

Garland Independent School District

Board of Trustees

Regular Meeting

Tuesday, July 22, 2025

Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance - **Officer Charlton Carter**
- 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. Introduction of District Administrator - **Dr. Gradyne Brown** 4
 - B. Board of Trustees Contract Renewal Report for July 2025 - **Mark Booker** 5
 - C. Review May 2025 Monthly Financials - **Arturo Valenzuela** 7
 - D. Review May 2025 Tax Report - **Kristi Cooper** 18
- V. Discussion Items
 - A. Trustees' Report 21
 - 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 28
 - C. Future Agenda Items 29
- VI. Consent Agenda - Consider approval of
 - A. Human Resources Report - **Dr. Gradyne Brown** 30
- VII. Action Item (Non Consent)
 - A. Consider Approval of Delegate and Alternate to the 2025 Texas Association of School Boards (TASB) Delegate Assembly - **Mechelle Hogan** 39

B. Consider Approval of Endorsement of Richardson ISD Trustee Regina Harris for Region 10, Position B, on the TASB Board of Directors - Mechelle Hogan	40
C. Consider Approval Instruction Waiver: 2024-25 Pregnancy-Related Services Compensatory Education Home Instruction - Carmen Blakey	44
D. Consider Approval of Memorandum of Understanding with the Dallas County Health and Human Services - Dr. Babetta Hemphill, Zela Daniel	47
E. Consider Approval of Resolution for Event at the Curtis Culwell - Dr. Ramona Morin, Dr. Lakisha Culpepper	54
F. Consider Approval of the 2025-2026 T-TESS Calendar - Dr. Gradyne Brown	56
G. Discussion and Consideration of a Resolution Expressing Intent to Redeem the 2016 Bonds for Garland Independent School District - Arturo Valenzuela	58
H. Consider Approval of Board Policy CFB(LOCAL) - Lisa Ray, Arturo Valenzuela	62
I. Consider Approval of Board Policy CV(LOCAL) - Lisa Ray, Mark Booker	64
J. Consider Approval of Board Policy DEC (LOCAL) - Lisa Ray, Dr. Gradyne Brown	68
K. Consider Approval of Board Policy DH (LOCAL) - Lisa Ray, Joseph Parks	75
L. Consider Approval of DHE (LOCAL) - Lisa Ray, Joseph Parks	81
M. Consider Approval of Board Policy FL (LOCAL) - Lisa Ray, Joseph Parks	87
N. New Bids	
1. Contract #35-25-02 Consider Approval of Purchase of Temporary Personnel Services - Mark Booker	93
2. Contract #111-25 Consider Approval of Purchase of Concessionaire for GISD Stadiums - Mark Booker, Ron Griffen	94
3. Contract #322-26 Consider Approval of Purchase of Plumbing Installation, Repairs, and Gas Meter Testing - Mark Booker, Brian Finley	96
O. Increase in Award	
1. Contract #225-25 Consider Approval of Increase in Awarded Amount for Security Equipment and Service - Mark Booker, Dr. Shelley Garrett	98
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 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.

B. 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. Consultation and deliberation regarding 2025-2026 Federally Funded Personnel

C. Pursuant to Texas Government Code Section 551.072, deliberations about Real Property, a governmental body may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

1. Discussion and deliberation regarding updates on bond projects.

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

X. Adjournment



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

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

Subject: Introduction of District Administrator

Information Item

Executive Summary:

The Human Resources Department will be introducing the following new Garland ISD Director to the Board of Trustees and to the community.

Director of Multilingual Programs

Aurora Trichell

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Mark Booker, Executive Director of Purchasing

Subject: Board of Trustees Contract Renewal Report for July 2025

Information Item

Executive Summary:

Attached for your review and consideration is the Board of Trustees Contract Renewal Report for July 2025, exhibited below. Nineteen (19) contracts are scheduled for renewal, and one (1) (highlighted in green) will require approval by the Board of Trustees due to the not-to-exceed amount increasing more than 25% or \$150,000 from the previous Board of Trustees awarded amount.

Administrative Recommendations:

It is recommended that the monthly report be disseminated to the Board of Trustees, and a separate administrative recommendation will be submitted for the contract(s) requiring Board of Trustees approval.

Financial Impact and Funding Source:

N/A

Exhibit
Board of Trustees Contract Renewal Report July 2025

Contract Number	Contract Description	Board of Trustees Authorized Not-			
		To-Exceed Amount	Renewal Amount	Price Difference	Percentage Difference
37-25	Student Information Management System	\$655,000	\$655,000	\$0	0%
48-23	Dish Room Chemical, Sanitation, and Services	\$155,000	\$155,000	\$0	0%
65-25	Toilet Tissue, Paper Towels, and Dispensers - Warehoused	\$800,000	\$800,000	\$0	0%
127-25	Reference Online Subscriptions	\$300,000	\$300,000	\$0	0%
180-24	Band Uniforms and Accessories	\$200,000	\$200,000	\$0	0%
203-24-01	Yearbook Services and Material Catalog	\$300,000	\$300,000	\$0	0%
225-25	Security Equipment and Service	\$74,999	\$250,000	\$175,001	233%
226-24	Signs Merchandise, Installation, and Services	\$174,999	\$174,999	\$0	0%
269-21	Laminating and Office Machines, Supplies and Service	\$475,000	\$475,000	\$0	0%
281-25	Elevator Maintenance, Services, and Parts	\$174,999	\$174,999	\$0	0%
302-23-08	Instructional Material, Classroom Teaching Supplies, Equipment and Services	\$1,630,000	\$1,630,000	\$0	0%
302-23-10	Instructional Materials and Supplies for Math	\$980,000	\$980,000	\$0	0%
310-22-02	Consulting Services for Higher Education	\$520,000	\$520,000	\$0	0%
310-25	Technical and Programming Service (CCRM)	\$175,000	\$175,000	\$0	0%
320-22	Athletic Training Supplies	\$150,000	\$150,000	\$0	0%
341-25	Translation and Interpretation Services	\$150,000	\$150,000	\$0	0%
357-21	Student Accident Insurance	\$262,597	\$237,183	(\$25,414)	-10%
397-21-04	Educational Software, Licenses, Subscriptions, Hardware And Services	\$5,000,000	\$5,000,000	\$0	0%
487-23	Emergency Response and Disaster Recovery Services	\$5,000,000	\$5,000,000	\$0	0%



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Arturo Valenzuela, Executive Director of Finance

Subject: Review May 2025 Monthly Financials

Information Item

Executive Summary:

Shown is the financials summary for the General Fund.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Arturo Valenzuela, Executive Director of Finance

Subject: Review May 2025 Monthly Financials

Information Item

Executive Summary:

Shown is the financials summary for the General Fund.

Administrative Recommendations:

Provided for your information

Financial Impact and Funding Source:

N/A

July 22, 2025

To: Darrell Dodds, Chief Financial Officer

From: Arturo Valenzuela, Executive Director of Finance

Re: May 2025 Financial Statements – General Fund

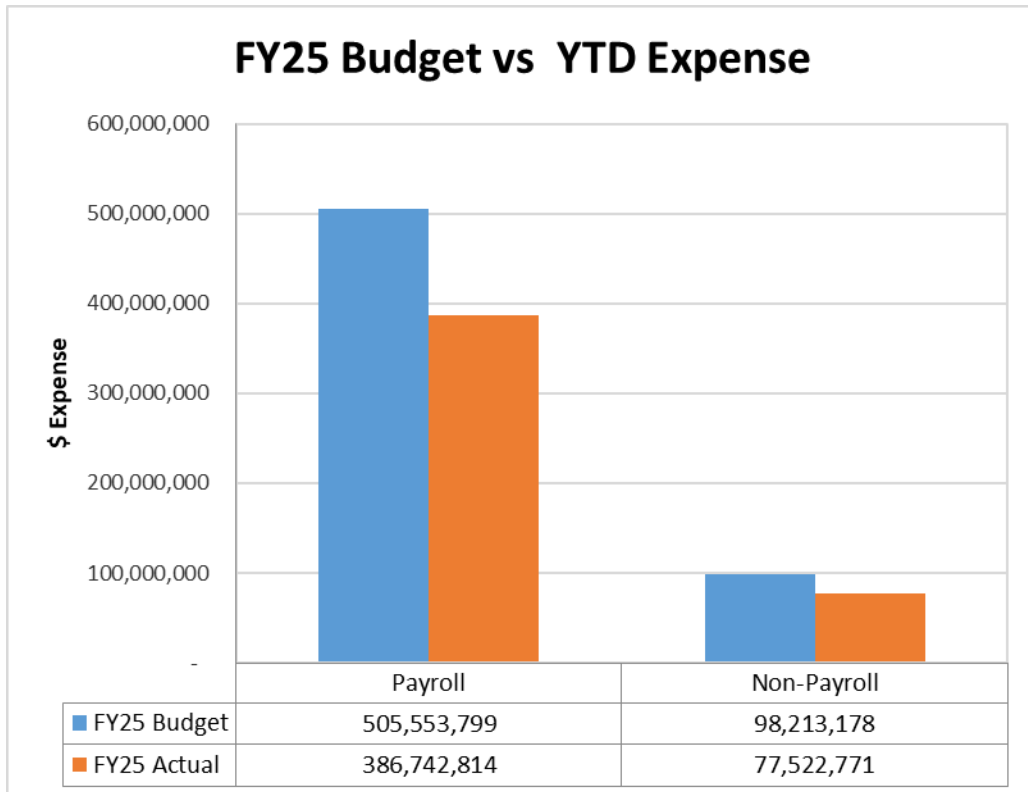
The district will start receiving FY25 state funding in September. The District is classified by TEA as payment class 2 and will receive 50% of our state aid funding prior to tax collections and the remaining 50% will come between April and August. The District received per capita funding from TEA beginning in September. Federal revenue is being received for indirect cost associated to federal funds and interim SHARS claims.

This is the eleventh month of our FY25 fiscal year. The attached analysis compares May 2025 YTD to May 2024 YTD.

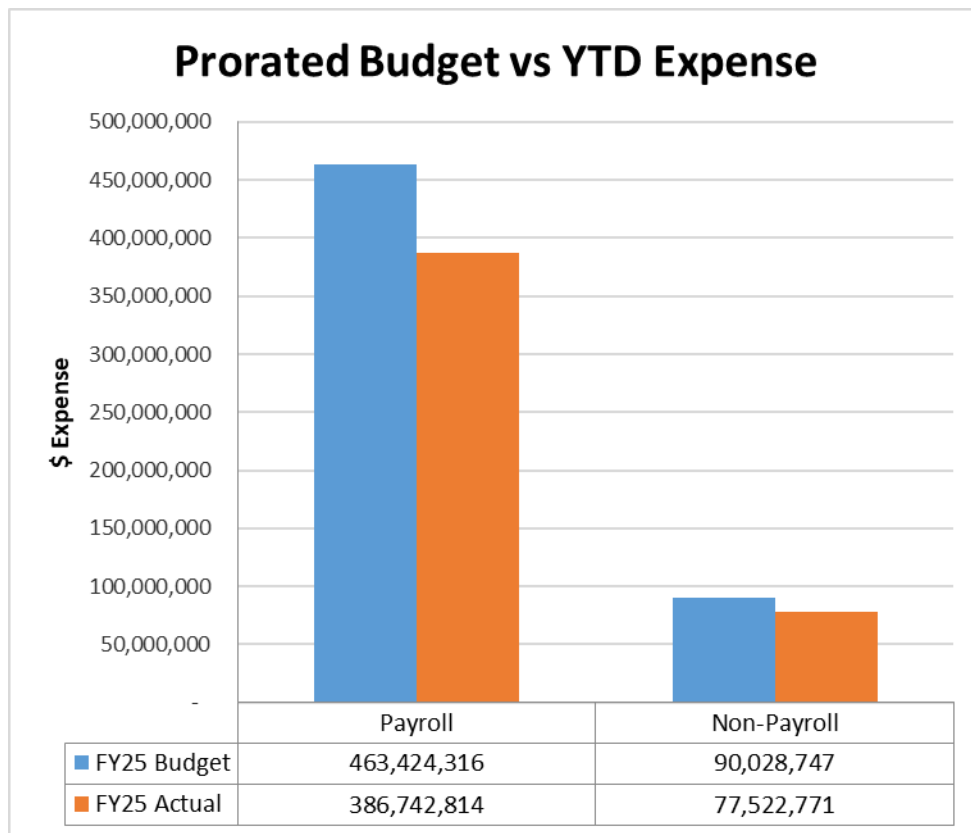
Below is a budget to actual summary by summary account code. Attached is the detail by function and summary account code.

Account	Exp Type	FY25 Budget	FY25 Actuals	% Spent
6100	Payroll	505,553,799	386,742,814	76.5%
6200	Contracted Services	49,077,375	40,956,083	83.5%
6300	Supplies	30,743,441	22,603,533	73.5%
6400	Other Operating	15,434,314	11,357,187	73.6%
6500	Debt	1,363,380	1,274,890	93.5%
6600	Capital Outlay	1,594,668	1,331,078	83.5%
8900	Transfers Out	3,449,310	3,449,310	100.0%
	Total	607,216,287	467,714,895	77.0%

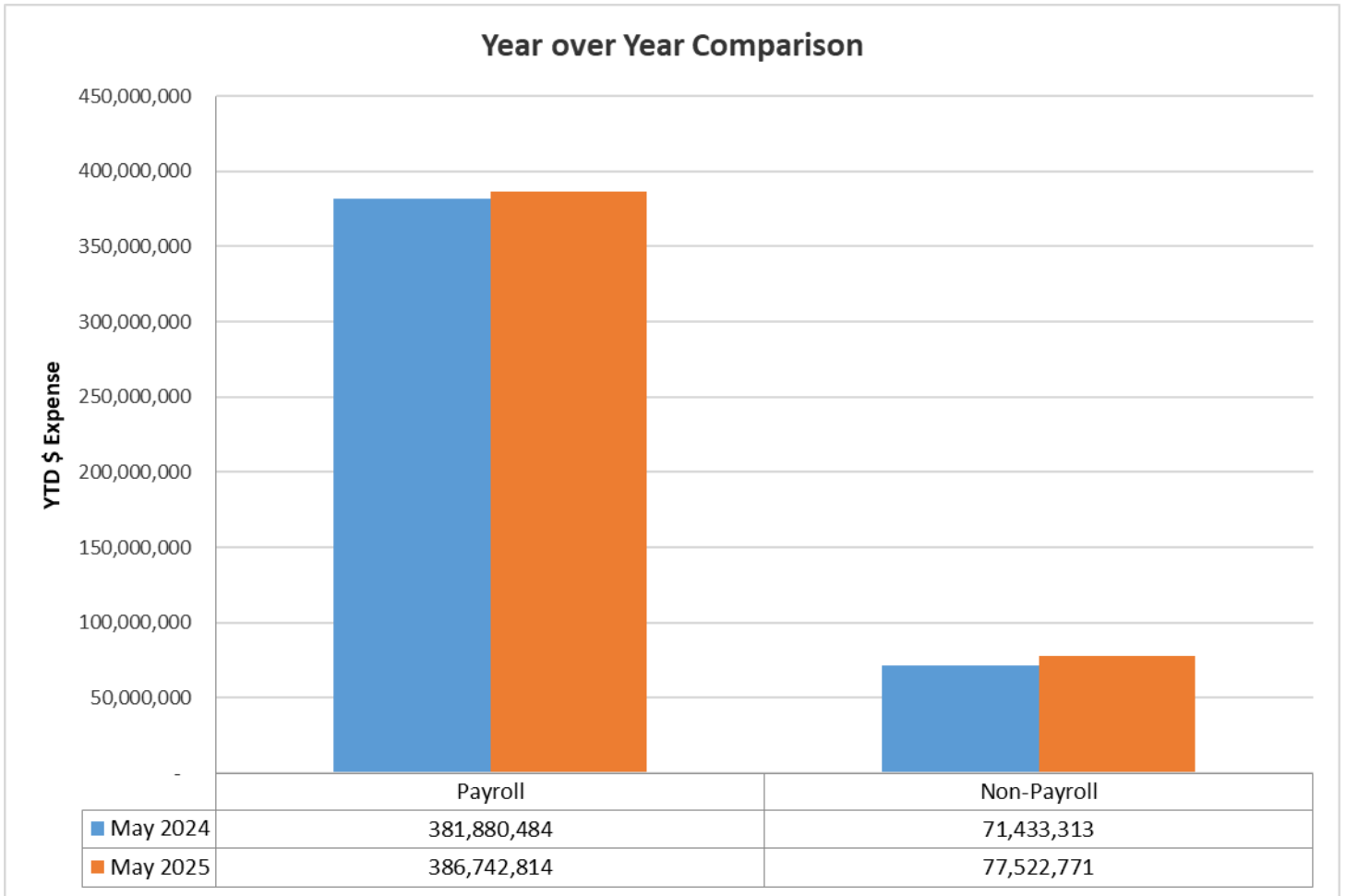
The below chart shows the total FY25 budget compared to YTD spending through May 2025, broken out between payroll and non-payroll. The **transfers out are not included** in the non-payroll budget or actuals.



