

Agenda of Regular Meeting

The Board of Trustees Anahuac Independent School District

A Regular Meeting of the Board of Trustees of Anahuac Independent School District will be held February 25, 2021, beginning at 6:00 PM in the Anahuac Elementary School, 905 South Ross Sterling, Anahuac, Texas 77514.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation
- II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)
- III. STUDENT Recognition
- IV. STAFF Recognition
- V. Teacher Incentive Allotment
- VI. MONTHLY REPORTS
 - A) Superintendent's Report
 - 1) Principal Monthly Board Reports 3
 - 2) District Technology Update
 - B) Presentation of Monthly Financial Reports, Investment Reports, and Budget Update 6
- VII. NEW ITEMS
 - A) Consider Budget Transfers 10
 - B) Consider 2021-2022 School Year Budget Calendar 11
 - C) Consider 2021 Winter Storm Resolution 12
 - D) Consider TASB Policy Update 116, Affecting (LOCAL) Policies as Attached 14
 - E) Consider Joint Election Agreement Between Anahuac ISD and Chambers County for the May 1, 2021 Election 15
 - F) Consider Texas Education Agency (TEA) Missed School Days Resolution and Waiver 19
 - G) Consider Minutes of December 14, 2020 and January 25, 2021 Regular Meetings 21
 - H) Consider Revision to DH Local: Employee Standards of Conduct 28

I) Consider Adopting Policy CCGB (LOCAL) Ad Valorem Taxes: Economic Development

J) Consider Delegating Teacher Hiring Authority to Superintendent Commencing March 1, 2021 through May 31, 2021

VIII. CLOSED SESSION

A) Discussion/Evaluation of Personnel: Texas Government Code 551.074

B) Discuss Administrator Contracts: Texas Government Code 551.074

C) Discuss Superintendent Contract: Texas Government Code 551.074

D) Consultation with Board Attorney Regarding All Matters As Authorized By Law: Texas Government Code Section 551.071

IX. RECONVENE INTO OPEN SESSION

X. TAKE ACTION ON ITEM(S) DISCUSSED IN CLOSED SESSION

A) Consider Administrator Contracts

B) Consider Hiring High School Teacher/Coach

C) Consider Superintendent's Contract

XI. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at

_____.

ANAHUAC ELEMENTARY

#bethechange

Grade	Enrolled	Percent Attendance
PK + 1 EE + 1 E2	47 + 1 + 1	EE = 80.27 PK=95.70
K	85	96.10
1	107	96.77
2	98	96.08
3	89	96.44
4	92	96.78
5	89	96.42
Total as of February 22, 2021	609	96.36%

Instructional Focus: Testing and teaching

AES is rescheduling our STAAR Interim testing. We will be next week in Reading and Math for grades 3-5, Writing grade 4, and Science grade 5. Based on the data from the MOY testing, 4th 6 weeks and interim test results, teachers are planning instructional groups for the 5th 6 weeks and STAAR tutorials.

Celebrations!

Mrs. Cunningham is an AMAZING addition to AES! We celebrated her this month with each grade level showing her some love, flowers and Chick-fil-a luncheon shared with the AES staff.

Thank you to Holly Nelson and Elbia DeLaCruz for planning some fun staff moral activities in January (Fun at Work Day) and February (Candy Bar). We also want to celebrate Melissa Deppe for making an impact on our campus and in the lives of our students. She has embraced our "no worksheet Wednesday" by encouraging students to utilize technology instead and supported 4 of her students in starting a Kindness Club.

Student Recognitions for February: Panthers of the Week

Pre-K - Eric Butler

5th Grade – Diana Avalos

4th Grade – Jonathan Ramirez

Amazing Staff Recognition for February:

Shawntel Cunningham—Counselor

Melissa Deppe—Campus and Student Impact

Holly Nelson—Staff Culture changer

Elbia DeLaCruz—Staff Culture changer

ANAHUAC ELEMENTARY



"Be the change you wish to see in the world." - Mahatma Gandhi

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Discipline Referrals							
Violation Student Code	Aggressive Behavior	Bus Referrals	Disruptive Behavior	Disrespect	Dress Code	Insubordination	Obscene Behavior
UNDER CONSTRUCTION							

JANUARY—FEBRUARY 2021

- **March 1 - 5th Grade Reading Interim testing**
- **March 2 - Dr Seuss' birthday and AES Kindness Day**
- **March 3 - 4th grade Reading Interim testing
5th Grade Math Interim testing**
- **March 4 - 3rd grade Reading Interim testing
4th grade Math Interim testing**
- **March 5 - 3rd grade Math Interim testing
4th grade Writing Interim testing
5th grade Science Interim testing**
- **March 8-12 Spring Break**

Additional AES Information:

Thank you to our parents who are working with us to keep our car rider line safe by not lining up until 3:00!

ANAHUAC ELEMENTARY



"Be the change you wish to see in the world." - Mahatma Gandhi



AMS February 2021 Board Report

We will be honoring our awesome counselor, Mrs. Munoz. Our students being honored are; Trevor Chapman, Natalie Garner, Tucker Anderson, Jaylenn Lewis, Bentley Abshier, Jayla Kerl.

