

Agenda of Regular Action Meeting

The Board of Trustees Dickinson Independent School District

A Regular Action Meeting of the Board of Trustees of Dickinson Independent School District will be held Monday, February 9, 2026, beginning at Executive Session 5:30pm; Open Session 6:30pm in the Education Support Center, 2218 FM 517, Dickinson, TX 77539.

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.

During the course of this meeting the Board of Trustees may determine that a closed meeting of the Board of Trustees is required, to discuss the items set forth below. Such closed meeting is authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq. The closed meeting will be held by the School Board at the date, hour and place indicated in this Notice/Agenda or as soon after the commencement of the meeting covered by this Notice/ Agenda as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including, but not limited to, the sections and purposes covered by the following sections of the Texas Government Code: 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.083, 551.084. Should any final action, decision or vote be required with regard to any matter considered in closed session, the final action, decision or vote shall be in the open meeting, or at a subsequent public meeting, with notice.

1. Roll Call, Establish Quorum, Welcome Visitors
2. Closed Executive Session
 - 2.A. Section 551.074 - Resignations, Retirements, Employment
3. Pledge of Allegiance to the American and Texas Flags
Pledge Leaders: Braelynn & Brooklyn Chapman - Bay Colony Elementary School
4. Invocation
5. Recognitions
 - 5.A. SuperGator
 - 5.B. Winter Weather Heroes
 - 5.C. Dickinson CTE District of Distinction & National CTE Month
 - 5.D. HLS&R Art Contest
6. Public Comment: Agenda Items
7. Open Forum: Non agenda Items
8. Action on Closed Executive Session Items
 - 8.A. Approval of Resignations, Retirements, and Employments
9. 2024-2025 Fiscal Year Audit-Mays & Associates PLLC
10. Written Reports
 - 10.A. Student Attendance Report for the 3rd Six Weeks

- 10.B. Tax Report for December 2025 and Year to Date
11. 2024-2025 Annual Report & Public Hearing
 12. 2026-2027 TEA Waiver for Staff Development Minutes
 13. Waiver of the 75,600-minute calendar requirement for Collegiate High School for 2025-2026
 14. Library Book Review and Purchase
 15. Sale/Disposal of Assets
 16. DHS Food Service Freezer/Cooler Replacement
 17. Board Policy Update 126
 - BE(LOCAL): BOARD MEETINGS
 - BED(LOCAL): BOARD MEETINGS - PUBLIC PARTICIPATION
 - CJ(LOCAL): CONTRACTED SERVICES
 - CJA(LOCAL): CONTRACTED SERVICES - BACKGROUND CHECKS AND REQUIRED REPORTING
 - CLE(LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT - REQUIRED DISPLAYS
 - CQB(LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY
 - CQD(LOCAL): TECHNOLOGY RESOURCES - ARTIFICIAL INTELLIGENCE
 - CSA(LOCAL): FACILITY STANDARDS - SAFETY AND SECURITY
 - CV(LOCAL): FACILITIES CONSTRUCTION
 - DBD(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST
 - DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES
 - DFBB(LOCAL): TERM CONTRACTS - NONRENEWAL
 - DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT
 - EED(LOCAL): INSTRUCTIONAL ARRANGEMENTS - LESSON PLANS
 - EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS
 - EHBAF(LOCAL): SPECIAL EDUCATION - VIDEO/AUDIO MONITORING
 - EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS
 - FA(LOCAL): PARENT RIGHTS AND RESPONSIBILITIES
 - FEF(LOCAL): ATTENDANCE - RELEASED TIME
 - FFAC(LOCAL): WELLNESS AND HEALTH SERVICES - MEDICAL TREATMENT
 - FFB(LOCAL): STUDENT WELFARE - CRISIS INTERVENTION
 - FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY
 - FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT
 - FO(LOCAL): STUDENT DISCIPLINE
 - GKA(LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES
 18. Resolution Regarding Senate Bill 11
 19. District of Innovation Plan amended to include exemptions to TEC §§26A.001(a)-(c) and (e), 26A.002, 26A.003, and 26A.004
 20. Action Items
 - 20.A. Order of Election for the May 2, 2026 School Board Trustee Election
 - 20.B. Consent Agenda
 - Budget Amendments/Adjustments for January 15, 22, 29, 2026
 - Donation to DHS Band and AFJROTC-San Leon Post #291 American

Legion

- Donation to DHS CTE-League City Chrysler Jeep Dodge Ram
- Approval of Proposals Received 25-10-1187 Contracted Services
- Campus Fundraising Request-DHS Diamonds

21. Adjournment

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on Tuesday, February 3, 2026 at or before 4:30 p.m.

DISD complies with Title II and will make efforts to ensure that board meetings are accessible to qualified individuals with disabilities by furnishing appropriate auxiliary aids and services and making reasonable accommodations. Contact the Asst. Supt. for Administration at (281) 229-6024 should you need accessibility.



Dr. Rebecca Brown

Superintendent of Schools

DICKINSON INDEPENDENT SCHOOL DISTRICT

EXECUTIVE BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Executive Session

Agenda Item: President of the Board

The Board President will reconvene the Board to meet in Executive Session. If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by **the Texas Open Meetings Act**, Texas Government Code **Section 551.001** et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including but not limited to the following section(s) and purpose(s): Texas Government Code **Section 551.071 Consultation with attorney** - Consultation with District's attorney regarding potential claim to be asserted by the District and concerning matters on which the attorney's duty to the District under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings Laws; **Section 551.072 Real Property** – To deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person; **Section 551.073 Prospective Gifts** – To deliberate a negotiated contract for a prospective gift to the district if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person; **Section 551.074 Personnel Matters** - for the purpose of considering the appointment, resignations, reassignment, evaluation, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against public officers or employees; **Section 551.076 Security** – To deliberate the deployment, or specific occasions for implementation, of security personnel or devices or a security audit; **Section 551.082 Student discipline** - school children; school district employees; disciplinary matter or complaint, and **Section 551.0821 Student Information** - for the purpose of considering a matter regarding a public school student where personally identifiable information about the student will necessarily be revealed by the deliberation; **Section 551.087 Economic development.**

Time To Executive Session: _____

Time Out of Executive Session: _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Recognitions

Background Information:

- SuperGator
- Winter Weather Heroes
- Dickinson CTE District of Distinction & National CTE Month
- HLS&R Art Contest

DICKINSON INDEPENDENT SCHOOL
DISTRICT BOARD AGENDA ITEM

Meeting Date: February 9, 2026

Item Title: Super Gator

Agenda Item: Jenna Simsen

Background Information:

The Board of Trustees will recognize **Dr. William H. King III of Greater New Hope Missionary Baptist Church** as a **Super Gator honoree**. Pastor King has faithfully served as pastor of Greater New Hope Missionary Baptist Church for **33 years**, during which time he has also dedicated **more than three decades of service** to supporting the students, families, and schools of Dickinson ISD. He has partnered closely with the district through service on committees and boards, providing leadership and guidance across multiple campuses.

Pastor King has been a consistent and trusted presence throughout Dickinson ISD, participating in **Pastors on Patrol**, mentoring students, counseling parents and children, and assisting with interventions and mediation. Each year, he also walks DISD campuses to **pray over and bless our schools**, offering encouragement and support to staff and students. His involvement further includes participation in **career days** at Dickinson High School and junior high campuses.

In addition, Pastor King has supported **Dickinson High School football for 18 years**, serving as a **team chaplain** under Coach Trahan and now Coach Snelson. His family's connection to the district includes his wife, **Shemika King**, who works at **Dickinson Junior High School**, and his children, **William King**, Class of **2025**, and **Bailee King**, Class of **2023**. The Board proudly honors Pastor William King as a Super Gator in recognition of his longstanding service, leadership, and positive impact on Dickinson ISD.

Recognition:

Congratulations, Pastor William King

DICKINSON INDEPENDENT SCHOOL
DISTRICT BOARD AGENDA ITEM

Meeting Date: February 9, 2026

Item Title: Winter Weather Heroes

Agenda Item: Jenna Simsen

Background Information: The Board of Trustees will recognize members of the **Dickinson ISD Facility Services Team** for their dedication, professionalism, and service in preparing district facilities for severe winter weather and ensuring campuses were safe and secure for the return of students and staff.

Ahead of anticipated winter impacts, these team members took proactive steps to protect district buildings and infrastructure. Following the storm, they reported back to campuses to **walk buildings, assess conditions, address issues, and ensure all facilities were secure and ready for school operations**. Their efforts were critical in supporting a smooth and safe return to learning.

The Board extends its sincere gratitude to our operations employees. The maintenance team is led by Director Zeke Contreras.

Recognition:

Gary Botello
Arthur Britton
Chad Cleveland
Justin Crawford
Jose Diaz
Justin Duffey
Kurt Faust
Thomas Fulk
Manuel Galvan
LeAnthony Harper
Chris Howard
Joe Leyva
Joe Martinez
Shawn McGinnes

Damond Mitchell
Francisco Ortiz
Troy Pfundstein
Donald Randle
Justin Sciba
Armando Tamayo
Stephen Taylor

DICKINSON INDEPENDENT SCHOOL
DISTRICT BOARD AGENDA ITEM

Meeting Date: February 9, 2026

Item Title: Dickinson CTE District of Distinction & National CTE Month

Agenda Item: Jenna Simsen

Background Information: Dickinson ISD was recently named a **2026 Career and Technical Education District of Distinction** by the **Career and Technical Association of Texas**. This honor recognizes districts across the state for leadership, innovation, and excellence in preparing students for college and career success. The Board of Trustees is proud to recognize this achievement during **National Career and Technical Education Month**.

The CTE District of Distinction designation highlights districts that demonstrate strong workforce readiness, innovative programming, and meaningful community partnerships. Dickinson ISD continues to serve as a model for high-quality Career and Technical Education, equipping students with real-world skills and career pathways.

This recognition reflects the dedication of **CTE Director Dr. Melissa Everett** and the district's CTE educators, as well as the continued growth of the program as the district prepares for the opening of the new **CTE facility and event center on the Dickinson High School campus during the 2026–2027 school year**.

Accepting this recognition are **Dr. Melissa Everett, Dickinson High School Principal Courtney Ramirez**, and members of the **Career and Technical Education teaching staff**.

DICKINSON INDEPENDENT SCHOOL
DISTRICT BOARD AGENDA ITEM

Meeting Date: February 9, 2026

Item Title: HLSR Rodeo Art Winners

Agenda Item: Jenna Simsen

Background Information:

Dickinson ISD is one of 130 school districts that annually participates in the Houston Livestock Show and Rodeo School Art Program. The Art Program recognizes outstanding artists in grades K-12 and features the top artwork at the Houston Livestock Show and Rodeo from March 4-23. If you attend the Rodeo, stop, and visit the Hayloft Gallery in Reliant Center to see the incredible artwork of the students as well as the other students from across the Houston metropolitan area.

The Dickinson ISD top honorees for 2026 include:

Sofia Galaviz, 3rd Grade – San Leon Elementary (Art Teacher: Mrs. Krenn)

Mariana Plascencia, 5th Grade – Dunbar Elementary (Art Teacher: Mr. Wilkinson)

Lisa McElwee, 6th Grade – Dickinson Junior High (Art Teacher: Mrs. White)

Brooklyn Ford, 8th Grade – Dickinson Junior High (Art Teacher: Mrs. Bishop)

Lucille Krupp, 9th Grade – Dickinson High School (Art Teacher: Mr. Shinn)

Josephine Bishop, 10th Grade – Dickinson High School

DICKINSON INDEPENDENT SCHOOL DISTRICT BOARD AGENDA DOCUMENT

Item Title: Public Comment: Agenda Items

Agenda Item: Dr. Rebecca Brown

Background Information:

The Board will hear from those in the audience who have completed the document for permission to address the Board this evening regarding agenda items per HB 2840. The Board President or Secretary will ask the individuals to speak in the order in which the completed document was received.

DICKINSON INDEPENDENT SCHOOL DISTRICT BOARD AGENDA DOCUMENT

Item Title: Open Forum

Agenda Item: Dr. Rebecca Brown

Background Information:

The Board will hear from those in the audience who have completed the document for permission to address the Board this evening. The Board President or Secretary will ask the individuals to speak in the order in which the completed document was received. Each will be limited to no more than three minutes. No one may begin addressing the Board thirty minutes from this time.

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Personnel Action

- Employment
- Resignations/Retirement

Agenda Item: Kimberly Rich

- We have one (1) resignation: one (1) Teacher at Barber Middle School.
- We have one (1) retirement: one (1) Teacher at Bay Colony Elementary

Recommendation:

The Superintendent recommends the employment and ratification of the resignations/retirement of the above personnel.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026
Item Title: 2024-2025 Fiscal Year Audit
Agenda Item: Ryan Boone/Kelly Logsdon/Leslie Hudson

Background Information:

The CPA firm of Mays & Associates PLLC will present the audit report for the fiscal year ending August 31, 2025.

Recommendation:

The Superintendent, Chief of Finance and Operations, Executive Director of Business Operations and Executive Director of Payroll recommend approval of the 2024-2025 audit report as presented.

Action Item: X Yes No

Motion made by _____ **seconded by** _____ **vote** _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Written Reports

If a request to pull a Written Report is not received by the afternoon of the Board meeting, the report writer will not be in attendance and President Magliolo will move to the next item.

Background Information:

Written Reports

- Student Attendance Report 3rd Six Weeks
- Tax Report for December 2025 and Year to Date

Recommendation:

Information only

Action Item: _____ Yes _____ No

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Student Attendance Report for 3rd Six Weeks

Agenda Item: Kim Kelley/Dr. Angie Estes

Background Information:

Attached is data from the second six-week reporting period for 2025-2026 and comparison data from the 2021-22, 2022-23, 2023-24, 2024-25 school years.

Recommendation:

Information only.

