

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, May 12, 2022, 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. Personnel Matters (§551.074)
Appointments, Discipline, Dismissals, Duties, Employment, Employment Contracts, Evaluations, Extensions, Leaves of Absence, Nonrenewals, Proposals for Nonrenewals, Renewals, Reassignments, Retirements, Job Abandonment, Terminations, Proposed Terminations, Requests for Leave of Absence, Requests for Extended Leave Without Pay, Proposed Suspension Without Pay, Resignations, and Settlements.
 1. Chapter 21 Contract Recommendations for 2022-2023
 - B. Deliberation Regarding Real Property (§551.072)
 - C. School children; School District Employees; Disciplinary Matter or Complaint (§551.082)
 - D. Consultation with Attorney (§551.071)
Consultation with the attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the district, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act, or on a matter which the attorney determines should be confidential, including but not limited to, contract negotiations in accordance with the Texas Government Code §§551.071, 551.082, 551.0821, 551.087.
3. **RECONVENE IN OPEN SESSION**
4. **INVOCATION**
 - A. Pastor Joe Rivera
Primera Iglesia Bautista

5. **PLEDGE TO THE AMERICAN FLAG AND TEXAS FLAG**
6. **RECOGNITION OF SPECIAL GUESTS**
Presenter: Sam Buchmeyer, Public Information Officer
 - A. Asian Pacific American Heritage Month
 - B. South Grand Prairie Early College High School Beta Club National Qualifiers
 - C. GPISD Spotlight - Social Emotional Learning
 - D. Students of Character
7. **OPEN FORUM FOR 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. The first Open Forum is limited to agenda items other than personnel, public officers, and individual/specific students. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.
8. **ACTION AS A RESULT OF CLOSED SESSION**
9. **SUPERINTENDENT UPDATE**
Presenter: Linda Ellis, Superintendent of Schools
 - A. Update of Current District Events, Student Data, Programs, and Operations.
10. **CONSIDER APPROVAL OF CONSENT AGENDA ITEMS**
 - A. Minutes
 1. Minutes 4.14.22 4
 - B. Personnel: Routine Action
 1. 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), Request(s) for Temporary Disability, Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations
 - C. Regular Reports of the Superintendent
Presenter: Tracy Ray, Interim Deputy Superintendent of Business
 1. Contracts
 2. Property Tax Collection Report 8
 3. Revenue & Expenditure Report 9
 4. Budget Transfers/Amendments - General Fund # 9 10
 - D. Donation to the District 11
Presenter: Tracy Ray, Interim Deputy Superintendent of Business
 - E. Renewal of Food Service Management Company Contract 12
Presenter: Pat Lewis, Associate Superintendent
 - F. Principal Preparation Grant Program Memorandum of Understanding between Texas Tech and Grand Prairie ISD 13
Presenter: Pat Lewis, Associate Superintendent
 - G. Resolution for Hazardous Area for the 2022-2023 School Year 14
Presenter: Joel Falcon, Chief of Operations
11. **CONSIDER APPROVAL OF ACTION AGENDA ITEMS**
 - A. Out-Of-State Travel for Grand Prairie High School Explorers 15
Presenter: Donna Grant, Area Superintendent
 - B. Career and Technical Education - Texas Association of Future Educators (TAFE) 17
Presenter: Traci Davis, Area Superintendent, Aniska Douglas, Interim Executive Director of CTE
 - C. Career and Technical Education-Skills USA 2022 19

	Presenter: Traci Davis, Area Superintendent, Aniska Douglas, Interim Executive Director of CTE	
D.	Instructional Materials Adoption for Gap Years	22
	Presenter: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer	
E.	Proclamation 2022 Instructional Materials Adoption	23
	Presenter: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer	
F.	Instructional Materials Allotment and TEKS Certification, 2022-2023	24
	Presenter: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer	
G.	Update Board Policy	25
	Presenter: Dr. Melissa Kates, Legal Counsel	
H.	Employee Contracts	154
	Presenter: Linda Ellis, Superintendent of Schools	
I.	Teacher Resignations/Contract Abandonment	155
	Presenter: Linda Ellis, Superintendent of Schools	
12.	INFORMATION/DISCUSSION ITEMS	
A.	2022 Summer Programs	156
	Presenter: Pat Lewis, Associate Superintendent	
B.	Update on the Process for Employee Health Benefits for 2022-2023	157
	Presenter: Tracy Ray, Interim Deputy Superintendent of Business	
C.	Discuss Property Insurance Proposal for 2022-2023	159
	Presenter: Tracy Ray, Interim Deputy Superintendent of Business	
D.	Review of Board Agenda Calendar	
	Presenter: Linda Ellis, Superintendent of Schools	
1.	Board Calendar	160
13.	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, public officers, and individual/specific students. Any concerns regarding personnel, public officers, or individual/specific students should be brought directly to the attention of the Superintendent prior to the meeting. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same topic, the Board President may ask the group to appoint one spokesperson.	
14.	COMMENTS FROM INDIVIDUAL BOARD MEMBERS	
A.	Board of Trustees expressions of thanks, congratulations, and condolences.	
15.	ADJOURNMENT	

Regular Meeting

Thursday, April 14, 2022, 5:30 PM

Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, TX 75052

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

Board President Gloria Carrillo called the meeting to order at 5:32 p.m. Other trustees present were Emily Liles, Aaron King, Burke Hall, David Espinosa, Bryan Parra, and Terry Brooks.

2. RECESS TO CLOSED SESSION

The Board recessed to Closed Session at 5:33 p.m.

A. Personnel Matters (§551.074)

Appointments, Discipline, Dismissals, Duties, Employment, Employment Contracts, Evaluations, Extensions, Leaves of Absence, Nonrenewals, Proposals for Nonrenewals, Renewals, Reassignments, Retirements, Job Abandonment, Terminations, Proposed Terminations, Requests for Leave of Absence, Requests for Extended Leave Without Pay, Proposed Suspension Without Pay, Resignations, and Settlements.

1. Chapter 21 Contract Recommendations for 2022-2023

B. Deliberation Regarding Real Property (§551.072)

C. School children; School District Employees; Disciplinary Matter or Complaint (§551.082)

D. Consultation with Attorney (§551.071)

Consultation with the attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the district, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act, or on a matter which the attorney determines should be confidential, including but not limited to, contract negotiations in accordance with the Texas Government Code §§551.071, 551.082, 551.0821, 551.087.

3. RECONVENE IN OPEN SESSION

The Board Reconvened in Open Session at 7:04 p.m.

4. INVOCATION

A. Minister Earl Horton
Lighthouse Deliverance

5. PLEDGE TO THE AMERICAN FLAG AND TEXAS FLAG

6. RECOGNITION OF SPECIAL GUESTS

Sam Buchmeyer, Public Information Officer

A. Brayden Diaz - Community Hero

B. Reagan/SGP Archery Teams

C. Battle of the Books/Bluebonnets winners

D. SkillsUSA State Competition Results

E. Wipro Fellows

- F. Emily Dickerson - Milken Education Award Winner
- G. District Teachers of the Year
- H. Students of Character

7. OPEN FORUM FOR AGENDA ITEMS

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

8. ACTION AS A RESULT OF CLOSED SESSION

Motion to approve the Superintendent's recommendations for the Chapter 21 Contracts for 2022-2023 school year as discussed in closed session was made by Mr. King. Mr. Brooks seconded the motion. Motion carried 7-0

9. SUPERINTENDENT UPDATE

Linda Ellis, Superintendent of Schools

- A. Update of Current District Events, Student Data, Programs, and Operations.
- B. Announcement of Board Hours

10. CONSIDER APPROVAL OF CONSENT AGENDA ITEMS

Mr. Brooks made the motion that the Consent Agenda be approved as presented. Mr. Parra seconded the motion. Motion carried 7-0.

A. Minutes

- 1. Minutes 3.24.22

B. Personnel: Routine Action

- 1. 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), Request(s) for Temporary Disability, Job Abandonment, Proposed Extension of Probationary Contract(s), Proposed Suspension Without Pay, Administrator Contract Recommendations, Non-Administrator Contract Recommendations

C. Regular Reports of the Superintendent

Tracy Ray, Interim Deputy Superintendent of Business

- 1. Contracts
- 2. Property Tax Collection Report
- 3. Revenue & Expenditure Report
- 4. Budget Transfers/Amendments - General Fund # 8 and Child Nutrition Fund #1
 - a. Executive Summary
 - b. List of Proposed Expenditures and Locations

D. Quarterly Investment Report

E. Weaver Tidwell Audit Services for 2022-2027

Tracy Ray, Interim Deputy Superintendent of Business

- 1. Executive Summary
- 2. Cost Proposal
- 3. Engagement Letter

F. Dallas Regional Day School Program for the Deaf Interlocal Agreement

Debbie Torres, Director of Purchasing

- 1. Interlocal Agreement

11. **CONSIDER APPROVAL OF ACTION AGENDA ITEMS**

Power Motion was made by Mr. Hall to approve items A-F. Ms Liles seconded the motion. Motion carried 7-0.

- A. South Grand Prairie High School Archery Student Travel
Donna Grant, Area Superintendent
 - 1. South Grand Prairie High School Itinerary
- B. Career and Technical Education Student Travel
Traci Davis, Area Superintendent and Aniska Douglas, Interim Executive Director of CTE
- C. Grand Prairie Fine Arts Academy Choir Student Travel
Amy Francis, Executive Director of Fine Arts
 - 1. Grand Prairie Fine Arts Academy Itinerary
- D. South Grand Prairie Early College BETA Club Student Travel
Donna Grant, Area Superintendent
 - 1. Grand Prairie Early College Itinerary
- E. Ronald Reagan Middle School Archery Team Student Travel
Donna Grant, Area Superintendent
 - 1. Reagan Middle School Itinerary
- F. South Grand Prairie High School Varsity Girls Basketball Student Travel
Troy Mathieu, Chief of Athletics
 - 1. South Grand Prairie Itinerary
- G. Propose Non-Renewal of Term Contracts
Karry Chapman, Chief of Human Capital
No action taken
- H. Propose Termination of Probationary Contracts
Karry Chapman, Chief of Human Capital
No action taken
- I. Employee Contracts
Linda Ellis, Superintendent of Schools
No action taken
- J. Teacher Resignations/Contract Abandonment
Linda Ellis, Superintendent of Schools
No action taken

12. **INFORMATION/DISCUSSION ITEMS**

- A. Daniels Redesign Process
Traci Davis, Area Superintendent; Mary Smith, Principal
- B. Update of Local Policies from the Policy Review Session
Dr. Melissa Kates, Legal Counsel
 - 1. Board Agenda Posting Codes
 - 2. Summary Final
 - 3. Summary Draft
- C. Review of Board Agenda Calendar
Linda Ellis, Superintendent of Schools
April 15th and April 18th School Holiday/Bad weather make up day
April 26th at 5:30 p.m. Service Awards at RJC
April 30th Cinco de Mayo Parade

13. **OPEN FORUM FOR NON-AGENDA ITEMS**

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

14. **COMMENTS FROM INDIVIDUAL BOARD MEMBERS**

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

15. **ADJOURNMENT**

Ms. Carrillo adjourned the meeting at 8:44 p.m.

Approved: May 12, 2022

President, Board of Education

Attest: _____

Secretary, Board of Education



**GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT
PROPERTY TAX COLLECTION REPORT
FOR THE PERIOD ENDING MARCH 31, 2022**

MAINTENANCE & OPERATION (M&O)

Description	2021-2022	2021-2022	March	2021-2022
	Original Budget	Revised Budget	2021-2022	FYTD Activity
			Monthly Activity	
LOCAL TAXES-CURRENT	\$ 94,405,792.00	\$ 94,405,792.00	\$ 1,455,816.23	\$ 93,836,717.12
LOCAL TAXES-PRIOR YR	500,000.00	500,000.00	58,156.64	640,991.99
PENALTY/INTEREST/MIS	450,000.00	450,000.00	125,325.27	428,464.75
TOTAL	\$ 95,355,792.00	\$ 95,355,792.00	\$ 1,639,298.14	\$ 94,906,173.86

INTEREST & SINKING (I&S)

Description	2021-2022	2021-2022	March	2021-2022
	Original Budget	Revised Budget	2021-2022	FYTD Activity
			Monthly Activity	
LOCAL TAXES - CUR YR	\$ 40,870,000.00	\$ 40,870,000.00	\$ 630,656.79	\$ 40,649,873.45
LOCAL TAXES - PRIOR YEAR	100,000.00	100,000.00	23,714.65	262,422.89
PENALTY/INTEREST/DEL	25,000.00	25,000.00	52,930.25	172,053.47
TOTAL	\$ 40,995,000.00	\$ 40,995,000.00	\$ 707,301.69	\$ 41,084,349.81

This report is prepared for the Board of Trustees meeting held May 12, 2022.

2021-2022 GENERAL FUND
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
FINANCIAL POSITION AS OF MARCH 31, 2022

	General Fund Original Budget	March 31, 2022 Amended Budget	03/31/22 Revenue, Expenditures, and Change in FB	% of Budget
REVENUES:				
5700 Local revenues	\$ 100,015,340	\$ 100,015,340	\$ 98,518,431	99%
5800 State revenues	181,729,660	181,729,660	90,747,885	50%
5900 Federal revenues	8,755,000	8,755,000	4,660,011	53%
TOTAL REVENUES	\$ 290,500,000	\$ 290,500,000	\$ 193,926,327	67%
EXPENDITURES:				
11 Instruction	\$ 171,498,708	\$ 171,708,432	\$ 78,725,314	46%
12 Inst. Resources/Media	3,781,441	3,850,841	2,060,574	54%
13 Curr & Staff Develop	3,826,684	4,233,500	1,904,369	45%
21 Inst Leadership	4,852,154	4,935,509	2,922,497	59%
23 School Leadership	20,710,542	21,088,497	12,056,260	57%
31 Guidance/Counseling	12,191,860	12,404,715	6,692,505	54%
32 Social Services	283,384	300,984	139,403	46%
33 Health Services	4,270,506	4,303,658	2,060,751	48%
34 Transportation	6,455,698	6,731,798	4,531,587	67%
35 Food Service	-	223,890	222,873	100%
36 Extra-Curricular	5,657,866	5,791,741	2,822,206	49%
41 General Admin.	7,496,620	7,639,164	4,378,266	57%
51 Maint & Operations	30,404,957	31,221,343	15,935,307	51%
52 Security	4,072,372	3,826,857	1,642,642	43%
53 Data Processing	8,474,827	13,201,439	9,322,905	71%
61 Community Services	4,803,519	4,917,473	2,297,878	47%
71 Debt Service	1,205,400	1,205,400	1,020,450	85%
81 Facilities Acq/Constr.	-	75,000	46,095	61%
95 Juvenile Justice Prgm	85,000	85,000	22,494	26%
97 Payments to TIF	-	-	-	0%
99 Intergovernmental Chgs	428,462	428,464	321,348	75%
TOTAL EXPENDITURES	\$ 290,500,000	\$ 298,173,705	\$ 149,125,724	50%
OTHER SOURCES:				
7912 Sale of Property	\$ -	\$ -	\$ 4,199	
7913 Proceeds from Capital Leases	-	-	-	
7915 Operating Transfer In	-	-	-	
TOTAL OTHER SOURCES	\$ -	\$ -	\$ 4,199	
OTHER USES:				
8911 Operating Transfer Out	\$ -	\$ -	\$ -	
TOTAL OTHER USES	\$ -	\$ -	\$ -	
CHANGE IN FUND BALANCE	\$ -	\$ (7,673,705)	\$ 44,804,802	

**2021-2022 General Fund
Summary of Proposed Budget Transfers/Amendments
05/12/2022 Regular Board Meeting**

	General Fund Original Budget	April, 2022 Amended Budget	May, 2022 Proposed Budget Transfers	May, 2022 Proposed Budget Amendment	May, 2022 Proposed Amended Budget
REVENUES:					
5700 Local revenues	\$ 100,015,340	\$ 100,015,340	-	-	\$ 100,015,340
5800 State revenues	181,729,660	181,729,660	-	-	181,729,660
5900 Federal revenues	8,755,000	8,755,000	-	-	8,755,000
TOTAL REVENUES	\$ 290,500,000	\$ 290,500,000	\$ -	\$ -	\$ 290,500,000
EXPENDITURES:					
11 Instruction	\$ 171,498,708	\$ 171,599,424	\$ 40,405	\$ -	\$ 171,639,829
12 Inst. Resources/Media	3,781,441	3,850,841	-	-	3,850,841
13 Curr & Staff Develop	3,826,684	4,230,223	(226,832)	-	4,003,391
21 Inst Leadership	4,852,154	4,950,509	16,449	-	4,966,958
23 School Leadership	20,710,542	21,104,012	3,464	-	21,107,476
31 Guidance/Counseling	12,191,860	12,404,715	148,025	-	12,552,740
32 Social Services	283,384	300,984	-	-	300,984
33 Health Services	4,270,506	4,303,621	(60)	-	4,303,561
34 Transportation	6,455,698	6,681,798	(25,000)	-	6,656,798
35 Food Service	-	223,890	-	-	223,890
36 Extra-Curricular	5,657,866	5,863,769	11,568	-	5,875,337
41 General Admin.	7,496,620	7,639,164	9,927	-	7,649,091
51 Maint & Operations	30,404,957	31,421,503	630	-	31,422,133
52 Security	4,072,372	3,826,857	-	-	3,826,857
53 Data Processing	8,474,827	13,061,098	1,424	-	13,062,522
61 Community Services	4,803,519	4,917,433	20,000	-	4,937,433
71 Debt Service	1,205,400	1,205,400	-	-	1,205,400
81 Facilities Acq/Constr.	-	75,000	-	-	75,000
95 Juvenile Justice Prgm	85,000	85,000	-	-	85,000
97 Payments to TIF	-	-	-	-	-
99 Intergovernmental Chgs	428,462	428,464	-	-	428,464
TOTAL EXPENDITURES	\$ 290,500,000	\$ 298,173,705	\$ -	\$ -	\$ 298,173,705
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	\$ -	\$ (7,673,705)	\$ -	\$ -	\$ (7,673,705)

Grand Prairie ISD Board of Trustees

CREATE.
EMPOWER.
LEAD.

Information

Action

Consent

Topic: Donation to the District

Submitted by: Tracy Ray, Interim Deputy Superintendent of Business

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Administration recommends that the Board approve the donation from Amerigroup as presented.

Rationale:

Board Policy requires that donations with a value of \$20,000 or more be presented to the board for approval.

Budget Information:

Donations are accounted for in the District's general ledger.

Board Policy Reference and Compliance:

Policy CDC (LOCAL) – Other Revenues: Gifts and Solicitations

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Renewal of Food Service Management Company Contract

Submitted by: Pat Lewis, Associate Superintendent

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Administration recommends that the Board of Trustees approve the 2022-2023 Food Service Management Company renewal contract with Southwest Foodservice Excellence (SFE).

Rationale:

On May 13, 2021, the GPISD Board of Trustees approved a five-year contract with SFE as our Food Service Management Company. The contract requires an annual renewal with four additional one-year terms upon mutual agreement. The Texas Department of Agriculture has approved the 2022-2023 Renewal Contract for SFE to serve as Grand Prairie ISD's Food Service Management Company.

Budget Information:

Federal funds

Board Policy Reference and Compliance:

CH (LOCAL)

COA (LEGAL)

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Principal Preparation Grant Program Memorandum of Understanding Between Texas Tech and GPISD

Submitted by: Pat Lewis, Associate Superintendent

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Administration recommends that the Board of Trustees approve the Principal Preparation Grant Program Memorandum of Understanding between Texas Tech University and Grand Prairie ISD.

