District's records control schedules, but for no less than the minimum amount of time required by law. [See CPC]

[For Title IX recordkeeping and retention provisions, see FFH(LEGAL) and the District's Title IX formal complaint process.]

Access to Policy and Procedures

Information regarding this policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and readily available at each campus and the District's administrative offices.

Explanatory Notes

TASB Localized Policy Manual Update 115

Grand Prairie ISD

If you have not already completed the survey from Policy Service regarding coordinator contact information, including providing email addresses for each coordinator, please do so in order for your policy consultant to update this exhibit.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

FM(LEGAL) STUDENT ACTIVITIES

The detailed list of honors classes for purposes of eligibility to participate in extracurricular activities has been deleted in lieu of a reference to the Administrative Code.

Existing statutory provisions on before- and after-school programs for elementary and middle school grades have been added.

FMF(LOCAL) STUDENT ACTIVITIES: CONTESTS AND COMPETITION

This local policy on student contests and competition is recommended for deletion. There is no requirement for board policy on these issues; the district's practices can be included in administrative procedures.

FNG(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

Policy Service has revised the list of protected characteristics at Other Complaint Processes, item 1, to align with the list at FFH(LOCAL) above.

A recommended revision specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calendar" days. This is an exception to how other timelines are calculated in the policy, which are based on "business" days in accordance with how days are defined.

See FNG in the [TASB Regulations Resource Manual](#) for updated complaint forms.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

GBAA(EXHIBIT) INFORMATION ACCESS: REQUESTS FOR INFORMATION

This exhibit referring to the attorney general's guidelines for charges under the Public Information Act is being deleted. The citation to the Administrative Code where these charges are found has been added to GBAA(LEGAL).

See GBAA in the [TASB Regulations Resource Manual](#) for updated forms related to requests for information.

GF(LOCAL) PUBLIC COMPLAINTS

A recommended revision specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calendar" days. This is an exception to how other timelines are calculated in the policy, which are based on "business" days in accordance with how days are defined.

See GF in the [TASB Regulations Resource Manual](#) for updated complaint forms.

The *Legal Issues in Update 115* memo describes common legal concerns and best practices specific to [this policy topic](#).

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

Complaints

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

Other Complaint
Processes

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

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

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 **calendar** days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications.

Guiding Principles

Informal Process

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

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

Formal Process

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

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

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

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

	<p>deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.</p>
Scheduling Conferences	<p>The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.</p>
Response	<p>At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.</p>
Days	<p>"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."</p>
Representative	<p>"Representative" shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.</p> <p>The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.</p>
Consolidating Complaints	<p>Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.</p>
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the</p>

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

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

Complaint and Appeal Forms

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

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Level One

Complaint forms must be filed:

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

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

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

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

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

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the

decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

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

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

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

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

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

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

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

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

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

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

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

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

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Complaints

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

Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:

1. Complaints concerning instructional resources shall be filed in accordance with EF.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be filed in accordance with CKE.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 **calendar** days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Guiding Principles

Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

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

Formal Process

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

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

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

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on

the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling
Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the individual fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the individual's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the individual from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the individual's email address of record, or sent by U.S. Mail to the individual's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

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

Representative

"Representative" shall mean any person who or organization that is designated by an individual to represent the individual in the complaint process.

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

Consolidating
Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. An individual shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

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

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ten days from the date

PUBLIC COMPLAINTS

GF
(LOCAL)

of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

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

Complaint and
Appeal Forms

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

Copies of any documents that support the complaint should be attached to the complaint form. If the individual does not have copies of these documents, they may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the individual unless the individual did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

Level One

Complaint forms must be filed:

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

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

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

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

Absent extenuating circumstances, the administrator shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other

relevant documents or information the administrator believes will help resolve the complaint.

Level Two

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

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The individual may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the individual at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

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

The Superintendent or designee shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the individual of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

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

The Level Two record shall include:

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

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

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

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

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the individual or his or her representative, any presentation

PUBLIC COMPLAINTS

GF
(LOCAL)

from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.



Action

Topic: Resolution to Adopt Use of New Dallas County Election Voting Equipment

Submitted by: Tracy Ray

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

The administration recommends the Board of Education pass the Resolution to adopt the new voting equipment purchased by Dallas County Elections as submitted.