Action Item: Yes No

ADA Percentages by Campus

Campus	2021-22		2022-23		2023-2024		2024-2025		2025-2026	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Little Elementary School										
First six weeks	503.20	90.00%	553.03	93.40%	446.98	94.3%	434.67	94.9%	414.63	94.4%
Second six weeks	524.83	92.71%	542.76	89.71%	445.22	93.3%	442.98	94.1%	420.28	94.8%
Third six weeks	527.46	93.59%	561.30	92.18%	444.74	92.7%	435.62	92.3%	407.52	92.8%
Fourth six weeks	496.74	88.69%	560.39	93.75%	448.41	93.9%	440.44	92.6%		
Fifth six weeks	527.22	93.20%	550.93	92.83%	453.06	94.5%	440.59	93.2%		
Sixth six weeks	533.21	93.30%	556.99	93.30%	445.72	92.5%	438.11	93.0%		
Yearly Average	518.78	91.92%	554.23	92.53%	447.36	93.5%	438.73	93.4%	414.15	94.0%
Lobit Elementary School										
First six weeks	667.31	92.40%	777.56	94.78%	684.91	95.6%	688.17	95.6%	1450.55	96.1%
Second six weeks	690.84	93.95%	749.23	90.64%	685.94	94.8%	694.67	95.5%	1454.70	95.8%
Third six weeks	701.01	94.40%	775.30	92.65%	679.86	94.0%	685.92	94.3%	1412.98	93.3%
Fourth six weeks	670.96	90.79%	807.93	94.69%	682.71	94.3%	704.25	95.1%		
Fifth six weeks	705.00	94.72%	814.20	94.85%	685.07	94.5%	706.14	94.2%		
Sixth six weeks	706.79	94.03%	819.29	94.41%	679.82	94.4%	716.24	94.9%		
Yearly Average	690.32	93.38%	790.58	93.67%	683.05	94.6%	699.23	94.9%	1439.41	95.1%
Silbernagel Elementary School										
First six weeks	532.47	92.90%	569.11	95.33%	450.17	95.2%	434.52	95.6%	414.57	94.6%
Second six weeks	547.92	93.86%	548.63	91.40%	452.33	93.3%	440.22	94.8%	422.89	95.7%
Third six weeks	541.35	93.32%	561.06	93.13%	449.90	91.8%	442.90	94.3%	412.90	93.9%
Fourth six weeks	539.35	91.89%	575.54	94.19%	460.05	92.6%	437.94	93.0%		
Fifth six weeks	559.73	94.54%	581.36	94.52%	466.50	94.3%	447.23	94.5%		
Sixth six weeks	559.12	93.61%	579.73	93.85%	458.80	93.7%	443.42	93.5%		
Yearly Average	546.66	93.35%	569.24	93.74%	456.29	93.5%	441.04	94.3%	416.79	94.7%
Hughes Road Elementary School										
First six weeks	593.52	91.80%	640.11	94.75%	539.80	95.2%	519.15	95.5%	522.47	96.0%
Second six weeks	610.14	93.00%	629.59	92.54%	534.89	93.8%	521.44	94.4%	518.25	95.1%
Third six weeks	620.29	94.53%	629.90	92.94%	530.12	91.8%	513.57	92.9%	510.23	92.7%
Fourth six weeks	608.26	91.49%	645.06	94.16%	527.95	93.0%	517.21	94.7%		
Fifth six weeks	631.25	93.48%	662.61	94.27%	533.50	94.1%	520.09	94.4%		
Sixth six weeks	640.60	93.21%	657.15	93.04%	523.17	92.8%	521.88	94.8%		
Yearly Average	617.34	92.92%	644.07	93.62%	531.57	93.5%	518.89	94.5%	516.98	94.6%
Bay Colony Elementary School										
First six weeks	601.27	93.30%	581.18	94.68%	475.02	95.4%	445.54	96.2%	474.10	95.7%
Second six weeks	604.02	92.97%	574.71	92.03%	469.85	93.5%	452.89	95.5%	473.98	95.7%
Third six weeks	605.35	93.71%	581.36	93.35%	471.42	93.7%	451.52	94.5%	468.83	93.3%
Fourth six weeks	588.93	90.56%	590.65	94.94%	479.29	94.1%	455.71	94.7%		
Fifth six weeks	610.31	93.80%	596.46	95.28%	485.44	94.8%	454.48	94.4%		
Sixth six weeks	600.96	92.73%	597.96	94.91%	476.01	93.6%	458.26	95.0%		
Yearly Average	601.81	92.85%	587.05	94.20%	476.17	94.2%	453.07	95.1%	472.30	94.9%
San Leon Elementary School										
First six weeks	539.37	91.30%	580.10	94.50%	428.02	94.6%	447.46	93.8%	484.51	94.2%
Second six weeks	563.28	92.07%	561.59	90.36%	442.70	92.0%	455.74	92.6%	479.11	92.7%
Third six weeks	574.43	92.98%	579.88	92.92%	451.24	93.1%	465.97	93.2%	469.00	90.6%
Fourth six weeks	552.76	88.78%	580.91	92.49%	445.39	92.2%	460.69	92.1%		
Fifth six weeks	575.36	92.92%	594.25	93.69%	459.56	93.9%	467.54	92.8%		
Sixth six weeks	579.29	92.67%	592.32	93.93%	455.16	92.7%	467.47	92.7%		
Yearly Average	564.08	91.79%	581.51	92.98%	447.01	93.1%	460.81	92.9%	477.54	92.5%
Calder Road Elementary										
First six weeks	606.63	92.40%	642.85	95.00%	474.24	95.1%	480.08	95.9%	463.51	96.5%
Second six weeks	628.28	93.88%	632.91	92.36%	498.85	94.6%	476.82	95.2%	460.66	94.9%
Third six weeks	624.81	94.08%	620.46	91.45%	503.68	93.6%	472.85	95.0%	459.45	93.7%
Fourth six weeks	610.73	90.86%	618.63	93.84%	516.04	94.3%	459.52	93.6%		
Fifth six weeks	644.00	94.59%	620.71	94.41%	524.91	95.3%	453.71	93.5%		
Sixth six weeks	636.21	92.88%	605.86	93.74%	517.80	93.9%	456.49	94.3%		
Yearly Average	625.11	93.12%	623.57	93.47%	505.92	94.5%	466.58	94.6%	461.21	95.0%

ADA Percentages by Campus

	2021-22		2022-23		2023-2024		2024-2025		2025-2026	
Dunbar Middle School										
First six weeks	582.59	91.60%	619.10	95.03%	543.78	95.3%	526.12	95.4%	506.17	95.2%
Second six weeks	602.60	93.41%	604.00	92.40%	545.91	94.8%	529.26	94.6%	501.83	94.6%
Third six weeks	618.95	93.16%	614.68	93.96%	545.16	94.4%	525.80	93.7%	486.74	91.9%
Fourth six weeks	593.85	88.91%	611.44	94.25%	548.43	94.5%	517.50	92.6%		
Fifth six weeks	619.38	93.42%	609.29	94.21%	554.04	95.3%	522.32	93.4%		
Sixth six weeks	622.71	93.52%	612.46	93.88%	539.68	93.8%	519.18	93.0%		
Yearly Average	606.68	92.34%	611.83	93.96%	546.17	94.7%	523.36	93.8%	498.25	93.9%
Barber Middle School										
First six weeks	544.27	93.20%	535.87	95.83%	579.70	95.3%	571.69	94.8%	547.03	95.7%
Second six weeks	558.34	95.33%	527.38	92.83%	576.87	93.6%	576.48	93.9%	543.22	95.0%
Third six weeks	555.10	94.71%	533.40	93.66%	574.36	92.9%	572.03	93.3%	533.07	93.7%
Fourth six weeks	539.67	91.83%	537.30	94.15%	578.32	93.3%	571.23	92.5%		
Fifth six weeks	564.15	94.96%	544.68	94.41%	581.93	94.3%	579.00	93.5%		
Sixth six weeks	563.03	94.57%	543.58	94.01%	575.37	93.1%	576.76	93.6%		
Yearly Average	554.09	94.10%	537.03	94.15%	577.76	93.8%	574.53	93.6%	541.11	94.8%
Lobit Middle School										
First six weeks	472.62	91.70%	558.87	95.96%	596.22	96.4%	625.69	96.4%		
Second six weeks	494.79	94.70%	544.83	93.57%	588.35	95.6%	637.67	95.9%		
Third six weeks	496.75	93.85%	541.96	92.92%	578.92	94.4%	638.33	95.6%		
Fourth six weeks	476.96	90.63%	557.89	95.00%	587.25	94.9%	634.04	95.0%		
Fifth six weeks	497.24	94.82%	549.71	94.57%	593.52	95.6%	630.21	94.7%		
Sixth six weeks	492.64	94.00%	544.24	94.31%	588.84	94.7%	630.85	95.1%		
Yearly Average	488.50	93.28%	549.58	94.39%	588.85	95.3%	632.80	95.5%		
McAdams Junior High School										
First six weeks	825.62	92.20%	893.40	95.42%	800.93	94.9%	834.81	95.1%	844.47	95.2%
Second six weeks	850.04	93.52%	872.92	92.12%	801.91	94.3%	842.37	94.5%	845.48	94.6%
Third six weeks	835.45	91.67%	874.04	92.47%	788.60	92.5%	840.93	93.8%	828.73	93.0%
Fourth six weeks	808.78	88.73%	874.19	93.25%	793.50	92.4%	830.12	92.9%		
Fifth six weeks	847.83	92.94%	880.11	93.13%	806.26	93.0%	837.46	93.5%		
Sixth six weeks	843.22	92.14%	882.69	92.57%	785.40	91.3%	835.82	93.6%		
Yearly Average	835.16	91.87%	879.56	93.16%	796.10	93.1%	836.92	93.9%	839.56	94.3%
Kranz Junior High School										
First six weeks	873.11	92.10%	919.93	95.33%	942.48	95.4%	821.58	95.5%	825.70	95.2%
Second six weeks	905.56	94.04%	906.04	92.64%	937.39	94.6%	830.15	94.7%	826.78	94.7%
Third six weeks	895.55	92.58%	914.80	93.34%	938.28	93.7%	823.07	93.8%	812.87	92.9%
Fourth six weeks	864.89	89.51%	925.33	93.68%	931.82	93.2%	818.73	93.0%		
Fifth six weeks	904.80	93.49%	928.34	93.90%	937.48	94.3%	825.79	93.1%		
Sixth six weeks	898.30	93.18%	917.42	92.90%	919.58	92.5%	825.69	92.7%		
Yearly Average	890.37	92.48%	918.64	93.63%	934.51	94.0%	824.17	93.8%	821.78	94.3%
Dickinson Junior High School										
First six weeks					960.63	95.6%	999.38	95.9%	1088.10	95.7%
Second six weeks					954.78	94.2%	1007.22	95.2%	1096.30	96.0%
Third six weeks					950.64	93.8%	1005.73	94.8%	1065.60	93.3%
Fourth six weeks					944.68	93.3%	1006.17	94.4%		
Fifth six weeks					949.59	94.4%	1009.23	94.5%		
Sixth six weeks					931.74	93.1%	1010.94	94.4%		
Yearly Average					948.68	94.1%	1006.45	94.9%	1083.33	95.0%
Dickinson High School										
First six weeks	3158.21	91.70%	3403.82	93.78%	3534.48	94.4%	3581.29	94.5%	3553.07	94.7%
Second six weeks	3215.14	92.04%	3320.80	91.32%	3498.83	93.4%	3571.83	93.5%	3510.86	93.3%
Third six weeks	3202.00	92.19%	3328.97	93.25%	3476.92	93.4%	3523.14	93.1%	3482.97	93.3%
Fourth six weeks	3019.70	88.55%	3246.65	92.93%	3370.39	92.3%	3428.00	92.2%		
Fifth six weeks	3118.68	92.49%	3227.29	93.21%	3352.09	92.9%	3419.90	92.4%		
Sixth six weeks	3051.13	91.41%	3215.91	93.32%	3299.17	92.0%	3344.90	92.6%		
Yearly Average	3127.48	91.40%	3290.57	92.97%	3421.98	93.1%	3478.18	93.1%	3515.63	93.8%

ADA Percentages by Campus

	2021-22		2022-23		2023-2024		2024-2025		2025-2026	
Dickinson Continuation Center										
First six weeks	68.85	88.90%	78.10	94.32%	81.56	95.2%	56.81	92.3%	69.33	88.1%
Second six weeks	59.38	85.67%	72.88	92.30%	78.83	93.3%	62.33	87.6%	64.13	85.5%
Third six weeks	45.95	87.94%	58.00	93.79%	69.32	94.3%	61.07	86.6%	50.57	80.9%
Fourth six weeks	66.52	85.00%	71.48	90.95%	67.11	90.7%	63.58	84.3%		
Fifth six weeks	59.39	87.86%	54.86	90.62%	51.96	89.7%	57.11	82.8%		
Sixth six weeks	45.52	89.99%	37.67	87.11%	35.08	88.6%	35.18	84.3%		
Yearly Average	57.60	87.56%	62.16	91.52%	63.98	92.0%	56.01	86.3%	61.34	84.8%
Transforming Lives Cooperative										
First six weeks	8.00	100.00%	6.43	99.48%	7.93	100.0%	6.65	100.0%	7.87	100.0%
Second six weeks	8.66	99.60%	8.00	100.00%	8.83	100.0%	8.48	100.0%	5.39	100.0%
Third six weeks	8.30	100.00%	7.24	100.00%	8.72	100.0%	8.10	100.0%	5.73	100.0%
Fourth six weeks	6.92	99.45%	7.74	100.00%	5.61	100.0%	6.85	100.0%		
Fifth six weeks	6.21	97.24%	9.54	98.52%	5.15	100.0%	7.93	100.0%		
Sixth six weeks	6.73	100.00%	6.97	100.00%	5.50	100.0%	8.82	100.0%		
Yearly Average	7.47	99.38%	7.65	99.67%	6.96	100.0%	7.80	100.0%	6.33	100.0%
Galveston County Detention Facility										
First six weeks	13.81	98.20%	17.53	99.81%	15.11	100.0%	17.39	100.0%	26.77	100.0%
Second six weeks	17.13	99.81%	19.08	100.00%	17.96	100.0%	23.93	99.4%	26.04	100.0%
Third six weeks	15.96	100.00%	17.64	100.00%	18.32	100.0%	21.93	99.8%	22.37	98.4%
Fourth six weeks	19.22	100.00%	17.22	99.79%	19.96	100.0%	22.00	100.0%		
Fifth six weeks	22.59	100.00%	15.21	100.00%	17.11	100.0%	19.96	100.0%		
Sixth six weeks	16.52	100.00%	19.36	100.00%	20.53	100.0%	15.15	100.0%		
Yearly Average	17.54	99.67%	17.67	99.93%	18.17	100.0%	20.06	99.9%	25.06	99.5%
Coastal Alternative Program										
First six weeks	1.00	92.90%	1.40	95.45%	2.73	79.8%	3.86	87.8%	5.14	74.2%
Second six weeks	1.58	78.85%	2.52	66.25%	3.07	80.6%	5.04	82.9%	3.78	69.9%
Third six weeks	3.00	86.96%	11.08	72.48%	2.89	69.2%	6.67	74.6%	3.33	65.4%
Fourth six weeks	4.23	94.62%	11.12	66.90%	4.50	82.4%	7.84	66.4%		
Fifth six weeks	5.53	83.19%	9.41	63.50%	6.62	72.9%	9.00	64.3%		
Sixth six weeks	4.97	82.81%	6.38	73.33%	5.35	60.7%	8.44	61.5%		
Yearly Average	3.39	86.56%	6.99	72.99%	4.19	74.3%	6.81	72.9%	4.08	69.8%
DISTRICT TOTAL										
First six weeks	10592.08	92.00%	11378.39	94.65%	11564.69	94.9%	11494.86	95.3%	11697.98	95.2%
Second six weeks	10882.53	93.11%	11111.87	91.72%	11542.49	93.9%	11579.52	94.1%	11653.68	94.5%
Third six weeks	10871.84	93.07%	11211.07	93.00%	11483.09	92.7%	11495.14	93.1%	11433.46	93.0%
Fourth six weeks	10468.47	89.66%	11239.45	93.64%	11411.41	93.4%	11381.81	92.2%	0.00	0.0%
Fifth six weeks	10898.67	93.43%	11248.94	93.83%	11463.78	93.5%	11407.69	92.2%	0.00	0.0%
Sixth six weeks	10800.95	92.73%	11195.98	93.54%	11262.72	91.9%	11313.59	92.2%	0.00	0.0%
Actual ADA for School Year	10752.42	92.33%	11230.95	93.40%	11454.70	93.4%	11445.44	93.2%	11595.04	94.2%
Projected ADA for School Year	*11400		*11200		*11800		*11900		*11900	

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Monthly Tax Collection Report

Agenda Item: Kelly Logsdon

Background Information:

The Monthly Tax Collection Report for December 2025 and year to date is attached.

Recommendation:

Information only.