- AISD College shirt day was **February 3**.
- Staff Meeting for core teachers was held on **February 3** for TELPAS Writing information done by Cindy Bertrand.
- AMS Cheer Tryout process started on **February 9** in preparation for the 2020-21 school year.
- Spring Photos were taken on **February 11**.
- Teacher Work Day and Staff Meeting on **February 15**.
- Due to the cold temperatures, we did not have school the entire of February 15-19.

Upcoming Events:

- AMS Cheer Parent Meeting on **February 25** at 6pm and Cheer Tryouts will be March 5.

Discipline for February: Total discipline occurrences was 47 offences involving 35 students.

Offense	6 th grade	7 th grade	8 th grade	Total Offenses
Violation of Student Code	1	0	0	1
Cursing	0	3	0	3
Disruptive Behavior	0	2	0	2
Disrespectful	1	2	2	5
Damage to School Property	1	0	0	1
Inappropriate Use Electronic Device	0	1	1	2
Harassment	0	1	1	2
Horse Play	1	2	2	5
Insubordination	2	3	17	22
Obscene Lang/Gest/Material	1	1	1	3
Cell Phone	0	1	0	1

Ending enrollment on February 22 was 321 for AMS with 10 AMS students at DAEP.
 Recognition for the February Board Meeting will be UIL Sponsors and Participants.

ANAHUAC INDEPENDENT SCHOOL DISTRICT
GENERAL FUNDS INVESTMENT LOG

1/31/2021

EOM Bank

MONTHLY

Balance	CD #	Purchased	Matures	Rate	INVESTED	Current	Interest
	FIRST PUBLIC	9/30/2020		0.0866	\$ 2,287.55		15.96
	FIRST PUBLIC	9/30/2020		0.2158	\$ 11,853,554.83		1,835.33
\$180,540.74	TEXAS CLASS	9/30/2020		0.2510	\$ 51,231.76		10.53
	FIRST PUBLIC	10/31/2020		0.0817	\$ 1,272,096.27		24.88
	FIRST PUBLIC	10/31/2020		0.2004	\$ 10,715,452.68		1,897.85
\$122,837.91	TEXAS CLASS	10/31/2020		0.1771	\$ 51,239.47		7.71
	FIRST PUBLIC	11/30/2020		0.0778	\$ 832,222.53		18.28
	FIRST PUBLIC	11/30/2020		0.1700	\$ 10,661,993.11		1,540.43
\$357,424.11	TEXAS CLASS	11/30/2020		0.1486	\$ 51,245.72		6.25
	FIRST PUBLIC	12/31/2020		0.0666	\$ 152,139.26		4.39
	FIRST PUBLIC	12/31/2020		0.1621	\$ 10,698,483.37		1,490.26
\$365,576.16	TEXAS CLASS	12/31/2020		0.1398	\$ 51,251.77		6.05
	FIRST PUBLIC	1/31/2021		0.0666	\$ 89,427.72	\$ 89,427.72	2.52
	FIRST PUBLIC	1/31/2021		0.1621	\$ 10,609,382.27	\$ 10,609,382.27	1,332.90
\$1,556,568.02	TEXAS CLASS	1/31/2021		0.1316	\$ 51,257.51	\$ 51,257.51	5.74

TOTAL \$ 10,750,067.50 \$ 8,199.08

SIGNATURE *Rosie Womack*

DATE 2-5-21

ANAHUAC INDEPENDENT SCHOOL DISTRICT
 GENERAL CAPITAL PROJECTS INVESTMENT LOG
 AS OF 1/31/2021

MONTHLY						
CD #	Purchased	Matures	Rate	INVESTED	Current	Interest
FIRST PUBLIC	9/30/2020		0.2158	\$ 11,094.90		\$ 1.96
TEX CLASS	9/30/2020		0.2510	\$ 3,991.44		\$ 0.85
FIRST PUBLIC	10/31/2020		0.2004	\$ 11,096.78		\$ 1.88
TEX CLASS	10/31/2020		0.1771	\$ 3,992.04		\$ 0.60
FIRST PUBLIC	11/30/2020		0.1700	\$ 11,098.33		\$ 1.55
TEX CLASS	11/30/2020		0.1486	\$ 3,992.58		\$ 0.54
FIRST PUBLIC	12/31/2020		0.1621	\$ 11,099.85		\$ 1.52
TEX CLASS	12/31/2020		0.1398	\$ 3,993.07		\$ 0.49
FIRST PUBLIC	1/31/2021		0.1621	\$ 11,101.25	\$ 11,101.25	\$ 1.40
TEX CLASS	1/31/2021		0.1316	\$ 3,993.48	\$ 3,993.48	\$ 0.41

