

Garland Independent School District

Board of Trustees

Regular Meeting

Tuesday, March 25, 2025

Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance - **Alan Moreno, Heather Glen Elementary** 5
- III. Public Forum: Members of the public who wish to make comments may complete a Public Comment Participation Request in person at Harris Hill Administration Building prior to the start of the meeting indicated in the posting notice. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels, in accordance with the Texas Open Meetings Act and Board policy. For more information about public comment procedures, please review the Board Policy for Public Comment accessible at the following link: <https://pol.tasb.org/Policy/Code/364?filter=BED>.
- IV. Information Items
 - A. Evidence of Excellence
 - 1. Recognize the Garland High School Academic Decathlon team and Coach of the Year - **Coleman Bruman** 6
 - 2. Recognize All-State Band and Choir High School Students - **Joseph Figarelli** 8
 - B. Going the Extra Mile (GEMs)
 - 1. Recognize Human Resources SHRM Certified Professionals for Going the Extra Mile (GEMs) - **Jason Wheeler** 9
 - C. Receive Intruder Detection Audit Report - **Mark Quinn** 11
 - D. Receive District Vulnerability Assessment Full Report - **Mark Quinn** 12
- V. Discussion Items
 - A. Trustees' Report 13
 - 1. Trustee attendance at recent district and community events
 - 2. Announcement of upcoming district and community events
 - 3. Recognition of outstanding performance by district staff and students
 - 4. Recognition of new programs and special activities
 - 5. Message from Board President
 - B. Superintendent's Report 22
 - C. Future Agenda Items 23

VI. Consent Agenda - Consider approval of	
A. Human Resources Report	24
B. Consider Approval of MOU with Plano ISD – Dr. Tanya Ramos	31
C. Consider Approval of Budget Transfers and Amendments to the 2024-25 General Fund and Debt Service Fund – Elisa Cordova- Long	35
D. New Bids	
1. Contract#22-25 - Consider Approval of Purchase of Amazon Services – Mark Booker	40
2. Contract#30-25 - Consider Approval of Purchase of Online Data Analysis for Student and Staff Development and Evaluations – Mark Booker and Veronica Joyner	41
3. Contract#224-25 - Consider Approval of Purchase of Data Governance Analysis – Mark Booker and Veronica Joyner	42
4. Contract#34-25 - Consider Approval of Purchase of Montessori Furniture – Mark Booker and Dr. Jason Adams	43
5. Contract#90-25 - Consider Approval of Purchase of Online Ticketing Services (CCC) – Mark Booker and John Wilborn	44
6. Contract#181-25 - Consider Approval of Purchase of School Uniform and Associated Apparel – Mark Booker and Dr. Ramona Morin	46
7. Contract#228-25 - Consider Approval of Purchase of Public Address System Parts and Service – Mark Booker and Dr. Shelley Garrett	47
8. Contract#250-25 - Consider Approval of Purchase of General Maintenance Supplies and Equipment – Mark Booker and Paul Gonzales	49
9. Contract#388-25 - Consider Approval of Purchase of Waste Collection and Recycling Services – Mark Booker and Paul Gonzales	50
10. Contract#252-25 - Consider Approval of Purchase of Cellular Equipment and Services – Mark Booker and Thomas Head	60
11. Contract#310-25-08 - Consider Approval of Purchase of Professional Staff Development, Consulting Services, and Materials – Mark Booker and Coleman Bruman	62
12. Contract#325-25-06 - Consider Approval of Purchase of Dual Language Assessments – Mark Booker and Dr. Laura Parker	65
13. Contract#326-25 - Consider Approval of Purchase of Football Equipment Repair – Mark Booker and Ron Griffen	66
14. Contract#394-25-11 - Consider Approval of Purchase of IEP Software and Medicaid Billing Management – Mark Booker and Dr. Tanya Ramos	68
15. Contract#397-25-02 - Consider Approval of Purchase of Instructional Software, Licensing Subscriptions, Hardware, and Services – Mark Booker and Ashley Jackson	69
E. Modification to Awarded Bids	

1. Contract#156-19 - Consider Approval of Modification to Time and Attendance Equipment and Services – Mark Booker and Matt Yeager	72
F. Increase to Awarded Bids	
1. Contract#33-21 - Consider Approval of Increase in Awarded Amount for Web Based Organizational Tools – Mark Booker and Shermika Fluker	73
2. Contract#58-23-02 - Consider Approval of Increase in Awarded Amount for Audio/Sound Company, Video and Related Products Parts and Services – Mark Booker	74
3. Contract#245-20 - Consider Approval of Increase in Awarded Amount for Lamps Bulbs Ballasts Fuses - Warehoused – Mark Booker and Paul Gonzales	75
4. Contract#325-22-02 - Consider Approval of Increase in Awarded Amount for Testing and Assessment – Mark Booker and Chasity Jackson	77
5. Contract#394-25-07 - Consider Approval of Increase in Awarded Amount for Special Education Services for Speech-Language Pathologists – Mark Booker and Dr. Tanya Ramos	78
6. Contract#394-25-08 - Consider Approval of Increase in Awarded Amount for Special Education Services for Speech – Mark Booker and Dr. Tanya Ramos	79
VII. Action Item (Non Consent)	
A. Consider Approval of Revisions to CH(LOCAL) - Lisa Ray, Darrell Dodds	80
B. Consider Approval of TASB Update 124 Local Policies - Lisa Ray	84
VIII. Executive Session: Executive session will be held for purposes permitted by Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.	
A. Pursuant to Texas Government Code 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.	
1. Discussion and deliberation regarding TEA's Intruder Detection Audits.	
2. Discussion and deliberation regarding TEA's District Vulnerability Assessment Full Report.	
B. Pursuant to Texas Government Code Section 551.071, private consultation with the Board's attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.	
C. Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.	
1. Consideration and deliberation regarding administrative recommendations with regard to professional and administrative contracts.	

2. Consideration and deliberation regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

3. Consideration and deliberation regarding 2025-2026 staffing and contractual status.

IX. Reconvene from Executive Session for action relative to items considered during Executive Session

A. Consideration and possible action regarding administrative recommendations with regard to professional and administrative contracts.

B. Consideration and possible action regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

X. Adjournment



BOARD OF TRUSTEES AGENDA

Date: 03/25/25

Presented By: Jason Wheeler, Exec. Dir. of Communications

Subject: Student Pledges – March 2025

Information Item

Executive Summary:

Alan Moreno a 5th grade from Heather Glen Elementary, will be reading the pledges at the Tuesday, March 25 Garland ISD School Board meeting.

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: 03/25/25

Presented By: Coleman Bruman, Executive Director of Sec. Teaching & Learning

Subject: Evidence of Excellence Recognition March 2025 - Academic Decathlon

Information Item

Executive Summary:

Under the leadership of Coaches Candice Fuller, Jeremy Fuller and Katie Donaldson (from UTD), the Garland High School Academic Decathlon team not only achieved the highest score in GHS history, but they also placed 1st overall in the Large School division (UIL Class 6A) with an outstanding total of 43,978.9 points. This success marks a historic milestone for the school and is a testament to the hard work and dedication of the students and their support team.

Among the many highlights, sophomore Shourya Vyas made history as the top overall scorer at the Frisco State Finals, earning an individual score of 9,048.9 points—becoming the first Decathlete in Garland High School's history to surpass the 9,000-point mark. In recognition of their success, each team member will receive a scholarship from Texas Academic Decathlon, totaling approximately \$12,000 for our students.

Additionally, Coach Jeremy Fuller was honored as the *Academic Decathlon Coach of the Year* for his outstanding leadership and commitment to our team’s success. This accomplishment would not have been possible without the tireless efforts of our coaches, the leadership of our student officers, and the invaluable support of staff members like Allison Shephard, Melissa Kime, and others who contributed to the team's preparation.

Please join us in congratulating the Garland High School Academic Decathlon team for their remarkable achievement at the Texas Academic Decathlon Frisco State Finals.

Shourya Vyas

Kaila Broder

Anna Eade

Thomas Rodgers

Phoenix Webb

Esme Barnes

Sweedal Dsouza

Maggie Nguyen

2025 Academic Decathlon Coach of the Year:

Jeremy Fuller



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: 03/25/25

Presented By: Joseph Figarelli, Director of Fine Arts

Subject: Evidence of Excellence Recognition March 2025 - All-State Band & Choir

Information Item

Executive Summary:

Each fall, over 55,000 high school students across the state audition in their TMEA Region. Individuals perform selected music for a panel of judges who rank each instrument or voice part. A select group of musicians advance to compete against musicians from other Regions in their TMEA Area. The highest-ranking musicians judged at the TMEA Area competitions qualify to perform in one of the Texas All-State ensembles sponsored by the Band, Orchestra, and Vocal Divisions. All-State is the highest honor a Texas music student can receive. Less than 3 percent of all students are selected through this process. All-State students participate in three days of rehearsals directed by nationally recognized conductors during the annual state TMEA Clinic/Convention. Their performances before thousands of attendees bring this amazing event to a close.

Representing Band:

Colten Stenline & Abraham De Jesus - Lakeview Centennial HS

Joseph Figarelli & Andrew Samuel - Sachse HS

Representing Choir:

Anushri Shankar, Faith Utomi, Mateo Rodriguez & John Dacon - Garland HS

Arturo Maya - Lakeview Centennial HS

Diego Gandara & Alina Ortega - North Garland HS

Enrique Castilleja & Aaron Dann - Rowlett HS

Braxton Blankenship & Juliann Nguyen - Sachse HS

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: 3/25/25

Presented By: Jason Wheeler, Exec. Dir. of Communications

Subject: Going the Extra Mile Recognition – March 25, 2025

Information Item

Executive Summary:

Garland ISD is proud to recognize five outstanding members of our Human Resources Department who have demonstrated an exceptional commitment to professional excellence by obtaining their SHRM Certified Professional certification. This prestigious credential, offered by the Society for Human Resource Management (SHRM), is the only competency-based HR certification recognized globally. It equips professionals with the expertise needed to navigate the complexities of human resources in today's dynamic workplace.

Recognition Honorees:

- **Dr. Gradyne Brown**, Assistant Superintendent of Human Resources
- **Dr. Dina Rowe**, Director of Elementary Human Resources
- **Atticus Wisener**, Director of Secondary Human Resources
- **Eboney Forte**, Director of HR Systems
- **Annaluz Hill**, Director of Compensation

Earning the SHRM-CP is a rigorous process that requires extensive study, competency-based evaluation, and successful completion of a comprehensive examination. This certification reflects a high level of proficiency in HR principles, policies, and leadership strategies that directly benefit our district and its employees. By achieving this milestone, these HR leaders reinforce Garland ISD's commitment to excellence in talent management, employee relations, and organizational development.

We are honored to celebrate Dr. Gradyne Brown, Dr. Dina Rowe, Atticus Wisener, Ebony Forte, and Annaluz Hill for going the extra mile to enhance their professional expertise and ongoing dedication to Garland ISD's success.



BOARD OF TRUSTEES AGENDA

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Quinn, Director of Security

Subject: Receive Intruder Detection Audit Report

Information Item

Executive Summary:

The top priority of Garland ISD and the State of Texas is keeping students and staff safe every day. The Texas School Safety Center recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked. The audit provides us with an opportunity to create a safer learning environment for our students and staff.

We are working closely with our district's School Safety & Security Committee to ensure that we are training all our staff and securing our doors for the protection of everyone at our campuses. The support from the state in conducting the Intruder Detection Audits is just one of the many actions we are taking to ensure our schools are safe. We know that this work does not end, and we appreciate the Board's support.

We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee. Garland ISD is committed to providing a safe and secure learning environment for our students and staff.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Quinn, Director of Security

Subject: Receive District Vulnerability Assessment Full Report

Information Item

Executive Summary:

Beginning in the 24-24 school year, a division of the Texas Education Agency called the Office of School Safety and Security conducted detailed vulnerability assessments of each Texas school district, including Garland ISD. This vulnerability assessment pertains to facility access controls, emergency operations procedures, and other school safety requirements. After the vulnerability assessment was completed, TEA provided the superintendent with a confidential report on the results, including recommendations and required corrective actions.

We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the District Vulnerability Assessment will be discussed in the executive session and with the Safety and Security Committee. Garland ISD is committed to providing a safe and secure learning environment for our students and staff.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Trustees' Report

Discussion Item

Executive Summary:

Trustees report to other trustees, the administrative staff and the public of activities that impact the Board's governance of the District. Trustees may report on the following subjects:

1. Trustee attendance at recent district and community events.
2. Announcement of upcoming district and community events.
3. Recognition of outstanding performance by district staff and students.
4. Recognition of new programs and special activities.
5. Message from Board President.

Administrative Recommendations:

Provided for your information and discussion.

