

Agenda of Regular Meeting

The Board of Trustees Bandera Independent School District

A Regular Meeting of the Board of Trustees of Bandera Independent School District will be held December 9, 2019, beginning at 6:00 PM BOARD CONFERENCE ROOM 815 PECAN.

Vision Statement: Our vision is to be a small-town district creating a world-wide impact.

Board Priorities:

- I. Advance our Vision and Core Values to Tell the Bandera ISD Story
- II. Emphasize Leadership and Clear Systems of Operations
- III. Emphasize Advanced Academics and Career-Readiness

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order and Establish a Quorum

2. Pledge of Allegiance

3. Vision State and Core Values

4. Recognition

- A. Alkek Elementary School Students of the Month
- B. Alkek Elementary School Staff Members of the Month
- C. Alkek Elementary Volunteers - Stan & Diane Payne
- D. Passionate People of Integrity - Ret. Col. Brent Fullerton
- E. Cross Country State Qualifiers

5. Consent Agenda

- A. Approve Board Meeting Minutes
 1. November 11, 2019, Regular Board Meeting
- B. Approve Personnel Recommendations
 1. Accept Professional Resignations
 2. Accept Professional Recommendations
- C. Budget Status and Monthly Investment Report
- D. Curriculum Report
- E. Assessment and Accountability Report
- F. Technology Report
- G. Nutrition Services Report
- H. Transportation Services Report
 - I. Facilities Services Report

6. Information

- A. Citizen's Comments

B. Superintendent's Report

1. Board Priorities Update
2. Current Enrollment and Average Daily Attendance (ADA)

C. Positive Behavior Interventions & Supports

D. Advanced Academics Update

E. Math Innovation Zone (MIZ) Grant

F. Facilities Services Update

G. Update on Capital Improvement Projects

H. Update on Collaborative Spaces Project

I. Monthly Financial Report

J. First Reading of Board Policy Update 114

7. Regular Agenda

A. Consideration and possible action to approve Board of Trustees Code of Ethics Resolution

B. Consideration and possible action to approve the Bandera ISD Board of Trustees Operating Procedures

C. Consideration and possible action to approve The University of Texas High School and Texas Tech University K-12 as developers for Credit by Examination tests

D. Consideration and possible action to approve changes to Board Policy EHDC(LOCAL)

E. Consideration and possible action to accept donation from HEB for Bandera Middle School Student Spaceflight Experiment Program

F. Consideration and possible action on Teacher position and Maintenance position

8. Convene in Closed Meeting

A. Pursuant to the Texas Government Code, Chapter 551.074 - Personnel Matters:

1. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear complaints or charges against a public officer or employee

9. Reconvene in Open Meeting

A. Consideration and possible action on Personnel Matters

10. Adjourn

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Board President

Subject: Call to Order & Establish Quorum Related Page(s) 1

Call to Order

This meeting of the Bandera Independent School District is called to order.

Establish Quorum

Battle Butler Hicks Jauer Mansfield Neff Skipper

Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dixie Moseley

Subject: Pledge of Allegiance Related Page(s) 1

Pledge of Allegiance

The Pledge will be led by Alkek Elementary School students.

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Trustees

Subject: Bandera ISD Vision and Core Values Related Page(s) 1

Bandera ISD Vision and Core Values

Each month, at the beginning of our regular meeting of the Bandera ISD Board of Trustees, individual Board members will share the BISD Vision and Core Values of the district:

- The Board President will share the Vision--*Our vision is to be a small-town district creating a world-wide impact*, and the Core Value--*We value celebrating successes because we believe through all our accomplishments we instill pride into our community.*
- The Board Vice President will share the Core Value--*We value passionate people of integrity because we believe they have a positive impact on themselves, our community, and the future.*
- The Board Secretary will share the Core Value--*We value choices in learning experiences because we believe choices cultivate personal growth and individual pride.*
- The Board Assistant Secretary will share the Core Value--*We value small-town support and relationships because we believe shared responsibility is the backbone of our community.*

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Recognition Related Page(s) 1

Recognition

- Alkek Elementary School Students of the Month
- Alkek Elementary School Staff Members of the Month
- Alkek Elementary Volunteers - Stan & Diane Payne
- Passionate People of Integrity - Ret. Col. Brent Fullerton
- Cross Country State Qualifiers

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Board President

Subject: Approval of Consent Agenda Items Related Page(s) 1

Consent Agenda

EXECUTIVE SUMMARY:

All items listed below are considered to be routine by the Board of Trustees and will be enacted by one motion. There will be no separate discussion of items unless a Board Member so requests, in which event the items will be removed from the Consent Agenda and considered as items on the Regular Agenda.

- A. Approve Board Meeting Minutes of November 11, 2019
- B. Approve Personnel Report Recommendations
- C. Budget Status Report
- D. Curriculum and Instruction Report
- E. Assessment and Accountability
- F. Technology Services Report
- G. Nutrition Services Report
- H. Transportation Services Report
- I. Facilities Services Report

ATTACHMENTS:

- Monthly Reports

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Value to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends the Board approve the Consent Agenda reports as provided in the board packet.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For Against Abstain

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Marie Halloran

Subject: Board Meeting Minutes Related Page(s) 5

Consent Agenda

EXECUTIVE SUMMARY:

The minutes for the Board meetings held during the month of November are attached for your review and approval.

ATTACHMENTS:

- Regular Board Meeting on November 11, 2019

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

BANDERA INDEPENDENT SCHOOL DISTRICT
Regular Meeting of the Board of Trustees
Minutes - November 11, 2019

The Regular Meeting of the Board of Trustees of the Bandera Independent School District was held on November 11, 2019, beginning at 6:00 p.m., in the boardroom of the District Administration Building, 815 Pecan Street, Bandera, Texas 78003.

Call the Meeting to Order

Board President, Dr. Barbara Skipper, called the meeting to order and declared a quorum. Present in addition to Dr. Skipper were Board Members: Bo Mansfield, Heidi Battle, Laurie Neff, Greg Butler and Rhondo Jauer. Brittany Hicks was absent.

Pledge of Allegiance

The Pledge of Allegiance to the United States and Texas Flags was led by Hill Country Elementary students, Abby Sizemore and Aidan Law.

Vision Statement & Core Values

The Board of Trustees read the district's vision statement and core values.

Oath of Office

Judge Richard Evans administered the Oath of Office to newly elected trustees, Heidi Battle and Greg Butler.

Convene in Closed Meeting

Dr. Barbara Skipper announced that the Board would now adjourn into Closed Meeting at 6:03 p.m., pursuant to the Texas Government Code Chapter 551 of the Texas Open Meeting Act for the following purposes:

- Pursuant to Section 551.072 - Consider and discuss possible Board Officers.

Reconvene in Open Meeting

Dr. Barbara Skipper announced that the Board will reconvene in Open Meeting at approximately 6:31 p.m., in accordance with the Texas Government Code Chapter 551 of the Texas Open Meeting Act. No action was taken.

Selection of Board Officers

Dr. Barbara Skipper was nominated for President by Bo Mansfield. There were no other nominations. Dr. Skipper was unanimously elected President.

Bo Mansfield was nominated for Vice President by Greg Butler. There were no other nominations. Bo Mansfield was unanimously elected Vice President.

Heidi Battle was nominated for Secretary by Laurie Neff. There were no other nominations. Heidi Battle was unanimously elected Secretary.

Brittany Hicks was nominated for Assistant Secretary by Rhondo Jauer. There were no other nominations. Brittany Hicks was unanimously elected Assistant Secretary.

Board Recognition

- Hill Country Elementary School Students of the Month were Abby Sizemore and Adain Law.
- Hill Country Elementary School Staff Member of the Month was Kathleen Bryant.
- FFA State and National Qualifiers
- Sheriff Dan Butts
- Veterans in attendance at tonight's meeting

Consent Agenda

- a. Approve Board Meeting Minutes:
 - i. October 14, 2019, Public Hearing on F.I.R.S.T. Report
 - ii. October 14, 2019, Regular Board Meeting
- b. Approve Personnel Report Recommendations:
 - i. No recommendations this month.
- c. Budget Status Report
- d. Curriculum & Instruction Report
- e. Assessment and Accountability
- f. Facilities Report
- g. Nutrition Services Report
- h. Transportation Services Report
- i. Approval of the Instructional Materials Committee

A motion was made by Greg Butler and seconded by Heidi Battle to approve the Consent Agenda reports as provided in the board packet. The motion passed unanimously.

Citizen's Comments

Dr. Barbara Skipper opened the floor for citizens' comments according to district policy BED(LOCAL). No one addressed the Board.

Superintendent's Report

Dr. Jerry Hollingsworth updated the Board on the Board Priority Goals met this month. He presented information on the district's monthly ADA and Enrollment; and presented the results from the Fall Staff Survey.

Career & Technical Education (CTE) Update

Michael Derry provided an overview of the current programs of study for CTE; the program accomplishments; and the program vision for 2020-2021.

Technology Update

David Brown provided an update on the WiFi network refresh throughout the district.

Capital Improvements Update

Dr. Jerry Hollingsworth provided an update on the following projects:

- a. Demonstration Classroom Update
- b. Request for Proposals (RIP) process for Middle School Stadium and Field House.

Update on Collaborative Spaces Project

Dr. Jerry Hollingsworth provided a slide presentation of the updated renditions of the spaces at both High School and Middle School.

Financial Report Update

Scott Tipton presented the monthly financial reports as provided in the Board packet.

Consideration and possible action to approve the Targeted Improvement Plan for Alkek Elementary

A motion was made by Bo Mansfield and seconded by Heidi Battle to approve the Targeted Improvement Plan for Alkek Elementary. The motion passed unanimously.

Consideration and possible action to elect Directors for the Central Appraisal District of Bandera County for the years 2020-2021

A motion was made by Dr. Barbara Skipper and seconded by Bo Mansfield to submit by resolution the Official Ballot stating the votes cast to elect directors for the Central Appraisal District of Bandera County for the years 2020 and 2021 as follows:

- 150 votes for Ernest DeWinnie
- 987 votes for Don Giles
- 1 vote for Darcy Hasty
- 642 votes for Bo Mansfield
- 1 vote for Dale Naumann
- 585 votes for Nick Palacios
- 2 votes for George Sharman

The motion passed unanimously.

Consideration and possible action to accept Property Bids

A motion was made by Bo Mansfield and seconded by Heidi Battle to accept the bids on properties as presented by Bandera County Tax Assessor/Collector and provided in the board packet. The motion passed unanimously.

Consideration and possible action to approve the Bandera ISD Annual Financial Report for the year ending June 30, 2019

A motion was made by Greg Butler and seconded by Rhondo Jauer to approve the Bandera ISD Annual Financial Report for the year ending June 30, 2019, as presented. The motion passed unanimously.

Adjournment

There being no further business, the meeting was adjourned at 8:05 p.m.

Board President

Board Secretary

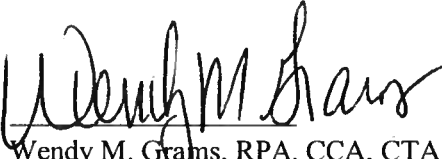
**OFFICIAL BALLOT TO ELECT
BOARD OF DIRECTORS FOR THE CENTRAL APPRAISAL DISTRICT OF
BANDERA COUNTY FOR 2020-2021**

Issued to: **BANDERA ISD**

Directions: Please enter the number of votes cast on the blank space opposite the name of the candidate. You may cast all your votes for one candidate or divide those votes among any number of the candidates. The 2020-2021 will be a **FIVE**-member voting board per Section 6.03. You have **2,368** total available votes.

<u>CANDIDATES</u>	<u>VOTES</u>
Ernest DeWinne	150
Don Giles	987
Darcy Hasty	1
Bo Mansfield	642
Dale Naumann	1
Nick Palacios	585
George Sharman	2

Issued under my hand this 30th day of Oct, 2019.

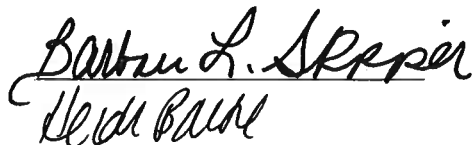

 Wendy M. Grams, RPA, CCA, CTA
 Chief Appraiser

RESOLUTION OF VOTES CAST TO ELECT DIRECTORS FOR THE CENTRAL APPRAISAL DISTRICT OF BANDERA COUNTY FOR THE YEARS 2020-2021

WHEREAS, Section 6.03(k), of the Texas Property Tax Code, as amended by HB2043, requires that each taxing unit entitled to vote cast their vote by Resolution and submit results of that vote to the Chief Appraiser **before December 15, 2020**.

THEREFORE, THE Bandera ISD Board of Trustees submits the above Official Ballot, as issued by the Chief Appraiser, stating the vote for candidates for the election of the Board of Directors for 2020-2021.

ACTION TAKEN this 11th day of Nov, 2019, in Open Session of the governing body of the above mentioned taxing unit; as authorized under Section 6.03 of the Texas Property Tax Code, and amended by HB2043, for the purpose of casting votes to elect the Board of Directors of the Central Appraisal District of Bandera County.


 Barbara L. Skiper
 Clerk

ATTEST:

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Hollingsworth

Subject: Approve Personnel Report
Recommendations Related Page(s) 1

Consent Agenda

EXECUTIVE SUMMARY:

Information for your review and approval on personnel recommendations is as follows:

- I. Accept the following professional resignations:
 - a. Linda Blanchette, Teacher at Bandera Middle School
 - b. Claire Miller, Teacher at Bandera High School

- II. Accept the following professional recommendations:
 - a. Toni Draper, Spanish Teacher at Middle School
 - b. Jennifer Tobler, Science Teacher at Middle School

ATTACHMENTS:

- Resumes attached

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Scott Tipton

Subject: Budget Status Report Related Page(s) 3

Consent Agenda

EXECUTIVE SUMMARY:

The monthly budget status reports are attached for your review.