Rationale:

The District received a TEA grant to partner with Texas Tech University's College of Education on an innovative, tuition-free, principal residency program. The funds will provide the District with opportunities to build strong campus leaders and help support internal leadership pipelines.

Budget Information:

Grant-funded

Board Policy Reference and Compliance:

GNC (LEGAL)

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Resolution for Hazardous Area for the 2022-2023 School Year

Submitted by: Joel Falcon, Chief of Operations

Approved for Transmittal: 

Board Meeting Date: 5/12/2021

Recommendation:

It is recommended the Board of Trustees approve the resolution declaring 18 areas as hazardous for students to walk through on their way to and from school, and we request approval for bus transportation from the Commissioner of the Texas Education Agency during the 2022-2023 school year.

In the area of Eisenhower Elementary and Digital Arts & Technology Academy at Adams Middle School, west of Beltline on Place Parkway to NW 7th Street, access under I-30 has been removed. All construction has been completed and the sidewalk has been included, making this a safe area.

Rationale:

The Texas Education Code allows a school district to apply for additional transportation funding from the Texas Education Agency for transporting students to school who live within two (2) miles of their home campus and would have to walk through areas deemed hazardous. Prior to applying for this additional transportation funding, the Board must approve a resolution designating the hazardous area for which funding may be requested.

Budget Information:

After approval, transportation funding will be requested from the Texas Education Agency as allowed by the state statute.

Board Policy Reference and Compliance:

CNA (Legal)

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Out-of-State Travel for Grand Prairie High School Explorers

Submitted by: Donna Grant, Area Superintendent

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

We recommend that the Board approve the request of the Grand Prairie High School Explorers to travel to the Capital Challenge 2022. The competition will be held in Topeka, Kansas on June 25-26, 2022. The travel dates are June 24-27, 2022. The Grand Prairie High School Explorers Team will be representing Grand Prairie High School, the Grand Prairie Police Department, and the Grand Prairie Independent School District.

Rationale:

The Grand Prairie High School Explorers Team was invited to participate in this competition. The Capital Challenge is designed to be a physically and mentally demanding competition involving law-enforcement skills. Events test the patrol readiness of each Explorer. Explorers are given the opportunity to demonstrate their skills in real-life situations that have been designed based on current trends that law enforcement face every day.

Budget Information:

Funding is being covered through the GPHS SkillsUSA activity account by way of fundraising that the Explorers have conducted throughout the year.

Board Policy Reference and Compliance:

FMG (Local)

Student Travel
10/2018

SCHOOL SPONSORED TRIP REQUEST
[See FMG (LOCAL) for Travel Requirements]

In-State Trips
Form must be submitted
15 days prior to trip.

Out-of-State Trips
Form must be submitted
30 days prior to the trip.

DO NOT USE GRAY AREA

School Bus Charter Bus Air
Overnight No Yes If yes, how many nights 3

Date of request:	04/13/2022
Campus Name:	GPHS
Requested by:	JUSTIN HARPER
Contact number: CAMPUS NUMBER	972-809-5779
CELL NUMBER	817-366-9099
Purpose of trip/Event(s) to be Attended:	Students to be able to use the skills learned in the classroom and apply it to scenarios.
Educational Relevance:	Intentional Leadership
Number of Students:	4
Names of Chaperones: If non teacher chaperones are attending, they MUST have background check approval prior to travel.	Crystal Ziegler
	Justin Harper
Funding Source:	461-36-6499-00-002-099-4SK
Departure Date:	6/24/2022
Departure Time:	7:00AM
Departure Location:	101 HIGH SCHOOL DRIVE, GRAND PRAIRIE, TX 75050
Destination Name:	Topeka Center for Advanced Learning and Careers
Destination Address: (PHYSICAL)	TCALC
CITY & STATE	500 SW Tuffy Kellog Drive
ZIP CODE	Topeka, KS 66604
Return Date:	6/27/2022
Arrival Time Back to Campus:	9:00 PM
Return Departure Pickup Location:	101 High School Drive, Grand Prairie, TX 75050
Special Instructions:	We will be renting a suburban or similar for this event.
Transportation needed at the event?	No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>
SPED Bus Needed?	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> # of Students _____

FOR OFFICE USE

Account Code:	
Estimate/Bid cost:	
Trip Number:	

<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Denied <i>Justin Boyle</i> /Date <u>4/13/22</u> Principal	<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Denied <i>Spring</i> /Date <u>4/27/22</u> Area Supt. Or Program Director	<input type="checkbox"/> Approved <input type="checkbox"/> Denied _____ / _____ Supt. or Asst. Supt. Of Admin/Date
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After principal approval or denial, forward a copy to the Area Superintendent
FINE ARTS MUST SEND TO SABRINA GARCIA FIRST FOR FA APPROVAL Page 1 of 1

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Career and Technical Education-Texas Association of Future Educators (TAFE)

Submitted by: Traci Davis, Area Superintendent , Aniska Douglas, Interim Executive Director of CTE

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The GPISD CTE Department requests Board approval for out-of-state travel to attend the 2022 Educators Rising National Conference in Washington, DC June 23-27, 2022. South Grand Prairie High School and Young Women's Leadership Academy at Arnold students competed at the Texas Association of Future Educators (TAFE) state conference in several leadership and educational events that qualified the students to advance to nationals.

YWLA Students: Maria Espinoza, Violette Valadez, Valeria Vargas, Joselyne Montenegro

SGP Students: Sophia Lewis, Yvette Ortega

Chaperones: 2 female GPISD CTE employees

Rationale:

TAFE Area 11 nationals will provide the opportunity for the students to showcase their educational, leadership, and classroom preparation at the 2022 Educators Rising National Conference. They will participate in this unique opportunity to compete, connect, and learn together.

Students may also have the opportunity to experience educational opportunities such as the College and Innovation Fair, communication network sessions, and teacher academy training.

Budget Information:

4 Hotel Rooms, 4 Nights	\$3,279.20
Uber/Public Transportation	\$500.00
Airport Parking	\$200.00
Meals	\$1,749.00
Airfare Cost	\$4,000.00
Luggage Fee	\$480.00
Incidentals (opportunities for experiences such as the College and Innovation Fair, communication network sessions, and teacher academy training)	\$600.00
TOTAL	\$10,808.20

Board Policy Reference and Compliance:

EHB(L) - SPECIAL PROGRAMS: CAREER AND TECHNICAL EDUCATION

Tentative conference schedule

Friday, June 24th

- 1:00 PM - 7:00 PM Competitions
- 7:00 PM Opening Ceremony with Keynote

Saturday, June 25th

- 8:00 AM - 12:00 PM Competitions
- 9:00 AM - 12:00 PM Academy Training Part 1
- 9:00 AM - 10:45 AM Breakout sessions
- 9:00 AM - 5:00 PM College & Innovation Fair
- 11:00 – 12:00 PM Dedicated time to visit exhibit hall
- 12:00 PM Lunch with Keynote
- 2:00 – 5:00 PM Breakout sessions
- 2:00 - 5:00 PM Academy Training Part 2
- 2:00 - 7:00 PM Competitions
- 8:00 - 11:00 PM Student Social Event

Sunday, June 26th

- 8:00 AM - 12:00 PM Competitions
- 8:00 AM - 12:00 PM Academy Training Part 3
- 9:00 AM - 10:45 AM Breakout Sessions
- 11:00 AM - 12:00 PM Membership Recognition General Session
- 12:00 PM Lunch on your own
- 2:00 - 4:00 PM Academy Training Part 4 (optional work and networking time)
- Afternoon free for city exploration

Monday, June 27th

- 9:00 - 11:45 AM Breakout sessions
- 12:00 - 1:00 PM Adult Networking Lunch
- 12:00 - 1:00 PM Student Networking Luncheon
- 1:30 - 3:30 PM Closing General Session & Awards Celebration

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Career and Technical Education-Skills USA 2022

Submitted by: Traci Davis, Area Superintendent, Aniska Douglas, Interim Executive Director of CTE

Approved for Transmittal: 

Board Meeting Date: 5/12/2022

Recommendation:

The GPISD CTE Department requests Board approval for out-of-state travel to attend the 2022 Skills USA National Leadership Conference in Atlanta, GA June 20-24, 2022.

Students: 46 students (DCHS, GPHS, SHG, YWLA, GPCI)

Chaperones: 13 adults (CTE teachers) and 3 administrators

Rationale:

Students attended the Texas State competition and qualified to compete in the 2022 Skills USA National Leadership Conference.

Students may also have the opportunity to experience educational opportunities such as the World of Coca-Cola, Martin Luther King National Site, and The Fernbank Science Center.

Budget Information:

26 Hotel Rooms 5 Nights, 6 Days/Registration Cost (Skills USA hotel/registration bundle fee)	\$70,600.00
26 Hotel Rooms 1 Night – Jackson, MS	\$3,400.00
Charter Buses	\$30,400.00
Meals	\$20,000.00
2 SUV Rentals	\$2,000.00
Fuel	\$1,400.00
Incidentals (educational experiences such as the World of Coca-Cola, Martin Luther King National Site, and The Fernbank Science Center)	\$500.00
TOTAL	\$128,300.00

Board Policy Reference and Compliance:

EHBF(LEGAL) - SPECIAL PROGRAMS: CAREER AND TECHNICAL EDUCATION

Condensed Conference Agenda

Saturday, June 18

8:30 a.m. - 9:30 a.m.

Activate, Leverage and Engage Registration

9:30 a.m. - 4:15 p.m.

Activate, Leverage and Engage

Sunday, June 19

8:30 a.m. - 4:15 p.m.

Activate, Leverage and Engage

Monday, June 20

8:30 a.m. - 3 p.m.

Activate, Leverage and Engage

1 p.m. - 6 p.m.

SkillsUSA Store Grand Opening

8 p.m.

State Delegation Meeting

Tuesday, June 21

7:30 a.m. - 5 p.m.

SkillsUSA Store Opens

8 a.m. - 5 p.m.

Academy of Excellence

8 a.m. - 5 p.m.

SkillsUSA University

10 a.m. - 5 p.m.

SkillsUSA Championships

10 a.m. - 5 p.m.

SkillsUSA TECHSPO

7 p.m.

Opening Session

Wednesday, June 22

7:30 a.m. - 5 p.m.

SkillsUSA Store open

8 a.m. - 5 p.m.

SkillsUSA Championships

8 a.m. - 5 p.m.

SkillsUSA TECHSPO

8 a.m. - 5 p.m.

Academy of Excellence

8 a.m. - 5 p.m.

SkillsUSA University

6:30 p.m.

Recognition Session

Thursday, June 23

7:30 a.m. - 2 p.m.

SkillsUSA Store open

8 a.m. - 5 p.m.

SkillsUSA Championships

8 a.m. - 5 p.m.

SkillsUSA TECHSPO

8 a.m. - 5 p.m.

Academy of Excellence

8 a.m. - 5 p.m.

SkillsUSA University

6 p.m. - 9:30 p.m.

Champions' Festival

Friday, June 24

9 a.m. - 12 p.m.

Community Service Project

5 p.m. - 8:30 p.m.

Awards Ceremony

10 p.m.

State Celebration

Skills USA 2022 National Leadership Conference

June 20 – 24, 2022

Atlanta, GA

Students

Adetoye	Adebayo	Sanjay	Margabandu
Melissa	Alfaro	Grace	Montalvo
Andrew	Amadasu	Jonah	Morgan
Mari	Brubaker	Emily	Nakene
Antonio	Carranza	Shiv	Patel
Emily	Colunga	Marnee	Perdomo
Caroleena	Danab	Emma	Pope
Chimmeremnma	David	Pragathi	Prakash
Lily	Fernandez	Matthew	Quezada
Aleinmi	Flores	Shannon	Ramirez
Valerie	Futierrez	Luis	Rangel
Georgie	Giberman	Gael	Saramiento
Gabriella	Gizaw	Nathan	Seiders
Carlos	Gonzalez	Armando	Sepulveda
Eliei	Gonzalez	Ger'Keriah	Shine
Ailyn	Gutierrez	Carlos	Sido Jimenez
Victorino	Hernandez	Alexa	Viejo
Aron	Herrera	Joanna	Villegas
Shaker	Jaber	Quang	Vuu
Jana	Kawasmi	Martin	Wanyoike
Helen	Le	Ethan	Weng
Bryson	Lockhart	Skylar	Yi
Joshua	Mangum	Zephaniah	Zuniga

ADVISORS

Apryl	Baylor	Rodney	Kasper
Rebecca	Cavitt	Shane	Knowlin
Andrea	Cook	Kathleen	Leddy
Aniska	Douglas	Gloria	Trevino
D'Artangan	Harris	Kevin	Walker
Edgar	Hernandez	Sandra	Williams
Jericka	Hernandez	Scott	Womack
Merritt	Johnson	Carlos	Yoder

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Instructional Materials Adoption for Gap Years

Submitted by: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer

Approved for Transmittal: 

Board Meeting Date: 5/12/2022

Recommendation:

The administration recommends that the Board of Trustees approve the instructional materials for the following subject area systems for the coverage during the gap years:

K-5 Math: STEMscopes Math

K-5 Science: STEMscopes Science

6-8 Math: McGraw-Hill Middle School Math

6-8 Science: STEMscopes Science

Chemistry: STEMscopes Science

Physics: STEMscopes Science

Rationale:

During this six-month period, Dr. Angela Herron, Chief Teaching and Learning Officer, Dr. Mandi Nelson, Secondary Science Facilitator, Ms. Tamara Majors, Elementary Math and Science Facilitator, and Mr. Martin Cardenas, Secondary Math Facilitator, have been working with the K-8 math teachers and K-12 science teachers to ensure that the process of reviewing textbooks was intense and thorough. Our teachers and District staff have spent many hours reviewing sample instructional materials and completing rubrics for each core area to ensure that the highest quality instructional material is selected during the gap years.

Attached are position statements from the Math and Science Department to support these selections.

Budget Information:

State Technology Instructional Materials Allotment Funds (TIMA) and General Funds will be used to purchase the instructional materials for gap years.

Board Policy Reference and Compliance:

EF (LEGAL)

CMD (LEGAL)

EH (LOCAL)

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Proclamation 2022 Instructional Materials Adoption

Submitted by: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer

Approved for Transmittal: 

Board Meeting Date: 5/12/2022

Recommendation:

The administration recommends that the Board of Education approve the Proclamation 2022 Instructional Materials for Health and Physical Education:

Health I: Goodheart-Willcox Texas Health Skills for High School

Health Education, Grades 7-8: Goodheart-Willcox Texas Health Skills for Middle School

Physical Education, Grades K-5: QuaverEd QuaverHealth

Physical Education, Grades 6-8: SPARK Physical Education

Physical Education, Grades 9-12: Goodheart-Willcox Lifetime Fitness and Wellness Pursuits

Rationale:

During this six-month period, Dr. Angela Herron, Chief Teaching and Learning Officer, Dr. Mandi Nelson, Secondary Science Facilitator, and Dr. Debra Boozer, Physical Education Facilitator, have been working with the health and physical education teachers to ensure that the process of reviewing textbooks was intense and thorough. Our teachers and District staff have spent numerous hours reviewing sample instructional materials and attending publisher presentations.

Attached are position statements from the health and physical education department to support these selections.

Budget Information:

State Technology Instructional Materials Allotment Funds (TIMA) and General Funds will be used to purchase the instructional materials for Proclamation 2022.

Board Policy Reference and Compliance:

EF (LEGAL),
CMD (LEGAL)
EH (LOCAL)

Grand Prairie ISD Board of Trustees

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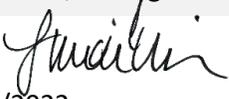
Information

Action

Consent

Topic: Instructional Materials Allotment and TEKS Certification, 2022-2023

Submitted by: Kaeli Schneider, Manager of Document Services, Angela Herron, Chief Teaching and Learning Officer

Approved for Transmittal: 

Board Meeting Date: 5/12/2022

Recommendation:

The administration recommends that the Board of Trustees approve the 2022-2023 TEKS Certification Form in order for the District to have access to the IMA funds appropriated by the Legislature.

Rationale:

TEA requires that the District certify that instructional materials that we purchase through EMAT system are approved by the State of Texas and support the TEKS. This is an annual certification.

Budget Information:

Board Policy Reference and Compliance:

EF (LEGAL), CMD (LEGAL), EH (LOCAL)

Grand Prairie ISD Board of Trustees

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Action

Consent

Topic: Update of Local Policies from the Policy Review Session by TASB Policy Services.

Submitted by: Dr. Melissa Kates, Legal Counsel

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Superintendent recommends the Board adopt the additions/revisions/deletions of (LOCAL) policies reflected in the summary of recommendations resulting from the Policy Review Session conducted on December 7, 2021, as prepared by TASB Policy Service (see attached list).

Rationale:

Administration began the process of reviewing every local policy during the policy review sessions with TASB in order to align GPISD's Local policies with current laws, statutes, and district practices.

