



Manor Independent School District



Special Called Meeting

August 4, 2025



Closed Session



Public Forum



Action Items



Discussion and Consideration of the Withdrawal of Non-Renewal Teacher Contract - Kevin Collins



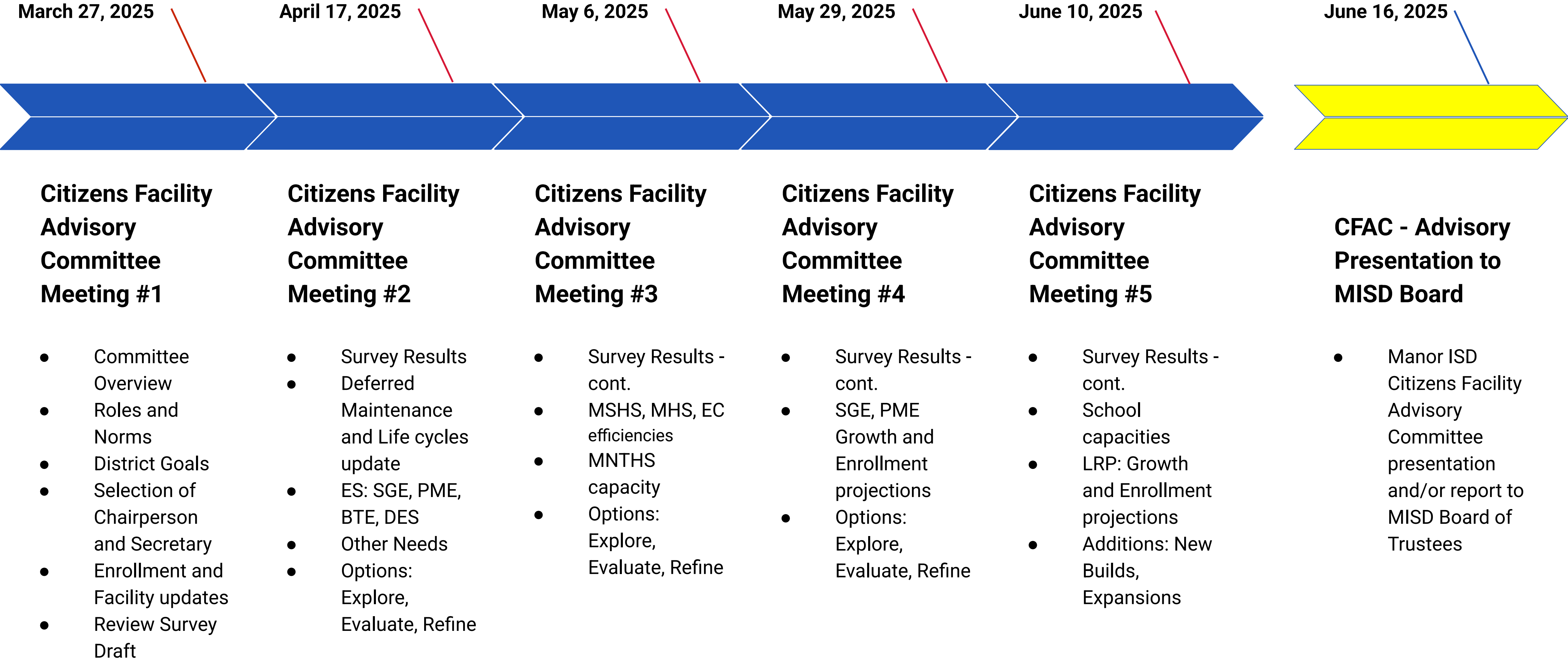
Consideration and Approval for the Order of November 4, 2025 Bond Election



Bond Process

1. Facilities assessment
2. Long range facilities planning
3. Citizens Advisory Committee formed to make recommendations
4. Community survey sent
5. District leadership team surveyed
6. Citizens Advisory Committee presented their recommendations in June
7. Consulted Financial Advisers and Bond Counsel on capacity to issue new debt without raising taxes

Manor ISD - Citizens Facility Advisory Committee Meeting Series



Chairperson: Keylan Morgan (keylan.morgan@gmail.com)
Secretary: Michelle Anderson (michelle@beckreitcre.com)

Proposed Bond Propositions - \$384.5M



School Buildings + Equipment

- School Buildings
 - Construction
 - Rehabilitation
 - Renovation
 - Expansion
- Safety & Security Technology
- Site Purchase
- Vehicles and Equipment