ATTACHMENTS:

- 2019-2020 Budget Status Report
- Cash in Bank Report

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
x	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

2019-2020 BUDGET STATUS REPORT

		GENERAL FUND BUDGET	ACTUAL	PROJECTED	TOTAL
REVENUE:					
57XX Local Revenue		\$119,000	\$82,285	\$36,715	\$0
	Property Taxes	\$16,385,327	\$1,680,452	\$14,704,876	\$0
58XX State Revenue		\$5,925,476	\$2,521,396	\$3,404,080	\$0
59XX Federal Revenue		\$215,000	\$12,708	\$202,292	\$0
7XXX Other Resources		\$0	\$0	\$0	\$0
TOTAL REVENUE:		\$22,644,803	\$4,296,841	\$18,347,963	\$0
APPROPRIATIONS:					
11 Instructional		\$10,907,270	\$3,477,303	\$7,429,968	\$0
12 Instructional Media		\$340,242	\$122,413	\$217,829	\$0
13 Instructional Curriculum		\$108,703	\$10,201	\$98,502	\$0
21 Instructional Administration		\$371,570	\$139,677	\$231,894	\$0
23 Campus Administration		\$1,205,172	\$416,696	\$788,475	\$0
31 Guidance & Counseling		\$556,929	\$186,259	\$370,671	\$0
33 Health Services		\$274,773	\$90,822	\$183,951	\$0
34 Transportation		\$1,132,453	\$1,722,273	-\$589,820	\$0
35 Food Service		\$13,245	\$5,242	\$8,002	\$0
36 Extra Curricular		\$1,029,753	\$282,725	\$747,028	\$0
41 General Administration		\$938,626	\$271,332	\$667,294	\$0
51 Plant Maintenance		\$2,604,797	\$1,352,544	\$1,252,253	\$0
52 Security		\$14,200	\$5,900	\$8,300	\$0
53 Data Processing		\$293,561	\$98,234	\$195,327	\$0
71 Debt Service		\$85,095	\$0	\$85,095	\$0
91 Chapter 41 Recapture		\$0	\$0	\$0	\$0
99 Central Appraisal Dist		\$598,732	\$264,887	\$333,845	\$0
TOTAL BUDGET		\$20,475,120	\$8,446,507	\$12,028,613	\$0
BUDGETED SURPLUS (DEFICIT)		\$2,169,684			\$2,169,684

BANDERA I.S.D.
12/3/2019
CASH IN BANK REPORT

Operating - Checking Account	\$4,027,534.05
Interest & Sinking - Checking Accounts	\$1,204,241.55
Activity - Checking Account	\$241,480.08
Payroll Clearing Account	\$336,397.54
TOTAL CASH IN BANK:	\$5,809,653.22

INVESTMENT BALANCE REPORT

Tex-Star Investments	\$4,465,295.21
Certificate of Deposits	\$498,405.44
Treasury Notes - 1 year	\$0.00
Treasury Notes - 2 years	\$0.00
Treasury Notes - 3 years (Closed @\$1,735,746.09)	\$0.00
Logic	\$1,807,931.21
TOTAL INVESTMENTS:	\$6,771,631.86

TOTAL CASH & INVESTMENTS: \$12,581,285.08

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: G.L. Bitzkie

Subject: Curriculum Report Related Page(s) 1

Consent Agenda

EXECUTIVE SUMMARY:

Below are the professional development sessions taken in the month of September and October.

Trainings:

- Disabilities Law Conference- Director of Accountability
- Establishing a District Dysgraphia Plan- Director of Special Services
- House Bill 3 Teacher Mentor Training- Chief Academic Officer
- Understanding and Improving Severe Behavior in the Classroom- BHS Teachers
- Using Data to Impact Student Outcomes in Special Education- Special Education Teachers
- Stop the Bleed -All Staff Members
- Lesson Planning with the Brain in Mind- Middle School Teachers
- Mindfulness in the School Setting- BHS Special Education Teachers

ATTACHMENTS:

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Donald Tosh

Subject: Assessment, Accountability, Federal Programs, & Safety Related Page(s) N/A

Consent Agenda

EXECUTIVE SUMMARY:

Assessment: December 2019 STAAR/End of Course Exams at BHS 12/10/19 through 12/13/19.

Accountability: Performance Based Monitoring Analysis System PBMAS has been integrated into what will be known as Results Driven Accountability (RDA). The State of Texas is in the process of finalizing the RDA Manual, and it should become effective the week of December 9, 2019. The full BISD RDA report will arrive in district before the Winter Break.

Safety and Security: State mandated Stop the Bleed Training continues through the month of December: 12/4 AES, 12/5 BHS, 12/11 HCE, and 12/18 Transportation/Facilities.

Completed Trainings: Central Office 11/18, BMS 11/19

TEA Safety and Security Grant Application is in progress. Grant application will be submitted before Winter Break.

ATTACHMENTS:

N/A

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: David Brown

Subject: Technology Report Related Page(s) 1

Consent Agenda

EXECUTIVE SUMMARY:

Network Refresh at the Central Office:

Over the Thanksgiving break, the Facilities Services Department mounted a new network cabinet in the records room in the Central Office, that will house new UniFi equipment to upgrade the Central Office and the Business Office. We will be moving all administrative offices into their own private network, and removing them from the core network (shared with the campuses). This change will improve campus connectivity, giving staff and students a direct pipe to the Internet.

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
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**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Bryan Crelia

Subject: Nutrition Services Report Related Page(s) 5

Consent Agenda

EXECUTIVE SUMMARY:

The monthly Nutrition Services report is attached for your review.

ATTACHMENTS:

- Nutrition Services Report

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness



November 2019

What's Cooking?



SFE has been serving up success with Bandera ISD since 2014



Bryan Crelia
GM of Foodservice, SFE

O: (830) 460-3896 ext. 2501
M: (254) 715-2795
E: bcrelia@banderaisd.net

Matt Haas
Dir. of Area Operations, SFE
M: (480) 298-9400
E: Matt.Haas@sfellc.org



This month in Bandera ISD

by Bryan Crelia, General Manager-SFE

It was another exciting month in Nutrition Services. Here are some highlights for the month:

SFE YTD Surplus Earned for District: \$13,310.43
SFE Contract-to-Date Surplus Earned for District: -\$54,517.42

	October 2018	October 2019	% Growth vs. LY
Daily AVG Breakfast	546	552	1% increase
Daily AVG Lunch	1243	1271	2.6% increase

- ✓ We had a great turn out at all campuses for Thanksgiving!
- ✓ On December 19th be on the lookout at for the food trailer at Hill Country Elementary !
- ✓ We had several great catering events including Buckfest at Mansfield Park and Thanksgiving for Boys and Girls Club
- ✓ We are looking forward to several more great events in the coming months including Bridlegate Christmas party and Bauble and Boots Fundraiser

Alkek Thanksgiving



We had lots of great visitors join us for Thanksgiving at Alkek Elementary!



A huge thank you to our helpers from the Transportation Department and Alkek PTO!



Hill Country Elementary Thanksgiving



Another great Thanksgiving at Hill Country Elementary!



The Hill Country PTO comes out in force for every event! We had around TEN volunteers come help out for Turkey Day!





Looking Ahead...

- ✓ **December 14:** Bridlegate Christmas Party
- ✓ **December 19:** Hill Country Food trailer
- ✓ **January 18:** Baubles and Boots fundraiser



At SFE, we believe that ALL students deserve delicious, fresh-from-scratch meals that they love--so they are ready to learn and nourished to reach their highest potential.

Do you know of any other districts that could use our help?
If so, please contact the SFE team today at:

BestK12Food@sfellc.org

We would so appreciate hearing from you!



**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Kay Miller

Subject: Transportation Services Report Related Page(s) 2

Consent Agenda

EXECUTIVE SUMMARY:

Transportation Services Monthly Report attached for review

ATTACHMENTS:

- Transportation Services Report

BOARD PRIORITY GOALS		
x	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
x	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
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TRANSPORTATION REPORT

DECEMBER 2019



NOVEMBER ROUTE RIDERSHIP
1,188

NOVEMBER EXTRACURRICULAR MILES
11,325

NOVEMBER FUEL USE
DIESEL 6,915.2 GALLONS
GAS 9,75.7 GALLONS

Important Dates

December 9th-13th - Rosters Due

December 11th - Transportation Advisory Committee Meeting

December 18th– Threat Assessment Training

December 20th-Payday

December 23rd –January 3rd Christmas Break

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Ed Barnes

Subject: November Facilities Report Related Page(s) 1

Consent Agenda

EXECUTIVE SUMMARY:

In November, work continued on plans for district construction projects. A meeting was held with Ms. Little and Ms. Bagwell to review their designs for the demonstration classrooms at Hill Country Elementary and Bandera Middle School, respectively. Flooring, paint and lighting options were selected from local vendors. A follow-up meeting is scheduled for December 10th. A meeting took place with Huckabee Architects to finalize plans for the collaborative spaces at BHS and BMS, and to review the Request for Proposals (RFP) process and bid documents. On November 5th, three bids were received for the BMS Stadium Field House Project. The bids were ranked, and a meeting was held on November 13th with Waterman Construction, the top ranked bidder, to review bid details and discuss proposed revisions.

The district's on-line surplus property auction concluded on November 14th. This auction consisted of 53 "lots", and included 14 buses and broken or unused furniture and equipment from both elementary schools and the Support Facility. The gross sales totaled \$16,167.

Athletic related maintenance included super-raking the stadium, baseball and softball fields and planting rye grass for winter cover. The baseball (rainwater) irrigation pump was repaired, and new sprinkler heads were installed in the infield. Our staff completed the replacement of broken seating in the BHS competition and practice gyms. Safety padding was installed below the slides at both elementary schools. The delivery of playground soft-fall material was delayed by our supplier, and is expected to arrive during the week of December 9th.

Fire alarm repairs were made at BHS. Elevator inspections and repairs were performed at both BHS and BMS. A plumbing leak developed in the Fine Arts hallway at BHS creating some minor flooding. A repair was made and there was no resulting damage. Data boxes were installed on all six facilities to accommodate recent system upgrades.

Our staff was able to take advantage of the Thanksgiving break to perform some maintenance items while the campuses were vacant. At BHS, two rooftop HVAC units were replaced, and seven whiteboards were installed in four classrooms. Trees and shrubs were trimmed, and gutters cleaned in the garden courtyard at Alkek. All campus kitchens were treated for pests.

ATTACHMENTS: None

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Board President

Subject: Citizens' Comments Related Page(s) 1

Information

EXECUTIVE SUMMARY:

Patrons who have concerns or issues they would like to bring before the Board have this time in the meeting. Depending on the length of the meeting or the number of patrons signing up to speak, patrons may have limitations placed on their presentations.

In accordance with Bandera ISD Board Policy BED(LOCAL), in the event a patron's comment, in the Board President's judgment as the presiding officer, constitutes a complaint or charge against an employee or officer, the Board President may interrupt the patron, and direct them to seek resolution of their complaint through the District's appropriate formal grievance policy, DGBA for employee complaints, FNG for student or parent complaints, or GF for public complaints.

The Board is not required to take action on concerns or issues brought to it at this time. If the Board wishes to place the item on a future agenda, the superintendent may do so.

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Superintendent's Report Related Page(s) 2

Information

EXECUTIVE SUMMARY:

Dr. Jerry Hollingsworth will present the following reports:

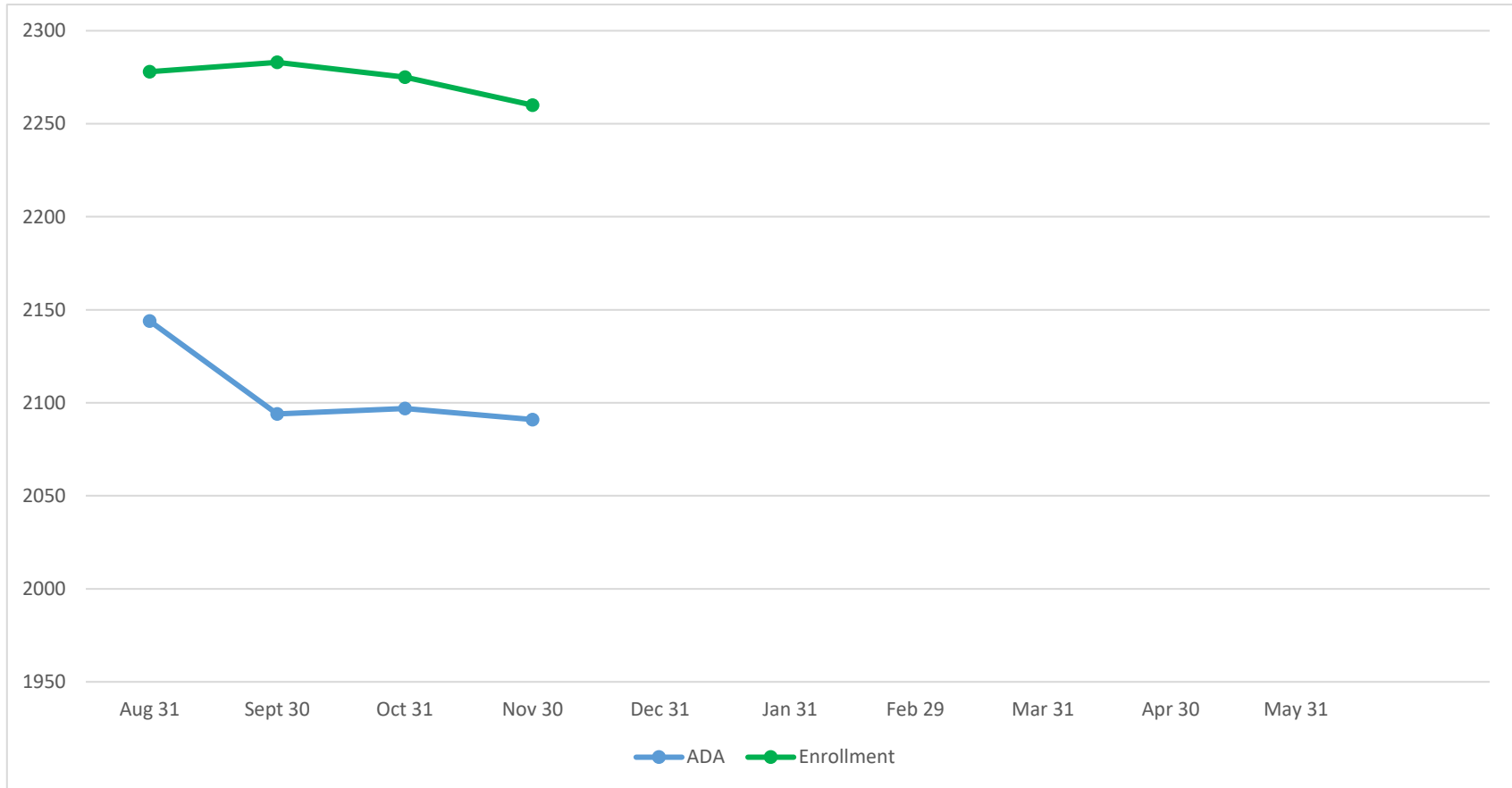
- I. Board Priorities Update - The superintendent will share highlights from the past month related to each of the Board Priority Goals:
 - A. Advance our Vision and Core Values to Tell the Bandera ISD Story
 - B. Emphasize Leadership and Clear Systems of Operation
 - C. Emphasize Advanced Academics and Career-Readiness
- II. Current Enrollment and Average Daily Attendance (ADA)