RATIONALE:

The Dallas County Commissioners Court approved the purchase of election voting tabulation systems and services manufactured and provided by ES&S in May 2019 for conducting all elections in Dallas County including joint contracted elections; and.

The Grand Prairie Independent School District contracts with the Dallas County Elections Department to conduct elections in the District and Texas Election Code § 123.001 requires the Grand Prairie Independent School District to formally adopt the newly acquired voting system for use in Grand Prairie Independent School District elections.

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:

RESOLUTION OF THE BOARD OF TRUSTEES FOR
THE GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT

WHEREAS, the Dallas County Commissioners Court approved the purchase of election voting tabulation systems and services manufactured and provided by ES&S in May 2019 for conducting all elections in Dallas County including joint contracted elections; and

WHEREAS, specifically, Dallas County procured the ES&S Express Vote Universal Voting Systems (Ballot Marking Devices), EVS 6.0.2.0, Firmware 2.4.0.0; the ES&S DS200 Digital Precinct Scanner, EVS 6.0.2.0., Firmware 2.17.0.0; and ES&S Model DS850 High-Speed Scanner/Tabulator, Version 1, EVS 6.0.2.0, along with the required ancillary parts and services required for this voting tabulation system; and

WHEREAS, the foregoing voting system was certified by the Texas Secretary of State and by the United States Election Assistance Commission in accordance with Texas Election Code § 123.035; and

WHEREAS, the Grand Prairie Independent School District contracts with the Dallas County Elections Department to conduct elections in the District; and

WHEREAS, Texas Election Code § 123.001 requires the Grand Prairie Independent School District to formally adopt the newly acquired voting system for use in Grand Prairie Independent School District elections.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES FOR THE GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT:

That the Board of Trustees hereby adopts the ES&S voting equipment systems, more particularly described herein and used by the Dallas County Elections Department, for use in all early voting and regular voting on election day, for the November 3, 2020 general and joint election and in all future Grand Prairie Independent School District general, special and joint elections.

PASSED AND APPROVED, this 17th day of September 2020, by the Board of Trustees for the Grand Prairie Independent School District.

By:

Mr. Aaron King
President, Board of Trustees, Place 4

Attest:

Mr. Terry Brooks
Secretary, Board of Trustees, Place 1

Ms. Gloria Carrillo
Trustee Place 3

Ms. Emily Liles
Vice President, Board of Trustees, Place 6

Mr. David Espinosa
Trustee, Place 5

Mr. Bryan Parra
Trustee, Place 2

Mr. Burke Hall
Trustee, Place 7



Action

Topic: Approval of GPISD Reopening Schools Asynchronous Learning Model

Submitted by: Traci Davis and Dr. Angela Herron

Approved for transmittal to school board:

Date assigned for board consideration:

September 17, 2020

RECOMMENDATION:

It is recommended that the board approve the district's Roadmap to Reopening Schools asynchronous learning plan that was developed from feedback and input across the district.

RATIONALE:

Approval of this learning plan allows for GPISD to provide continuity of instruction to students and families who selected virtual instruction, as well as in case of any unforeseen closures.

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE & COMPLIANCE:



Action

Topic: Consider Taking Action on Employee Contracts

Submitted by: Ms. Linda Ellis

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

It is recommended the Board consider the following:

- Proposing nonrenewal of contracts.
- Consider terminating probationary contracts.
- Consider extending probationary contracts to a fourth year.
- Accepting resignations.
- Consider proposing termination during the contract year.

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:



Action

Topic: Teacher Resignations/Contract Abandonment

Submitted by: Ms. Linda Ellis

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION:

Consider whether good cause exists under TEC Section 21.210(c)(2) and 19 TAC 249.14(g) for teachers attempting to resign during the contract term.

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:



Action

Topic: Consideration of and Possible Action on the Superintendent's Recommendation to Propose Termination/Discharge of Teacher Patrick Deleon's Probationary Contract Prior to the End of the Contract Period

Submitted by: Karry Chapman

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

RECOMMENDATION: That the Board of Trustees accept the Superintendent's recommendation and propose the termination/discharge of Patrick Deleon's probationary contract prior to the end of the contract period. Further, that the Board authorize the Board President to send Patrick Deleon Notice of Proposed Termination/Discharge pursuant to Texas Education Codes Section 21.104 and Board Policy DFAA (LEGAL).