The below chart shows the prorated (11-month) FY25 budget compared to YTD spending through May 2025, broken out between payroll and non-payroll. The **transfers out are not included** in the non-payroll budget or actuals.



The below chart shows the YTD spending through May 2025 compared to YTD spending through May 2024, broken out between payroll and non-payroll. The **transfers out are not included** in the non-payroll budget or actuals.



**Garland Independent School District
Comparison of General Fund Revenue
May 31, 2025**

Revenue	Current Year				Prior Year (May 2024)		
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD
Local Resources:							
5711 Taxes, Current Year	\$ 202,251,857	\$ 198,693,589	98.2%	\$ 3,558,268	\$ 178,763,894	\$ 177,061,716	99.0%
5712 Taxes, Delinquent	500,000	(401,326)	-80.3%	901,326	850,000	(1,478,737)	-174.0%
5719 Penalties, Interest and Other Tax Revenue	1,300,000	1,365,956	105.1%	(65,956)	1,070,000	1,272,457	118.9%
Total Taxes	204,051,857	199,658,218	97.8%	4,393,639	180,683,894	176,855,436	97.9%
5739 Tuition and Fees	70,000	\$ 79,685.00	113.8%	(9,685)	100,000	73,864	73.9%
5742 Investment Earnings	8,250,000	8,687,609	105.3%	(437,609)	8,000,000	11,986,172	149.8%
5743 Rental of Facilities	300,000	789,244	263.1%	(489,244)	1,050,000	349,438	33.3%
5745 Insurance Recovery	120,000	123,104	102.6%	(3,104)	3,822	98,680	>100%
5749 Miscellaneous	570,000	672,641	118.0%	(102,641)	1,200,000	1,427,859	85.5%
5752 Athletic	700,000	575,644	82.2%	124,356	780,000	667,277	85.5%
5755 Enterprising Services	-	-	0.0%	-	-	(320)	<100%
5769 Intermediate Sources	299,576	238,000	79.4%	61,576	-	448,000	>100%
Total Other Local Resources	10,309,576	11,165,926	108.3%	(856,350)	11,133,822	15,050,970	135.2%
Total Local Revenue	214,361,433	210,824,145	98.3%	3,537,288	191,817,716	191,906,405	100.0%
State Resources:							
5811 Per Capita	28,832,268	18,535,057	64.3%	10,297,211	19,070,376	14,034,238	73.6%
5812 Foundation School Program	236,931,760	156,750,741	66.2%	80,181,019	266,925,888	155,098,865	58.1%
5819 Other Foundation School Program Act Revenues	-	-	0.0%	-	-	-	0.0%
5829 State Program Revenue - TEA	1,984,507	169,400	8.5%	1,815,107	-	1,666	>100%
5831 TRS On-Behalf	30,579,452	25,435,441	83.2%	5,144,011	28,000,000	25,832,308	92.3%
5839 State Revenues from State of Texas Agencies other than	-	-	0.0%	-	-	-	0.0%
Total State Revenue	298,327,987	200,890,639	67.3%	97,437,348	313,996,264	194,967,077	62.1%
Federal Resources:							
5929 Federal Revenue - TEA	3,399,500	2,987,732	87.9%	411,768	9,000,000	7,898,070	87.8%
5931 SHARS Reimbursement	4,500,000	3,935,822	87.5%	564,178	4,000,000	815,283	20.4%
5939 Other Fed Rev Distributed Directly from Fed Govt	-	-	0.0%	-	-	-	0.0%
5949 Other Fed Rev Distributed Directly from Fed Govt	100,500	86,850	86.4%	13,650	-	51,471	>100%
Total Federal Revenue	8,000,000	7,010,404	87.6%	989,596	13,000,000	8,764,824	67.4%
Other Sources:							
7912 Sale of Real and Personal Property	-	752,932	>100%	(752,932)	-	23,715	>100%
7948 Other Finance Source - SBITA	-	-	0.0%	-	-	-	0.0%
Total Other Sources	-	752,932	>100%	(752,932)	-	23,715	>100%
Total General Fund Revenue and Other Sources	\$ 520,689,420	\$ 419,478,121	80.6%	\$ 101,211,299	\$ 518,813,980	\$ 395,662,021	76.3%

Garland Independent School District
Comparison of General Fund Expenditures by Function
May 31, 2025

	Current Year				Prior Year (May 2024)		
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD
11 Instruction	\$ 326,379,213	\$ 246,589,027	75.6%	\$ 79,790,186	\$ 339,078,160	\$ 247,910,252	73.1%
12 Library	8,909,413	6,661,248	74.8%	2,248,165	8,878,381	6,511,945	73.3%
13 Curriculum and Staff Development	15,776,293	12,213,659	77.4%	3,562,634	15,108,015	11,729,824	77.6%
21 Instructional Leadership	10,233,679	8,490,068	83.0%	1,743,611	9,838,719	8,159,662	82.9%
23 School Leadership	43,638,530	31,883,570	73.1%	11,754,960	36,208,165	30,666,705	84.7%
31 Guidance, Counseling and Evaluation Services	28,869,613	22,588,173	78.2%	6,281,440	28,169,500	20,960,160	74.4%
32 Social Work Services	559,346	417,911	74.7%	141,435	552,641	455,192	82.4%
33 Health Services	9,309,078	6,951,883	74.7%	2,357,195	9,420,061	6,959,807	73.9%
34 Student Transportation	23,315,352	20,814,431	89.3%	2,500,921	22,272,051	19,053,370	85.5%
35 Food Services	318,644	26,075	8.2%	292,569	300,000	11,078	3.7%
36 Extracurricular Activities	14,699,222	11,599,263	78.9%	3,099,959	13,766,687	10,835,740	78.7%
41 General Administration	22,447,225	17,978,416	80.1%	4,468,809	21,186,457	16,176,898	76.4%
51 Maintenance and Operations	63,687,826	50,381,113	79.1%	13,306,713	56,160,739	48,317,657	86.0%
52 Security and Monitoring Services	13,802,255	9,373,834	67.9%	4,428,421	11,056,240	8,758,683	79.2%
53 Data Processing Services	17,363,921	14,569,534	83.9%	2,794,387	15,777,592	13,923,210	88.2%
61 Community Services	1,909,186	1,271,770	66.6%	637,416	1,776,833	1,347,970	75.9%
71 Debt Service	1,432,114	1,343,624	93.8%	88,491	751,097	714,470	95.1%
95 Payments to JJAEP	36,000	31,920	88.7%	4,080	36,000	23,178	64.4%
99 Other Intergovernmental Charges	1,080,067	1,080,067	100.0%	-	1,064,093	797,997	75.0%
Total Expenditures	603,766,977	464,265,585	76.9%	139,501,392	591,401,431	453,313,796	76.7%
Other Uses:							
8900 Transfer Out	3,449,310	3,449,310	100.0%	-	8,421,100	8,421,100	100.0%
Total Other Uses	3,449,310	3,449,310	100.0%	-	8,421,100	8,421,100	100.0%
Total Expenditures and Other Uses	607,216,287	467,714,895	77.0%	139,501,392	599,822,531	461,734,896	77.0%

**Garland Independent School District
Comparison of General Fund Expenditures
May 31, 2025**

	Current Year				Prior Year (May 2024)			
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD	
11 Instruction:								
6100 Payroll	\$ 305,699,767	\$ 230,478,317	75.4%	\$ 75,221,450	\$ 323,137,715	\$ 235,787,121	73.0%	
6200 Contracted Services	5,763,404	4,677,838	81.2%	1,085,566	3,294,169	2,695,567	81.8%	
6300 Supplies	13,629,250	10,688,292	78.4%	2,940,958	11,207,212	8,340,754	74.4%	
6400 Other Expense	1,207,751	728,024	60.3%	479,727	1,356,384	1,003,820	74.0%	
6600 Capital Outlay	79,041	16,556	20.9%	62,485	82,680	82,989	100.4%	
Total Instruction	326,379,213	246,589,027	75.6%	79,790,186	339,078,160	247,910,252	73.1%	
12 Library:								
6100 Payroll	7,865,720	5,747,109	73.1%	2,118,611	8,001,208	5,695,129	71.2%	
6200 Contracted Services	75,230	73,051	97.1%	2,179	76,168	72,524	95.2%	
6300 Supplies	962,031	835,732	86.9%	126,299	794,382	740,270	93.2%	
6400 Other Expense	6,432	5,356	83.3%	1,076	6,623	4,021	60.7%	
Total Library	8,909,413	6,661,248	74.8%	2,248,165	8,878,381	6,511,945	73.3%	
13 Curriculum and Staff Development:								
6100 Payroll	13,914,559	11,112,966	79.9%	2,801,593	13,259,057	10,765,010	81.2%	
6200 Contracted Services	843,564	545,183	64.6%	298,381	613,699	398,344	64.9%	
6300 Supplies	329,125	211,291	64.2%	117,834	353,545	180,424	51.0%	
6400 Other Expense	689,045	344,219	50.0%	344,826	881,714	386,045	43.8%	
Total Curriculum and Staff Development	15,776,293	12,213,659	77.4%	3,562,634	15,108,015	11,729,824	77.6%	
21 Instructional Leadership								
6100 Payroll	9,216,816	7,834,763	85.0%	1,382,053	8,519,071	7,289,240	85.6%	
6200 Contracted Services	136,095	88,947	65.4%	47,148	665,968	428,227	64.3%	
6300 Supplies	562,576	403,831	71.8%	158,746	340,639	242,641	71.2%	
6400 Other Expense	318,192	162,527	51.1%	155,665	313,041	199,554	63.7%	
6600 Capital Outlay	-	-	0.0%	-	-	-	0.0%	
Total Instructional Leadership	10,233,679	8,490,068	83.0%	1,743,611	9,838,719	8,159,662	82.9%	
23 School Leadership								
6100 Payroll	41,663,999	31,014,631	74.4%	10,649,368	34,901,929	29,928,003	85.7%	
6200 Contracted Services	101,421	74,964	73.9%	26,457	101,114	75,047	74.2%	
6300 Supplies	1,303,415	492,745	37.8%	810,670	730,427	386,974	53.0%	
6400 Other Expense	564,594	296,129	52.4%	268,465	474,695	276,681	58.3%	
6600 Capital Outlay	5,101	5,101	100%	-	-	-	0.0%	
Total School Leadership	43,638,530	31,883,570	73.1%	11,754,960	36,208,165	30,666,705	84.7%	

Garland Independent School District
Comparison of General Fund Expenditures
May 31, 2025

	Current Year				Prior Year (May 2024)		
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD
31 Guidance, Counseling and Evaluation Services:							
6100 Payroll	24,970,055	20,112,064	80.5%	4,857,991	24,989,717	19,231,267	77.0%
6200 Contracted Services	2,248,407	1,532,766	68.2%	715,641	1,243,962	971,582	78.1%
6300 Supplies	1,321,895	688,737	52.1%	633,158	1,825,425	687,653	37.7%
6400 Other Expense	329,256	254,606	77.3%	74,650	110,396	69,658	63.1%
Total Guidance, Counseling and Evaluation Services	28,869,613	22,588,173	78.2%	6,281,440	28,169,500	20,960,160	74.4%
32 Social Work Services:							
6100 Payroll	555,846	414,704	74.6%	141,142	548,641	452,645	82.5%
6200 Contracted Services	-	-	0.0%	-	1,000	-	0.0%
6300 Supplies	500	456	91.1%	44	-	-	0.0%
6400 Other Expense	3,000	2,752	91.7%	248	3,000	2,546	84.9%
Total Social Work Services	559,346	417,911	74.7%	141,435	552,641	455,192	82.4%
33 Health Services:							
6100 Payroll	9,089,357	6,851,847	75.4%	2,237,510	9,210,596	6,804,307	73.9%
6200 Contracted Services	20,217	9,786	48.4%	10,431	20,667	10,156	49.1%
6300 Supplies	136,799	77,601	56.7%	59,198	143,046	111,650	78.1%
6400 Other Expense	35,705	12,649	35.4%	23,056	27,752	16,537	59.6%
6600 Capital Outlay	27,000	-	0.0%	27,000	18,000	17,156	95.3%
Total Health Services	9,309,078	6,951,883	74.7%	2,357,195	9,420,061	6,959,807	73.9%
34 Student Transportation:							
6100 Payroll	18,319,951	17,303,936	94.5%	1,016,015	18,364,961	15,948,445	86.8%
6200 Contracted Services	1,325,078	1,160,817	87.6%	164,261	1,113,046	1,003,469	90.2%
6300 Supplies	3,964,330	2,871,327	72.4%	1,093,003	3,098,435	2,989,257	96.5%
6400 Other Expense	(329,157)	(556,799)	169.2%	227,642	(304,391)	(887,800)	291.7%
6600 Capital Outlay	35,150	35,150	100.0%	-	-	-	0.0%
Total Student Transportation	23,315,352	20,814,431	89.3%	2,500,921	22,272,051	19,053,370	85.5%
35 Food Services:							
6100 Payroll	25,736	25,702	99.9%	34	12,270	11,078	90.3%
6200 Contracted Services	18,644	374	2.0%	18,270	-	-	0.0%
6300 Supplies	-	-	0.0%	-	-	-	0.0%
6400 Other Expense	274,264	-	0.0%	274,264	287,730	-	0.0%
Total Food Services	318,644	26,075	8.2%	292,569	300,000	11,078	3.7%