ATTACHMENTS:

- Enrollment/ADA Chart

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

Bandera ISD Student Monthly ADA and Enrollment 2019-2020 School Year



Ending Date	Aug 31	Sept 30	Oct 31	Nov 30	Dec 31	Jan 31	Feb 29	Mar 31	Apr 30	May 31	
Enrollment	2278	2283	2275	2260							
ADA	2144	2094	2097	2091							

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Ken Vogel & Patrick Sizemore

Subject: Positive Behavior Interventions and Supports Related Page(s) 1

Information

EXECUTIVE SUMMARY

BHS Leadership Team has set out the following strategies:

- Three School-wide rules
- Caught You Doing Something Good
- BISD Core Value Bulldogs of the Week
- Senior Off-Campus Lunch
- The Platinum Pass - Junior Off-Campus Lunch
- Freshman and Sophomore Honor Lunch

BMS Leadership Team has set up the House System:

- Four Houses- Everyone on campus is sorted into a house
 - Kyla-Finnish for Small Town (Village)
 - Valg-Norwegian for Choice
 - Stolt-Icelandic for Pride
 - Slain-Irish for Integrity
- Constant competition for weekly prizes
 - Student examples: Food truck, phones at lunch, cookies, hates.
 - Teacher examples: Jeans day, hats, snacks
- Teachers use in classroom
 - Management
 - Grouping
 - Competitions

ATTACHMENTS:

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Stephanie Jones

Subject: Advanced Academics Update Related Page(s) _____

Information

Bandera ISD currently offers 23 Pre-Advanced Placement (PAP) and Advanced Placement courses at Bandera High School and 10 dual credit classes in partnership with the Alamo Community AP College District. Collaboration between the Advanced Academics Coordinator and the Career and Technical Education Coordinator has resulted in 3 Advanced Academic courses that also earn students Career and Technical Education credit. Bandera Middle School offers 12 PAP courses and 5 courses for high school credit. Enrollment in Advanced Academics courses at Bandera High school is currently 15.85% of student enrollment, up from 11.56% two years ago. In addition, the number of students sitting for the Advanced Placement exams is up from 68 last year to 139+ this year. BHS is a testing site for the ACT, SAT, and PSAT. Since BHS can now administer the TSI, BISD will accrue points for CCMR; in the past, Alamo Community College District accrued points when BISD students tested.

BHS has hosted an AP Parent Night for current and prospective students and will host a Financial Aid outreach for students and families. BHS Advanced Academics keeps the lines of communication open with students and families through a Google Classroom and a presence on Facebook and Twitter. BISD Advanced Academics will continue to strive for continuity of programming across the district, increase the opportunities for students to engage in Advanced Academics, and provide opportunities for students and families to learn about opportunities in Advanced Academics with an emphasis on transition years in fifth and eighth grade.

ATTACHMENTS:

- Slide Presentation

BOARD PRIORITY GOALS		
x	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
x	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Suzy Groff

Subject: Math Innovation Zone Update Related Page(s) 1

Information

Bandera ISD, in collaboration with Educational Service Center, Region 20, has been awarded a Math Innovation Zone Planning Grant of \$125,000 to assist in the design and implementation of a high-quality blended learning program in math, starting at Hill Country Elementary in 2020-21 and then scaling to a district-wide approach to math that is consistent in grades K-8 over the next three years. This grant will allow us to focus on the use of technology to take an innovative approach toward math instruction, enable us to purchase more digital devices for Hill Country Elementary School, and give us access to ongoing instructional coaching by an expert from ESC 20.

Successful completion of the planning stage will enable BISD to earn another \$100,000 in Spring 2020.

ATTACHMENTS:

BOARD PRIORITY GOALS		
x	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
x	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Capital Improvements Update Related Page(s) 1

Information

In our March 2019 Board Workshop, the administration made several recommendations with regard to capital improvement projects throughout the district. Each month, the administration will offer an update on progress with these projects. This month, an update will be offered with regard to the following:

- Middle School Stadium and Field House

A brief slide presentation will be given during the Board meeting.

ATTACHMENTS:

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
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	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Update on Collaborative Spaces Project Related Page(s) 1

Information

EXECUTIVE SUMMARY:

Funded by a generous donor in our community, Bandera ISD is working with Huckabee Architects to design collaborative learning spaces for both Bandera High School and Bandera Middle School. Dr. Hollingsworth will offer the Board an update on a draft timeline for the completion of this project.

ATTACHMENTS:

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Scott Tipton

Subject: Financial Report Update Related Page(s) 3

Information

EXECUTIVE SUMMARY:

Financial Presentation

ATTACHMENTS:

- Slide Notes Page

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
x	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

November 2019 Financials

General Fund

11 Instructional		\$10,907,270	\$3,477,303
12 Instructional Media		\$340,242	\$122,413
13 Instructional Curriculum		\$108,703	\$10,201
21 Instructional Administration		\$371,570	\$139,677
23 Campus Administration		\$1,205,172	\$416,696
31 Guidance & Counseling		\$556,929	\$186,259
33 Health Services		\$274,773	\$90,822
34 Transportation		\$1,132,453	\$1,722,273
35 Food Service		\$13,245	\$5,242
36 Extra Curricular		\$1,029,753	\$282,725
41 General Administration		\$938,626	\$271,332
51 Plant Maintenance		\$2,604,797	\$1,352,544
52 Security		\$14,200	\$5,900
53 Data Processing		\$293,561	\$98,234
71 Debt Service		\$85,095	\$0
91 Chapter 41 Recapture		\$0	\$0
99 Central Appraisal Dist		\$598,732	\$264,887
TOTAL BUDGET		\$20,475,120	\$8,446,507

Payments Over \$10,000

Fund	# of Checks	Amount	Description
199	5	\$75,078.17	ESC 20, Schneider Electric, Shi-governmental
240	2	\$68186.49	Southwest Food Service
289	1	\$10,701.80	Naviance INC

Tax Collection Report

57XX Local Revenue		\$119,000	\$82,285
	Property Taxes	\$16,385,327	\$1,680,452
58XX State Revenue		\$5,925,476	\$2,521,396
59XX Federal Revenue		\$215,000	\$12,708
7XXX Other Resources		\$0	\$0
TOTAL REVENUE:		\$22,644,803	\$4,296,841

Pledged Security Report

Comparison of Pledged Securities to Deposits		
	Wells Fargo* Deposits	Pledged Security^
July	\$9,648,558.79	\$9,140,875.22
August	\$8,557,971.77	\$7,234,918.14
September	\$6,827,198.31	\$6,471,004.78
October	\$6,337,277.14	\$5,642,499.38
November		
December		
January		
February		
March		
April		
May		
June		

* The Wells Fargo amount is the highest daily balance at Wells Fargo for the month.

^ The Pledged Security balance is from the Wells Fargo Pledge Report as of month-end.

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth
 Subject: Policy Update 114 from the Texas Association of School Boards (TASB) Related Page(s) 35

Information

EXECUTIVE SUMMARY

Update 114 encompasses changes in law from the 86th Legislative Session that have an immediate effect on the governance and management of the district. Recommended changes to local policies address the following topics:

- Public participation at Board meetings
- Investment and purchasing
- Security issues, including emergency operations plans and security personnel
- Cybersecurity
- Financial exigency
- Weapons in district parking areas
- Gifted and talented programs
- Partnership charters
- Student physical examinations
- Crisis intervention, including threat assessments and trauma-informed care
- Student records
- Requests for public information

ATTACHMENTS:

- Vantage Points
- Explanatory Notes

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

Vantage Points

A Board Member's Guide to Update 114

Please note: *Vantage Points* is an executive summary, prepared specifically for board members, of the TASB Localized Update. The topic-by-topic outline and brief descriptions focus on key issues to help local officials understand changes found in the policies.

The description of policy changes in *Vantage Points* is highly summarized. Please pay careful attention to the more detailed, district-specific Explanatory Notes and the policies in your localized update packet.

For questions, contact Policy Service at policy.service@tasb.org, call us at 800-580-7529, or visit our website at policy.tasb.org.

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

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Numerous bills were enacted in the 86th Legislative Session. In this *Vantage Points*, we will focus primarily on the local policies impacted by these new laws. There are a few policies that are recommended for updating in response to revised guidance from the Texas Education Agency. Different from previous versions of the *Vantage Points*, we have organized this document to align with the sections of the policy manual.

We strongly encourage you to review the Explanatory Notes contained in your district’s update packet for information specific to your policies and additional background on all the changes to the legal policies. Please remember that (LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.

Section B—Local Governance

Tax Officials

BDAF(LOCAL) POLICY CONSIDERATION

A few districts had provisions regarding tax officials at this code. Since the statutory language on tax officials is being moved to CCG(LEGAL), districts with this policy will find that the content regarding the employment of an assessor or collector of district taxes has been moved to CCG(LOCAL). The BDAF policy code has been deleted from the table of contents and is no longer an active code.

Board Meetings

SB 494 reduced the time required to post notice of an emergency meeting from two hours to one hour. This new one-hour requirement would also apply to an amendment to the meeting agenda after the 72-hour deadline, which is known as a supplemental notice. The same bill revised what constitutes an emergency or urgent public necessity that would permit the board to hold an emergency meeting or to amend its agenda after the 72-hour deadline.

SB 1640 revised the definition of “deliberation” and added new provisions that prohibit a series of communications between board members. Board members should review the sections in BE(LEGAL) titled Deliberation and Prohibited Series of Communications for more information.

BE(LOCAL) POLICY CONSIDERATION

SB 494 reduces the time required to post notice of an emergency meeting or to provide a supplemental notice from two hours to one hour. A recommended revision to BE(LOCAL) reflects this change. All other legislative changes regarding board meetings are reflected in BE(LEGAL).

Public Comment

HB 2840 impacts the manner in which public comment is conducted in your district. Prior to this legislation, the board had ample discretion to manage the portion of the meeting when citizens could address the board. The law now requires that public comment be permitted on agenda items at all meetings, including regular meetings, special meetings, and board workshops. The opportunity for the public to address the board on an agenda item must be before or during the board’s deliberation on the item. The bill also states that the board cannot prohibit public criticism of the board unless the criticism is otherwise prohibited by law. HB 2840 does permit the board to establish reasonable rules that govern the amount of time an individual is permitted to speak, with additional time permitted for speakers that require certain translation services.

BED(LOCAL) POLICY CONSIDERATION

The vast majority of school districts were permitting public comment prior to this new law. In response to HB 2840, the following revisions to BED(LOCAL) are recommended:

- Deletion of the overall time for public comment.
- Deletion of the requirement that delegations of a certain number appoint one spokesperson.
- At regular meetings, public comment continues to be permitted on any topic, whether it is an item on the posted agenda or not.
- At special meetings, including board workshops or work sessions, public comment is limited to items on the posted agenda.
- A new provision is included requiring all public comment to occur at the beginning of the meeting.

To assist with efficient management of board meetings when large numbers of individuals wish to address the board, the revised policy permits the presiding officer to make adjustments to procedures, such as adjusting the time allotted to each speaker, reordering agenda items, deferring public comments on nonagenda items, and continuing agenda items to a later meeting.

For those few districts that did not permit public comment at board meetings prior to this legislation, the revisions made to BED(LOCAL) will now permit public comment at all board meetings but only for agenda items. The policy for these districts also states when public comment will be received and includes a provision that permits the presiding officer to make adjustments to procedures for meeting efficiency as well as time limits for individuals to address the board.

If the board wishes to limit public comment to agenda items at regular meetings, adjust the individual time limit, or make other adjustments to this policy, please contact the district's TASB policy consultant.

To assist the board in developing public comment procedures, Policy Services provides samples in the *TASB Regulations Resource Manual*. Please contact your superintendent or your TASB policy consultant if you wish to review these sample board procedures.

**Section C—
Business and
Support Services**

**Texas Economic
Development Act**

CCGB(LOCAL) POLICY CONSIDERATION

For those districts that currently have a local policy at CCGB(LOCAL), we recommend a more streamlined version of that policy. The revised policy removes legal provisions that can be found in CCGB(LEGAL) and addresses provisions that require board action, such as establishing the threshold for the large project application, setting the standard application fee, providing procedures for filing and processing the application, outlining the board and superintendent responsibilities regarding the application and implementation of the agreement, and providing a statement regarding conflicts of interest.

Investments

HB 2706 permits the district to invest bond proceeds or pledged revenue to the extent allowed by the Public Funds Investment Act, other laws, and the district's local policy.