March 10, 2025 - March 16, 2025

March 2025							April 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, March 10

7:00pm - 9:00pm Goldie Locke Excel Awards (521 West State Street, Garland, TX 75040) - Lakisha Culpepper

Tuesday, March 11

3:00pm - 5:00pm Finance, Facilities and Operations Committee Meeting (Board Room)

3:00pm - 5:00pm Finance, Facilities and Operations Committee Meeting (Board Room) - Mechelle Hogan

4:30pm - 6:00pm Board Bond Special Meeting (Boardroom) - GISD Board of Trustees

6:00pm - 8:00pm Academic and District Affairs Committee Meeting (Board Room) - Mechelle Hogan

Wednesday, March 12

10:00am - 11:30am Council PTA Meeting (Harris Hill Administration (Garland/Rowlett Room)) - Mechelle Hogan

11:30am - 1:00pm Rowlett Chamber of Commerce (Rowlett Community Center) - Ricardo Lopez

Thursday, March 13

9:00am - 2:00pm Special Olympics HS Basketball 3-on-3 Tournament (Tentative) (Rowlett HS) - Christi Davis

7:00pm - 8:30pm Goldie Locke Excel Awards - Middle School (Update) (Mt Hebron Missionary Baptist Church (1233 Highway 66, Garland, TX 75040-7278, United States)) - Lakisha Culpepper

Friday, March 14

Saturday, March 15

Sunday, March 16

March 17, 2025 - March 23, 2025

March 2025							April 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, March 17

- 12:00am Spring Break →
- St. Patrick's Day (United States)

Tuesday, March 18

- ← Spring Break →

Wednesday, March 19

- ← Spring Break →

Thursday, March 20

- ← Spring Break →

Friday, March 21

- ← 12:00am Spring Break

Saturday, March 22

Sunday, March 23

March 24, 2025 - March 30, 2025

March 2025							April 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, March 24

Tuesday, March 25

9:00am - 12:00pm GISD 3rd Annual Mental Health Convening (GRCTC) - Ricardo Lopez

1:45pm - 3:15pm Surprise visit to O'Banion MS - Jen Garcia H-E-B Excellence in Education Finalist (J.W. O'Banion Middle School. (700 Birchwood Dr, Garland, TX 75043, United States)) - Ricardo Lopez

5:00pm - 8:00pm Board Meeting (Board Room)

Wednesday, March 26

Thursday, March 27

Friday, March 28

Saturday, March 29

10:00am - 11:00am Evening Study Center Graduation (South Garland High School Auditorium)

Sunday, March 30

March 31, 2025 - April 6, 2025

March 2025							April 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

<p>Monday, March 31</p>	<p>Tuesday, April 1</p>
<p>Wednesday, April 2</p>	<p>Thursday, April 3</p>
<p>Friday, April 4</p> <p>9:00am - 12:00pm Special Olympics - Challenge Day Competition (MTI Classes) (Naaman Forest HS) - Christi Davis</p> <p>11:00am - 1:00pm AP Appreciation Luncheon (Gilbreath-Reed Career & Technical Center (4885 N President George Bush Hwy, Garland, TX 75040)) - Yvette Castillo</p>	<p>Saturday, April 5</p> <p>10:00am - 2:00pm GISD Explore Choice of School Event (Williams Stadium) - Ricardo Lopez</p> <hr/> <p>Sunday, April 6</p>

April 7, 2025 - April 13, 2025

April 2025							May 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

Monday, April 7

Tuesday, April 8

3:00pm - 5:00pm Finance, Facilities and Operations Committee Meeting (Board Room)

3:00pm - 5:00pm Finance, Facilities and Operations Committee Meeting (Board Room) - Mechelle Hogan

4:30pm - 6:00pm Board Bond Special Meeting (Boardroom) - GISD Board of Trustees

6:00pm - 8:00pm Academic and District Affairs Committee Meeting (Board Room) - Mechelle Hogan

Wednesday, April 9

Thursday, April 10

11:30am - 1:00pm Rowlett Chamber of Commerce (Rowlett Community Center) - Ricardo Lopez

Friday, April 11

Saturday, April 12

8:00am - 12:00pm 2025 Regional Truck Driving Championship (HBJ Stadium) - Mechelle Hogan

Sunday, April 13

April 14, 2025 - April 20, 2025

April 2025							May 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

Monday, April 14

Tuesday, April 15

11:30am - 1:00pm Copy: Safety & Security Committee Meeting
(Harris Hill Board Room) - Alice Jordan

Wednesday, April 16

10:00am - 11:30am Council PTA Meeting (Harris Hill Administration (Garland/Rowlett Room)) - Mechelle Hogan

6:00pm - 8:00pm North Texas Area Association of School Boards (NTAASB) Meeting (Van Alstyne ISD)

Thursday, April 17

Friday, April 18

Saturday, April 19

Sunday, April 20

Easter Day (United States)

April 21, 2025 - April 27, 2025

April 2025							May 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

Monday, April 21

Tuesday, April 22

5:00pm - 8:00pm Board Meeting (Board Room) 

Wednesday, April 23

Administrative Professionals Day (United States)

Thursday, April 24

Friday, April 25

8:00am - 3:00pm GEF Golf Tournament (Firewheel Golf Course) -
Ricardo Lopez

Saturday, April 26

Sunday, April 27

April 28, 2025 - May 4, 2025

April 2025							May 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

Monday, April 28

Tuesday, April 29

11:00am - 1:00pm Class of 2025 Senior Summit (CCC Ballroom) - Ricardo Lopez

Wednesday, April 30

9:00am - 2:00pm Special Olympics Track and Field - Secondary (Williams Stadium)

10:00am - 11:00am GISD Orchestra Concert for all district 4th graders (Culwell Center)

Thursday, May 1

9:00am - 2:00pm Special Olympics Track and Field - Elementary (Williams Stadium)

Friday, May 2

Saturday, May 3

Sunday, May 4



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Superintendent's Report

Discussion Item

Executive Summary:

Dr. López will provide an update on District and community events.

Administrative Recommendations:

Provided for your information and discussion.



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Future Agenda Items

Discussion Item

Executive Summary:

Trustees may submit items to be placed on future Board Meeting agendas.

Administrative Recommendations:

For discussion.



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Dr. Gradyne Brown, Assistant Superintendent Human Resources

Subject: Consider Approval of Human Resources Report

Consent Agenda

Executive Summary:

Please see attached recommendations for new personnel, terminations, leaves of absence, and resignations for the 2024-2025 school year.

Administrative Recommendations:

Administration recommends approval.

Financial Impact and Funding Source:

N/A

**March 2025
Administrative New Hires/Transfer List**

Job Title	Last Name	First Name	Exp	Current Position	Degree	New Campus/Department	Effective Date
Director of Transportation	Logan	Timothy	39	Assistant Director of Transportation	BA	Transportation	4.23.2025

March 2025
Professional New Hires List

New Hires to Date: 259							
Current: 2							
Total: 261							
School/Dept.	Last Name	First Name	Exp	College	Degree	Job Title	Effective Date
Sellers Middle School	Holland	Maliyah	0	University of Arkansas	BS	Teacher	2/24/25
Sachse High School	O'Neal	Larry	23	Northern State University	BA	Teacher/Coach	3/26/25
				East Texas A&M University	M.ED		

**March 2025
Resignation and Retirement List - Paraprofessionals**

ParaProfessional Resignation/Retirements:	Approved to Date: 150
March 2025	Current: 23
	Total: 173

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Alternative Education Center	Michell, Karen	Campus Technology Assistant	40 years with GISD	Retirement/TRS	5/30/2025
Back Elementary School	McMillon, Kathy	Aide/SPED ECSE	5 years/2 years with GISD	Retirement/TRS	5/28/2025
Back Elementary School	Girouard, Nancy	Aide/SPED ABC	24 years with GISD	Retirement/TRS	5/28/2025
Bussey Middle School	Brown, Andrea	Campus Technology Assistant	3 years with GISD	Resignation/Other Texas School	3/24/2025
Carver Elementary School	Perez, Emi	Aide/SPED ECSE	3 years with GISD	Resignation/Professional Development	3/21/2025
Cisneros Prekindergarten School	Flores, Juanita	Secretary Principal Prekindergarten	25 years with GISD	Retirement/TRS	6/5/2025
Classical Center at Brandenburg Middle School	Harvey, Marcia	Aide/SPED Facilitator	24 years with GISD	Retirement/TRS	5/28/2025
Harris Hill Building	Lennear, Ashley	Secretary	8 years/2 years with GISD	Resignation/Other	3/10/2025
Hickman Elementary School	Lopez, Jesse	Aide/SPED ALE	3 years with GISD	Resignation/Personal	3/3/2025
Hickman Elementary School	Chetrick, Sarita	Aide/SPED ALE	3 years with GISD	Resignation/Personal	3/3/2025
Liberty Grove Elementary School	Canady, NaKeisha	Aide/SPED ECSE	0 years with GISD	Resignation/Unsatisfied with Job	3/31/2025
Liberty Grove Elementary School	Garcia, Daniela	Aide/Prekindergarten	2 years with GISD	Resignation/Personal	3/28/2025
Liberty Grove Elementary School	Levy, Alicia	Aide/SPED ALE	3 years with GISD	Resignation/Personal	3/5/2025
M.D. Williams Elementary School	Berry, Latrina	Aide/SPED BA	0 years with GISD	Resignation/Other	3/11/2025
Padgett Building	Siebel, Melba	Secretary Maintenance	0 years with GISD	Resignation/Personal	2/28/2025
Shorehaven Elementary School	Alarcon Bonilla, Denisse	Aide/SPED ALE	0 years with GISD	Resignation/Personal	2/24/2025
Southgate STEM Elementary	Balerio, Jocelyn	Aide/Prekindergarten Bilingual	2 years with GISD	Resignation/Personal	3/28/2025
Spring Creek Elementary School	Greenleaf, Jill	Aide/SPED CBSE Idea B	14 years with GISD	Retirement/TRS	3/7/2025
Spring Creek Elementary School	Lemus, Vanessa	Data Clerk	1 year with GISD	Resignation/Personal	3/4/2025
Valle Student Services Center	Davis, Helene	Secretary Records Center	18 years with GISD	Retirement/TRS	6/30/2025
Walnut Glen Academy for Excellence	Li, Amy	Aide/Instructional	0 years with GISD	Resignation/Personal	2/14/2025
Webb Middle School	Mendiola, Rosa	Aide/SPED ALE	3 years with GISD	Resignation/Personal	5/28/2025
Webb Middle School	Arellano Zapata, Janet	Aide/SPED ALE	2 years with GISD	Resignation/Personal	2/26/2025

**March 2025
Resignation and Retirement List - Professionals**

Professional Resignation/Retirements:	Approved to Date: 220				
March 2025	Current: 107				
	Total: 327				
School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
Abbett Elementary School	Herrera, Jennifer	Teacher/3rd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Armstrong Elementary School	Mikesell, Mallory	School Nurse	5 years with GISD	Resignation/Relocation	5/28/2025
Austin Academy for Excellence	Pierce, Teryn	Teacher/Math 6th Gr.	3 years with GISD	Expiration of Employment Authorization	5/28/2025
Austin Academy for Excellence	Juarez, Paricia	Teacher/IB MYP Design	3 years with GISD	Expiration of Employment Authorization	5/28/2025
Austin Academy for Excellence	Pea, Michael	Teacher/Social Studies 7th & 8th Gr.	5 years with GISD	Resignation/Other	5/28/2025
B.H. Freeman at Golden Meadows Elementary School	Garza, Selene	Teacher/Kindergarten	3 years with GISD	Resignation/Other	5/28/2025
Bullock Elementary School	Taylor, Brenda	Teacher/2nd Gr.	20 years/3 years with GISD	Resignation/Other	5/28/2025
Bussey Middle School	Thibodeaux, Jonathan	Teacher/Social Studies 7th & 8th Gr.	3 years with GISD	Resignation/Unsatisfied with Job	5/28/2025
Bussey Middle School	Castro, Nelson	Teacher/Spanish	1 year with GISD	Resignation/Other	5/28/2025
Carver Elementary School	Nutall, Olivia	Teacher/1st Gr.	3 years with GISD	Resignation/Career Change	5/28/2025
Carver Elementary School	Collins, Kelly	Teacher/Art	3 years with GISD	Resignation/Personal	5/28/2025
Carver Elementary School	Barbera Carrasquero, Angelica	Teacher/Bilingual 3rd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Carver Elementary School	Dotson, Nicole	Teacher/3rd Gr.	3 years/2 years with GISD	Resignation/Private School	5/28/2025
Cisneros Prekindergarten School	Pacheco, Viridiana	Early Childhood Special Education Teacher	3 years with GISD	Resignation/Other	5/28/2025
Cooper Elementary School	Carrillo, Marimar	Teacher/2nd Gr.	8 years with GISD	Resignation/Not Working	5/28/2025
Cooper Elementary School	Hollingsworth, Danesha	Teacher/SPED ECSE	1 year with GISD	Resignation/Other	2/21/2025
Coyle Technology Center for Math Science	Patton, Marissa	Teacher/Math 7th & 8th Gr.	3 years with GISD	Resignation/Personal	5/28/2025
Daugherty Elementary School	Villar, Gabriela	Teacher/Bilingual 3rd Gr.	1 year with GISD	Finish Year Only	5/28/2025
Daugherty Elementary School	Agreda, Urania	Teacher/1st Gr.	3 years with GISD	Resignation/Personal	5/28/2025
Davis Elementary School	Ortiz, Maria	Teacher/Bilingual 5th Gr.	9 years with GISD	Finish Year Only	5/28/2025
Davis Elementary School	Ramirez, Danna	Teacher Bilingual 2nd Gr.	3 years with GISD	Finish Year Only	5/28/2025
Dorsey Elementary School	Guzman, Alyssa	Teacher/5th Gr.	4 years with GISD	Resignation/Moving out of State	5/28/2025
Dorsey Elementary School	Wood, Keisha	Teacher/Kindergarten	9 years with GISD	Resignation/Other	5/28/2025
Ethridge Elementary School	McCoy, Maria	Teacher/Bilingual Kindergarten	20 years/ 11 years with GISD	Retirement/TRS	5/28/2025
Ethridge Elementary School	Pecheux, Justine	Teacher/Kindergarten	6 years with GISD	Resignation/Relocation	5/28/2025
Garland High School	Portuphy, Moses	Teacher/Math	13 years/10 years with GISD	Resignation/Other	5/28/2025
Garland High School	Caddell, Jeffrey	Teacher/Social Studies Coach	3 years with GISD	Expiration of Employment Authorization	5/28/2025
Giddens-Steadham Elementary School	Goel, Monika	Teacher/SPED ABC Idea B	1 year with GISD	Resignation/Personal	5/28/2025
Giddens-Steadham Elementary School	Agreda, Pamela	Teacher/Bilingual Kindergarten	2 years with GISD	Resignation/Personal	5/28/2025
Gilbreath-Reed Career and Technical Center	McKee, James	Assistant Principal	41 years/39 years with GISD	Retirement/TRS	6/30/2025
Handley STEM Elementary	Mann, Martha	Teacher/SPED ECSE	22 years with GISD	Retirement/TRS	5/28/2025
Handley STEM Elementary	Briones, Norma	Teacher/Bilingual Kindegarten	18 years with GISD	Resignation/Spouse Transferred	5/28/2025
Harris Hill Building	Marshall, Diana	Physical Therapist	16 years/11 years with GISD	Resignation/Personal	5/28/2025
Herfurth Elementary School	Simmons, Mary	Teacher/Montessori Lower Elementary	19 years/1 year with GISD	Resignation/Personal	5/28/2025
Hickman Elementary School	Hellner Jackson, Alliyah	Teacher/2nd Gr.	3 years with GISD	Resignation/Moving out of State	5/28/2025
Hillside Academy for Excellence	Daniels, Marquel	Teacher/2nd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Hillside Academy for Excellence	Snowden, LaVerne	Teacher/5th Gr.	36 years/6 years with GISD	Retirement/TRS	5/28/2025
Hillside Academy for Excellence	Robinson, Valencia	Teacher/1st Gr.	10 years/3 years with GISD	Resignation/Career Change	5/28/2025
Hillside Academy for Excellence	Jackson, Jye	Teacher/3rd Gr.	2 years with GISD	Finish Year Only	5/28/2025
Houston Middle School	Wrinkle, Eric	Teacher/Social Studies 6th Gr.	3 years with GISD	Resignation/Personal	5/28/2025
Houston Middle School	Price, Spenser	Teacher/SPED Content Mastery Inclusion	3 years with GISD	Resignation/Other	5/28/2025
Houston Middle School	Bullock, Veronique	Teacher/Math 7th & 8th Gr.	3 years with GISD	Resignation/Personal	5/28/2025