**Garland Independent School District
Comparison of General Fund Expenditures
May 31, 2025**

	Current Year				Prior Year (May 2024)		
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD
36 Extracurricular Activities:							
6100 Payroll	7,647,978	5,952,745	77.8%	1,695,233	7,285,527	5,668,460	77.8%
6200 Contracted Services	2,071,246	1,625,330	78.5%	445,916	2,009,823	1,736,757	86.4%
6300 Supplies	2,262,841	1,719,653	76.0%	543,188	2,026,915	1,257,939	62.1%
6400 Other Expense	2,658,980	2,243,357	84.4%	415,623	2,351,810	2,082,735	88.6%
6600 Capital Outlay	58,177	58,177	100.0%	-	92,612	89,849	97.0%
Total Extracurricular Activities	14,699,222	11,599,264	78.9%	3,099,958	13,766,687	10,835,740	78.7%
41 General Administration:							
6100 Payroll	16,317,334	13,978,523	85.7%	2,338,811	14,235,933	12,517,909	87.9%
6200 Contracted Services	2,803,502	1,836,610	65.5%	966,892	2,980,516	1,628,356	54.6%
6300 Supplies	897,253	530,541	59.1%	366,712	1,255,477	757,818	60.4%
6400 Other Expense	2,418,519	1,627,524	67.3%	790,995	2,695,101	1,272,815	47.2%
6600 Capital Outlay	10,617	5,219	49.2%	5,398	19,430	-	0.0%
Total General Administration	22,447,225	17,978,416	80.1%	4,468,809	21,186,457	16,176,898	76.4%
51 Maintenance and Operations:							
6100 Payroll	32,744,387	22,760,931	69.5%	9,983,456	22,539,149	19,666,115	87.3%
6200 Contracted Services	18,817,998	17,178,624	91.3%	1,639,374	21,988,955	19,281,977	87.7%
6300 Supplies	4,030,397	3,401,828	84.4%	628,569	3,992,723	3,159,702	79.1%
6400 Other Expense	6,936,701	6,030,095	86.9%	906,606	6,939,526	5,748,247	82.8%
6600 Capital Outlay	1,158,343	1,009,636	87.2%	148,707	700,386	461,616	65.9%
Total Maintenance and Operations	63,687,826	50,381,113	79.1%	13,306,713	56,160,739	48,317,657	86.0%
52 Security and Monitoring Services:							
6100 Payroll	6,827,923	4,125,463	60.4%	2,702,460	4,385,861	3,401,124	77.5%
6200 Contracted Services	6,359,485	4,870,788	76.6%	1,488,697	5,639,720	4,613,360	81.8%
6300 Supplies	553,107	336,562	60.8%	216,545	792,713	518,451	65.4%
6400 Other Expense	33,500	12,781	38.2%	20,719	44,813	43,339	96.7%
6600 Capital Outlay	28,240	28,240	100.0%	-	193,133	182,409	94.4%
Total Security and Monitoring Services	13,802,255	9,373,834	67.9%	4,428,421	11,056,240	8,758,683	79.2%
53 Data Processing Services:							
6100 Payroll	9,301,813	8,047,232	86.5%	1,254,581	8,582,874	7,644,304	89.1%
6200 Contracted Services	7,102,579	6,014,536	84.7%	1,088,043	5,839,842	5,427,635	92.9%
6300 Supplies	636,037	250,242	39.3%	385,795	659,185	372,164	56.5%
6400 Other Expense	130,493	84,525	64.8%	45,968	132,375	76,731	58.0%
6600 Capital Outlay	192,999	172,999	89.6%	20,000	563,316	402,376	71.4%
Total Data Processing Services	17,363,921	14,569,534	83.9%	2,794,387	15,777,592	13,923,210	88.2%

**Garland Independent School District
Comparison of General Fund Expenditures
May 31, 2025**

	Current Year				Prior Year (May 2024)		
	Budget	YTD Actual	%YTD	(Over)/Under	Budget	YTD Actual	%YTD
61 Community Services:							
6100 Payroll	1,392,558	981,880	70.5%	410,678	1,264,280	1,070,326	84.7%
6200 Contracted Services	274,438	154,484	56.3%	119,954	260,708	99,637	38.2%
6300 Supplies	153,885	94,696	61.5%	59,189	164,923	132,672	80.4%
6400 Other Expense	88,305	40,710	46.1%	47,595	86,922	45,335	52.2%
Total Community Services	1,909,186	1,271,770	66.6%	637,416	1,776,833	1,347,970	75.9%
71 Debt Service:							
6200 Contracted Services	-	-	0.0%	-	-	-	0.0%
6400 Other Expense	68,734	68,733	100.0%	1	-	-	0.0%
6500 Debt Service	1,363,380	1,274,890	93.5%	88,490	751,097	714,470	95.1%
Total Debt Service	1,432,114	1,343,624	93.8%	88,490	751,097	714,470	95.1%
95 Payments to JJAEP:							
6100 Payroll	-	-	0.0%	-	-	-	0.0%
6200 Contracted Services	36,000	31,920	88.7%	4,080	36,000	23,178	64.4%
Total Payments to JJAEP	36,000	31,920	88.7%	4,080	36,000	23,178	64.4%
99 Other Intergovernmental Charges:							
6100 Payroll	-	-	0.0%	-	-	-	0.0%
6200 Contracted Services	1,080,067	1,080,067	100.0%	-	1,064,093	797,997	75.0%
Total Other Intergovernmental Charges	1,080,067	1,080,067	100.0%	-	1,064,093	797,997	75.0%
Total Expenditures	603,766,977	464,265,585	76.9%	139,501,391	591,401,431	453,313,796	76.7%
Other Uses:							
8900 Transfer Out	3,449,310	3,449,310	100.0%	-	8,421,100	8,421,100	100.0%
Total Other Uses	3,449,310	3,449,310	100.0%	-	8,421,100	8,421,100	100.0%
Total Expenditures and Other Uses	607,216,287	467,714,895	77.0%	139,501,392	599,822,531	461,734,896	77.0%



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025
Presented By: Kristi Cooper, Director of Tax Services
Subject: Review May 2025 Tax Report

Information Item

Executive Summary:

Shown is the Garland Independent School District tax report for May 2025.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



Garland Independent School District
Department of Taxation

Street Address
901 West State Street
Garland, TX
75040

Phone
972-494-8570

FAX
972-494-8631

To: Arturo Valenzuela
Executive Director of Finance

From: Kristi Cooper
Director of Tax Services

Subject: Monthly Report

Attached is the monthly report for the month of May 2025. All refunds issued during FY25 in excess of \$500 will be presented to the Board of Trustees for ratification in June of 2025.

The information contained in this report is true and correct to the best of my knowledge.

**GARLAND INDEPENDENT SCHOOL DISTRICT
TAX COLLECTION REPORT
5/31/2025**

**Current Year (2024 tax year)
as of 5/31/2025**

**Prior Year (2023 tax year)
as of 5/31/2025**

COLLECTIONS

	Current Year (2024 tax year) as of 5/31/2025		Prior Year (2023 tax year) as of 5/31/2025	
	Month to Date	Year to Date	Month to Date	Year to Date
Current Levy	986,056.30	314,122,557.50	509,187.83	277,891,311.40
Delinquent Levy	80,012.98	(699,483.12)	(141,262.20)	(1,158,179.37)
Penalty & Interest	228,722.03	1,666,227.30	181,125.68	1,477,336.95
Ag Rollback	-	27,311.20	7,429.24	250,698.44
Additional Penalty	85,713.73	717,386.71	91,758.32	665,363.75
Total Collections	\$ 1,380,505.04	\$ 315,833,999.59	\$ 648,238.87	\$ 279,126,531.17

TAX ROLL

	Current Tax Roll		Delinquent Tax Roll		Current Tax Roll		Delinquent Tax Roll	
Initial Tax Levy	320,111,611.21	8,058,369.43	281,155,036.48	7,171,660.94	283,437,431.12	3,556,728.22	4,714,907.59	
Tax Levy Adjustments	990,438.77	(3,930,400.29)	2,282,394.64	(3,614,932.72)	5,546,119.72	4,714,907.59	1.96%	
Current Tax Levy	\$ 321,102,049.98	\$ 4,127,969.14	\$ 283,437,431.12	\$ 3,556,728.22	\$ 5,546,119.72	\$ 4,714,907.59	1.96%	
Outstanding Tax Levy	\$ 6,979,492.48	\$ 4,827,452.26	\$ 5,546,119.72	\$ 4,714,907.59	\$ 5,546,119.72	\$ 4,714,907.59	1.96%	
Outstanding Percentage	2.17%						1.96%	

COLLECTION PERCENTAGE

	Current Tax Roll	2023 Tax Roll
Month to Date	0.31%	0.18%
Year to Date	97.83%	98.04%
3 Year Average	98.05%	98.27%

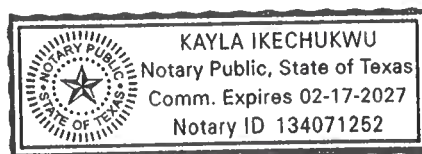
REFUNDS

	# of Refunds	Refund Amount
Duplicate Payments	3	9,675.12
Erroneous		
Overpayments	1	527.06
Total	4	\$ 10,202.18

The information contained in this report is true and correct to the best of my knowledge. Then WITNESS MY HAND THIS day, June 9, 2025.

Kristi Cooper RTA
Kristi Cooper, RTA
Director of Tax Services

SUBSCRIBED AND SWORN to me that the said Kristi Cooper did personally appear before me on this day, June 9, 2025 to which I certify and witness my hand and seal of office.



[Signature]
Notary Public
June 9, 2025
Date



BOARD OF TRUSTEES AGENDA

Date: July 22, 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.

July 21, 2025 - July 27, 2025

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

Monday, July 21

8:00am - 7:00pm Region 10 School Board University (Region 10 Service Center)

Tuesday, July 22

8:00am - 8:30am New Employee Orientation (Rowlett HS Auditorium)

4:00pm - 5:00pm Board Bond Special Meeting (Boardroom) - GISD Board of Trustees

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

Wednesday, July 23

Thursday, July 24

Friday, July 25

9:00am - 10:30am Groundbreaking - Rowlett MAC (Rowlett High School (4700 President George Bush Hwy, Rowlett, TX 75088, United States)) - Ricardo Lopez

1:00pm - 2:30pm Groundbreaking - Sachse MAC (Sachse High School (3901 Miles Rd, Sachse, TX 75048-4621, US)) - Ricardo Lopez

Saturday, July 26

Sunday, July 27

July 28, 2025 - August 3, 2025

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

Monday, July 28

Tuesday, July 29

Wednesday, July 30

11:30am - 12:30pm Safety & Security Meeting (Harris Hill Board Room; , 501 S Jupiter, Garland, TX 75042) - Alice Jordan

Thursday, July 31

Friday, August 1

11:30am - 1:00pm Athletics Coaches Luncheon (Sachse HS) - Ricardo Lopez

Saturday, August 2

Sunday, August 3

August 4, 2025 - August 10, 2025

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

<p>Monday, August 4</p>	<p>Tuesday, August 5</p>
<p>Wednesday, August 6</p>	<p>Thursday, August 7</p>
<p>Friday, August 8</p>	<p>Saturday, August 9</p> <p>8:00am - 12:00pm NAACP/GISD Back to School Drive (Lakeview Centennial High School (3505 Hayman Dr, Garland, TX 75043-1920, United States)) - Ricardo Lopez</p> <hr/> <p>Sunday, August 10</p>

August 11, 2025 - August 17, 2025

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

Monday, August 11

■ **First Day of School**

Tuesday, August 12

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, August 13

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

Thursday, August 14

Friday, August 15

Saturday, August 16

Sunday, August 17

August 18, 2025 - August 24, 2025

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

<p>Monday, August 18</p>	<p>Tuesday, August 19</p>
<p>Wednesday, August 20</p>	<p>Thursday, August 21</p>
<p>Friday, August 22</p>	<p>Saturday, August 23</p> <hr/> <p>Sunday, August 24</p>

August 25, 2025 - August 31, 2025

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

Monday, August 25

11:30am - 1:00pm Garland Chamber State of the District Luncheon (Lopez speaking) (Dallas College Garland Center (675 W Walnut St, Garland, TX 75040)) - Christi Davis

6:00pm - 8:00pm 2025 Summer Graduation Ceremony (Curtis Culwell Center) - Suzy Doss

Tuesday, August 26

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

Wednesday, August 27

Thursday, August 28

7:00pm - 9:00pm Garland vs. North Dallas (Williams Stadium (510 Stadium Dr, Garland, TX 75040, United States)) - Ricardo Lopez

7:00pm - 9:00pm Rowlett vs. South Grand Prairie (Homer B Johnson Stadium (1209 E Centerville Rd, Garland, TX 75041, US)) - Ricardo Lopez

Friday, August 29

7:00pm - 9:00pm Naaman Forest vs Grand Prairie (Williams Stadium (510 Stadium Dr, Garland, TX 75040, United States)) - Ricardo Lopez

7:00pm - 9:00pm Sachse vs Coppell (Homer B Johnson Stadium (1209 E Centerville Rd, Garland, TX 75041, United States)) - Ricardo Lopez

Saturday, August 30

Sunday, August 31



BOARD OF TRUSTEES AGENDA

Date: July 22, 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: July 22, 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: July 22, 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

**July 2025
Administrative New Hires**

Administrative New Hires to Date: 9
Current: 3
Total: 12
Administrative New Hires

School/Dept.	Last Name	First Name	Exp	College	Degree	Job Title	Date
Coyle Middle School	Coleman	Shatto	18	DeVry Insitute of Technology	BS	Assistant Principal	7/14/25
				University of Phoenix	M.ED		
Facilities and Maintenance	DuPlessis	Jennifer	23	University of North Texas	BBA	Executive Director Facilities Maintenance	7/7/25
				University of North Texas	MBA		
				The University of Texas	Ph.D		
Sewell Elementary	Nall	Jennifer	23	Texas Tech University	BS	Assistant Principal	7/14/25
				Lamar University	M.ED		

**July 2025
Professional New Hires List**

New Hires to Date: 390
Current: 111
Total: 501

Last Name	First Name	Exp	College	Degree	Job Title	Effective Date	Notes
Madden	Doris	15	Langston University	BS	Teacher	7/30/25	
			American Intercontinental University	MA			
Lopez-Garza	Abigail	6	University of Texas	BA	Teacher	7/30/25	
Marley	Makayla	1	Texas Tech University	MS	Speech Language Pathologist	7/30/2025	
Moreno	Raul, Jr	0	University of North Texas at Dallas	BA	Teacher	7/30/2025	FYO during 2024-2025, returning for 2025-2026
Westbrook	LaShaunda	14	University of Mississippi	BS	Teacher	7/30/25	
			William Carey University	M. ED			
Fuller	Stacy	10	Chicago State University	MS	Teacher	7/30/2025	
Hurst	Betsy	0	OKlahoma State University	BS	Teacher	7/30/2025	
Lusk	Katlin	0	Texas State University	BA	Teacher	7/30/25	
Cotton	Teja	1	Dallas County Community College	BS	Teacher	7/30/25	
Martinez	Justine	7	University of Redlands	MS	Speech Language Pathologist	7/30/2025	
Estrada	Juan	13	Angelo State University	BA	Teacher	7/30/25	
			Sistema Universitario Ana	M. ED			
Medina	Gustavo	0	University of North Texas	BA	Teacher	7/30/25	
Jameson	Shannon	20	Lamar University	MA	Teacher	7/30/2025	
Smith	Kendra	14	Texas Tech University	BS	Teacher	7/30/25	FYO during 2024-2025, returning for 2025-2026
			Concordia University	M.Ed			
Clements	Mahlah	0	Criswell College	BS	Teacher	7/30/2025	
Lauder	Grace	0	Northwest University	BA	Teacher	7/30/25	
Palacios	Michelle	0	Western Governors University	BA	Teacher	7/30/25	
Lacy	Anthony	0	Eastern New Mexico Univeristy	BS	Teacher	7/30/25	FYO during 2024-2025, returning for 2025-2026
Roberts	Theodore	0	Austin College	BA	Teacher	7/30/25	
Grayson	Latricia	21	Oklahoma City University	BM	Teacher	7/30/25	
Nigo	Nicholas	4	University of North Texas	BA	Teacher	7/30/25	
Tyler	Haley	0	Texas Tech University	BA	Teacher	7/30/2025	
McCray	Stephanie	5	Stephan F Austin	BA	Teacher	7/30/25	
Vranici	Vepra	6	University of North Texas	BS	Teacher		
			University of North Texas	M. ED			
Arevalo	Federeico	22	Le Tourneau University	BS	Teacher	7/30/25	
Campbell	Karen	11	University of North Texas	BS	Teacher	7/30/25	
Estrada	Omar	0	Grand Caynon University	BS	Teacher	7/30/25	
Martin	Ashlea	13	Texas Women's University	BS	Teacher	7/30/25	
Segars	Courtney	1	Baylor University	BA	Teacher	7/30/2025	
Gilmore	Elandra	3	University of Arkansas	BA	Teacher	7/30/25	
			Southern Methodist University	MS			
Reynolds	Jalen	0	East Central University	BS	Teacher/Coach	7/30/25	
			East Central University	MS			
Murray	Zoya	14	University of Texas at San Antonio	BA	Teacher	7/30/25	
Cole	Autrinetta	0	University of North Texas	BA	Teacher	7/30/2025	
Sahadi	Jennifer	8	Northwest State University	BA	Teacher	7/30/25	
Edwards	Alyssia	2	University of North Texas	BS	Teacher	7/30/2025	
Valentin	Nahmed	17	Lee University	BA	Teacher	7/30/25	