Action Item: _____ Yes √ No

Tax Year	Adjusted Taxable Values	Tax Rate	Tax Levy	Current Year Taxes Collected	Current Year % Collected	Dickinson Independent School District Monthly Tax Collections Report Maintenance Operations and Interest Sinking									
2025	\$6,572,606,692	\$1.142	\$75,059,168	\$33,532,452	44.67%										
2024	\$6,717,687,426	\$1.136	\$76,312,929	\$74,848,126	98.08%										
2023	\$6,192,588,390	\$1.178	\$72,948,691	\$71,429,308	97.92%										
2022	\$6,425,908,920	\$1.294	\$83,151,261	\$81,255,889	97.72%										
2021	\$5,715,025,955	\$1.312	\$74,981,141	\$73,510,035	98.04%										
2025 Tax Year	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Totals:	% To Total	
Current Year Tax	Pending Billing	\$283,661	\$3,443,748	\$29,805,043									\$33,532,452		
YTD % Collected	0.00%	0.38%	4.97%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	44.67%	
Prior Years Tax	\$76,670	\$295,000	\$71,816	\$104,540									\$548,027		
Subtotal Taxes	\$76,670	\$578,662	\$3,515,564	\$29,909,583	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,080,480	45.40%	
Penalty & Interest	\$45,093	\$101,800	\$19,311	\$28,771									\$194,974		
Total Taxes & P&I	\$121,763	\$680,462	\$3,534,875	\$29,938,354	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,275,454	45.66%	
Attorney Fees	\$39,667	\$88,844	\$14,547	\$22,409									\$165,466		
Total Collections	\$161,429	\$769,306	\$3,549,422	\$29,960,762	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,440,920	N/A	
2024 Tax Year	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Totals:	% To Total	
Current Year Tax	Pending Billing	\$1,008,961	\$4,160,211	\$30,273,360	\$25,182,086	\$10,298,945	\$1,020,459	\$1,089,228	\$543,641	\$469,157	\$453,478	\$348,601	\$74,848,126		
YTD % Collected	0.00%	1.32%	6.77%	46.44%	79.44%	92.94%	94.28%	95.70%	96.41%	97.03%	97.62%	98.08%	98.08%	98.08%	
Prior Years Tax	\$308,143	\$42,975	\$255,418	\$92,092	\$93,948	\$22,642	\$8,352	\$61,996	-\$48,917	\$21,128	\$77,918	\$42,489	\$978,184		
Subtotal Taxes	\$308,143	\$1,051,936	\$4,415,629	\$30,365,452	\$25,276,034	\$10,321,586	\$1,028,811	\$1,151,224	\$494,724	\$490,285	\$531,397	\$391,090	\$75,826,310	99.36%	
Penalty & Interest	\$80,787	\$50,584	\$36,820	\$28,243	\$39,685	\$81,267	\$82,171	\$99,039	\$53,617	\$51,187	\$105,858	\$56,890	\$766,149		
Total Taxes & P&I	\$388,930	\$1,102,520	\$4,452,449	\$30,393,695	\$25,315,719	\$10,402,854	\$1,110,981	\$1,250,263	\$548,341	\$541,472	\$637,254	\$447,981	\$76,592,459	100.37%	
Attorney Fees	\$82,803	\$46,296	\$30,428	\$25,275	\$25,696	\$19,053	\$19,912	\$24,641	\$18,992	\$12,694	\$76,489	\$50,672	\$432,953		
Total Collections	\$471,734	\$1,148,816	\$4,482,877	\$30,418,970	\$25,341,415	\$10,421,907	\$1,130,894	\$1,274,904	\$567,333	\$554,167	\$713,744	\$498,653	\$77,025,412	N/A	
2023 Tax Year	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Totals:	% To Total	
Current Year Tax	Pending Billing	\$346,649	\$4,201,147	\$10,690,333	\$43,704,416	\$9,237,281	\$821,637	\$693,793	\$417,791	\$660,870	\$439,143	\$216,247	\$71,429,308		
YTD % Collected	0.00%	0.48%	6.23%	20.89%	80.80%	93.46%	94.59%	95.54%	96.11%	97.02%	97.62%	97.92%	97.92%	97.92%	
Prior Years Tax	\$142,604	\$124,455	\$79,328	\$99,097	\$117,632	-\$317,660	\$5,285	\$37,637	\$36,518	\$59,955	\$61,384	\$24,711	\$470,948		
Subtotal Taxes	\$142,604	\$471,103	\$4,280,476	\$10,789,431	\$43,822,048	\$8,919,621	\$826,923	\$731,429	\$454,310	\$720,826	\$500,527	\$240,958	\$71,900,255	98.56%	
Penalty & Interest	\$29,785	\$49,310	\$33,568	\$23,906	\$37,414	\$65,942	\$78,589	\$62,681	\$61,992	\$93,847	\$66,719	\$54,699	\$658,452		
Total Taxes & P&I	\$172,390	\$520,413	\$4,314,043	\$10,813,336	\$43,859,463	\$8,985,563	\$905,511	\$794,111	\$516,302	\$814,673	\$567,246	\$295,657	\$72,558,708	99.47%	
Attorney Fees	\$24,342	\$40,901	\$19,529	\$20,430	\$18,526	\$26,759	\$24,840	\$18,574	\$15,472	\$25,671	\$46,337	\$44,769	\$326,150		
Total Collections	\$196,731	\$561,314	\$4,333,573	\$10,833,766	\$43,877,989	\$9,012,322	\$930,351	\$812,685	\$531,774	\$840,344	\$613,583	\$340,426	\$72,884,857	N/A	
2022 Tax Year	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Totals:	% To Total	
Current Year Tax	Pending Billing	\$596,358	\$4,347,285	\$14,001,873	\$45,222,484	\$12,213,284	\$1,302,975	\$728,414	\$799,984	\$1,089,117	\$484,760	\$469,356	\$81,255,889		
YTD % Collected	0.00%	0.72%	5.95%	22.78%	77.17%	91.86%	93.43%	94.30%	95.26%	96.57%	97.16%	97.72%	97.72%	97.72%	
Prior Years Tax	\$153,260	\$29,557	\$47,929	\$75,934	\$99,395	\$100,283	\$71,407	\$51,012	\$21,329	\$55,885	\$34,958	\$39,149	\$780,098		
Subtotal Taxes	\$153,260	\$625,915	\$4,395,215	\$14,077,806	\$45,321,879	\$12,313,567	\$1,374,382	\$779,426	\$821,313	\$1,145,002	\$519,718	\$508,505	\$82,035,987	98.66%	
Penalty & Interest	\$38,472	\$32,224	\$19,037	\$19,655	\$25,336	\$145,626	\$101,723	\$67,653	\$64,845	\$70,246	\$47,543	\$60,367	\$692,728		
Total Taxes & P&I	\$191,732	\$658,140	\$4,414,252	\$14,097,461	\$45,347,215	\$12,459,193	\$1,476,105	\$847,079	\$886,158	\$1,215,248	\$567,260	\$568,873	\$82,728,715	99.49%	
Attorney Fees	\$30,498	\$24,692	\$13,336	\$14,523	\$20,326	\$16,952	\$25,855	\$11,129	\$12,193	\$19,202	\$36,317	\$56,533	\$281,555		
Total Collections	\$222,229	\$682,832	\$4,427,588	\$14,111,984	\$45,367,541	\$12,476,145	\$1,501,960	\$858,208	\$898,350	\$1,234,450	\$603,577	\$625,406	\$83,010,271	N/A	
2021 Tax Year	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Totals:	% To Total	
Current Year Tax	Pending Billing	\$1,088,340	\$3,747,145	\$31,980,110	\$22,328,154	\$10,529,093	\$939,131	\$675,619	\$544,593	\$936,072	\$399,801	\$341,977	\$73,510,035		
YTD % Collected	0.00%	1.45%	6.45%	49.10%	78.88%	92.92%	94.17%	95.07%	95.80%	97.05%	97.58%	98.04%	98.04%	98.04%	
Prior Years Tax	\$62,609	\$122,577	\$73,266	\$68,898	-\$73,715	\$36,019	-\$162,238	\$69,695	\$54,029	\$80,337	\$23,741	\$116,144	\$471,363		
Subtotal Taxes	\$62,609	\$1,210,917	\$3,820,410	\$32,049,008	\$22,254,439	\$10,565,113	\$776,893	\$745,315	\$598,622	\$1,016,409	\$423,542	\$458,121	\$73,981,398	98.67%	
Penalty & Interest	\$35,037	\$47,711	\$23,970	\$21,093	\$30,931	\$99,484	\$102,498	\$80,760	\$63,253	\$83,954	\$45,385	\$57,409	\$691,483		
Total Taxes & P&I	\$97,645	\$1,258,628	\$3,844,380	\$32,070,101	\$22,285,370	\$10,664,596	\$879,391	\$826,074	\$661,875	\$1,100,363	\$468,927	\$515,530	\$74,672,881	99.59%	
Attorney Fees	\$18,740	\$40,603	\$19,699	\$12,771	\$22,513	\$18,718	\$20,894	\$19,397	\$18,459	\$16,588	\$36,275	\$50,519	\$295,177		
Total Collections	\$116,385	\$1,299,231	\$3,864,080	\$32,082,872	\$22,307,883	\$10,683,314	\$900,285	\$845,471	\$680,334	\$1,116,952	\$505,202	\$566,049	\$74,968,058	N/A	

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: 2024-2025 Annual Report and Public Hearing

Agenda Item: Dr. Veonda Emholtz

Background Information:

The 2024-2025 Annual Report will be discussed in a public hearing.

Recommendation:

Information only

Action Item: _____ Yes No

Texas Education Agency
2024-25 STAAR Performance
 DICKINSON ISD (084901) - GALVESTON COUNTY

	School Year	State	Region 04	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EB / EL (Current & Monitored)
STAAR Performance Rates by Tested Grade, Subject, and Performance Level																	
Grade 3 Reading																	
At Approaches Grade Level or Above	2025	77%	78%	79%	72%	77%	86%	80%	92%	*	82%	55%	85%	80%	79%	72%	72%
	2024	74%	75%	74%	67%	72%	80%	60%	83%	*	83%	49%	83%	75%	73%	68%	61%
At Meets Grade Level or Above	2025	52%	53%	55%	48%	49%	65%	60%	77%	*	74%	32%	68%	55%	56%	46%	38%
	2024	48%	50%	47%	42%	42%	56%	40%	67%	*	46%	25%	42%	48%	44%	38%	32%
At Masters Grade Level	2025	23%	25%	24%	16%	18%	34%	20%	46%	*	41%	10%	26%	24%	25%	16%	15%
	2024	21%	23%	18%	16%	14%	25%	20%	39%	*	8%	4%	25%	19%	15%	12%	12%
Grade 3 Mathematics																	
At Approaches Grade Level or Above	2025	71%	74%	81%	69%	80%	86%	80%	92%	*	79%	61%	94%	83%	72%	75%	82%
	2024	70%	72%	74%	69%	72%	76%	80%	83%	*	83%	49%	96%	75%	69%	68%	74%
At Meets Grade Level or Above	2025	46%	49%	56%	40%	51%	69%	40%	77%	*	69%	32%	76%	58%	49%	48%	52%
	2024	42%	44%	43%	32%	41%	48%	60%	56%	*	46%	25%	65%	45%	37%	34%	42%
At Masters Grade Level	2025	19%	21%	26%	13%	22%	37%	20%	46%	*	36%	12%	44%	27%	23%	20%	22%
	2024	15%	17%	15%	8%	13%	21%	20%	22%	*	8%	6%	17%	16%	11%	10%	9%
Grade 4 Reading																	
At Approaches Grade Level or Above	2025	81%	82%	82%	77%	81%	83%	100%	89%	-	100%	64%	92%	82%	83%	78%	72%
	2024	81%	81%	74%	67%	72%	80%	*	94%	*	82%	48%	70%	73%	76%	69%	67%
At Meets Grade Level or Above	2025	54%	57%	53%	49%	48%	60%	50%	61%	-	77%	26%	71%	55%	47%	43%	45%
	2024	51%	53%	41%	38%	37%	50%	*	50%	*	45%	22%	45%	39%	44%	35%	37%
At Masters Grade Level	2025	24%	26%	21%	17%	17%	29%	17%	33%	-	18%	7%	21%	23%	17%	14%	16%
	2024	23%	24%	13%	10%	10%	18%	*	31%	*	36%	3%	5%	12%	17%	9%	9%
Grade 4 Mathematics																	
At Approaches Grade Level or Above	2025	69%	72%	74%	64%	72%	78%	83%	89%	-	87%	51%	92%	78%	64%	67%	65%
	2024	69%	71%	61%	59%	57%	69%	*	75%	*	91%	40%	55%	59%	65%	55%	51%
At Meets Grade Level or Above	2025	47%	49%	49%	42%	44%	59%	33%	67%	-	57%	31%	50%	52%	44%	38%	38%
	2024	46%	48%	38%	38%	32%	47%	*	69%	*	59%	22%	45%	37%	41%	32%	29%
At Masters Grade Level	2025	24%	26%	26%	18%	22%	33%	33%	28%	-	22%	14%	42%	28%	19%	17%	20%
	2024	21%	23%	13%	12%	10%	17%	*	56%	*	27%	4%	10%	14%	12%	10%	11%
Grade 5 Reading																	

Texas Education Agency
2024-25 STAAR Performance
 DICKINSON ISD (084901) - GALVESTON COUNTY

	School Year	State	Region 04	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EB / EL (Current & Monitored)
At Approaches Grade Level or Above	2025	77%	78%	72%	63%	72%	80%	*	69%	*	76%	39%	81%	73%	71%	67%	72%
	2024	79%	79%	73%	68%	68%	84%	*	90%	*	76%	48%	76%	72%	76%	69%	63%
At Meets Grade Level or Above	2025	58%	60%	53%	48%	49%	63%	*	63%	*	64%	26%	68%	52%	55%	47%	46%
	2024	55%	55%	46%	39%	41%	60%	*	50%	*	40%	28%	52%	45%	48%	42%	29%
At Masters Grade Level	2025	30%	32%	22%	18%	20%	28%	*	44%	*	36%	6%	24%	22%	23%	20%	19%
	2024	29%	30%	19%	12%	18%	25%	*	25%	*	20%	7%	28%	21%	13%	15%	12%
Grade 5 Mathematics																	
At Approaches Grade Level or Above	2025	74%	75%	75%	64%	74%	81%	*	81%	*	76%	47%	78%	75%	74%	69%	73%
	2024	77%	77%	78%	68%	78%	85%	*	90%	*	76%	60%	83%	80%	75%	77%	80%
At Meets Grade Level or Above	2025	47%	50%	47%	43%	45%	52%	*	69%	*	56%	27%	68%	48%	44%	42%	43%
	2024	50%	52%	49%	30%	49%	60%	*	60%	*	60%	32%	54%	52%	44%	46%	47%
At Masters Grade Level	2025	22%	25%	20%	20%	18%	21%	*	50%	*	28%	10%	35%	20%	20%	18%	22%
	2024	19%	21%	15%	7%	14%	20%	*	30%	*	12%	9%	21%	16%	11%	12%	12%
Grade 5 Science																	
At Approaches Grade Level or Above	2025	65%	66%	67%	59%	62%	78%	*	93%	*	84%	45%	76%	66%	70%	61%	56%
	2024	58%	59%	57%	44%	49%	75%	*	75%	*	68%	39%	56%	56%	57%	51%	40%
At Meets Grade Level or Above	2025	31%	33%	32%	24%	28%	41%	*	60%	*	48%	25%	35%	32%	31%	27%	25%
	2024	28%	29%	22%	12%	17%	34%	*	35%	*	28%	21%	28%	22%	21%	17%	10%
At Masters Grade Level	2025	12%	14%	10%	7%	8%	13%	*	27%	*	24%	6%	5%	10%	9%	8%	12%
	2024	11%	12%	7%	4%	4%	15%	*	15%	*	8%	7%	16%	8%	7%	4%	2%
Grade 6 Reading																	
At Approaches Grade Level or Above	2025	77%	78%	79%	74%	74%	89%	*	91%	*	85%	56%	74%	80%	76%	73%	65%
	2024	77%	77%	76%	68%	74%	84%	*	92%	-	79%	50%	75%	77%	74%	72%	68%
At Meets Grade Level or Above	2025	56%	58%	56%	49%	53%	67%	*	55%	*	65%	34%	53%	58%	52%	48%	40%
	2024	57%	57%	51%	38%	46%	64%	*	67%	-	62%	27%	61%	52%	48%	44%	39%
At Masters Grade Level	2025	29%	31%	25%	16%	21%	36%	*	41%	*	31%	13%	26%	27%	20%	19%	13%
	2024	26%	27%	18%	14%	13%	28%	*	42%	-	17%	8%	14%	18%	18%	13%	12%
Grade 6 Mathematics																	
At Approaches Grade Level or Above	2025	74%	75%	75%	63%	73%	83%	*	91%	*	85%	56%	79%	77%	70%	70%	73%
	2024	72%	72%	67%	56%	64%	75%	*	75%	-	76%	43%	68%	68%	66%	61%	62%

Texas Education Agency
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	School Year	State	Region 04	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EB / EL (Current & Monitored)
At Meets Grade Level or Above	2025	40%	42%	38%	26%	35%	50%	*	55%	*	48%	24%	35%	40%	33%	33%	27%
	2024	39%	41%	31%	25%	27%	39%	*	58%	-	38%	21%	36%	34%	25%	26%	29%
At Masters Grade Level	2025	16%	18%	13%	8%	11%	19%	*	41%	*	11%	10%	15%	13%	12%	10%	8%
	2024	14%	15%	9%	8%	6%	13%	*	17%	-	7%	8%	0%	9%	7%	6%	8%
Grade 7 Reading																	
At Approaches Grade Level or Above	2025	76%	77%	81%	75%	77%	88%	*	100%	-	87%	59%	85%	82%	76%	75%	71%
	2024	74%	75%	75%	76%	71%	81%	*	93%	*	65%	47%	70%	73%	77%	70%	69%
At Meets Grade Level or Above	2025	54%	56%	56%	50%	52%	66%	*	75%	-	57%	36%	50%	57%	52%	49%	41%
	2024	54%	56%	50%	52%	44%	62%	*	67%	*	35%	22%	56%	49%	53%	43%	39%
At Masters Grade Level	2025	27%	30%	26%	24%	20%	36%	*	50%	-	23%	15%	21%	26%	25%	20%	17%
	2024	29%	31%	23%	27%	18%	33%	*	33%	*	10%	8%	26%	23%	25%	17%	11%
Grade 7 Mathematics																	
At Approaches Grade Level or Above	2025	55%	57%	49%	42%	47%	55%	*	67%	-	45%	40%	58%	49%	47%	45%	44%
	2024	56%	57%	39%	33%	38%	46%	*	83%	*	27%	31%	60%	36%	44%	36%	37%
At Meets Grade Level or Above	2025	33%	35%	24%	23%	21%	29%	*	67%	-	35%	28%	25%	23%	25%	22%	20%
	2024	34%	35%	14%	10%	14%	16%	*	33%	*	7%	17%	25%	10%	21%	13%	14%
At Masters Grade Level	2025	11%	12%	5%	5%	4%	6%	*	33%	-	5%	16%	4%	5%	5%	5%	5%
	2024	11%	12%	2%	4%	1%	2%	*	17%	*	7%	5%	0%	1%	4%	2%	1%
Grade 8 Reading																	
At Approaches Grade Level or Above	2025	82%	83%	85%	82%	83%	89%	*	100%	-	85%	57%	89%	87%	81%	81%	78%
	2024	81%	81%	80%	80%	76%	86%	*	88%	*	91%	59%	70%	82%	74%	74%	68%
At Meets Grade Level or Above	2025	58%	60%	59%	53%	56%	67%	*	76%	-	65%	27%	56%	61%	54%	53%	46%
	2024	56%	58%	55%	47%	50%	67%	*	81%	*	63%	30%	40%	57%	49%	47%	41%
At Masters Grade Level	2025	32%	34%	31%	25%	28%	41%	*	47%	-	40%	10%	26%	33%	28%	27%	14%
	2024	29%	32%	28%	18%	23%	41%	*	56%	*	34%	9%	20%	31%	21%	20%	18%
Grade 8 Mathematics																	
At Approaches Grade Level or Above	2025	71%	73%	76%	71%	74%	82%	*	93%	-	71%	52%	87%	78%	71%	72%	71%
	2024	72%	74%	65%	59%	64%	72%	*	71%	*	71%	46%	65%	69%	57%	61%	61%
At Meets Grade Level or Above	2025	47%	50%	47%	44%	42%	58%	*	64%	-	33%	22%	65%	49%	43%	42%	40%
	2024	43%	45%	34%	25%	31%	43%	*	50%	*	43%	22%	26%	37%	24%	32%	30%