**March 2025
Resignation and Retirement List - Professionals**

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Hudson Middle School	McVay, Melinda	Teacher/Art	3 years with GISD	Resignation/Personal	5/28/2025
Hudson Middle School	Gaur, Savita	Teacher/ESL	3 years with GISD	Resignation/Personal	5/28/2025
Hudson Middle School	Ekwelum, Isaiah	Teacher/PE Coach	3 years with GISD	Resignation/Other	5/30/2025
Keeley Elementary School	Allen, Rebecca	Diagnostician	17 years/3 years with GISD	Resignation/Professional Development	3/24/2025
Keeley Elementary School	Tilson, April	Teacher/4th Gr.	3 years with GISD	Resignation/Moving out of State	5/28/2025
Lakeview Centennial High School	Curtis, Anton	Teacher/Social Studies Coach	3 years with GISD	Resignation/Professional Development	6/2/2025
Lakeview Centennial High School	Shorter, Jacqueline	Teacher/English	2 years with GISD	Resignation/Other Texas School	5/28/2025
Lakeview Centennial High School	Jackson, Desmond	Teacher/Social Studies Coach	3 years with GISD	Resignation/Professional Development	6/2/2025
Lakeview Centennial High School	Juniel, Justin	Teacher/Health Coach	2 years with GISD	Resignation/Personal	6/2/2025
Lakeview Centennial High School	Swalley, Nathan	Teacher/Science	3 years with GISD	Resignation/Professional Development	5/28/2025
Liberty Grove Elementary School	Avants, Tamara	Teacher/SPED CBSE Idea B	29 years with GISD	Retirement/TRS	5/28/2025
Lister Elementary School	Zarraga-Fontanot, Carlet	Teacher/Bilingual 2nd Gr.	14 years with GISD	Retirement/TRS	5/28/2025
Lister Elementary School	Custodio, Lizbeth	Teacher/Bilingual 5th Gr.	3 years with GISD	Resignation/Other	5/28/2025
Lyles Collegiate Intermediate	Hatton, Gizzelle	Teacher/Reassignment Room	31 years/16 years with GISD	Retirement/TRS	5/28/2025
Lyles Collegiate Intermediate	Jensen, George	Teacher/Social Studies 6th Gr.	29 years/3 years with GISD	Resignation/Other Texas School	5/28/2025
Lyles Collegiate Intermediate	James, Crystal	Teacher/Math 6th Gr.	4 years/2 years with GISD	Resignation/Moving out of State	5/28/2025
Lyles Collegiate Intermediate	Gonzales, George	Teacher/Math 6th Gr.	9 years/4 years with GISD	Resignation/Other	5/28/2025
Lyles Collegiate Intermediate	Callahan, Patricia	Teacher/SPED Resource	41 years/35 years with GISD	Retirement/TRS	5/28/2025
Lyles Collegiate Intermediate	Livingston, Cynthia	Teacher/Reading 7th & 8th Gr.	2 years with GISD	Resignation/Career Change	5/28/2025
Lyles Collegiate Intermediate	Nelson, Eric	Teacher/Science 6th Gr. Coach	1 year with GISD	Finish Year Only	5/30/2025
M.D. Williams Elementary School	Nowlin, Chelcee	Teacher/2nd Gr.	2 years with GISD	Resignation/Relocation	5/28/2025
Naaman Forest High School	Jeter, Jacorious	Teacher/Graphic Arts Coach	2 years with GISD	Resignation/Other	6/2/2025
Naaman Forest High School	Thompson, Marquita	Teacher/English Coach	3 years with GISD	Resignation/Other	6/2/2025
North Garland High School	Jackson, Casey	Teacher/English	3 years with GISD	Resignation/Personal	5/28/2025
North Garland High School	Cochran, Richard	Teacher/Art	3 years with GISD	Finish Year Only	5/28/2025
Padgett Building	Gonzales, Paul	Executive Director Facilities Maintenance	23 years with GISD	Retirement/TRS	6/30/2025
Roach Elementary School	Tillman-Fink, Christa	Teacher/1st Gr.	5 years/2 years with GISD	Resignation/Personal	5/28/2025
Roach Elementary School	Lopez De Guerrero, Mayra	Teacher/Bilingual 2nd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Roach Elementary School	Winkler, Yatavi	Early Childhood Special Education Teacher	3 years with GISD	Resignation/Other	5/28/2025
Rowlett Elementary School	King, LaRoderick	Teacher/5th Gr.	3 years with GISD	Expiration of Employment Authorization	5/28/2025
Rowlett Elementary School	Jimenez, Brenda	Teacher/Bilingual 3rd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Rowlett Elementary School	Williams, D'Andrea	Diagnostician	6 years with GISD	Resignation/Personal	6/2/2025
Rowlett High School	Johnson, Douglas	Teacher/Social Studies Coach	27 years/17 years with GISD	Retirement/TRS	6/2/2025
Rowlett High School	Bailey, Devon	Teacher/Health Science Career Prep	14 years/9 years with GISD	Resignation/Career Change	3/7/2025
Rowlett High School	Waffer, Jaeda	Teacher/Reading	2 years with GISD	End of Assignment	5/28/2025
Sachse High School	Dietrich, Kelsey	Teacher/Science	2 years with GISD	Resignation/Moving out of State	5/28/2025
Sachse High School	Mikesell, Zachary	Teacher/Health Coach	14 years with GISD	Resignation/Other Texas School	6/2/2025
Sachse High School	Shupe, Leah	Teacher/Science	33 years/31 years with GISD	Retirement/TRS	5/28/2025
Schrade Middle School	Anderson, Amy	Teacher/Math 7th & 8th Gr.	27 years/19 years with GISD	Retirement/TRS	5/28/2025
Schrade Middle School	Ollison, Nakia	Teacher/SPED Resource	3 years with GISD	Resignation/Career Change	5/28/2025
Schrade Middle School	Muhammad, Aiesha	Teacher/English 7th & 8h Gr.	3 years with GISD	Retirement/TRS	5/28/2025
Schrade Middle School	Chenault, Gage	Teacher/English 7th & 8h Gr.	3 years with GISD	Resignation/Other	5/28/2025
Schrade Middle School	Jackson, Cleshon	Teacher/SPED Resource Idea B	3 years with GISD	End of Assignment	5/28/2025
Schrade Middle School	Alderson, Zach	Teacher/Math 7th & 8th Gr.	3 years with GISD	Resignation/Other	5/28/2025
Sewell Elementary School	Arballo, Yesenia	Teacher/4th Gr.	1 year/2 years with GISD	Finish Year Only	5/28/2025

**March 2025
Resignation and Retirement List - Professionals**

School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
Shugart Elementary School	Kellerman, Mary	Teacher/5th Gr.	5 years/4 years with GISD	Resignation/Personal	5/28/2025
Shugart Elementary School	Opland, Alexander	Teacher/Art	5 years with GISD	Resignation/Career Change	5/28/2025
Shugart Elementary School	Moore, Amanda	Teacher/2nd Gr.	3 years with GISD	Resignation/Other	5/28/2025
Shugart Elementary School	White, Kevin	Teacher/4th Gr.	3 years with GISD	Resignation/Other	5/28/2025
South Garland High School	Kelly, Antorio	Teacher/Health Coach	8 years/3 years with GISD	Resignation/Personal	3/21/2025
South Garland High School	Martinez, Damaso	Boys Athletic Coordinator Head Football Coach	7 years with GISD	Retirement/TRS	3/31/2025
South Garland High School	Barocio-Leon, Carlos	Teacher/AVID MAPS ECES Coach	16 years/4 years with GISD	Resignation/Personal	3/31/2025
South Garland High School	Bailey, Brandon	Teacher/Art	1 year with GISD	Resignation/Other	5/28/2025
South Garland High School	Tirado, Lesley	Teacher/Science	3 years with GISD	Resignation/Relocation	5/28/2025
South Garland High School	Daughtery, Maleta	Teacher/English	3 years with GISD	Resignation/Professional Development	5/28/2025
South Garland High School	Brown, Damien	Teacher/Social Studies Coach	10 years/3 years with GISD	Resignation/Other	6/2/2025
Southgate STEM Elementary	Vazquez, Aracely	Teacher/Bilingual Kindergarten	5 years/2 years with GISD	Resignation/Health Reasons	2/24/2025
Spring Creek Elementary School	Davis, Tracy	Teacher/Kindergarten	3 years with GISD	Resignation/Other	5/28/2025
Spring Creek Elementary School	McGinnis, Tawanna	Teacher/Regular ED ECSE Inclusion	20 years with GISD	Resignation/Other	5/28/2025
Stephens Elementary School	Biffle, Bryce	Teacher/Music	8 years/3 years with GISD	Finish Year Only	5/28/2025
Stephens Elementary School	Mills, Cortney	Early Childhood Special Education Teacher	3 years with GISD	Resignation/Career Change	5/28/2025
Walnut Glen Academy for Excellence	Schaper, Alea	Teacher/5th Gr.	3 years with GISD	Resignation/Other	5/28/2025
Walnut Glen Academy for Excellence	Clavijo, Katherin	Teacher/Bilingual 5th Gr.	3 years with GISD	Resignation/Other	5/28/2025
Walnut Glen Academy for Excellence	Flores, Kourtney	Teacher/2nd Gr.	2 years with GISD	Resignation/Other	5/28/2025
Walnut Glen Academy for Excellence	Hodges, Kathleen	Teacher/Art	37 years with GISD	Retirement/TRS	5/28/2025



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Dr. Tanya Ramos, Executive Director of Student Support and Specialized Services

Subject: Consider Approval of MOU with Plano ISD

Action Item

Executive Summary:

The purpose of this Memorandum of Understanding is to create a cooperative arrangement whereby member districts may provide for efficient delivery of legally required special education and related services to eligible students who need additional emotional and behavioral support. The Plano ISD (PISD) has partnered with Specialized Education Services, Inc. to provide a therapeutic learning environment for students, that includes a social worker, behavior specialist, and program director, as well as classroom teachers and assistants. The partnership would expand the district's special education continuum of services. This program would be limited to students who require more services than are available in the Functional Behavior Classroom and who may otherwise be referred to a residential placement. Referral decisions are subject to the Admissions, Review, and Dismissal (ARD) committee recommendations. There are currently 2 students attending. This MOU would secure a third seat.

Administrative Recommendations:

Administration recommends approval of the MOU with Plano ISD

Recommended Motion for Action Items:

Recommend to approve the MOU with Plano ISD

Financial Impact and Funding Source:

\$9,628.10 using 199 Funds



Memorandum of Understanding:

Region 10 ESC Student Placement & Servicing—Sierra School at Plano ISD.

This Memorandum of Understanding is by and between Region 10 Education Service Center and Garland ISD, outlining the mutual responsibilities and agreements surrounding the placement and servicing of Students within the Special Education Program operated by Sierra School at Plano Independent School District, in Plano, Texas.

For SY 2024-2025, the Program consists of Classrooms co-located at 1300 19th Street, Plano, TX, serving Students in Grades ACI (6-9) and (9-12), who have qualified for Special Education and/or Related-Services through IDEA. Students are placed through the District's ARDC, as a result of meeting the established criteria for placement in a more restrictive setting, for 100% of the School Day. Students will have dedicated access to Specialized Instruction, Positive Behavioral Supports and Interventions, Student Counseling and Mental Health Services, and Intensive Case Management. Upon placement, the Student's IEP shall be updated to reflect the scope and intensity of service delivery in a more restrictive setting, in addition to defining clear criteria for consideration of reintegration into a District's Least Restrictive Environment.

The Program's Executive Director and/or Designee shall review all placement considerations in collaboration with the Placing District Team. Considerations of available data, availability of seats in the Program, and ARDC recommendations shall be reviewed, along with any other relevant data or information. The potential for a more restrictive placement option shall be discussed with Parents/Guardians prior to Sierra School's involvement. Districts placing Students in Sierra School at Plano ISD's Program should refer to the *Program Manual* for more detail.

Upon placement with Region 10's Program, Sierra School at Plano ISD is responsible for the scope of programming and services, as outlined in their Contract with Region 10 ESC. This includes, but might not be limited to, the following:

- Providing an ACI Specialized Programs for Students in Grades 6th - 9th and 9th - 12th.
- The Program's Staffing shall include one (1) Special Education Teacher per Classroom, in addition to the support of up to two (2) Para-Educators for specialized instructional support and the provision of social, emotional, and behavioral support as indicated within each Student's IEP or the *Program Manual*.
- Specialized Instructional Services for up to one hundred and eighty (180) school days, at the State's established minimum requirement of instructional hours on a daily or annual basis; the School Calendar and

- Program Hours shall be mutually defined and aligned with the Host School System's, whenever possible.
- Access to Student Counseling and Mental Health Services, as required within each Student's IEP and as needed resulting from a Student's Behavioral or Mental Health Crisis.
 - The Program shall comply with all federal, state, and local laws, rules, and regulations in relation to the education of students, as well as all Policies and Procedures of the ESC's Board of Education. Specialized Education Services, Inc, SESI TX, will ensure that the special education programming and administrative services provided meet the requirements of all applicable federal and state statutes and regulations, including, but not limited to the Texas Education Code ("TEC"), Texas Administrative Code (TAC), Texas Constitution, Texas Statutes, IDEA, the Family Educational Rights and Privacy Act ("FERPA"), and Section 504 of the Rehabilitation Act ("Section 504"), and that it has policies and procedures in place related to following these laws.
 - The Program represents that it has the qualifications and ability to provide special education programming and administrative services in a professional manner. In the event that the ARDC believes that a change in educational programming or placement is necessary for any student placed by a District in one of the Program's classrooms, the Program will notify the District's Director of Special Education.
 - To the extent that a student placed in the Program needs speech language therapy, occupational therapy, physical therapy, or adaptive physical education, the Parties agree that the ESC or Placing District will provide such services and will bear the cost of such services. The ESC or Placing District shall also remain responsible for the psycho-educational evaluation and eligibility determination of all students, if required; the Program will contribute to the process and/or participate in required meetings when appropriate.