TOTAL \$ 15,094.73 \$ 11.20

Signature *Rosie Wernack*

Date 2-5-21

Anahuac ISD

45%

One Page expenditure summary - Fund 199 Only
1-31-2021

		2020-2021	2020-21			2020-2021	2020-21		
		Revised	Actual	Remaining	% Exp	Revised	Actual	Remaining	% Exp
Funds:		Budget	Expenditures			Budget	Expenditures		
##	General Fund	\$14,193,374	\$5,547,469	\$8,645,905	39.08%				
##	Title I-A Improving Basic Progra	\$278,199	\$87,613	\$190,586	31.49%	6100	Payroll Costs		
##	IDEA Part B (Special Education)	\$325,139	\$116,551	\$208,588	35.85%	6112	Salaries for Substitute Teachers	\$122,000	\$62,988
##	IDEA Part B (Pre-School)	\$16,534	\$5,573	\$10,961	33.71%	6119	Salaries, Teachers & Professionals	\$7,603,474	\$2,485,426
##	Food Service	\$803,404	\$376,024	\$427,380	46.80%	6121	Extra Duty Pay, Overtime Support F	\$85,850	\$40,679
##	Carl Perkins (Vocational)	\$12,838	\$9,089	\$3,749	70.80%	6129	Salaries, Paraprofessional & Suppor	\$1,705,701	\$596,241
##	Title II, Principal Teacher trainit	\$54,682	\$11,092	\$43,590	20.28%	6141	Social Security / Medicare	\$712,786	\$245,639
##	Title III, LEP (Bilingual)	\$6,930	\$722	\$6,208	10.41%	6142	Group Health Insurance	\$402,504	\$141,636
##	Title IV, Part A	\$34,367	\$16,100	\$18,267	46.85%	6143	Workers Compensation	\$52,500	\$38,229
##	Summer School LEP	\$0	\$0	\$0	0.00%	6144	TRS On-Behalf Payments	\$0	\$255,732
##	State Textbook Fund	\$0	\$0	\$0	0.00%	6145	Unemployment Compensation	\$8,000	\$13,096
##	Debt Service	\$2,108,618	\$0	\$2,108,618	0.00%	6146	Teacher Retirement / TRS Care	\$350,975	\$144,455
						6149	Employee Benefits (leave for pay)	\$27,000	\$195,201
								\$11,070,790	\$4,219,322
								\$6,851,468	38.11%
						6200	Professional & Contracted Services		
11	Instruction	7,711,291	2,804,501	4,906,790	36.37%	6211	Legal Services	\$10,000	\$1,130
12	Library	82,319	28,452	53,867	34.56%	6212	Audit Services	\$51,700	\$38,000
13	Curriculum & Staff Developme	168,213	56,770	111,443	33.75%	6213	Tax Appraisal and Collection	\$75,000	\$20,893
21	Instructional Leadership	319,922	135,371	184,551	42.31%	6219	Professional Services	\$232,011	\$82,096
23	Campus Leadership	983,200	429,367	553,833	43.67%	6222	Student Tuition - Public Schools	\$0	\$0
31	Counseling Services	317,007	105,243	211,764	33.20%	6223	Student Tuition - Other than Public	\$0	\$0
33	Health Services	159,231	59,266	99,965	37.22%	6239	Education Service Center Services	\$15,900	\$12,250
34	Student Transportation	524,975	158,661	366,315	30.22%	6249	Contracted Maintenance & Repair	\$314,136	\$129,329
35	Food Services	50,000	0	50,000	0.00%	6259	Utilities	\$504,000	\$177,185
36	Cocurricular/Extracurricular	849,170	332,380	516,790	39.14%	6269	Rentals - Operating Leases	\$94,700	\$33,746
41	General Administration	653,376	293,404	359,972	44.91%	6291	Consulting Services	\$64,200	\$25,868
51	Plant Maintenance & Operatio	1,884,808	933,505	951,303	49.53%	6299	Misc. Contracted Services	\$42,000	\$407
52	Security & monitoring Services	8,300	5,628	2,673	67.80%			\$1,403,647	\$520,903
53	Data Processing Services	386,562	183,507	203,055	47.47%	6300	Supplies & Materials		
61	Community Services	3,000	523	2,477	17.44%	6311	Gasoline & Other Fuels	\$35,000	\$10,674