**July 2025
Professional New Hires List**

Last Name	First Name	Exp	College	Degree	Job Title	Effective Date	Notes
Cooper	Renisha	2	Bellevue University	BA	Teaher	7/30/2025	
Garcia	Alfredo	7	Kansas Wesleyan University	BA	Teacher	7/30/2025	
Marquez	Carolina	15	University of North Texas	BA	Teacher	7/30/2025	
Walker	Kaylin	3	Louisiana State University	BA	Teacher	7/30/2025	
Kim	Albert	2	University of Texas	BS	Teacher	7/30/25	
Phillips	Chloe	5	Texas State University	BS	Teacher	7/30/25	
Riley	Zachary	7	University of North Texas	BM	Teacher	7/21/2025	
Romo	Jamie	15	University of Central Oklahoma	BS	Teacher	7/30/25	
			East Central University	M.ED			
Bruce	Ellen	10	Southwestern Adventist University	BS	Teacher	7/30/2025	
Gamez	Beatriz	17	Mexico-Univ. Autonoma de San Luis Potosi	BS	Teacher	7/30/25	
Greske	Andrew	0	Texas A & M Univeristy	BM	Teacher	7/30/2025	
Rexwinkle	April	15	Emory University School of Medicine	Phd	Physical Therapist	7/30/2025	
Quiroz	Alba	11	Texas A&M University	MS	Teacher	7/30/2025	
Barr	Penni	6	East Texas A&M University	BS	Teacher	7/30/2025	
Fernandez	Arturo	0	Texas A & M Univeristy	BA	Teacher	7/30/2025	
Arita	Quensi	0	University of Houston	BA	Teacher	7/30/2025	
Clare	Leahlyn	11	Texas Tech University	BA	Teacher	7/30/2025	
Roffino Husley	Johanna	2	Excelsior College	BS	Teacher	7/30/25	
			Texas A&M Commerce	M.ED			
Rubio	Ramiro	0	University of North Texas	BS	Teacher	7/30/2025	FYO during 2024-2025, returning for 2025-2026
Fisher	Sasha	15	University of North Texas	BS	Teacher	7/30/25	
			Lamar University	M.ED			
Davis	Laci	0	University of Texas	BS	Teacher	7/30/25	
Voigt	Rachel	4	University of Texas Dallas	MS	Speech Language Pathologist	7/30/2025	
Farmer	Alexandra	0	Abilene Christian University	MS	Speech Language Pathologist	7/30/2025	
Holmes	Lashiela	0	Dallas County Community College	N/A	Teacher	7/30/25	CAPE INSTRUCTOR
Belshe	Jacob	10	University of Texas	BA		7/30/25	
Lambert	Jessica	0	University of North Texas	BS	Teacher/Coach	7/21/25	FYO during 2024-2025, returning for 2025-2026
Martinez	Joel	10	University of Texas	BS	Teacher	7/30/25	
Robinson	Bryson	1	Louisiana State University	BS	Teacher/Coach	7/21/25	
Sexton	Dawn	17	Dalls College	AA	School Nurse	7/30/2025	
Fields	Joan	15	Univeristy of North Texas	BA	Teacher	7/30/2025	
			Texas A & M	MA			
Miggins	Jimmy	0	University of Phoenix	BS	Teacher	7/30/25	
Anderson	Kathryn	5	Western Governors University	BA	Teacher	7/30/25	
Kohleriter	Brice	0	Stephan F Austin	BBA	Teacher	7/30/25	
Lewis	Kayleigh	0	The University of Alabama	BS	Teacher	7/30/25	
Tetter	Lonyai	2	Philander Smith College	BS	Teacher	7/30/2025	
Lankford	Caitlyn	1	Dallas County Community College	BAS	Teacher	7/30/25	
Nava	Emily	4	New York University	MS	Speech Language Pathologist	7/30/2025	
Powers	Sarah	9	Midwestern State University	BA	Teacher	7/30/25	
Bumpus	Luke	0	Lamar University	BS	Teacher/Coach	7/21/25	
King	Ryan	3	University of North Texas	BM	Teacher	7/21/25	
O'Neal	Larry	25	Northeastern State University	BA	Teacher	7/21/2025	FYO during 2024-2025, returning for 2025-2026
			East Texas A&M University	M.ED			
Sims	Brianna	0	East Texas A&M	BS	Teacher	7/21/25	

**July 2025
Professional New Hires List**

Last Name	First Name	Exp	College	Degree	Job Title	Effective Date	Notes
			East Texas A&M	MS			
Alves	John	5	Baylor University	BM	Teacher	7/25/2025	FYO during 2024-2025, returning for 2025-2026
Banuelos	Shirlye	0	University of Houseon	BA	Teacher	7/23/2025	
Bell	Darrian	0	Texas State University	BA	Teacher	7/30/25	FYO during 2024-2025, returning for 2025-2026
Chambers	Parker	3	University of Texas at Austin	BA	Teacher	7/30/25	
Hayes	Christopher	10	The University of Louisiana at Monroe	BA	Teacher	7/21/2025	
			West Virginia University	BS			
Johnson	Danny	21	Quinn Collage	BS	Teacher	7/30/25	
Miller	Destinee	0	University of Louisiana	BS	Teacher	7/30/2025	
Miller	Reginald	2	Stephan F Austin	BS	Teacher/Coach	7/24/25	
Villanueva	Freddy Alexander	3	University of NOrth Texas	BS	Teacher/Coach	7/24/25	
Berry	Tony	0	University of North Texas	BS	Teacher	7/30/25	
Clayton	Rezahn	0	University of Central Oklahoma	BS	Teacher	7/30/2025	FYO during 2024-2025, returning for 2025-2026
Herrmann	Gordon	0	University of Texas	BS	Teacher	7/30/25	
Isom	Tara	1	Jackson State University	BS	Teacher	7/30/25	
			Oklahoma State University	MS			
Nguyen	Liman	1	Southwestern Assembled of God	BS	Teacher	7/30/2025	FYO during 2024-2025, returning for 2025-2026
Nunez	Erik	0	University of Texas	BA	Teacher	7/30/25	
Seward	Samuel	0	Bacone College	BA	Teacher	7/30/25	
Will	Christopher	0	Upper Iowa University	BS	Teacher	7/30/25	
Williams	Erica	16	University of North Texas	BS	Teacher	7/30/2025	
Williams	Jaime	18	Texas Tech University	BS	Teacher	7/30/25	
Corbin	Shadiedra	2	Stephen F. Austin	BA	Teacher	7/30/2025	
Medrano	Lorena	2	Dallas College	AA	Teacher	7/30/2025	
Mills	Keely	10	University of Texas-Austin	BS	Teacher	7/30/2025	
			University of Texas-Austin	MA			
Quiroz Dubey	Juan Carlos	18	Mexico- Centro Univeristy ETAC	BS	Teacher	7/30/2025	
Jimenez	Andrew	2	Stephan F Austin	BS	Teacher	7/30/25	
Fernandez	Linda	0	Texas A & M International University	BS	Teacher	7/30/2025	
Gonzalez-Roldan	Angeles	0	Universidad Interamerica De Puerto Rico	BA	Teacher	7/30/2025	
Donjuan Rivera	Lizabeth	0	University of Texas Dallas	BA	Teacher	7/30/2025	
Rogers	Courtney	2	Stephen F. Austin	BS	Teacher	7/30/2025	
Maria	Salinas	20	University of Texas - Rio Grande	BBA	Teacher	7/30/25	
			Western Governors University	MA			
Ahmad	Marriam	4	Texas Women's University	MS	Speech Language Pathologist	7/30/2025	
Caracheo Flores	Jacqueline	0	University of North Texas	BS	Teacher	7/30/2025	
Rivas	Carmen	0	Texas Tech University	BS	Teacher	7/30/2025	
Thompson	Matthew	0	University of North Texas	BA	Teacher	7/30/2025	
Mendoza-Hernandez	Jennifer	0	University of North Texas	BAAS	Teacher	7/30/25	

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

Approved to Date: 289
Current: 20
Total: 309

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Abbett Elementary	Urrutia, Liane	Aide/Library	17 years/3 with GISD	Resignation/Not Working	5/28/2025
Armstrong Elementary	Atwater, Pamrun	Aide/SPED ALE	0 years with GISD	Resignation/Personal	5/28/2025
Bussey Middle School	Funk, Donna	Aide/SPED Facilitator Idea B	5 years with GISD	Resignation/Moving Out of State	5/28/2025
Cisneros Prekindergarten	Gonzalez Denis, Yudiksy	Aide/ESL Prekindergarten	1 year with GISD	Resignation/Personal	5/28/2025
Harris Hill	Batts, Janika	Secretary Executive Director	15 years/5 with GISD	Resignation/Professional Development	7/10/2025
Harris Hill	Hernandez, Alondra	Secretary SPED Student Information	2 years/1 with GISD	Resignation/Personal	6/30/2025
Harris Hill	Thomas, Bridget	Aide/Clinic Floater	9 years with GISD	Resignation/Moving Out of State	5/28/2025
Handley STEM Elementary	Tarango, Joeanna	Aide/Library	3 years with GISD	Resignation/Personal	5/28/2025
Herfurth Elementary	Ali, Sarah	Aide/Montessori	2 years with GISD	Resignation/Personal	5/28/2025
Keeley Elementary	Majeed, Areefa	Aide/SPED ABC Idea B	1 year with GISD	Resignation/Moving Out of State	5/28/2025
Keeley Elementary	Torres, Kizzma	Aide/SPED ABC	2 years with GISD	Resignation/Unsatisfied with Job	5/28/2025
Kimberlin Academy	Harper, Lori	Aide/Library	4 years with GISD	Other	5/28/2025
Naaman Forest High School	Cabezuela, Sylvia	Aide/SPED Facilitator	30 Years with GISD	Retirement/TRS	5/28/2025
Naaman Forest High School	Miller, Madison	Aide/SPED ALE Idea B	2 years with GISD	Resignation/Relocation	5/28/2025
North Garland High School	Robinson, Eryka	Aide/Office	3 years with GISD	Resignation/Other Texas School	5/28/2025
Parson's PreKindergarten	Garcia, Cleotilde	Aide/SPED ECSE Prekindergarten	3 years with GISD	Resignation/Personal	5/28/2025
Parson's PreKindergarten	Jackson, Geraldine	Aide/Prekindergarten SPED ECSE	1 year with GISD	Resignation/Other Texas School	5/28/2025
Shorehaven Elementary	Hossain, Sharmin	Aide/SPED ALE	2 years/1 with GISD	Resignation/Personal	5/28/2025
Valle Student Services Center	Mendoza, Maria	Enrollment Center Advisor	3 years with GISD	Other	8/22/2025
Williams Elementary	Beechum, Christina	Aide/SPED FBE	1 year with GISD	Resignation/Relocation	5/28/2025

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

Approved to Date: 761

Current: 111

Total: 872

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Abbett Elementary	Pence, Linzie	Teacher/2nd Gr.	12 years/6 with GISD	Resignation/Other Texas School	5/30/2025
Alternative Education Cetner	Horrice, Alfreda	Teacher/Math 7/8	16 years/3 with GISD	Resignation/Career Change	5/28/2025
Austin Academy	Brown, Rashawnda	Teacher/Science 6th	4 years with GISD	Resignation/Other Texas School	5/28/2025
Austin Academy	Coronado, Kristi	Instructional Coach Title 1	11 years/8 with GISD	Resignation/Professional Development	6/20/2025
Back Elementary	Greer, Shadia	Teacher/3rd Gr.	4 years/1 with GISD	Resignation/Relocation	5/28/2025
Bullock Elementary	Thekkottu, Neethu	Teacher/4th Gr.	1 year with GISD	Resignation/Personal	5/28/2025
Bussey Middle School	Berrones, Caroline	Teacher/Math 7/8	6 years with GISD	Resignation/Other Texas School	5/28/2025
Bussey Middle School	Dunham, Jordon	Teacher/Social Studies 7/8/Coach	2 years with GISD	Resignation/Other Texas School	5/30/2025
Bussey Middle School	Rivera, Terin	Teacher/Family Consumer Sciences MS	4 years/2 with GISD	Resignation/Other Texas School	5/28/2025
Caldwell Elementary	Reggans, Elizabeth	Teacher/ Elementary LPAC Lead	15 years/1 with GISD	Resignation/Other	5/28/2025
Caldwell Elementary	Vannicola, Kelli	Teacher/SPED ALE	4 years/2 with GISD	Resignation/Relocation	5/28/2025
Carver Elementary	Oviedo Alcaraz, Maria De Jesus	Teacher/Elementary LPAC Lead	17 years/1 with GISD	Other	5/28/2025
Carver Elementary	Muriel, Maria	Assistant Principal	13 years, 4 with GISD	Resignation/Moving Out of State	6/20/2025
Carver Elementary	Roland, Javaun	Teacher/5th Gr.	5 years/1 with GISD	Resignation/Professional Development	5/28/2025
Cisneros Prekindergarten	Crenshaw, Senia	Teacher/ESL	16 years/12 with GISD	Resignation/Other Texas School	5/28/2025
Classical Center at Brandenburg Middle School	Orris, Andrea	Teacher/Gymnastics Coach	2 years with GISD	Resignation/Other Texas School	5/30/2025
Classical Center at Vial Elementary	Lacy, Anthony	Teacher/3rd Gr.	1 Year with GISD	Resignation/Career Change	5/28/2025
Club Hill STEM Elementary	Toribio Lopez, Leila	Assistant Principal	15 years/9 with GISD	Resignation/Career Change	5/28/2025
Couch Collegiate Prep	Perry, Lisa	Teacher/Intervention Specialist Title 1	12 years/7 with GISD	Resignation/Other Texas School	5/28/2025
Couch Collegiate Prep	Washington, Valarie	Counselor	11 years/1 with GISD	Resignation/Other Texas School	5/28/2025
Coyle Technology Center	Knott, Justin	Teacher/Math	4 years with GISD	Resignation/Other Texas School	5/28/2025
Coyle Technology Center	Long, Larissa	Teacher/History 7/8	25 years/6 with GISD	Resignation/Other Texas School	5/28/2025
Coyle Technology Center	Stripling, Madison	Teacher/SPED ABC	10 years with GISD	Resignation/Other Texas School	5/28/2025
Coyle Technology Center	Walker, Oneyda	Diagnostician	24 years, 23 with GISD	Resignation/Relocation	6/2/2025
Daugherty Elementary	Hernandez, Celenne	Teacher/Intervention Specialist Title 1	20 years with GISD	Resignation/Other Texas School	5/28/2025
Daugherty Elementary	Kemp, Debra	Teacher/Instruction Support	23 years/11 with GISD	Resignation/Personal	6/2/2025
Dorsey Elementary	Gregory, Kimberly	Counselor	16 years/8 with GISD	Resignation/Other Texas School	5/28/2025
Ethridge Elementary	Orozco, Veronica	Teacher/Music	18 years/5 with GISD	Resignation/Other Texas School	5/28/2025
Garland High School	Avognon, Alain	Teacher/French	23 years/19 with GISD	Resignation/Other Texas School	5/28/2025
Garland High School	Dufrene, Brennan	Teacher/ESL	5 years with GISD	Resignation/Moving Out of State	5/28/2025
Garland High School	Genslinger, Karen	Campus Facilitator Idea B	35 years/17 with GISD	Retirement/TRS	9/19/2025
Garland High School	Habersham, Lisa	Teacher/Business Education	18 years/5 with GISD	Resignation/Health Reasons	5/28/2025
Garland High School	Villaman, Bonnibel	Teacher/Spanish	18 years/4 with GISD	Resignation/Other Texas School	5/28/2025
Garland High School	Wade, JaJuan	Teacher/Theater Arts	1 year with GISD	Resignation/Other Texas School	5/30/2025
Gilbreath-Reed Career & Technical Center	Runnels, Marissa	Teacher/Agriculture Science	10 years/4 with GISD	Resignation/Other Texas School	5/30/2025
GISD Employee Clinic	Adams, Christy	Health Clinic Manager	26 years/6 with GISD	End of Assignment	8/31/2025
Handley STEM Elementary	Jenkins, Keyana	Counselor	4 years with GISD	Resignation/Other Texas School	5/28/2025
Harris Hill	Barnard, Traci	SPED/In Home Parent Trainer	15 years/1 year with GISD	Resignation/Personal	6/2/2025