Texas Education Agency
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At Masters Grade Level	2025	18%	21%	16%	16%	10%	25%	*	43%	-	25%	4%	26%	16%	15%	11%	11%
	2024	16%	18%	9%	8%	8%	13%	*	29%	*	7%	11%	9%	10%	6%	9%	10%
Grade 8 Science																	
At Approaches Grade Level or Above	2025	74%	76%	81%	71%	78%	90%	*	94%	-	80%	59%	86%	81%	78%	77%	74%
	2024	70%	71%	74%	63%	70%	85%	*	89%	*	79%	52%	81%	76%	67%	68%	64%
At Meets Grade Level or Above	2025	48%	51%	51%	45%	45%	65%	*	76%	-	52%	30%	69%	52%	50%	46%	42%
	2024	44%	46%	43%	37%	36%	58%	*	63%	*	44%	29%	31%	43%	41%	37%	29%
At Masters Grade Level	2025	19%	21%	15%	9%	11%	24%	*	35%	-	16%	7%	23%	15%	16%	12%	10%
	2024	17%	19%	12%	11%	10%	18%	*	26%	*	15%	12%	8%	13%	12%	10%	9%
Grade 8 Social Studies																	
At Approaches Grade Level or Above	2025	58%	59%	61%	57%	56%	72%	*	94%	-	65%	42%	74%	63%	57%	54%	45%
	2024	60%	61%	62%	51%	58%	72%	*	81%	*	75%	44%	57%	64%	54%	57%	52%
At Meets Grade Level or Above	2025	32%	33%	29%	23%	25%	38%	*	47%	-	55%	23%	30%	30%	25%	24%	17%
	2024	33%	34%	33%	23%	27%	48%	*	69%	*	38%	25%	33%	36%	25%	24%	25%
At Masters Grade Level	2025	17%	18%	13%	14%	9%	18%	*	35%	-	30%	11%	15%	14%	12%	10%	4%
	2024	17%	18%	18%	9%	14%	29%	*	50%	*	16%	8%	14%	20%	12%	14%	13%
End of Course English I																	
At Approaches Grade Level or Above	2025	69%	69%	71%	70%	67%	80%	*	85%	*	84%	42%	84%	73%	68%	66%	53%
	2024	70%	70%	70%	67%	66%	80%	60%	87%	*	79%	31%	80%	70%	71%	66%	55%
At Meets Grade Level or Above	2025	49%	50%	51%	45%	46%	64%	*	75%	*	63%	24%	47%	53%	46%	44%	29%
	2024	52%	51%	51%	45%	47%	65%	20%	70%	*	62%	18%	65%	52%	49%	46%	32%
At Masters Grade Level	2025	15%	16%	14%	7%	12%	23%	*	50%	*	26%	11%	9%	15%	12%	11%	6%
	2024	16%	17%	12%	10%	8%	18%	0%	39%	*	24%	7%	10%	13%	8%	9%	3%
End of Course English II																	
At Approaches Grade Level or Above	2025	72%	73%	71%	66%	67%	81%	*	87%	*	85%	31%	85%	75%	60%	65%	50%
	2024	75%	75%	71%	65%	68%	81%	*	79%	*	83%	40%	78%	72%	68%	67%	50%
At Meets Grade Level or Above	2025	55%	56%	52%	44%	47%	64%	*	78%	*	78%	12%	50%	57%	38%	44%	28%
	2024	58%	58%	53%	50%	49%	64%	*	58%	*	74%	25%	56%	55%	48%	48%	25%

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At Masters Grade Level	2025	8%	10%	6%	4%	4%	11%	*	30%	*	7%	3%	5%	7%	3%	4%	1%
	2024	9%	9%	5%	4%	4%	9%	*	11%	*	13%	4%	0%	6%	2%	3%	1%
End of Course Algebra I																	
At Approaches Grade Level or Above	2025	78%	81%	87%	83%	86%	91%	*	100%	*	93%	68%	93%	89%	83%	84%	83%
	2024	81%	81%	88%	84%	88%	91%	*	95%	*	92%	66%	100%	89%	85%	86%	87%
At Meets Grade Level or Above	2025	45%	51%	58%	48%	56%	67%	*	80%	*	60%	35%	68%	62%	46%	52%	47%
	2024	43%	46%	52%	50%	48%	60%	*	82%	*	67%	23%	72%	54%	48%	48%	42%
At Masters Grade Level	2025	27%	32%	34%	24%	33%	42%	*	60%	*	33%	19%	25%	37%	27%	31%	27%
	2024	24%	27%	25%	19%	22%	32%	*	64%	*	29%	9%	56%	28%	18%	20%	20%
End of Course Biology																	
At Approaches Grade Level or Above	2025	92%	92%	94%	94%	91%	98%	*	100%	*	100%	83%	100%	95%	91%	92%	86%
	2024	91%	91%	93%	89%	92%	97%	*	95%	*	100%	79%	100%	94%	90%	92%	89%
At Meets Grade Level or Above	2025	61%	64%	68%	56%	64%	81%	*	94%	*	82%	44%	77%	73%	55%	62%	49%
	2024	56%	58%	60%	54%	54%	76%	*	90%	*	76%	24%	88%	64%	52%	54%	40%
At Masters Grade Level	2025	21%	24%	26%	14%	20%	42%	*	71%	*	33%	12%	33%	29%	17%	20%	12%
	2024	19%	22%	20%	14%	17%	27%	*	65%	*	36%	5%	29%	24%	13%	16%	9%
End of Course U.S. History																	
At Approaches Grade Level or Above	2025	95%	95%	95%	96%	94%	96%	*	95%	*	100%	84%	92%	96%	93%	94%	92%
	2024	96%	96%	95%	95%	94%	97%	100%	100%	*	100%	86%	100%	96%	94%	94%	89%
At Meets Grade Level or Above	2025	68%	71%	66%	61%	63%	78%	*	58%	*	75%	39%	75%	69%	56%	61%	35%
	2024	69%	70%	63%	57%	58%	77%	100%	81%	*	88%	45%	57%	65%	57%	58%	28%
At Masters Grade Level	2025	37%	41%	33%	28%	28%	48%	*	47%	*	50%	19%	42%	36%	25%	27%	10%
	2024	37%	39%	29%	21%	24%	43%	20%	44%	*	35%	17%	29%	31%	20%	25%	8%
SAT/ACT All Subjects																	
At Approaches Grade Level or Above	2025	89%	92%	90%	83%	88%	97%	*	100%	*	80%	*	*	91%	75%	86%	*
	2024	88%	91%	90%	78%	91%	92%	*	100%	*	80%	*	-	89%	100%	80%	*
At Meets Grade Level or Above	2025	59%	66%	49%	20%	46%	68%	*	89%	*	20%	*	*	50%	25%	46%	*
	2024	59%	67%	51%	25%	53%	57%	*	60%	*	60%	*	-	51%	56%	39%	*

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At Masters Grade Level	2025	13%	17%	3%	0%	3%	5%	*	0%	*	0%	*	*	3%	8%	0%	*
	2024	12%	16%	4%	3%	3%	5%	*	20%	*	0%	*	-	4%	11%	2%	*
All Grades All Subjects																	
At Approaches Grade Level or Above	2025	75%	76%	77%	72%	75%	84%	77%	91%	93%	83%	54%	84%	79%	73%	72%	68%
	2024	75%	75%	73%	68%	71%	81%	74%	87%	82%	80%	50%	75%	74%	71%	69%	64%
At Meets Grade Level or Above	2025	50%	52%	51%	43%	46%	61%	44%	69%	44%	61%	29%	57%	53%	45%	44%	37%
	2024	48%	50%	45%	39%	41%	56%	36%	64%	27%	51%	25%	48%	46%	42%	39%	32%
At Masters Grade Level	2025	21%	24%	20%	15%	17%	28%	15%	42%	4%	27%	11%	23%	21%	17%	16%	13%
	2024	20%	22%	16%	12%	12%	23%	8%	36%	0%	18%	7%	16%	17%	13%	12%	10%
All Grades ELA/Reading																	
At Approaches Grade Level or Above	2025	76%	77%	77%	72%	74%	84%	79%	89%	90%	85%	49%	84%	78%	73%	72%	65%
	2024	76%	76%	74%	70%	70%	82%	69%	88%	100%	80%	46%	75%	74%	73%	69%	62%
At Meets Grade Level or Above	2025	54%	56%	54%	48%	50%	65%	39%	70%	40%	68%	27%	58%	56%	49%	46%	38%
	2024	54%	55%	50%	45%	45%	61%	27%	63%	45%	54%	24%	52%	50%	48%	43%	34%
At Masters Grade Level	2025	23%	24%	20%	14%	17%	29%	11%	42%	0%	28%	9%	21%	21%	18%	16%	12%
	2024	22%	23%	17%	13%	13%	25%	4%	34%	0%	21%	6%	18%	17%	14%	12%	9%
All Grades Mathematics																	
At Approaches Grade Level or Above	2025	72%	74%	75%	68%	74%	81%	80%	90%	90%	78%	54%	84%	77%	70%	70%	70%
	2024	72%	73%	70%	63%	68%	76%	67%	84%	73%	76%	48%	75%	71%	67%	66%	66%
At Meets Grade Level or Above	2025	45%	48%	47%	39%	43%	57%	44%	69%	50%	53%	29%	57%	49%	40%	40%	38%
	2024	43%	45%	39%	31%	36%	48%	29%	63%	18%	48%	23%	46%	41%	35%	34%	34%
At Masters Grade Level	2025	20%	23%	20%	15%	17%	27%	20%	40%	0%	24%	13%	28%	21%	17%	16%	16%
	2024	17%	19%	13%	10%	11%	18%	5%	37%	0%	14%	7%	15%	14%	10%	10%	11%
All Grades Science																	
At Approaches Grade Level or Above	2025	78%	79%	81%	77%	78%	89%	67%	96%	100%	89%	62%	86%	82%	80%	78%	73%
	2024	75%	75%	76%	68%	72%	86%	86%	87%	86%	81%	56%	76%	77%	73%	72%	66%
At Meets Grade Level or Above	2025	47%	50%	51%	43%	47%	63%	44%	78%	33%	61%	33%	59%	53%	46%	46%	39%
	2024	43%	45%	43%	36%	38%	56%	57%	62%	14%	49%	25%	44%	45%	39%	37%	27%

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At Masters Grade Level	2025	17%	20%	17%	10%	13%	27%	11%	44%	0%	25%	8%	20%	18%	14%	13%	11%
	2024	16%	18%	14%	10%	11%	20%	29%	35%	0%	19%	8%	16%	15%	11%	10%	7%
All Grades Social Studies																	
At Approaches Grade Level or Above	2025	77%	78%	78%	77%	76%	84%	*	94%	*	83%	64%	79%	80%	73%	74%	65%
	2024	78%	79%	78%	73%	76%	84%	100%	91%	*	84%	63%	68%	80%	72%	75%	67%
At Meets Grade Level or Above	2025	50%	53%	48%	43%	44%	57%	*	53%	*	65%	31%	44%	51%	39%	43%	25%
	2024	51%	52%	48%	41%	42%	61%	71%	75%	*	55%	34%	39%	51%	40%	41%	26%
At Masters Grade Level	2025	27%	30%	23%	22%	19%	32%	*	42%	*	40%	15%	23%	25%	17%	19%	7%
	2024	27%	29%	23%	16%	19%	36%	14%	47%	*	22%	12%	18%	26%	16%	19%	11%
STAAR Performance Rates by Enrolled Grade at Meets Grade Level or Above																	
3rd Graders																	
Reading and Mathematics	2025	39%	41%	45%	30%	39%	57%	40%	69%	*	64%	25%	65%	45%	43%	36%	33%
	2024	35%	37%	34%	23%	30%	44%	40%	50%	*	33%	17%	39%	35%	30%	25%	24%
Reading and Mathematics Including EOC	2025	39%	41%	45%	30%	39%	57%	40%	69%	*	64%	25%	65%	45%	43%	36%	33%
	2024	35%	37%	34%	23%	30%	44%	40%	50%	*	33%	17%	39%	35%	30%	25%	24%
Reading Including EOC	2025	52%	53%	55%	48%	49%	65%	60%	77%	*	74%	32%	68%	55%	56%	46%	38%
	2024	48%	50%	47%	42%	42%	56%	40%	67%	*	46%	25%	42%	48%	44%	38%	32%
Math Including EOC	2025	46%	49%	56%	40%	51%	69%	40%	77%	*	69%	32%	76%	58%	50%	48%	52%
	2024	42%	44%	43%	32%	41%	48%	60%	56%	*	46%	25%	65%	45%	37%	34%	42%
4th Graders																	
Reading and Mathematics	2025	40%	42%	41%	38%	35%	50%	17%	56%	-	50%	23%	50%	43%	37%	30%	30%
	2024	38%	40%	29%	30%	23%	39%	*	50%	*	45%	17%	40%	28%	33%	24%	23%
Reading and Mathematics Including EOC	2025	40%	42%	41%	38%	35%	50%	17%	56%	-	50%	23%	50%	43%	37%	30%	30%
	2024	38%	40%	29%	30%	23%	39%	*	50%	*	45%	17%	40%	28%	33%	24%	23%
Reading Including EOC	2025	54%	57%	53%	49%	48%	60%	50%	61%	-	77%	26%	71%	55%	47%	43%	45%
	2024	51%	53%	41%	38%	37%	50%	*	50%	*	45%	22%	45%	39%	44%	35%	37%
Math Including EOC	2025	47%	50%	49%	42%	44%	59%	33%	67%	-	57%	31%	50%	52%	43%	38%	38%
	2024	46%	48%	38%	38%	32%	47%	*	69%	*	59%	22%	45%	37%	41%	32%	29%
5th Graders																	
Reading and Mathematics	2025	42%	45%	40%	37%	37%	46%	*	56%	*	52%	22%	59%	41%	38%	35%	36%
	2024	42%	43%	36%	26%	32%	51%	*	40%	*	36%	23%	42%	37%	34%	31%	22%

Texas Education Agency
2024-25 STAAR Performance
 DICKINSON ISD (084901) - GALVESTON COUNTY