81	Facilities, Acquisition, & Constr	0	0	0	0.00%	6319	Supplies for Maintenance and Ope	\$169,500	\$58,707
93	Payments to Fiscal Agent of SSA	17,000	0	17,000	0.00%	6321	Textbooks - Purchased Directly by A	\$3,220	\$3,120
99	Other Intergovernmental Char	75,000	20,893	54,107	27.86%	6329	Reading Materials, Library Books, S	\$3,450	\$1,103
		\$14,193,374	5,547,469	8,645,905	39.08%	6339	Testing Materials	\$14,200	\$5,322
						6341	Food	\$0	\$0
						6342	Non Food	\$0	\$0
						6344	USDA Commodities	\$0	\$0
						6349	Food Service Supplies	\$0	\$0
001	Anahuac High School	\$4,264,623	\$1,648,266	\$2,616,357	38.65%	6399	Supplies, Equipment, General	\$511,872	\$244,449
041	Anahuac Middle School	\$2,708,807	\$1,059,359	\$1,649,448	39.11%			\$737,242	\$323,375
##	Anahuac Elementary	\$4,488,704	\$1,581,502	\$2,907,202	35.23%	6400	Other Operation Costs & Travel		
##	District Office	\$292,634	\$119,716	\$172,918	40.91%	6411	Travel - Staff	\$83,475	\$8,911
##	School Board	\$23,000	\$16,380	\$6,620	71.22%	6412	Travel - Students	\$62,650	\$14,635
##	Tax Costs-Levying & Collecting	\$75,000	\$20,893	\$54,107	27.86%	6419	Travel - Non Employee	\$11,000	\$525
##	Business Office	\$289,531	\$145,609	\$143,922	50.29%	6429	Insurance costs	\$472,000	\$381,468
##	Transportation	\$551,175	\$161,376	\$389,799	29.28%	6439	Election Costs	\$8,000	\$11,036
##	Plant Maintenance & Operatio	\$105,800	\$93,189	\$12,611	88.08%	6491	Statutorily Required Public Notices	\$500	\$74
##	District Wide	\$1,394,100	\$701,180	\$692,920	50.30%	6492	Payments to Fiscal Agent of SSA	\$17,000	\$0
		\$14,193,374	\$5,547,469	\$8,645,905	39.08%	6494	Reclassified Transportation	\$47,000	\$0
						6495	Memberships & Dues	\$29,250	\$23,402
						6499	Misc. Expenses: Awards, etc.	\$110,820	\$18,417
								\$841,695	\$458,469
11	Basic Education	\$5,193,774	\$1,911,039	\$3,282,735	36.79%			\$383,226	54.47%
21	Gifted & Talented	\$45,420	\$9,580	\$35,840	21.09%	6600	Capital Outlay & Equipment		
22	Career & Technology	\$730,472	\$277,181	\$453,291	37.95%	6629	Facilities & Construction	\$0	\$0
23	Special Education	\$1,041,868	\$317,299	\$724,569	30.45%	6631	Vehicles > \$5,000 per unit cost	\$140,000	\$0
24	Accelerated Education	\$209,511	\$54,612	\$154,899	26.07%	6639	Assets > \$5,000/unit (tagged & dep	\$0	\$25,400
25	Bilingual education	\$33,473	\$14,112	\$19,361	42.16%	6649	Assets< \$5,000 (tagged & inventori	\$0	\$0
28	DAEP Basic Services	\$99,962	\$37,456	\$62,506	37.47%			\$140,000	\$25,400
30	State Compensatory	\$242,950	\$112,984	\$129,966	46.51%				\$114,600
31	High School Allotment	\$0	\$0	\$0	0.00%			\$14,193,374	\$5,547,469
32	Prekindergarten	\$125,643	\$40,855	\$84,788	32.52%	Revenue:			
33	Prekindergarten Special Ed	\$120,837	\$30,858	\$89,979	25.54%	5700	Local	\$6,112,500	\$2,907,054
36	Early Education Allotment	\$293,271	\$107,832	\$185,439	36.77%	5800	State	\$7,002,000	\$4,306,323
37	Dyslexia	\$67,100	\$25,674	\$41,426	38.26%	5900	Federal	\$358,000	\$5,087
38	CCMR Readiness	\$24,000	\$16,213	\$7,787	67.55%			\$13,472,500	\$7,218,465
91	Athletics	\$633,471	\$292,206	\$341,265	46.13%			\$14,193,374	\$5,547,469
99	Misc. / Undistributed	\$5,331,622	\$2,299,568	\$3,032,054	43.13%			\$0	\$0
		\$14,193,374	\$5,547,469	\$8,645,905	39.08%			\$-720,874	\$1,670,995