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

School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
Harris Hill	Chow, Felicia	Grants Budget Analyst Title 1	1 year with GISD	Resgination/Moving Out of State	7/31/2025
Harris Hill	Elder, Shelia	Teacher SPED Homebound	11 years/1 with GISD	Resignation/Other Texas School	5/28/2025
Harris Hill	Gicheru, Lina	Diagnostician PT	29 years with GISD	Other	6/2/2025
Harris Hill	Webb, Kimberly	Coordinator Accelerated Learning	30 years with GISD	Retirement/TRS	7/31/2025
Heather Glen Elementary	Johnson-Perkins, Karen	Teacher/3rd	24 years/2 with GISD	Resignation/Relocation	5/28/2025
Heather Glen Elementary	Templeton, Jason	Teacher/SPED CBSE	2 years with GISD	Resignation/Personal	5/28/2025
Herfurth Elementary	Neely Elenez, Karen	Teachers/Montessori Primary	3 years with GISD	Resignation/Other Texas School	5/28/2025
Hickman Elementary	Pediman, Jennifer	Teacher/Intervention Specialist Title 1	9 years/8 with GISD	Resignation/Other Texas School	5/28/2025
Hickman Elementary	Phan, Truc	Teacher/4th Gr. Bilingual Vietnamese	2 years with GISD	Resignation/Health Reasons	5/28/2025
Hillside Academy	Reyes, Andrew Ross	Teacher/3rd Gr.	4 years with GISD	Resignation/Health Reasons	5/28/2025
Hillside Academy	Sal, Nancy	Teacher/Bilingual 3rd Gr.	14 years/9 with GISD	Resignation/Other Texas School	5/28/2025
Houston Middle School	Morales Munoz, Cesar	Teacher/PE/Coach	7 years/3 with GISD	Resignation/Other Texas School	5/30/2025
Houston Middle School	Tete, Mary	Teacher/Reading 6	3 years with GISD	Resignation/Personal	5/28/2025
Hudson Middle School	Ramirez, Courtney	Teacher/Math 7/8	12 years with GISD	Resignation/Other Texas School	5/28/2025
Jackson Technology Center	Adams, Elyse	Teacher/Avid	15 years/5 with GISD	Resignation/Other Texas School	5/28/2025
Jackson Technology Center	Cooksey, Abbygail	Teacher/Math 7/8	4 years/3 with GISD	Resignation/Relocation	5/28/2025
Jackson Technology Center	Ducote, Nancy	Teacher/English 6	7 years/6 with GISD	Resignation/Other Texas School	5/28/2025
Jackson Technology Center	King, Mitcheeko	Teacher/Science 6th	5 years with GISD	Resign/Relocation	5/28/2025
Jackson Technology Center	White, Christie	Counselor	26 years/2 with GISD	Retirement/TRS	6/2/2025
Keeley Elementary	McMurphy, Elizabeth	Teacher/Art	22 years with GISD	Resignation/Other Texas School	5/28/2025
Kimberlin Academy for Excellence	Hale, Stacy	Teacher/RTI Specialist	31 years/28 with GISD	Other	5/28/2025
Kimberlin Academy for Excellence	McKee, Rebecca	Librarian	24 years/13 with GISD	Resignation/Not Working	5/28/2025
Lakeview Centennial High School	Davis, Ryan	Teacher/Social Studies	11 years/1 with GISD	Resignation/Other Texas School	5/28/2025
Lakeview Centennial High School	Jason, Perry	Teacher/Business/Coach	23 years/2 with GISD	Resignation/Personal	6/2/2025
Lakeview Centennial High School	Redd, Shawn	Teacher/Avid.Coach	8 years/1 with GISD	Resignation/Other Texas School	6/2/2025
Lakeview Centennial High School	Ruiz, Charlie	Teacher/Science Planetarium	18 years/7 with GISD	Resignation/Other Texas School	6/2/2025
Lakeview Centennial High School	Spaeth, Stephanie	Instructional Coach 1:1	8 years/7 with GISD	Resignation/Other Texas School	6/2/2025
Liberty Grove Elementary	McDonough, Kathleen	Teacher/2nd Gr.	19 years/3 with GISD	Resignation/Other Texas School	5/28/2025
Lyles Collegiate Intermediate	Hahn, Theresa	Teacher/SPED Resources	13 years/7 with GISD	Resignation/Moving Out of State	5/28/2025
Lyles Collegiate Intermediate	Uduebor, Lovett	Teacher/Social Studies 7/8	9 years/5 with GISD	Resignation/Other Texas School	5/28/2025
Naaman Forest High School	Faris, Scott	Teacher/Marketing/Coach	19 Years/17 with GISD	Resignation/Other Texas School	6/2/2025
Naaman Forest High School	Garcia, Dakota	Teacher/Science	5 years/4 with GISD	Resignation/Personal	5/28/2025
Naaman Forest High School	Mugrage, Brandon	Teacher/Social Studies/Coach	11 years/1 with GISD	Resignation/Other Texas School	6/2/2025
Naaman Forest High School	Tran, Thanh	Teacher/Chemistry	19 years/3 with GISD	Resgination/Personal	5/28/2025
North Garland High School	Boyd, James	Teacher/Avid/Coach	9 years with GISD	Resignation/Other Texas School	6/2/2025
North Garland High School	Brooks, Christine	Teacher/Social Studies/Coach	1 year with GISD	Resignation/Relocation	6/2/2025
North Garland High School	Climer, Lara	Teacher/Health Care Science Prep	12 years/4 with GISD	Resignation/Moving Out of State	5/30/2025
North Garland High School	Fischer, Brandi	Teacher/English	15 years/2 with GISD	Resignation/Relocation	5/28/2025
North Garland High School	Gibson, Nancy	Teacher/Tech Theater Director	35 years with GISD	Retirement/TRS	5/30/2025
North Garland High School	Ramirez, Nelsy Equihua	Teacher/Science	8 years with GISD	Resignation/Other Texas School	5/28/2025
North Garland High School	Spindle, Sharon	Teacher/Health Care Technology	5 years/1 with GISD	Resignation/Personal	5/28/2025

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

School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
North Garland High School	Taylor, Cassandra	Teacher/English	36 years/2 with GISD	Resignation/Other Texas School	5/28/2025
North Garland High School	Walters, Roderick	Teacher/PE/Coach	12 years/4 with GISD	Resignation/Other Texas School	6/2/2025
O'Banion Middle School	Walls, Tyvette	Teacher/PE/Coach	13 Years with GISD	Resignation/Personal	5/30/2025
Pearson Elementary	Sponsel, Sarah	Teacher/Instructional Support	21 years/2 with GISD	Resignation/Personal	6/2/2025
Rowlett High School	Chaney, Paul	Teacher/Science	3 years with GISD	Resignation/Career Change	5/28/2025
Rowlett High School	Kent, Kristen	Teacher/Intervention Specialist Title 1	14 years with GISD	Resignation/Other Texas School	5/28/2025
Rowlett High School	Merriman, Tracy	Teacher/Mathematics	20 years/11 with GISD	Retirement/TRS	5/28/2025
Rowlett High School	Montgomery, Jennifer	Assistant Principal	19 years/18 with GISD	Resignation/Other Texas School	6/30/2025
Sachse High School	Crozier, Jeremy	Teacher/Assistant Choir Director	20 years/1 with GISD	Resignation/Unsatisfied with Job	5/28/2025
Sachse High School	Hendrixson, Johnathan	Teacher/Social Studies/Coach	10 years/3 with GISD	Resignation/Other Texas School	6/2/2025
Sachse High School	Ryan, Bret	Teacher/Assistant Band Director	5 years/2 with GISD	Resignation/Other Texas School	6/2/2025
Sachse High School	Swanson, Daxton	Teacher/Avid/Coach	7 years/4 with GISD	Resignation/Other Texas School	6/2/2025
Sachse High School	Vamvakas, Peter	Teacher/Technology/Webmastering/Coach	9 years with GISD	Resignation/Other Texas School	6/2/2025
Schrade Middle School	Davis, Sheri	Teacher/Computer Literacy	7 years/3 with GISD	Resignation/Career Change	5/28/2025
Schrade Middle School	Fox, Amber	Teacher/Math 7/8	11 years/2 with GISD	Resignation/Relocation	5/28/2025
Schrade Middle School	Johnson, ShaDarrion	Teacher/Dyslexia	5 years/3 with GISD	Resignation/Career Change	5/28/2025
Sellers Middle School	Bermudez-Torrens, Mayra	Teacher/Math Interventionist Title 1	16 years/1 with GISD	Resignation/Other Texas School	5/28/2025
Sellers Middle School	Chitman, Arthur	Teacher/PE/Coach	8 years with GISD	Resignation/Other Texas School	5/30/2025
Sellers Middle School	Ellis, Jackie	Counselor	21 years/20 with GISD	Other	6/2/2025
Sellers Middle School	White, Wanda	Instructional Coach Title 1	35 years/17 with GISD	Resignation/Reduction In Force	6/20/2025
Sewell Elementary	Bush, Maryanne	Teachers/SPED CBSE Idea B	2 years with GISD	Resignation/Other Texas School	5/28/2025
Sewell Elementary	Womack, Kendi	Campus Administrative Intern	7 years/3 with GISD	Resignation/Other Texas School	6/2/2025
South Garland High School	Coleman-Price, Zakkiiyyak	Counselor	18 years/2 with GISD	Resignation/Other Texas School	6/2/2025
South Garland High School	Gathman, Emily	Instructional Coach 1:1	25 years/16 with GISD	Resignation/Reduction In Force	6/2/2025
South Garland High School	Gipson, Thomas	Teacher/PE/Coach	15 years/4 with GISD	Resignation/Career Change	6/2/2025
South Garland High School	Lawrence, Daniel	Diagnostician	17 years/11 with GISD	Resignation/Other Texas School	6/2/2025
South Garland High School	Wheeler, Ronald	Teacher/Art/Coach	3 years with GISD	Resignation/Other Texas School	6/2/2025
Webb Middle School	Easterling, Jennifer	Instructional Coach Title One	15 years/3 with GISD	Resignation/Other	6/20/2025
Webb Middle School	Leejay, Carla	Assistant Principal	18 years/5 with GISD	Resignation/Career Change	6/27/2025
Webb Middle School	Moore, Reni	Teacher/Spanish	11 years/2 with GISD	Resignation/Other Texas School	5/28/2025
Webb Middle School	Sanchez Fernandez, Ricardo	Assistant Principal	8 years with GISD	Expiration Employment Authorization	7/11/2025
Webb Middle School	Smith, Bobbie	Teacher/English 6	4 years with GISD	Resignation/Other Texas School	5/28/2025



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Mechelle Hogan, Board Services Manager

Subject: Consider Approval of Delegate and Alternate to the 2025 Texas Association of School Boards (TASB) Delegate Assembly

Action Item

Executive Summary:

TASB's 2025 Delegate Assembly will be held Sept. 13, 2025, during txEDCON25 in Houston. Attending Delegate Assembly gives the board the chance to participate in the democratic process that governs TASB. Delegates will elect TASB officers and directors, vote on TASB's Advocacy Agenda, have the opportunity to interact with other board members in our region, and earn continuing education training credit.

President Beach recommends the appointment of Trustee Robert Selders as Delegate and Trustee Daphne Stanley as alternate.

Administrative Recommendations:

Approve President Beach's recommendation to appoint the 2025-2026 TASB Delegate (Trustee Robert Selders Jr) and Alternate (Trustee Daphne Stanley) to represent Garland ISD at the 2025 TASB Delegate Assembly.

Recommended Motion for Action Items:

I move to approve Trustee Robert Selders Jr as the Official Voting Delegate and Trustee Daphne Stanley as the Alternate to the 2025 TASB Delegate Assembly.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Mechelle Hogan, Board Services Manager

Subject: Consideration and Possible Action to Approve Endorsement of Richardson
ISD Trustee Regina Harris for Region 10, Position B, on the TASB Board of
Directors

Action Item

Executive Summary:

The Board of Trustees will consider the recommendation to approve the endorsement of Richardson ISD Trustee Regina Harris for Region 10 Position B, on the TASB Board Directors.

Administrative Recommendations:

Approve Regina Harris's endorsement form to be submitted to TASB prior to the submission deadline, August 1, 2025.

Recommended Motion for Action Items:

I move to approve the endorsement of Richardson ISD Trustee Regina Harris for the TASB Region 10, Position B Board of Director's Seat.

Financial Impact and Funding Source:

N/A

Dear President Beach and esteemed Board Members,

I hope this email finds you well and enjoying the first weeks of summer and staying cool in the heat!

I am writing to respectfully request your endorsement for my nomination to serve on the Texas Association of School Boards (TASB) Board of Directors, Position B. As I begin my third term on the Richardson ISD Board of Trustees, I bring a unique combination of educational passion, proven leadership, and unwavering commitment to public education that would serve Region 10 and the state of Texas with distinction.

My commitment to Richardson ISD spans over 16 years of dedicated service in various capacities. I was recently re-elected (unopposed) to my third term as a RISD Board of Trustees, during my tenure as a Trustee I have served as Board Secretary, Vice-President, President, and TASB Delegate.

My volunteer commitment spans 10+ years prior to my board service. I have served multiple roles on various PTAs from PTA Member to President as well as served on the Richardson ISD Council of PTAs Executive Board. I have served as Parent Liaison on the Strategic Planning Committee's Community Engagement Action Team and Diversity, Equity, Inclusion Committee and District of Innovation Team.

During my tenure as Board President, I demonstrated exceptional leadership during challenging times:

- Successfully guided the district through the COVID-19 pandemic, implementing comprehensive protocols that balanced educational continuity with health and safety.
- Managed sensitive superintendent transitions while maintaining community confidence and district stability.
- Utilized my personality style strengths in collaboration, support, and enthusiasm to build consensus among diverse stakeholders.

If selected to serve on the TASB Board, I am committed to:

- **Advocacy for Educational Equity:** Leveraging my professional EEO expertise to advance policies that ensure all Texas students have access to high-quality education
- **Regional Representation:** Drawing from my deep understanding of diverse community needs to effectively represent Region 10's varied educational landscapes
- **Collaborative Leadership:** Applying my proven ability to build consensus and foster productive relationships among stakeholders with different perspectives
- **Innovation and Technology:** Utilizing my extensive technology background to help TASB navigate the evolving digital education landscape
- **Student-Centered Focus:** Ensuring that all policy discussions and strategic initiatives are evaluated through the lens of student achievement and well-being

I have been an engaged participant in TASB grassroots meetings and regional school board association gatherings, consistently contributing to policy discussions while building valuable relationships with education leaders across the state. This involvement has deepened my understanding of statewide educational challenges and strengthened my advocacy skills.

My unique combination of lived experience, professional expertise, and passionate commitment to educational equity positions me to be an effective advocate for Region 10 on the TASB Board, I bring a comprehensive, multi-generational perspective to educational governance.

My proven ability to navigate complex challenges from managing superintendent transitions to implementing pandemic responses demonstrates the steady, thoughtful leadership required for state-level service. My professional background in technology and EEO compliance provides specialized expertise that would enhance TASB's capacity to address contemporary educational challenges.

My professional background as an Equal Employment Opportunity specialist, combined with 13+ years of experience at a technology company, brings specialized skills in equity, compliance, technology integration, and complex project management and demonstrates my commitment to continuous professional development and my ability to navigate complex interpersonal and organizational challenges with fairness and skill. These competencies are increasingly vital in today's educational landscape.