CDA(LOCAL) POLICY CONSIDERATION

The recommended changes to CDA(LOCAL) permit the district to invest bond proceeds or pledged revenue in accordance with law. Additional recommended revisions clarify that, should the district exercise the option to invest in bond proceeds, those investments could not be made in no-load mutual funds.

Governmental Accounting Standards Board (GASB) Statement 84 revised terminology to change "agency" funds to "custodial" funds. In response, a corresponding change is recommended in the local policy.

Finally, a few districts' local policies included a statement requiring an annual portfolio report to the board in addition to the monthly or quarterly reports the board receives. Because there is no requirement to reflect this practice in policy, the provision is recommended for removal. A district may continue to provide this annual report without the policy provision.

**Purchasing
Procedures**

CH(LOCAL) POLICY CONSIDERATION

The Texas Education Agency, through its *Financial Accountability System Resource Guide*, requires the district to have purchasing procedures to comply with a variety of state and federal laws. Recommended policy text has been added that requires the superintendent to develop those procedures.

**Emergency
Operations
Plans**

CKC(LOCAL) POLICY CONSIDERATION

Recommended revisions to this policy require the district's emergency operations plan to include active shooter response procedures (HB 2195) and to ensure that a substitute teacher has access to campus buildings and materials to carry out duties of a regular district employee during an emergency or emergency drill (SB 11).

**Security
Personnel**

CKE(LOCAL) POLICY CONSIDERATION

This policy has been revised to comply with SB 1707. The bill prohibits district peace officers or school resource officers (SRO) from being assigned routine discipline or school administrative tasks. A statement to this effect has been added to the policy.

SB 1707 also requires that the board determine the duties of the district's peace officers and SROs and include those duties in specific documents, such as the district improvement plan, the student code of conduct, and other appropriate publications. For districts with a police force, if your policy describes the powers and duties of your police officers, your policy will meet this requirement. If your district has entered into an agreement with local law enforcement to hire SROs and has this currently reflected in your policy manual, new policy language is recommended to satisfy the SB 1707 requirement to determine SRO duties.

Cybersecurity

CQB(LOCAL) POLICY CONSIDERATION

This new recommended policy code has been created to house the new cybersecurity policy required by SB 820 and to address the cybersecurity training of employees and board members required by HB 3834. This new code is also where provisions on security breaches are now found; these provisions were formerly coded at policy CQ. The security breach text has

been revised to address reporting requirements to the Texas Education Agency in accordance with SB 820.

**Section D—
Personnel**

Furloughs

DFFA(LOCAL) POLICY CONSIDERATION

A minor revision is recommended to this policy as a result of HB 3 moving statutory provisions on furloughs from Education Code Chapter 42 to Chapter 48. The detail has been removed in favor of the cross-reference to policy DEA.

Firearms

DH(LOCAL) POLICY CONSIDERATION

HB 1143 prohibits a district from regulating the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a district parking area, provided the item is not in plain view. Recommended changes to this policy and GKA(LOCAL) reflect this new law by deleting language requiring firearms in locked vehicles to be unloaded.

**Section E—
Instruction**

**Gifted and
Talented
Program**

EHBB(LOCAL) POLICY CONSIDERATION

Based on HB 3 and the newly adopted Texas State Plan for the Education of Gifted/Talented Students, EHBB(LEGAL) and (LOCAL), the policies on gifted and talented (GT) services, have been updated. EHBB(LOCAL) has undergone a complete review to ensure that all required provisions are included in the policy as reflected in law and the state plan. In addition to the revisions to existing text, new recommended provisions address use of GT funds and the annual compliance certification the district must make to the commissioner. This recommended policy also addresses parent consultations for exiting students, appeals, and broader language regarding the selection committee. The remaining revisions are recommended to provide more flexibility to the district regarding reassessments and placement of transfer students in the GT program.

**Partnership
Charters**

ELA(LOCAL) POLICY CONSIDERATION

This policy only appears in a few districts' policy manuals. A minor revision has been made to the legal citation in this policy as a result of HB 3, which

moved funding provisions regarding partnership charters from Education Code Chapter 42 to Chapter 48.

**Section F—
Students**

**School Safety
Transfers**

FDE(LOCAL) POLICY CONSIDERATION

TEA's recent revisions to the Unsafe School Choice Option Guidance Handbook prompted recommended changes at FDE(LOCAL) to update the list of violent criminal offenses for which a victim is eligible for a transfer to another school within the district.

UIL Physicals

FFAA(LOCAL) POLICY CONSIDERATION

A new UIL rule requires students who are participating in marching band to have a pre-participation physical in accordance with the schedule established by the UIL. Recommended revisions to this policy broaden the language to accommodate future changes to UIL rules and allow the superintendent to designate other extracurricular programs for which the district will require physicals.

**Threat
Assessments**

FFB(LEGAL) includes new provisions regarding the establishment and composition of threat assessment and safe and supportive school teams as required by SB 11 and the process these teams will use in evaluating individuals and students who make threats of violence or exhibit harmful, threatening, or violent behavior.

FFB(LOCAL) POLICY CONSIDERATION

This new recommended local policy has been created in response to SB 11 and addresses the requirement for boards to adopt policies and procedures regarding the threat assessment and safe and supportive teams. The district's policies and procedures must be consistent with the model policies and procedures developed by the Texas School Safety Center (TxSSC). TASB collaborated with the TxSSC to develop this policy.

The TxSSC advises that district procedures need to be individualized to fit each district's unique circumstances. The TxSSC website has numerous resources to assist in developing such procedures.

Trauma-Informed Care

FFBA(LOCAL) POLICY CONSIDERATION

This new recommended local policy on trauma-informed care has also been developed to comply with SB 11. The details of the district's trauma-informed care program must be included in the district improvement plan. The policy specifies the elements required to be addressed in the district's trauma-informed care program, including increasing staff and parent awareness of trauma-informed care, required training, and available counseling options for students affected by trauma or grief. The policy also affirms that the district must report training compliance to TEA.

Student Records

FL(LOCAL) POLICY CONSIDERATION

This policy has been revised to assist with the implementation of the district's safe and supportive school program (see policy FFB) as required by SB 11. The new recommended provision at Access by School Officials clarifies that a person appointed to a team that supports the safe and supportive school program may access student records if the person has a legitimate educational interest in the records.

**Section G—
Community and
Governmental
Relations**

**Public
Information
Requests**

GBAA(LOCAL) POLICY CONSIDERATION

SB 494 permits the board of a district impacted by a catastrophe to temporarily suspend the Public Information Act. This policy includes new recommended provisions to delegate to the superintendent the authority to approve the initial suspension period of up to seven consecutive days and provide the required notices. For an extension beyond the initial seven-day period, the law requires the board to determine whether it is still impacted by the catastrophe. Thus, the recommended local policy text requires the board to approve an extension.

Firearms

GKA(LOCAL) POLICY CONSIDERATION

HB 1143 prohibits a district from regulating the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a district parking area, provided the item is not in plain view. Recommended changes to this policy and DH(LOCAL) reflect this new law by deleting language requiring firearms in locked vehicles to be unloaded.

Explanatory Notes

TASB Localized Policy Manual Update 114

Bandera ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

Please note:

Changes at Update 114 are based almost exclusively on legislation from the 86th Regular Legislative Session.

Unless otherwise noted, references to legislative bills throughout these explanatory notes refer to Senate Bills (SB) or House Bills (HB) from the 86th Regular Legislative Session. All referenced bills have already gone into effect unless otherwise noted.

For more information about the bills mentioned below and other changes from the 86th Legislative Session, download the free *2019 Legislative Summary for TASB Members* PDF at <https://store.tasb.org/legislative-summary-for-tasb-members-pdf/>.

An overview video of the local policy changes is available under Policy Manual Update Resources in the myTASB Policy Service Resource Library at <https://www.tasb.org/services/policy-service/mytasb/policy-manual-update-resources.aspx>. **(LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.**

AF(LEGAL)

INNOVATION DISTRICTS

Revisions from HB 3 explain that the commissioner may revoke district of innovation status for the district's failure to comply with TEA's employment registry or criminal history background requirements.

AG(LEGAL)

HOME-RULE DISTRICTS

Minor revisions to the list of Education Code requirements that apply to home-rule districts are from HB 3. The bill also provides that it is a material violation of a home-rule district's charter if the district fails to comply with TEA's employment registry or criminal history background requirements.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

HB 3 requires the annual performance report to include progress on early childhood literacy and mathematics proficiency plans and college, career, and military readiness plans.

Provisions on the high school allotment performance review have been repealed.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

The commissioner may authorize a district to enter into a memorandum of understanding with an institution of higher education to improve district performance (HB 4170).

Campus interventions and sanctions were affected by:

- HB 4170, which revised the duties of the campus intervention team; and
- HB 4205, which revised provisions on repurposing of a campus and clarified that commissioner decisions on campus turnaround are final and not subject to appeal.

Monitoring reviews and random on-site investigations may be conducted to ensure qualification of funding in accordance with HB 3.

SB 11 permits the commissioner to appoint a conservator for the district if TEA receives notice from the Texas School Safety Center of a district's failure to submit a multihazard emergency operations plan.

Explanatory Notes

TASB Localized Policy Manual Update 114

Bandera ISD

B(LEGAL) LOCAL GOVERNANCE

The B Section table of contents has been revised to delete BDAF, the content of which has been moved to CCG.

BAA(LEGAL) BOARD LEGAL STATUS: POWERS AND DUTIES

New board duties include adoption of a cybersecurity policy (SB 820); development of early childhood literacy and mathematics proficiency plans (HB 3); development of college, career, and military readiness plans (HB 3); and completion of an efficiency audit before holding an election seeking voter approval to adopt a maintenance and operations tax rate. Adjustments to the board's discretionary powers and duties include reference to the use of the board evaluation tool developed by the commissioner and deletion of a provision that is not located in Chapter 11 of the Education Code.

BBA(LEGAL) BOARD MEMBERS: ELIGIBILITY/QUALIFICATIONS

SB 2283 clarifies that a person convicted of a felony is ineligible to serve on a school board.

HB 831 clarifies the factors for a court to consider when determining whether a candidate has satisfied continuous residency requirements after a temporary absence.

BBBA(LEGAL) ELECTIONS: CONDUCTING ELECTIONS

Legislation affected several provisions on conducting elections:

- HB 1241 requires additional detail in notices of polling place locations;
- HB 933 clarifies posting obligations and notice to the county clerk and voter registrar;
- HB 1067 provides guidance on ballot adjustments in the event of a candidate's death;
- HB 1888 repeals the exception to the use of county election precincts in May elections if certain circumstances are met;
- HBs 1048 and 1888 affect early voting, including designation of early voting polling places in November elections and the use of temporary branch polling places; and
- HB 1850 addresses posting of information from branch daily registers and early voting rosters.

BBBB(LEGAL) ELECTIONS: POST-ELECTION PROCEDURES

The order of candidate names on the ballot of a runoff election or election to resolve a tie is specified by HB 88.

BBD(LEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION

HB 403 requires trustees to complete, every two years, one hour of training on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.

BBFA(LEGAL) ETHICS: CONFLICT OF INTEREST DISCLOSURES

This policy has been updated to better reflect statute.

BBI(LEGAL) BOARD MEMBERS: TECHNOLOGY RESOURCES AND ELECTRONIC COMMUNICATIONS

SB 944 requires a current or former trustee who maintains public information on a privately owned device to forward or transfer the information to the district or preserve the public information in its original form in a backup or archive and on the device for the relevant retention period.

Explanatory Notes

TASB Localized Policy Manual Update 114

Bandera ISD

BDAE(LLEGAL) OFFICERS AND OFFICIALS: DUTIES AND REQUIREMENTS OF DEPOSITORY

Depository contracts and bonds no longer have to be filed with TEA per SB 1376.

BDAF(LLEGAL) OFFICERS AND OFFICIALS: SELECTION AND DUTIES OF CHIEF TAX OFFICIALS

Provisions on tax officials as revised by SB 2, effective January 1, 2020, have been moved to CCG. BDAF is no longer an active code.

BE(LLEGAL) BOARD MEETINGS

SB 494 reduces the posting requirement for emergency meetings from two hours to one hour, with conforming changes for notice to the media, and provides examples of what constitutes an emergency or urgent public necessity required for an emergency meeting.

SB 1640 adds provisions on prohibited series of communications among trustees to address what are commonly called "walking quorums." The bill also revises the definition of "deliberation."

BE(LOCAL) BOARD MEETINGS

A recommended revision at Notice to Members reduces the notice to the board to one hour before an emergency meeting to align with the changes from SB 494 (see above).

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

BED(LLEGAL) BOARD MEETINGS: PUBLIC PARTICIPATION

HB 2840 significantly revises public comment requirements at board meetings:

- Public comment on agenda items is required at all meetings, including special meetings and workshops;
- A board must allow each individual who wishes to address the board on an agenda item to do so before or during the board's consideration of the item;
- A board may adopt reasonable rules, including rules that limit the total time an individual is allowed to speak, with additional time for certain types of translation services; and
- A board may not prohibit public criticism of the board, including criticism of any act, omission, policy, procedure, program, or service.

BED(LOCAL) BOARD MEETINGS: PUBLIC PARTICIPATION

Revisions to this local policy are to incorporate the new requirements for public comment from HB 2840 (see above). The policy distinguishes between public comment at regular and special meetings to permit public comment at regular meetings on both agenda and nonagenda items to be consistent with the district's current practice, but limits comments at special meetings to agenda items only. The policy provides that public comment will occur at the beginning of the meeting. The provisions on procedures and meeting management are intended to provide the board's presiding officer flexibility in implementing the new requirements and include:

- A requirement for individuals to sign up for public comment before the meeting begins and to indicate which agenda item they wish to address, if any;
- Retention of the district's current time limit for an individual to speak at a meeting;

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- Deletion of an overall time limit for public comment at a meeting;
- Deletion of the provision requiring delegations of more than five persons to appoint one spokesperson; and
- Broad authority for the presiding officer to make adjustments to the board's public comment procedures, such as adjusting when public comment will occur (it must occur before or during the relevant agenda item), reordering or continuing agenda items to a later meeting, deferring public comment on nonagenda items, expanding opportunities for public comment, or establishing an overall time limit and shortening the time allotted to each speaker to no less than one minute.