BATCH	DESCRIPTION	FISCAL YEAR	POST DATE	BATCH ORIGIN	STATUS
20-00027	culinary supplies	2020-2021	02/04/2021	Submit Transfer	History

To From

LINE	NAME/PROJ	DESCRIPTION/ADDITIONAL DESCRIPTION	ACCOUNT/REFERENCE	QUICK KEY	ENTRY DATE	DEBIT AMOUNT	CREDIT AMOUNT
1		Culinary supplies	199 E 11 6399 08 001 0 22 000	St. supplies	01/22/2021	739.00	0.00
2		Culinary Supplies	199 E 36 6412 08 001 0 22 000	culinary	01/22/2021	0.00	739.00
3		Culinary Supplies	199 E 11 6399 08 001 0 22 000	travel	01/22/2021	300.00	0.00
4		culinary supplies	199 E 11 6499 00 001 0 11 000		01/22/2021	0.00	300.00
TOTALS						1,039.00	1,039.00

BATCH	DESCRIPTION	FISCAL YEAR	POST DATE	BATCH ORIGIN	STATUS
20-00025	Cover expenses for library, office and profes	2020-2021	02/04/2021	Submit Transfer	History

LINE	NAME/PROJ	DESCRIPTION/ADDITIONAL DESCRIPTION	ACCOUNT/REFERENCE	QUICK KEY	ENTRY DATE	DEBIT AMOUNT	CREDIT AMOUNT
1		RtI training for Burns	199 E 23 6411 00 101 0 99 000		01/15/2021	0.00	213.00
2		RtI Training for Burns	199 E 23 6499 00 101 0 99 000		01/15/2021	213.00	0.00
3		Office supplies	199 E 23 6399 00 101 0 99 000	office Suppls	01/15/2021	0.00	57.00
4		Office supplies	199 E 11 6399 00 101 0 11 000	st supplies	01/15/2021	57.00	0.00
5		Library barcode scanner and stamp	199 E 11 6399 00 101 0 30 000	st Supplies	01/15/2021	0.00	96.00
6		Library barcode scanner and stamp	199 E 12 6399 00 101 0 11 000	Library Supplies	01/15/2021	96.00	0.00
TOTALS						366.00	366.00

BATCH	DESCRIPTION	FISCAL YEAR	POST DATE	BATCH ORIGIN	STATUS
20-00033	Ag mech. supplies	2020-2021	NOT POSTED	Submit Transfer	Batch

LINE	NAME/PROJ	DESCRIPTION/ADDITIONAL DESCRIPTION	ACCOUNT/REFERENCE	QUICK KEY	ENTRY DATE	DEBIT AMOUNT	CREDIT AMOUNT
1		Ag. mech. supplies	199 E 36 6412 13 001 0 22 000	St. travel	02/05/2021	0.00	3,000.00
2		Ag. mech. supplies	199 E 11 6399 13 001 0 22 000	st. supplies	02/05/2021	3,000.00	0.00
TOTALS						3,000.00	3,000.00

***** End of report *****

Anahuac ISD
Budget Timeline for 2021-2022

Important budget dates

- February 22 Board will approve 2021-2022 budget Calendar
- March 1 Budget owners will begin preparing itemized budget lists
- March 15 - 19 Business Manager will meet with Principals individually
- March 22 - 26 Business Manager will meet other Budget Owners individually
- April 15 Deadline to submit requisitions/POs for the current fiscal year.
- April 23 Budget owners itemized budgets and planning documents (including list of needs and wants; capital outlay for your building; PIC code documents) due to Business Manager
- April 30 Preliminary Estimate of Values from Appraisal District
- May 3 Budget owners must have completed budget entered into Skyward
- July 25 Certified Taxable Values received from Appraisal District
- July 26 Adopt proposed tax rate for inclusion in Notice of Public Meeting to Discuss Budget and Proposed Tax Rate**
- July 23 Submit a list of team leaders, UIL, club sponsors, coaching stipends, etc. to Business Office for stipend budgeting
- August 13 **No** spending after this date. Business Office must prepare final amended budget for Board of Trustees.
- August 13 Post the proposed budget on website
- August 30 Public Hearing on Budget and Proposed Tax Rate and Board adopts Budget and Tax Rate if no equalized wealth notice is needed**
- August 31 Outstanding PO's will roll into the next fiscal year. Items received after Sept 1 will be paid from FY 21-22 budget.
- September 30 Board Adopts 2021 Tax Rate if not done in August (must be by Sept 30th)

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE ANAHUAC INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Anahuac Independent School District Board of Trustees recognizes that the territory included in the Anahuac Independent School District recently suffered inclement freezing weather conditions and power and water outages associated with the 2021 Winter Storm and,

WHEREAS, pursuant to cooperative efforts with local officials to maximize safety during the 2021 Winter Storm which included ice, snow, strong winds, loss of power and water, and very hazardous road conditions, Anahuac Independent School District closed operations beginning on February 15, 2021 through February 19, 2021, until the time the district was open and fully operational.

WHEREAS, Anahuac Independent School District will only need to make-up the missed instructional minutes if the weather closure exceeds the additional instructional minutes embedded in the 2020-2021 Instructional Calendar.

WHEREAS, the Board of Trustees of the Anahuac Independent School District seeks to retain its employees and facilitate efficient operation of educational activities; and,

WHEREAS, the Board of Trustees of the Anahuac Independent School District finds that compensating employees for work days missed as a result of inclement weather and winter storm conditions serves an important public purpose in that continued retention of such employees shall enable the school district to continue efficient operation of educational activities;

IT IS THEREFORE:

RESOLVED that the Board of Trustees of the Anahuac Independent School District hereby authorizes the administration to compensate all employees for days when the District was closed due to 2021 Winter Storm conditions at their regular hourly or daily rate of pay, according to the duty schedule they would have otherwise worked;

FURTHER RESOLVED that the Board of Trustees of the Anahuac Independent School District hereby authorizes the administration to compensate those employees who were required to report to duty February 15, 2021 through February 19, 2021, until the time the district was open and fully

operational as follows:

- a. Non-contract employees: for each day worked at the request of the District on February 15, 2021, February 16, 2021, February 17, 2021, February 18, 2021 or February 19, 2021, as determined by the District, compensation in the amount of the employee's regular hourly rate of compensation;
- b. Contract employees: for each day worked at the request of the District on February 15, 2021, February 16, 2021, February 17, 2021, February 18, 2021 or February 19, 2021, as determined by the District, the Board authorizes the Superintendent to adjust the employees' work schedule to allow for days worked during the period or pay a stipend in addition to each employee's regular salary.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Anahuac Independent School District during a scheduled Board Meeting on February 25, 2021. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____ Nays: _____ Abstentions: _____

To certify which, witness my hand and the official seal of the District this _____ day of _____, 2021.