I am fully prepared to commit the time, energy, and dedication required to serve effectively as a TASB Director, and I am confident that my unique combination of experiences and skills would allow me to represent Region 10 well while contributing meaningfully to TASB's vital work on behalf of all Texas students.

Thank you for your consideration of my candidacy.

Respectfully submitted,

Regina Harris

RISD Board of Trustees, District 4

regina.harris@risd.org



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Carmen Blakey, Director of Career & Technical Education

Subject: Instruction Waiver: 2024-25 Pregnancy Related Services Compensatory Education Home Instruction

Action Item

Executive Summary:

Compensatory Education Home Instruction (CEHI) is a mandatory component of the Pregnancy-Related Services offered to students needing specific support in Garland ISD. Under the Student Attendance Accounting Handbook, CEHI provides academic services to a student with a medical necessity for confinement during the pregnancy, prenatal, or postpartum periods that would prevent the student from attending their regularly scheduled classes at home. The Career and Technology department seeks approval to continue to apply for our three-year waiver to continue to offer CEHI on a district's campus. In compliance with the waiver, small groups of students will be limited to four students, and transportation will be provided.

The following documents are attached to this memorandum:

1. CEHI Final Report for 2024-25
2. CEHI Evaluation for 2024-25

Following the approval of the waiver, the Career and Technical Education Department will submit the appropriate paperwork to the Texas Education Agency for a three-year CEHI waiver.

Administrative Recommendations:

Action item

Financial Impact and Funding Source:

N/A

**Evaluation of
Compensatory Education Home Instruction
2024-2025**

Compensatory Education Home Instruction (CEHI) is a required service for districts that offer a Pregnancy Related Services (PRS) program. CEHI provides academic services to the student at home when a pregnancy prevents the student from attending school and during the postpartum period. CEHI must consist of eye to eye contact with a certified teacher.

Due to the caseload of students needing home instruction during the 1995-1996 school year and subsequent years and one teacher providing this service, a waiver was requested. This waiver includes the provision for home instruction to be provided for students and their infants at the GISD Infant Center. Home Instruction at the student's home or hospital has continued to be available when medically indicated.

This waiver has enhanced opportunities for the one home instruction teacher to serve more students at one time. Student achievement and academic success has increased for these at risk students. CEHI has greatly improved student attendance.

For the school year 2024-2025 the numbers for the CEHI component of the Pregnancy Related Services program are given below:

Number of students served: 20

Number of attendance days saved: 377

Number of students served at home for prenatal confinement (bedrest): 2

Number of students served during prenatal confinement at the Infant Center: 0

Number of students served in a medical facility: 0

Number of students using the New Horizons bus for transportation to CEHI: 5

Number of students served at the Infant Center CEHI classroom: 20

CEHI Final Report

To: Dr. Sandra Thompson, Coordinator of New Horizons and FCS

From: Leigh Ann Cagle, Compensatory Education Home Instruction

Date: May 23, 2025

Re: Compensatory Education Home Instruction 2024-2025

Attached please find the CEHI Final Report for the school year 2024-2025. The report reflects that students were served resulting in **377** days of attendance saved. The average day a student was served by CEHI was 15 days.

School	Students	Attendance Days Saved
GHS	1	27
SGHS	7	117
NGHS	0	0
LCHS	0	0
MPA	MPA was moved from being a campus to being a program. Students that attended MPA were counted on their home campus.	
NFHS	6	121
RHS	1	30
SHS	4	63
Middle Schools	1	19
Totals	20	377



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Dr. Babetta Hemphill, Executive Director of Student Services & School Choice
Mrs. Zela Daniel, Outreach Coordinator for the Enrollment Center Clinic

Subject: Memorandum of Understanding with the Dallas County Health and Human Services

Action Item

Executive Summary:

Our partnership with the Garland Public Health Department commenced on July 29, 2024, with the signing of the previous Memorandum of Understanding (MOU).

This collaboration has enhanced the health status of students in the tri-cities by providing vaccinations to any Texas Vaccine for Children Program (TVFC) eligible PK-12th grade student whose parents or legal guardians have signed the required written consent. Our partnership ensures that students are eligible to attend school and receive an education. From July 29, 2024, to June 12, 2025, a total of:

- \$637,777.83 has been saved by GISD families
- 9,436 vaccine doses were administered
- 3,614 students were vaccinated and were able to begin or continue their education.

The Student Services Clinic and the DCHHS are excited to collaborate on improving the health status of our community. We seek approval of the MOU for a one-year term, with the option to renew annually.

Administrative Recommendations:

The Administration recommends approval of the MOU, which provides significant benefits to our students and staff.

Recommended Motion for Action Items:

Move to approve the MOU with Dallas County Health and Human Services.



BOARD OF TRUSTEES AGENDA

Financial Impact and Funding Source:

Vaccines are received at no cost to the District

Provider Agreement
Between
Dallas County Health and Human Services,
AND
Garland Independent School District

This Agreement is made and entered into by and between Dallas County Health and Human Services (DCHHS), hereinafter referred to as “DCHHS,” and the Garland Independent School District, hereinafter referred to as GISD.

BACKGROUND AND MISSION

The DCHHS Garland Public Health Clinic, as part of the Department of State Health Services Immunization Unit, is charged with eliminating the spread of vaccine-preventable diseases by increasing vaccine coverage for Texans, raising awareness of the diseases that vaccines prevent, and educating the public about vaccine safety.

Garland ISD exists as a diverse community that serves to provide an exceptional education to all its students.

This collaborative program is intended to enhance the health status of students in the tri-cities communities by providing immunizations/vaccinations to any eligible Texas Vaccine for Children Program (TVFC) eligible PK-12th grade, whose parents or legal guardians has signed the required written consent. Thus, supporting their academic achievement. This Provider Agreement effectively supports the educational mission and the public health mission.

Purpose

This agreement serves as the operating agreement between the parties for the purpose of providing on-site immunization services at the GISD Student Services Center to GISD students. The parties agree that this Provider Agreement is intended to ensure the parties agreement and common understanding of regulatory guidance and policies, to support coordination and integration efforts of DCHHS and GISD.

Agreement

Accordingly, DCHHS and GISD agree as follows:

1. This agreement shall become effective on July 29, 2025, for a 1-year term with an option to renew each year or until terminated by either party upon thirty (30) days' written notice.

2. Garland ISD will provide collaboration, support and services as outlined in Scope of Responsibility of this Agreement.
3. DCHHS will provide medical providers, standing orders, and emergency orders to comply with TVFC and Immtrac2 programs.
4. Utilization of the name or logo of DCHHS or information related to electronic format, or other media shall be subject to any guidelines set forth by DCHHS and to its prior written approval. Upon request, GARLAND ISD will provide DCHHS with copies of all media, print or electronic reports on the immunization program in GARLAND ISD schools and copies of promotional materials.
5. The services to be provided through DCHHS in GARLAND ISD schools will include childhood immunizations and childhood immunization education to students 3 years of age – 18 years of age by assisting with the delivery of immunizations at no charge to Texas Vaccine for Children Program (TVFC) eligible children. TVFC is a federally funded program, and eligibility includes children who are uninsured, under-insured, Medicaid eligible, native American, native Alaskan, or Native Hawaiian/Pacific Islander.

Scope of Responsibility

1. DCHHS agrees to:
 - a. Provide parental/guardian immunization consent form duplication, distributed by Garland ISD.
 - b. Provide Current Standing Delegation orders and review them annually.
 - c. Be the designated location where vaccines will be transferred in case of emergency. (Garland Immunization Clinic location)
 - d. Provide training on immunizations as needed.
 - e. Provide additional staffing to partner and deliver immunizations for large event groups.
2. Garland ISD agrees to:
 - a. Train personnel to screen immunizations per Advisory Committee on Immunization Practices and Texas State requirements.
 - b. Establish “Garland ISD Student Services Clinic” as an approved vaccine storage site by the State of Texas.
 - c. Have two staff members trained to serve as vaccine coordinator and backup vaccine coordinator.
 - d. Provide a separate refrigerator and freezer, which will only be used to store vaccines.
 - e. Provide digital dataloggers for temperature monitoring and complete daily temperature logging.
 - f. Provide Immunization data entry services into the statewide Immtrac 2 system.

3. Compensation: No cost shall be owed to DCHHS by GARLAND ISD or by the students and families served under this Agreement. No cost shall be owed to GARLAND ISD by DCHHS under this Agreement.
4. Compliance with the GARLAND ISD's Policies and Procedures: In performance of or in connection with the services to be performed by DCHHS pursuant to the agreement, DCHHS agrees to comply with all policies of the GARLAND ISD governing operation of the school district, including, but not limited to, all solicitation and distribution policies and all administrative, clinical and safety policies as set forth in all of the GARLAND ISD's policy and procedure manuals. DCHHS shall require all health care professionals, agents and volunteers, if any, to abide by such policies. If the GARLAND ISD determines that a person, whether it is DCHHS health care professionals, agents, or volunteer, is failing to abide by or uphold such policies, rules, and regulations, the GARLAND ISD shall be authorized to require the person to immediately cease performing any of the services described in Paragraph 1e above without the GARLAND ISD being in breach of this Agreement.
5. Vaccines: Garland ISD Student Services Clinic will serve as the Vaccine storage site.
6. Relationship between the Parties: It is expressly understood that in the performances of the services herein, DCHHS and the health care professionals, agents and volunteers thereof, shall act in an independent capacity and not as officers, employees or agents of the GARLAND ISD.
7. Execution and Modification: The Agreement is binding only when signed by both parties.
8. Any modifications or amendments must be in writing and signed by both parties.
9. Assignment: This Agreement, with the rights and privileges it creates, is assignable only with the written consent of both parties.
10. Force Majeure: Each party shall be excused from any breach of the Agreement which is
 - a. proximately caused by government regulation, war, strike, act of God, or other similar
 - b. circumstance normally deemed outside the control of well-managed businesses.
11. Under HIPAA and the Uniform Health Care Information Act, DCHHS and contracting healthcare organizations are permitted to disclose the following without specific parental consent: Personal health information related to a child's immunization status might be provided to other health care providers.

12. Comply with the Health Insurance and Portability and Accountability act of 1996 (HIPPA) Privacy rules to protect personal health information in medical records. Immunization records are specifically exempted from HIPPA privacy regulations.
13. Comply with the family and Education Rights and Privacy Act (FERPA), Distinguishing education records from Health Records.
14. Maintenance of Records: Garland ISD shall maintain such records, and documents and provide such information to the DCHHS and to such other state and federal agencies as may be required for GARLAND ISD's compliance with state and federal regulations and statutory provisions. Such records shall be retained for a period of at least five (5) years.
15. GARLAND ISD shall, at its own expense, comply with applicable statutes, ordinances, administrative orders, rules or regulations relating to its activities and performance under this Agreement as the primary collaboration party in GARLAND ISD schools and shall procure all licenses and pay all fees and other charges required thereby.

Professional Liability

1. The Parties shall each be responsible for their respective acts or omissions in the performance of medical services under this Provider Agreement and neither party shall incur any liability for the performance of the other party. Garland Independent School District affirms that it carries a professional liability insurance policy as required by law in sufficient amounts to cover any personal injury or loss that may occur through the provision of services by its nursing staff under this Provider Agreement. DCHHS affirms that it is self-insured against any liability in levels and amounts as required by law for any DCHHS staff providing services under this Provider Agreement.

Scope of Agreement

1. This Provider Agreement incorporates all the agreements, covenants and understandings between the Parties hereto concerning the subject matter hereof, and all such covenants, agreements and understandings have been merged into this Provider Agreement.
2. This Agreement constitutes the entire agreement between the parties with respect to the subject matter. This Agreement is intended by the parties as the complete and exclusive statement of the terms of this Agreement. No amendment, modification, alteration, waiver or discharge of any provision of this Agreement will be valid unless in writing and signed by both parties.

If you are in agreement with the foregoing, please execute this Agreement in the space provided below.

**Dallas County Health and Human Services/
Garland Public Health Clinic**

 _____ Date: 4/23/2025

Philip Huang, MD, MPH
Director/Health Authority

Garland Independent School District

_____ Date _____

Dr. Ida Perales
Chief Leadership Officer



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Ramona Morin, Ed.D., Director of Family and Community Engagement
Lakisha Culpepper Ed.D., Community Liaison

Subject: Consider Approval of Resolution for Event at the Curtis Culwell

Action Item

Executive Summary:

The Noon Exchange Club of Garland has requested the use of the Curtis Culwell Center for The Children's Christmas Party. In order for the Curtis Culwell Center to be used for the event without charge, the Board of Trustees must determine that the use serves the District's public purpose. This resolution serves as a finding of the public purpose and allows the administration to determine necessary controls to ensure the public purpose is carried out.

The event will be held on Wednesday, December 3, 2025, from 11:00 am to 1:00 pm.

Administrative Recommendations:

Approval of the Resolution.

Recommended Motion for Action Items:

Financial Impact and Funding Source:

\$3,225.00

Resolution

WHEREAS, the Noon Exchange Club of Garland desires to use the Curtis Culwell Center for the Noon Exchange Club Children’s Christmas Party designed to provide underprivileged Elementary students with Christmas gifts.

WHEREAS, the use of the Curtis Culwell Center for the Noon Exchange Club Children’s Christmas Party will assist District students with Christmas gifts and a party, providing them with entertainment and gifts that will enhance their Christmas experience; and

WHEREAS, the Board of Trustees of the Garland Independent School District finds that such expenditures will serve the District’s public purposes of facilitating District students’ education, well-being, and fostering good relationships with the Garland Independent School District community to engender and encourage support within the community for the District’s mission; and

WHEREAS, the Board of Trustees further finds that the District will receive an adequate return for such expenditure and that such expenditure is necessary for the conduct of the public schools of the District;

NOW THEREFORE BE IT RESOLVED BY T H E BOARD OF TRUSTEES that the Superintendent of Schools of the District or his designee is hereby authorized to allow the Noon Exchange Club of Garland to use the Curtis Culwell Center without charge and to create documentation providing the exact terms of the use.

BE IT FURTHER RESOLVED that the Board of Trustees waives the fee requirements for use of the Curtis Culwell Center for the limited purposes outlined herein.

BE IT FURTHER RESOLVED, that the predominant purpose of the expenditure related to the Christmas event is to accomplish a public purpose, not to benefit private parties, and the District shall retain sufficient control over any expenditure to ensure the public purpose is accomplished.

PASSED AND ADOPTED this _____.

President
Board of Trustees

ATTEST:

Secretary
Board of Trustees



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

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

Subject: Consider Approval of the 2025-2026 T-TESS Calendar

Action Item

Executive Summary:

We are requesting Board Approval of the 2025-2026 T-TESS Calendar.

Administrative Recommendations:

Administration recommends approval.

Recommended Motion for Action Items:

Move to approve the 2025-2026 T-TESS Calendar.

Financial Impact and Funding Source:

N/A

Garland ISD 2025-2026
T-TESS Appraisal Calendar
 Board Policy DNA (LEGAL)

The Appraisal Period for each teacher shall include all of the days of each teacher’s contract. The Formal Observations during the Appraisal Period for each teacher shall be conducted during the required days of instruction for students during the 2025-2026 school year subject to this Appraisal Calendar.

NOTE: No Formal Observations of a teacher shall be conducted on a day when that teacher is involved in district or state required testing or the day before a student holiday. Additionally, no formal observations in the two weeks following the day of completion of the T-TESS Orientation.

Goal-Setting and Professional Development Plan: The Goal-Setting and Professional Development Plan conference shall be held prior to the teacher submitting the plan to the teacher’s appraiser. A completed and appraiser-approved Goal-Setting and Professional Development Plan shall be submitted no later than six weeks after Orientation.