The District placing the Student(s) with Region 10's Program, shall be responsible for the following:

- Transportation of students to/from the Program. Transportation will be arranged and provided by the District, unless otherwise arranged and/or mutually agreed upon.
- Allowing Students enrolled in the Program to participate in as many District school functions and non-academic events as possible, based on the recommendations of the District Staff in coordination with the Program's Staff. These recommendations will be based on each student's academic and behavioral progress, primarily based on the Program's Behavioral

Support System. If a student has a specific provision in their IEP relating to attending these events, the student's IEP shall be followed.

- Individualized support at these non-academic events will be determined by each student's and established protocols between the District and Program.
- District agrees to allow the Program staff to have access to relevant records, files, or personnel deemed to be necessary for them to perform their duties under this Agreement.

Compensation for Students placed with Region 10's Program shall include the purchase of "Seats" each School Year. For SY 2024-2025, the cost per ACI (6-9) (9-12) "Seat" for SY 2024-2025 is \$42,000.00, the cost basis which was established through Region 10's solicitation for and award of the Program/Services through RFP.

Garland ISD has currently committed to adding 1 new student seat beginning March 24, 2025, through May 2025 school year at the Plano ISD site and will be invoiced \$9,628.10 (5 days in March @ \$245.62 per day and 2 months @ \$4200.00).

Option for invoicing: \$9,628.10

IN FULL by April 1 st 2025

Garland ISD Representative

Dr. April Estrada
Region 10 ESC Representative



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Elisa Cordova-Long, Executive Director of Budget

Subject: Consider Approval of Budget Transfers and Amendments to the 2024-25 General Fund and Debt Service Fund

Consent Agenda

Executive Summary:

This report details the budget transfers and amendments proposed for approval and their respective impact on the General Fund and Debt Service Fund. Section 44.006 of the Texas Education Code requires that the Board of Trustees authorize amendments to the General Operating Budget. This agenda item was reviewed during the Finance, Facilities and Operations Committee Meeting on March 11, 2025. Reviewed and approved by Elisa Cordova-Long, Executive Director of Budget, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to approve the budget transfers and amendments to the 2024-25 General Fund and Debt Service Fund.

Financial Impact and Funding Source:

N/A



**BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2024-2025
March 25, 2025**

	Original Budget	Revised Budget	Current Transfers Requested	Current Amendments Requested	Proposed Amended Budget
REVENUES					
57 Local Revenue	\$ 203,109,814	\$ 203,119,907	\$ -	\$ -	\$ 203,119,907
58 State Revenue	300,269,000	300,269,000			300,269,000
59 Federal Revenue	8,000,000	8,000,000			8,000,000
Total Revenues	\$ 511,378,814	\$ 511,388,907	\$ -	\$ -	\$ 511,388,907
EXPENDITURES					
11 Instruction	\$ 330,753,160	\$ 328,589,751	\$ (418,636)	\$ -	\$ 328,171,115
12 Instructional Resources and Media Services	8,927,007	8,932,819	49,894		8,982,713
13 Curriculum Development and Instructional Staff Development	15,880,744	15,496,411	(20,768)		15,475,643
21 Instructional Leadership	8,796,003	9,718,434			9,718,434
23 School Leadership	43,019,345	42,906,910	48		42,906,958
31 Guidance, Counseling and Evaluation Services	30,449,846	28,681,864	61,282		28,743,146
32 Social Work Services	529,846	559,346			559,346
33 Health Services	9,382,205	9,307,490			9,307,490
34 Student Transportation	20,503,466	22,137,352			22,137,352
35 Food Services	300,000	303,644			303,644
36 Extracurricular Activities	13,825,742	13,883,495	(48,290)		13,835,205
41 General Administration	21,154,065	21,891,225			21,891,225
51 Facilities Maintenance and Operations	62,838,021	64,832,759			64,832,759
52 Security and Monitoring Services	13,615,980	13,790,875	1,470		13,792,345
53 Data Processing Services	16,516,283	16,678,921	375,000		17,053,921
61 Community Services	1,930,834	1,900,926			1,900,926
71 Debt Service - Principal on Long-Term Debt	751,097	1,496,114			1,496,114
72 Debt Service Interest on Long-Term Debt	-	-			-
73 Bond Issuance Cost and Fees	-	-			-
81 Facilities Acquisition and Construction	-	-			-
91 Chapter 41 Payment	-	-			-
95 Juvenile Justice Program	36,000	36,000			36,000
97 Payments to Tax Increment Fund	-	-			-
99 Other Intergovernmental Charges	1,080,067	1,080,067			1,080,067
Total Expenditures	\$ 600,289,711	\$ 602,224,403	\$ -	\$ -	\$ 602,224,403
Excess(Deficiency) Revenues Over(Under) Expenditures	\$ (88,910,897)	\$ (90,835,496)	\$ -	\$ -	\$ (90,835,496)
Other Financing Sources	\$ -	\$ -	\$ -	\$ -	\$ -
Other Financing Uses	\$ -	\$ (3,077,377)	\$ -	\$ -	\$ (3,077,377)
Net Change in Fund Balance	\$ (88,910,897)	\$ (93,912,873)	\$ -	\$ -	\$ (93,912,873)



**DETAIL OF BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2024-2025
March 25, 2025**

BUDGET TRANSFERS

EXPENDITURES

	Increase	Decrease	Net
11 Instruction	\$ 147,059	\$ 565,695	\$ (418,636)
12 Instructional Resources and Media Services	49,894		49,894
13 Curriculum Development and Instructional Staff Development	3,850	24,618	(20,768)
23 School Leadership	11,992	11,944	48
31 Guidance, Counseling and Evaluation	152,607	91,325	61,282
36 Extracurricular Activities	1,210	49,500	(48,290)
52 Security and Monitoring Services	1,470		1,470
53 Data Processing Services	375,000		375,000
Total Expenditures	\$ 743,082	\$ 743,082	\$ -

Notes: Cross-functional balance neutral transfers.



**BUDGET TRANSFERS AND AMENDMENTS
FOR THE DEBT SERVICE FUND
FISCAL YEAR 2024-2025
March 25, 2025**

	Original Budget	Revised Budget	Current Transfers Requested	Current Amendments Requested	Proposed Amended Budget
REVENUES					
57 Local Revenue	\$ 111,192,335	\$ 111,192,335	\$ -	\$ -	\$ 111,192,335
58 State Revenue	15,663,404	15,663,404			\$ 15,663,404
59 Federal Revenue	471,994	471,994			\$ 471,994
Total Revenues	\$ 127,327,733	\$ 127,327,733	\$ -	\$ -	\$ 127,327,733
EXPENDITURES					
71 Debt Service - Principal on Long-Term Debt	\$ 54,420,000	\$ 104,420,000	\$ -	\$ -	\$ 104,420,000
72 Debt Service Interest on Long-Term Debt	58,581,267	58,581,267		200,000	58,781,267
73 Bond Issuance Cost and Fees	1,000,000	1,000,000			1,000,000
Total Expenditures	\$ 114,001,267	\$ 164,001,267	\$ -	\$ 200,000	\$ 164,201,267
Excess(Deficiency) Revenues Over(Under) Expenditures	\$ 13,326,466	\$ (36,673,534)	\$ -	\$ (200,000)	\$ (36,873,534)
Other Financing Sources	\$ -	\$ -	\$ -	\$ -	\$ -
Other Financing Uses	\$ -	\$ -	\$ -	\$ -	\$ -
Net Change in Fund Balance	\$ 13,326,466	\$ (36,673,534)	\$ -	\$ (200,000)	\$ (36,873,534)



**DETAIL OF BUDGET TRANSFERS AND AMENDMENTS
FOR THE DEBT SERVICE FUND
FISCAL YEAR 2024-2025
March 25, 2025**

EXPENDITURES

72 Debt Service Interest on Long-Term Debt

Total Expenditures

	Increase	Decrease	Net
	\$ 200,000	\$ -	\$ 200,000
	<u>\$ 200,000</u>	<u>\$ -</u>	<u>\$ 200,000</u>

Notes: Additional interest charge to the 2015A bond which became callable on February 15, 2025.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025
Presented By: Mark Booker, Executive Director of Purchasing
Subject: Consider Approval of Purchase of Amazon Services (#22-25)

Consent Agenda

Executive Summary:

This contract provides district-wide use for a wide variety of products. Reviewed and approved by Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Amazon Services from Amazon.com Services LLC, provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with two (2) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#22-25 Amazon Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$1,800,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Veronica Joyner, Executive Director of RAAD

Subject: Consider Approval of Purchase of Online Data Analysis for Student and Staff Development and Evaluations (#30-25)

Consent Agenda

Executive Summary:

This contract streamlines data management processes across the District, supporting the goals of improving student achievement and instructional quality. Providing comprehensive tools for assessment, data analysis, and professional development, that empowers educators and administrators to make informed decisions that enhance teaching effectiveness and student outcomes. The platform also promotes accountability and transparency through robust reporting and dashboard features. Reviewed and approved by Veronica Joyner, Executive Director of RAAD, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Online Data Analysis for Student and Staff Development and Evaluation from Mach B Technologies, provides the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with two (2) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#30-25 Online Data Analysis for Student and Staff Development and Evaluation as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$550,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Veronica Joyner, Executive Director of RAAD

Subject: Consider Approval of Purchase of Data Governance Analysis (#224-25)

Consent Agenda

Executive Summary:

This contract will provide the ability to collect data and create real-time data visualizations, such as dashboards, to make program decisions, monitor outcomes, comply with regulations, and highlight successes. Adhering to stakeholders' growing needs and being more responsive to numerous data collection types, it is imperative to identify a data governance platform that allows greater capacity to customize, distribute, collect, and analyze across all data collection processes. Reviewed and approved by Veronica Joyner, Executive Director of RAAD, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Data Governance Analysis from Carahsoft Technology, provides the best value to the Garland Independent School District.

New Award- Replacement

Procurement Method: Cooperative Purchasing Contract

Contract Term: One (1) year with three (3) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#224-25 Data Governance Analysis as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$400,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Jason Adams, Chief Academic Officer

Subject: Consider Approval of Purchase of Montessori Furniture (#34-25)

Consent Agenda

Executive Summary:

Community Products, LLC provides furniture specifically for Montessori campuses. Our Montessori campuses purchase classroom items throughout the year to ensure that those classrooms are kept as up-to-date and safe as possible. Reviewed and approved by Dr. Jason Adams, Chief Academic Officer, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Montessori Furniture from Community Products LLC, provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#34-25 for Montessori Furniture as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$150,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
John Wilborn, Executive Director Curtis Culwell Center

Subject: Consider Approval of Purchase of Online Ticketing Services (CCC) (#90-25)

Consent Agenda

Executive Summary:

The award will provide tickets to upcoming events at the Curtis Culwell Center and cover parking fees associated with these events. It is estimated that the ticketing revenue generated from this initiative will be approximately \$930,000. Reviewed and approved by John Wilborn, Executive Director Curtis Culwell Center, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Online Ticketing Services (CCC) from the companies Saffire LLC (Primary) and Hometown Ticketing Inc (Alternate) (Exhibit A), provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#90-25 Online Ticketing Services (CCC) as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$250,000

757 – Curtis Culwell Center

Exhibit A

RFP # 90-25 Online Ticketing Services - CRITERIA EVALUATION FORM				
EVALUATION CRITERIA	Max Points	FIRM	FIRM	FIRM
		Hometown Ticketing Inc (Alternate)	Saffire LLC (Primary)	Etix Inc
Parameters:	Max Points			
Average Proposed Online Fee Per Ticket		\$1	\$2	\$4
The purchase price; <u>NOT TO BE EVALUATED BY COMMITTEE MEMBERS</u> Purchasing Dept. will enter separately. Based on a standard formula Personal Property Purchase: 50-55, Combination of Goods and Services or Service (only):40-50 Split with long-term cost if applicable.	40	40	27	15
The reputation of the vendor and of the vendor's goods or services; 3 good references = 12 points 2 good references = 8 points 1 good reference = 4 points 0 good references = 0 points	12	12	12	12
The quality of the vendor's goods or services; •Touch screen monitors that can be mounted or placed in a position not to hinder cash drawer or windows. POS must be able to process credit cards, preferably with chip readers or if not, available ticket platform has security measures imbedded in their system. = 6 pts •Equipment must be up to date with the latest technology downloaded. All printers must be fully functional and set to correct parameters. = 5 pts. •Ticket scanners must be of the latest model, if the scanners are Wi-Fi compatible, please provide hot spot equipment. = 4 pts. •Reports are customizable. Maps can be created by box office staff using their system = 4 pts. •Fees are reasonable and customizable at no additional cost to the building = 4 pts.	23	16	23	18
The extent to which the goods or services meet the district's needs; •Clearly explain and identified mobile app can be downloaded from iTunes or Google Play, mobile ticket downloads within Apple Wallet or Passbook or any equivalent app on an Android phone = 5 pts. •24/7 Representative available to assist with technical issues as needed by the district. = 6 pts •Proposing vendor(s) should be able to respond to emergency technical issues within 30 minutes of call in by district personnel. = 5 pts •Proposing vendor must explain their fraud prevention procedures = 6 pts.	22	16	22	20
The vendor's past relationship with the district; Range 0-3 District standard is to award points as follows: 3 – performed above contract standards 2 – performed to contract standards 1 – instances of substandard performance but deficiencies were promptly corrected when notified 0 – no previous experience with GISD Negative 1-10 may be assigned based on the number of written complaint letters issued by the Purchasing Department	3	0	3	2
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses; (must be 0 points)	0	0	0	0
The total long-term cost to the district to acquire the vendor's goods and services; Range 0-10, Discount structure for each manufacturer. This item is designed to capture all costs other than those identified under initial purchase price, example maintenance cost for years 2-5.	0	0	0	0
For a contract for goods and services, other than goods and services related to telecommunications and information services, building construction and maintenance, or instructional materials, whether the vendor or the vendor's ultimate parent company or majority owner: A. has its principal place of business in this state B. employs at least 500 persons in this state Has its principal place of business in this state	0	0	0	0
Total Points	100	84	87	66