President, Board of Trustees

(LOCAL) Policy Action List

ANAHUAC ISD(036901) - Update / LDU 116

CQB(LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY

DCD(LOCAL): EMPLOYMENT PRACTICES - AT-WILL EMPLOYMENT

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

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

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

proofreading, other than the correction of simple scrivener's errors. To ensure the security of the ballot, the School hereby acknowledges and agrees that it cannot make revisions to its ballot other than during the aforesaid proofreading period. The failure of the School to timely provide its ballot language to the County and/or comply with the proofreading process outlines herein may be deemed by the County to be a cancellation of the Agreement and in that event, the School will be assessed costs as provided in Section VIII of this Agreement below.

III.

The fair and reasonable value of the general overall supervision and advisory services of the County in connection with decisions to be made and actions to be taken by officers of the School is ten percent (10%) of the total amount of the Agreement for the School, in accordance with the applicable provisions of Chapters 31 and 271 of the Texas Election Code, as amended. The School agrees to pay the County this ten percent (10%) fee for advisory services shall be deposited in a separate fund in the County treasury, in accordance with Texas Election Code Ann. § 31.100, as amended.

IV.

The County will charge, and the School agrees to pay a minimum cost of FIVE HUNDRED AND NO/100 DOLLARS (\$500.00) for the May 1, 2021 Election. The County agrees to furnish a final accounting of the May 1, 2021 Election. The School agrees to pay the County's invoice for the balance of its May 1, 2021, election expenses within thirty (30) days of receipt of the invoice. Payments, in the name of Chambers County, must be submitted to Heather H. Hawthorne, Chambers County Clerk, Attention: Elections Division, P.O. Box 728, Anahuac, Texas 77514.

Copies of all related invoices, records or documentation used in calculating the total cost of the election will be made available as soon as practicable by the County upon written request to the County at the address above.

V.

In the event the School's May 1, 2021 Election is enjoined or canceled, or if for any reason whatsoever the School shall decide not to proceed with its May 1, 2021 Election, the School agrees that it shall be responsible for any costs and expenses incurred by the County up to the cancellation date.

VI.

Unless otherwise expressly provided herein, the School agrees to do all things that may be required of it in connection with the May 1, 2021 Election. The School is responsible for the preparation of election orders, resolutions, notices and other pertinent documents for adoption or execution by the appropriate officer of the School with regard to the May 1, 2021 Election, and neither the County nor the School shall have any responsibility or duty in connection with such preparations by the other party hereto.

This instrument contains the entire agreement between the parties for the use of voting equipment and election expenses in connection with the May 1, 2021 Election. Any oral or written representations of modifications concerning this instrument shall be of no force and effect excepting a subsequent modification in writing signed by the parties.

If any provision of this Agreement is construed to be illegal or invalid, this will not affect the legality or validity of any of the other provisions hereof. The illegal or invalid provisions will be deemed stricken and deleted here from to the same extent and effect as if never incorporated herein.

This Agreement will be executed in several counterparts, each of which shall be an original and all of which shall constitute but one instrument.

EXECUTED on this the _____ day of _____, 2021.

CHAMBERS COUNTY

ANAHUAC INDEPENDENT
SCHOOL DISTRICT

JIMMY SYLVIA
Chambers County Judge

DENNIS WAGNER
Superintendent, Anahuac ISD

Date: _____

Date: _____

ATTEST:

ATTEST:

HEATHER H. HAWTHORNE
Chambers County Clerk

KIM SWOPE
Superintendent Secretary, Anahuac ISD

EXHIBIT A

2021 Election Equipment Rental Prices

Chambers County Clerk
Heather H. Hawthorne
409-267-2420

Hart Verity System

Prices based on per location per day

Controller	\$150.00
Touch	\$125.00
Touch Access	\$125.00
Vdrive	\$10.00
Vkey	\$3.00

Knowink Poll Pad

Prices based on per location per day

Poll Pad (with printer)	\$100.00
Supplies/Miscellaneous (flat fee)	\$300.00
Programming/ County	\$28.00 per hour
Saturday On-Call Technician/ Clerk	\$23.00 per hour
Programming & Audio by Hart	To Be Determined billed by Hart InterCivic
Administration Fee	10% of total invoice

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHUAC INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Anahuac Independent School District Board of Trustees recognizes that the territory included in the Anahuac Independent School District (“AISD” or the “District”) was recently under an unprecedented and extended winter storm with extreme freezing weather, snow, icy conditions, lack of power, and lack of water causing damage to citizens’ homes and school property; and