	School Year	State	Region 04	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EB / EL (Current & Monitored)
Reading and Mathematics Including EOC	2025	42%	45%	40%	37%	37%	46%	*	56%	*	52%	22%	59%	41%	38%	35%	36%
	2024	42%	43%	36%	26%	32%	51%	*	40%	*	36%	23%	42%	37%	34%	31%	22%
Reading Including EOC	2025	58%	60%	53%	48%	49%	63%	*	63%	*	64%	26%	68%	52%	55%	47%	46%
	2024	55%	55%	46%	39%	41%	60%	*	50%	*	40%	28%	52%	45%	48%	42%	29%
Math Including EOC	2025	48%	50%	47%	43%	45%	52%	*	69%	*	56%	27%	68%	48%	44%	42%	43%
	2024	51%	52%	49%	30%	49%	60%	*	60%	*	60%	32%	54%	52%	44%	46%	47%
6th Graders																	
Reading and Mathematics	2025	37%	39%	35%	26%	31%	45%	*	50%	*	46%	23%	32%	37%	29%	28%	22%
	2024	36%	38%	27%	20%	22%	37%	*	58%	-	38%	17%	32%	30%	22%	22%	23%
Reading and Mathematics Including EOC	2025	37%	39%	35%	26%	31%	45%	*	50%	*	46%	23%	32%	37%	29%	28%	22%
	2024	36%	38%	27%	20%	22%	37%	*	58%	-	38%	17%	32%	30%	22%	22%	23%
Reading Including EOC	2025	56%	58%	56%	49%	53%	67%	*	55%	*	65%	34%	53%	58%	52%	48%	40%
	2024	57%	57%	51%	38%	46%	64%	*	67%	-	62%	27%	61%	52%	48%	44%	39%
Math Including EOC	2025	41%	43%	38%	26%	35%	50%	*	55%	*	48%	24%	35%	40%	33%	33%	27%
	2024	40%	42%	31%	25%	27%	39%	*	58%	-	38%	21%	36%	34%	25%	26%	29%
7th Graders																	
Reading and Mathematics	2025	36%	38%	35%	30%	30%	45%	*	67%	-	37%	24%	35%	36%	33%	29%	27%
	2024	35%	36%	25%	18%	23%	34%	*	40%	*	20%	14%	33%	26%	24%	21%	18%
Reading and Mathematics Including EOC	2025	38%	40%	35%	30%	30%	45%	*	67%	-	37%	24%	35%	36%	33%	29%	27%
	2024	36%	38%	25%	18%	23%	34%	*	40%	*	20%	14%	33%	26%	24%	21%	18%
Reading Including EOC	2025	54%	56%	56%	50%	52%	66%	*	75%	-	57%	36%	50%	57%	52%	49%	41%
	2024	54%	56%	50%	52%	44%	62%	*	67%	*	35%	22%	56%	49%	53%	43%	39%
Math Including EOC	2025	43%	45%	39%	36%	34%	50%	*	75%	-	40%	29%	47%	41%	35%	34%	31%
	2024	40%	42%	30%	20%	28%	39%	*	47%	*	24%	20%	37%	31%	28%	26%	26%
8th Graders																	
Reading and Mathematics	2025	30%	32%	28%	27%	25%	34%	*	38%	-	21%	16%	43%	28%	27%	24%	21%
	2024	28%	29%	18%	14%	17%	22%	*	20%	*	32%	17%	0%	20%	14%	18%	15%
Reading and Mathematics Including EOC	2025	44%	47%	45%	39%	41%	55%	*	65%	-	45%	21%	48%	48%	37%	39%	33%
	2024	41%	44%	37%	25%	33%	49%	*	69%	*	53%	20%	20%	41%	27%	31%	28%
Reading Including EOC	2025	59%	60%	59%	53%	56%	67%	*	76%	-	65%	27%	56%	61%	54%	53%	46%
	2024	57%	58%	55%	47%	50%	67%	*	81%	*	63%	30%	40%	57%	49%	47%	41%

Texas Education Agency
2024-25 STAAR Performance
 DICKINSON ISD (084901) - GALVESTON COUNTY

	School Year	State	Region 04	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EB/EL (Current & Monitored)
Math Including EOC	2025	51%	54%	51%	47%	48%	60%	*	71%	-	45%	26%	56%	54%	44%	45%	41%
	2024	49%	52%	41%	30%	36%	54%	*	75%	*	56%	24%	24%	45%	31%	35%	33%
3rd - 8th Graders																	
Reading and Mathematics	2025	38%	40%	38%	31%	33%	47%	24%	56%	33%	48%	22%	48%	39%	34%	31%	28%
	2024	36%	37%	29%	22%	24%	39%	22%	45%	11%	35%	18%	33%	30%	26%	24%	21%
Reading and Mathematics Including EOC	2025	40%	42%	40%	34%	35%	50%	27%	59%	33%	50%	23%	48%	42%	36%	33%	30%
	2024	38%	40%	32%	24%	27%	42%	22%	51%	11%	39%	18%	35%	33%	28%	26%	23%
Reading Including EOC	2025	55%	57%	55%	50%	51%	65%	41%	66%	33%	67%	30%	61%	56%	53%	48%	43%
	2024	54%	55%	48%	43%	43%	60%	28%	63%	44%	50%	26%	50%	49%	48%	42%	36%
Math Including EOC	2025	46%	49%	47%	39%	42%	57%	41%	67%	50%	54%	28%	56%	49%	41%	40%	38%
	2024	45%	47%	39%	29%	35%	48%	28%	61%	11%	48%	24%	43%	41%	34%	33%	34%

* Indicates results are masked due to small numbers to protect student confidentiality.

- Indicates there are no students in the group.

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: 2026-2027 TEA Waiver for Staff Development Minutes

Agenda Item: Lindsey Suarez

Background Information:

The Texas Education Agency offers a Staff Development waiver that provides for a maximum of 2,100 total waiver minutes to use for professional development during the school year. This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year. The waiver request is for the maximum amount of 2,100 waiver minutes that will be applied to our 2026-2027 calendar as needed.

Recommendation:

The Superintendent and the Executive Director of Teaching and Learning recommend approval of the 2026-2027 TEA Waiver for Staff Development Minutes.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Waiver of the 75,600-minute calendar requirement for Collegiate High School for 2025-2026

Agenda Item: Lindsey Suarez

Background Information:

The Texas Education Agency allows us to seek a waiver of the 75,600-minute calendar requirement for students who are taking dual credit courses at an Institute of Higher Education with a calendar of fewer than 75,600 minutes. The calendar for the Collegiate High School program at the College of the Mainland has fewer than 75,600 minutes for 2025-2026. We must receive approval for the waiver from the Board of Trustees before we may submit the waiver to TEA. Once we have received approval from the Board of Trustees and TEA, we will receive full funding for our students who attended Collegiate High School in 2025-2026.

Recommendation:

The Superintendent and the Executive Director of Teaching and Learning recommend approval of the waiver of the 75,600-minute calendar requirement for Collegiate High School for 2025-2026.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Library Book Review and Purchase

Agenda Item: Lindsey Suarez, Executive Director of Teaching and Learning

Background Information:

All new library purchases must be board approved. Librarians and the Coordinator of Digital Materials and Libraries have ensured the following:

- Materials must have a high degree of potential user appeal and interest to serve the individual needs of learners and must foster growth in factual knowledge, literary appreciation, aesthetic values, and societal standards.
- The collection must represent diverse viewpoints and cultural groups of the state, the nation, and the world, ensuring the collection embodies the background of all students.
- Materials enrich and support the TEKS (state curriculum) and local curriculum, considering students' varied interests, maturity levels, abilities, and learning styles.
- Administrative procedures for material review must include extensive vetting, such as:
 - Consider district teachers, staff, students, and residents.
 - An extensive review of the literary material by using at least 2 sources like professional journals, book reviews, and national/state award recognition lists.

Recommendation:

The Superintendent and Executive Director for Teaching and Learning recommend approval.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

Building the Titanic	Julie Murray	9781098287221
Dog Origami	Zoey Schrader	9798384905011
The Titanic Sinking and Rescue	Julie Murray	9781098287276
Finding the Titanic	Julie Murray	9781098287245
The Story of Soccer	Nick Hunter	9781669076087
I Survived: Courageous Creatures	Lauren Tarshis	9781338317947
Gabby Torres gets a billion followers	Dominguez, Angela	9798368722771
I'm a dumbo octopus! : a graphic guide to cephalopods	Lambelet, Anne	9798765603055
I'm a volcano!	Heos, Bridget	9780593302897
Introducing Sandwina : the strongest woman in the world	Conrad, Vicki	9781662680151
Mixed-up	Garcia, Kami	9798368722863
Safe crossing	Percival, Kari	9781797214566
Saved by the smell	Lerner, Jarrett	9798368772349
The invisible parade	Bardugo, Leigh	9780316295703
Wanda hears the stars : a blind astronomer listens to the Universe	Hansen, Amy	9781623544874
You stole my name	McGregor, Dennis	9781941325988
Papilio	Clanton, Ben	9780593693254
Blake the snake bakes a cake	Young, Amy	9780593621745
Echo	Rex, Adam	9780593699324
Henry is an artist	Worsley, Justin	9780593695043
Super Goat Girl	Baptiste, Tracey	9780525517764
A Gift of Dust	Brockenbrough, Marth	9780593428429
Wild Beings	Brouwers, Dorien	9780316495516
The Bees of Notre Dame	Browne, Meghan	9780593374566
Stopping by Jungle on a Snowy Evening	Morris, Richard	9781481478021
George the Flybot and the Missing Coins of Black Canyon	Schwarz, Ness	9781503772502
Cosmo Park	Finlay, Madeleine	9781838741303
Spidernaut Arabella, the Spider in Space	Parachini, Jodie	9780807504413
My Stinky Summer By S. Bug	Meisel, Paul	9780823440535
Space: The Final Pooping Frontier	Bondor-Stone, Annabe	9781250222886
Messi's Magic	Perry, Caroline	9781546147534
La bicicleta Nueve	Zoells, Darcy	9781605379869
Equality's Call	Diesen, Deborah	9781534439580
Trusty Town Hall	Ward, Lindsay	9780063081406
We Can Portraits of Power	Gordon, Tyler	9789374389666
What Does It Mean to Be American?	DiOrio, Rana	9781492683803
Mi Abuela es Una Bruja	Cuevas, Mayra	9798217024674
Meet Caitlin Clark	Goldstein, Margaret	9798765662489
All About Tornadoes	Crane, Cody	9781338769623
Ultimate Rock-Opedia	Tomecek, Steve	9781426339189
My Book of Rocks and Minerals	Dennie, Devin	9781465461902

Absolute Expert Rocks and Minerals	Strother, Ruth	9781426332791
My Book of Rocks and Minerals	Dennie, Devin	9780241283066
Animated Science Rocks and Minerals	Farndon, John	9781338753677
Little Kids First Big Book Rocks, Minerals, and Shells	Donohue, Moira	9781426372223
Bling! 100 Fun Facts About Rocks and Gems	Berne, Emma	9781426338908
The Change Your name Store	Leanne Shirtliffe	978-1-62873-608-3
Beatrix Butterfly Wings it for Once	Maren Morris	978-1-79723-503-5
Learn About Fall Pumpkins	Brenna Maloney	978-1-5461-0178-9
Alpacas	Murray, Julie	9798384905219
Angora goats	Murray, Julie	9798384905226
Highland cattle	Murray, Julie	9798384905233
Jacob sheep	Murray, Julie	9798384905240
Potbellied pigs	Murray, Julie	9798384905257
Silkie chickens	Murray, Julie	9798384905264
Intro to Arabic	Davis, Bela	9798384902836
Intro to Chinese	Davis, Bela	9781098268282
Intro to German	Davis, Bela	9781098268305
Intro to Italian	Davis, Bela	9781098268312
Intro to Japanese	Davis, Bela	9781098268329
Intro to Russian	Davis, Bela	9798384902867
Intro to Spanish	Davis, Bela	9781098268336
Intro to Vietnamese	Davis, Bela	9798384902881
The Future Book	Mac Barnett	979-8217033171
Candy's Colorful World	Michael Oatley	9781965388211
Maybe? Mais Out	Ben Levey	9780722357637
We Don't Like Bertie	Sally Anderson	9780722357774
The You That's Out There	Rebecca Louick	979-8-9924521-0-5

Max a little, axolotl	Joey Spiotto	979-83-687-8691-9 (originally 978-1-54616-945-1)
Breaking Out (Max a little Book 2)	Joey Spiotto	979-83-18-91207-8 (originally 979-82-250-3713-0)
Unico Book 2, Hunted	Samuel Sattin	ISBN-13: 979-83-687-7655-2 (originally 978-1-54611-046-0)
Unico Book 3, Lost	<u>Tezuka, Osamu</u>	979-83-687-9581-2 (originally 978-1-54611-121-4)
The Taylors	Jen Calonita	979-83-687-8713-8 (originally 978-1-54617-677-0)
Searching for Home	Aphmau	978-0-06-328808-9
Air Jordan (Sneakerheads)	Adam Bradley	9781098287443
Jessi's Secret Language (Graphic Novel)	Chan Chau	978-1-5364-7562-3
Claudia and the Bad Joke (Graphic Novel)	Arley Nopra	978-1-5364-8267-6
Kristy and the Walking Disaster (Graphic Novel)	Ellen T Crenshaw, Ellen T. Crenshaw	978-1-5364-8852-4
Mallory and the Trouble with Twins	Arley Nopra	978-1-5364-9088-6
Jessi Ramsey, Pet-Sitter (Graphic Novel)	Ann M. Martin	978-1-5364-9573-7
Peor dia de Karen (Karen's Worst Day)	Katy Farina	978-1-5364-7036-9
Foto Escolar de Karen (Karen's School Picture)	Ann M. Martin, Katy Farina	978-1-5364-8995-8
Karen's Grandmothers (Graphic Novel)	Ann M. Martin, DK Yingst	978-1-5364-8898-2
Karen's Prize (Graphic Novel)	Shauna J Grant	978-1-5364-9147-0
Karen's Ghost (Graphic Novel)	DK Yingst	978-1-5364-9319-1
Diario del Wimpy Kid: Descerebrados (Diary of a Wimpy Kid: No Brainer)	Jeff Kinney	978-1-5364-8371-0
Diario Del Wimpy Kid: En Su Salsa (Diary of a Wimpy Kid: Hot Mess)	Jeff Kinney	978-1-5364-9077-0
Tale of Two Kitties	Dav Pilkey	978-1-5364-1858-3
For Whom the Ball Rolls	Dav Pilkey	978-1-5364-5763-6
Grime and Punishment	Dav Pilkey	978-1-5364-6579-2
Mothering Heights	Dav Pilkey	978-1-5364-6777-2
Big Jim Believes	Dav Pilkey	978-1-5364-9644-4
Hombre Perro (Dog Man)	Dav Pilkey	978-1-5364-1865-1
Hombre Perro Se Desata (Dog Man Unleashed)	Dav Pilkey	978-1-5364-2927-5
Historia de Dos Gatos (A Tale of Two Kitties)	Dav Pilkey	978-1-5364-4539-8
Hombre Perro y Supergatito (Dog Man and Cat Kid)	Dav Pilkey	978-1-5364-5101-6
Senor de las Pulgas (Lord of the Fleas)	Dav Pilkey	978-1-5364-5850-3
Por Quien Rueda la Pelota (Dog Man: for Whom the Ball Rolls)	Dav Pilkey	978-1-5364-6534-1
Churre y Castigo (Grime and Punishment)	Dav Pilkey	978-1-5364-7026-0
Veinte Mil Pulgas de Viaje en Submarino (Twenty Thousand Fleas under the	Dav Pilkey	978-1-5364-8388-8
Despeluzado Escarlata (The Scarlet Shedder)	Dav Pilkey	978-1-5364-9097-8
Juan el Grande, el Comienzo (Big Jim Begins)	Dav Pilkey	978-1-5364-9492-1
How to Train Your Dragon (Deluxe Edition)	Cressida Cowell	978-0-316-58711-2
How to Draw a Secret	Cindy Chang	978-0-358-65966-2
Above, Below and Long Ago: Animals, Plants and Fossils in Hidden Places	Michael Bright	978-1-4598-4213-7
Bold, Brilliant, and Latine	Alyssa Reynoso-Morris	978-0-7112-9436-3
Where Is Tornado Alley?	Wes Locher	978-1-5364-9027-5
Slugfest	Gordon Korman	978-1-5364-9042-8
Saphie the One-Eyed Cat, Vol. 01	<i>JOHO</i>	978-1-5364-9045-9
Gigi Shin Is Not a Nerd	Lyla Lee	978-1-5364-9056-5
Great Catnapping	Emily Ecton	978-1-5364-9058-9
Drawing Deena	Hena Khan	978-1-5364-9058-9
Bumps in the Night	Amalie Howard	978-1-5364-9063-3
What Is the Story of Cinderella?	Dana Meachen Rau	978-1-5364-9066-4
Quien Es Lionel Messi? (Who Is Lionel Messi?)	James Buckley	978-1-5364-9067-1
Diario Del Wimpy Kid: En Su Salsa (Diary of a Wimpy Kid: Hot Mess)	Jeff Kinney	978-1-5364-9077-0
Who Is Tony Hawk?	Steve Korte	978-1-5364-9124-1
Who Is Carol Burnett?	David Stabler	978-1-5364-9125-8
Who Smashed Hollywood Barriers with Gung Fu?: Bruce Lee	Teresa Robeson	978-1-5364-9126-5
Cartoonists Club	Scott McCloud, Raina Telgemeier	978-1-5364-9145-6
Time Buddies: Past, Present, Hooture	Stephanie Cooke, Marcie Colleen	978-1-5364-9162-3
Who Is Shohei Ohtani?	James Buckley	978-1-5364-9177-7
Eyes and the Impossible	Dave Eggers	978-1-5364-9168-5
Que Fue el Titanic? (What Was the Titanic?)	Stephanie Sabol	978-1-5364-9173-9
What Do We Know about the Lost Colony of Roanoke?	Emma Carlson Berne	978-1-5364-9175-3
Who Is Caitlin Clark?	Meri-Jo Borzilleri	978-1-5364-9176-0
One and Only Ruby	Imani Parks, Katherine Applegate	978-1-5364-9271-2
Who Is Willie Nelson?	David Stabler	978-1-5364-9284-2
Axolotl and Axolittle	Jess Hitchman	978-1-46423-790-4