Please contact the district's policy consultant if the board wishes to:

- Limit public comment to agenda items only at all meetings;
- Revise the time individuals are permitted to speak at each meeting; or
- Make other adjustments to this policy.

For further guidance on HB 2840, please see TASB Legal Services' *House Bill 2840–Public Comment and Testimony at Board Meetings*, available on TASB School Law eSource at <https://www.tasb.org/services/legal-services/tasb-school-law-esource/governance/documents/hb2840-public-comment-and-testimony-at-board-meetings.pdf>, and see the *TASB Regulations Resource Manual* for sample board procedures and an audience participation signup sheet.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

BJCB(LLEGAL)

SUPERINTENDENT: PROFESSIONAL DEVELOPMENT

Superintendents must receive at least two and a half hours of continuing education every five years on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children (HB 403).

BJCD(LLEGAL)

SUPERINTENDENT: EVALUATION

Details on the disclosure requirements for evaluations, as revised by SB 1230, have been moved to GBA. Other changes are to better match statutory wording.

BQ(LLEGAL)

PLANNING AND DECISION-MAKING PROCESS

The required content of the district improvement plan has been amended by several bills:

- SB 11 requires inclusion of the district's trauma-informed care policy.
- SB 1707 requires inclusion of the law enforcement duties of various types of security personnel.
- HB 111 requires inclusion of the district's policy on sexual abuse, sex trafficking, and other maltreatment of children. (Sex trafficking was added to this existing requirement.)

BR(LLEGAL)

REPORTS

This legally referenced policy on reports is being deleted, as the content is already included in other relevant policy codes.

C(LLEGAL)

BUSINESS AND SUPPORT SERVICES

The C Section table of contents has been revised to separate the legal content on security personnel into four codes:

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- CKE includes general provisions applicable to the various types of district security personnel.
- CKEA includes provisions on commissioned peace officers.
- CKEB includes provisions on school marshals.
- CKEC includes provisions on school resource officers.

Local policies on these topics will remain at CKE with appropriate cross-references to relevant legal provisions.

The CQ series has been revised to add:

- CQB on cybersecurity; and
- CQC on equipment.

CBA(LLEGAL) STATE AND FEDERAL REVENUE SOURCES: STATE

As a result of HB 3, this policy has been updated with a high-level overview of state funding, including the requirement to submit certain information through PEIMS for funding determinations.

HB 3 moves foundation school program funding provisions from Education Code Chapter 42 to Chapter 48.

CCA(LLEGAL) LOCAL REVENUE SOURCES: BOND ISSUES

Several bills affect this legally referenced policy on bonds.

- SB 11 permits debt issuance for purchasing and retrofitting buses and school vehicles for safety and security purposes.
- HB 440 addresses limitations on bond issuance and provides guidance on use of unspent bond proceeds.
- HB 477 adjusts the information required to be included in bond election orders.
- HBs 3 and 477 and SB 30 address language for bond propositions and ballot contents.
- HB 477 requires a district to prepare voter information about proposed bond issuance.

CCG(LLEGAL) LOCAL REVENUE SOURCES: AD VALOREM TAXES

The revisions to this legally referenced policy on ad valorem taxes are based on HB 3 and SB 2, which significantly revise the ad valorem taxation process for school districts.

TEA has published videos explaining the HB 3 tax rate changes and other financial provisions, available at https://tea.texas.gov/About_TEA/Government_Relations_and_Legal/Government_Relations/House_Bill_3.

Information from the Texas comptroller on changes from SB 2, effective January 1, 2020, is available at <https://comptroller.texas.gov/taxes/property-tax/legal-resource.php>. Provisions on tax officials as revised by SB 2 have been moved to this code from BDAF.

CCGA(LLEGAL) AD VALOREM TAXES: EXEMPTIONS AND PAYMENTS

Provisions on ad valorem exemptions and payments are revised as follows:

- HB 1313 extends under certain conditions the residence homestead exemption to the surviving spouse of an individual who was disabled;

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- SB 2, effective January 1, 2020, addresses exemptions for historical structures or archeological sites; and
- Additional detail has been added on split payments, which permit a taxpayer to pay taxes (without discount) in two installments.

Please confirm that the district's CCGA(LOCAL) accurately reflects whether the district permits split payments.

CCH(LEGAL)

LOCAL REVENUE SOURCES: APPRAISAL DISTRICT

SB 2, effective January 1, 2020, revises appraisal district procedures. The bill:

- Adds a prohibition on employing an individual who is an officer or employee of a taxing unit that participates in the appraisal district; and
- Adjusts eligibility to serve on an appraisal district board for prior property appraisers or owner representatives.

CDA(LEGAL)

OTHER REVENUES: INVESTMENTS

HB 293 creates an exception to the ongoing investment training requirements for school district financial officers in limited circumstances.

HB 2706 modifies investment provisions on bond proceeds, fully collateralized repurchase agreements, and commercial paper. The bill modifies the requirements for a public funds investment pool that uses amortized cost.

CDA(LOCAL)

OTHER REVENUES: INVESTMENTS

There are several recommended revisions to this local policy on investments.

HB 2706 allows investment of bond proceeds or pledged revenue only to the extent permitted by the Public Funds Investment Act and in accordance with relevant statutory provisions and the district's local investment policy. Based on these new provisions, the policy revisions authorize investment of bond proceeds and pledged revenue to the extent allowed by law.

Governmental Accounting Standards Board (GASB) Statement No. 84 revised terminology from "agency" funds to "custodial" funds to avoid confusion, prompting a conforming change to this policy. TEA's To The Administrator Addressed Letter, GASB Statement No. 84, Fiduciary Activities, issued on May 23, 2019, provides additional information about GASB 84 and is available at https://tea.texas.gov/About_TEA/News_and_Multimedia/Correspondence/TAA_Letters/GASB_Statement_No_84_Fiduciary_Activities/.

Finally, the provision requiring an annual comprehensive report to the board in addition to the quarterly reports required by law is recommended for deletion. Districts may continue to provide annual portfolio reports to the board, but no local policy is required if the district chooses to do so.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

Please note: In reviewing the district's policy, it appears that the district permits investments in money market mutual funds. If this is the district's practice, it is recommended that the district include money market mutual funds in the list of approved investment instruments. Please contact your policy consultant if the district would like to revise the policy to include that text.

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CE(LEGAL) ANNUAL OPERATING BUDGET

HB 1495 requires budget itemization regarding expenditures for directly or indirectly influencing or attempting to influence the outcome of legislation or administrative action.

SB 2, effective January 1, 2020, requires a district to post various tax rate and budget information on the district's website in a format prescribed by the comptroller.

CFC(LEGAL) ACCOUNTING: AUDITS

A district must post on its website certain information, including the district's most recent financial audit, as required by SB 2, effective January 1, 2020.

CFEA(LEGAL) PAYROLL PROCEDURES: SALARY DEDUCTIONS AND REDUCTIONS

The definition of "eligible qualified investment product" is revised by HB 2820. The change permits 403(b) products to be offered by a company that is eligible to offer the product under law. TRS no longer has oversight.

CH(LEGAL) PURCHASING AND ACQUISITION

The prohibition on contracting with a company that boycotts Israel is revised by HB 793, which clarifies that the prohibition does not apply to a sole proprietorship and revises the contracts subject to the prohibition.

Certain district contracts must include provisions requiring the contracting entity to preserve contracting information and provide that information on request of the district. These provisions are from SB 943.

HB 1495 and SB 65 revise the requirements regarding contracts subject to the disclosure of interested parties to include contracts for services that require a person to register as a lobbyist.

Interior design services must be procured under the Professional Services Procurement Act per HB 2868.

HB 2826 adds provisions on contingent fee contracts for legal services.

Districts with fewer than 10,000 students are exempted by SB 1376 from Texas Commission on Environmental Quality provisions requiring a purchasing preference for recycled products.

Other new provisions on contracts address entertainment event contracts (HB 81) and taxpayer resource transactions (SB 22).

CH(LOCAL) PURCHASING AND ACQUISITION

To address the need for the district to have purchasing procedures on a variety of state and federal laws as recommended by TEA, new policy text requires the superintendent to develop appropriate procedures.

Please note that BJA(LOCAL) permits the superintendent to delegate responsibilities to other employees as permitted by law; therefore, references to the superintendent's designee have been removed throughout.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

CK(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT

Revisions from SB 11 include:

- Adjustments to the responsibilities, membership, and meeting requirements for the school safety and security committee; and

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- Additional provisions on the safety and security audit, including consequences for failing to meet the reporting requirements.

CKC(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

Several revisions are based on SB 11, which:

- Adds required notice to parents of bomb or terroristic threats at any district facility where students are present;
- Adds to the content of emergency operations plans (EOP); and
- Addresses a district's failure to submit its EOP for review by the Texas School Safety Center (TxSSC) or to correct plan deficiencies identified by the TxSSC.

HB 2195 requires EOPs to include provisions on responding to active shooter emergencies.

CKC(LOCAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

Recommended revisions are to comply with new requirements for the district's emergency operations plan (EOP) to include "policies" on responding to an active shooter (HB 2195) and access to campus buildings and materials necessary for a substitute teacher to carry out his or her duties during an emergency or emergency drill (SB 11). The policy text affirms that the district's procedures on these topics will be included in the EOP.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

CKD(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY MEDICAL EQUIPMENT AND PROCEDURES

Districts must develop a traumatic injury response protocol no later than January 1, 2020, in accordance with HB 496. The protocol must provide bleeding control stations, require training for security personnel and all other district personnel who may be reasonably expected to use a bleeding control station, and offer similar training to students enrolled at the campus in grade 7 or higher.

Sample administrative procedures on this issue are included in the *TASB Regulations Resource Manual*.

CKE(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: SECURITY PERSONNEL

As mentioned above, CKE includes general provisions applicable to the various types of district security personnel. Legislative revisions include:

- Clarification that the board determines the law enforcement duties of security personnel, which must be included in the listed district publications and documents and cannot include routine student discipline, school administrative tasks, or contact with students unrelated to the law enforcement duties (SB 1707); and
- Clarification of training requirements (HB 2195 and SB 11).

CKEA(LLEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Legal provisions specifically addressing commissioned peace officers have been moved from CKE to this new code. Legislative changes include the optional provision for a law enforcement agency to have an unassigned epinephrine auto-injector program (SB 1827). Other changes are to include the relevant statutory cite in place of the list of duties for peace officers and to revise wording to better reflect statute.

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CKEB(LLEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

Legal provisions specifically addressing school marshals have been moved from CKE to this new code and revised to reflect HB 1387, including:

- Clarification of the board's authority to appoint one or more school marshals for each campus; and
- Deletion of the previous cap on the number of school marshals a board may appoint.

Other changes are to better reflect statute.

CKEC(LLEGAL) SECURITY PERSONNEL: SCHOOL RESOURCE OFFICERS

Legal provisions specifically addressing school resource officers have been moved from CKE to this new code.

CL(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT

SB 668 excludes school districts from provisions that require energy usage reports and repeals the requirement that districts purchase certain energy efficient light bulbs.

Districts with fewer than 10,000 students are exempted by SB 1376 from recycling programs required by the Texas Commission on Environmental Quality (TCEQ). In addition, the TCEQ may exempt a district for which compliance would constitute a hardship.

CMD(LLEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

Legislative changes on instructional materials include:

- Revised references to "instructional materials and technology" throughout (HB 4170);
- Clarification of permitted expenditures using the instructional materials allotment (HB 396); and
- Removal of the annual June 1 deadline for a district to make an online requisition for instructional materials (SB 668).

CNA(LLEGAL) TRANSPORTATION MANAGEMENT: STUDENT TRANSPORTATION

HB 3 affected several student transportation provisions, including:

- Modifying the transportation allotment to be based on a rate per mile per regular eligible student and revising the definition of "regular eligible student" to include a student who is homeless;
- Revising provisions on the cost of transporting CTE students from a campus to the work-based learning site; and
- Providing reimbursement on a per-mile basis for transporting a dual credit student to specific locations for a course not available at the student's campus.

CNC(LLEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

HB 771 clarifies the use of wireless communication devices on buses.

CPC(LLEGAL) OFFICE MANAGEMENT: RECORDS MANAGEMENT

Revisions to records management provisions are from HB 1962 and include:

- Clarification of the duties of the district and the records management officer;

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- Deletion of TSLAC's obligations to approve, disapprove, accept, or reject various district filings; and
- Revision of the standards for destruction of records.

CQ(LEGAL) TECHNOLOGY RESOURCES

Technology provisions have been split into discrete codes:

- CQ continues to address general technology issues;
- CQA continues to address websites;
- CQB is a new code addressing cybersecurity and federal provisions on access to electronic communications; and
- CQC is a new code addressing equipment.

CQ(LOCAL) TECHNOLOGY RESOURCES

Provisions on security breaches have been moved to CQB(LOCAL), where the corresponding legal authority is now coded.

Please note that because BJA(LOCAL) permits the superintendent to delegate responsibilities to other employees, we have removed language referring to the superintendent's designee throughout.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

CQA(LEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

HB 305 requires most districts to post online the district's contact information; trustee information; election date, location, and filing information; and meeting notices and minutes.

HB 963 requires online posting of the name, email address, and beginning and end dates of terms of office for each trustee.

Other new online posting requirements are for:

- Certain early voting (HB 1850) and bond election items (HBs 440 and 477);
- Efficiency audits before an election to approve a tax rate (HB 3);
- Tax rate and budget information (SB 2, effective January 1, 2020);
- Early childhood literacy and mathematics plans, including progress on goals (HB 3);
- Progress on goals set for college, career, and military readiness plans (HB 3);
- A summary of and access to the state *Guidelines for the Care of Students with Food Allergies At-Risk for Anaphylaxis* (SB 869);
- Contact information for campus behavior coordinators (SB 1306); and
- Certain information pertaining to public information requests (SB 944).