The district solicited 275 supplier and received 3 responses



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Ramona Morin, Director of Family and Community Engagement

Subject: Consider Approval of Purchase of School Uniform and Associated Apparel (#181-25)

Consent Agenda

Executive Summary:

This contract will provide school uniforms and backpacks to support Foster Care and McKinney-Vento families through the Garland ISD Giving Room Services. Reviewed and approved by Dr. Ramona Morin, Director of Family and Community Engagement, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for School Uniforms and Associated Apparel from Levines Lamdis Partnership II LP, provides the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Cooperative Purchasing Contract

Contract Term: One (1) year

Recommended Motion for Action Items:

Move to approve contract#181-25 School Uniform and Associated Apparel as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$148,000

206 - ESEA, Title X, Part C- Education for the Homeless Children and Youth



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Shelley Garrett, Assistant Superintendent of Safety Operations

Subject: Consider Approval of Purchase of Public Address System Parts and Service (#228-25)

Consent Agenda

Executive Summary:

This contract will allow the Security Department to acquire new Public Address System, as well as necessary parts to repair and maintain current systems, including PA systems and district sound systems. Additionally, it will facilitate access to maintenance and servicing for these systems as needed. Reviewed and approved by Shelley Garrett, Assistant Superintendent of Safety Operations, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration’s recommendation that the offer(s) for Public Address System Parts and Service from the companies Texas Fire and Sound Incorporated (Primary) and Total Fire and Safety (Alternate), (Exhibit A) provide the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#228-25 Public Address System Parts and Service as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$1,600,000

199 - General Fund - 20%
429 - Other State Funded Special Revenue Funds - 80%

RFP # 228-25 Public Address System Parts and Servie - CRITERIA EVALUATION FORM			
EVALUATION CRITERIA		FIRM Texas Fire and Sound Incorporated (Primary)	FIRM Total Fire and Safety (Alternate)
Parameters:	Max Points		
Proposed Price:		\$275,355	\$289,865
The purchase price; <i>NOT TO BE EVALUATED BY COMMITTEE MEMBERS</i> Purchasing Dept. will enter separately. Based on a standard formula Personal Property Purchase: 50-55, Combination of Goods and Services or Service (only):40-50 Split with long-term cost if applicable.	40	40	38
The reputation of the vendor and of the vendor's goods or services; •3 positive references = 15 points •2 positive references = 10 points •1 positive reference = 5 points •0 positive references = 0 points	15	15	15
The quality of the vendor's goods or services; •The Vendor has completed 2 contracts of similar scope in another School District = 25 points •The vendor has completed 1 contract of similar scope in another School District = 12 points •The vendor has completed 0 contracts of similar scope in another School District = 0 points	25	25	25
The extent to which the goods or services meet the district's needs; •The proposal submitted in response to this RFP adheres to terms and conditions, without any deviations or exceptions = 17 points •The Proposal submitted deviations or exceptions = 0 points	17	17	17
The vendor's past relationship with the district; Range 0-3 District standard is to award points as follows: 3 – performed above contract standards 2 – performed to contract standards 1 – instances of substandard performance but deficiencies were promptly corrected when notified 0 – no previous experience with GISD Negative 1-10 may be assigned based on the number of written complaint letters issued by the Purchasing Department	3	3	3
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses; (must be 0 points)	0	0	0
The total long-term cost to the district to acquire the vendor's goods and services; Range 0-10, Discount structure for each manufacturer. This item is designed to capture all costs other than those identified under initial purchase price, example maintenance cost for years 2-5.	0	0	0
For a contract for goods and services, other than goods and services related to telecommunications and information services, building construction and maintenance, or instructional materials, whether the vendor or the vendor's ultimate parent company or majority owner: A. has its principal place of business in this state B. employs at least 500 persons in this state Has its principal place of busines in this state	0	0	0
Total Points	100	100	98



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Paul Gonzales, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Purchase of General Maintenance Supplies and Equipment (#250-25)

Consent Agenda

Executive Summary:

This new award will permit the procurement of maintenance, repair, and operations parts and supplies for the upkeep of all district facilities. It will allow the Facilities and Maintenance Department to address all work order requests and emergencies in an efficient and timely manner. Reviewed and approved by Paul Gonzales, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for General Maintenance Supplies and Equipment from Lowe's Companies, Inc., dba Lowes Home Centers, provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase

Contract Term: One (1) year with three (3) annual renewal option

Recommended Motion for Action Items:

Move to approve contract#250-25 General Maintenance Supplies and Equipment as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$150,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Paul Gonzales, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Purchase of Waste Collection and Recycling Services (#388-25)

Consent Agenda

Executive Summary:

This award will allow district-wide use for waste collection, recycling, and roll-off pickups that will include an additional 15-25% extra for contingency funds, extra pickups, and/or extra roll-off usage as illustrated in “Exhibit A”. Reviewed and approved by Paul Gonzales, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration’s recommendation that the offer(s) for Waste Collection and Recycling Services from City of Garland Environmental Waste Services, provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#388-25 Waste Collection and Recycling Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$1,100,000

199 - General Fund – 99%

757 - Curtis Culwell Center – 1%

Attachment A: Monthly Trash Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yard	Total Units	Days	Address	M	T	W	R	F	S	Rate Per Container	Rate Per Campus
Abbett ES	11812-151340	8	2	3	730 Muirfield Rd., Garland, TX 75044	X		X		X		\$384.67	\$769.33
Armstrong ES	117303-151341	8	1	5	4750 Ben Davis Rd., Sachse, TX 75048	X	X	X	X	X		\$626.29	\$626.29
Back ES	3760-151342	8	1	5	7300 Bluebonnet, Rowlett, TX 75089	X	X	X	X	X		\$626.29	\$626.29
Beaver ES	4294-151343	8	3	3	3213 March Ln., Garland, TX 75042	X		X		X		\$384.67	\$1,154.00
Bradfield ES	4297-151344	8	1	5	3817 Bucknell Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Bullock ES	4295-151346	8	1	5	3909 Edgewood Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Caldwell ES	1653-151347	8	1	5	3400 Saturn Rd., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Carver ES	220232-151348	8	1	5	2200 Wynn Joyce, Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Centerville ES	2652-151349	8	1	5	600 E. Keen Rd., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Cisneros Pre-K	177935-151370	8	1	3	2826 S. Fifth St., Garland, TX 75041	X		X		X		\$384.67	\$384.67
Club Hill ES	3002-151371	8	1	5	1330 Colonel Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Cooper ES	3471-151372	8	1	5	1200 Kingsbridge Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Couch ES	180927-151373	8	1	5	4349 Waterhouse, Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Daugherty ES	434-151375	8	1	5	500 W. Miller Rd., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Davis ES	3691-151377	8	1	5	1621 McCallum Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Dorsey ES	54005-151378	8	2	3	6200 Dexham, Rowlett, TX 75089	X		X		X		\$384.67	\$769.33
Ethridge ES	3840-151379	8	2	5	2301 Sam Houston Dr., Garland, TX 75044	X	X	X	X	X		\$626.29	\$1,252.57
Freeman ES* <i>*temporarily no service</i>	433-151380	8	1	5	1220 Walnut St., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Golden Meadows ES	3580-151381	8	2	5	1726 Travis St., Garland, TX 75042	X	X	X	X	X		\$626.29	\$1,252.57
Handley ES	2655-151382	8	1	5	3725 Broadway Blvd., Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Heather Glen ES	2831-151383	8	1	5	5119 Heather Glen Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Herfurth ES	3206-151384	8	1	5	7500 Miller Rd. Rowlett, TX 75088	X	X	X	X	X		\$626.29	\$626.29
Hickman ES	3272-151385	8	1	5	3114 Pinewood Dr., Garland, TX 75044	X	X	X	X	X		\$626.29	\$626.29
Hillside Academy* <i>*temporarily no service</i>	2729 / 151386	8	1	5	2014 Dairy Rd., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Keeley ES	54007-151387	8	1	5	6700 Princeton Rd., Rowlett, TX 75089	X	X	X	X	X		\$626.29	\$626.29

Attachment A: Monthly Trash Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yard	Total Units	Days	Address	M	T	W	R	F	S	Rate Per Container	Rate Per Campus
Kimberlin ES	2324-151388	8	1	5	1520 Cumberland Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Liberty Grove ES	220255-151403	8	1	5	10201 Liberty Grove, Rowlett, TX 75089	X	X	X	X	X		\$626.29	\$626.29
Lister ES	5964-151404	8	1	5	3131 Mars Dr., Garland, TX 75044	X	X	X	X	X		\$626.29	\$626.29
Luna ES	3239-151405	8	1	5	1050 Lochness Rd., Garland, TX 75044	X	X	X	X	X		\$626.29	\$626.29
Montclair ES	2660-151406	8	1	5	5200 Broadmoor Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Northlake ES	3894-151580	8	1	5	1626 Bosque, Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Park Crest ES	897-151581	8	1	5	2232 Park Crest Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Parsons Pre-K	177936-151582	8	1	3	2202 Rich Oak Dr., Garland, TX 75044	X		X		X		\$384.67	\$384.67
Pearson ES	155830-151583	8	1	5	5201 Nita Pearson Rd., Rowlett, TX 75088	X	X	X	X	X		\$626.29	\$626.29
Routh Roach ES	1944-151584	8	1	5	1811 Mayfield Dr., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Rowlett ES	3107-151585	8	1	5	3315 Carla Dr., Rowlett, TX 75088	X	X	X	X	X		\$626.29	\$626.29
Sewell ES	54009-151586	8	2	5	4400 Hudson Dr., Sachse, TX 75048	X	X	X	X	X		\$626.29	\$1,252.57
Shorehaven ES	3485-151587	8	1	5	600 Shorehaven Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Shugart ES	53955-151588	8	1	5	4726 Rose Hill Rd., Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Southgate ES	1654-151589	8	1	5	1115 Mayfield Dr., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Spring Creek ES	3610-151590	8	2	3	1510 Spring Creek Dr., Garland, TX 75040	X		X		X		\$384.67	\$769.33
Steadham ES	54025-151591	8	1	5	6600 Danridge Rd., Rowlett, TX 75089	X	X	X	X	X		\$626.29	\$626.29
Stephens ES	53986-151592	8	1	5	3700 Cheyenne Dr., Rowlett, TX 75088	X	X	X	X	X		\$626.29	\$626.29
Toler ES	2614-151593	8	1	5	3520 Guthrie Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$626.29
Vial ES	2985-151594	8	2	3	126 Creekview Dr., Garland, TX 75043	X		X		X		\$384.67	\$769.33
Walnut Glen ES	4341-151595	8	1	5	3101 Edgewood Dr., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29
Watson ES	2654-151596	8	1	5	2601 Dairy Rd., Garland, TX 75041	X	X	X	X	X		\$626.29	\$626.29
Weaver ES	3466-151597	8	1	5	805 Pleasant Valley Rd., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Williams ES	895-151598	8	1	5	1821 Old Gate Ln., Garland, TX 75042	X	X	X	X	X		\$626.29	\$626.29

Attachment A: Monthly Trash Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yard	Total Units	Days	Address	M	T	W	R	F	S	Rate Per Container	Rate Per Campus
A.E.C.	22134-151600	8	1	2	2015 Country Club Rd., Garland, TX 75041	X		X				\$270.67	\$270.67
Austin MS	2328-151601	8	1	5	1125 Beverly Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$626.29
Brandenburg MS	2845-151602	8	2	5	632 Nickens Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$1,252.57
Bussey MS	3463-151603	8	2	3	1204 Travis St., Garland, TX 75040	X		X		X		\$384.67	\$769.33
Coyle MS	3028-151604	8	2	5	4500 Skyline Dr., Rowlett, TX 75088	X	X	X	X	X		\$626.29	\$1,252.57
Hudson MS	54008-151605	8	2	5	4405 Hudson Dr., Sachse, TX 75048	X	X	X	X	X		\$626.29	\$1,252.57
Jackson MS	4298-151606	8	2	5	1310 Bobbie Ln., Garland, TX 75043	X	X	X	X	X		\$626.29	\$1,252.57
Lyles MS	53956-151607	8	2	3	4655 Country Club Rd., Garland, TX 75043	X		X		X		\$384.67	\$769.33
O'Banion MS	2674-151608	8	2	5	700 Birchwood Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$1,252.57
Sam Houston MS	896-151609	8	2	5	2232 Sussex, Garland, TX 75041	X	X	X	X	X		\$626.29	\$1,252.57
Schrade MS	54021-151610	8	2	5	6601 Danridge Dr., Rowlett, TX 75089	X	X	X	X	X		\$626.29	\$1,252.57
Sellers MS	3676-151611	8	2	5	1009 Mars Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$1,252.57
Webb MS	3890-151612	8	2	5	1610 Spring Creek Dr., Garland, TX 75040	X	X	X	X	X		\$626.29	\$1,252.57
Garland HS	429-151613	8	3	5	310 S. Garland Ave., Garland, TX 75040	X	X	X	X	X		\$626.29	\$1,878.86
Lakeview Centennial	2566-151614	8	2	5	3505 Hayman Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$1,252.57
Memorial Pathways HS	2653-151615	8	1	3	2825 S First St., Garland, TX 75041	X		X		X		\$384.67	\$384.67
Naaman Forest HS	53966-151616	8	5	5	4843 Naaman Forest, Garland, TX 75040	X	X	X	X	X		\$626.29	\$3,131.43
North Garland HS	3549-151617	8	5	5	2109 W. Buckingham Rd., Garland, TX 75042	X	X	X	X	X		\$626.29	\$3,131.43
Rowlett HS	54004-151618	8	3	6	4700 George Bush Hwy., Rowlett, TX 75088	X	X	X	X	X	X	\$748.82	\$2,246.45
Sachse HS	108881-151619	8	3	5	3901 Miles Rd., Sachse, TX 75048	X	X	X	X	X		\$626.29	\$1,878.86
South Garland HS	2656-151620	8	3	5	600 Colonel Dr., Garland, TX 75043	X	X	X	X	X		\$626.29	\$1,878.86
PAC / CBC	432-151621	8	1	2	221 S. Ninth St., Garland, TX 75040	X			X			\$270.67	\$270.67
FFA Barn, Upper & Lower	54019 / 152000	8	2	1	2210 Pleasant Valley Rd., Sachse, TX 75048			X				\$143.02	\$286.04