Budget Information:

N/A

Board Policy Reference and Compliance:

BF(LOCAL)

(LOCAL) Policy Action List
GRAND PRAIRIE ISD (057910)

AE(LOCAL): EDUCATIONAL PHILOSOPHY

AF(LOCAL): INNOVATION DISTRICTS

BBB(LOCAL): BOARD MEMBERS - ELECTIONS

BBF(LOCAL): BOARD MEMBERS - ETHICS

BE(LOCAL): BOARD MEETINGS

BED(LOCAL): BOARD MEETINGS - PUBLIC PARTICIPATION

BJC(LOCAL): SUPERINTENDENT - CONTRACT

BP(LOCAL): ADMINISTRATIVE REGULATIONS

BQ(LOCAL): PLANNING AND DECISION-MAKING PROCESS

BQA(LOCAL): PLANNING AND DECISION-MAKING PROCESS - DISTRICT-LEVEL

BQB(LOCAL): PLANNING AND DECISION-MAKING PROCESS - CAMPUS-LEVEL

CDA(LOCAL): OTHER REVENUES - INVESTMENTS

CE(LOCAL): ANNUAL OPERATING BUDGET

CFB(LOCAL): ACCOUNTING - INVENTORIES

CH(LOCAL): PURCHASING AND ACQUISITION

CI(LOCAL): SCHOOL PROPERTIES DISPOSAL

CQ(LOCAL): TECHNOLOGY RESOURCES

CY(LOCAL): INTELLECTUAL PROPERTY

DAA(LOCAL): EMPLOYMENT OBJECTIVES - EQUAL EMPLOYMENT OPPORTUNITY

DBA(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CREDENTIALS AND RECORDS

DC(LOCAL): EMPLOYMENT PRACTICES

DCB(LOCAL): EMPLOYMENT PRACTICES - TERM CONTRACTS

DCE(LOCAL): EMPLOYMENT PRACTICES - OTHER TYPES OF CONTRACTS

DEA(LOCAL): COMPENSATION AND BENEFITS - COMPENSATION PLAN

(LOCAL) Policy Action List
GRAND PRAIRIE ISD (057910)

DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

DFBB(LOCAL): TERM CONTRACTS - NONRENEWAL

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

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

DK(LOCAL): ASSIGNMENT AND SCHEDULES

DMC(LOCAL): PROFESSIONAL DEVELOPMENT - CONTINUING PROFESSIONAL EDUCATION

DNA(LOCAL): PERFORMANCE APPRAISAL - EVALUATION OF TEACHERS

DNB(LOCAL): PERFORMANCE APPRAISAL - EVALUATION OF CAMPUS ADMINISTRATORS

DPB(LOCAL): PERSONNEL POSITIONS - SUBSTITUTE, TEMPORARY, AND PART-TIME POSITIONS

EB(LOCAL): SCHOOL YEAR

EC(LOCAL): SCHOOL DAY

EEB(LOCAL): INSTRUCTIONAL ARRANGEMENTS - CLASS SIZE

EH(LOCAL): CURRICULUM DESIGN

EHBE(LOCAL): SPECIAL PROGRAMS - BILINGUAL EDUCATION/ESL

EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS

EIF(LOCAL): ACADEMIC ACHIEVEMENT - GRADUATION

FC(LOCAL): SCHOOL ATTENDANCE AREAS

FDA(LOCAL): ADMISSIONS - INTERDISTRICT TRANSFERS

FDB(LOCAL): ADMISSIONS - INTRADISTRICT TRANSFERS AND CLASSROOM ASSIGNMENTS

FDC(LOCAL): ADMISSIONS - HOMELESS STUDENTS

FFAC(LOCAL): WELLNESS AND HEALTH SERVICES - MEDICAL TREATMENT

FM(LOCAL): STUDENT ACTIVITIES

FMG(LOCAL): STUDENT ACTIVITIES - TRAVEL

(LOCAL) Policy Action List
GRAND PRAIRIE ISD (057910)

FN(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES

FNA(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT EXPRESSION

FNAA(LOCAL): STUDENT EXPRESSION - DISTRIBUTION OF NONSCHOOL LITERATURE

FNAB(LOCAL): STUDENT EXPRESSION - USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

FNCA(LOCAL): STUDENT CONDUCT - DRESS CODE

FNE(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - PREGNANT STUDENTS

FNF(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - INVESTIGATIONS AND SEARCHES

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

FO(LOCAL): STUDENT DISCIPLINE

GB(LOCAL): PUBLIC INFORMATION PROGRAM

GBB(LOCAL): PUBLIC INFORMATION PROGRAM - SCHOOL COMMUNICATIONS PROGRAM

GBBA(LOCAL): SCHOOL COMMUNICATIONS PROGRAM - NEWS MEDIA RELATIONS

GKC(LOCAL): COMMUNITY RELATIONS - VISITORS

GKD(LOCAL): COMMUNITY RELATIONS - NONSCHOOL USE OF SCHOOL FACILITIES

GKDA(LOCAL): NONSCHOOL USE OF SCHOOL FACILITIES - DISTRIBUTION OF NONSCHOOL LITERATURE

PROPOSED REVISIONS

Vision	<u>Grand Prairie Independent School District is a learning community committed to innovation and equity for all.</u> We are a learning community vigorously pursuing student success.
Mission Statement	We shall ensure student success through engaging learning experiences, collaborative leadership, and a focus on maximizing student achievement.
Beliefs	<p>The District believes:</p> <ol style="list-style-type: none">1. Public education is critical to the survival of our democratic society.2. The core business of schools is to create purposeful, engaging learning opportunities for students within a safe and caring environment.3. Student success is driven by high expectations and engaging work.4. Understanding, valuing, and preserving cultural diversity enhances student achievement.5. We share responsibility to teach, model, and promote the development of strong disciplined character and moral decision making for the well being of our society.6. Genuine parent, community, and school partnerships are essential to meet the social, emotional, and academic needs of all students.7. Constant change creates the need for lifelong learning.8. Teachers must be leaders and inventors in order to gain student commitment for learning.9. All students deserve excellent, well-trained teachers who provide purposeful learning opportunities.10. Learning communities are critical to supporting the performance of all members, including students, parents, staff, and community.11. Building leadership capacity creates processes to broaden ownership and develop change facilitators.12. Individual differences must be recognized, valued, and incorporated in the design of student work.
Goals	<p>The District shall:</p> <ol style="list-style-type: none">1. Maximize academic achievement.

- ~~2.— Build leadership capacity.~~
- ~~3.— Promote character development.~~
- ~~4.— Exercise responsible fiscal oversight.~~

~~Public education is charged with the responsibility of continuous improvement of teaching and learning. This responsibility is challenged by the needs and expectations of a rapidly changing society and world. Educators must address such issues as:~~

- ~~1.— Significant changes in student demographics~~
- ~~2.— A wide range of student needs~~
- ~~3.— A high stakes accountability environment~~
- ~~4.— Declining financial resources~~
- ~~5.— A shortage of qualified personnel~~
- ~~6.— Employability in a global market place~~

~~The Board recognizes and supports the need for creating leadership capacity throughout the District. It is imperative that quality personnel who are motivated and capable of addressing school reform that focuses on the improvement of teaching and learning be placed at all levels of the school system. The Board is committed to the development of individuals who are dynamic leaders and who utilize the values, knowledge, and skills they possess to foster and sustain an engaged learning community for all.~~

~~The Board embraces the following beliefs:~~

- ~~1.— Leadership capacity must be developed.~~
- ~~2.— Leaders must exist throughout the learning community.~~
- ~~3.— Leadership is a shared responsibility.~~
- ~~4.— Leadership opportunities are provided by the learning community.~~
- ~~5.— Learning is a shared endeavor to achieve academic engagement and quality work for all students.~~
- ~~6.— Genuine change is necessary for effective, long-term improvement.~~
- ~~7.— Culture and climate cannot be ignored in leadership capacity building.~~

~~The Board is committed to the provision of human and material resources necessary for the leadership capacity building initiative.~~

ADD POLICY

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an [innovation plan](#).¹

¹ Innovation Plan: <https://www.gpisd.org/Page/49572>

PROPOSED REVISIONS

Settlement Agreement	The District shall conduct its Board member elections in accordance with the Settlement and Release Agreement in CA. No.3:13-CV-01788-D, United States District Court, Northern District of Texas, Dallas Division, as long as agreement or other binding legal determination is in effect. A copy of the agreement or other binding legal determination may be obtained from the Superintendent's office.
Membership	The Board shall consist of seven members.
Method of Election	Election of Board members shall be a combination of at large and by single-member districts.
Election Date	General election of Board members shall be on the May uniform election date.
Terms and Election Schedule	Two Board members shall be elected at large for three-year terms, with elections conducted as follows:
At Large	The election of one Board member shall be held in 2019 , 2022, 2025, <u>2028</u> , and in three-year intervals thereafter. The election of one Board member shall be held in 2020 , 2023, 2026, <u>2029</u> , and in three-year intervals thereafter.
Single-Member Districts	Five Board members shall be elected by single-member districts for three-year terms, with elections conducted annually, as follows:
<i>District 6</i>	The election for single-member District 6 shall be held in 2019 , 2022, 2025, <u>2028</u> , and in three-year intervals thereafter.
<i>Districts 2 and 4</i>	The election for single-member Districts 2 and 4 shall be held in 2020 , 2023, 2026, <u>2029</u> , and in three-year intervals thereafter.
<i>Districts 1 and 5</i>	The election for single-member Districts 1 and 5 shall be held in 2021 , 2024, 2027, <u>2030</u> , and in three-year intervals thereafter.
Method of Voting	The at-large candidates receiving the highest number of votes for the number of positions with expiring terms shall be elected.
At Large	
<i>Plurality</i>	
Single-Member Districts	To be elected, a single-member district candidate must receive more votes than any other candidate for the single-member district.
<i>Plurality</i>	

PROPOSED REVISIONS

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Equity In Attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.
- I will support and protect school personnel in the proper performance of their duties.

Trustworthiness In Stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.
- I will vote to appoint the best qualified personnel available after consideration of the recommendations of the Superintendent.

I will not meet with vendors and staff concurrently.

Honor In Conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.
- I will refrain from using my Board position for personal or partisan gain.

Integrity Of Character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.

**Commitment To
Service**

- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.
- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

**Student-Centered
Focus**

- I will be continuously guided by what is best for all students of the District.
- I will represent all students in the District.

PROPOSED REVISIONS

Meeting Place and Time

The notice for a Board meeting shall reflect the date, time, and location of the meeting.

Regular Meetings

Regular meetings of the Board shall normally be held on the Thursday immediately following the second Monday of each month at 5:30 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Special or Emergency Meetings

The Board President shall call special meetings at the Board President's discretion or on request by ~~two~~^{three} or more members of the Board.

The Board President shall call an emergency meeting when it is determined by the Board President or ~~two~~^{three} members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Continuance of Open Session

The Board is committed to conducting District business in a timely, efficient, and effective manner. To that end, all regular and special open meetings of the Board held in the evening shall not extend later than 10:30 p.m. Any exceptions to continue the open session of a Board meeting beyond the 10:30 p.m. timeline shall be by specific action of the Board.

Agenda

Deadline

The deadline for submitting items in writing for inclusion on the agenda is 9:00 a.m. of the ~~14th~~^{13th} calendar day before regular meetings and 9:00 a.m. of the ~~14th~~^{13th} calendar day before special meetings.

Preparation

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. Any Board member may request that a subject be included on the agenda for a meeting, and the Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted by a Board member.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. In reviewing the preliminary agenda, the Board President shall ensure that any topics the Board or individual Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by a Board member without that Board member's specific authorization.

BOARD MEETINGS

BE
(LOCAL)

Notice to Members	Members of the Board shall be given notice of regular and special meetings at least 72 hours prior to the scheduled time of the meeting and at least one hour prior to the time of an emergency meeting.
Closed Meeting	Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law. The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]
Call to Order	In the absence of the Board President, the Board Vice President, and the Board Secretary, any member of the Board may call the meeting to order and preside until a temporary chairperson has been elected. The temporary chairperson shall then preside for the duration of the meeting or until such time as either the Board President, Board Vice President, or the Board Secretary arrives at the meeting.
Order of Business	The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members.
Rules of Order	The Board shall observe the parliamentary procedures as found in <i>Robert's Rules of Order, Newly Revised</i> , except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.
Voting	Voting shall be by voice vote, show of hands, or electronic vote, as directed by the Board President. Any member may abstain from voting, and a member's vote or failure to vote shall be recorded upon that member's request. [See BDAA(LOCAL) for the Board President's voting rights]
Consent Agenda	When the agenda is prepared, the Board President shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote . removed from the consent agenda and addressed as individual action items.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

The official minutes of the Board shall be retained on file in the office of the Superintendent and shall be available for examination during regular office hours.

**Discussions and
Limitation**

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

PROPOSED REVISIONS

Limit on Participation

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Regular Meetings

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meetings

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

Public comment shall occur at the beginning of the meeting.

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed ~~three~~five minutes per meeting.

Meeting Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on nonagenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

Complaints and Concerns

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA

- Student or parent complaints: FNG
- Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

DELETE POLICY

Term of Contract

The Board shall employ the Superintendent for a contract term not to exceed three years.

**Salary
Considerations**

Any reduction or raise in salary shall be effective when granted and the salary of the Superintendent shall be raised or reduced from the date such reduction or raise in salary is adopted by the Board.

The Board President shall file a letter with the payroll office detailing the payment of the salary upon completion of the contract negotiation.

PROPOSED REVISIONS

Development

The Superintendent and administrative staff shall be responsible for developing and enforcing procedures for the operation of the District. These procedures shall constitute the administrative regulations of the District and shall consist of guidelines, handbooks, manuals, forms, and any other documents defining standard operating procedures.

Superintendent Authority

The Superintendent or designee shall ensure that administrative regulations are kept up to date and are consistent with Board policy. The Superintendent or designee shall resolve any discrepancies among conflicting administrative regulations. In case of conflict between administrative regulations and policy, policy shall prevail.

No Board Action Exception

Administrative regulations are subject to Board review but shall not be adopted by the Board, ~~except in the case of the student handbook, which is adopted by the Board as indicated at FN(LOCAL).~~

Availability

All administrative regulations shall be made accessible to staff, students, and the public as required by law or Board policy.

PROPOSED REVISIONS

The Board shall approve and periodically review the District's vision, mission, and goals to improve student performance. The vision, mission, goals, ~~curriculum~~, and the approved District and campus objectives shall be mutually supportive and shall support the state goals and objectives under Education Code, Chapter 4. [See AE]

District Improvement Planning Process

The District's planning process to improve student performance includes the development of the District's educational goals, ~~the District's curriculum management system~~, the legal requirements for the District and campus improvement plans, all pertinent federal planning requirements, and administrative procedures. The Board shall approve the process under which the educational goals are developed and shall ensure that input is gathered from the District-level committee. [See BQA]

Parent and Family Engagement Plan

The Board shall ensure that the District and campus improvement plans, as applicable, address all elements required by federal law for receipt of Title I, Part A funds, including elements pertaining to parent and family engagement. The District-level and campus-level committees shall involve parents and family members of District students in the development of such plans and in the process for campus review and improvement of student academic achievement and campus performance. [See EHBD]

Administrative Procedures and Reports

The Board shall ensure that administrative procedures are developed in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization; adequately reflect the District's planning process; and include implementation guidelines, time frames, and necessary resources. The District-level and campus-level committees shall be involved in the development of these procedures. [See BQA and BQB]

The Superintendent shall report periodically to the Board on the status of the planning process, including a review of the related administrative procedures, any revisions to improve the process, and progress on implementation of identified strategies.

Evaluation

The Board shall ensure that data are gathered and criteria are developed to undertake the required biennial evaluation to ensure that policies, procedures, and staff development activities related to planning and decision-making are effectively structured to positively impact student performance.

PROPOSED REVISIONS

District-Level
Committee
~~Education
Improvement
Council~~

In compliance with law, the District shall establish a District-level committee~~Education Improvement Council (EIC)~~ to advise the Board or its designee in establishing and reviewing the District improvement plan [see BQ], as well as the District's educational goals, performance objectives, and major District-wide classroom instructional programs.

The committee shall approve District-wide staff development. [See DMA]

Board's
Designee
~~Faciliator(s)~~

The Superintendent shall serve as the Board's designee and shall regularly consult with the committee~~designate the responsibility for oversight and facilitation of the Education Improvement Council.~~

Meetings

The chairperson of the committee shall set its agenda and shall schedule at least two~~four~~ meetings per year, including the public meeting required by law. ~~All council meetings shall be held outside of the regular school day.~~

Communications

The Superintendent shall ensure that the District-level committee establishes communication strategies to periodically obtain broad-based community, parent, and staff input and provide information to those persons regarding the recommendations of the committee. ~~Methods of communication shall include, but not be limited to:~~

- ~~1. Periodic meetings to gather input and provide information on the work of the council. These meetings shall be advertised in District publications and through the media.~~
- ~~2. Articles in in-house publications regarding work of the council.~~
- ~~3. Periodic reports to the principals on the work of the council that may be posted on campus bulletin boards.~~

Composition

The committee shall be composed of ~~49~~ members who shall represent campus-based professional staff, District-level professional staff, parents, businesses, and the community. When practicable, professional staff representation shall include a representative with the primary responsibility for educating students with disabilities. For purposes of this policy, District-level professional staff shall be defined as professionals who have responsibilities at more than one campus, including, but not limited to, central office staff.

Selected
Representatives

Parent, community member, and business representatives shall be selected in accordance with this policy and administrative regulations.

PLANNING AND DECISION-MAKING PROCESS
DISTRICT-LEVEL

BQA
(LOCAL)

<i>Parents</i>	The committee shall include at least two parents of students currently enrolled in the District. The Superintendent shall, through various channels, inform all parents of District students about the committee's duties and composition and shall solicit volunteers.
<i>Community Members</i>	The committee shall include at least two community members selected by a process that provides for adequate representation of the community's diversity. The Superintendent shall use several methods of communication to ensure that community residents are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Community representatives must reside in the District.
<i>Business Representatives</i>	The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's diversity. The Superintendent shall use several methods of communication to ensure that area businesses are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Business representatives need not reside in nor operate businesses in the District.
Professional Staff Elections	<p>Professional staff representatives shall be nominated and elected in accordance with this policy and administrative regulations.</p> <p>Classroom teacher representatives shall comprise at least two-thirds of the total professional staff representation on the committee and shall be nominated and elected by classroom teachers assigned to each respective campus.</p> <p>At least one campus-based nonteaching professional representative shall be nominated and elected by all professional staff.</p> <p>At least one District-level professional representative, other than the Superintendent, shall be nominated and elected by the District-level professional staff.</p> <p>An employee's affiliation or lack of affiliation with any organization or association shall not be a factor in either the nomination or election of the employee to the committee. [See DGA]</p> <p>A nominee must consent before the person's name may appear on a ballot. Election of the committee shall be held at a time determined by the Board or its designee.</p>
Terms	All representatives shall serve staggered two-year terms and shall be limited to two consecutive terms on the committee.
Vacancy	A vacancy during a term shall be filled for the remainder of the term by election or selection as appropriate for the category.

PROPOSED REVISIONS

Campus-Level Committees Improve ment Council

In compliance with law, each campus shall establish a campus-level committee improvement council (CIC) to ensure that effective planning and site-based decision-making occur to direct and support the improvement of student performance for all students. The committees shall assist the principal, as the Board's designee, in establishing and reviewing the goals, performance objectives, and major classroom instructional programs of each campus.

~~In accordance with the administrative procedures established under Section 11.251(b), the CIC shall be involved in decisions in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization. The CIC must approve the portions of the campus plan addressing campus staff development needs.~~

Each committee shall assist with the development, evaluation, and revision of the respective campus improvement plan and shall approve campus staff development needs identified in the campus improvement plan [see BQ and DMA].

Duties of Council

~~The council shall perform duties as described in BQB(LEGAL).~~

Campus Improvement Plan

~~Each principal working with the CIC shall be responsible for the development of a campus improvement plan. This plan shall be formulated annually in accordance with a schedule established by the District, shall support the District's educational improvement plan, and shall be specific to the academic achievement of students served by the campus. The Board shall annually review and approve campus performance objectives.~~

Waivers

~~The principal shall be responsible for ensuring that no campus-initiated decision violates rule, law, or policy, unless the campus has obtained a waiver [see BQB(LEGAL) preceding and BF].~~

~~Except as prohibited by law [see BF], a campus may apply to the Board for a waiver of a local policy. An application for a waiver must state the achievement objectives of the campus and the reasons for requesting the waiver.~~

Meetings

The principal shall be responsible for the agenda and shall schedule at least two meetings per year, including the public meeting required by law.