WHEREAS, United States President Biden issued a Federal Emergency Declaration for Texas in response to the severe winter weather throughout the state;

WHEREAS, Texas Governor Abbott issued a Disaster Declaration for Texas in response to the severe winter weather, stating that such “poses an imminent threat of widespread and severe property damage, injury, and loss of life due to prolonged freezing temperature, heavy snow, and freezing rain statewide;”

WHEREAS, pursuant to cooperative efforts with state and local officials to prepare for and attend to the severe winter weather and the related infrastructure issues and in consideration for the safety of employees, students, and their families, the District was closed for five days – February 15, 2021 through February 19, 2021;

WHEREAS, AISD students missed four (4) instructional days due to the extreme winter weather;

WHEREAS, in communications dated February 15, 2021 and February 17, 2021, the Texas Commissioner of Education granted Texas school districts the opportunity to seek a waiver for missed instructional days during the week of February 15-19, 2021 if the school district experienced electrical outages and its related impacts;

WHEREAS, during the period from February 15, 2021 and continuing through February 19, 2021, at a minimum, the territory included in the District in Chambers County, Texas experienced extreme electrical outages and related impacts, including but not limited to, water shortage, boil notices, burst pipes, and a lack of sufficient food and water;

WHEREAS, it is the opinion of the Board of Trustees of the Anahuac Independent School District that a waiver for four (4) missed instructional days as a result of extreme electrical outages and related impacts is in the best interest of AISD and its students and staff and therefore seeks to authorize the Administration to pursue such waiver with the Texas Education Agency.

IT IS THEREFORE:

RESOLVED that, the Board of Trustees of the Anahuac Independent School District finds that a waiver for four (4) missed instructional as a result of extreme electrical outages and related impacts is in the best interest of AISD and its students and staff;

FURTHER RESOLVED that the Board of Trustees authorizes the AISD Administration to pursue such waiver with the Texas Education Agency and take all related actions thereto.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Anahuac Independent School District during regular meeting on February 23, 2021. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____
Nays: _____
Abstentions: _____

To certify which, witness my hand and the official seal of the District this 25th day of February 2021.

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

Minutes of Regular Meeting

The Board of Trustees Anahuac Independent School District

Monday, December 14, 2020 6:00 PM
Anahuac Elementary School Cafeteria, 905 South Ross Sterling, Anahuac, Texas
77514

Carlton Carrington: Present
Tommy Henry: Present
Chris Jircik: Present
Willie Lancon: Present
John Redman: Absent
Kaley Smith: Present
Lucas Wilson: Present

I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation

Noting the presence of a quorum, President Henry called the meeting to order, Carrington led the invocation, and President Henry led pledges of allegiance to the United States and Texas flags.

II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)

There was no Public Comment.

III. STAFF Recognition

IV. STUDENT Recognition

V. Anahuac ISD Education Foundation Financial Update

VI. MONTHLY REPORTS

A) Superintendent's Report

1) Principal Reports

2) COVID-19 Update

B) Presentation of Monthly Financial Reports, Investment Reports, and Budget Update

Business Manager Womack updated the Board on financial and investment reports.

VII. NEW ITEMS

A) Consider 2020-2021 District Improvement Plan

Action(s) :

Motion to approve the 2020-2021 District Improvement Plan. This motion, made by Chris Jircik and seconded by Lucas Wilson, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Absent
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

B) Consider Minutes of November 30, 2020 Regular Meeting

Action(s) :

Motion to approve minutes of November 30, 2020 Regular meeting. This motion, made by Kaley Smith and seconded by Carlton Carrington, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Absent
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

C) Consider Resolution of the Board Regarding Extension of Time to Use Emergency Paid Sick Leave for the 2020-2021 School Year

Action(s) :

Motion to approve the Resolution of the Board Regarding Extension of Time to Use Emergency Paid Sick Leave for the 2020-2021 School Year. This motion, made by Carlton Carrington and seconded by Willie Lancon, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Absent
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

VIII. **CLOSED SESSION**

The Board entered into Closed Session at 6:56 p.m.

- A) Discussion/Evaluation of Personnel: Texas Government Code 551.074
- B) Consultation with Board Attorney Regarding All Matters As Authorized By Law: Texas Government Code Section 551.071

IX. RECONVENE INTO OPEN SESSION

The Board reconvened into Open Session at 7:40 p.m.

X. TAKE ACTION ON ITEM(S) DISCUSSED IN CLOSED SESSION

ADJOURNMENT

Motion to adjourn at 7:40 pm. This motion, made by Willie Lancon and seconded by Lucas Wilson, Passed.