Districts no longer need to post reports on energy usage per SB 668.

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CQB(LEGAL)

TECHNOLOGY RESOURCES: CYBERSECURITY

SB 820 includes new requirements on cybersecurity. A district must have a cybersecurity policy and the superintendent must designate a cybersecurity coordinator who will report breaches of system security involving student information to TEA and parents.

HB 3834 requires cybersecurity training for district employees who have access to a district computer system or database and for all board members.

Security breach notifications were affected by HB 4390, which changes the timelines for disclosures to individuals and the attorney general.

Federal provisions on access to electronic communications were moved to this code from CQ.

CQB(LOCAL)

TECHNOLOGY RESOURCES: CYBERSECURITY

This new policy is recommended to address SB 820, which requires a cybersecurity policy, and HB 3834, which requires cybersecurity training of employees and board members, as described above. The policy includes the following elements:

- An affirmative statement that the district will develop a cybersecurity plan;
- A requirement for the superintendent to designate a cybersecurity coordinator to serve as the liaison between the district and TEA and report any breaches to TEA as required by law; and
- Provisions on required employee and board member cybersecurity training and reporting.

Security breach provisions have been moved from CQ(LOCAL) and revised to address reporting requirements to TEA in accordance with SB 820.

Sample administrative procedures on cybersecurity are included in the *TASB Regulations Resource Manual*.

CQC(LEGAL)

TECHNOLOGY RESOURCES: EQUIPMENT

Provisions on technology equipment have been moved to this new code from CQ(LEGAL), and existing provisions on the Technology Lending Program Grant have been added.

CRG(LEGAL)

INSURANCE AND ANNUITIES MANAGEMENT: DEFERRED COMPENSATION AND ANNUITIES

The definition of "eligible qualified investment product" is revised by HB 2820. The change permits 403(b) products to be offered by a company that is eligible to offer the product under law. TRS no longer has oversight.

CV(LEGAL)

FACILITIES CONSTRUCTION

HB 985 prohibits a school district from considering whether a bidder on a public work contract has an agreement with a collective bargaining organization relating to the project.

New provisions have been added regarding use of proceeds from construction defect litigation (HB 1734) and construction liability claims (HB 1999).

Provisions on contract requirements that are included in CH have been deleted and replaced with a cross-reference to that code.

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D(LLEGAL) PERSONNEL

The D Section table of contents has been revised to add DHC, addressing reports to TEA of misconduct by noncertified employees.

DAA(LLEGAL) EMPLOYMENT OBJECTIVES: EQUAL EMPLOYMENT OPPORTUNITY

SB 37 prohibits a district that issues a license from taking disciplinary action against a person who has defaulted on a student loan.

Additional detail has been added regarding the existing state law prohibition on age discrimination.

DBAA(LLEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CRIMINAL HISTORY AND CREDIT REPORTS

HB 3 amended several provisions on criminal history. The bill:

- Clarifies that districts of innovation (DOI) are subject to Education Code provisions relating to criminal history records and may have their DOI status terminated for failing to provide requested information to TEA.
- Expands the criminal history for which a district must refuse to hire an applicant to include deferred adjudication community supervision for an offense requiring registration as a sex offender or conviction of a Title 5 felony if the victim was a minor.

DC(LLEGAL) EMPLOYMENT PRACTICES

Several bills affect this legally referenced policy on employment practices:

- HB 3 requires a district to refuse to hire a person listed on TEA's registry of persons who are not eligible to be employed in public schools and those under investigation.
- SB 2073 allows a district anticipating fewer than 180 days of instruction to reduce proportionally the minimum days of service for an educator to below 187 days. A reduction in days of service does not reduce salary.
- SB 1230 adds obtaining employment at a private school to the prohibition on assisting a person in obtaining employment if the person previously engaged in misconduct with a minor.

TEA has published a video explaining the HB 3 do-not-hire registry, available at https://tea.texas.gov/About_TEA/Government_Relations_and_Legal/Government_Relations/House_Bill_3.

DEA(LLEGAL) COMPENSATION AND BENEFITS: COMPENSATION PLAN

A new provision has been added from HB 3 triggering compensation increases when the basic allotment increases from the prior year.

DEAA(LLEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

HB 3 adds a local optional teacher designation system under which the district may receive an allotment for teachers designated as master, exemplary, or recognized. Master teacher grant programs have been deleted in accordance with SB 1376.

New requirements for optional mentor teacher programs are from HB 3.

Please note: Districts that choose to provide incentives to teachers who complete autism training must adopt a policy in accordance with HB 3. Contact the district's policy consultant for appropriate language if your district decides to pursue this option.

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DEB(LEGAL) COMPENSATION AND BENEFITS: FRINGE BENEFITS

HB 872 revises the information a district must provide to the Employees Retirement System when a peace officer is killed in the line of duty.

Note that SB 2, effective January 1, 2020, prohibits the board from decreasing the total compensation of a first responder, including a peace officer, employed by the district in the fiscal year beginning in 2020. This provision is not reflected in policy due to its temporary effect.

DEC(LEGAL) COMPENSATION AND BENEFITS: LEAVES AND ABSENCES

Some provisions on jury duty have been moved to DG(LEGAL).

DF(LEGAL) TERMINATION OF EMPLOYMENT

HB 3 expands the criminal history for which a district must discharge an employee to include deferred adjudication community supervision for an offense requiring registration as a sex offender or conviction of a Title 5 felony if the victim was a minor.

HB 3 requires a district to discharge a person listed on TEA's registry of persons who are not eligible to be employed in public schools and those under investigation.

DFFA(LOCAL) REDUCTION IN FORCE: FINANCIAL EXIGENCY

The recommended revision to this local policy on financial exigency was prompted by HB 3. The bill moved provisions from Education Code Chapter 42 to Chapter 48 and affected existing text on furloughs, which has been deleted, as the cross-reference provides sufficient guidance to the relevant legal authority.

Please note that because BJA(LOCAL) permits the superintendent to delegate responsibilities to other employees, we have removed language referring to the superintendent's designee throughout.

DG(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES

Several bills affect this legally referenced policy on employee rights and privileges:

- HB 621 amends the prohibition on employer retaliation against a professional for a good faith report of child abuse or neglect to include defined adverse employment actions.
- HB 4310 prohibits a district from penalizing a teacher who does not follow the scope and sequence for a required curriculum subject if the teacher determines that students need more or less time to demonstrate proficiency in the TEKS.
- SB 370 and HB 504 prohibit certain negative actions against an employee who serves as a juror or grand juror.

DH(LEGAL) EMPLOYEE STANDARDS OF CONDUCT

In accordance with SB 944, a current or former district employee who maintains public information on a privately owned device must forward or transfer the information to the district or preserve the public information in its original form in a backup or archive and on the device for the relevant retention period.

HB 1143 prohibits a district from regulating the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a school parking area, provided the item is not in plain view.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

Because HB 1143 prohibits a district from regulating the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a school parking area, provided the item is not in plain view, language

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requiring firearms to be unloaded has been deleted. No other revisions have been made to this local policy.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

DHB(LLEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO STATE BOARD FOR EDUCATOR CERTIFICATION

HB 3 clarifies that reports to SBEC of educator misconduct may be filed through the new SBEC internet portal.

SB 1476 creates an exception to a superintendent's obligation to report educator misconduct to SBEC if, before the educator's termination or resignation, the superintendent completes an investigation and determines the educator did not engage in the alleged misconduct specified in law.

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

As reflected in this new policy, HB 3 establishes a procedure for reporting noncertified employee misconduct to TEA that mirrors required reporting of certified employee misconduct to SBEC.

DMA(LLEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

New staff development is required in the areas of:

- Prevention techniques for and recognition of sex trafficking of children (HB 111);
- Implementation of trauma-informed care (SB 11);
- Test administration procedures (Administrative Code rules, effective April 23, 2019);
- Cybersecurity (HB 3834);
- Early literacy through attending teacher literacy academies (HB 3);
- Concussion training for school nurses on the concussion oversight team (HB 961); and
- Seizure recognition and related first aid for school nurses and certain other district employees (HB 684).

SB 1376 makes the UIL responsible for conducting extracurricular activity safety training.

DNA(LLEGAL) PERFORMANCE APPRAISAL: EVALUATION OF TEACHERS

Several bills affect this legally referenced policy on teacher evaluation:

- HB 3 clarifies that an appraisal must be done at least once *for* each school year rather than *during* each school year.
- SB 1451 provides that a district may not assign a teacher a deficiency solely on the basis of disciplinary referrals done for discretionary removal from the classroom.
- Details on the disclosure requirements for evaluations as revised by SB 1230 have been moved to GBA.

Other changes are to better match statute.

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DNB(LLEGAL) PERFORMANCE APPRAISAL: EVALUATION OF CAMPUS ADMINISTRATORS

Details on the disclosure requirements for evaluations as revised by SB 1230 have been moved to GBA. Other changes are to better match statute.

DP(LLEGAL) PERSONNEL POSITIONS

A principal is required by HB 3 to notify the superintendent within seven business days after the date of a noncertified employee's termination or resignation following allegations of certain conduct.

EA(LLEGAL) INSTRUCTIONAL GOALS AND OBJECTIVES

Board-adopted early childhood literacy and mathematics proficiency plans and college, career, and military readiness plans are required by HB 3.

EB(LLEGAL) SCHOOL YEAR

If a district requires each educator to attend an approved school safety training course, SB 11 requires the commissioner to provide for a waiver, allowing for fewer required minutes of instruction.

EC(LLEGAL) SCHOOL DAY

A funding provision for prekindergarten grant programs repealed by HB 3 has been deleted.

EEB(LLEGAL) INSTRUCTIONAL ARRANGEMENTS: CLASS SIZE

Based on HB 3, references to the High-Quality Prekindergarten Grant Program have been removed, as it is no longer a grant program.

EEM(LLEGAL) INSTRUCTIONAL ARRANGEMENTS: JUVENILE RESIDENTIAL FACILITIES

Funding provisions for students the district serves in a juvenile residential facility have been revised by HB 3.

EF(LLEGAL) INSTRUCTIONAL RESOURCES

A district must provide printed versions of relevant electronic instructional materials for a student who does not have reliable access to technology at home (HB 391). The district is not required to purchase print editions of these materials for this purpose.

EHAA(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

Several bills affect this legally referenced policy on required instruction:

- SB 11 revises the health curriculum to include various mental health topics and requires the SBOE to adopt rules for districts to incorporate digital citizenship into their curriculum.
- When adopting a scope and sequence for a required curriculum subject, a district must ensure sufficient time is provided for teaching the TEKS (HB 4310).
- The duties of the School Health Advisory Committee (SHAC) were expanded by SB 435 and SB 11 to include the topics of suicide, opioid and other substance abuse, and other mental health items.

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- SB 1376 repeals the requirement for districts to distribute TEA information on steroids, but districts are still required to notify students of the prohibition on nonmedical use of steroids by posting information, as explained at FNCF.
- HB 1026 requires a district to adopt a character education program.

EHAB(LEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ELEMENTARY)

Kindergarten through third grade reading program requirements have been added from HB 3. The bill requires the use of a phonics curriculum and integration of reading instruments to diagnose reading development and comprehension.

EHAC(LEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

A district may allow concurrent enrollment in Algebra I and geometry (SB 1374).

EHBA(LEGAL) SPECIAL PROGRAMS: SPECIAL EDUCATION

SB 1376 repeals the Education Code provision that required a district that entered into a shared services arrangement to receive commissioner approval for the arrangement.

EHBAC(LEGAL) SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT

SB 1376 repeals the Education Code provision that required a district that entered into a shared services arrangement to receive commissioner approval for the arrangement.

EHBAE(LEGAL) SPECIAL EDUCATION: PROCEDURAL REQUIREMENTS

Provisions on surrogate parents were revised by HB 1709.

EHBB(LEGAL) SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Changes from HB 3 require a district to adopt a policy regarding the use of funds to support the district's gifted and talented (GT) program. The bill also requires a district to certify each year to the commissioner that the district's GT program is consistent with the state GT plan and report to the commissioner on the use of funds for the district's GT program.

EHBB(LOCAL) SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

This local policy on gifted and talented (GT) services has been updated based on HB 3 and the newly adopted *Texas State Plan for the Education of Gifted/Talented Students*, available at https://tea.texas.gov/academics/special_student_populations/gifted_and_talented_education/gifted_talented_education/.

HB 3 requires a district to adopt a policy regarding the use of funds to support the district's GT program. The bill also requires a district to annually certify to the commissioner that the district's GT program is consistent with the GT state plan and report to the commissioner on the use of funds for the district's GT program. Corresponding revisions to the local policy appear at Program Evaluation.

Other revisions to align with the state plan include:

- Deletion throughout of the references to nominating students for the GT program;
- Broader language regarding the selection committee, as there is no requirement to specify in policy whether the committee is established at the district or campus level;

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- More flexible language regarding reassessments and transfer students;
- New text to incorporate the requirement to consult with parents about a student exiting the program; and
- New text to incorporate the ability of an educator to appeal final decisions of the selection committee.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

EHBC(LLEGAL) SPECIAL PROGRAMS: COMPENSATORY/ACCELERATED SERVICES

There were numerous legislative changes to the provisions on compensatory education.

Districts are required by HB 3 to provide TEA each student's residential census block, which will be factored into the compensatory education allotment. Calculation details for the allotment have been removed.

Dropout prevention plans are due by December 1 of each year per HB 3.

The definition of a student who is at-risk of dropping out of school has been revised to address students who:

- Have been incarcerated or who have a parent or guardian who has been incarcerated within the student's lifetime (SB 1746); and
- Participate in an adult high school diploma and industry certification charter school program (HB 1051).

TEA has published a video explaining the HB 3 compensatory education changes, available at https://tea.texas.gov/About_TEA/Government_Relations_and_Legal/Government_Relations/House_Bill_3.