~~Council meetings shall be conducted at least every two months at a consistent time and place. The principal shall set the agenda for each meeting with input from the CIC members. Agendas shall be~~

	<p>posted at least 24 hours prior to each meeting. All meetings shall be held outside the regular school day.</p> <p>Meetings shall be open to the public except for those protected by the Texas Open Meetings Act.</p>
Communications	<p>Each principal or designee shall ensure that the campus-level committee establishes communication strategies to periodically obtain broad-based community, parent, and staff input and provide information to those persons regarding the recommendations of the committee. Methods of communication shall include, but not be limited to:</p> <p>1. Periodic public meetings to gather input and provide information on the work of the council. Meetings shall be advertised in District or campus publications and through the media.</p> <p>Periodic reports, including minutes of each council meeting, that shall be posted on campus bulletin boards.</p>
Composition	<p>The committee shall be composed of members who shall represent campus-based professional staff, auxiliary/paraprofessional staff, District-level professional staff, parents, businesses, and the community. <u>When practicable, professional staff representation shall include a representative with the primary responsibility for educating students with disabilities.</u> For purposes of this policy, District-level professional staff shall be defined as professionals who have responsibilities at more than one campus, including, but not limited to, central office staff.</p>
Selected Representatives	<p>Parent, community member, and business representatives shall be selected in accordance with this policy and administrative regulations.</p>
<i>Parents</i>	<p>The committee shall include at least two<u>four</u> parents of students currently enrolled within the district<u>individual campus</u>, two selected in accordance with administrative procedures, and two elected from the PTA membership by the PTA. The principal shall, through various channels, inform all parents of campus students about the committee's duties and composition and shall solicit volunteers.</p>
<i>Community Members</i>	<p>The committee shall include at least two community members selected by a process that provides for adequate representation of the community's diversity. The principal shall use several methods of communication to ensure that community residents are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Community representatives must reside in the District.</p>

PLANNING AND DECISION-MAKING PROCESS
CAMPUS-LEVEL

BQB
(LOCAL)

<i>Business Representatives</i>	<p>The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's diversity. The principal shall use several methods of communication to ensure that area businesses are informed of the committee and are provided the opportunity to participate and shall solicit volunteers. Business representatives need not reside in nor operate businesses in the District.</p>
Professional Staff Elections	<p>Professional staff representatives shall be nominated and elected in accordance with this policy and administrative regulations.</p> <p>Classroom teacher representatives shall comprise at least two-thirds of the professional staff representation on the committee and shall be nominated and elected by classroom teachers assigned to the campus.</p> <p>At least one campus-based nonteaching professional representative shall be nominated and elected by nonteaching professional staff assigned to the campus.</p> <p>At least one District-level professional representative shall be nominated and elected by the District-level professional staff.</p>
Campus-Based Auxiliary/Paraprofessionals	<p>Campus-based auxiliary/paraprofessionals shall be nominated by campus auxiliary/paraprofessional staff.</p> <p>An employee's affiliation or lack of affiliation with any organization or association shall not be a factor in either the nomination or election of the employee to the committee. [See DGA]</p> <p>A nominee must consent before the person's name may appear on the ballot. Election of the committee shall be held at a time determined by the Board or its designee.</p>
Terms	<p>All representatives shall serve staggered two-year terms and shall be limited to two consecutive terms on the committee. After the initial election or selection, representatives shall draw lots, within each representative category, to determine the length of initial terms.</p>
Vacancy	<p>A vacancy during a term shall be filled for the remainder of the term by election or selection as appropriate for the category.</p>

PROPOSED REVISIONS

See pgs. 2-3

- Investment Authority** The Superintendent and others designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.
- Approved Investment Instruments** From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:
1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
 2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
 3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
 4. A securities lending program as permitted by Government Code 2256.0115.
 5. Banker's acceptances as permitted by Government Code 2256.012.
 6. Commercial paper as permitted by Government Code 2256.013.
 7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
 8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
 9. Public funds investment pools as permitted by Government Code 2256.016.
- Safety** The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment
Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Liquidity and
Maturity**

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of ~~one year~~ 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed two years from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

**Monitoring Market
Prices**

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done at least quarterly, as required by law, and more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

**Monitoring Rating
Changes**

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

Funds / Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

and consider preservation and safety of principal, liquidity, market-ability of an investment if the need arises to liquidate before ma-turity, diversification of the investment portfolio, and yield.

Operating Funds

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

~~Trust and~~ Custodial
Funds

Investment strategies for ~~trust and~~ custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Debt Service Funds

Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year ~~may~~ shall be authorized provided legal limits are not exceeded.

Capital Project
Funds

Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year ~~may~~ shall be authorized provided legal limits are not exceeded.

Internal Service
Funds

Investment strategies for internal service funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Enterprise Funds

Investment strategies for enterprise funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Maximum
Investment
Maturities

The District primarily intends to match holding periods of investment funds with liquidity needs of the District. However, the maximum final stated maturity of any single investment shall not exceed two years. Additionally, the weighted average maturity of investments of the District's funds shall not exceed ~~one~~ two years.

**Safekeeping and
Custody**

The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.

**Sellers of
Investments**

Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA).

**Soliciting Bids for
CDs**

In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.

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

Internal Controls

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

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

ADOPTED:

4 of 4

PROPOSED REVISIONS

Fiscal Year	The District shall operate on a fiscal year beginning September 1 and ending August 31.
Budget Planning	Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the District's programs and activities and provides the resources to implement them. In the budget planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered, as well as input from the District- and campus-level planning and decision-making committees as reflected in the Campus Improvement Plan and District Improvement Plan . Budget planning and evaluation are continuous processes and shall be a part of each month's activities.
Ad Hoc Committees	The Board may appoint ad hoc committees of representative citizens and District personnel to provide a wider expression of community opinion on financial aspects of the school program. The Board shall define in precise terms the scope of the committee's charge and shall designate the period of time committee members shall serve. The committee shall be dissolved upon completion of its charge or the expiration of the term set by the Board, whichever comes first.
Budget Calendar	No later than October of the fiscal year, the Superintendent or designee shall supervise the development of a budget calendar and a specific plan for budget preparation.
Budget Meeting	The annual public meeting to discuss the proposed budget and tax rate shall be conducted as follows: <ol style="list-style-type: none">1. The Board President shall request at the beginning of the meeting that all persons who desire to speak on the proposed budget and/or tax rate sign up on the sheet provided.2. Prior to the beginning of the meeting, the Board may establish time limits for speakers.3. Speakers shall confine their remarks to the appropriation of funds as contained in the proposed budget and/or the tax rate.4. No officer or employee of the District shall be required to respond to questions from speakers at the meeting.
Authorized Expenditures	The adopted budget provides authority to expend funds for the purposes indicated and in accordance with state law, Board policy, and the District's approved purchasing procedures. The expenditure of funds shall be under the direction of the Superintendent or

ANNUAL OPERATING BUDGET

CE
(LOCAL)

designee who shall ensure that funds are expended in accordance with the adopted budget.

Budget Amendments

The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other resources.

Grand Prairie ISD
017590

ACCOUNTING
INVENTORIES

CFB
(LOCAL)

ADD POLICY

**Capitalization
Threshold**

The capitalization threshold for purposes of classifying capital assets shall be \$5000.

PROPOSED REVISIONS

Purchasing Authority

The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services. Purchases that exceed \$50,000 in the aggregate in a single fiscal year from the same vendor or for the same or similar items/services shall require Board approval before the transaction may take place.

~~Board approval shall not be required for the following budgeted purchases:~~

- ~~1. Contracts already approved by the Board;~~
- ~~2. A Board approved interlocal agreement;~~
- ~~3. A state procurement program; or~~
- ~~4. Utilities and commodities such as electricity and water.~~

Final acceptance of [interlocal agreements and state and national procurement contracts](#) ~~all bids, offers, proposals, awards, and contracts~~ shall require Board approval for purchases [from the same vendor or for the same or similar items/services](#) that exceed \$250,000 in the aggregate.

~~At the beginning of each school year, the administration shall approve a list of vendors to whom the administration anticipates making purchases that will exceed \$50,000 in the aggregate.~~

Purchases deemed necessary to replace stolen items, repair damage, or otherwise meet an urgent need shall not require prior Board approval if the Superintendent shares the purchase details with the Board officers, unless a majority of the officers request prior Board approval within 24 hours.

The administration shall provide the Board with a monthly report of all purchase orders.

Exception for Emergency Contracts

In the event of a catastrophe, emergency, or natural disaster affecting the District, the Board delegates to the Superintendent the authority to contract for the replacement, construction, or repair of school equipment or facilities in accordance with law, if emergency replacement, construction, or repair is necessary for the health and safety of District students and staff. The Superintendent shall report to the Board at the next regular meeting any contract made under this authority. [See Disaster Exception, CH(LEGAL)]

The delegation regarding emergency contracts does not waive competitive purchasing requirements under Education Code Chapter 44. Only the Board is authorized to waive competitive purchasing requirements under limited circumstances in accordance with

PURCHASING AND ACQUISITION

CH
(LOCAL)

	Education Code 44.031(h). [See Emergency Damage or Destruction, CH(LEGAL)]
Purchasing Procedures	The Superintendent shall develop purchasing procedures to implement the requirements of state and federal law. [See also CB, CBB, CH(LEGAL), and COA]
Purchasing Method	The Board delegates to the Superintendent the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate.
<i>Competitive Bidding</i>	<p>If competitive bidding is chosen as the purchasing method, the Superintendent shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be in accordance with Board-adopted rules. All bidders shall be invited to attend the bid opening. Any bid may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.</p> <p>The District may reject any and all bids in accordance with state or federal law, as applicable.</p>
Exceptions to Required Bidding	<p>In addition to the exceptions to required bidding listed in CH(LEGAL), the following exceptions also apply:</p><ol style="list-style-type: none">1. Catalog purchases from the Building and Procurement Commission; and2. Purchases through cooperative bidding pools under interlocal agreements, wherein the administrator for the cooperative is responsible for complying with competitive bidding statutes.
Bid Responsibility	<p>There is no requirement in state law that a bid for personal property be awarded to the lowest bidder; however, a decision to award a bid to a bidder other than the lowest bidder should reflect the exercise of sound discretion by the District.</p><p>Causes for selecting a bid higher than the lowest bid may include:</p><ol style="list-style-type: none">1. The item or service bid is not responsive to the specifications, to the invitation to bid, or to the general instructions.2. The bidder is not responsible (vendor integrity documented by record of past performance).3. The bid is awarded because of the bidding preference law, Government Code 2252.002. [See CV] This applies exclusively to construction contracts.4. The financial and technical resources of the bidder are not adequate to service the contract bid.

~~5. There is evidence of noncompliance with public policy or federal and state laws.~~

~~6. Delivery or service requirements create the need for award to a local vendor.~~

~~7. The safety record of the vendor.~~

*Competitive
Sealed Proposals*

If competitive sealed proposals are chosen as the purchasing method, the Superintendent shall prepare the request for proposals and/or specifications for items to be purchased. All proposals shall be in accordance with administrative regulations, and the submission of any electronic proposals shall also be in accordance with Board-adopted rules. Proposals received after the specified time shall not be considered. Proposals shall be opened at the time specified, and all proposers shall be invited to attend the proposal opening. Proposals may be withdrawn prior to the scheduled time of opening. Changes in the content of a proposal, and in prices, may be negotiated after proposals are opened.

The District may reject any and all proposals in accordance with state or federal law, as applicable.

Electronic Bids or
Proposals

Bids or proposals that the District has chosen to accept through electronic transmission shall be administered in accordance with Board-adopted rules. Such rules shall safeguard the integrity of the competitive procurement process; ensure the identification, security, and confidentiality of electronic bids or proposals; and ensure that the electronic bids or proposals remain effectively unopened until the proper time.

**Responsibility for
Debts**

The Board shall assume responsibility for debts incurred in the name of the District so long as those debts are for purchases made in accordance with the adopted budget, state law, Board policy, and the District's purchasing procedures. [See CE] The Board shall not be responsible for debts incurred by persons or organizations not directly under Board control. Persons making unauthorized purchases shall assume full responsibility for all such debts.

**Purchase
Commitments**

All purchase commitments shall be made by the Superintendent in accordance with administrative procedures, including the District's purchasing procedures.

Personal Purchases

District employees shall not be permitted to make purchases for personal use through the District's business office.

PROPOSED REVISIONS

The Superintendent is authorized to declare District materials, equipment, and supplies to be unnecessary and shall dispose of unnecessary materials, equipment, and supplies for fair market value.

~~The Board shall approve disposal of unnecessary property with a value greater than \$2,500. The Superintendent is authorized to dispose of all other unnecessary property for fair market value.~~ If the unnecessary property has no value, the Superintendent or designee may dispose of such property according to administrative discretion.

Items obtained as federal surplus shall be managed according to federal regulations.

PROPOSED REVISIONS

Note: For Board member use of District technology resources, see BBI. For student use of personal electronic devices, see FNCE.

Availability of Access

For purposes of this policy, "technology resources" means electronic communication systems and electronic equipment.

Access to the District's technology resources, including the internet, shall be made available to students and employees primarily for instructional and administrative purposes and in accordance with administrative regulations.

Limited Personal Use

Limited personal use of the District's technology resources shall be permitted if the use:

1. Imposes no tangible cost on the District;
2. Does not unduly burden the District's technology resources; and
3. Has no adverse effect on an employee's job performance or on a student's academic performance.

Use by Members of the Public

Access to the District's technology resources, including the internet, shall be made available to members of the public, in accordance with administrative regulations. Such use shall be permitted so long as the use:

1. Imposes no tangible cost on the District; and
2. Does not unduly burden the District's technology resources.

~~Members of the public who are granted access shall be required to comply with District rules and policies governing appropriate use of the system.~~

Acceptable Use

The Superintendent shall develop and implement administrative regulations, guidelines, and user agreements consistent with the purposes and mission of the District and with law and policy.

Access to the District's technology resources is a privilege, not a right. All users shall be required to acknowledge receipt and understanding of all administrative regulations governing use of the District's technology resources and shall agree in writing to allow monitoring of their use and to comply with such regulations and guidelines. Noncompliance may result in suspension of access or termination of privileges and other disciplinary action consistent

with District policies. [See DH, FN series, FO series, and the Student Code of Conduct] Violations of law may result in criminal prosecution as well as disciplinary action by the District.

Internet Safety

The Superintendent shall develop and implement an internet safety plan to:

1. Control students' access to inappropriate materials, as well as to materials that are harmful to minors;
2. Ensure student safety and security when using electronic communications;
3. Prevent unauthorized access, including hacking and other unlawful activities;
4. Restrict unauthorized disclosure, use, and dissemination of personally identifiable information regarding students; and
5. Educate students about cyberbullying awareness and response and about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms.

Filtering

Each District computer with internet access and the District's network systems shall have filtering devices or software that blocks access to visual depictions that are obscene, pornographic, inappropriate for students, or harmful to minors, as defined by the federal Children's Internet Protection Act and as determined by the Superintendent.

The Superintendent shall enforce the use of such filtering devices. Upon approval from the Superintendent, an administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose.

Monitored Use

Electronic mail transmissions and other use of the District's technology resources by students, employees, and members of the public shall not be considered private. Designated District staff shall be authorized to monitor the District's technology resources at any time to ensure appropriate use.

Disclaimer of Liability

The District shall not be liable for users' inappropriate use of the District's technology resources, violations of copyright restrictions or other laws, users' mistakes or negligence, and costs incurred by users. The District shall not be responsible for ensuring the availability of the District's technology resources or the accuracy, age appropriateness, or usability of any information found on the internet.

Record Retention

A District employee shall retain electronic records, whether created or maintained using the District's technology resources or using

personal technology resources, in accordance with the District's record management program. [See CPC]

Electronically Signed Documents

At the District's discretion, the District may make certain transactions available online, including student admissions documents, student grade and performance information, contracts for goods and services, and employment documents.

To the extent the District offers transactions electronically, the District may accept electronic signatures in accordance with this policy.

When accepting electronically signed documents or digital signatures, the District shall comply with rules adopted by the Department of Information Resources, to the extent practicable, to:

- Authenticate a digital signature for a written electronic communication sent to the District;
- Maintain all records as required by law;
- Ensure that records are created and maintained in a secure environment;
- Maintain appropriate internal controls on the use of electronic signatures;
- Implement means of confirming transactions; and
- Train staff on related procedures as necessary.

PROPOSED REVISIONS

Intellectual Property	All copyrights, trademarks, and other intellectual property rights shall remain with the District at all times.
Students	A student shall retain all rights to work created as part of instruction or using District technology resources, with the exception of work created for District-related projects.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student employee, shall not have rights to work he or she creates on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her employment, including the right to obtain copyrights.
<i>Employee Ownership</i>	If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own time, away from his or her job and with personal equipment and materials, including the right to obtain patents or copyrights.
<i>Permission</i>	A District employee may apply to the Superintendent or designee to use District materials and equipment in his or her creative projects, provided the employee agrees either to grant to the District a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
Works Made for Hire	The District may hire an independent contractor for specially commissioned work(s) under a written works-made-for-hire agreement that provides that the District shall own the work product created under the agreement, as permitted by copyright law. Independent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellectual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.
Copyright	Unless the proposed use of a copyrighted work is an exception under the "fair use" guidelines maintained by the Superintendent or

designee, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder's work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

Technology Use All persons are prohibited from using District technology in violation of any law including copyright law. Only appropriately licensed programs or software may be used with District technology resources. No person shall use the District's technology resources to post, publicize, or duplicate information in violation of copyright law. The Board shall direct the Superintendent or designee to employ all reasonable measures to prevent the use of District technology resources in violation of the law. All persons using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

Electronic Media Unless a license or permission is obtained, electronic media in the classroom, including motion pictures and other audiovisual works, must be used in the course of face-to-face teaching activities as defined by law.

Designated Agent The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent's identity. The District shall include on its Web site information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District's technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

Trademark The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

School-Related Use The District grants permission to students, student organizations, parent organizations and other District affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of school-related business or activity. The Superintendent or designee shall determine what constitutes use in furtherance of school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

INTELLECTUAL PROPERTY

CY
(LOCAL)

Public Use

Members of the general public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without the written permission of the Superintendent or designee. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District trademarks without appropriate authorization shall be subject to legal action.

DELETE POLICY

Purpose

The District adheres to its policy of and commitment to equality in hiring practices in regard to existing legal statutes, equal employment opportunity, and equal advancement opportunity.

The District shall hire well-qualified people to perform the many tasks necessary to provide educational services to the patrons and students of the District without regard to race, color, disability, religion, sex, national origin, or age or any other factor that cannot lawfully be the basis for employment decisions.

Commitment

The District is committed to an ongoing program of encouraging the application of minorities by both public notice and recruiting endeavors. Similarly, the District affirms its procedures to assure equal access to all programs, facilities, and services for all employees.

Statement

The District shall make all decisions regarding recruitment, hiring, promotion, transfer, compensation, training, working conditions, termination, layoff, and all other terms and conditions of employment without discrimination on the grounds listed above. [See DAB]

PROPOSED REVISIONS

Note: [This local policy has been revised in accordance with the District's innovation plan.](#)¹

Updating Credentials

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

State Teacher Certification

[In accordance with the District's innovation plan, the District is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education \(CTE\) courses and science, technology, engineering, and mathematics \(STEM\) courses. All other teaching assignments shall require certification in accordance with state law. \[See DK\]](#)

Social Security Number

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

¹ Innovation Plan: <https://www.gpisd.org/Page/49572>

PROPOSED REVISIONS

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	<p>All applicants shall complete the application form supplied by the District.</p> <p>Follow-up and investigation plans for all applications shall be developed and implemented by the Superintendent or designee to ensure that each personnel recommendation is made only after a thorough and comprehensive review of the applicant's character, training, and experience record.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
Employment of Contractual Personnel	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority for employment of contractual personnel. [See DCA, DCB, DCC, and DCE as appropriate]</p>
Employment of Noncontractual Personnel	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

PROPOSED REVISIONS

Contracts Required by Law

After any applicable probationary contract period required by the District, term contracts governed by Chapter 21 of the Education Code (educator term contracts) shall be provided to:

1. Any employees in positions required by statute to receive such contracts, including SBEC-certified employees serving full-time as principals, assistant principals, teachers, school counselors, diagnosticians, librarians, and athletic directors;
- ~~2. Full-time professional employees in other positions for which the District requires current SBEC certification; and~~
- ~~3.2.~~ Full-time nurses.

For purposes of this policy, the District shall consider only full-time registered nurses to be eligible for educator term contracts.

Employees in positions for which the District requires current SBEC certification shall also receive term contracts.

ADD POLICY

**Non-Chapter 21
Contracts**

Non-Chapter 21 contracts shall be provided for positions included on the list approved by the Board. A non-Chapter 21 contract shall not be governed by Chapter 21 of the Education Code.