Attachment A: Monthly Trash Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yard	Total Units	Days	Address	M	T	W	R	F	S	Rate Per Container	Rate Per Campus
Gilbreath-Reed CTC	500048-151641	8	2	3	4885 N. George Bush Hwy., Garland, TX 75040	X		X		X		\$384.67	\$769.33
Harris Hill	94725-151642	8	1	3	501 S. Jupiter Rd., Garland, TX 75042		X	X		X		\$384.67	\$384.67
HBJ Stadium	2955-151643	8	3	3	1209 E. Centerville Rd., Garland, TX 75041	X		X		X		\$384.67	\$1,154.00
Padgett (Maintenance)	3288-151645	8	1	2	701 N. First St., Garland, TX 75040		X			X		\$270.67	\$270.67
Padgett (Maintenance)	3288-151645	4	1	1	701 N. First St., Garland, TX 75040							\$113.90	\$113.90
P.D.C.	5935-151646	8	1	3	870 W. Buckingham Rd., Garland, TX 75042	X		X		X		\$384.67	\$384.67
Student Services	54036-151647	8	1	2	720 Stadium Dr., Garland, TX 75040		X			X		\$270.67	\$270.67
Tax Office	138-151648	8	1	2	901 State St., Garland, TX 75040	X			X			\$270.67	\$270.67
Technology	221401-151649	8	1	2	410 Stadium Dr., Garland, TX 75040		X			x		\$284.52	\$284.52
Transportation	517212-144751	8	1	2	326 Stadium Dr., Garland, TX 75040		X			X		\$270.67	\$270.67
Warren	1652-151651	8	1	2	2625 Anita Dr., Garland, TX 75041	X		X				\$270.67	\$270.67
Williams Stadium	3467-151652	8	2	3	620 Stadium Dr., Garland, TX 75040	X		X		X		\$384.67	\$769.33
Williams Stadium	3467-151652	8	2	2	620 Stadium Dr., Garland, TX 75040		X		X			\$270.67	\$541.35
GISD Natatorium	542167-153679	8	2	2	2585 Firewheel Pkwy., Garland, TX 75040	X		X			X	\$270.67	\$541.35

Attachment B: Monthly Recycle Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yards	Total Units	Days	Address	Tues Pickup	Thurs Pickup	Rate Per Container	Rate Per Campus
Abbett ES	11812-151340	8	1	1	730 Muirfield Rd., Garland, TX 75044		X	\$154.42	\$154.42
Armstrong ES	117303-151341	8	1	1	7450 Ben Davis Rd., Sachse, TX 75048		X	\$154.42	\$154.42
Back ES	3760-151342	8	1	1	7300 Bluebonnet, Rowlett, TX 75089	X		\$154.42	\$154.42
Beaver ES	4294-151343	8	1	1	3213 March Ln., Garland, TX 75042	X		\$154.42	\$154.42
Bradfield ES	4297-151344	8	1	1	3817 Bucknell Dr., Garland, TX 75042		X	\$154.42	\$154.42
Bullock ES	4295-151346	8	1	1	3909 Edgewood Dr., Garland, TX 75042		X	\$154.42	\$154.42
Caldwell ES	1653-151347	8	1	1	3400 Saturn Rd., Garland, TX 75041	X		\$154.42	\$154.42
Carver ES	220232-151348	8	1	1	2200 Wynn Joyce, Garland, TX 75043	X		\$154.42	\$154.42
Centerville ES	2652-151349	8	1	1	600 E. Keen Rd., Garland, TX 75041	X		\$154.42	\$154.42
Cisneros Pre-K	177935-151370	8	1	1	2826 S. Fifth St., Garland, TX 75041	X		\$154.42	\$154.42
Club Hill ES	3002-151371	8	1	1	1330 Colonel Dr., Garland, TX 75043	X		\$154.42	\$154.42
Cooper ES	3471-151372	8	1	1	1200 Kingsbridge Dr., Garland, TX 75040		X	\$154.42	\$154.42
Couch ES	180927-151373	8	1	1	4349 Waterhouse, Garland, TX 75043	X		\$154.42	\$154.42
Daugherty ES	434-151375	8	1	1	500 W. Miller Rd., Garland, TX 75041	X		\$154.42	\$154.42
Davis ES	3691-151377	8	1	1	1621 McCallum Dr., Garland, TX 75042		X	\$154.42	\$154.42
Dorsey ES	54005-151378	8	1	1	6200 Dexham, Rowlett, TX 75089	X		\$154.42	\$154.42
Ethridge ES	3840-151379	8	1	2	2301 Sam Houston Dr., Garland, TX 75044	X	X	\$308.84	\$308.84
Freeman ES* <i>*temporarily no service</i>	433-151380	8	1	2	1220 Walnut St., Garland, TX 75040	X	X	\$308.84	\$308.84
Golden Meadows ES	3580-151381	8	1	1	1726 Travis St., Garland, TX 75042		X	\$154.42	\$154.42
Handley ES	2655-151382	8	2	2	3725 Broadway Blvd., Garland, TX 75043	X	X	\$308.84	\$617.67
Heather Glen ES	2831-151383	8	1	1	5119 Heather Glen Dr., Garland, TX 75042	X		\$154.42	\$154.42
Herfurth ES	3206-151384	8	1	1	7500 Miller Rd. Rowlett, TX 75088	X		\$154.42	\$154.42
Hickman ES	3272-151385	8	1	1	3114 Pinewood Dr., Garland, TX 75044		X	\$154.42	\$154.42
Hillside Academy* <i>*temporarily no service</i>	2729-151386	8	1	1	2014 Dairy Rd., Garland, TX 75041	X		\$154.42	\$154.42
Keeley ES	54007-151387	8	1	1	6700 Princeton Rd., Rowlett, TX 75089	X		\$154.42	\$154.42
Kimberlin ES	2324-151388	8	1	1	1520 Cumberland Dr., Garland, TX 75040	X		\$154.42	\$154.42

Attachment B: Monthly Recycle Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yards	Total Units	Days	Address	Tues Pickup	Thurs Pickup	Rate Per Container	Rate Per Campus
Liberty Grove ES	220255-151403	8	1	1	10201 Liberty Grove, Rowlett, TX 75089	X		\$154.42	\$154.42
Lister ES	5964-151404	8	1	1	3131 Mars Dr., Garland, TX 75044		X	\$154.42	\$154.42
Luna ES	3239-151405	8	1	1	1050 Lochness Rd., Garland, TX 75044		X	\$154.42	\$154.42
Montclair ES	2660-151406	8	1	1	5200 Broadmoor Dr., Garland, TX 75043	X		\$154.42	\$154.42
Northlake ES	3894-151580	8	1	1	1626 Bosque, Garland, TX 75040		X	\$154.42	\$154.42
Park Crest ES	897-151581	8	1	1	2232 Park Crest Dr., Garland, TX 75042	X		\$154.42	\$154.42
Parsons Pre-K	177936-151582	8	1	1	2202 Rich Oak Dr., Garland, TX 75044		X	\$154.42	\$154.42
Pearson ES	155830-151583	8	1	1	5201 Nita Pearson Rd., Rowlett, TX 75088	X		\$154.42	\$154.42
Routh Roach ES	1944-151584	8	1	1	1811 Mayfield Dr., Garland, TX 75041	X		\$154.42	\$154.42
Rowlett ES	3107-151585	8	1	1	3315 Carla Dr., Rowlett, TX 75088	X		\$154.42	\$154.42
Sewell ES	54009-151586	8	1	1	4400 Hudson Dr., Sachse, TX 75048		X	\$154.42	\$154.42
Shorehaven ES	3485-151587	8	1	1	600 Shorehaven Dr., Garland, TX 75040		X	\$154.42	\$154.42
Shugart ES	53955-151588	8	1	1	4726 Rose Hill Rd., Garland, TX 75043	X		\$154.42	\$154.42
Southgate ES	1654-151589	8	1	2	1115 Mayfield Dr., Garland, TX 75041	X	X	\$308.84	\$308.84
Spring Creek ES	3610-151590	8	1	1	1510 Spring Creek Dr., Garland, TX 75040		X	\$154.42	\$154.42
Steadham ES	54025-151591	8	1	1	6600 Danridge Rd., Rowlett, TX 75089	X		\$154.42	\$154.42
Stephens ES	53986-151592	8	1	1	3700 Cheyenne Dr., Rowlett, TX 75088	X		\$154.42	\$154.42
Toler ES	2614-151593	8	1	1	3520 Guthrie Dr., Garland, TX 75043	X		\$154.42	\$154.42
Vial ES	2985-151594	8	1	1	126 Creekview Dr., Garland, TX 75043	X		\$154.42	\$154.42
Walnut Glen ES	4341-151595	8	1	1	3101 Edgewood Dr., Garland, TX 75042		X	\$154.42	\$154.42
Watson ES	2654-151596	8	1	1	2601 Dairy Rd., Garland, TX 75041	X		\$154.42	\$154.42
Weaver ES	3466-151597	8	1	1	805 Pleasant Valley Rd., Garland, TX 75040		X	\$154.42	\$154.42
Williams ES	895-151598	8	1	1	1821 Old Gate Ln., Garland, TX 75042		X	\$154.42	\$154.42
A.E.C.	22134-151600	8	1	1	2015 Country Club Rd., Garland, TX 75041	X		\$154.42	\$154.42
Austin MS	2328-151601	8	1	1	1125 Beverly Dr., Garland, TX 75040	X		\$154.42	\$154.42
Brandenburg MS	2845-151602	8	1	2	632 Nickens Dr., Garland, TX 75043	X	X	\$308.84	\$308.84

Attachment B: Monthly Recycle Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yards	Total Units	Days	Address	Tues Pickup	Thurs Pickup	Rate Per Container	Rate Per Campus
Bussey MS	3463-151603	8	1	1	1204 Travis St., Garland, TX 75040		X	\$154.42	\$154.42
Coyle MS	3028-151604	8	1	1	4500 Skyline Dr., Rowlett, TX 75088	X		\$154.42	\$154.42
Hudson MS	54008-151605	8	2	1	4405 Hudson Dr., Sachse, TX 75048		X	\$154.42	\$308.84
Jackson MS	4298-151606	8	1	1	1310 Bobbie Ln., Garland, TX 75043		X	\$154.42	\$154.42
Lyles MS	53956-151607	8	1	1	4655 Country Club Rd., Garland, TX 75043	X		\$154.42	\$154.42
O'Banion MS	2674-151608	8	1	1	700 Birchwood Dr., Garland, TX 75043	X		\$154.42	\$154.42
Sam Houston MS	896-151609	8	1	1	2232 Sussex, Garland, TX 75041	X		\$154.42	\$154.42
Schrade MS	54021-151610	8	1	1	6601 Danridge Dr., Rowlett, TX 75089	X		\$154.42	\$154.42
Sellers MS	3676-151611	8	1	1	1009 Mars Dr., Garland, TX 75040		X	\$154.42	\$154.42
Webb MS	3890-151612	8	1	1	1610 Spring Creek Dr., Garland, TX 75040		X	\$154.42	\$154.42
Garland HS	429-151613	8	3	1	310 S. Garland Ave., Garland, TX 75040		X	\$154.42	\$463.25
Lakeview Centennial	2566-151614	8	3	1	3505 Hayman Dr., Garland, TX 75043	X		\$154.42	\$463.25
Memorial Pathways HS	2653-151615	8	1	1	2825 S First St., Garland, TX 75041	X		\$154.42	\$154.42
Naaman Forest HS	53966-151616	8	3	1	4843 Naaman Forest, Garland, TX 75040		X	\$154.42	\$463.25
North Garland HS	3549-151617	8	2	1	2109 W. Buckingham Rd., Garland, TX 75042		X	\$154.42	\$308.84
Rowlett HS	54004-151618	8	3	1	4700 George Bush Hwy., Rowlett, TX 75088	X		\$154.42	\$463.25
Sachse HS	108881-151619	8	2	2	3901 Miles Rd., Sachse, TX 75048	X	X	\$308.84	\$617.67
South Garland HS	2656-151620	8	3	1	600 Colonel Dr., Garland, TX 75043	X		\$154.42	\$463.25
PAC / CBC	432-151621	8	1	1	221 S. Ninth St., Garland, TX 75040		X	\$154.42	\$154.42
Curtis Cullwell Center	180175-151623	8	2	1	4999 Naaman Forest, Garland, TX 75040		X	\$154.42	\$308.84
Gilbreath-Reed CTC	500048-151641	8	1	1	4885 N. George Bush Hwy., Garland, TX 75040		X	\$154.42	\$154.42
Harris Hill	94725-151642	8	1	1	501 S. Jupiter Rd., Garland, TX 75042		X	\$154.42	\$154.42
Warehouse/Bond Office	180366-151644	6	1	1	409 N. First St., Garland, TX 75040		X	\$154.42	\$154.42
Padgett (Maintenance)	3288-151645	8	2	1	701 N. First St., Garland, TX 75040		X	\$154.42	\$308.84