Month	2025-26 Dates	Information
July/August 2025	July 30-Aug 8 August 11 August 11-22 August 25 August 29	-TTESS Orientation Refresher for all teachers -First Instructional Day -First 2 weeks of school - excluded from formal observations -First day of formal observations of teachers -No Formal Observations of teachers (Labor Day Sept.1, 2025)
September 2025	NA	NA
October 2025	October 10	-No Formal Observations (Fall Break Oct 13-17, 2025)
November 2025	November 3 November 21	-No Formal Observations (Student Holiday, Nov. 4, 2025) -No Formal Observations (Thanksgiving Break Nov. 24-28, 2025)
December 2025	December 19	-No Formal Observations (Winter Break Dec. 22, 2025 - Jan. 2, 2026)
January 2026	January 16	-No Formal Observations (MLK Day Jan. 19, 2026)
February 2026	February 13	-No Formal Observations (Student Holiday, Feb. 16, 2026)
March 2026	March 13	-No Formal Observations (Spring Break March 16-20, 2026)
April 2026	April 2	-No Formal Observations (Student/Staff Holiday April 3, 2026)
May 2026	May 8 May 22	-Last Day for Summative Annual Conferences with Teachers -Last Day of Class for Students



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Arturo Valenzuela, Executive Director of Finance

Subject: Discussion and Consideration of a Resolution Expressing Intent to Redeem the 2016 Bonds for Garland Independent School District

Action Item

Executive Summary:

Shown is a resolution providing for the redemption of certain outstanding Garland Independent School District Unlimited Tax School Building, Series 2016; and resolving other matters incident and related to the redemption of such bonds.

The principal amount to redeem will be \$ 30,000,000 out of the interest and sinking fund and the future interest savings for these redemptions will be \$ 6,332,538, we believe making this early payment on debt will produce benefits on the long term by allowing GISD to be a stronger financial position.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to adopt a resolution providing for the redemption of certain outstanding obligations designated as “Garland Independent School District Unlimited Tax School Building Bonds, Series 2016”.

Financial Impact and Funding Source:

A payment of \$ 30,000,000 and accompanying interest for the redemption of bonds to be paid out to the Interest and Sinking (I&S) Fund.

A RESOLUTION providing for the redemption of certain outstanding Garland Independent School District Unlimited Tax School Building Bonds, Series 2016; and resolving other matters incident and related to the redemption of such bonds.

WHEREAS, pursuant to an order passed and adopted by the Board of Trustees of the Garland Independent School District (the "District") the following described bonds were duly authorized to be issued and are currently outstanding, to wit: "Garland Independent School District Unlimited Tax School Building Bonds, Series 2016," dated October 15, 2016; and

WHEREAS, the Board of Trustees hereby finds and determines a portion of such bonds should be redeemed prior to their maturity in the manner hereinafter provided and in accordance with the requirements prescribed therefor and a notice of redemption of such bonds should be approved and authorized to be given at this time by the Board of Trustees; now, therefore,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE GARLAND INDEPENDENT SCHOOL DISTRICT:

SECTION 1: SECTION 1: A portion of the outstanding bonds of that series designated "Garland Independent School District Unlimited Tax School Building Bonds, Series 2016," dated October 15, 2016, scheduled to mature on February 15 in the years 2029 through 2032, inclusive, as identified in the Notice of Redemption attached as **Exhibit A** hereto (the "Refunded Bonds"), and aggregating in principal amount of \$30,000,000 (the "Redemption Amount"), shall be redeemed and the same are hereby called for redemption on August 27, 2025 (the "Redemption Date"), at the price of par plus accrued interest to the date of redemption (the "Redemption Price").

The Secretary of the Board of Trustees is hereby authorized and directed to file a copy of this Resolution, together with a suggested form of notice of redemption to be sent to bondholders, with U.S. Bank Trust Company, National Association, the paying agent/registrars for such Refunded Bonds, or its successors or assigns, in accordance with the redemption provisions applicable to such Refunded Bonds; such suggested form of notice of redemption being attached hereto as **Exhibit A** and incorporated herein by reference as a part of this Resolution for all purposes.

SECTION 2: The Secretary of the Board of Trustees is hereby authorized and directed to make all arrangements necessary to notify the holders of such Refunded Bonds of the District's decision to redeem such Refunded Bonds on the date and in the manner herein provided and in accordance with the order authorizing the issuance thereof and the related pricing certificate and this Resolution.

SECTION 3: It is officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Texas Government Code, Chapter 551, as amended.

SECTION 4: This Resolution shall be in force and effect from and after its passage on the date shown below.

PASSED AND ADOPTED, this July 22, 2025.

GARLAND INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(District Seal)

EXHIBIT A

NOTICE OF REDEMPTION
GARLAND INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING BONDS, SERIES 2016
DATED OCTOBER 15, 2016

NOTICE IS HEREBY GIVEN that a portion of the outstanding bonds of the above series maturing on February 15 in the years 2029 through 2032, and aggregating in principal amount of \$30,000,000, have been called for redemption on August 27, 2025, at the redemption price of par and accrued interest to the date of redemption, such bonds being identified as follows:

<u>Year of Maturity</u>	<u>Principal Amount Outstanding</u>	<u>Principal Amount Being Redeemed</u>	<u>Principal Amount To Remain Outstanding</u>	<u>CUSIP Number</u>
2029	\$7,350,000	\$7,025,000	\$325,000	
2030	\$7,730,000	\$7,730,000	\$-0-	
2031	\$8,080,000	\$8,080,000	\$-0-	
2032	\$7,165,000	\$7,165,000	\$-0-	

A lot selection resulting in a pro rata selection among the outstanding maturities of the bonds has been made and your Bond has been selected for redemption. The above described bonds shall become due and payable on August 27, 2025, and interest thereon shall cease to accrue from and after said redemption date. Payment of the redemption price of said bonds shall be paid to the registered owners of the bonds only upon presentation and surrender of such bonds to U.S. Bank Trust Company, National Association at its designated offices at the following address: U.S. Bank Trust Company, National Association at its designated offices at the following address: 111 Fillmore Avenue East, St. Paul, Minnesota 55107-1402, Attention: Bond Operations.

THIS NOTICE is issued and given pursuant to the terms and conditions prescribed for the redemption of said bonds and pursuant to an order by the Board of Trustees of the Garland Independent School District.

U.S. BANK TRUST COMPANY, NATIONAL ASSOCIATION
8 Greenway Plaza, Suite 1100
Houston, Texas 77046



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Arturo Valenzuela, Executive Director of Finance

Subject: CFB Local – Second Read

Discussion Item

Executive Summary:

The proposed changes align the definition of equipment and capital assets to federal guidelines under EDGAR to \$10,000.00 as opposed to the previous amount of \$5,000.00.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the proposed policy changes to CFB Local.

Financial Impact and Funding Source:

N/A

**Capitalization
Threshold**

The capitalization threshold for purposes of classifying individual capital assets and infrastructure assets shall be \$10,000.

The Superintendent shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

Capital Assets

Property shall be classified as a capital asset if it:

1. Has an initial cost exceeding \$10,000 per item;
2. Is not consumed as a result of use;
3. Has a useful life of at least one year; and
4. Is controllable, can be identified by a permanent or assigned number, and can be accounted for through a physical inventory system.



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Mark Booker, Executive Director of Purchasing

Subject: CV Local – Second read

Action Item

Executive Summary:

The proposed changes align the board approval amount for construction contracts to the previously approved amount of \$150,000.00 outlined in Board policy CH Local that approved by the Board in March 2025.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the recommended changes to policy CV Local.

Financial Impact and Funding Source:

N/A

FACILITIES CONSTRUCTION

CV
(LOCAL)

Compliance with Law

The Superintendent shall establish procedures that ensure that all school facilities within the District comply with applicable laws and local building codes.

Construction Contracts

Prior to advertising, the Board shall determine the project delivery/contract award method to be used for each construction contract valued at or above \$150,000. To assist the Board, the Superintendent shall recommend the project delivery/contract award method that he or she determines provides the best value to the District. [See CV series generally and CBB(LEGAL) for requirements if federal funds are involved.]

For construction contracts valued at or above \$150,000, the Superintendent shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy. [See also CH and CBB(LEGAL)]

Note: For provisions regarding delegation of authority for construction contracts in the event of a catastrophe, emergency, or natural disaster affecting the District, see CH(LOCAL).

Change Orders

Change orders permitted by law shall be approved by the Board or the Superintendent prior to any changes being made in the approved plans or the actual construction of the facility.

In this policy, a change order means any change to the contract sum, not to exceed 10 percent of the total contract cost, contract time, or construction documents approved by the Board or the Superintendent.

Construction Contingency Funds

Where a contract includes a construction contingency, the Superintendent may approve an expenditure from the contingency fund not to exceed the greater of an amount expressly delegated to the Superintendent in the underlying contract or amount granted to the Superintendent in policy CH(LOCAL). Where the contract does not delegate to the Superintendent authority to approve expenditures from the construction contingency in terms of a specific dollar amount, the Superintendent's authority to approve an individual contingency expenditure shall be limited to the purchasing authority granted to the Superintendent in policy CH(LOCAL). Contingency expenditures shall be supported by written documentation required in the contract.

Where the contract does not express the minimum documentation requirements, supporting documentation shall include a written

explanation of the reason for the contingency expenditure by the design professional, construction manager or contractor, and project manager (if applicable) and such written documentation shall be provided to the Board for review on or before the next regularly scheduled Board meeting following the approval of the contingency expenditure. Where the contract states a specific dollar limitation on the Superintendent's authority to approve a contingency expenditure, the Superintendent shall not have authority to approve a contingency expenditure that exceeds the limits described in this policy, and any such approval shall be void to the extent that it exceeds the limitations set forth herein.

Change Order
Procedures

The following guidelines have been established by the Board for the District to implement change orders:

1. The Board has the sole authority to approve change orders and may delegate limited authority to the Superintendent to approve change orders.
 - a. The Board may delegate the authority to approve change orders through the approval of Board policy.
 - b. The Board may delegate the authority to approve a specific change order that has been presented for the Board's consideration.
 - c. The Board may delegate the authority to approve change orders by approving a contract that sets forth the limits of the Superintendent's authority to approve change orders.
2. Where the Board delegates the authority to approve change orders to the Superintendent through the Board's approval of a contract that contains a provision which delegates limited authority to the Superintendent to approve change orders, the dollar limit of the Board's delegation of authority shall be equal to or less than the total dollar amount of the line-item contained of the contract sum identified using the term "contingency" (i.e., "The Owner's Contingency" or "The Construction Manager's Contingency").
3. Where the Board delegates the authority to approve change orders, the maximum amount of authority shall be no greater than the budgeted amount expressly stated in the Board's action.
4. No change order shall be valid and enforceable unless the Board has budgeted for the expenditure prior to execution of the change order by the District.

5. Where the contract does not express the minimum documentation requirements for a change order, supporting documentation shall include a written explanation of the reason for the change order expenditure by the design professional, construction manager or contractor, and project manager (if applicable) and such written documentation shall be provided to the Board for review at the next regularly scheduled Board meeting that follows the date the change order is presented to the District for execution.
6. Where the contract is silent as to the limits of the Superintendent's authority, the Superintendent shall not have the authority to approve a change order that exceeds the amount set forth by law or this policy.

**Project
Administration**

All construction projects shall be administered by the Superintendent or designee.

The Superintendent shall keep the Board informed concerning construction projects and shall also provide information to the general public.

Final Payment

The District shall not make final payments for construction or the supervision of construction until the work has been completed and the Board or the Board's designee has accepted the work.



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Dr. Gradyne Brown, Assistant Superintendent of Human Resources

Subject: DEC Local – Second read

Action Item

Executive Summary:

Administration desires to provide parameters to the extended sick leave policy. The proposed changes include defining catastrophic illnesses and aligning eligibility to the Family Medical Leave Act. Additionally, temporary disability is available to all employees, and the proposed change accurately reflects the practice.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the proposed changes to policy DEC Local.

Financial Impact and Funding Source:

N/A

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, step-sibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family for a prolonged period of time which causes the employee to exhaust all earned accrued leave time and results in loss of compensation from the District. Such conditions typically require the services of a licensed practitioner and/or prolonged hospitalization or recovery or are expected to result in disability or death.

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

Availability

The District shall make state personal leave for the current year available for use at the beginning of the school year. When an employee is present for his or her first duty day of the school year, local leave shall be made available for use at the beginning of the school year. If an employee is not present on his or her first duty day of the school year, local leave shall be made available for use at the beginning of the school year, but the employee shall be subject to earning any local leave taken when the employee returns to work.

State Leave Proration

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

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

Medical Certification

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

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

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

State Personal Leave

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

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

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

Request for Leave In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Restrictions No employee shall be granted discretionary use of state personal leave on days scheduled for state-mandated assessments. Individual supervisors may also restrict the use of state personal leave for discretionary purposes on other days. These restrictions shall be communicated by individual supervisors to their employees.

Local Leave Each employee shall earn five paid local leave days per school year in accordance with administrative regulations. If an employee is not present on his or her first duty day of the school year, the employee must earn the five paid local leave days in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 60 leave days.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

Extended Sick Leave After all available paid leave days and any applicable compensatory time have been exhausted, an eligible employee with 12 continuous months of service in the district shall be granted for the duration of his or her employment with the District a maximum of 30 leave days of extended leave.

Eligibility:

1. Twelve (12) continuous months of service in the District.
2. Appropriate documentation to support one of the following:
 - a. Catastrophic Illness of the employee.
 - b. Catastrophic Illness of a member of the employee's immediate family.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

- c. Death in the employee's immediate family.
- d. During military leave [see Use During Military Leave, below].
- e. Absences related to the birth or placement of a child when leave is taken within the first year after the child's birth, adoption, or foster placement.

An official extended leave request form must be submitted to Human Resources prior to or within 30 days of returning to work from eligible event.

The District pay the adjusted daily rate as outlined in the employee handbook for each day of extended leave taken.

Family and Medical Leave

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

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

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

Combined Leave for Spouses

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

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

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

Fitness-for-Duty Certification

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

Leave at the End of Semester

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

Temporary Disability Leave

Any full-time employee shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

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

**Workers'
Compensation**

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

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

No Paid Leave
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

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

**Payment for
Accumulated Leave
Upon Retirement**

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

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

5. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
6. The employee provides documentation of retirement through the Texas Teacher Retirement System (TRS).
7. The employee has at least ten years of service with the District.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 20 days, at the employee's daily rate of pay immediately preceding retirement. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Joseph Parks, Director of Employee Relations

Subject: DH Local – Second read

Action Item

Executive Summary:

Administration desires to define prohibited substances and misuse of medication for employees. Additionally, proposed changes include defining reportable arrests.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the recommended changes to policy DH Local.

Financial Impact and Funding Source:

N/A

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

DH
(LOCAL)

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

DH
(LOCAL)

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 (“Prohibited 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 Prohibited Substance.

It is prohibited for an employee, while at work or conducting District business, to have the odor of an alcoholic beverage on their breath or on their person from having previously consumed alcoholic beverages.

[For information on alcohol/drug testing, see policy DHE (Local)]

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;

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

Employees shall receive a copy of this policy.

Notice

Misuse of Medication

An employee's misuse or abuse of authorized prescriptions or over-the-counter medications shall be considered a violation of this policy.

Misuse shall be defined as use in a manner not prescribed by a health-care professional, including using someone else's prescription or a personal prescription in a way not directed by a physician.

An employee shall not report for duty if impaired due to the use of prescribed or over-the-counter drugs.

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:

1. Any crime constituting a felony; or
2. Any crime constituting a misdemeanor, excluding minor traffic offenses punishable by fine only.

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.



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Joseph Parks, Director of Employee Relations

Subject: DHE Local – Second read

Action Item

Executive Summary:

The proposed changes provide additional guidance and a procedural framework for prohibited substance testing of employees suspected of being under the influence of a prohibited substance.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the recommended changes to policy DHE Local.

Financial Impact and Funding Source:

N/A

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

**Reasonable
Suspicion Searches**

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

Note: The following alcohol and drug testing provisions apply to employees who are performing duties or job functions that are **not** subject to the federal Department of Transportation rules applicable to commercial vehicle operators.