**Appeal of
Employment Actions**

An employee may appeal discharge during the contract period in accordance with DCE(LEGAL).

An employee whose contract is not reissued at the end of the contract period may appeal in accordance with DGBA(LOCAL).

PROPOSED REVISIONS

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Mid-Year Pay Increases

Contract
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]

Noncontract
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools]

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

~~Premium Pay
During Disasters~~

~~After authorization by resolution or other Board action and in accordance with such authorization, nonexempt employees who are required to work on site during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the rate of one and one half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.~~

PROPOSED REVISIONS

See Pgs. 3 and 5

Leave Administration	The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.
Definitions	The term "immediate family" is defined as:
Immediate Family	<ol style="list-style-type: none">1. Spouse.2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands <i>in loco parentis</i>.3. Parent, stepparent, parent-in-law, or other individual who stands <i>in loco parentis</i> to the employee.4. Sibling, stepsibling, and sibling-in-law.5. Grandparent and grandchild.6. Any person residing in the employee's household at the time of illness or death.
	For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).
Family Emergency	The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.
Leave Day	A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.
School Year	A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.
Catastrophic Illness or Injury	A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

COMPENSATION AND BENEFITS
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(LOCAL)

<i>Request for Leave</i>	<p>In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.</p> <p>Discretionary use of state personal leave shall not exceed three consecutive workdays.</p>
Local Leave	<p>Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.</p> <p>Local leave shall accumulate without limit.</p> <p>Local leave shall be used according to the terms and conditions of state personalsick leave. [See State Personal Leave, above] accumulated before the 1995-96 school year, except that an employee may contribute local leave to a sick leave bank. [See DEC(LEGAL)]</p>
Sick Leave Bank	<p>The District shall establish a sick leave bank that employees may join through contribution of local leave.</p> <p>Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee experiences a catastrophic illness or injury and has exhausted all paid leave and any applicable compensatory time.</p> <p>The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:</p> <ol style="list-style-type: none">1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;2. Procedures to request leave from the sick leave bank;3. The maximum number of days per school year a member employee may receive from the sick leave bank;4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and5. Other procedures deemed necessary for the operation of the sick leave bank.
Appeal	<p>An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.</p>

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Family and Medical
Leave**

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month
Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.

Combined Leave for
Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or
Reduced Schedule
Leave

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of
Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty
Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of
Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

**Temporary Disability
Leave**

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Payment for
Accumulated Leave
Upon Retirement**

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program.

An employee who retires from the District and meets criteria approved by the Board shall be eligible for payment for accumulated state and local leave.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 100 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. [Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.](#)

**Neutral Absence
Control**

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

PROPOSED REVISIONS

Reasons

The recommendation to the Board and its decision not to renew a contract under this policy shall not be based on an employee's exercise of Constitutional rights or based unlawfully on an employee's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for proposed nonrenewal of an employee's term contract shall be:

1. Deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to comply with Board policies or administrative regulations.
7. Excessive absences.
8. Conducting personal business during school hours when it results in neglect of duties.
9. Reduction in force because of financial exigency. [See DFFA]
10. Reduction in force because of a program change. [See DFFB]
11. The employee is not retained at a campus in accordance with the provisions of a campus turnaround plan. [See AIC]
12. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
13. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
14. Failure to meet the District's standards of professional conduct.
15. Failure to report any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime

involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

16. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
17. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
18. Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job.
19. Any activity, school-connected or otherwise, that, because of publicity given it, or knowledge of it among students, faculty, or the community, impairs or diminishes the employee's effectiveness in the District.
20. Any breach by the employee of an employment contract or any reason specified in the employee's employment contract.
21. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.
22. A significant lack of student progress attributable to the educator.
23. Behavior that presents a danger of physical harm to a student or to other individuals.
24. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
25. Use of profanity in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
26. Falsification of records or other documents related to the District's activities.
27. Falsification or omission of required information on an employment application.
28. Misrepresentation of facts to a supervisor or other District official in the conduct of District business.

29. Failure to fulfill requirements for state licensure or certification, including passing certification or licensing examinations required by state or federal law or by the District, for the employee's assignment.
30. Failure to maintain licensing and certification requirements, including the completion of required continuing education hours, for the employee's assignment.
31. Failure to complete certification or permit renewal requirements, or failure to fulfill the requirements of a deficiency plan, under an Emergency Permit or a Temporary Classroom Assignment Permit.
32. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
33. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
34. Any reason constituting good cause for terminating the contract during its term.

Recommendations
from Administration

Administrative recommendations for renewal or proposed nonrenewal of term contracts shall be submitted to the Superintendent. A recommendation for proposed nonrenewal shall be supported by any relevant documentation. The final decision on the administrative recommendation to the Board on each employee's contract rests with the Superintendent.

Superintendent's
Recommendation

The Superintendent shall prepare lists of employees whose contracts are recommended for renewal or proposed nonrenewal by the Board. Supporting documentation, if any, and reasons for the recommendation shall be submitted for each employee recommended for proposed nonrenewal.

The Board shall consider such information, as appropriate, in support of recommendations for proposed nonrenewal and shall then act on all recommendations. [If the Board votes to propose nonrenewal for any employees, it shall also decide whether any requested hearing will be conducted by the Board or by an independent hearing examiner.](#)

Notice of Proposed
Nonrenewal

After the Board votes to propose nonrenewal, the Superintendent or designee shall deliver written notice of proposed nonrenewal in accordance with law.

~~The notice of proposed nonrenewal shall contain a statement of the reasons for the proposed action. The notice shall contain the hearing procedures.~~

The Board has chosen to designate the type of hearing for proposed nonrenewals on a case-by-case basis. In the notice of proposed nonrenewal, the employee shall receive notice of whether the Board [see Request for Board Hearing, below] or an independent hearing examiner appointed by the commissioner of education [see Request for Appointment of Hearing Examiner, below] will conduct the hearing.

**Request for
Appointment of
Hearing Examiner**

If the notice of proposed nonrenewal states that the nonrenewal hearing will be conducted by an independent hearing examiner, the employee may request a hearing by filing a written request with the commissioner, and providing the Board a copy of the request, ~~desires a hearing after receiving the notice of proposed nonrenewal, the employee shall notify the Board in writing~~ not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

Hearing Procedures

The hearing shall be conducted by an independent hearing examiner in accordance with the process described at DFD.

Board Decision

Following the hearing, the Board shall take appropriate action in accordance with DFD.

**Request for Board
Hearing**

If the notice of proposed nonrenewal states that the nonrenewal hearing will be conducted by the Board, the employee may request a hearing by providing written notice to the Board not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

When a timely request for a hearing on a proposed nonrenewal is received by the presiding officer, the Board shall notify the employee whether the hearing will be conducted by the Board [see Hearing by the Board, below] or an attorney designated by the Board [see Hearing by an Attorney Designated by the Board, below].

In either case, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The employee shall be given notice of the hearing date as soon as it is set.

Hearing by the Board

Unless the employee requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the employee, the Superintendent, their representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including

the name of the representative. Failure to give such notice may result in postponement of the hearing.

Hearing Procedures

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the administration's presentation, supported by such proof as it desires to offer.
3. The employee may cross-examine any witnesses for the administration.
4. The employee may then present such testimonial or documentary proof, as desired, to offer in rebuttal or general support of the contention that the contract be renewed.
5. The administration may cross-examine any witnesses for the employee and offer rebuttal to the testimony of the employee's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only evidence presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the employee's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the employee by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

**Hearing by an
Attorney Designated
by the Board**

The hearing must be private unless the employee requests in writing that the hearing be public, except that the attorney may close the hearing to maintain decorum. If the employee does not request a public hearing, only the attorney designated by the Board, the employee, the Superintendent, their representatives, and witnesses shall be permitted to be in attendance, and witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the control of the attorney designated by the Board and shall generally follow the steps listed at Hearing by the Board.

Not later than the 15th day after the completion of the hearing, the attorney shall provide to the Board a record of the hearing and his or her recommendation on renewal.

Board Review

The Board shall consider the record of the hearing and the attorney's recommendation at the first Board meeting for which notice can be posted, unless the parties agree in writing to a different date. The Board shall notify the employee of the meeting date as soon as it is set. At the meeting, the Board shall allow each party an equal amount of time to present oral arguments. The Board shall notify the employee in writing of the Board's decision on renewal not later than the 15th day after the date of the meeting.

No Hearing

If the employee fails to request a hearing, the Board shall take the appropriate action and notify the employee in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

PROPOSED REVISIONS

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

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District. ~~An employee shall be expected to actively support the District's Character Counts! program and to model the six pillars of character—responsibility, citizenship, caring, respect, trustworthiness, and fairness.~~

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

Violations of Standards of Conduct

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

Weapons Prohibited

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

Exceptions

No violation of this policy occurs when:

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

Electronic Communication

Use with Students

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

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

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

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

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

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

Reporting Improper Communication

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.
Safety Requirements	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Harassment or Abuse	<p>An employee shall not engage in prohibited harassment, including sexual harassment, of:</p> <ol style="list-style-type: none">1. Other employees. [See DIA]2. Students. [See FFH; see FFG regarding child abuse and neglect.] <p>While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.</p> <p>An employee shall report child abuse or neglect as required by law. [See FFG]</p>
Relationships with Students	<p>An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]</p> <p>As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]</p>
Tobacco and E-Cigarettes	An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]
Alcohol and Drugs / Notice of Drug-Free Workplace	<p>As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.</p> <p>An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:</p> <ol style="list-style-type: none">1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug,

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

hallucinogen, stimulant, depressant, amphetamine, or barbiturate.

2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

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

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;

EMPLOYEE STANDARDS OF CONDUCT

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(LOCAL)

3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

Dress and Grooming

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PROPOSED REVISIONS

**Reasonable
Suspicion Searches**

The District reserves the right to conduct searches when the District has reasonable suspicion to believe that a search will uncover evidence of work-related misconduct. The District may search the employee, the employee's personal items, work areas, lockers, and private vehicles parked on District premises or worksites or used in District business. Searches that reveal a violation of the District's standards of conduct may result in disciplinary action. [See DH]

**Reasonable
Suspicion Alcohol
and Drug Testing**

The District may remove an employee from duty and require testing if there is reasonable suspicion that the employee is under the influence of alcohol or drugs used in violation of District policy. The determination of reasonable suspicion may be based on specific observations of the appearance, behavior, speech, or body odors of the employee whose motor ability, emotional equilibrium, or mental acuity seems to be impaired while on duty or other relevant information. Any employee who is asked to submit to drug or alcohol testing shall be given the opportunity to provide relevant information about prescription or nonprescription medications that may affect the screening.

A District employee who refuses to comply with a directive to submit to testing based upon reasonable suspicion shall be subject to disciplinary action, up to and including termination.

A District employee confirmed to have violated the District's policy pertaining to alcohol or drugs may be subject to disciplinary action. [See DF series and DH]

Note: The following provisions apply to employees who are covered by the federal Department of Transportation (DOT) rules.

**Federally Required
DOT Testing
Program**

In accordance with DOT rules, the District shall establish an alcohol and controlled substances testing program to help prevent accidents and injuries resulting from the misuse of alcohol and controlled substances by the drivers of commercial motor vehicles, including school buses. The primary purpose of the testing program is to prevent impaired employees from performing safety-sensitive functions.

The Superintendent shall designate a District official who shall be responsible for ensuring that information is disseminated to employees covered under this testing program regarding prohibited driver conduct, alcohol and controlled substances tests, and the consequences that follow positive test results.

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

Drug-Related
Violations

The following constitute drug-related violations under the DOT rules:

1. Refusing to submit to a required test for alcohol or controlled substances.
2. Providing an adulterated, diluted, or a substituted specimen on an alcohol or controlled substances test.
3. Testing positive for alcohol, at a concentration of 0.04 or above, in a post-accident test.
4. Testing positive for controlled substances in a post-accident test.
5. Testing positive for alcohol, at a concentration of 0.04 or above, in a random test.
6. Testing positive for controlled substances in a random test.
7. Testing positive for alcohol, at a concentration of 0.04 or above, in a reasonable suspicion test.
8. Testing positive for controlled substances in a reasonable suspicion test.

An employee who operates a commercial motor vehicle, including a bus, and commits a drug-related DOT violation as defined above shall not be eligible for reinstatement as a driver.

~~Before a driver is terminated, he or she shall be provided a list of available resources for evaluation and treatment.~~

Alcohol Results
Between 0.02 and
0.04

In accordance with DOT rules, a driver tested under this policy and found to have an alcohol concentration of 0.02 or greater, but less than 0.04, shall be suspended from driving duties for at least 24 hours.

[In the event of a subsequent positive test result for alcohol of 0.02 or greater but less than 0.04, see the disciplinary consequences at District-Imposed Consequences, below.]

Reasonable
Suspicion DOT
Testing

Only supervisors specifically trained in accordance with federal regulations may, based upon reasonable suspicion, remove a driver from a safety-sensitive position and require testing for alcohol and/or controlled substances. The determination of reasonable suspicion shall be based on specific observations of the appearance, behavior, speech, or body odors of the driver whose motor ability, emotional equilibrium, or mental acuity seems to be impaired. Such observations must take place just preceding, during, or just after the period of the workday that the driver is on duty.

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

The observations may include indication of the chronic and withdrawal effects of controlled substances. Within 24 hours of the observed behavior, the supervisor shall provide a signed, written record documenting the observations leading to a controlled substance reasonable suspicion test.

**District-Imposed
Consequences**

In addition to the consequences established by federal law, a District employee confirmed to have violated the District's policy pertaining to alcohol or controlled substances, including a second or subsequent positive test result for alcohol of 0.02 or greater but less than 0.04, shall be subject to District-imposed discipline, as determined by his or her supervisor and the Superintendent. Such discipline may include any appropriate action from suspension without pay during the period of removal from safety-sensitive functions, up to and including termination of employment. [See DF series]

In cases where a driver is also employed in a nondriving capacity by the District, disciplinary action imposed for violation of alcohol and controlled substances policies shall apply to the employee's functions and duties that involve driving. Additionally, upon recommendation of the employee's supervisor, disciplinary measures up to and including termination of employment with the District may be considered.

PROPOSED REVISIONS

Note: [This local policy has been revised in accordance with the District's innovation plan.](#)¹

Superintendent's Authority

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Campus Assignments

Any employee may request reassignment within the District to another position for which he or she is qualified.

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

[In accordance with the District's local innovation plan exemption regarding SBEC certification \[see DBA\], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a career and technical education \(CTE\) field or a science, technology, engineering, and mathematics \(STEM\) field to teach a CTE course or a STEM course. All other teaching assignments shall require certification in accordance with state law. \[See DBA\]](#)

Supplemental Duties

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

Work Calendars and Schedules

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

¹ Innovation Plan: <https://www.gpisd.org/Page/49572>

DELETE POLICY

Training of AP Teachers

Teachers who teach pre-AP classes at the middle/high school level shall complete a five-day college board pre-AP and/or AP institute. Teachers wishing to teach pre-AP or AP classes shall be given one year to complete this training. Maintenance hours shall also be required for teachers of pre-AP and/or AP classes. Teachers shall complete a five-day institute presented by the college board every three years. The District shall underwrite the tuition costs.

Training of Gifted and Talented Teachers

Gifted and talented students at the elementary level are served by gifted and talented specialists and by elementary classroom teachers. Training for teachers providing instruction and services for gifted students shall include 30 hours of gifted and talented (GT) training in the following five core areas (6 hours in each):

1. Identification and assessment
2. Nature and needs
3. Social and emotional needs
4. Creativity and instructional strategies
5. Differentiated curriculum

Gifted and talented specialists shall fulfill the 30 hours of GT training prior to assignment in the program. Elementary classroom teachers shall be expected to make progress regarding the required hours of GT training within their first semester and to complete the 30 hours of training within two years of initial assignment. Principals shall prioritize assignment of identified GT students to classroom teachers who have completed the 30 hours of gifted and talented training.

Gifted and talented students at the secondary level are served in the core subject areas through the pre-Advanced Placement (pre-AP) and Advanced Placement (AP) Programs. Middle school and high school pre-AP and AP teachers must acquire 30 hours of GT training in the five core areas listed above (6 hours in each) prior to assignment or within one semester. College board pre-AP and AP summer institute training counts as 12 hours of the required 30 hours of GT training.

PROPOSED REVISIONS

T-TESS

The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

~~Appraisal System~~

~~The formal appraisal of District teachers shall be in accordance with either of two alternate appraisal systems, depending on the campus, developed in compliance with statutory provisions and state rules and implemented in accordance with related grant requirements.~~

~~General Requirements~~

~~District teachers shall be appraised at least biannually.~~

~~The District shall establish an appraisal calendar each year.~~

~~The District's alternate appraisal processes shall be developed in collaboration with the administration and the District and campus-level decision-making committees and shall be detailed in administrative regulations.~~

~~Components of the appraisal system shall ensure that teachers receive appropriate guidance and feedback and may include, but are not limited to, a written self-assessment, formal and informal observations, classroom walk-throughs, student learning indicators, and conferences. The appraisal process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.~~

~~Grievances~~

~~Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).~~

PROPOSED REVISIONS

Principals

The District shall appraise principals using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law and administrative regulations.

Other Campus Administrators

The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of either a local appraisal system developed in accordance with law and administrative regulations or a modified version of the T-PESS.

Frequency

District principals and other campus administrators shall be appraised annually.

Employment Decisions

~~When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status.~~

~~Exception~~

~~Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.~~

DELETE POLICY

Substitute Teachers The Superintendent shall establish a list of substitute teachers. Teachers whose names appear on the substitute list shall meet all qualifications for employment established by state law and the District.

Employment Status An individual who has been approved for inclusion on the substitute list shall have no expressed or implied right to a particular assignment.

An individual who has been approved for inclusion on the substitute list shall serve at the will of the District and shall have no expressed or implied right of continued employment with the District.

At any time and without prior notice, the District may, at its sole discretion, elect to stop utilizing the services of any individual on the substitute list.

Principals shall secure substitute teachers from the approved substitute teachers list and through the District-approved substitute system. Principals shall be responsible for ensuring that the work of the substitute is effective by providing the substitute with a focused instructional plan to ensure student success.

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's innovation plan.¹

Minutes of Instruction

In accordance with the District's innovation plan, the District shall be exempt from state laws that require a district to provide at least 75,600 minutes of instruction each school year. The District shall provide at least 75,600 minutes of instruction each year for all students except those enrolled in prekindergarten and alternative education programs.

School Start Date

In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.

School Calendar

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

School Closure

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

¹ Innovation Plan: <https://www.gpisd.org/Page/49572>

PROPOSED REVISIONS

Operational Hours ~~Subject to Board approval, the Superintendent shall establish regular operational hours for District schools. Such hours need not be uniform between schools or grade levels. In addition, the Superintendent, with Board approval, shall establish the scheduling system—such as trimester, semester, block, and the like—that provides the structure for the delivery of instruction in District schools.~~

Loss of Class Time The District shall not remove a student from a regularly scheduled class for tutoring or test preparation for more than ten percent of the school days on which the class is offered without a parent's written consent.

Interruptions The District shall limit nonacademic activities that interrupt and distract from the academic process and shall enforce the following restrictions:

1. Announcements, other than emergency announcements, shall be made over the public address system only once during the school day.
2. Selling or solicitation shall not be permitted during class time. [For fund-raising activities, see FJ]

ADD POLICY

Note: This local policy has been revised in accordance with the District's innovation plan.¹

Class Size Ratio

In accordance with the District's innovation plan, the District is exempt from state law requiring a district not to enroll more than 22 students in a pre-kindergarten–grade 4 class.