\$359.5M



Technology

- Student and Staff Devices

\$8.5M



Performing Arts

- Performing Arts Addition @ MSHS

\$16.5M

Proposed Bond Propositions



Project	Description	Proposition	Estimated Budget
Blake Manor ES	Renovation and Upgrades	A	32,025,000
Bluebonnet Trail ES	Renovation and Upgrades	A	32,025,000
Decker ES	Renovation and Upgrades	A	35,425,000
Shadowglen ES	Classroom Additions	A	11,250,000
Wildhorse ES	WHES Moving Expenses and other costs associated with opening as Elementary and CDC	A	250,000
Manor HS	Renovation of "Farmhouse @ MHS" for Special Education 18+ program	A	840,000
Manor HS	Renovate MHS for MEA (Only 20,000 SF) for WHES Future Opening	A	8,400,000
Manor New Tech HS	First two phases of renovations and additions (Increase capacity up to 1,200 students)	A	81,250,000
Manor Senior HS	Addition (To accomodate grades 9-12)	A	67,500,000
All Other District Facilities	Deferred Maintenance and 5-year renewal projects (Roofs, HVAC, etc.)	A	50,000,000
Manor Early Educational and Learning Center (MEELC)	Renovate MEELC for Admin and student programs	A	21,335,000
Buses and Fleet	Bus and Fleet Replacement (18x buses @ \$150K each, \$1M for addition district vehicles	A	3,700,000
Maintenance Building	Expansion and Renovation	A	5,000,000
Safety Upgrades	Safety Upgrades including cameras	A	10,500,000
Technology upgrades and devices	Technology Devices	B	8,500,000
Manor HS Complex at 973	Performing Arts Addition	C	16,500,000



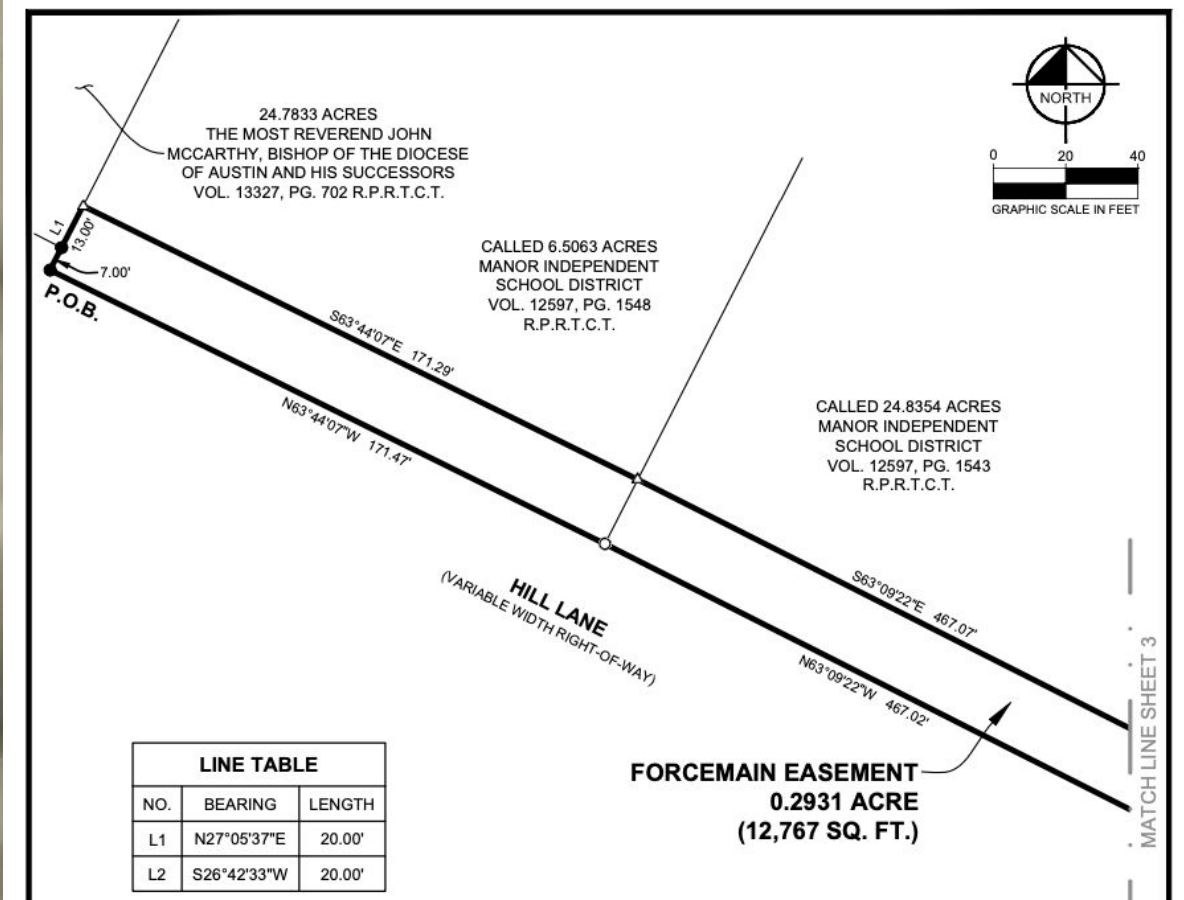
Discuss and Consideration of Board Approval of a Delegate and Alternate to the 2025 Texas Association of School Boards (TASB) Delegate Assembly