RATIONALE: This recommendation is being made in the best interests of the District.

BUDGETARY INFORMATION: No budgetary impact.

BOARD POLICY REFERENCE & COMPLIANCE:
Board Policy DFAA (LEGAL)



Information/Discussion

Topic: HB3 Board Goals Presentation

Submitted by: Dr. Angela Herron

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

INFORMATIONAL REPORT:

According to Texas Education Code, Sections 11.185 and 11.86, local school boards are required to adopt detailed plans developed by their management teams that achieve goals in two key areas:

- Early childhood literacy and mathematics (EC-LM) proficiency
- College, career, and military readiness (CCMR)

This presentation will provide an overview of the recommended board goals in these areas from the year 2020 to August 2024.



Information/Discussion

Topic: Hispanic Heritage Month Celebrations

Submitted by: Dr. Angela Herron and Veronica Benzvi

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

INFORMATIONAL REPORT:

The GPISD World Languages and Cultures department (LOTE) is excited to present two new inaugural district-wide celebrations in honor of Hispanic Heritage Month (9/15/20 to 10/15/20).

- Hispanic Heritage Month: Excellence in Education Award 2020
- LOTE Teachers Contest 2020: A Stellar Hispanic Heritage Unit Lesson

The World Language and Culture facilitator, Ms. Veronica Benzvi, will provide the exciting details for these new initiatives that includes involvement from across GPISD and our community supporters.



Information/Discussion

Topic: Roadmap to Reopening Schools Teaching & Learning Update: SPED, 504, and Dyslexia Services

Submitted by: Dr. Elna Davis, Traci Davis, and Dr. Angela Herron

Approved for transmittal to school board:

Date assigned for board consideration: September 17, 2020

INFORMATIONAL REPORT:

Our Reopening Schools Task Force will present an update related to our continued progress preparing our staff and community for the 2020-2021 school year. This presentation will also provide detailed information related to our Special Education, 504, and Dyslexia specialized programs.



Information/Discussion

Topic: Counseling Services Update: Social and Emotional Supports and Resources

Submitted by: Dana Jackson

Approved for transmittal to school board:

A handwritten signature in blue ink, appearing to read "Dana Jackson".

Date assigned for board consideration: September 17, 2020

INFORMATIONAL REPORT:

Counseling Services will share with the Board of Trustees the support social workers and counselors are providing our students, families, and staff virtually and in-person.



Information/Discussion

Topic: Review of Board Agenda Calendar

Submitted by: Ms. Linda Ellis

Approved for transmittal to school board: 

Date assigned for board consideration: September 17, 2020

INFORMATIONAL REPORT:

The Board Agenda Calendar is presented for your review for revisions or additions, if any.

Grand Prairie Schools

Board of Trustees Agenda Calendar

SEPTEMBER 2020

Planning/ Evaluation	
Personnel	
Budget	1. Budget Amendment #1 (prior year rollover expenditures)
Team Development	
Policy	
Other	1. Update and MOU: GPISD Education Foundation
District Events	1. Football season begins 2. Labor Day Holiday: September 7, 2020
Other Board Related Events	1. TASA/TASB Virtual Convention: October 1-4, 2020

Grand Prairie Schools

Board of Trustees Agenda Calendar

OCTOBER 2020

Planning/ Evaluation	
Personnel	
Budget	1. Present budget calendar
Team Development	
Policy	
Other	
District Events	1. Fall Break: October 12, 2020 2. Education Foundation Golf Tournament
Other Board Related Events	

Grand Prairie Schools

Board of Trustees Agenda Calendar

NOVEMBER 2020

Planning/ Evaluation	
Personnel	
Budget	
Team Development	
Policy	
Other	
District Events	1. Thanksgiving Break: November 23-27, 2020
Other Board Related Events	

Grand Prairie Schools

Board of Trustees Agenda Calendar

DECEMBER 2020

Planning/ Evaluation	1. Academic Calendar
Personnel	
Budget	1. School F.I.R.S.T. Report
Team Development	
Policy	
Other	
District Events	1. Christmas Break: December 21, 2020-January 1, 2021
Other Board Related Events	