Voting Detail:

Carlton Carrington:	Yea
Tommy Henry:	Yea
Chris Jircik:	Yea
Willie Lancon:	Yea
John Redman:	Absent
Kaley Smith:	Yea
Lucas Wilson:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

Board President

Secretary

Minutes of Regular Meeting

The Board of Trustees Anahuac Independent School District

Monday, January 25, 2021 6:00 PM
Anahuac Elementary School Cafeteria, 905 South Ross Sterling, Anahuac, Texas
77514

Carlton Carrington: Present
Tommy Henry: Present
Chris Jircik: Present
Willie Lancon: Present
John Redman: Present
Kaley Smith: Present
Lucas Wilson: Present

I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation

Noting the presence of a quorum, President Henry called the meeting to order, Vice President Redman led the invocation, and President Henry led pledges of allegiance to the United States and Texas flags.

II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)

There was no Public Comment.

III. Covestro Scholarship Presentation

IV. Anahuac ISD Education Foundation Presentation

V. STUDENT Recognition

Elementary students were recognized for character and high school band students were recognized.

VI. STAFF Recognition

Keith Neuman and Paula Long were recognized for their years serving as substitute teachers in Anahuac ISD.

VII. MONTHLY REPORTS

A) Superintendent's Report

B) Presentation of Monthly Financial Reports, Investment Reports, and Budget Update

Business Manager Womack updated the Board on financial and investment reports.

VIII. **NEW ITEMS**

A) Discuss TASB Policy Update 116, Affecting (LOCAL) Policies as Attached

B) Consider Budget Transfers

Action(s) :

Motion to approve budget transfers as presented. This motion, made by Willie Lancon and seconded by Kaley Smith, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

C) Consider Order of Election for May 1, 2021 Joint Election

Action(s) :

Motion to approve the Order of Election for May 1, 2021 Joint Election. This motion, made by Carlton Carrington and seconded by Lucas Wilson, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

D) Consider Offer from Stanley Mercer for Land Cause Number CV29714, Parcel 13280

Action(s) :

Motion to approve an offer from Stanley Mercer for Land Cause Number CV29714, Parcel 13280 in the amount of \$1,030.00. This motion, made by Willie Lancon and seconded by John Redman, Passed.

Voting Detail:

Carlton Carrington: Yea

Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

Discussion: This offer of \$1,030.00 is 100% of the value of the property at the time of judgment. The previous offer on this parcel submitted by Scottie Kelley has been voided due to non-payment.

E) Consider 2021-2022 School Calendar

Action(s):

Move to approve the 2021-2022 School Year Calendar as Approved. This motion, made by Chris Jircik and seconded by Lucas Wilson, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

F) Consider Authorizing Chambers County Mosquito Control Department to Use Aerial and Ground Application Methods for Mosquito Control for the 2021-2022 School Year

Action(s):

Motion to approve Authorizing Chambers County Mosquito Control Department to Use Aerial and Ground Application Methods for Mosquito Control for the 2021-2022 School Year. This motion, made by Chris Jircik and seconded by Kaley Smith, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

IX. CLOSED SESSION

The Board entered into Closed Session at 7:21 p.m.

A) Discussion/Evaluation of Personnel: Texas Government Code 551.074

B) Superintendent Evaluation and Contract: Texas Government Code 551.074

C) Consultation with Board Attorney Regarding All Matters As Authorized By Law: Texas Government Code Section 551.071

X. RECONVENE INTO OPEN SESSION

The Board reconvened into Open Session at 9:19 p.m.

XI. TAKE ACTION ON ITEM(S) DISCUSSED IN CLOSED SESSION

Action(s):

Motion to approve Amendment (Option 2) to Superintendent's Contract. This motion, made by Willie Lancon and seconded by Lucas Wilson, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

XII. ADJOURNMENT

Action(s):

Motion to adjourn at 9:16 p.m. This motion, made by Lucas Wilson and seconded by Willie Lancon, Passed.

Voting Detail:

Carlton Carrington: Yea
Tommy Henry: Yea
Chris Jircik: Yea
Willie Lancon: Yea
John Redman: Yea
Kaley Smith: Yea
Lucas Wilson: Yea

Voting Summary: Yea: 7, Nay: 0

Board President

Secretary

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

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

Violations of Standards of Conduct

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

Weapons Prohibited

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

Exceptions

No violation of this policy occurs when:

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

Electronic Communication

Use with Students

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

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

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

Personal Use

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

Reporting Improper Communication

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

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Electronic Recording No employee shall electronically record by audio or video, any conversations or meetings unless each and every person present has been notified of being electronically recorded. Persons wishing to record a meeting must notify anyone arriving late to any such meeting that the meeting is being recorded. An employee shall not electronically record a telephone conversation unless all persons participating in the telephone conversation have been notified of being electronically recorded. These provisions are not intended to limit or restrict electronic recording of publicly posted Board meetings, grievance hearings, and any other Board-sanctioned meeting recorded in accordance with Board policy. These provisions are not intended to limit or restrict electronic recordings involving authorized investigations conducted by District personnel.

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

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

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

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

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

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

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

Tobacco and E-Cigarettes An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

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

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

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

Exceptions

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

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

Sanctions

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

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

Arrests, Indictments, Convictions, and Other Adjudications

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

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

Dress and Grooming

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