**Reasonable
Suspicion Alcohol
and Drug Testing**

[For information on Prohibited Substances, see policy DH (Local)]

The District may remove an employee from duty and require testing if there is reasonable suspicion that the employee is under the influence of Prohibited Substances in violation of District policy. Any employee who is asked to submit to drug or alcohol testing shall be given the opportunity to provide relevant information about prescription or nonprescription medications that may affect the screening.

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

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

A supervisor or administrator who suspects an employee is under the influence of a Prohibited Substance shall immediately notify Employee Relations or Human Resources. If reasonable suspicion exists to believe the employee is under the influence of a Prohibited Substance, a director of Employee Relations or Human Resources, or their designee, may direct that the suspected employee immediately submit to appropriate testing to determine the presence of a Prohibited Substance in the employee's body. The required testing may include the use of a portable breath test (PBT) device administered by or at the request of an Employee Relations or Human Resources director, or their designee.

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

The suspected employee shall be informed either in writing, or verbally with a witness, that the employee is directed to submit to testing for Prohibited Substances and that the employee's failure to submit to such testing is grounds for disciplinary action, up to and including termination of employment.

Ordinarily, the District's drug and alcohol testing vendor will respond to the District facility where the suspected employee is located, and collect the required sample(s) at that location. If testing must be performed at the testing vendor's business location, the suspected employee shall be transported by District vehicle, accompanied by the employee's supervisor and one (1) additional employee.

In determining whether reasonable suspicion exists to believe an employee is under the influence of a Prohibited Substance, the following factors are possible, but not exclusive, indicators to consider in conjunction with other relevant information, including the employee's explanation:

1. Physical symptoms or manifestations of use of Prohibited Substances, including, but not limited to, altered or slurred speech or repeated incoherent statements, dilated or constricted pupils, flushed skin, excessive sweating, reddened or glassy eyes, excessive drowsiness, or loss of consciousness without reasonable explanation.
2. Unexplained, abrupt or radical changes in behavior, including but not limited to, violent outbursts, hyperactivity, extreme suspiciousness, or frequent and/or extreme mood swings, without reasonable explanation.
3. Inability to walk steadily, or in a straight line, or perform normal manual functions without reasonable explanation.
4. Unexplained, prolonged or frequent disappearances from the work area.
5. Accidents or near-accidents on the job that appear related to unexplained sensory or motor skills deficiencies.
6. Smell of alcoholic beverage or marijuana on the employee when the employee while at work or on duty.
7. The direct observation of Prohibited Substances use by an employee while at work or on duty.
8. A report of reasonable suspicion provided by a source believed to be reliable.

Test Results

The results of any testing conducted under these provisions shall be delivered to the director of Employee Relations or designee.

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

An employee is considered “under the influence”, for purposes of this policy, if testing indicates:

1. The employee has a blood alcohol content of 0.02 or greater;
or
2. The employee has a sufficient quantity of a Prohibited Substance, other than alcohol, to register a positive result on the drug screen utilized by the District’s testing vendor.

An employee with any detectable amount of a Prohibited Substance shall be placed on administrative leave, at minimum, until the following work day. An employee placed on administrative leave shall be advised to contact a responsible adult to provide transportation home.

Refusal by an employee to submit to a test for Prohibited Substances shall be considered a positive test result creating a presumption the employee is under the influence. Any employee who refuses to submit to testing shall immediately be prohibited from performing job duties. An employee who does not produce an adequate test sample (breath or urine) without a valid medical reason or who obstructs or adulterates the sample collection or testing process shall immediately be prohibited from performing job duties and is subject to disciplinary action up to and including termination of employment.

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

**Federally Required
DOT Testing
Program**

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

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

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

Drug-Related
Violations

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

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

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

Alcohol Results
Between 0.02 and
0.04

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

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

Reasonable
Suspicion DOT
Testing

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

The observations may include indication of the chronic and withdrawal effects of controlled substances. Within 24 hours of the

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

DHE
(LOCAL)

observed behavior, the supervisor shall provide a signed, written record documenting the observations leading to a controlled substance reasonable suspicion test.

**District-Imposed
Consequences**

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

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



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Lisa Ray, General Counsel
Joseph Parks, Director of Employee Relations

Subject: FL Local – Second read

Action Item

Executive Summary:

The proposed changes define when student records are available for parents and aligns the fee schedule for copies with the Texas Public Information Act which is defined by state law. If a student qualifies for free or reduced-price lunch it provides a complimentary copy of the records up to one hundred pages per school year.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve to the proposed changes to policy FL Local.

Financial Impact and Funding Source:

N/A

Comprehensive System

The Superintendent shall develop and maintain a comprehensive system of student records and reports dealing with all facets of the school program operation and shall ensure through reasonable procedures that records are accessed by authorized persons only, as allowed by this policy. These data and records shall be stored in a safe and secure manner and shall be conveniently retrievable for use by authorized school officials.

Cumulative Record

A cumulative record shall be maintained for each student from entrance into District schools until withdrawal or graduation from the District.

This record shall move with the student from school to school and be maintained at the school where currently enrolled until graduation or withdrawal. Records for nonenrolled students shall be retained for the period of time required by law. No permanent records may be destroyed without explicit permission from the Superintendent. [See CPC]

Custodian of Records

The executive director of student services is custodian of all records for currently enrolled students. The executive director of student services is the custodian of records for students who have withdrawn or graduated. The student handbook made available to all students and parents shall contain a listing of the addresses of District schools, as well as the Superintendent's business address.

Types of Education Records

The record custodian shall be responsible for the education records of the District. These records may include:

1. Admissions data, personal and family data, including certification of date of birth.
2. Standardized test data, including intelligence, aptitude, interest, personality, and social adjustment ratings.
3. All achievement records, as determined by tests, recorded grades, and teacher evaluations.
4. All documentation regarding a student's testing history and any accelerated instruction he or she has received, including any accelerated education plan developed for the student.
5. Health services record, including:
 - a. The results of any tuberculin tests required by the District.
 - b. The findings of screening or health appraisal programs the District conducts or provides. [See FFAA]
 - c. Immunization records. [See FFAB]

6. Attendance records.
7. Student questionnaires.
8. Records of teacher, school counselor, or administrative conferences with the student or pertaining to the student.
9. Verified reports of serious or recurrent behavior patterns.
10. Copies of correspondence with parents and others concerned with the student.
11. Records transferred from other districts in which the student was enrolled.
12. Records pertaining to participation in extracurricular activities.
13. Information relating to student participation in special programs.
14. Records of fees assessed and paid.
15. Records pertaining to student and parent complaints.
16. Other records that may contribute to an understanding of the student.

Access by Parents

The District shall make a student's records available to the student's parents, as permitted by law. The records custodian or designee shall use reasonable procedures to verify the requester's identity before disclosing student records containing personally identifiable information.

Records may be reviewed in person during regular school hours without charge upon written request to the records custodian. For in-person viewing, the records custodian or designee shall be available to explain the record and to answer questions. The confidential nature of the student's records shall be maintained at all times, and records to be viewed shall be restricted to use only in the Superintendent's, principal's, or school counselor's office, or other restricted area designated by the records custodian. The original copy of the record or any document contained in the cumulative record shall not be removed from the school.

-The District shall provide up to twenty-five (25) pages of paper copies of records per school year, at no cost. Copies of records in excess of twenty-five (25) pages or paper copies per student per year or provided on electronic media are available upon payment of the applicable fees. Copies of records must be requested in writing. In calculating the applicable fee for paper copies of student records or student records provided on electronic media, the District shall use the same fee schedule that applies to records

requested in accordance with the Texas Public Information Act under Chapter 552 of the Texas Government Code. Applicable fees shall not include charges for searching or retrieving the education records of a student.

Fees shall be waived, as determined appropriately by the District, if the imposition of a fee effectively prevents a parent or eligible student from exercising their right to inspect and review the student's education records.

If the student qualifies for free or reduced-price lunches and the parents are unable to view the records during regular school hours, upon written request of a parent, one copy of the record shall be provided at no charge up to hundred (100) pages per school year.

A parent may continue to have access to his or her child's records under specific circumstances after the student has attained 18 years of age or is attending an institution of postsecondary education. [See FL(LEGAL)]

**Access by School
Officials**

A school official shall be allowed access to student records if he or she has a legitimate educational interest in the records.

For the purposes of this policy, "school officials" shall include:

1. An employee, Board member, or agent of the District, including an attorney, a consultant, a contractor, a volunteer, a school resource officer, and any outside service provider used by the District to perform institutional services.
2. An employee of a cooperative of which the District is a member or of a facility with which the District contracts for placement of students with disabilities.
3. A contractor retained by a cooperative of which the District is a member or by a facility with which the District contracts for placement of students with disabilities.
4. A parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.
5. A person appointed to serve on a team to support the District's safe and supportive school program.

All contractors provided with student records shall follow the same rules as employees concerning privacy of the records and shall return the records upon completion of the assignment.

A school official has a "legitimate educational interest" in a student's records when he or she is:

1. Working with the student;
2. Considering disciplinary or academic actions, the student's case, or an individualized education program for a student with disabilities;
3. Compiling statistical data;
4. Reviewing an education record to fulfill the official's professional responsibility; or
5. Investigating or evaluating programs.

**Transcripts and
Transfers of Records**

The District may request transcripts from previously attended schools for students transferring into District schools; however, the ultimate responsibility for obtaining transcripts from sending schools rests with the parent or student, if 18 or older.

For purposes of a student's enrollment or transfer, the District shall promptly forward in accordance with the timeline provided in law education records upon request to officials of other schools or school systems in which the student intends to enroll or enrolls. [See FD(LEGAL), Required Documentation] The District may return an education record to the school identified as the source of the record.

**Records
Responsibility for
Students in Special
Education**

The executive director of student services shall be responsible for ensuring the confidentiality of any personally identifiable information in records of students in special education.

A current listing of names and positions of persons who have access to records of students in special education is maintained at each campus and in the special education department.

**Procedure to Amend
Records**

Within 15 District business days of the record custodian's receipt of a request to amend records, the District shall notify the parents in writing of its decision on the request and, if the request is denied, of their right to a hearing. If a hearing is requested, it shall be held within 10 District business days after the request is received.

Parents shall be notified in advance of the date, time, and place of the hearing. An administrator who is not responsible for the contested records and who does not have a direct interest in the outcome of the hearing shall conduct the hearing. The parents shall be given a full and fair opportunity to present evidence and, at their own expense, may be assisted or represented at the hearing.

The parents shall be notified of the decision in writing within 10 District business days of the hearing. The decision shall be based solely on the evidence presented at the hearing and shall include a summary of the evidence and reasons for the decision. If the

decision is to deny the request, the parents shall be informed that they have 30 District business days within which to exercise their right to place in the record a statement commenting on the contested information and/or stating any reason for disagreeing with the District's decision.

**Directory
Information**

The District has designated the following categories of information as directory information: student name, address, telephone listing, photograph, place of birth, honors and awards received, dates of attendance, grade level, enrollment status, most recent educational institution attended, participation in officially recognized activities and sports, and weight and height of members of athletic teams.

Unless a parent directs otherwise on a form provided by the District, the District shall release designated directory information to organizations or individuals who request the information and meet the specific purpose or group definition outlined below. Additionally, the District is required by law to release designated directory information to military recruiters and institutions of higher education for secondary students, unless a parent directs otherwise on a form provided by the District.

The District shall only release directory information:

1. To military recruiters and institutions of higher education, as required by law; and
2. For school/District-sponsored purposes as defined below.

Under the Elementary and Secondary Education Act of 1965 (ESEA), the District shall provide, on a request made by a military recruiter or an institution of higher education, secondary school students' names, addresses, and telephone listings unless a student's parent has opted out of such disclosures.

For purposes of this policy, "school/District-sponsored purposes" shall include all official District and campus publications, including yearbooks, newsletters, directories, graduation-related documents, as well as announcements related to school/District activities, honors, and awards.

All Other
Purposes/Third-
Party Requesters

For all other purposes, including third-party requesters, directory information shall include student's name only.



BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Mark Booker, Executive Director of Purchasing

Subject: Consider Approval of Purchase of Temporary Personnel Services (#35-25-02)

Action Item

Executive Summary:

We have arranged for Temporary Personnel Services to be provided by an agency specializing in various roles that may be needed throughout the district. The services will be available on an as-needed basis and can be utilized for positions such as, but not limited to, plumbers, AP clerks, bookkeepers, GIS Consultants, Database Programmers, and Technology helpers. Reviewed and approved by Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Temporary Personnel Services from Keystaff, Inc., provides the best value to the Garland Independent School District.

New Award- Replacement

Procurement Method: Cooperative Purchase Contract

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

Recommended Motion for Action Items:

Move to approve contract#35-25-02 Temporary Personnel Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$1,250,000

199 - General Funds



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

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

Subject: Consider Approval of Purchase of Concessionaire for GISD Stadiums
(#111-25)

Action Item

Executive Summary:

This award outlines the terms for providing concession services at GISD athletic events. Services will be rendered at two primary stadiums, Williams and Homer B. Johnson, as well as four sub-varsity stadiums. A commission of 22% at two football stadiums, 22% at the four sub-varsity football stadiums during Spring events, and a flat rate of \$600 monthly for each sub-varsity stadium during football season, payable to GISD. Reviewed and approved by Ron Griffen, Executive Director of Athletics, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Concessionaire for GISD Stadiums, from the company Stadium Fare, 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#111-25 Concessionaire for GISD Stadiums as presented to the Board of Trustees.

Financial Impact and Funding Source:

Estimated Revenue: \$175,000

199 - General Fund

EXHIBIT A
 BID TABULATION
 GARLAND INDEPENDANT SCHOOL DISTRICT

Bid Rfq Num **169596** Auction Title **111-25 Concessionaire for GISD Stadiums** Auction Status **ACTIVE**

Ln #	Award (Y/N)	Reason	Item Description	Quantity	UOM	Supplier	Price	Extended Price
2			Commission Rate Paid to the District If Concessionaire Uses District Equipment and District Provides Maintenance	12	MTH	STADIUM FARE	22.00	264.00
3			Commission Rate paid to GISD for HBJ Stadium and Williams Stadium all year for Fall and Spring Sports	1	MTH	STADIUM FARE	22.00	22.00
4			Commission Rate paid to GISD for Sub Varsity Stadiums all year for Fall and Spring Sports.If propsoer has alternative commission rates please note on "Compliance Form".	1	MTH	STADIUM FARE	600.00	600.00

The District Solicited 126 Suppliers and received 1 response.



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Brian Finley, Director of Maintenance

Subject: Consider Approval of Purchase of Plumbing Installation, Repairs, and Gas Meter Testing (#322-26)

Action Item

Executive Summary:

This award will provide the procurement of plumbing installation and repair services, as well as gas meter testing, across district-wide facilities. It will provide the Maintenance Department with the necessary capacity to address unforeseen major plumbing issues and gas leaks, such as those recently experienced at Brandenburg MS, Club Hill, and Shorehaven. Reviewed and approved by Edmund Lee, Director of Facilities and Maintenance Operations, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Plumbing Installation, Repairs, and Gas Meter Testing 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#322-26 Plumbing Installation, Repairs, and Gas Meter Testing as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$575,000

199 - General Fund

“Exhibit A”

322-26 Plumbing Installation, Repairs, and Gas Meter Testing (164593)

Recommended Awarded Suppliers

American Mechanical Services

CEC Facilities Group LLC

Denali Construction Services

LPC Industries LLC

United Mechanical



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: July 22, 2025

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

Subject: Consider Approval of Increase in Awarded Amount for Security Equipment and Service (#225-25)

Action Item

Executive Summary:

This increase will provide the procurement of approximately thirty additional Motorola radios for the Armed Officers, ensuring they remain in constant communication with the Dispatch Center and Security leadership during emergency situations. Reviewed and approved by Shelley Garrett, Assistant Superintendent of Safety Operations, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Security Equipment and Service from the company Motorola Solutions Inc., provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase Contract

Contract Term: Final renewal option

Recommended Motion for Action Items:

Move to approve Increase to contract#225-25 Security Equipment and Service as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$175,001 New Award \$250,000

199 - General Fund