A night for mischief	Finley, Allison	9798368795348
A split second	Marks, Janae	9798368789699
A world without summer : a volcano erupts, a creature awakens, and the sun goes out	Day, Nicholas	9780593643884
Adi of Boutanga : a story from Cameroon	Dzotap, Alain Serge	9780802856296
Ain't it funny	Gurevich, Margaret	9798318906688
Almost sunset	Algami, Wahab	9798368746333
Are you afraid of the dark? 2.The sinister sisters and other terrifying tales	Brown, Roseanne A	9798368723228
As You Wish	Jones, Nashae	9798318923142
At last she stood : how Joey Guerrero spied, survived, and fought for freedom	Kelly, Erin Entrada	9780063218901
Away	Freeman, Megan E	9781665959728
Back to Blackbrick		9798368748306
Bad cheerleader	Thayer, Alex	9798368781372
Bashir Boutros and the jewel of the Nile	Jreije, George	9780063382244
Beasts	Bjerkeland, Ingvild	9781646145133
Berry Parker doesn't catch crushes	Davis, Tanita S	9780063284791
Billions to burn	Banks, Taylor	9781368110419
Bird of a thousand stories	Mansef, Kiyash	9781665928533
Breaking news : why media matters	Delisle, Raina	9781459826564
Candace, the universe, and everything	Smith, Sherri L	9781524737931
Candle Island	Walk, Lauren	9780593698549
Code name Kingfisher	Kessler, Liz	9798368781013
Come see the fair	Savit, Gavriel	9781516085644
Confessions of a junior spy	Munda, Rosaria	9798368744612
Cream buns and crime : tips, tricks, and tales from the detective society	Stevens, Robin	9798368755496
Death Bringer	Landy, Derek	9798368777993
Death by whoopee cushion	Grant, Vicki	9781774884683
Dreamslinger	Kim, Graci	9781368104777
Dreki : my Icelandic dragon	Logue, Mary	9780316345880
Drive	Copeland, Cynthia L	9798368748382
Encounter at Owl Rock	Moses, Rucker	9780593696385
Enemies in the orchard : a World War 2 novel in verse	VanderLugt, Dana	9780310155775
Exit nowhere	Brandt, Juliana	9798368781662
Find her	Reno, Ginger	9780823454808
Finding lost	Sloan, Holly Goldberg	9780593530252
Finding normal	Faris, Stephanie	9798368755038
Flying in colors	Reddeppa, Padma Prasi	9781643796758
Fowl play	Tubb, Kristin O'Donnell	9798368789910
Girls make movies : a follow-your-own-path guide for aspiring young filmmakers	O'Meara, Mallory	9780762478989
Glitch girl!	Oet, Rainie	9780593696514
Graciela in the abyss	Medina, Meg	9781536219456
Grady Jones and the great detective game	Dye, Kerry Douglas	9781665967075
Greto	Lemon, J S	9798368774190
Hanging with vampires	Fitzpatrick, Insha	9781668882238
Happy & sad & everything true	Thayer, Alex	9781665955249
How's moving castle	Jones, Diana Wynne	9780063416468
Hungry bones	Hung, Louise	9781338832587
Hurricane heist	Ponti, James	9781665932561
Into the fire	Brashares, Ann	9781665950848
Into the rapids	Braden, Ann	9780593856369
It came from the trees	Russell, Ally	9798368781242
It watches in the dark	Strand, Jeff	9781516083435
Jane stays dreaming	Meiser, Britnee	9798368781891
Jasmine is haunted	Oshiro, Mark	9798368766041
Junius Leak and the spiraling vortex of doom	Wolf, Allan	9781536217452
Keeping pace	Morrison, Laurie	9781419768750
Kindred dragons. Book 1	Mensinga, Sarah	9798368783222
Kwame crashes the underworld	Farmer, Craig Kofi	9798368778709
Langston Hughes	Berry, S. L	979889896418
Liam and the giant eels	Malaspina, Ann	9798368734651
Lo Simpson starts a revolution	Florence, Melanie	9798368708447
Lost legends of Nothing	Green, Alejandra	9781668886670
Mads! the True	Taylor, S J	9798368781990
Maeve Mulvaney has had enough	Mangan, Kelly	9780823458288
Maid for it	Sumner, Jamie	9798368780061
Malcolm lives! : the official biography of Malcolm X for young readers	Kendi, Ibram X	9780374311865
Mani Semilla finds her quezetal voice	Lapera, Anna	9798368794914
Max in the land of lies	Gidwitz, Adam	9780593112113
May the Best Player Win	Zhao, Kyla	9798318906930
Meg, Jo, Beth and Amy : a graphic novel	Terciero, Rey	9781549070044
Monster tree	Allen, Sarah Elisabeth	9780374390976
Moonscussers	Brown, Eli	9781536208528
My name is Phillis Wheatley : a story of slavery and freedom	Cooper, Afua	9781668899083
Mystery James digs her own grave	Russell, Ally	9780593896921
No place like home	Bird, James	9798368700137
No purchase necessary	Marianayagam, Maria	9780063360921
Not if you break up with me first	Miller, G. F	9781665950015
Octopus moon	Pyron, Bobbie	9780593616291
Of all tribes : American Indians and Alcatraz	Bruchac, Joseph	9781419757198
Oppenheimer and the atomic bomb	Singer, Eric	9780593856451
Outside	Holm, Jennifer L	9781546138143
Picture a girl	Manzer, Jenny	9798368708478
Please pay attention	Sumner, Jamie	9781665956079
Popcorn	Harrell, Rob	9798318907425
Quagmire Tiarelli couldn't be better [large print]	Larsen, Mylisa	9781420526011
Refugee, the graphic novel	Gratz, Alan	9798368787008
Remember my story : a girl, a Holocaust survivor, and a friendship that made history	Sarnowski, Claire	9798368777658
Remember us	Woodson, Jacqueline	9798368780078
Revolution	Wiles, Deborah	9781537918891
Running back to you	Henning, Sarah	9798368782362
Sabrena swept away	Riazi, Karuna	9780063098718
Safe harbor	Venkatraman, Padma	9780593112502
Same page	Swartz, Ely	9780593705612
Scaring and daring : terrifying takes on 15 classic tales: a Horror Writers Association anthology		9780063372474
Scarlet Morning	Stevenson, ND	9780063210349
Scattergood	Bouwman, H. M	9780823457755

Schooled	Sumner, Jamie	9781534486058
Second to none	Howell, Destiny	9798368746265
Setting the stage	Champion, Lindsay	9781645953289
Sincerely Sicily	Burgess, Tamika	9780063159600
Sky ropes	Soderborg, Sondra	9781797215648
Slam dunk : the shot that changed the game	Doeden, Matt	9798765626801
Slouch	Wyman, Christina	9798368705866
So that happened... but maybe you already knew that	Sussman, Tami	9781761600517
Sole survivor	Ollestad, Norman	9780374392611
Spying on spies : Elizebeth Smith Friedman codebreaker	Moss, Marissa	9781419767319
Star sailor : my life as a NASA astronaut	Bolden, Charles	9781536216325
Storm singer	Chadda, Sarwat	9781665962445
Take it from the top	Swinarski, Claire	9780063321731
The beanstalk murder	Bell, P.G	9798368700618
The better to eat you with	Mejia, Tehlor Kay	9780593647080
The bionic boy	Plourde, Lynn	9780593111376
The burning season	Rose, Caroline Starr	9780593617939
The dark times of Nimble Nottingham	Black, Ryan James	9780593698068
The daughter of Auschwitz the girl who lived to tell her story	Friedman, Tova	9798368746906
The death and life of Benny Brooks : sort of a memoir	Long, Ethan	9798368748986
The diamond explorer	Yang, Kao Kalia	9798368787251
The extraordinary orbit of Alex Ramirez	Paulino, Jasmine	9780593859315
The factory	Egan, Catherine	9798368720326
The fight for the hidden realm	McDermott, Siobhan	9798368751726
The forbidden room	Pau Preto, Nicki	9780593528549
The forest of a thousand eyes	Hardinge, Frances	9781419777783
The forgotten magic of Zoey Turner	Stewart, Erin	9781665952255
The forgotten summer of Seneca	Carrett, Camryn	9781419773334
The girl who kept the castle	Graudin, Ryan	9780063229419
The girls of Skylark Lane	Benway, Robin	9780063311596
The Gray	Baron, Chris	9798368744759
The grimmelings	King, Rachael	9798368782539
The incredibly human Henson Blayze	Barnes, Derrick	9781984836755
The invincible list of Lani Li	Bybee, Veeda	9781639934331
The kid	Schill, Jeff	9781623543648
The last hope school for magical delinquents	Pau Preto, Nicki	9798318907098
The many hauntings of the Manning family : a novel	Lawrence, Lorien	9781419768835
The metamorphosis of Bunny Baxter	Roberts, Barbara Carroll	9780823458561
The Millicent Quibb School of Etiquette for young ladies of mad science	McKinnon, Kate	9798368794488
The mystery of the haunted dancehall	Cotter, Charis	9781774885550
The school for thieves	Burns, Peter	9781665982283
The Sherlock Society	Ponti, James	9798368783079
The trouble with heroes	Messner, Kate	9781547616398
The unexpected lives of ordinary girls	Coats, J. Anderson	9781665968614
The unforgettable Leta "Lightning" Laurel	Toalson, R. L	9781665956277
The unlikely hero : the story of wolf 8	McIntyre, Rick	9798368784939
The vanished ones	Lucas, Chad	9781419766848
The war of the maps	Auxier, Jonathan	9781419753947
The wrong way home	O'Shaughnessy, Kate	9798368752167
This cookie will change your life	Ellis, Ann Dee	9781682636893
This way to happy	Myers, Alison Green	9780593325704
Tig	Smith, Heather	9798368792835
Time lions and the chrono-loop	Seneviratne, Martin	9780593616321
Tyger	Said, S. F	9780593887240
Unboxing Libby	Cherrywell, Steph	9780316577090
Unsinkable Cayenne	Vitalis, Jessica	9780063314450
Unstuck	Dee, Barbara	9798368755021
Wander lost	Martin, Laura	9780063326217
We built this city	Patrick, Cat	9780593462164
Weird sad and silent	McGhee, Alison	9780593859674
Westfallen	Brashares, Ann	9798368782881
What stays buried	Young, Suzanne	9780063257122
Wish Monster	White, J.A	9798368790701
Words apart	Lucido, Aimee	9798368790725
Zeyna lost and found	Khan, Shafaq	9798765639139
Zombie train	Gill, David Macinnis	9780063116511
(Skin	Zaboi, Ibi Aanu	9780062888877, 9780062888891
12 incredible facts about the first moon landing	Smbert, Angie	9781645823087, 9781645823407
A deathly compendium of poisonous plants : wicked weeds and sinister seeds	Hirsch, Rebecca E	9781728493282, 9798765625248
A guide to falling off the map	Arnot, Zanni L	9781546138440, 9781546138457
A most perilous world : the true story of the young abolitionists and their crusade against slavery	Gaddy, Kristina R	9780593855522, 9780593855539
A Strange Thing Happened in Cherry Hall	Warga, Jasmine	9798318935091, 9780062956705, 9780062956712, 9780062956729
A world without summer : a volcano erupts, a creature awakens, and the sun goes out	Day, Nicholas	9780593643884, 9780593643877, 9780593643891
American spirits : the famous Fox sisters and the mysterious fad that haunted a nation	Rosenstock, Barb	9781635928051, 9781635928068
Bread workshop : creating yeast doughs & quick breads	Borgert-Spaniol, Megan	9781098291372
Buzzkill : a wild wander through the weird and threatened world of bugs	Maloney, Brenna	9798368700755, 9781250327925, 9781250801050
Call the name of the night. 1	Mitsuboshi, Tama	9781975352004
Caught dead	Wills, S. J	9798368723945, 9781665938037, 9781665938044, 9781665938051
Dead ends! : flukes, flops & failures that sparked medical marvels	Fitzharris, Lindsey	9781547615025
Defiant : growing up in the Jim Crow South	Hudson, Wade	9781516043873, 9780593126356, 9780593126387
Dive	Anderson, John David	9780063279360, 9780063279384
Earthrise : the story of a photograph that changed the way we see our planet	Marcus, Leonard S	9780374392116, 9780374392123
Goalkeeper	Bloor, Edward	9780063428324
Graciela in the abyss	Medina, Meg	9781536219456, 9781536244960
Hanging with vampires	Fitzpatrick, Insha	9781668822238, 9781683693413, 9781683693420
How to stay invisible	Rudd, Maggie	9798368700762, 9780374390334, 9781250327918, 9780374390341
Hurricane heist	Ponti, James	9781665932561, 9781665932585
Into the rapids	Broaden, Ann	9780593856369, 9780593856376
Investigating the nervous system	Hyde, Natalie	9781668899922, 9781039806498, 9781039806757, 9781039807280
It came from the trees	Russell, Ally	9798368781242, 9780593646977, 9780593647004, 9780593646991
It watches in the dark	Strand, Jeff	9781516083435, 9781728277592, 9781728277622
Lola	Valenti, Karla Arenas	9798368778976, 9780593177013, 9780593177006, 9798217123209, 9780593177020
Many voices : building Erie, the canal that changed America	Lawlor, Laurie	9780823455638
Max in the land of lies	Gidwitz, Adam	9780593112113, 9780593112137, 9780593112120
Meet me on Love Street	Heron, Farah	9781665957571

Meet NASA inventor Joel Sercel and his team's sun-powered asteroid miners	Adams, William D	9798368738635, 9780716665724, 9780716665885
Meet NASA inventor Lynn Rothschild and her team's Martian fungoid space base	Adams, William D	9798368738611, 9780716665700, 9780716665861
Mixed-up	Garcia, Kami	9798368722863, 9781250840882
My Selma : true stories of a Southern childhood at the height of the civil rights movement	Brown, Willie Mae	9798368723792, 9780374390235, 9781250848017, 9780374390242
Mystery royale	Cavalancia, Kaitlyn	9781368099080, 9781368115391
Neshama	Pixley, Marcella	9781536236613, 9781536244854
No purchase necessary	Marianayagam, Maria	9780063360921, 9780063360945
Oppenheimer and the atomic bomb	Singer, Eric	9780593856451, 9780593856468
Out of Air	Reiss, Rachel	9798368795232, 9781250366146, 9781250422224, 9781250366153
Pennies	Senf, Lara	9781665967242
Please Pay Attention	Sumner, Jamie	9798318923548, 9781665956079, 9781665956086, 9781665956093
Pocket Bear	Applegate, Katherine	9781250904362, 9781250904379
Putin vs. Zelensky : the Russo-Ukrainian war : why it's happening and how it all got started	Thompson, Ben	9781250339560, 9781250339553
Raising the horseman	Valentino, Serena	9781368054614, 9781368076609, 9781368091169
Rube Goldberg's big book of building : make 25 machines that really work!	George, Jennifer	9781419761256
Scaring and daring : terrifying takes on 15 classic tales: a Horror Writers Association anthology		9780063372474, 9780063372498
Schooled	Sumner, Jamie	9781534486058, 9781534486072
Shadowed	Deuker, Carl	9780063376342, 9780063376366
Soulmatch	Danzenbaker, Rebecca	9781665963701
Speak up, Santiago! : a Hillside Valley graphic novel	Anta, Julio	9798368751870, 9780593651650, 9780593651643, 9780593651636, 9780593651667
Spies, Lies, and Disguise --the Daring Tricks and Deeds That Won World War II	O'Malley, Kevin	9781713757504, 9781681197791, 9781547604975
Spirit sleuths : how magicians and detectives exposed the ghost hoaxes	Jarrow, Gail	9781662680236, 9781662680243
The anticratic kitchen : 21 stories (and recipes)		9781459833432
The astro chimps : America's first astronauts	Cusick, Dawn	9798368773834, 9780897334143
The big book of barf : a spewami of sick science, hurled history, and body oddities	Lorencen, Vicky	9780593707913, 9780593707920
The Burning Season	Rose, Caroline Starr	9780593617939, 9780593617953, 9780593617946
The deadly fates	Clayton, Dhonielle	9798318910371, 9781250874825, 9781250423443, 9781250874832
The hidden forest	Thomas, Kiah	9798318924620, 978179722585, 9781797230054, 978179722592
The last resort	Kelly, Erin Entrada	9781546132431, 9781546132455
The library of unruy treasures	Birdsall, Jeanne	9780525579052, 9780525579045, 9780525579069
The lumbering giants of Windy Pines	Netz, Mo	9798368766652, 9780063266537, 9780063266551
The Mona Lisa vanishes : a legendary painter, a shocking heist, and the birth of a global celebrity	Day, Nick	9798368705057, 9780593643853, 9780593643846, 9780593643860
The mystery of the Radcliffe riddle	Souders, Taryn	9781516050628, 9781728275468, 9781728271415
The nightmare house	Allen, Sarah Elisabeth	9781516099665, 9780374390952, 9781250869869
The notorious virtues	Hamilton, Alwyn	9780451479662, 9780451479679
The Otherwhere Post (A Good Morning America Ya Book Club Pick)	Taylor, Emily J	9780593404546, 9780593404560, 9780593404553
The plot to kill a queen : a royal spy story in three acts, also including the Princess saves the cakes, a one act play to perform with a company of friends	Hopkinson, Deborah	9781338660586, 9781338660593
The Raven Boys, the graphic novel. 1	Williams, Stephanie	9798318924286, 9780316380850
The Wild River and the Great Dam The Construction of Hoover Dam and the Vanishing Colorado River	Boughton, Simon	9798318924286, 9780316380850
Trouble with Heroes	Messner, Kate	9798318906534, 9781547616398, 9781547619429
Under the neon lights	Vinson, Arriel	9780593858592, 9780593858608
We need to talk about divorce : an important book about separation, stepfamilies, and feeling heard	Scharff, Kate	9781684494484
Whale eyes : a memoir about seeing and being seen	Robinson, James	9780593523957, 9780593523964
Where are the aliens? : the search for life beyond Earth	McAnulty, Stacy	9780759553996, 9780759554023
Will's race for home : a western	Rhodes, Jewell Parker	9780316299336, 9780316299541
Wish Monster	White, J. A	9798368790701, 9780063082069, 9780063082076, 9780063082083
You're the boss : a kid's ultimate guide to starting your own business	Weisfeld, Brian	9798318907111, 9780593528365, 9780593528372
You've reached Sam	Thao, Dustin	9798368700717, 9781250385628, 9781250762030, 9781250762054
The complete cookbook for teen chefs : 70+ teen-tested and teen-approved recipes to cook, eat, and share	N/A	978-1-948703-95-6
The daggers of ire	Cervantes, J. C	979-83-687-9045-9
The experiment	Stead, Rebecca	978-1-25037-476-9
The extraordinary orbit of Alex Ramirez	Paulino, Jasmine	978-0-593-85931-5
The last hawk	Wein, Elizabeth	978-1-45496-273-1
The last resort	Kelly, Erin Entrada	978-1-54613-243-1
The night war	Bradley, Kimberly Brubaker	978-1-42051-523-7
The Picasso curse	Gutman, Dan	978-0-8234-5385-6
The secret language of birds	Kelly, Lynne	979-83-687-8066-5
The upstairs room	Reiss, Johanna	978-1-54443-617-3
The vanishing of Lake Peigneur : a graphic novel based on a true story	Wolf, Allan	978-1-53621-743-8
The woman in the moon : how Margaret Hamilton helped fly the first astronauts to the moon	Maurer, Richard	979-83-687-2290-0
The wrong way home	O'Shaughnessy, Kate	979-83-687-5216-7
This way to happy	Myers, Alison Green	978-0-593-32570-4
What if you fall for me first?	Miller, G. F	979-83-687-6597-6