Grand Prairie Schools

Board of Trustees Agenda Calendar

JANUARY 2021

Planning/ Evaluation	
Personnel	1. Evaluation of Superintendent/Superintendent's Contract
Budget	2. Approve Audit Report
Team Development	
Policy	
Other	1. Adoption of Election Order
District Events	1. Martin Luther King, Jr. Day: January 18, 2021
Other Board Related Events	1. School Board Recognition Month

Grand Prairie Schools

Board of Trustees Agenda Calendar

FEBRUARY 2021

Planning/ Evaluation	1. Attendance Zones
Personnel	1. Administrator contract recommendations
Budget	
Team Development	
Policy	
Other	
District Events	1. Bad Weather Make-up Day: February 15, 2021 2. Casino Night:
Other Board Related Events	1. TASA/TASB Legislative Conference:

Grand Prairie Schools

Board of Trustees Agenda Calendar

MARCH 2021

Planning/ Evaluation	1. Texas Academic Performance Report (TAPR) Public Hearing
Personnel	1. Administrator contract recommendations 2. Non-administrator contract recommendations and proposed non-renewals; terminations
Budget	1. Budget Work Session
Team Development	
Policy	
Other	1. Waiver request for inclement weather make-up days
District Events	1. Spring Break: March 8-12, 2021 2. Texas Public Schools Week
Other Board Related Events	

Grand Prairie Schools

Board of Trustees Agenda Calendar

APRIL 2021

Planning/ Evaluation	
Personnel	<ol style="list-style-type: none">1. Administrator contract recommendations2. Non-administrator contract recommendations and proposed non-renewals; terminations
Budget	
Team Development	
Policy	<ol style="list-style-type: none">1. Investment Policy and Strategy Review and Approval
Other	<ol style="list-style-type: none">1. Good Friday Holiday: April 2, 20212. Holiday/Bad weather make-up day: April 12, 2021
District Events	<ol style="list-style-type: none">1. Service Awards Banquet and Retiree Recognition
Other Board Related Events	<ol style="list-style-type: none">1. Announce Board Member Training Credits

Grand Prairie Schools

Board of Trustees Agenda Calendar

MAY 2021

Planning/ Evaluation	1. Approve hazardous bus routes
Personnel	
Budget	
Team Development	1. New Board Member orientation (if needed)
Policy	
Other	1. Present Student Handbooks and Student Code of Conduct Updates 2. Canvass school board election: 3. Memorial Day Holiday: May 31, 2021
District Events	1. School Board Election:
Other Board Related Events	

Revised 6/11/20

Grand Prairie Schools

Board of Trustees Agenda Calendar

JUNE 2021

Planning/ Evaluation	
Personnel	
Budget	
Team Development	
Policy	
Other	<ol style="list-style-type: none">1. Student Handbooks2. Reorganization of Board
District Events	<ol style="list-style-type: none">1. Graduation
Other Board Related Events	<ol style="list-style-type: none">1. TASB Post-Legislative Conference2. TASB Summer Leadership Institute

Grand Prairie Schools

Board of Trustees Agenda Calendar

JULY 2021

Planning/ Evaluation	
Personnel	
Budget	1. Review draft of budget
Team Development	
Policy	
Other	1. Student Organization Constitutions & Baseline Guidelines (Presented every five years – Board approved 2/12/2015)
District Events	1. Mandatory GPISD Closing
Other Board Related Events	1. Approve Board participation in TASA/TASB annual convention 2. Approve Board delegate and alternate to TASB Delegate Assembly 3. Texas Institute for School Boards Center for Reformed School Systems Training (CRSS)

Grand Prairie Schools

Board of Trustees Agenda Calendar

AUGUST 2021

Planning/ Evaluation	
Personnel	
Budget	<ol style="list-style-type: none">1. Public hearing for new fiscal year budget2. Approval for new fiscal year budget3. Order establishing tax rate and levying/assessing ad valorem taxes4. Budget Workshop5. Final Budget Amendment for Current Year
Team Development	<ol style="list-style-type: none">1. Board Team of 8 Training
Policy	
Other	<ol style="list-style-type: none">1. Pre-K tuition letter to TEA2. DIP – Performance Objectives3. Suicide Awareness Report4. Approval for Memorandum of Understanding for Dallas County JJAEP
District Events	<ol style="list-style-type: none">1. Convocation2. Summer Graduation3. Market Day (Vendor Fair)4. First day of school
Other Board Related Events	