If the student/teacher ratio averaged across a grade level requires enrollment above 23 students in a pre-kindergarten–grade 4 class, the teacher and campus administrator must approve this increase.

The District shall communicate class size standards through appropriate District publications and shall notify the Board and parents of all students in an affected pre-kindergarten–grade 4 class with an enrollment increase above 24 students.

¹ Innovation Plan: <https://www.gpsid.org/Page/49572>

DELETE POLICY

Purpose	<p>The Board recognizes the need for and value of a systematic, on-going program of curriculum review and development. The Board shall encourage and support the professional staff in its efforts to design and deliver a challenging curriculum that meets the needs of a diverse student population and is consistent from school to school, from classroom to classroom. In order to ensure quality control of the curriculum and be responsive to the school community and state requirements, the Board sets forth this policy to be followed by the Superintendent and professional staff.</p>
Definition	<p>Curriculum is defined as the knowledge, skills, attitudes, and processes to be taught and learned at the appropriate levels/areas or in courses in the District schools.</p>
Curriculum Philosophy	<p>The curriculum of the District shall be designed to direct instruction in an effective manner. To achieve this aim, curriculum guides will identify essential learning, focus District priorities, form effective interventions based on feedback from assessment data, and connect teaching vertically and horizontally within the school organization. Having mastered the District's curriculum, students shall possess the competencies and problem-solving abilities to be viable contenders in a global society. Through equitable, high-quality, authentic learning experiences, all students shall demonstrate high academic skills. The curriculum shall emphasize the core knowledge and skills necessary for a young person to profitably pursue further education and assume productive, responsible citizenship. It shall be an objective of the curriculum to enable each student to obtain an education appropriate to his or her diverse interests, ambitions, and abilities.</p> <p>The Board seeks to ensure that each student receives the necessary instruction to progress successfully through the system with special emphasis on proficiency in reading for all students by the completion of third grade.</p>
Alignment	<p>The design and implementation of the curriculum shall be aligned with the planned and written curriculum as presented in the curriculum guide, the taught curriculum as presented to students by the teacher, and the tested curriculum as determined by student assessments. The teacher-made tests and standardized tests shall be congruent with the written and taught curriculum.</p>
Board Adoption	<p>The Board shall officially adopt the curriculum that encompasses local goals and objectives, skills that are identified by state and federal guidelines, and mandates where applicable.</p>

Accountability

The Superintendent shall be responsible for the implementation of the curriculum policy and shall serve as the primary mover of the curriculum management system. The Superintendent shall recommend all new and revised curriculum goals and objectives to the Board for its approval. The Superintendent shall give the Board an annual report on curriculum projects completed, in progress, or planned for the future. This annual report should include evidence that assessment and “stakeholder” feedback are being used to improve the curriculum systematically.

Central Staff

Appropriate District staff members shall serve as technical advisors to principals. They shall assist principals in implementation of the plan and look for ways to keep the practices functional and effective.

Principals

The building principal or designee(s) shall monitor implementation of the curriculum. The principal or designee(s) shall use, as a minimum, the following strategies to monitor curriculum delivery:

1. Classroom observations.
2. Interviews and conferences.
3. Confirmation of lesson plan alignment with curriculum.
4. Confirmation of congruency of teacher-made tests with curriculum.

Teachers

The District expects the teaching effort to be a part of a broad plan of quality education. Teachers and colleagues shall work toward a common goal as stated in the philosophy and mission of the District. Teachers shall follow the curriculum developed for their teaching assignments with focus on teaching that which is assessed and assessing that which is taught. Administrators are expected to assist teachers in skillful implementation of the curriculum.

Curriculum Direction

Written curriculum guides shall be developed locally for all subject areas, grade levels, and interdisciplinary courses. Formatted in a user-friendly manner, the guides shall contain the following:

1. District mission statement.
2. District curriculum philosophy.
3. Belief statements related to the subject area and linked to appropriate exit expectations.
4. Program goals and objectives for each subject area.
5. Correlation of objectives and activities to the state essential knowledge and skills and statewide assessments.

6. A scope and sequence chart for use in designing instruction at the appropriate level of challenge for all learners.
7. Correlation and integration of activities to and/or with instructional resources, adopted texts, and supplemental materials.
8. Real-world activities derived from the program goals and objectives for all subject areas.
9. Relevant modifications and enrichment activities.
10. A statement of the means of evaluation to be used to assess student progress toward the goals and objectives of the lesson.

Periodic Review

Guides shall be developed according to a cycle that allows for a pilot-year working draft, final document review and approval, implementation phase, and an update review in the year prior to the specific subject state textbook adoption cycle.

Textbook Adoption

The District shall adopt instructional texts that align with the goals and objectives identified in the District's written curriculum. These texts, to the extent possible, should align with the targets and objectives of the state assessment system and should in no way be construed as the guide for curriculum. Common textbook adoptions and curricular materials should be aimed at promoting consistency and clarity of instructional focus.

Content Area Emphasis

Curriculum guides should include the level of emphasis to be placed on the subject area in terms of time and distribution across grade levels.

Curriculum Connectivity and Equity

The District curriculum shall be articulated from prekindergarten to grade 12 and coordinated across grade levels. The District shall ensure the optimum in focus and connectivity of the curriculum both vertically and horizontally.

Predictability

Teachers shall teach from the curriculum based on the predetermined scope and sequence that supports the philosophy of the District.

Staff Development

A focused staff development plan regarding curriculum documents shall be provided. Comprehensive staff development shall be given to those teachers and administrators who will serve on curriculum design and curriculum redevelopment teams. Staff development will also be based on the needs assessment of the teaching and administrative staff in relation to these curricular priorities.

Staff development shall be provided in strategies for delivering challenging and relevant curriculum as well as strategies for monitoring the level of challenge and the level of learning.

Equitable Access

There shall be one core curriculum with equity of access for all students regardless of program or funding source.

Assessment Program

The District shall provide assessment tools that align with the goals and objectives specified in the District's written curriculum. Assessment of the District's goals and objectives shall provide for a variety of assessed format options.

Teachers shall include in their assessment programs items aligned with the essential knowledge and skills and the statewide testing program that are content driven and contextually appropriate. Teachers shall monitor student progress on an ongoing basis, providing for remediation, reinforcement, and extension of the curriculum as indicated by the student's assessment performance.

Resource Allocation

The Board shall adopt a budget annually that provides the monetary resources to fund the curriculum training, materials and resources, and testing necessary to implement effectively the aligned curriculum. The budget development process shall ensure that goals and priorities are considered in the preparation of budget proposals and that any decision related to reduction or increase in funding levels can be addressed in those terms.

Publications

All District instructional publications developed locally or obtained from state agencies or other publishers in the name of the District shall be the property of the District and shall not belong to an individual teacher or administrator. Such publications shall remain in the District upon termination, resignation, or retirement of any employee to whom publications have been assigned.

PROPOSED REVISIONS

Language Proficiency Assessment Committees

The professional staff members of the LPAC(s) shall be assigned those duties by the Superintendent or designee. Selection of parent members of LPAC(s) shall be made after soliciting volunteers and upon the recommendation of professionals involved in the bilingual/ESL programs.

Training

The District shall provide orientation and training for all members of the LPAC(s), which shall include a discussion of the committee's duties and a thorough explanation and review of all laws and rules governing the confidentiality of information regarding individual students. In performing their duties, committee members shall be acting for the District and shall observe requirements regarding confidentiality of student records. [See FL]

Bilingual / ESL Education Program Parameters

The Board has had a long-standing commitment to meeting the needs of non-English speaking students who are emergent bilingual. This is demonstrated by the fact that, for over a decade, the District has gone beyond minimum requirements by investing numerous material and human resources into the development and provision of a comprehensive and additive bilingual/ESL program for students.

The District's program is based on the following principles:

1. Comply with the Title III of the Elementary and Secondary Education Act (ESSA) statutory requirements regarding English learners and immigrant students. [See EHBE(LEGAL)]
2. Provide elementary dual language education as the bilingual education model.
3. Utilize the parameters for implementation of the dual language program as established by the Superintendent.

The Board reaffirms its commitment, when possible and practicable, to providing each student with an opportunity to experience academic success through instruction in the primary language of a student while acquiring English.

PROPOSED REVISIONS

Relation to Essential Knowledge and Skills

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the designated District objectives.

Guidelines for Grading

The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

The District shall permit a student who meets the criteria detailed in the grading guidelines a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

Progress Reporting

The District shall issue grade reports/report cards every ~~nine~~^{six} weeks on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.

Interim Reports

Interim progress reports shall be issued in accordance with law for a student who demonstrates consistent unsatisfactory performance. Other interim reports shall be issued as established by district grading guidelines~~after the third week of each grading period for students in grades 2–12 with an average of 73 or below. Interim progress reports shall be issued after the third week of each grading period for students in first grade scoring an N (needs improvement) or below in any subject or to those first grade students deemed in jeopardy of scoring an N or below.~~ Supplemental progress reports may be issued at the teacher's discretion.

Conferences

In addition to conferences scheduled on the campus calendar, conferences may be requested by a teacher or parent as needed.

Academic Dishonesty

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, and unauthorized communication between students during an examination. The determination that a student has

engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, or information from students.

ADD POLICY

Course Requirements	To graduate, a student must complete the courses required by the District in addition to those mandated by the state.
Foundation Program	The courses that satisfy District requirements under the foundation program, including courses for the distinguished level of achievement and courses for endorsements offered by the District, shall be listed in appropriate District publications.
Without an Endorsement	The District requires no additional credits beyond the number mandated by the state to graduate under the foundation program without an endorsement. Graduation under the foundation program without an endorsement shall be permitted only as authorized under state law and rules.
With an Endorsement	The District requires no additional credits beyond the number mandated by the state to graduate under the foundation program with an endorsement.
Distinguished Level of Achievement	The District requires no additional credits beyond the number mandated by the state to graduate under the foundation program with the distinguished level of achievement.
No Fine Arts Substitutions	The District shall not award state graduation credit in fine arts for participation in a community-based fine arts program.
Physical Education Substitutions	To the extent permitted by state rules, the District shall award state graduation credit in physical education for participation in approved activities and elective courses.
Activities and Courses	
Private or Commercial Programs	The District shall award state graduation credit in physical education for appropriate private or commercially sponsored physical activity programs conducted either on or off campus, upon approval by the commissioner of education. [See also EHAC]

DELETE POLICY

The District shall develop administrative procedures that provide for a periodic review of attendance zones by the Board. Changes in attendance zones recommended by the administration shall be publicized prior to adoption by the Board.

PROPOSED REVISIONS

Authority	<p>The Superintendent or designee is authorized to accept or reject any nonresident transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.</p> <p>A resident student who becomes a nonresident during the course of a school year <u>semester</u> shall be permitted to continue in attendance for the remainder of the school year, so long as the student's enrollment does not place the District out of compliance with federal or state law. Such a student shall be subject to tuition requirements <u>semester</u>.</p>
Transfer Requests	<p>A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent or designee. Transfers shall be granted for one regular school year at a time.</p>
Factors	<p>In approving transfers, the Superintendent or designee shall consider availability of space, <u>and</u> instructional staff, <u>and</u> the student's disciplinary history, <u>and</u> attendance records, and academic records.</p>
Transfer Agreements	<p>A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District. Violation of the terms of the agreement may result in a transfer request not being approved the following year.</p>
Transportation	<p>The District shall not provide transportation for <u>interdistrict transfer</u> a nonresident students <u>except as required by law</u> who transfers into the District.</p>
Tuition	<p>The Board shall determine annually. If the amount of <u>District charges</u> tuition to be charged, the amount shall be set by the Board, within statutory limits.</p>
Exemption	<p>If approved for a transfer, the child of a nonresident certified District employee shall be exempt from the tuition requirement.</p>
Waivers	<p>The Board may waive tuition for a nonresident, noncertified employee's child <u>student</u> based on financial hardship upon written application by the student, parent, or guardian. [See FP]</p>
Nonpayment	<p>The District may initiate withdrawal of students whose tuition payments are delinquent.</p>
Appeals	<p>Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.</p>

PROPOSED REVISIONS

A student shall be assigned to a school in the attendance area in which he or she resides.

Class Changes

The campus principal shall be authorized to investigate and approve the transfer of a student from one classroom to another on that campus.

Transfers Between Schools

The Superintendent shall be authorized to investigate and approve transfers between schools.

~~Intradistrict transfer requests must be in writing. Admissions to schools of choice shall be by application and are not considered intradistrict transfers. The Superintendent shall develop regulations governing the request and application processes, including establishing deadlines for the acceptance of transfer requests and schools of choice applications. The District shall provide notice of the deadlines at least 45 days in advance.~~

Note: For the transfer of a student who is the victim of bullying or who engaged in bullying, see FDB(LEGAL). For the transfer of a student who attends a persistently dangerous school, becomes a victim of a violent criminal offense, or becomes a victim of sexual assault, see FDE.

PROPOSED REVISIONS

Liaison for Homeless Students

The Superintendent shall designate an appropriate staff person as the District liaison for students who are homeless. [See FFC]

The liaison shall receive and provide to appropriate staff members professional development regarding services required by law to identify and meet the needs of students who are homeless. In addition, the liaison shall regularly review with campus admissions personnel the laws and administrative procedures applicable to students who are homeless.

Admissions

The District shall not stigmatize or segregate a student who is homeless.

The principal and campus admissions staff shall notify the liaison for homeless students within ~~one~~^{two} school days of admission of a student who is homeless.

Enrollment in School of Origin

In determining the best interest of the student for the purpose of continuing the student's education in the school of origin, as defined by law, the District shall presume that keeping the student in his or her school of origin is in the student's best interest, except when doing so is contrary to the request of the parent, guardian, or unaccompanied youth. The District shall also consider the best interests of the student with regard to the impact of moving schools on the student's achievement, education, health, and safety, including such relevant factors as:

1. Continuity of instruction;
2. Age and grade placement of the student;
3. Distance of the commute and its impact on the student's education or special needs;
4. Personal safety of the student;
5. The student's eligibility and need for any specialized services and supports, such as Section 504, special education and related services, or bilingual or English as a second language services;
6. Length of anticipated stay in a temporary shelter or other temporary location, if applicable;
7. Likely area of the family's or youth's future housing;
8. Time remaining in the school year; and
9. School placement of siblings.

Services, including transportation, that the District is required to provide shall not be considered in determining the student's school of attendance.

**Continuation of
Transportation**

The District shall provide transportation to a student who is homeless to and from the school of origin, as provided by law. If such a student ceases to be homeless and if requested by the parent, guardian, or unaccompanied youth, the District shall continue to provide transportation to and from the school of origin through the end of the school year. [See CNA]

**Dispute Resolution
Process**

If the District determines that it is not in the student's best interest to attend the school of origin or the requested school, the District shall provide a written explanation, in a manner and form that is understandable to the parent, guardian, or unaccompanied youth, of the reasons for the decision, including the right to appeal.

If the student, parent, or guardian has a complaint about eligibility, school selection, or enrollment decisions made by the District, that person shall use the complaint resolution procedures set out in FNG(LOCAL), beginning at Level Two. The District shall expedite local timelines in the District's complaint process, when possible, for prompt dispute resolution.

Pending final resolution of the dispute, the District shall immediately enroll the homeless student in the school in which enrollment is sought and permit the student to attend classes, receive the requested services, and participate fully in school activities.

When the principal becomes aware of a complaint, he or she shall notify the liaison for homeless students within one school day. At all times during the dispute resolution process, the liaison for homeless students or designee shall accompany and assist the student, parent, or guardian.

[See FNG(LOCAL) for all other complaints.]

PROPOSED REVISIONS

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription medication in accordance with legal requirements.
2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.
3. Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.

~~No~~ Medication Provided by District

Except as provided by this policy, ~~The~~ District shall not purchase medication to administer to a student.

Athletic Program

The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in the District's athletic program. Only a licensed athletic trainer or a physician licensed to practice medicine in the state of Texas may administer this medication and may do so only if:

1. The District has prior written consent for medication to be administered [see Medical Treatment, below]; and
2. The administration of a medication by an athletic trainer is in accordance with a standing order or procedures approved by a physician licensed to practice medicine in the state of Texas.

Psychotropics

Except as permitted by law, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary.

PROPOSED REVISIONS

Extracurricular Activity Absences

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed in a school year a maximum of 20 ~~ten~~ extracurricular absences not related to post-district competition; ~~a maximum of five absences for post-district competition prior to state, and a maximum of two absences for state competition.~~ however, a student shall be allowed unlimited absences for participation in post-district, state, or national competition.

Use of District Facilities

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

DELETE POLICY

**Transportation for
Student Travel**

Students who participate in school-sponsored trips shall be required to use transportation provided by the District to and from the event, except as otherwise permitted in administrative regulations.

**In-State Overnight
Trips**

Any in-state overnight trips taken by student organizations and other student groups shall require approval from the Superintendent.

Out-of-State Trips

Any out-of-state trips taken by student organizations or other student groups shall require approval from the Board.

Supervision

School-sponsored trips shall be supervised by at least one District employee. When both male and female students participate in a school-sponsored overnight trip, they should be accompanied by one sponsor or chaperone of the same gender, unless extraordinary circumstances are present, as determined by the Superintendent.

Chaperones

Local policies governing employee standards of employment and conduct shall be applicable to all adults on the trip. Background checks shall be conducted on all non-employees.

PROPOSED REVISIONS

Each student is expected to respect the rights and privileges of other students, teachers, and District staff. All teachers, administrators, and other District personnel are expected to respect the rights and privileges of students. [See DH series]

Student Handbook

The Superintendent or designee shall develop student handbooks with information on curriculum, grading, extracurricular activities, and other such topics that students and parents are likely to need during the school year. The Superintendent or designee shall ensure that no student handbook information is in conflict with policy or the Student Code of Conduct. [In case of conflict between a Board policy or the Student Code of Conduct and provisions of student handbooks, policy and/or the Student Code of Conduct shall prevail.](#)

[No](#) Board Action

Student handbooks are subject to Board review ~~but~~ shall [not](#) be adopted by the Board.

Distribution

Student handbooks shall be made available on the District's Web site at the beginning of the school year; hard copy shall be provided upon request. Amendments to the handbook shall be communicated promptly to students and parents.

[For provisions on the Student Code of Conduct, see FO]

PROPOSED REVISIONS

Student Expression of Religious Viewpoints

The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

Student Speakers at Nongraduation Events

The District hereby creates a limited public forum for student speakers at all school events at which a student is to publicly speak. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion.

For purposes of this policy, a "school event" is a school-sponsored event or activity that does not constitute part of the required instruction for a segment of the school's curriculum, is not part of regular classroom instruction, regardless of whether the event takes place before, during, or after the school day. ~~[For the policy related to regular classroom expression, see RELIGIOUS EXPRESSION IN CLASSROOM ASSIGNMENTS, below]~~

For purposes of this policy, "to publicly speak" means to address an audience at a school event at which a student is expected to use the student's own words. A student is not using his or her own ~~thoughts and~~ words when the student is reading or performing from an approved script, book, or performance piece; is reading or performing under a prescribed set of rules in a competition, curriculum-related school event, noncurriculum-related school event, or classroom discussion; is delivering a message that has been written or scripted by school officials; or is making brief introductions or announcements written by school officials. ~~This definition is not intended and shall not be used by school officials to limit the public speaking opportunities that students have traditionally had available to them in the District.~~

Introductory Speakers

Student speakers shall be given a limited public forum to introduce events as annually designated by the campus principal.