The Shadow Club rising	Shusterman, Neal	978-1-41310-516-2
All alone with you	Coombs, Amelia Diane	978-1-53449-357-5
Almost super	Jensen, Marion	978-1-48985-821-4
House of salt and sorrows (Sisters of the Salt, Book 1)	Craig, Erin A	978-1-72549-885-3
The survivor wants to die at the end (They Both Die at the End, Book 3)	Silvera, Adam	978-1-42052-752-0
The witch haven (Witch Haven, Book 1)	Smith, Sasha Peyton	978-1-66885-330-6
The witch hunt (Witch Haven, Book 2)	Smith, Sasha Peyton	978-1-51607-489-1
Past present future (Today Tonight Tomorrow, Book 2)	Solomon, Rachel Lynn	979-83-687-6588-4
See you yesterday	Solomon, Rachel Lynn	978-1-51605-177-9
We can't keep meeting like this	Solomon, Rachel Lynn	978-1-53444-027-2
Star Wars, the high Republic. Out of the shadows (Star Wars: The High Republic)	Ireland, Justina	978-1-36806-065-3
The cheerleaders	Thomas, Kara	978-1-52471-835-0
Goodbye, my princess	Fei, Wo Si Cun	978-1-66597-104-1
To the stars : the story of NASA	Miller, Ron	979-87-6564-806-3
Rosa by any other name	Alcaraz, Hailey	978-0-593-52557-9
Tempest	Ibura, K	978-0-06-308103-1
Bad Creek	Peyton June	978-1-32408-293-4
Float. Volume 1 (Float (Graphix), Book 1)	Marchant, Kate	978-1-54617-524-7
Among ghosts	Hartman, Rachel	978-0-593-81372-0
A beautiful and terrible murder (Irene Adler, Book 1)	Andrews, Claire M	978-0-316-57535-5
Influenced	Littman, Sarah	978-1-33903-826-1
Predatory natures	Goldsmith, Amy	978-0-593-81431-4
A spell to wake the dead	Lesperance, Nicole	978-0-593-85633-8
The story of my anger	Mendez, Jasminne	978-0-593-53187-7
Heir (Heir Duology, Book 1)	Tahir, Sabaa	978-0-593-61694-9
Onyeka and the Academy of the Sun (Onyeka, Book 1)	Okogwu, Tola	978-1-51605-220-2
Onyeka and the rise of the rebels (Onyeka, Book 2)	Okogwu, Tola	979-83-687-0204-9
Natalie Babbitt's Tuck everlasting : the graphic novel	Woodman-Maynard, K	979-83-687-7382-7

DICKINSON INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA DOCUMENT

Meeting Date: February 9, 2025

Item Title: Sale/Disposal of Assets

Agenda Item: Ryan Boone

Background Information:

We would like to sell/dispose of the following assets using the online auction process. The online auction would be during the month of April. The following is a brief list of items we would like to sell/dispose of.

Desks, chairs, file cabinets, etc.

Vehicles

Trailers

Old equipment

Any other miscellaneous items deemed appropriate by the Superintendent

Recommendation:

The Superintendent and Chief of Business and Operations recommend approval of the sale/disposal of various assets.

Action Item: X Yes _____ No

Motion made by _____ **seconded by** _____ **vote** _____

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026
Item Title: High School Food Service Freezer/Cooler Replacement
Agenda Item: Ryan Boone

Background Information:

Food and Nutrition Service would like to replace the freezer/cooler in the cafeteria at Dickinson High School. The current unit is old and can not be repaired. We also have to replace two existing walls in classrooms adjacent to the freezer/cooler due to moisture damage caused by the old system. The cost is approximately \$576,175.00. The funding source will be Food Nutrition Services budget (85%) and 2023 bond funds(15%). Brown and Root is the contractor.

Recommendation:

The Superintendent, Chief of Finance and Operations and Director of Food Nutrition Services recommend awarding Brown and Root the proposal for approximately \$576,175.00.

Action Item: X Yes No

Motion made by _____ **seconded by** _____ **vote** _____

DICKINSON INDEPENDENT SCHOOL DISTRICT BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Policy Update 126

Agenda Item: Robert Cobb

Background Information:

Policy Update 126 includes changes to the following (LOCAL) policies:

BE(LOCAL): BOARD MEETINGS

BED(LOCAL): BOARD MEETINGS - PUBLIC PARTICIPATION

CJ(LOCAL): CONTRACTED SERVICES

CJA(LOCAL): CONTRACTED SERVICES - BACKGROUND CHECKS AND REQUIRED REPORTING

CLE(LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT - REQUIRED DISPLAYS

CQB(LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY

CQD(LOCAL): TECHNOLOGY RESOURCES - ARTIFICIAL INTELLIGENCE

CSA(LOCAL): FACILITY STANDARDS - SAFETY AND SECURITY

CV(LOCAL): FACILITIES CONSTRUCTION

DBD(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST

DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

DFBB(LOCAL): TERM CONTRACTS - NONRENEWAL

~~DGBA(LOCAL): PERSONNEL MANAGEMENT RELATIONS EMPLOYEE COMPLAINTS/GRIEVANCES~~

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

EEP(LOCAL): INSTRUCTIONAL ARRANGEMENTS - LESSON PLANS

EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS

EHBAF(LOCAL): SPECIAL EDUCATION - VIDEO/AUDIO MONITORING

EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS

FA(LOCAL): PARENT RIGHTS AND RESPONSIBILITIES

FEF(LOCAL): ATTENDANCE - RELEASED TIME

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

FFB(LOCAL): STUDENT WELFARE - CRISIS INTERVENTION

FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY

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

~~FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES STUDENT AND PARENT COMPLAINTS/GRIEVANCES~~

FO(LOCAL): STUDENT DISCIPLINE

~~GF(LOCAL): PUBLIC COMPLAINTS~~

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

Recommendation:

The Superintendent and Executive Director for Student Support Services recommend the board add, revise, or delete (LOCAL) policies as offered by TASB Policy Service for consideration and according to the Instruction Sheet for TASB Localized Policy Manual Update 126. Administration does not recommend the adoption of policies DGBA, FNG, or GF (in red). Administration recommends policy DEC (in green) be adopted as amended by the district.

Action Item: Yes No

Motion made by _____ seconded by _____ vote _____



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes — as in an extensive rewrite — may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact us:

School Districts and Education Service Centers, call 800-580-7529 or email policy.service@tasb.org.

Community Colleges, call 800-580-1488 or email colleges@tasb.org.

Meeting Place and Time

Board meetings shall be held during a time that is outside of typical work hours. [See FA(LEGAL)]

The notice for a Board meeting shall reflect the date, time, and location of the meeting.

Regular Meetings

Regular meetings of the Board shall normally be held on the first Monday of each month at 6:30 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Special or Emergency Meetings

The Board President shall call special meetings at the Board President's discretion or on request by two members of the Board.

The Board President shall call an emergency meeting when it is determined by the Board President or two members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Agenda

Deadline

The deadline for submitting items for inclusion on the agenda is the ~~seventh~~10th calendar day before regular meetings and the ~~third working~~10th calendar day before special meetings.

Preparation

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. Any Board member may request that a subject be included on the agenda for a meeting, and the Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted by a Board member.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. In reviewing the preliminary agenda, the Board President shall ensure that any topics the Board or individual Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by a Board member without that Board member's specific authorization.

Notice to Members

Members of the Board shall be given notice of regular and special meetings at least ~~72-hour~~three business days prior to the scheduled ~~time~~date of the meeting and at least one hour prior to the time of an emergency meeting.

Closed Meeting

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law.

The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]

Order of Business

The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members.

Rules of Order

The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

~~Voting~~ Record Vote

Voting on any item shall be ~~by voice~~ a record vote ~~or~~ by show of hands or roll call, as directed by the Board President. Any member may abstain from voting on an item, and a member's vote or failure to vote shall be recorded upon that member's request in the minutes. [See BDAA(LOCAL) for the Board President's voting rights]

Consent Agenda

When the agenda is prepared, the Board President shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

~~The official minutes of the Board shall be retained on file in the office of the Superintendent and shall be available for examination during regular office hours.~~[See CPC regarding retention of records.]

Discussions and Limitation

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time

limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

**Limit on
Participation**

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Public comment shall occur at the beginning of the meeting. [See FA]

Regular Meetings

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meetings

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

~~Public comment shall occur at the beginning of the meeting.~~

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

Meeting
Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may ~~make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on nonagenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting~~ adjust the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

**Complaints and
Concerns**

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA
- Student or parent complaints: FNG
- Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

Employment Assistance Prohibited

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.

[See also DC for prohibitions relating to employees.]

Prohibited Classroom Instruction or Activities

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

Prohibition on Diversity, Equity, and Inclusion

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

[See BT(LEGAL)]

CONTRACTED SERVICES
~~CRIMINAL HISTORY~~BACKGROUND CHECKS AND REQUIRED REPORT-
ING

CJA
(LOCAL)

Emergencies

In an emergency due to a health or safety concern, a reasonably unforeseeable situation, or other exigent circumstance, the District employee who is in charge of the facility shall be authorized to determine whether an employee of a contracting or subcontracting entity who does not have the required criminal history record information (CHRI) review or who has a disqualifying conviction will be permitted to enter a District facility.

If allowed to enter the facility, the employee of the contracting or subcontracting entity shall be accompanied by a District employee at all times.

The U.S. and Texas flags shall be prominently displayed in each classroom to which a student is assigned during the time that the pledges of allegiance to those flags are recited.

Plan The District shall develop a cybersecurity plan to secure the District's cyberinfrastructure against a cyberattack or any other cybersecurity incidents, determine cybersecurity risk, and implement appropriate mitigation planning.

Coordinator The Superintendent shall designate a cybersecurity coordinator. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency in cybersecurity matters.

Training The Board delegates to the Superintendent the authority to:

1. Determine the cybersecurity training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the [Department of Information Resources Texas Cyber Command](#); and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the cybersecurity training requirements.

Security Breach and Cybersecurity Incident Notifications Upon discovering or receiving notification of a breach of system security or a [security](#) [cybersecurity](#) incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities [and provide any other notices](#) in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

1. Written notice.
2. Email, if the District has email addresses for the affected persons.
3. Conspicuous posting on the District's websites.
4. Publication through broadcast media.

The District shall disclose a breach or incident involving sensitive, protected, or confidential student information as required by law.

Training

The Board delegates to the Superintendent the authority to:

1. Determine the artificial intelligence (AI) training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the Department of Information Resources; and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the AI training requirements.

Use in District

Employees and students shall be permitted to explore AI and implement its use in and out of the classroom in accordance with policy and administrative regulations. The use of AI shall only be as a support tool to enhance student outcomes and shall never take the place of teacher and student decision-making. Any use of AI must comply with law, policy, and administrative regulations relating to student and employee privacy and data security.

A student shall only use AI tools with teacher permission and shall be expected to produce original work and properly credit sources, including AI tools used in creating the work. Students who use AI tools to deceptively harm, bully, or harass others shall be disciplined in accordance with the Student Code of Conduct and policy. [See EIA(LOCAL), FFH, FFI, and the FO series]

**Building Access
Control**

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

**Designation and Use
of Private Spaces**

The Board shall ensure that the Superintendent, or appropriate staff as determined by the Superintendent, designates private spaces in accordance with law.

The Superintendent shall develop administrative regulations to ensure compliance with law and policy regarding the use of private spaces in District facilities.

Compliance with Law

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

Construction Contracts

Prior to advertising, the Board shall determine the project delivery/contract award method to be used for each construction contract valued at or above ~~\$50,000~~ **the competitive purchasing threshold established in law**. To assist the Board, the Superintendent shall recommend the project delivery/contract award method that he or she determines provides the best value to the District. [See CV series generally and CBB(LEGAL) for requirements if federal funds are involved.]

For construction contracts valued at or above \$50,000, the Superintendent shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy. [See also CH and CBB(LEGAL)]

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

Change Orders

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

Board Acceptance of Completed Project

Acceptance of a new construction project or a major renovation project by the Board shall be scheduled as the buildings are certified as complete by the architect and Superintendent or designee.

Inspection

Prior to acceptance of a completed project, the Board or Board's designee shall inspect the project.

Final Payment

The District shall not make final payments for construction or the supervision of construction until the work has been completed, the Board has accepted the work, and the District has received all project closeout documents.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

Note: For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

~~Disclosure—~~
~~General Disclosure —~~
General Standard

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Specific Disclosures

Substantial Interest

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.

Interest in Property

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

Annual Financial
Management
Report

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.

[See BBFA]

Gifts

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]

Endorsements

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

Sales

An employee shall not use his or her position with the District to attempt to sell products or services.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

**Nonschool
Employment**

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Private Tutoring

A teacher shall not privately tutor, for pay, any student enrolled in a class for which the teacher assigns the student a grade.

**Personal Services
Performed by an
Administrator**

An administrator, as defined in law, shall not receive any financial benefit for the performance of personal services except as permitted by and in accordance with law.

An administrator, other than a Superintendent or an assistant superintendent, who wishes to seek Board approval to perform personal services permitted by law shall submit that request to the Superintendent in accordance with administrative regulations.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

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

Definitions

The term “immediate family” is defined as:

Immediate Family

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

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

Family Emergency

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

Leave Day

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

School Year

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

Daily Rate of Pay

The “daily rate” of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee’s annual salary by the number of duty days in the employee’s contract year.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

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

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

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

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

Medical Certification

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

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

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

State Personal Leave

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

Nondiscretionary Use

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

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

Discretionary Use

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

*Request for
Leave*

The employee shall submit a written request for discretionary use of state personal leave to the immediate supervisor or designee at least five days in advance of the anticipated absence.

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

Discretionary use of state personal leave shall not exceed two consecutive workdays.