EHBF(LLEGAL) SPECIAL PROGRAMS: CAREER AND TECHNICAL EDUCATION

Provisions on reimbursements to districts for certification examinations taken by students in career and technology have been added based on HB 3.

TEA has published a video explaining the HB 3 changes on exam reimbursements, available at https://tea.texas.gov/About_TEA/Government_Relations_and_Legal/Government_Relations/House_Bill_3.

EHBG(LLEGAL) SPECIAL PROGRAMS: PREKINDERGARTEN

SB 1679 provides that an eligible three-year-old prekindergarten student remains eligible for enrollment in the following year.

Other changes to prekindergarten programs are from HB 3. Among other changes, if a district operates a prekindergarten program for eligible children who are at least four years of age, the district must provide full-day prekindergarten that meets high-quality prekindergarten program standards (absent an exemption). For children under four years of age, a district still has the option to operate prekindergarten on a half-day basis or offer full-day prekindergarten with local funding or on a tuition basis. In addition, a program for children who are at least four years of age must comply with the High Quality Prekindergarten Program standards.

TEA has published a video explaining the HB 3 prekindergarten changes, available at https://tea.texas.gov/About_TEA/Government_Relations_and_Legal/Government_Relations/House_Bill_3.

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EHBK(LLEGAL)

SPECIAL PROGRAMS: OTHER INSTRUCTIONAL INITIATIVES

Two mandatory recognition events have been added: Texas Girls in STEM Day is on March 1 (HB 3435), and Holocaust Remembrance Week will be on a date designated by the governor (SB 1828).

Provisions on character education are now mandatory, not optional, and have been moved to EHAA (HB 1026).

EHDD(LLEGAL)

ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

The requirements for dual credit program agreements with institutions of higher education were modified by HB 3650 and SB 1276.

EIC(LLEGAL)

ACADEMIC ACHIEVEMENT: CLASS RANKING

HB 539 addresses the issue that districts with very small graduating classes do not create a top ten percent for purposes of the automatic college admissions law. This bill requires Texas public universities to admit valedictorians who meet the requirements in law.

EIF(LLEGAL)

ACADEMIC ACHIEVEMENT: GRADUATION

SB 213 extends expiration dates from September 1, 2019, to September 1, 2023, for provisions on individual graduation committees and provisions authorizing districts to award a high school diploma to eligible students who entered grade 9 before the 2011–12 school year and have not performed satisfactorily on the relevant exit-level test.

On request of the parent, districts must issue a high school diploma posthumously to each student who dies while enrolled in the district in accordance with HB 638. The diploma may not be issued before the school year in which the student was expected to graduate.

SB 232 requires districts to inform parents of a high school student that the student is not required to complete Algebra II to graduate, but that not completing the course may have negative consequences for automatic college admission and for certain financial aid. The notice must be by regular mail or email.

HB 678 allows a student to satisfy one of the two required credits in languages other than English by successfully completing an elementary school course in American Sign Language.

Provisions on endorsements for students in special education were revised by HB 165.

EK(LLEGAL)

TESTING PROGRAMS

HB 3 amends the tests that high school students may take in grade 11 or 12 at state cost to include the Texas Success Initiative.

Revised Administrative Code rules effective July 22, 2019, clarify current law limiting administration of locally required assessments designed to prepare students for state assessments. The revised rule explains what constitutes an assessment instrument designed to prepare students for state-administered assessment instruments.

EKB(LLEGAL)

TESTING PROGRAMS: STATE ASSESSMENT

HB 3906 prompted changes regarding the use of technology in state assessments for mathematics and administration of assessments in kindergarten and prekindergarten.

Administrative Code rules amended effective April 23, 2019, significantly revised the provisions on test security and confidentiality.

Other revisions are to better reflect statute.

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EL(LLEGAL) CAMPUS OR PROGRAM CHARTERS

HB 3 provides that a charter campus or program must comply with the listed Education Code provisions regarding the duty to discharge or refuse to hire certain employees or applicants.

F(LLEGAL) STUDENTS

A new policy, FFBA on trauma-informed care, has been added to the F section table of contents.

FB(LLEGAL) EQUAL EDUCATIONAL OPPORTUNITY

This legally referenced policy on equal educational opportunity has been updated to include a provision from SB 1978 that prohibits a district from taking any adverse action against a person based on the person's membership in, affiliation with, or contribution, donation, or other support provided to a religious organization. Other changes are to better match statutory wording.

FD(LLEGAL) ADMISSIONS

Several bills affected student admissions:

- SB 668 clarifies the definition of students who are homeless.
- A new provision from HB 2526 provides that a person is eligible for admission if the person and either parent reside in a residence homestead on property any part of which is located in the district.
- HB 1597 adds proof of eligibility provisions for a person whose parent is in the armed services and the parent provides a military order for a transfer to a military installation in or adjacent to the district's attendance zone. Proof of residency in the district's attendance zone must then be provided within ten days of the arrival date in the military order.
- Provisions on the foundation school program were affected by HBs 3 and 1051.

FDC(LLEGAL) ADMISSIONS: HOMELESS STUDENTS

Throughout, terminology has been changed from "homeless students" to "students who are homeless" in accordance with SB 668.

FDE(LOCAL) ADMISSIONS: SCHOOL SAFETY TRANSFERS

Recommended changes to this local policy on school safety transfers are based on revisions to the TEA *Unsafe School Choice Option (USCO) Guidance Handbook* (available at https://tea.texas.gov/Finance_and_Grants/Grants/Applying_for_a_Grant/Unsafe_School_Choice_Option), which amended the list of violent criminal offenses for which a student is eligible for a transfer to another school within the district. See also the August 22, 2019, To the Administrator Addressed letter on ESSA Unsafe School Choice Option LEA Requirements, available at <https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/essa-unsafe-school-choice-option-lea>.

FEB(LLEGAL) ATTENDANCE: ATTENDANCE ACCOUNTING

HB 3 allows, rather than requires as under existing law, the commissioner to adjust ADA of a district located in an area declared a disaster by the governor if the district experiences a decline in ADA that is reasonably attributable to the disaster.

FED(LLEGAL) ATTENDANCE: ATTENDANCE ENFORCEMENT

Provisions on funding of the position of juvenile case manager have been updated based on SB 346. Other changes add existing statutory text.

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FFAA(LOCAL) WELLNESS AND HEALTH SERVICES: PHYSICAL EXAMINATIONS

Recommended revisions to this local policy on physical examinations are to address a new UIL rule requiring students who are participating in marching band to receive a pre-participation physical in accordance with the schedule established by the UIL. The policy revisions broaden current language to accommodate future changes to UIL rules and also allow the superintendent to designate other extracurricular programs for which the district will require physicals.

Further information on the new UIL rule is available at https://www.uiltexas.org/files/music/Marching_Band_Physical_Exam_FAQ.pdf.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

FFAC(LEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

Several legislative changes have been incorporated, including:

- A prohibition on a district regulating the sale, distribution or possession of dextromethorphan (certain cold medicine) (HB 1518);
- Deletion of the requirement for a district to notify the commissioner following administration of an unassigned epinephrine auto-injector (SB 668); and
- New provisions permitting a district to adopt and implement a policy authorizing a school nurse to maintain and administer unassigned asthma medication (HB 2243). **Please note:** Contact the district's policy consultant for appropriate policy text if the district wishes to pursue this option. Sample administrative provisions are available in the *TASB Regulations Resource Manual*.

Also added is an existing statutory provision prohibiting a district from enacting, adopting, or enforcing a rule or regulation that prohibits the possession of low-THC cannabis as authorized by the Texas Compassionate Use Act in the Health and Safety Code.

FFAD(LEGAL) WELLNESS AND HEALTH SERVICES: COMMUNICABLE DISEASES

The Department of State Health Services rather than TEA must now prescribe the procedures for districts to use when distributing information on bacterial meningitis (HB 3884).

FFAF(LEGAL) WELLNESS AND HEALTH SERVICES: CARE PLANS

SB 869 requires a district's policy on food allergies to be consistent with the Texas Department of State Health Services' *Guidelines for the Care of Students with Food Allergies At-Risk for Anaphylaxis*. The bill requires the board to post a summary of the *Guidelines* on the district's website and include information on how to obtain the full document. Likewise, forms addressing food allergies must include information about the *Guidelines*. Relevant materials in the *TASB Regulations Resource Manual* have been updated.

Provisions on seizure management and treatment plans are from HB 684 and allow a parent to submit a seizure management plan to the district to address health-care services the student may receive at school or school activities.

FFB(LEGAL) STUDENT WELFARE: CRISIS INTERVENTION

SB 11 includes provisions on the threat assessment and safe and supportive school team that districts must establish to serve each campus and the process the teams will use in evaluating individuals and students who make threats of violence or exhibit harmful, threatening, or violent behavior. The teams must receive training and report specific information to TEA. The board must adopt a policy addressing specific elements.

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SB 11 also permits districts to provide parents relevant information on various mental health topics.

FFB(LOCAL) STUDENT WELFARE: CRISIS INTERVENTION

This new local policy is recommended to address SB 11, which requires boards to adopt policy and procedures regarding threat assessment and safe and supportive teams. The district's policies and procedures must be consistent with the model policies and procedures developed by the Texas School Safety Center (TxSSC). TASB collaborated with the TxSSC to develop this policy, which addresses the following elements:

- Delegation to the superintendent to ensure that a team is established to serve each campus;
- Appointment of team members by the superintendent, as required by law;
- Training requirements for the team;
- Authorization for any member of the team or a district employee to act immediately to prevent an imminent threat or respond to an emergency, including contacting law enforcement directly;
- Development of procedures as recommended by the TxSSC;
- A high-level outline of the threat assessment process, including specific actions required by the team in various circumstances;
- Mental health referrals by the team;
- The requirement for the team to provide guidance to students and district employees on recognizing and reporting behavior of concern; and
- Required reports to TEA.

The TxSSC advises that district procedures need to be individualized to fit each district's unique circumstances. To assist in developing procedures, the TxSSC website has numerous resources, including a *Behavioral Threat Assessment and Management for Educators and Administrators Toolkit* at <https://txssc.txstate.edu/tools/tam-toolkit/>.

FFBA(LEGAL) CRISIS INTERVENTION: TRAUMA-INFORMED CARE

SB 11 requires boards to adopt and implement a policy on the implementation of trauma-informed care practices in each school environment. The policy must also address:

- Increasing staff and parent awareness of trauma-informed care, including required training for educators;
- Implementation of trauma-informed practices and care by district and campus staff; and
- Available counseling options for students affected by trauma or grief.

Districts must report to TEA on compliance with the training provisions.

FFBA(LOCAL) CRISIS INTERVENTION: TRAUMA-INFORMED CARE

This new policy is recommended to address SB 11, which requires a policy on trauma-informed care. The details of the district's trauma-informed care program must be included in the district improvement plan.

The policy makes reference to the elements required to be addressed in the district's program:

- Increasing staff and parent awareness of trauma-informed care, including required training for educators; and
- Available counseling options for students affected by trauma or grief.

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The policy also affirms that the district shall report to TEA on compliance with the training provisions.

Please note: If, based on a district of innovation plan, your district is exempt from the statutory requirement to have a district improvement plan, the district should include its trauma-informed care program in an equivalent district-level planning document.

FFE(LLEGAL) STUDENT WELFARE: STUDENT ASSISTANCE PROGRAMS/COUNSELING

This legally referenced policy on student assistance programs has been updated to include existing legal provisions on consent for services provided by a licensed specialist in school psychology.

FFG(LLEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

The district improvement plan and any informational handbook provided to students and parents must include the district's policy on addressing sexual abuse, sex trafficking, and other maltreatment of children (HB 111). Please note that the post-legislative supplement to the *TASB Model Student Handbook* includes provisions and resources to address these topics. The district should include any other details in the district improvement plan and communicate the district's practices and procedures to employees, parents, and students.

HB 621 prohibits a district from taking any adverse employment action against a professional who makes a good faith report of abuse or neglect.

FL(LOCAL) STUDENT RECORDS

To assist with implementing the district's safe and supportive school program as required by SB 11, a recommended revision at Access by School Officials clarifies that a person appointed to a team that supports the safe and supportive school program is considered a "school official" who may access student records if the person has a legitimate educational interest in the records.

Please note that because BJA(LOCAL) permits the superintendent to delegate responsibilities to other employees, we have removed language referring to the superintendent's designee.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

FM(LLEGAL) STUDENT ACTIVITIES

Legislation affected several provisions on student activities:

- Certain safety training will be provided by the UIL rather than districts (SB 1376).
- A school nurse may be a member of the district's concussion oversight team and is authorized to remove an affected student from practices or competition (HB 961).
- A district must provide information about sudden cardiac arrest and electrocardiogram testing to a student who is required by UIL to submit a physical examination certification (HB 76).

Administrative Code rules amended effective May 1, 2019, permit a district to allow a student who is ineligible to participate in an extracurricular activity and who is enrolled in a state-approved music course that participates in UIL Concert and Sight-Reading Evaluation to perform with the ensemble during the UIL evaluation performance only.

FNCC(LLEGAL) STUDENT CONDUCT: PROHIBITED ORGANIZATIONS AND HAZING

SB 38 amends the Education Code definition of hazing.

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FNCE(LLEGAL)

STUDENT CONDUCT: PERSONAL TELECOMMUNICATIONS/ELECTRONIC DEVICES

A district must allow a student to use a graphing calculator application on an electronic device when the student is enrolled in a course that requires the use of a graphing calculator, unless the district provides students the use of one at no cost (HB 3906).

FNCG(LLEGAL)

STUDENT CONDUCT: WEAPONS

Provisions on clubs and knuckles were revised based on HB 446, which removes clubs from the Penal Code offense regarding unlawfully carrying a weapon outside of one's premises or vehicle. The bill also removes knuckles from the list of prohibited weapons in Penal Code 46.05.