~~1. At the beginning of each school year, the elementary school principals of all elementary campuses in the District shall meet to establish a list of uniform, anticipated public speaking opportunities for students to introduce events or speakers, subject to the written approval of the Superintendent. Each campus principal shall then provide notice to campus students of those volunteer opportunities.~~

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION

FNA
(LOCAL)

~~2. At the beginning of each school year, the secondary school principals of all secondary campuses in the District shall meet to establish a list of uniform, anticipated public speaking opportunities for students to introduce events or speakers, subject to the written approval of the Superintendent. Each campus principal shall then provide notice to campus students of those volunteer opportunities. As other opportunities become known to the principal throughout the school year, the principal may add to the list with prior written approval of the Superintendent.~~

The forum shall be limited in the manner provided by this section on nongraduation events.

*Eligibility and
Selection*

Students are eligible to use the limited public forum if they:

- ~~1. Are in the highest two grade levels of the school,~~
- ~~2.1. Volunteer, and~~
- ~~3.2. Are not in a disciplinary placement (on-campus suspension, off-campus suspension, DAEP or expulsion) at the time of the speaking event, and~~
- ~~4. Have not abused a prior public speaking opportunity by engaging in prohibited or illegal speech as provided herein.~~

Eligible students who wish to volunteer shall submit their names to the campus principal during an announced period of not less than three school days at the beginning of the school year. ~~the first full week of instruction each semester, or within a time period established by the Board or the Board's designee.~~ Students are not eligible to volunteer if they are in a disciplinary placement during any part of the announced sign-up period ~~first full week of instruction.~~ If there are no student volunteers, the District shall seek volunteers again at the beginning of the next semester.

The names of the students who volunteer to speak shall be randomly drawn until all names have been selected; the names shall be listed in the order drawn.

*Assignment of
Introductory
Speakers*

Each selected student shall be matched chronologically to the single event for which the student shall give the introduction. The list of student speakers shall be chronologically repeated as needed, in the same order. If no students volunteer or if the selected speaker declines or becomes ineligible, then the next student on the list may be offered the opportunity, or no student introduction will be made at the event.

~~The District shall repeat the selection process at the beginning of each semester.~~

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*Content of
Student
Introductions*

The subject of the student introductions shall relate to the purpose of introducing the designated event. The student must stay on the subject. The student may not engage in speech that:

- Is obscene, vulgar, offensively lewd, or indecent;
- Creates reasonable cause to believe that the speech would result in material and substantial interference with school activities or the rights of others;
- Promotes illegal drug or alcohol use;
- Violates the intellectual property rights, privacy rights, or other rights of another person;
- Contains defamatory statements about public figures or others;
- Advocates imminent lawless action and is likely to incite or produce such action; or
- Constitutes fighting words or true threats which inflict injury, threaten violence or breach the peace.

The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

Disclaimer

For as long as there is a need to dispel confusion over the fact that the District does not sponsor the student's speech, at each event in which a student shall deliver an introduction, a disclaimer shall be stated in written or oral form, or both, such as, "The student giving the introduction for this event is a volunteering student selected on the basis of neutral criteria to introduce the event. The content of the introduction is the private expression of the student and does not reflect the endorsement, sponsorship, position, or expression of the District."

*Other Student
Speakers*

Certain students who have attained special positions of honor in the school have traditionally addressed school audiences from time to time as a tangential component of their achieved positions of honor, such as the captains of various sports teams, student council officers, class officers, homecoming kings and queens, prom kings and queens, and the like, and have attained their positions based on neutral criteria. Nothing in this policy eliminates the continuation of the practice of having these students, regardless of

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grade level, address school audiences in the normal course of their respective positions. The District shall create a limited public forum for the speakers and shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against a student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

**Student Speakers at
Graduation
Ceremonies**

Opening and
Closing Remarks

The District hereby creates a limited public forum consisting of an opportunity for a student to speak to begin graduation ceremonies and another student to speak to end graduation ceremonies. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion.

The forum shall be limited in the manner provided by this section on student speakers at graduation.

Eligibility

Only students who are graduating and who hold one of the following positions of honor based on neutral criteria shall be eligible to use the limited public forum: senior class president, student council president, and the top five academically ranked graduates. A student who shall otherwise have a speaking role in the graduation ceremonies is ineligible to give the opening and closing remarks. Students who are eligible shall be notified and given an opportunity to volunteer. Students are not eligible to volunteer if they were in a disciplinary placement during any part of the spring semester.

The names of the eligible students who volunteer shall be randomly drawn. The student whose name is drawn first shall give the opening and the student whose name is drawn second shall give the closing.

*Content of
Opening and
Closing Remarks*

The topic of the opening and closing remarks shall be related to the purpose of the graduation ceremony and to the purpose of marking the opening and closing of the event; honoring the occasion, the participants, and those in attendance; bringing the audience to order; and focusing the audience on the purpose of the event.

Other Student
Speakers

In addition to the students giving the opening and closing remarks, the valedictorian and salutatorian may have speaking roles at graduation ceremonies. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion and to the position held by the speaker. For this purpose, the District creates a limited public forum for these students to deliver the addresses. The subject of the addresses shall be related to the purpose of the graduation ceremony, marking and honoring the

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occasion, honoring the participants and those in attendance, and the student's perspective on purpose, achievement, life, school, graduation, and looking forward to the future.

The student shall stay on the subject, and the student shall not engage in speech that:

- Is obscene, vulgar, offensively lewd, or indecent;
- Creates reasonable cause to believe that the speech would result in material and substantial interference with school activities or the rights of others;
- Promotes illegal drug use;
- Violates the intellectual property rights, privacy rights, or other rights of another person;
- Contains defamatory statements about public figures or others;
- Advocates imminent lawless action and is likely to incite or produce such action; or
- Constitutes fighting words or true threats which inflict injury, threaten violence or breach the peace.

The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

Disclaimer

A written disclaimer shall be printed in the graduation program that states, "The students who shall be speaking at the graduation ceremony were selected on the basis of neutral criteria to deliver messages of the students' own choices. The content of each student speaker's message is the private expression of the individual student and does not reflect the endorsement, sponsorship, position, or expression of the District."

**Religious
Expression in Class
Assignments**

A student may express his or her beliefs about religion in homework, artwork, and other written and oral assignments free from discrimination based on the religious content of the student's submission. Homework and classroom work shall be judged by ordinary academic standards of substance and relevance and against other legitimate pedagogical concerns identified by the school. A student shall not be penalized or rewarded because of religious content. If a teacher's assignment involves writing a poem, the

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work of a student who submits a poem in the form of a prayer (for example, a psalm) should be judged on the basis of academic standards, including literary quality, and not penalized or rewarded because of its religious content.

**Freedom to Organize
Religious Groups
and Activities**

Students may organize prayer groups, religious clubs, "see you at the pole" gatherings, and other religious gatherings before, during, and after school to the same extent that students are permitted to organize other noncurricular student activities and groups. [See FNAB] Religious groups shall be given the same access to school facilities for assembling as is given to other noncurricular groups, without discrimination based on the religious content of the group's expression. If student groups that meet for nonreligious activities are permitted to advertise or announce the groups' meetings, for example, by advertising in a student newspaper, putting up posters, making announcements on a student activities bulletin board or public address system, or handing out leaflets, school authorities shall not discriminate against groups that meet for prayer or other religious speech. School authorities may disclaim sponsorship of noncurricular groups and events, provided the disclaimer is administered in a manner that does not favor or disfavor groups that meet to engage in prayer or other religious speech.

PROPOSED REVISIONS

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District student, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed by students.

For purposes of this policy, "distribution" means the circulation of more than ten copies of material from a source other than the District.

Materials distributed under the supervision of instructional personnel as a part of instruction or other authorized classroom activities shall not be considered nonschool literature and shall not be governed by this policy.

[For distribution of nonschool literature by nonstudents, see GKDA]

Limitations on Content

Nonschool literature shall not be distributed by students on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA
(LOCAL)

8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

Prior Review

All nonschool literature intended for distribution by students on school campuses or other District premises under this policy shall be submitted to the principal or designee for prior review in accordance with the following:

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the principal or designee shall approve or reject submitted materials within two school days of the time the materials were received.

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature by District students only in the following circumstances:

1. Distribution of materials by a student to other attendees during a meeting of a noncurriculum-related student group authorized to meet at school during noninstructional time in accordance with FNAB(LOCAL); or
2. Distribution of nonschool materials in circumstances for which exceptions to prior review are authorized at GKDA(LOCAL).

Even when prior review is not required, all other provisions of this policy shall apply.

Time, Place, and Manner Restrictions

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed by students to students or others at the principal's campus.

The [public engagement and public information department](#)~~assistant superintendent for administration and accountability~~ shall designate times, locations, and means for distribution of nonschool literature by students at District facilities other than school campuses, in accordance with this policy.

Violations of Policy

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials, suspension of a noncurriculum-related student group's use of District facilities, and/or other disciplinary action in accordance with the Student Code of Conduct.

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

PROPOSED REVISIONS

For purposes of the Equal Access Act, the District has established a limited open forum for secondary school students enrolled in the District. Each District secondary school campus shall offer an opportunity for noncurriculum-related student groups to meet on school premises during noninstructional time.

The District has not established a limited public forum for elementary school students to meet as noncurriculum-related student groups on school premises during noninstructional time. [See GKD for community access]

Sponsorship

Noncurriculum-related student groups shall not be sponsored by the District and shall in no way imply to students or to the public that they are school-sponsored. All letterheads, flyers, posters, or other communications that identify the group shall contain a disclaimer of such sponsorship.

District personnel shall not promote, lead, or participate in the meetings of noncurriculum-related student groups.

[For student activities sponsored by the District and having subject matter and purposes directly related to the school's curriculum, see FM]

Requests

To receive permission to meet on school premises during noninstructional time, interested students shall file a written request with the principal on a form provided by the District.

The students making the request shall indicate that they have read and understand the policies and rules governing nonsponsored, noncurriculum-related student groups and that the group will abide by those rules.

Approval

The principal shall approve or reject the request within seven school days, subject to the availability of suitable meeting space and without regard to the religious, political, philosophical, or other content of the speech likely to be associated with the group's meetings.

Approval to meet as a nonsponsored, noncurriculum-related group shall be granted for one school year at a time, subject to the provisions of this policy.

Meetings

The principal shall designate noninstructional time for meetings of nonsponsored, noncurriculum-related student groups and shall assign each approved group an appropriate location and time.

Employee Monitor

The principal shall assign a District employee to attend and monitor each student group meeting. Monitors shall be present at meetings

STUDENT EXPRESSION
USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

FNAB
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and activities in a nonparticipatory capacity to maintain order and protect school property.

No employee shall be required to monitor meetings at which the content of the speech would be objectionable to the employee.

**Announcements and
Publicity**

All nonsponsored, noncurriculum-related student groups shall be given access on the same basis for making announcements and publicizing their meetings and activities, in accordance with guidelines developed by the Superintendent~~principal~~.

[For distribution of nonschool materials, see FNAA]

Violations

Failure of a student group to comply with applicable rules may result in loss of the right to meet on school premises.

In addition, students who violate applicable rules are subject to disciplinary action in accordance with the Student Code of Conduct.

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

PROPOSED REVISIONS

Purpose

The District's dress code is established to teach grooming and hygiene, instill discipline, prevent disruption, avoid safety hazards, and teach respect for authority.

General Guidelines

Students shall be dressed and groomed in a manner that is clean and neat and that will not be a health or safety hazard to themselves or others. The District prohibits any clothing or grooming that in the principal's judgment may reasonably be expected to cause disruption of or interference with normal school operations.

The District prohibits pictures, emblems, or writings on clothing that:

1. Are lewd, offensive, vulgar, or obscene.
2. Advertise or depict tobacco products, alcoholic beverages, drugs, or any other substance prohibited under FNCF(LEGAL).

The student and parent may determine the student's personal dress and grooming standards, provided that they comply with the general guidelines set out above and with the student dress code outlined in the student handbook. At campuses where the Board has approved standardized dress~~mandatory uniforms~~, the principal shall be authorized to approve exceptions from the dress requirements~~students must wear the approved uniform~~ in accordance with administrative regulations~~unless the Board approves an exemption to policy as stated in FNCA(LEGAL)~~.

Extracurricular Activities

The principal, in cooperation with the sponsor, coach, or other person in charge of an extracurricular activity, may regulate the dress and grooming of students who participate in the activity. Students who violate dress and grooming standards established for such an activity may be removed or excluded from the activity for a period determined by the principal or sponsor, and may be subject to other disciplinary action, as specified in the Student Code of Conduct. [See FO series]

PROPOSED REVISIONS

Pregnant students have the right to continue their education during pregnancy [see FB] and may choose to exercise that right by:

1. Remaining in the regular school program.
2. Participating in any other special program the District may provide for pregnant students. [See EHBC and EHBD]

The student may also choose to request a leave of absence. Such request shall be accompanied by a licensed physician's certification that the leave is a medical necessity. Students who avail themselves of this option are exempt from compulsory attendance during the period certified by the physician as necessary for the leave of absence.

Pregnancy-Related Services (PRS)

~~Pregnancy-related services (PRS) are support services that the pregnant student may receive to help her adjust and stay in school during the pregnancy and postpartum periods. These services include instructional and support services delivered to the student:~~

- ~~1. When the student is attending classes on her regular campus.~~
- ~~2. When the pregnancy prevents the student from attending school.~~
- ~~3. During the postpartum period.~~

Compensatory Education Home Instruction (CEHI)

~~Compensatory Education Home Instruction (CEHI) is the required support service for districts that offer a PRS program. CEHI provides academic services to the student at home or hospital bedside when pregnancy prevents the student from attending school and during postpartum period. Students who do not come to school and who do not receive CEHI shall be counted absent.~~

PROPOSED REVISIONS

**Questioning
Students**

District officials may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students may not refuse to answer questions based on a right not to incriminate themselves.

For provisions pertaining to student questioning by law enforcement officials or other state or local governmental authorities, see GRA(LOCAL).

District Property

Desks, lockers, District-provided technology, and similar items are the property of the District and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice. Students have no expectation of privacy in District property. Students shall be fully responsible for the security and contents of District property assigned to them. No student shall place or keep in a desk, locker, District-provided technology, or similar item any article or material prohibited by law, District policy, or the Student Code of Conduct. Students shall be responsible for any prohibited item found in District property provided to the student.

Searches in General

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and District policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner.

District officials may initiate a search in accordance with law, including, for example, based on reasonable suspicion, voluntary consent, or pursuant to District policy providing for suspicionless security procedures, including the use of metal detectors.

In accordance with the Student Code of Conduct, students are responsible for prohibited items found in their possession, including items in their personal belongings or in vehicles parked on District property.

**Reasonable-
Suspicion Searches**

Searches should be reasonable at their inception and in scope. If there is reasonable suspicion to believe that searching a student's person, belongings, or vehicle will reveal evidence of a violation of the Student Code of Conduct, a District official may conduct a search in accordance with law and District regulations.

**Suspicionless
Searches**

For purposes of this policy, a suspicionless search is a search carried out based on lawful security procedures, such as metal detector searches or random drug testing.

***Metal Detector
Searches***

In order to maintain a safe and disciplined learning environment, the District reserves the right to subject students to metal detector

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searches when entering a District campus and at off-campus, school-sponsored activities.

Use of Trained Dogs

The District reserves the right to use trained dogs to conduct screening for concealed prohibited items. Such procedures shall be unannounced. The dogs shall not be used with students; however, students may be asked to leave personal belongings in an area that will be screened. If a dog alerts to an item or an area, it may be searched by District officials.

Random Drug Testing Program

~~The District requires the random drug testing of any student in grades 6-12 who chooses to participate in school-sponsored extracurricular activities.~~

~~The Superintendent shall develop regulations for the implementation of the District's random student drug testing program that address the following:~~

- ~~1. Covered activities and purpose of the program;~~
- ~~2. Written consent and confidentiality of results;~~
- ~~3. Testing procedures and collection process; and~~
- ~~4. Applicable consequences.~~

Appeal

~~A student or parent may appeal a decision made under the random drug testing program in accordance with FNF(LOCAL). The student shall be ineligible for participation in extracurricular activities while the appeal is pending.~~

PROPOSED REVISIONS

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.

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11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
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)]

Extracurricular
Activity Complaints

[For a complaint concerning a student's participation in an extracurricular activity that does not involve a violation of a right guaranteed by Education Code Chapter 26, the Level Two decision is final and may not be appealed to the Board.](#)

**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.

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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 deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked 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 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.

Response

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.

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 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.

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.

Consolidating Complaints

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

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	<p>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 level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.</p>
Costs Incurred	<p>Each party shall pay its own costs incurred in the course of the complaint.</p>
Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.</p> <p>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.</p> <p>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.</p>
Level One	<p>Complaint forms must be filed:</p> <ol style="list-style-type: none">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; and2. With the lowest level administrator who has the authority to remedy the alleged problem. <p>In most circumstances, students and parents shall file Level One complaints with the campus principal.</p> <p>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.</p> <p>If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint</p>

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.

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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.

Level Three

With the exception of complaints regarding extracurricular activities, described above, 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]

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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 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.

PROPOSED REVISIONS

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property. Final approval of all extracurricular activity standards of behavior shall be given by the District Board every two years.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of

extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

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

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

~~Self-Defense~~

~~Self-defense shall be considered as a factor in a decision to order suspension and/or removal to a disciplinary alternative education program (DAEP) or expulsion involving confrontation or fighting.~~

Corporal Punishment

Corporal punishment may be used as a discipline management technique in accordance with this policy and the Student Code of Conduct.

Corporal punishment shall not be administered to a student whose parent has submitted to the principal a signed statement for the current school year prohibiting the use of corporal punishment with his or her child. The parent may reinstate permission to use corporal punishment at any time during the school year by submitting a signed statement to the principal.

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Guidelines

Corporal punishment shall be limited to spanking or paddling the student and shall be administered in accordance with the following guidelines:

1. The student shall be told the reason corporal punishment is being administered.
2. Corporal punishment shall be administered only by the principal or designee.
3. Corporal punishment shall be administered only by an employee who is the same sex as the student.
4. The instrument to be used in administering corporal punishment shall be approved by the principal.
5. Corporal punishment shall be administered in the presence of one other District professional employee and in a designated place out of view of other students.

Disciplinary
Records

The disciplinary record reflecting the use of corporal punishment shall include any related disciplinary actions, the corporal punishment administered, the name of the person administering the punishment, the name of the witness present, and the date and time of punishment.

Physical Restraint

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.
3. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.
4. Control an irrational student.
5. Protect property from serious damage.

A District employee may restrain a student with a disability who receives special education services only in accordance with law.
[See FOF(LEGAL)]

[Video and Audio
Monitoring](#)

[Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.](#)

STUDENT DISCIPLINE

FO
(LOCAL)

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

DELETE POLICY

The District shall operate in a manner that fosters two-way communication among internal and external publics; that fosters awareness of the objectives, policies, achievements, needs and conditions of the District; and that encourages commitment to educational improvement. The Superintendent shall plan and direct a systematic communications program that encompasses:

1. News media relations [See GBBA]
2. Handling of public concerns and complaints [See GF]
3. Dissemination of information through appropriate media [See GBBA]
4. Release of public information [See GBA and GBAA]
5. Internal communications [See DGB]
6. Parental involvement [See BQ series and GE]
7. Relationships with community organizations [See GE, GKE, and GKF]

Employee Responsibility

The Superintendent shall define the public relations responsibilities of District employees and shall ensure accountability through regular appraisal of their performance.