Attachment B: Monthly Recycle Services by GISD Campus as of April 1, 2025

Campus	Bill Account Number	Cubic Yards	Total Units	Days	Address	Tues Pickup	Thurs Pickup	Rate Per Container	Rate Per Campus
P.D.C.	5935-151646	8	1	1	870 W. Buckingham Rd., Garland, TX 75042		X	\$154.42	\$154.42
Student Services	54036-151647	8	1	1	720 Stadium Dr., Garland, TX 75040		X	\$154.42	\$154.42
Tax Office	138-151648	8	1	1	901 State St., Garland, TX 75040		X	\$154.42	\$154.42
Transportation	3262-144332	8	2	1	325 Stadium Dr., Garland, TX 75040		X	\$154.42	\$308.84
Warren	1652-151651	8	1	1	2625 Anita Dr., Garland, TX 75041	X		\$154.42	\$154.42
GISD Natatorium	542167-153679	8	1	1	2585 Firewhell Pkwy., Garland, TX 75040		X	\$154.42	\$154.42

ATTACHMENT C - Roll-off & Compactor Service Fee by Campus for GSD as of April 1, 2025

Bill Account Number	Campus	Address	Number Units	Current CY	Monthly Charges
3288-151645	Padget (Maintenance)	701 N. First St, Garland, 75040	7	40 Trash	0
3288-151645	Padget (Maintenance)	701 N. First St, Garland, 75040	2	30 Metal Recycle	0
221401-151649	Technology	410 Standium Dr. Garland TX 75040	1	40 Trash	0
180366-151644	Warehouse/Bond Office	409 First St. Garland, TX 75040	3	40 Trash	0
54019 / 152000	Ag Barn	2210 Pleasant Valley, Garland TX 75040	1	40 Trash	0
180175-151623	Curtis Culwell Center	74999 Naaman Forest Blvd. Garland TX 75040	1	34 Compactor	0
2656-151620	South Garland HS	600 Colonel Dr	1	30 Metal Recycle	0
Haul Rates					
30 CY Container - up to six tons				\$542.90	
40 CY Containers - up to eight tons				\$598.08	
30 CY Container for Metal Recycling - up to six tons				\$334.08	
34 CY Compactor - up to 10 tons				\$614.76	
Overweight Charges - per ton				\$57.31	



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Thomas Head, Coordinator of Security Systems

Subject: Consider Approval of Purchase of Cellular Equipment and Services (#252-25)

Consent Agenda

Executive Summary:

This contract will provide all cellular equipment, along with the necessary service to utilize these devices for assigned district staff and students. The security department controls and oversees the accounts used by various district departments. Reviewed and approved by Thomas Head, Coordinator of Security Systems, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Cellular Equipment and Services from T-Mobile USA Incorporated (Exhibit A), provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options.

Recommended Motion for Action Items:

Move to approve contract#252-25 Cellular Equipment and Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$2,000,000

199 - General Fund

Exhibit A

RFP# 252-25 Cellular Equipment and Services - EVALUATION CRITERIA FORM		
EVALUATION CRITERIA		FIRM T- MOBILE USA INCORPORATED
Parameters:	Max Points	
Proposed Price:		\$90,979
The purchase price;	40	40
The reputation and quality of the vendor's goods or services;	13	13
The quality of the vendor's goods or services;	19	19
The extent to which the goods or services meet the district's needs;	25	25
The vendor's past relationship with the district;	3	2
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses (HUB); (must be 0 points)	0	0
The total long-term cost to the district to acquire the vendor's goods and services; .	0	0
For a contract for goods and services, other than goods and services related to telecommunications and information services, building construction and maintenance, or instructional materials, whether the vendor or the vendor's ultimate parent company or majority owner: A. has its principal place of business in this state B. employs at least 500 persons in this state Has its principal place of business in this state	0	0
Total Points	100	99

The District solicited 666 supplier and received 1 response



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Coleman Bruman, Executive Director of Secondary Teaching and Learning

Subject: Consider Approval of Purchase of Professional Staff Development, Consulting Services, and Materials (#310-25-08)

Consent Agenda

Executive Summary:

The Texas Education Agency (TEA) has modified the purchasing module of the Financial Accountability System Resource Guide to permit the use of an “Extended RFP Process”. This process is different from the traditional RFP process as it affords districts the ability to accept, evaluate, and award proposals as they are received throughout the term of the agreement. The benefits of this process allow the district to be more responsive to unforeseen and unexpected events that require compliance with purchasing law. Along with the benefits, TEA has required internal controls to ensure the process is used properly.

1. Local policy will dictate which purchases require approval by the Board of Trustees - \$75,000 or greater in accordance with CH Local.
2. Standard procurement process should be used when possible.
3. The Purchasing Department in conjunction with Committee(s) will establish guidelines to ensure all requirements listed in the Financial Accountability System Resource Guide are met. At a minimum, the following guidelines must be established:
 - Establish the categories in which responses will be received
 - Determine the frequency of reviewing and approving responses
 - Determine the criteria for accepting and rejecting responses
 - Review existing contracts to ensure the needs cannot be met with an existing contract.

By design of the extended RFP, we are adding additional vendors to continue creating a pool of awarded professional development vendors that have been approved and vetted for

Garland ISD campuses and departments. Reviewed and approved by Coleman Bruman, Executive Director of Secondary Teaching and Learning, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Professional Staff Development, Consultant Services, and Materials (Extended RFP) from the companies listed in Exhibit "A", provide the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#310-25-08 Professional Staff Development, Consultant Services, and Materials as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed the Amount: \$480,000

199 - General Fund

“Exhibit A”

Camp Fire First Texas
Dallas Arboretum and Botanical
Holpentech Innovations INC
Just Right Reader INC
Lakeshore Equipment CO
Readers 2 Leaders
Results Coaching Global LLC

The district solicited 2965 vendors and received 7 responses.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Laura Parker, World Languages Coordinator

Subject: Consider Approval of Purchase of Dual Language Assessments (#325-25-06)

Consent Agenda

Executive Summary:

Deeloh Technologies Inc. offers a state-of-the-art language laboratory software designed to enhance learning experiences and assessments for World Language Learners. This software provides a comprehensive suite of tools and features that facilitate interactive learning, real-time feedback, personalized assessments, and progress tracking and reporting. All students enrolled in a world language course will use this software more than twice a week to collaborate, communicate, and complete assessments while aiding teachers in grading, giving feedback, and creating useful activities to enhance student outcomes and ensure students are meeting state standards. Reviewed and approved by Laura Parker, World Languages Coordinator, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Dual Language Assessment from Deeloh Technologies Inc., provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#325-25-06 Dual Languages Assessment as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed the Amount: \$85,000

486 - Instructional Material



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Ron Griffen, Executive Director of Athletics

Subject: Consider Approval of Purchase of Football Equipment Repair (#326-25)

Consent Agenda

Executive Summary:

The new award provides professional recertification and repair services for football helmets at our district's schools, ensuring that helmets meet safety standards. The recertification and repair process follow industry standards, ensuring that helmets are functional and reliable. Reviewed and approved by Ron Griffen, Executive Director of Athletics, Mark Booker, Executive Director of Purchasing, and Darrell Dodds Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Football Equipment Repair Equipment from the companies ASB Sports Acquisition Inc., and Riddell All American, provide the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Request for Bid

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#326-25 Football Equipment Repair as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Confidential

199 - General Fund

BID TABULATION
GARLAND INDEPENDANT SCHOOL DISTRICT

Bid Rfq Num	141585	Auction Title	326-25 Football Equipment Repair	Auction Status	ACTIVE	LINE
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Contract Evaluation Codes

4NS - Not to specifications

***Confidential**

Ln #	Award (Y/N)	Reason	Item Description	Quantity	UOM	Supplier	Price	Extended Price
1	Y N	4NS	Helmets: Middle School Football Helmets recertified to meet NOCSAE standards or approved equal, one of every six of these helmets will be replaced with a new Schutt #7980 Recruit Hybrid and a new Schutt #710100DNA-OPO-YF facemask attached	552	EA	STONE ROAD VENTURES LLC *ASB SPORTS ACQUISITION INC RIDDELL ALL AMERICAN	0.00 52.00	0.06
2	Y		Replace face mask for Middle School Helmets certified to meet NOCSAE Standards	139	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	1.39
3	Y		Replace Jaw Pads for Middle School Helmets certified to meet NOCSAE Standards	24	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	0.24
4	Y		Replace Chinstraps for Middle School Helmets certified to meet NOCSAE Standars	244	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	2.44
5	Y		Base Quote: Re-certification to NOCSAE Standards Clean, Sanitize, buff and shine replace chinstrap and facemask hardware	700	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	7.00
6	Y		Paint Helmet certification to NOCSAE Standards	100	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	13.00	1,300.00
7	Y		Replace Face Mask certification to NOCSAE Standards	100	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	26.00	2,600.00
8	Y		Replace Jaw Pads certification to NOCSAE Standards	24	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	0.24
9	Y		Replace Chinstraps certification to NOCSAE Standards	244	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	2.44
10	N Y	4NS	Helmets: High School Football Helmets recertified to meet NOCSAE standards. One of every ten of these helmets will be replaced with a new Schutt #7890 Air XP Helmet and a new Schutt #573100 stainless steel facemask (No substitutions)	70	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	65.00	4,550.00
11	Y		Replace Face mask for Highs School Helmets that are certified to NOCSAE Standards	139	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	26.00	3,614.00
12	Y		Replace Jaw Pads for High School Helmets that are certified to NOCSAE Standards	24	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	0.24
13	Y		Replace Chinstraps for High School Helmets that are certified to NOCSAE Standards	244	EA	RIDDELL ALL AMERICAN *ASB SPORTS ACQUISITION INC	0.01	2.44

The District solicited 336 suppliers and received 3 responses.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Tanya Ramos, Executive Director of Student Support & Specialized Services

Subject: Consider Approval of Purchase of IEP Software and Medicaid Billing Management (#394-25-11)

Consent Agenda

Executive Summary:

Onward Learning provides a comprehensive, web-based data collection program designed specifically for school districts to record special education services and assist in administering Medicaid programs. Onward Learning provides claims processing, statistical reporting, audit assistance, training, and other consulting services. Reviewed and approved by Tanya Ramos, Executive Director of Student Support & Specialized Services, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for IEP Software and Medicaid Billing Management from Texas Special Education Software Solutions, LLC dba Onward Learning, provides the best value to the Garland Independent School District.

New Award

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with three (3) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#394-25-11 IEP Software and Medicaid Billing Management as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$500,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Ashley Jackson, Digital Learning Coordinator

Subject: Consider Approval of Purchase of Instructional Software, Licensing Subscriptions, Hardware, and Services (#397-25-02)

Consent Agenda

Executive Summary:

The Texas Education Agency (TEA) has modified the purchasing module of the Financial Accountability System Resource Guide to permit the use of an “Extended RFP Process”. This process is different from the traditional RFP process as it affords districts the ability to accept, evaluate, and award proposals as they are received throughout the term of the agreement.

The benefits of this process will allow the district to be more responsive to unforeseen and unexpected events that require compliance with purchasing law. Along with the benefits TEA has required internal controls to ensure the process is used properly.

1. Local policy will dictate which purchases require approval by the Board of Trustees - \$75,000 or greater in accordance with CH Local
2. Standard procurement process should be used when possible.
3. The Purchasing Department in conjunction with Committee(s) will be establishing guidelines to ensure all requirements listed in the Financial Accountability System Resource Guide are met. At a minimum, the guidelines below must be established: establish the categories in which responses will be received, determine frequency for reviewing and approving responses, determine the criteria for accepting and rejecting responses, review existing contracts to ensure the needs cannot be met with an existing contract.

By design of the extended RFP, we are adding additional vendors to continue creating a pool of awarded instructional technology vendors that have been approved and vetted for Garland ISD campuses and departments. This ongoing RFP seeks to provide access to instructional technology and software online to support the educational needs in classrooms throughout GISD aligned with district goals and objectives. This specific recommendation to award includes the addition of: Accelerate Learning Incorporation, Classwork CO, IXL Learning, Mind Research Institute, Legend of Learning, Rosetta Stone LLC, and Savvas Learning Company. Reviewed and approved by Ashley Jackson, Digital Learning Coordinator, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Instructional Software, Licensing Subscription, Hardware, and Services (Extended RFP) from the companies listed in Exhibit "A", provide the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#397-25-02 Instructional Software, Licensing Subscription, Hardware, and Services (Extended RFP) as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed the Amount: \$350,0000

199 - General Fund

Exhibit A
Recommended Suppliers

2W International LLC
Progress Learning (Horizon Prep LLC)
Mindrise Learning LLC
Readymade Music LLC

The district solicited 1226 vendors and received 4 responses



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Matt Yeager, Assistant Superintendent of Technology

Subject: Consider Approval of Modification to Time and Attendance Equipment and Services (#156-19)

Consent Agenda

Executive Summary:

The modification of award will allow for Quarter 2 – Quarter 4 of 2025 service terms to be procured, while the next cooperative contract (156-25) is negotiated and finalized. UKG Kronos Workforce Central is the District’s enterprise workforce management solution. Kronos provides software and equipment for data collection, time and attendance, and absence management, while managing compliance risk. Reviewed and approved by Matt Yeager, Assistant Superintendent of Technology, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration’s recommendation that the offer(s) for 156-19 Time and Attendance Equipment and Services from UKG Kronos Systems LLC, provides the best value to the Garland Independent School District.