FNG(LLEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

Unless limited by a court order, a parent appointed as a conservator of a child always has the right to attend school activities, including school lunches, performances, and field trips (HB 3145).

FO(LLEGAL)

STUDENT DISCIPLINE

Several general discipline provisions were affected by legislation:

- A student's status as homeless or in the conservatorship of DFPS was added to the list of mitigating factors the district must consider in making certain disciplinary decisions (HB 811).
- The law enforcement duties of various security personnel must be included in the Student Code of Conduct (SB 1707).
- District websites must include contact information for the campus behavior coordinator or other relevant administrator (SB 1306).
- Districts must provide foundation curriculum coursework to students assigned to in-school or out-of-school suspension using one option that does not require the use of the internet (HB 3012).
- Aversive techniques listed in the policy that are intended to reduce the likelihood of a behavior recurring by intentionally inflicting significant physical or emotional discomfort or pain may not be used with students (HB 3630 and SB 712).
- A district may not discipline a teacher on the basis of documentation the teacher submitted regarding a student's violation of the student code of conduct (SB 1451).
- Information regarding out-of-school suspensions must be reported to TEA (HB 65).

FOA(LLEGAL)

STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

SB 1451 clarifies that students sent to the campus behavior coordinator's or other administrator's office under a routine referral or a discretionary removal are not considered to have been removed from the classroom for purposes of reporting data through PEIMS or other similar reports required by state or federal law.

FOB(LLEGAL)

STUDENT DISCIPLINE: OUT-OF-SCHOOL SUSPENSION

A district may not place in out-of-school suspension a student who is homeless unless the student engages in certain conduct (HB 692).

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FOC(LLEGAL) STUDENT DISCIPLINE: PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING

DAEP placement is required if a student engages in certain forms of harassment against an employee (SB 2432).

In determining whether there is a reasonable belief that a student engaged in felony conduct, a superintendent may not consider additional information requested by the district from law enforcement for the purpose of creating a threat assessment or safety plan (HB 2135).

For clarity, additional details from statute have been added regarding terms of removal.

FOCA(LLEGAL) PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING: DISCIPLINARY ALTERNATIVE EDUCATION PROGRAM OPERATIONS

HB 2184 creates mandatory procedures and notice requirements for a student's transition to the regular classroom from an alternative education program, as defined by the bill.

Documents in the *TASB Regulations Resource Manual* have been updated to address HB 2184.

FOD(LLEGAL) STUDENT DISCIPLINE: EXPULSION

An existing statutory provision addressing appeals of expulsion decisions has been added.

FODA(LLEGAL) EXPULSION: JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM

HB 3012 permits court-ordered placement in a JJAEP for terroristic threats.

GA(LLEGAL) ACCESS TO PROGRAMS, SERVICES, AND ACTIVITIES

A provision has been added from SB 1978 that prohibits a district from taking any adverse action (as defined in the policy) against a person based on the person's membership in, affiliation with, or contribution, donation, or other support provided to a religious organization.

GB(LLEGAL) PUBLIC INFORMATION PROGRAM

In accordance with SB 944, a current or former district officer or employee who maintains public information on a privately owned device must forward or transfer the information to the district or preserve the public information in its original form in a backup or archive and on the device for the relevant retention period. An employee may be disciplined for failure to comply.

GBA(LLEGAL) PUBLIC INFORMATION PROGRAM: ACCESS TO PUBLIC INFORMATION

Provisions on public information have been revised, including those addressing release of:

- Certain contracting information (SB 943);
- Evaluations (SB 1230);
- Information regarding the location or physical layout of certain shelter centers (HB 3091);
- Protected health information and out-of-state health-care provider information (SB 944);
- Information on applicants for disaster recovery funds (HB 3175);
- Information that would provide an advantage to competitors or bidders (SB 943);

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- Expenditures for parades, concerts, or other entertainment events (HB 81); and
- Certain commercial, financial, and proprietary information (SB 943).

GBAA(LEGAL) INFORMATION ACCESS: REQUESTS FOR INFORMATION

Legislation affected multiple provisions on requests for information, including:

- Duties of the officer for public information (SB 944);
- Methods for requesting information (SB 944);
- Requests for contracting information not maintained by the district (SB 943);
- Requests for an attorney general decision (SBs 943 and 944); and
- Temporary suspension of the Public Information Act by the board of a district currently impacted by a catastrophe (SB 494).

Other revisions are to better reflect statutory wording.

GBAA(LOCAL) INFORMATION ACCESS: REQUESTS FOR INFORMATION

As mentioned above, SB 494 permits the board of a district impacted by a catastrophe to temporarily suspend the Public Information Act. Recommended local policy text delegates to the superintendent the authority to approve the initial suspension period of up to seven consecutive days and provide the required notices to the attorney general and public. If an extension of the initial suspension period is needed, the law requires the board to determine that it is still impacted by the catastrophe, so the local policy text requires the board to approve an extension.

The form to provide notice of any suspensions to the attorney general is available at <https://www.texasattorneygeneral.gov/open-government/governmental-bodies/catastrophe-notice>.

GKA(LEGAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

HB 1552 clarifies who is a retired law enforcement officer for Penal Code 46.03, which prohibits weapons in certain places.

Districts may no longer regulate the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a district parking area, provided the item is not in plain view (HB 1143).

HB 1791 broadens existing provisions that limit a district from providing unauthorized notice that handguns are prohibited.

GKA(LOCAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Because HB 1143 prohibits a district from regulating the manner in which a handgun, firearm, or ammunition is stored in a locked vehicle in a district parking area, provided the item is not in plain view, we have deleted language requiring firearms to be unloaded. No other revisions have been made to this local policy.

The *Legal Issues in Update 114* memo describes common legal concerns and best practices specific to [this policy topic](#).

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GNB(LLEGAL) RELATIONS WITH EDUCATIONAL ENTITIES: REGIONAL EDUCATION SERVICE CENTERS

HB 3 revises the core services that education service centers are required to provide to include training and assistance regarding instruction in personal financial literacy, gifted and talented programs, and programs that qualify for a funding allotment.

GRAA(LLEGAL) STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

Information about arrests of students provided to districts from law enforcement agencies must include sufficient information for the district to determine whether it is necessary to conduct a threat assessment or prepare a safety plan for the student (SB 2135). In addition, a superintendent may request information for the purpose of conducting a threat assessment or preparing a safety plan.

GRAA(EXHIBIT) STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

This exhibit has been deleted, as the list of offenses principals must report to local law enforcement authorities is included in GRAA(LLEGAL).

GRB(LLEGAL) RELATIONS WITH GOVERNMENTAL ENTITIES: INTERLOCAL COOPERATION CONTRACTS

When a district provides educational services to a student who resides in a state hospital, HB 2210 specifies the elements of the memorandum of understanding between the hospital and district.

GRC(LLEGAL) RELATIONS WITH GOVERNMENTAL ENTITIES: EMERGENCY MANAGEMENT

Provisions on emergency management training have been deleted as they are not applicable to school districts.

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Consideration and possible action to approve the Board of Trustees Code of Ethics Resolution Related Page(s) 2

Regular Agenda

EXECUTIVE SUMMARY:

No changes were made to the Code of Ethics, Board Policy BBF(LOCAL). After the Board has reviewed and signed the resolution a copy will be posted on the website under Board of Trustees.

ATTACHMENTS:

- Code of Ethics Resolution
- Board Policy BBF (LOCAL)

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends the Board approve the Board of Trustees Code of Ethics Resolution.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For: _____ Against: 78 Abstain: _____

Bandera ISD Code of Ethics

Board of Trustees

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

Equity in attitude

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

Trustworthiness in stewardship

- I will be accountable to the public by representing district policies, programs, priorities and progress accurately.
- I will be responsive to the community by seeking its involvement in district affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of district resources.
- I will make no personal promise or take private action that may compromise my performance of my responsibilities.

Honor in conduct

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

Integrity of character

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

- I will not disclose information that is confidential by law or that will needlessly harm the district if disclosed.

Commitment to service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-centered focus

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

Signed this 9th day of December, 2019:

Dr. Barbara Skipper
President

Laurie Neff

Bo Mansfield
Vice President

Greg Butler

Heidi Battle
Secretary

Rhondo Jauer

Brittany Hicks
Assistant Secretary

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

**Equity
In Attitude**

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

**Trustworthiness
In Stewardship**

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

**Honor
In Conduct**

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

**Integrity
Of Character**

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

**Commitment
To Service**

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

**Student-Centered
Focus**

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

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Dr. Jerry Hollingsworth

Subject: Consideration and possible action to approve the Bandera ISD Board of Trustees Operating Procedures Related Page(s) 13

Regular Agenda

EXECUTIVE SUMMARY:

Board Operating Procedures are attached for your review. Changes are highlighted in yellow. These procedures are used to guide the decision of the Board through the next school year.

ATTACHMENTS:

- BISD Board of Trustees Operating Procedures

BOARD PRIORITY GOALS		
X	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends that the Board approve the Bandera ISD Board of Trustees Operating Procedures as presented.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For: _____ Against: 81 Abstain: _____

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Suzy Groff

Consideration and possible action to
approve The University of Texas High
School and Texas Tech University K-12
as developers for Credit by Examination

Subject: tests Related Page(s) 1

Regular Agenda

EXECUTIVE SUMMARY:

The Texas Education Code (TEC), §28.023, allows students in primary grades to accelerate a grade level and students in secondary academic courses to earn credit for a course on the basis of credit by examination. Credit-by-examination assessments (CBEs) must be approved by each local board of trustees.

The Texas Education Agency (TEA) allows the University of Texas High School and Texas Tech University K-12 to develop exams that are designed by curriculum experts and aligned to the Texas Essential Knowledge and Skills (TEKS) for Credit by Exam.

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends that the Board approve The University of Texas High School and Texas Tech University K-12 as developers for Bandera ISD administered Credit by Examination tests.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For: _____ Against: _____ Abstain: _____

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Suzy Groff

Subject: Consideration and possible action to approve changes to Board Policy EHDC(Local) Related Page(s) 1

Regular Agenda

EXECUTIVE SUMMARY:

In an effort to refine local policy regarding Credit by Examination, clarifying language has been added to EHDC (LOCAL) to specify base scores on Kindergarten readiness or achievement tests and to ensure parent or guardian consent to place a Kindergarten student in first grade.

ATTACHMENTS:

- Proposed Revisions EHDC-(LOCAL)

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends that the Board approve the proposed revisions to Alternative Methods for Earning Credit-Credit by Examination Without Prior Instruction.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For: _____ Against: _____ Abstain: _____

PROPOSED REVISIONS

Examinations for Acceleration or Course Credit

If a student in grades 1–12 wishes to accelerate to the next grade level or earn course credit without having received prior instruction in the grade level or course, the District shall offer opportunities in accordance with state law and State Board rules for the student to take a Board-approved examination for this purpose.

Kindergarten Acceleration

A child who is five years old at the beginning of the school year to be **shall be** assigned initially to grade 1 rather than kindergarten **if the child meets all the following** criteria:

1. **The student scores at least eighty percent** on readiness tests or achievement tests in **language arts, math, science, and social studies** administered by appropriate District personnel.
2. **A District representative or a representative** of the kindergarten or preschool the student has attended **recommends that the child be initially placed in grade 1.**
3. **The child's parent or guardian has consented to the child be initially placed in grade 1.**

The District shall also consider the student's age and any observations regarding the social and emotional development of the student **and** other criteria deemed appropriate by the principal and Superintendent.

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Patrick Sizemore

Consideration and possible action to
accept donation from HEB for Bandera
Middle School Student Spaceflight

Subject: Experiment Program Related Page(s) 1

Regular Agenda

EXECUTIVE SUMMARY:

HEB would like to donate \$5,000.00 toward the Student Spaceflight Experiment Program at Bandera Middle School. This donation will help cover the cost of this program.

This donation amount requires board approval of acceptance of the donation.

ATTACHMENTS:

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends the Board accept the donation of \$5,000.00 from HEB to help cover the cost of the Student Spaceflight Experiment Program.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For: _____ Against: _____ Abstain: _____

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: G.L. Bitzkie

Subject: Consideration and possible action on
Teacher position and Maintenance position Related Page(s) 1

Regular Agenda

EXECUTIVE SUMMARY:

Due to HB3 new requirements for servicing dyslexia students we are recommending that we add a Dyslexia Teacher position at the secondary level to service our students at both the High School and Middle School.

Due to our aging facilities we are facing more repairs needed in a timely matter. Currently our staff is having to hire contracted services to help with repairs throughout the district; therefore, we are recommending that we add a maintenance position to our district. This position will help reduce the recurrent cost of contracted services.

ATTACHMENTS:

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
X	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends that the Board approves the additional positions of Dyslexia Teacher at the secondary level and Maintenance position at the district level.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: _____ Against: 86 Abstain: _____

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Board President

Subject: Closed Meeting Related Page(s) 1

Convene in Closed Meeting

The Board will now adjourn into closed meeting pursuant to the following sections of the Texas Government Code, Chapter 551:

- 551.074 Personnel Matters:
 - To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee

No final action, decision, or vote on a matter deliberated in a closed meeting will be made in closed meeting.

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

**Bandera Independent School District
BOARD OF TRUSTEES**

Date: December 9, 2019 Presented By: Board President

Subject: Open Meeting Related Page(s) 1

Reconvene in Open Meeting

EXECUTIVE SUMMARY:

Consideration and possible action on Personnel Matters.

ATTACHMENTS:

BOARD PRIORITY GOALS		
	Priority Goal #1	Advance our Vision and Core Values to Tell the Bandera ISD Story
X	Priority Goal #2	Emphasize Leadership and Clear Systems of Operation
	Priority Goal #3	Emphasize Advanced Academics and Career-Readiness

RECOMMENDATION:

Administration recommends that the Board approve the recommendation of _____ English Teacher at Bandera Middle School.

BOARD ACTION REQUIRED

Motion By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Second By:

Battle Butler Hicks Jauer Mansfield Neff Skipper

Vote: For Against Abstain