Program Evaluation

By means of periodic, community-wide needs assessments, under the direction of the Superintendent or designee, as well as by less formal means, the District shall gauge community awareness of and support for the public schools and shall determine communications needs. The results of these assessments shall be reported to the Board along with the Superintendent's recommendations regarding such findings.

DELETE POLICY

The Board recognizes the value of the civic organizations of the community and their contributions to the educational system. The District shall cooperate with community organizations dedicated to the improvement of education.

Advisory Groups

The Superintendent shall be responsible for approving the design and implementation of advisory groups needed to ensure appropriate channels for community involvement in decision making and shall keep the Board informed regarding the groups' findings and recommendations.

PROPOSED REVISIONS

News Releases

News releases concerning political or controversial issues or the overall operation of District schools, or involving more than one campus, shall be made only by the Superintendent or public information officer~~designee~~.

Other news releases concerning athletic events, programs, and activities at an individual campus shall be made by the principal or public information officer~~designee~~.

Communications During a Crisis

In any crisis situation affecting the District or an individual campus, the Superintendent or public information officer~~designee~~ shall be the official District spokesperson and shall be responsible for all communication with the news media.

PROPOSED REVISIONS

Prominent notices shall be posted at each campus requiring all visitors to first report to the campus main office. This shall apply to parents, volunteers, social service workers, invited speakers, maintenance and repair persons not employed by the District, vendors, representatives of the news media, former students, and any other visitors. Visits to individual classrooms during instructional time shall be permitted only with the principal's and teacher's approval, and such visits shall not be permitted if their duration or frequency interferes with the delivery of instruction or disrupts the normal classroom environment.

General Rules for Visitors

~~Welcome to the Grand Prairie Independent School District. We are proud of our schools and welcome visitors. In order to protect the security of our students and staff and the learning environment at the school, visitors shall conform to the following requirements:~~

- ~~1. Visitors to the campus must report to the main office, sign in, state their reason for being on campus, and obtain approval from the principal or designee.~~
- ~~2. Visitors to school campuses shall wear visitors' name badges provided by the school office.~~
- ~~3. Visitors wishing to visit a classroom, either during instruction or for a parent/teacher conference, must make arrangements in advance with the principal and the teacher.~~
- ~~4. All school employees shall assist in the enforcement of the requirement for visitors to wear passes.~~
- ~~5. Visitors shall not disseminate information to students or staff without prior approval from the Superintendent or designee as outlined in FMA(LOCAL).~~
- ~~6. Visitors may not solicit, proselytize, or recruit for fundraising activities, religious groups, youth groups, or political causes.~~
- ~~7. Media representatives may be asked to arrange visits to school campuses with the communications department at the central office.~~
- ~~8. Visitors are expected to wear appropriate attire when visiting District schools. Such attire shall conform to the dress code outlined in the student handbook.~~
- ~~9. Visitors shall refrain from inappropriate physical expressions of affection toward students they are visiting.~~

~~10. Visitors who desire to establish a regular presence in District schools and interact with students shall consent to a criminal background check.~~

~~11. Visitors who fail to comply with any of these requirements shall be prohibited from visiting the school.~~

[See BBE(LOCAL) for visits to District facilities by Board members.]

Assembly Programs

~~Visitors attending an assembly program must proceed directly to the auditorium for seating, unless issued a pass from the office to join a student proceeding to the assembly from a classroom.~~

Elections

~~No visitor badges/passes shall be required for voters proceeding only to and from the polling stations; however, during school hours, school personnel shall monitor and assist the flow of voting visitors.~~

**Registered Sex
Offender on a School
Campus**

The Superintendent and campus administrators shall develop and implement procedures regarding a campus visitor who is registered as a sex offender. These procedures shall address:

1. Parental rights;
2. Escort by District personnel;
3. Access to common areas of the campus;
4. Access to classrooms;
5. Drop off and release of students; and
- ~~6. Eligibility to serve as volunteers; and~~
- ~~7.~~6. Any other relevant issues.

PROPOSED REVISIONS

The District has established a limited open forum for nonschool use of District facilities in accordance with this policy.

The District shall provide equal access to youth groups designated in federal law, including the Boy Scouts, as it provides to other nonschool users of District facilities. [See Patriotic Societies in GKD(LEGAL)]

Scope of Use

The District shall permit nonschool use of designated District facilities for educational, recreational, civic, or social activities when these activities do not conflict with school use or with this policy.

Approval shall not be granted for any purpose that would damage District property or to any group that has damaged District property.

Note: See the following policies for other information regarding facilities use:

- Use by employee professional organizations: DGA
- Use of facilities for school-sponsored and school-related activities: FM
- Use by noncurriculum-related student groups: FNAB
- Use by District-affiliated school-support organizations: GE

Nonprofit Fund-Raising

The District shall permit ~~local~~ nonprofit organizations to conduct fund-raising events on District property when these activities do not conflict with school use or with this policy.

For-Profit Use

The District shall not permit individuals or for-profit organizations to use its facilities for financial gain; however, the District shall permit public performances, recitals, or presentations ~~by local individuals or local for-profit organizations~~ so long as no admission fee is charged and when these activities do not conflict with school use or with this policy. ~~Local organizations are those located within District boundaries. A local individual is one who resides within District boundaries.~~

Campaign-Related Use

Except to the extent that a District facility is used as an official polling place, District facilities shall not be available for use by individuals or groups for political advertising, campaign communications, or electioneering, as those terms are used in state law.

Exception

The District shall allow candidate forums with approval from the Superintendent.

Scheduling	<p>Requests for nonschool use of District facilities shall be considered on a first-come, first-served basis.</p> <p>Academic and extracurricular activities sponsored by the District shall always have priority when any use is scheduled. [See FM] The Superintendent shall have authority to cancel a scheduled nonschool use if an unexpected conflict arises with a District activity.</p>
Approval of Use	<p>The Superintendent is authorized to approve use of any District facility.</p>
Exception	<p>No approval shall be required for nonschool-related recreational use of the District's unlocked, outdoor recreational facilities, such as the track, playgrounds, tennis courts, and the like, when the facilities are not in use by the District or for a scheduled nonschool purpose.</p>
Emergency Use	<p>In case of emergencies or disasters, the Superintendent or designee may authorize the use of school facilities by civil defense, health, or emergency service authorities.</p>
Repeated Use	<p>The District shall permit repeated use by any group or organization for nonschool purposes for no longer than five weeks.</p>
Exception	<p>The limitations on repeated use by a nonschool group or organization shall not apply to any group or organization when the primary participants in the activities are school-aged children.</p>
Use Agreement	<p>Any organization or individual approved for a nonschool use of District facilities shall be required to complete a written agreement indicating receipt and understanding of this policy and any applicable administrative regulations, and acknowledging that the District is not liable for any personal injury or damages to personal property related to the nonschool use.</p>
Fees for Use	<p>Nonschool users shall be charged a fee for the use of designated District facilities.</p> <p>The Superintendent or designee shall establish and publish a schedule of fees based on the cost of the physical operation of the facilities, as well as any applicable personnel costs for supervision, custodial services, food services, security, and technology services.</p>
Exceptions	<p>Fees shall not be charged when District facilities school buildings are used:</p> <ol style="list-style-type: none">fFor public meetings sponsored by state or local governmental agencies; or

2. ~~Fees shall not be charged for use b~~By District employee professional organizations. [See DGA]

Required Conduct

Persons or groups using District~~school~~ facilities shall:

1. Conduct business in an orderly manner.
2. Abide by all laws and policies, including but not limited to those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms, and the use of tobacco products or e-cigarettes on school property. [See GKA]
3. Make no alteration, temporary or permanent, to school property without prior written consent from the Superintendent.

All groups using District~~school~~ facilities shall be responsible for the cost of repairing any damages incurred during use and shall be required to indemnify the District for the cost of any such repairs.

PROPOSED REVISIONS

Distribution of Nonschool Literature Permitted

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District employee or by persons or groups not associated with the District, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed on any District premises.

[See CPAB regarding use of the District's internal mail system and FNAA regarding distribution of nonschool literature by students.]

Limitations on Content

Nonschool literature shall not be distributed on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

Prior Review

All nonschool literature intended for distribution on school campuses or other District premises under this policy shall be submitted to the [public engagement and public information department](#) ~~Superintendent or designee~~ for prior review in accordance with the following:

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the [public engagement and public information department Superintendent or designee](#) shall approve or reject submitted materials within two school days of the time the materials were received.

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature in the following circumstances:

1. Distribution of materials by an attendee to other attendees at a school-sponsored meeting intended for adults and held after school hours;
2. Distribution of materials by an attendee to other attendees at a community group meeting held in accordance with GKD(LOCAL) or a noncurriculum-related student group meeting held in accordance with FNAB(LOCAL); or
3. Distribution for electioneering purposes during the time a school facility is being used as a polling place in accordance with state law [see BBBA].

All nonschool literature distributed under these exceptions shall be removed from District property immediately following the event at which the materials were distributed.

Even when prior review is not required, all other provisions of this policy shall apply.

Website Posting

[The public engagement and public information department shall post approved nonschool literature to the District website in accordance with this policy.](#)

~~Time, Place, and Manner Restrictions~~

~~Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus.~~

~~The assistant superintendent for administration and accountability shall designate times, locations, and means for distribution of nonschool literature at District facilities other than school campuses, in accordance with this policy.~~

Violations of Policy

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials and/or suspension of use of District facilities. Appropriate law enforcement officials may be called if a person refuses to

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

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comply with this policy or fails to leave the premises when asked.
[See GKA]

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with the appropriate District complaint policy. [See DGBA or GF]

Grand Prairie ISD Board of Trustees

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Information / Discussion

Action

Consent Agenda / Action

Topic: Employee Contracts

Submitted by: Linda Ellis, Superintendent of Schools

Approved for Transmittal: Board



Meeting Date: 5/12/2022

Recommendation:

It is recommended the Board consider the following:

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

Rationale:

Budget Information:

Board Policy Reference and Compliance:

Grand Prairie ISD Board of Trustees

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Information / Discussion

Action

Consent Agenda / Action

Topic: Teacher Resignations/Contract Abandonment

Submitted by: Linda Ellis, Superintendent of Schools

Approved for Transmittal: Board



Meeting Date: 5/12/2022

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 contract term.

Rationale:

Budget Information:

Board Policy Reference and Compliance:

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: 2022 Summer Programs

Submitted by: Pat Lewis, Associate Superintendent

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Board of Trustees will receive an update on the 2022 Grand Prairie ISD academic and enrichment summer programming.

Rationale:

Summer learning has a positive impact on both academic and social-emotional development for our students. It provides personalized learning with fun and enriching educational experiences for continuous growth.

Budget Information:

ESSER funds

Board Policy Reference and Compliance:

EHBC (LEGAL)

EHBE (LEGAL)

EKB (LEGAL)

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Update on the Process for Employee Health Benefits for 2022-2023

Submitted by: Tracy Ray, Interim Deputy Superintendent of Business

Approved for Transmittal:



Board Meeting Date: 5/12/2022

Recommendation:

The Administration will update the Board of Trustees on the Employee Health Benefits Medical Provider process.

Rationale:

Gallagher Benefit Services, the District's medical insurance consultant, requested a renewal from Aetna, our current provider, for the 2022-2023 fiscal year. After reviewing the renewal, the District opted to release a Request For Proposal (RFP). After the RFPs are received and analyzed by Gallagher, the results will be presented to the insurance committee for discussion and a vote will be taken. The Administration anticipates providing a recommendation to the Board of Trustees at the June Board meeting, and the renewal will be effective September 1, 2022.

Budget Information:

Board Policy Reference and Compliance:

CRD (LEGAL) and CRD (LOCAL)



Grand Prairie ISD Timeline

2022-2023 Fully-Insured Medical RFP

Date	Action Item
April 27, 2022	RFP Released
May 2, 2022	Q&A Period Closes
May 4, 2022	Addendum 1 Posted
May 10, 2022	Proposal Deadline
May 13, 2022	Gallagher Analysis Due
May 16-17, 2022	Send BAFO Requests (Best & Final Offer)
May 20, 2022	BAFO Responses Due
Week of May 23rd	Carrier Interviews
June 6, 2022	Board Recommendation Finalized

Grand Prairie ISD Board of Trustees

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Information

Action

Consent

Topic: Discuss Property Insurance Proposal for 2022-2023

Submitted by: Tracy Ray, Interim Deputy Superintendent of Business

Approved for Transmittal: *Justin*

Board Meeting Date: 5/12/2022

Recommendation:

The Administration will update the Board of Trustees on property insurance proposals for the 2022-2023 fiscal year.

Rationale:

The Administration is currently working with McGriff, Seibels & Williams, the District's property insurance consultant, on proposals for 2022-2023. A member of the McGriff team will be in attendance to present and discuss the proposals. The Administration will provide a recommendation to the Board of Trustees at the June Board meeting. The property insurance will become effective July 1, 2022.

Budget Information:

General Fund

Board Policy Reference and Compliance:

CH (LEGAL)
CH (LOCAL)

Grand Prairie ISD Board of Trustees

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Information/Discussion

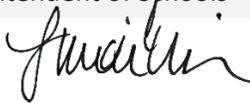
Action

Consent Agenda/Action

Topic: Review of Board Agenda Calendar

Submitted by: Linda Ellis, Superintendent of Schools

Approved for Transmittal: Board



Meeting Date: 5/12/2022

Recommendation:

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

Rationale:

Budget Information:

N/A

Board Policy Reference and Compliance:

Grand Prairie ISD
Board of Trustees
AGENDA CALENDAR

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May 2022

Planning/ Evaluation	
Personnel	
Budget	<ol style="list-style-type: none">1. Contract SFE
Team Development	
Policy	
Other	<ol style="list-style-type: none">1. Canvass School Board Election (called meeting)2. Cinco de Mayo: May 5, 20223. Memorial Day Holiday: May 30, 20224. Asian American and Pacific Islander Heritage Month
District Events	<ol style="list-style-type: none">1. School Board Election: May 7, 2022
Other Board Related Events	

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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June 2022

Planning/ Evaluation	
Personnel	
Budget	
Team Development	<ol style="list-style-type: none"> 1. New Board Member Orientation (if needed)
Policy	
Other	<ol style="list-style-type: none"> 1. Present Student Handbooks and Student Code of Conduct Updates 2. Reorganization of Board
District Events	<ol style="list-style-type: none"> 1. GPISD Graduation - June 6, 2022 @ Globe Life Field
Other Board Related Events	<ol style="list-style-type: none"> 1. TASB Post-Legislative Conference 2. TASB Summer Leadership Institute: June 29 - July 2, 2022 (Ft Worth)

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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July 2022

Planning/ Evaluation	1. Approve Hazardous Bus Routes
Personnel	
Budget	1. Review Draft of Budget
Team Development	
Policy	
Other	1. Student Organization Constitutions and Baseline Guidelines (Presented every five years)
District Events	1. Mandatory GPISD Closing 2. Independence Day Observed
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 ISD
 Board of Trustees
 AGENDA CALENDAR

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August 2022

Planning/ Evaluation	
Personnel	
Budget	<ol style="list-style-type: none"> 1. Public Hearing for New Fiscal Year Budget 2. Approval of New Fiscal Year Budget 3. Order Establishing Tax Rate and Levying/Assessing Ad Valorem Taxes 4. Budget Workshop 5. Final Budget Amendment for Current Year
Team Development	<ol style="list-style-type: none"> 1. Board Team of 8 Training/Annual Goal Setting:
Policy	
Other	<ol style="list-style-type: none"> 1. Pre-K Tuition Letter to TEA 2. DIP-Performance Objectives 3. Suicide Awareness Report 4. Approval for Memorandum of Understanding for Dallas County JJAEP
District Events	<ol style="list-style-type: none"> 1. Convocation (Virtual) 2. Summer Graduation 3. First Day of School
Other Board Related Events	

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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September 2022

Planning/ Evaluation	
Personnel	
Budget	<ol style="list-style-type: none"> 1. Budget Amendment #1 (prior year rollover expenditures)
Team Development	
Policy	
Other	<ol style="list-style-type: none"> 1. National Hispanic Heritage Month
District Events	<ol style="list-style-type: none"> 1. Football season begins 2. Labor Day Holiday
Other Board Related Events	<ol style="list-style-type: none"> 1. TASA/TASB Convention

Grand Prairie ISD
Board of Trustees
AGENDA CALENDAR

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October 2022

Planning/ Evaluation	
Personnel	
Budget	
Team Development	
Policy	
Other	
District Events	<ol style="list-style-type: none">1. Fall Break2. Education Foundation Golf Tournament
Other Board Related Events	

Grand Prairie ISD
Board of Trustees
AGENDA CALENDAR

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November 2022

Planning/ Evaluation	
Personnel	
Budget	
Team Development	
Policy	
Other	
District Events	<ol style="list-style-type: none">1. GPISD Experience2. Thanksgiving Break
Other Board Related Events	

Grand Prairie ISD
Board of Trustees
AGENDA CALENDAR

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December 2022

Planning/ Evaluation	
Personnel	
Budget	
Team Development	
Policy	
Other	
District Events	1. Winter Break
Other Board Related Events	

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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January 2023

Planning/ Evaluation	
Personnel	<ol style="list-style-type: none"> 1. Evaluation of Superintendent/Superintendent's Contract
Budget	<ol style="list-style-type: none"> 1. Approve Audit Report
Team Development	
Policy	
Other	<ol style="list-style-type: none"> 1. Adoption of Election Order
District Events	<ol style="list-style-type: none"> 1. Martin Luther King Jr. Day
Other Board Related Events	<ol style="list-style-type: none"> 1. School Board Recognition Month

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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February 2023

Planning/ Evaluation	<ol style="list-style-type: none"> 1. Attendance Zones 2. Texas Academic Performance Report (TAPR) Public Hearing
Personnel	<ol style="list-style-type: none"> 1. Administrator Contract Recommendations
Budget	
Team Development	
Policy	
Other	
District Events	<ol style="list-style-type: none"> 1. Bad Weather Make-Up Day: February 21, 2022
Other Board Related Events	<ol style="list-style-type: none"> 1. TASA/TASB Virtual Legislative Conference: February 9 - February 11, 2022 2. Soup's on for Love

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

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March 2023

Planning/ Evaluation	
Personnel	<ol style="list-style-type: none"> 1. Administrator Contract Recommendations 2. Non-Administrator Contract Recommendations and Proposed Non renewals/Terminations
Budget	<ol style="list-style-type: none"> 1. Budget Work Session 2. Present Budget Calendar
Team Development	
Policy	
Other	<ol style="list-style-type: none"> 1. Waiver Request for Inclement Weather Make-Up Days 2. Dolores C. Huerta and Cesar E. Chavez Day: March 28, 2022
District Events	<ol style="list-style-type: none"> 1. Texas Public Schools Week: 2. Early Release: March 4, 2022 3. Spring Break: March 14-March 18, 2022
Other Board Related Events	

Grand Prairie ISD
 Board of Trustees
 AGENDA CALENDAR

CREATE.
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April 2023

Planning/ Evaluation	
Personnel	<ol style="list-style-type: none"> 1. Administrator Contract Recommendations 2. Non-Administrator Contract Recommendations and Proposed Non renewals; Terminations
Budget	
Team Development	<ol style="list-style-type: none"> 1. Team of 8 Training:
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 15, 2022 2. Holiday/Bad Weather Make-Up Day: April 18, 2022
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