Modification

Procurement Method: Cooperative Purchasing Contract

Contract Term: 7 months

Recommended Motion for Action Items:

Move to approve modification to contract#156-19 Time and Attendance Equipment and Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$374,000 Increase \$190,000 New Award \$564,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Shermika Fluker, Director of Grants Development & Management

Subject: Consider Approval of Increase in Awarded Amount for Web Based Organizational Tools (#33-21)

Consent Agenda

Executive Summary:

The purchase of the Plan4Learning software management platform will assist both district-level leadership and campus-level leadership in supporting the alignment of the District Improvement Plan (DIP) to Campus Improvement Plans (CIPs), including the monitoring of both local and federal dollar expenditures as they relate to district and campus academic goals. The Plan4Learning software management platform will provide real-time data that will allow leadership teams to make key instructional fiduciary decisions to improve student academic performance. This increase is made for a district-wide use with the ability to purchase using federal funds. Reviewed and approved by Shermika Fluker, Director of Grants Development &, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer for Web Based Organizational Tools from 806 Technologies Inc., provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase

Contract Term: One (1) year with one (1) annual renewal option

Recommended Motion for Action Items:

Move to approve increase to contract#33-21 Web Based Organizational Tools as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$100,000 New Award \$174,999

211 – ESEA Title I Part A – Improving Basic Programs



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing

Subject: Consider Approval of Increase in Awarded Amount for Audio/Sound Company, Video and Related Products Parts and Services (#58-23-02)

Consent Agenda

Executive Summary:

This increase will provide the ability to address the Curtis Culwell Center's needs for a new Audio /Visual system and Amplifier Replacement and continue to support other district-wide needs. Reviewed and approved by Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration’s recommendation that the offer(s) for Audio/Sound Company, Video, and Related Products Parts, and Services from the companies AV Pro Inc., and NX A/V, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Request for Proposal

Contract Term: First of four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#58-23-02 Audio/Sound Company, Video, and Related Products Parts and Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$25,001 New Award \$100,000

199 - General Fund – 20%

757 – Curtis Culwell Center – 80%



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Paul Gonzales, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Increase in Awarded Amount for Lamps Bulbs Ballasts Fuses - Warehoused (#245-20)

Consent Agenda

Executive Summary:

This increase will provide the ability to procure electrical parts for the warehouse to fulfill district-wide work order requests. We are currently averaging monthly spending of \$9,643 and the increase will be sufficient for the remaining three months of the contract term. Reviewed and approved by Paul Gonzales, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Lamps Bulbs Ballasts Fuses- Warehoused from the companies listed on Exhibit "A", provide the best value to the Garland Independent School District.

Increase

Procurement Method: Request for Bid

Contract Term: Final of four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#245-20 Lamps Bulbs Ballasts Fuses – Warehoused as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$30,001 New Award \$105,000

199 - General Fund

Exhibit A

RFB 245-20 Lamps, Bulbs, Ballasts, and Fuses – Warehoused

Crescent Electric Supply Company

Discount Light Depot

Sleek Lighting

Voss Electric Co.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Chasity Jackson, Special Education Coordinator

Subject: Consider Approval of Increase in Awarded Amount for Testing and Assessment (#325-22-02)

Consent Agenda

Executive Summary:

The Special Education Department is requesting to increase the contract amount for NCS Pearson to ensure the district has the needed materials to evaluate students since there has been an increase in student referrals. In addition, NCS Pearson has recently had a cost increase for products.

The Department of Multilingual Programs will be using this same contract with NCS Pearson Inc. to purchase the Test of English Language Learning (TELL) assessments. This is a computer-based progress assessment for Newcomers at Memorial Pathway Academy. We use this test to measure students' progress in English at the middle of the year to determine if students are ready to transfer to a traditional GISD campus. Reviewed and approved by Chasity Jackson, Special Education Coordinator, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer for Testing and Assessments from NCS Pearson, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase

Contract Term: Third (3rd) of four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#325-22-02 Testing and Assessments as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$224,999 Increase \$425,001 New Award \$650,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Tanya Ramos, Executive Director of Student Support & Specialized Services

Subject: Consider Approval of Increase in Awarded Amount for Special Education Services for Speech-Language Pathologists (#394-25-07)

Consent Agenda

Executive Summary:

Due to the full-time employee (FTE) shortage in the district, specifically for our specialists, we are having to use contracted services to meet the students' speech needs. Therefore, we need to increase the contracts to allow us to hire more personnel. This increase will allow for the continuation of Special Education Services for Speech-Language Pathologists. Reviewed and approved by Tanya Ramos, Executive Director of Student Support & Specialized Services, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Special Education Services for Speech-Language Pathologists from the company, DFW Speech Solutions PLLC, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#394-25-07 Special Education Services for Speech-Language Pathologists as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$450,001 New Award \$525,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Tanya Ramos, Executive Director of Student Support & Specialized Services

Subject: Consider Approval of Increase in Awarded Amount for Special Education Services for Speech (#394-25-08)

Consent Agenda

Executive Summary:

Due to the full-time employee (FTE) shortage in the district, specifically for our specialists, we are having to use contracted services to meet the students' speech needs. This increase will allow for the continuation of Special Education Services for Speech. Reviewed and approved by Tanya Ramos, Executive Director of Student Support & Specialized Services, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 11, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Special Education Services for Speech from the company, KR Speech Services, LLC, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#394-25-08 Special Education Services for Speech as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$450,001 New Award \$525,000

199 - General Fund



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025

Presented By: Lisa Ray, General Counsel
Darrell Dodds, Chief Financial Officer

Subject: CH Local – Second read

Action Item

Executive Summary:

Allows for administration to raise the authority to make budget purchase for goods or services from \$75,000.00 to \$150,000.00 in line with comparably-sized districts.

Additionally, the proposed revision delegates the authority to accept or reject all bids and proposals for special education staffing to address critical staffing needs such as speech language therapists, LSSPs, diagnosticians or any other assessment staff.

Finally, the proposed revisions reflect the current title of the head of the Purchasing department.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move that we approve the proposed changes to Board policy CH Local as recommended by the Administration.

Financial Impact and Funding Source:

N/A

PURCHASING AND ACQUISITION

CH
(LOCAL)

**Purchasing
Authority**

The Board delegates to the Superintendent or Executive Director of Purchasing the authority to make budgeted purchases for goods or services and reject all bids or proposals. However, any single, budgeted purchase of goods or services that costs, in the aggregate, \$150,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place.

Exceptions

Renewal of contracts shall not require Board approval unless material changes occur after the initial approval. [See CH(REGULATION)]

The Board delegates to the Superintendent or Executive Director of Purchasing the authority to accept or reject all bids and proposals for the purchase of food items and special education staffing.

A purchase utilizing an interlocal contract, or a cooperative or state purchasing program approved by the Board, shall be approved by the Superintendent or purchasing director.

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 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 or Executive Director of Purchasing the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate.

*Competitive
Bidding*

If competitive bidding is chosen as the purchasing method, the Superintendent Executive Director of Purchasing shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be

PURCHASING AND ACQUISITION

CH
(LOCAL)

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.

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

*Competitive
Sealed Proposals*

If competitive sealed proposals are chosen as the purchasing method, the Superintendent or Executive Director of Purchasing 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.

Unsealed
Competitive
Proposals

A request for proposals may also be used as a procurement option to generate an unsealed competitive proposal. In this instance, the District may open the proposal upon receipt and begin the negotiation process for the goods or services. Results of such negotiations shall be made public after the contract has been awarded.

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.

The Board authorizes the use of Oracle iSourcing to transmit and receive electronic bids and proposals.

**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.

PURCHASING AND ACQUISITION

CH
(LOCAL)

Purchase Commitments	All purchase commitments shall be made by the Superintendent or Executive Director of Purchasing 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.
Historically Under-Utilized Business Program	The Board supports a historically under-utilized business program that ensures that the District will promote and encourage the participation of minority-owned businesses, women-owned businesses, and small businesses in the purchasing of all goods and services, including all construction services. The Superintendent and/or staff shall implement a business program to ensure that small, women-owned, and minority businesses are informed of current and future purchasing activities and that goals of this program are achieved.
Implementation	Nothing herein shall be construed to authorize or require expenditure of funds for goods and services apart from normal statutory purchasing processes.
Definitions	For the purpose of this action plan: <ul style="list-style-type: none">• "Small business" is defined as a concern that is independently owned and operated and that is not dominant in its field of operation. The business employs fewer than 50 employees and/or has less than \$3 million in annual business volume from this local operation.• "Minority business" is a business concern that is at least 51 percent owned by one or more minority individual(s) or, in the case of any publicly owned business, at least 51 percent of the stock is owned by one or more of the minority individual(s) and whose management and daily business operations are controlled by one or more of the minority individual(s) who own it. "Minority individuals" means residents of the United States who are members of the following groups: African Americans, Hispanics, American Indians, Asian Americans, Alaska natives, Pacific Islanders, and other individuals found to be economically and socially disadvantaged by the Small Business Administration under section (a) of the Small Business Act.• "Women business enterprise" means a business concern that follows the same guidelines as a minority business enterprise but that is owned by women.• "Certification." Any business wishing to be identified by the District as a small, women-owned, or minority business shall be certified. [See CH(REGULATION)]



BOARD OF TRUSTEES AGENDA

Date: March 25, 2025
Presented By: Lisa Ray
Subject: Update 124– Local Policies

Action Item

Executive Summary:

Update 124 encompasses changes in law from the 88th Regular Legislative Session that have an immediate effect on the governance and management of the District. See the explanatory notes for a full listing of the legal policies affected. Changes to local policies offered for consideration address the following:

- Financial Ethics
- Investments
- Intellectual Property
- Employee Standards of Conduct
- Special Programs
- Gifted and Talented Students
- Child Abuse and Neglect
- Conduct on School Premises

CAA(LOCAL): FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

CDA(LOCAL): OTHER REVENUES: INVESTMENTS

CY(LOCAL): INTELLECTUAL PROPERTY

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

EHB(LOCAL): CURRICULUM DESIGN: SPECIAL PROGRAMS

EHBB(LOCAL): SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

FFG(LOCAL): STUDENT WELFARE: CHILD ABUSE AND NEGLECT

GKA(LOCAL): COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES



BOARD OF TRUSTEES AGENDA

Administrative Recommendations:

Administration recommends approval as Update 124 is brought forward for second read. Administration made very slight changes to TASB recommended DH (Local), and its included as part of this update.

Recommended Motion for Action Items:

I move to approve the local policies brought forward in Update 124 including the Administration's proposed modification to Board policy DH Local.

Financial Impact and Funding Source:

N/A if does not apply

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

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

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

Fraud and Financial Impropriety

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

Definition

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

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

Financial Controls and Oversight

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

Fraud Prevention

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

Reports

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

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	<p>law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.</p>
<p><i>Protection from Retaliation</i></p>	<p>Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]</p>
<p>Fraud Investigations</p>	<p>In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.</p>
<p>Response</p>	<p>If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.</p> <p>If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.</p> <p>When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.</p> <p>The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.</p>
<p>Federal Awards Disclosure</p>	<p>In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]</p>
<p>Analysis of Fraud</p>	<p>After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future</p>

misconduct. These measures shall be presented to the Board for review.

Investment Authority

The Superintendent or other person 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 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 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed one year 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 and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

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.
Custodial Funds	Investment strategies for 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 are 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 are authorized provided legal limits are not exceeded.
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	<p>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)]</p> <p>Representatives of brokers/dealers and representatives with distributors of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).</p>
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	<p>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.</p> <p>The District shall monitor interest rate risk using weighted average maturity and specific identification.</p>

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.

INTELLECTUAL PROPERTY

CY
(LOCAL)

Intellectual Property	All copyrights, trademarks, and other intellectual property rights belonging to the District shall remain with the District at all times. Except as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be limited to District-related purposes.
Students	A student shall retain all rights to their own work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student employee, shall not have rights to work created 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 District employment, including the right to obtain patents or copyrights.
<i>Employee Ownership</i>	A District employee shall own any work or work product produced on personal time and with personal equipment and materials, including the right to obtain patents or copyrights.
<i>Exception</i>	The Superintendent shall have the authority to permit use of District materials and equipment in developing the employee's own projects, provided the employee agrees in writing to grant to the District a nonexclusive, nontransferable, perpetual, royalty-free, District-wide 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.
Independent Contractors	The District may hire an independent contractor for specially commissioned works 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, 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

Use of District technology in violation of any law, including copyright law, is prohibited. Only appropriately licensed images, applications, programs, or other software may be used with District technology resources. The District's technology resources shall not be used to post, publicize, or duplicate information in violation of copyright law. The Superintendent shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

Performances and Displays

The display and performance of copyrighted material, including motion pictures, dramatic works, musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the curriculum;
- During face-to-face teaching activities;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

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 website 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

INTELLECTUAL PROPERTY

CY
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campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

Public Use

Members of the public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without written authorization from the Superintendent. 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 or campus trademarks without appropriate authorization may be subject to legal action.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

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

Violations of Standards of Conduct

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

Weapons Prohibited

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

Exceptions

No violation of this policy occurs when:

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

Electronic Communication

Use with Students

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

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

EMPLOYEE STANDARDS OF CONDUCT

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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.

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.
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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.
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Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.
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EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

Harassment or Abuse An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

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

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

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

Relationships with Former Students An employee shall not engage in a romantic relationship with a former District student who:

1. Is not yet 21 years of age; and
2. Has graduated from the District within the past two years.

A romantic relationship is characterized by a pattern of exclusivity and shall be determined using criteria outlined in DF(LEGAL).

Tobacco and Nicotine Products and E-Cigarettes An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches while on District property, in a District vehicle, or while attending an off-campus school-related activity.

Alcohol and Drugs / Notice of Drug-Free Workplace As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the

EMPLOYEE STANDARDS OF CONDUCT

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workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

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

Exceptions

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

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee’s job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee’s personal use; 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/or
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

EMPLOYEE STANDARDS OF CONDUCT

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(LOCAL)

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

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

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

Dress and Grooming

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

Dyslexia and Related Disorders

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

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

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students	When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.
Interdistrict	[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board

members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

Learning Opportunities

Programs for identified gifted and talented students shall be provided at all campuses. In addition, the District shall provide full-time magnet programs for students in kindergarten through grade 12 who meet locally developed criteria. Student participation is voluntary; however, once a parent has signed the child's choice of school form for attendance at a magnet school, that choice shall be binding for the school year for which it was designated. Any exceptions must be made by the Superintendent in accordance with the criteria defined by the federal district court.

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

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

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

Training

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

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

**Reporting Child
Abuse and Neglect**

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

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

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

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

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

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

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

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

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

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

Making a Report

Reports may be made to any of the following:

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

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers. [See FFG(LEGAL)]

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

to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

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

Failing to Report Suspected Child Abuse or Neglect

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

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

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

Responsibilities Regarding Investigations

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

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

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

Garland ISD
057909

STUDENT WELFARE
CHILD ABUSE AND NEGLECT

FFG
(LOCAL)

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

Access to District Property

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

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

Ejection or Exclusion under Education Code 37.105

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

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

Off-Campus Activities

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

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco products, e-cigarettes, or other electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

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

Exceptions

No violation of this policy occurs when:

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