Consider and possible action regarding a
proposed utility easement



Easement Map



Dalfen Offsite Forcemain

Manor Downs East Offsite Forcemain EASEMENT EXHIBIT

Manor, Texas



Information Items



Discussion of Policies DH
(Employee Standards of Conduct),
CH (Purchasing Authority), AE
(Educational Philosophy), and BED
(Board Meetings: Public
Participation)



Legislative Impact of SB 13, SB 12, and HB 2 on Policies EFB, DGBA, FNG, and GF and District Finances



SB 12 and Policies DGBA, FNG, and GF starting Sept. 1

- Having board meetings posted 3 business days in advance (meaning we will post on Wednesdays before Monday meetings)
- Additions to the policy manual prohibiting diversity, equity, and inclusion duties; prohibiting assistance with social transitioning; addressing the right to select educational setting; restricting instruction regarding sexual orientation and gender identity; setting out requirements for student clubs; and more
- Changes to grievance policies and dates



SB 13 & Policy EFB

- Boards now approve the acquisition of new library materials
- Recommendations for library materials and recommendations for action regarding book challenges must be done by either a designated administrator or a community committee
- Manor ISD Admin will recommend appointing an administrator for efficient operations; the rules attached to the community committee are extensive



HB 2 School Finance

\$3.5 million in new expenditures that must be “fronted” by the district until September 2026

Our cash flow will sustain new costs with the cuts in expenditures that were made this summer

Increases in compensation directed by HB 2 include:

- 0-2 Year Teachers - \$1000

- 3-4 Year Teachers - \$2500

- 5+ Year Teachers - \$5000

- 1% of Midpoint Raise for all other employees



HB 2 School Finance

New reductions in expenditures over the summer included:

1. 43 vacant teacher positions
2. 26 other vacant positions
3. \$2.5 million in operating budget

Aug. 18th - Budget Amendment will be presented as well as new comp plan for your approval





After start of school, we will see our student numbers and allocate resources as needed



Discussion of HB 1481 (Cell Phone Ban) effect on FNCE (Local) Policy



Cell Phone Rule Highlights

- **Texas House Bill 1481** prohibits students from using personal communication devices — including cell phones, tablets, radios, pagers, smartwatches, and earbuds — during the school day on school property. This law applies to all public schools in Texas for 2025-2026.
-  Devices cannot be used at any time during the school day.
 - Exceptions only for:
 - Approved medical needs (plan with School Nurse & Principal)
 - Special Education needs (IEP/504)
-  Devices must be stored according to district policy. (Backpacks/pockets/purse)
-  We will notify parents when a device has been confiscated.
-  If a student breaks the rule, the device will be confiscated and held until a parent or guardian picks it up. A disciplinary consequence will also be applied in accordance with the student code of conduct for repeated behaviors.



Discussion of Policy Updates from TASB



Policy Updates

Revisions

AE	BBB	BBG	BBI	BE	BQA	BQB	CDC	CH	CO
COA	COB	CQ	CV	DBA	DBD	DCB	DEAA	DEC	DEE
DFE	DHE	DK	DMA	EB	EIC	EIE	EIF	FD	FDA
FDB	FFAA	FM	FNA	FNAB	FO	GKDA	GKG		

Deletions

CCGB	DL	EEB	FEE	FEF	FMG				
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Discussion of Campus Merger Criteria Resolution



Purpose: to set criteria for school mergers when we are NOT considering a school closure

1. Capacity and Enrollment
2. Financial Efficiency
3. Facilities Condition
4. Transportation and Accessibility
5. Enrollment Demographics and Equity
6. Community and Stakeholder Input
7. Educational Program Offerings
8. Operational Feasibility
9. Facilities Utilization Beyond K-12

Upcoming Possible Dates for 

Community Engagement

Board Led LSG Presentation

Sept 24th 6:30pm

@?????

Hybrid Presentation



Upcoming Possible Dates for
Community Engagement

Two Way Community Engagement

Oct. 29th 6:30pm

@ Manor HS



Next Board Meeting:
August 18, 2025



Thank you!

Manor Independent School District