*Schedule of
Limitations*

The District shall prohibit use of discretionary leave on a day that immediately precedes or follows a District holiday, the first or last day of a grading period, a staff development day, days scheduled for end-of-semester examinations, or days scheduled for state-mandated assessments.

Local Leave

Each full-time employee shall earn five to six and one-half paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate without limit.

Local leave shall be used according to the terms and conditions of state sick leave accumulated before the ~~1995-96~~1995-96 school year, except that an employee may contribute local leave to a sick leave bank. [See DEC(LEGAL)]

Sick Leave Pool

An employee who has exhausted all paid leave as well as any applicable compensatory time and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate local leave or state personal leave for use by the eligible employee.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

The Superintendent shall develop regulations for the implementation of the sick leave pool that address the following:

1. Procedures to request the establishment of a sick leave pool;

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

2. The maximum number of days an employee may donate to a sick leave pool;
3. The maximum number of days per school year an eligible employee may receive from a sick leave pool; and
4. The return of unused days to donors.

Appeal

An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Family and Medical Leave

The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.

Concurrent Use of Paid Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, *except as provided below*.

Note: — See DECA(LEGAL) for provisions addressing

A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.

Twelve Month FMLA Exception Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall begin on the first duty day of the school year.

Combined Leave for Spouses

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

Intermittent or Reduced Schedule Leave

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

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

Fitness-for-Duty Certification

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

Leave at the End of Semester

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

Temporary Disability Leave

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

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

The District shall provide 60 days of temporary disability leave for all auxiliary employees.

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

**Workers'
Compensation**

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

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

No Paid Leave
Offset

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

Court Appearances

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

Incentive Plans

These incentive plans are available only to personnel employed continuously by the District and hired prior to the ~~1989-90~~1989-90 school year. The incentive plans shall be mutually exclusive, and employees may not receive benefits from more than one plan during any one school year. Any employees hired after September 1, 1989, shall be ineligible for Plan 1 or Plan 2.

Death of Eligible
Employee: Plan 1 or
Plan 2

Upon the death of an employee, payment for unused local sick leave days shall be payable to the employee's estate under the plan chosen.

If an employee resigns or is terminated for any reason other than retirement or death, eligible benefits shall be payable only under Plan 1.

Plan 1

Under Plan 1, professional employees shall annually receive, at the end of the regular school year, payment at the rate of 50 percent of the substitute teacher pay rate for all local sick leave accumulated beyond 40 days.

COMPENSATION AND BENEFITS
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Paraprofessional and auxiliary employees shall annually receive, at the end of the regular school year, payment at a rate of 50 percent of the substitute custodian pay rate for all local sick leave accumulated beyond 40 days.

The District shall make payment, and the employee shall forfeit all local sick leave days for which payment is received. An employee may elect not to receive payment for days beyond 40, in which case the employee shall retain all accumulated local sick leave beyond the 40 days.

Plan 2

Under Plan 2, any employee with a minimum of ~~ten~~10 years' continuous service in the District who has accumulated more than 40 days of local sick leave may elect to receive payment at the time of retirement for accrued, unused local sick leave over 40 days and up to a maximum of 60 days when retirement is approved under the Texas Teacher Retirement System (TRS). The rate of payment shall be based on the average salary/wage during the last three full years of service in the District.

An employee who has selected Plan 2 but leaves the District before retirement for extenuating circumstances may request in writing from the Superintendent approval to receive payments for unused local sick leave under Plan 1 provisions. Extenuating circumstances may include reasons of health, transfer of spouse, or other circumstances beyond the individual's control. Employment in another district or another business shall not be considered an extenuating circumstance.

Reasons

The recommendation to the Board and its decision not to renew a contract under this policy shall not be based on an employee's exercise of Constitutional rights or based unlawfully on an employee's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for proposed nonrenewal of an employee's term contract shall be:

1. Deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to comply with Board policies or administrative regulations.
7. Excessive absences.
8. Conducting personal business during school hours when it results in neglect of duties.
9. Reduction in force because of financial exigency. [See DFFA]
10. Reduction in force because of a program change. [See DFFB]
11. The employee is not retained at a campus in accordance with the provisions of a campus turnaround plan. [See AIC]
12. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
13. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
14. Failure to meet the District's standards of professional conduct.
15. Failure to report any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime

involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

16. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
17. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
18. Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job, [with or without reasonable accommodation](#).
19. Any activity, school-connected or otherwise, that, because of publicity given it, or knowledge of it among students, faculty, or the community, impairs or diminishes the employee's effectiveness in the District.
20. Any breach by the employee of an employment contract or any reason specified in the employee's employment contract.
21. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.
22. A significant lack of student progress attributable to the educator.
23. Behavior that presents a danger of physical harm to a student or to other individuals.
24. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
25. Use of profanity in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
26. Falsification of records or other documents related to the District's activities.
27. Falsification or omission of required information on an employment application.
28. Misrepresentation of facts to a supervisor or other District official in the conduct of District business.

29. Failure to fulfill requirements for state licensure or certification, including passing certification or licensing examinations required by state or federal law or by the District for the employee's assignment.
30. Failure to maintain licensing and certification requirements, including the completion of required continuing education hours, for the employee's assignment.
31. Failure to complete certification or permit renewal requirements, or failure to fulfill the requirements of a deficiency plan under an Emergency Permit or a Temporary Classroom Assignment Permit.
32. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
33. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
34. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]
35. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.
- ~~34-36.~~ Any reason constituting good cause for terminating the contract during its term.

Recommendations
from Administration

Administrative recommendations for renewal or proposed nonrenewal of term contracts shall be submitted to the Superintendent. A recommendation for proposed nonrenewal shall be supported by any relevant documentation. The final decision on the administrative recommendation to the Board on each employee's contract rests with the Superintendent.

Superintendent's
Recommendation

The Superintendent shall prepare lists of employees whose contracts are recommended for renewal or proposed nonrenewal by the Board. Supporting documentation, if any, and reasons for the recommendation shall be submitted for each employee recommended for proposed nonrenewal.

The Board shall consider such information, as appropriate, in support of recommendations for proposed nonrenewal and shall then act on all recommendations.

Notice of Proposed
Nonrenewal

After the Board votes to propose nonrenewal, the Superintendent or designee shall deliver written notice of proposed nonrenewal in accordance with law.

If the notice of proposed nonrenewal does not contain a statement of the reason or all the reasons for the proposed action, and the employee requests a hearing, the District shall give the employee notice of all reasons for the proposed nonrenewal at a reasonable time before the hearing.

The Board has determined that all nonrenewal hearings shall be conducted before the Board [see Request for Board Hearing, below], unless written notice is otherwise provided. If the Board or the Board's designee determines that a hearing before an independent hearing examiner or attorney designated by the Board is appropriate, the Board, the Board's designee, or the District's legal counsel shall provide written notice of this determination [see Request for Appointment of Hearing Examiner, below].

Request for Board Hearing

If the employee desires a hearing after receiving written notice of proposed nonrenewal, the employee shall notify the Board in writing not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

If a timely written request for a hearing on a proposed nonrenewal is received by the presiding officer, the Board shall conduct the hearing [see Hearing by the Board, below], unless written notice is otherwise provided. If the Board or the Board's designee determines the hearing should be conducted by an attorney designated by the Board, the Board, the Board's designee, or the District's legal counsel shall provide written notice of this determination prior to the hearing [see Hearing by an Attorney Designated by the Board, below].

The hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The employee shall be given notice of the hearing date as soon as it is set.

Hearing by the Board

Unless the employee requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the employee, the Superintendent, their representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

Hearing Procedures

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. The presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the administration's presentation, supported by such proof as it desires to offer.
3. The employee may cross-examine any witnesses for the administration.
4. The employee may then present such testimonial or documentary proof, as desired, to offer in rebuttal or general support of the contention that the contract be renewed.
5. The administration may cross-examine any witnesses for the employee and offer rebuttal to the testimony of the employee's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only evidence presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the employee's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the employee by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

**Hearing by an
Attorney Designated
by the Board**

The hearing must be private unless the employee requests in writing that the hearing be public, except that the attorney may close the hearing to maintain decorum. If the employee does not request a public hearing, only the attorney designated by the Board, the employee, the Superintendent, their representatives, and witnesses will be permitted to be in attendance, and witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the control of the attorney designated by the Board and shall generally follow the steps listed at Hearing by the Board.

Not later than the 15th day after the completion of the hearing, the attorney shall provide to the Board a record of the hearing and his or her recommendation on renewal.

Board Review

The Board shall consider the record of the hearing and the attorney's recommendation at the first Board meeting for which notice can be posted, unless the parties agree in writing to a different date. The Board shall notify the employee of the meeting date as soon as it is set. At the meeting, the Board shall allow each party an equal amount of time to present oral arguments. The Board shall notify the employee in writing of the Board's decision on renewal not later than the 15th day after the date of the meeting.

**Request for
Appointment of
Hearing Examiner**

If the employee receives written notice that the hearing shall be conducted by an independent hearing examiner, the employee may request a hearing by filing a written request with the Commissioner of Education, and providing the Board a copy of the request, not later than the 15th day after receiving the notice of the proposed nonrenewal.

Hearing Procedures

The hearing shall be conducted by an independent hearing examiner in accordance with the process described at DFD.

Board Decision

Following the hearing, the Board shall take appropriate action in accordance with DFD.

No Hearing

If the employee fails to request a hearing, the Board shall take the appropriate action and notify the employee in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Employee complaints shall be filed in accordance with this policy, except as required by the policies [listed](#) below. Some of these policies require appeals to be submitted in accordance with DGBA after the relevant complaint process [has been followed](#):

1. Complaints alleging discrimination, including violations of Title IX (gender), Title VII (sex, race, color, religion, national origin), ADEA (age), or Section 504 (disability), shall be submitted in accordance with ~~the DIA series~~.
2. Complaints alleging certain forms of harassment, including harassment by a supervisor and violation of Title VII, shall be submitted in accordance with ~~the DIA series~~.
3. Complaints concerning retaliation ~~relating~~[related](#) to discrimination and harassment shall be submitted in accordance with ~~the DIA series~~.
4. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
5. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
6. Complaints concerning the proposed nonrenewal of a term contract issued under Chapter 21 of the Education Code shall be submitted in accordance with DFBB.
7. Complaints concerning the proposed termination or suspension without pay of an employee on a probationary, term, or continuing contract issued under Chapter 21 of the Education Code during the contract term shall be submitted in accordance with DFAA, DFBA, or DFCA.

Notice to Employees

The District shall inform employees of this policy through appropriate District publications [and on the District's website](#).

~~Guiding Principles~~ Informal Process

The Board encourages employees to discuss their concerns with their supervisor, principal, or other appropriate [campus or District administrator](#) who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

~~Direct
Communication with
Board Members~~
~~Employees shall not
be prohibited from
communicating with
a member of the
Board regarding
District operations~~
~~Formal Process
communication
between an
employee and a
Board member
would be
inappropriate
because of a
pending hearing or
appeal related to the
employee~~
Filing
Deadlines

If an employee has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the employee must file a complaint within 15 business days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

An employee may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.~~

~~The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.~~ The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the employee shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue
Informal Process

Even after initiating the formal complaint process, the employee is encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint	A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.
Freedom from Retaliation	Neither the Board nor any District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.
Whistleblower Complaints	Whistleblower complaints shall be filed within the time specified by law and may be made to the Superintendent or designee beginning at Level Two. Timelines for the employee and the District set out in this policy may be shortened to allow the Board to make a final decision within 60 calendar days of the initiation of the complaint. [See DG]
Complaints Against Supervisors	Complaints alleging a violation of law by a supervisor may be made to the Superintendent or designee . Complaint forms . Complaints alleging a violation of law by the Superintendent may be submitted directly to the Board or Board's designee.
Direct Communication with Board Members	Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.
General Provisions Filing	Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax , or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.
Consolidating Complaints	A grievance must specify the individual harm alleged. Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint. When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the District may consolidate the complaints.

~~Untimely Filings~~

~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the employee, at any point during the complaint process. The employee may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.~~

Costs
Incurred Scheduling
Hearings

The District shall make reasonable attempts to schedule hearings at a mutually agreeable time. If the employee fails to appear at a scheduled hearing, the District may hold the hearing and issue a decision in the employee's absence.

Decision

A "decision" shall mean a written communication to the employee from the appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

"Representative" shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent the employee in the complaint process.

The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three business days' notice to the District before a scheduled hearing, the District may reschedule the hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints	To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from an event or series of related events shall be consolidated.
Costs Incurred	Each party shall pay its own costs incurred in the course of the complaint.
Definitions	For purposes of this policy, “days” shall mean working days on a regular school calendar, or regular business days when school is not in session, except as provided above [see Whistleblower Complaints, above].
<i>Days</i>	
<i>Scheduling Conferences</i>	Extenuating circumstances may allow the administration to schedule the meeting outside the parameters established by policy. It is not necessary to achieve a mutually acceptable date for the grievance meeting, but reasonable (at least three days) notice must be given to allow the employee an opportunity to properly prepare for the meeting.
Representative	“Representative” shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent him or her in the complaint process. The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three days’ notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District’s counsel. The District may be represented by counsel at any level of the process.
Attendance	The person or persons responsible for hearing the presentation of the grievance at any level shall make rulings on who may or may not be in attendance during the presentation: 8. If the presentation is at Level Three, during an open session of the Board, witnesses may be excluded from the presentation, except as they may be called to present. 9. At Level One, Level Two, or a closed meeting (or hearing officer) presentation, all persons except the grievant and his or her legal representative may be excluded. The representative may participate in person or by telephone conference call.

Final authority is delegated to the person or persons responsible for hearing the grievance when questions arise as to who may attend Complaint and Appeal Forms Record	<p>Complaints and appeals under this policy shall be submitted on a form provided by the District.</p> <p>Copies of any documents that support the complaint should be included with the complaint form. If the employee does not have copies of these documents, copies may be presented at the Level One hearing. After the Level One hearing, the employee may supplement the record with additional documents or include additional claims.</p> <p>A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the employee who filed the complaint, documents determined relevant by District personnel, and the decision.</p>
Remand	<p>A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.</p> <p>If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.</p>
Assignment of Hearing Officer	<p>When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.</p>
Investigation	<p>The District may conduct an investigation at any level in the complaint process. If the District and the employee mutually agree, all deadlines shall be suspended during an investigation.</p>
Audio Recording	<p>As provided by law, an employee shall be permitted to make an audio recording of a conference or hearing under this policy at which the substance of the employee's complaint is discussed. The employee shall notify all attendees present that an audio recording is taking place.</p>
Initiating Grievance	<p>Unless otherwise specified in policy, an employee shall initiate a grievance as provided at Level One, below.</p>
Level One	<p>An employee who has a grievance shall request a conference with the principal or immediate supervisor by submitting the grievance in writing, stating reasons for the grievance and the solution sought. Evidence, documentation, statements, and the like must accompany the grievance, along with a list of witnesses to be called to substantiate the complaint. The request must be filed</p>

~~within 15 days of the time the employee first knew or should have known of the event or series of events about which the employee is complaining.~~

~~For any complaint that has more involvement than an answer to a question or a single concern regarding an action or inaction of an employee or officer of the District, the complaint/grievance shall be submitted in written detail.~~

~~The written grievance shall be sufficiently detailed to include:~~

~~10.—The specific complaint(s).~~

~~11.—Alleged harm to the employee.~~

~~12.—Brief summary of evidence and/or witness statements to be considered in reviewing the complaint/grievance.~~

~~13.—Relief requested.~~

~~The principal or supervisor may set reasonable time limits for presentation of the grievance.~~

~~Witness statements or personal testimony of witnesses may be heard at Level One during the Level One conference.~~

~~The principal or supervisor shall schedule the conference within seven days after receipt of the written request. The principal or supervisor shall have seven days following the conference within which to respond.~~

~~Any response by the principal or supervisor shall be in writing~~
Complaint Levels

Level One

At Level One, the appropriate hearing officer shall hold a hearing with the employee within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Level Two

~~If the outcome of the conference at Level One is not to the employee's satisfaction~~
employee did not receive the relief requested at Level One or if the time for a ~~response~~ decision has expired, the employee may request a ~~conference with the Superintendent or designee to discuss the grievance.~~ The request shall be in writing-hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District ~~and must be filed~~, within ~~seven~~20 calendar days following receipt of a written response or, if no written response is

~~received, within seven days of the response~~ of the date of the Level One decision or, if no decision has been communicated to the employee, within 20 calendar days of the Level One decision deadline.

~~For consideration at Level Two, the employee shall submit a copy of the original grievance/complaint along with a copy of the Level One response on the form provided by the District. Documentation/evidence not presented at Level One shall not be allowed or considered. The employee shall also specify~~ After receiving notice of the appeal, the Level One hearing officer shall prepare and forward a record of the Level One complaint to the Level Two hearing officer and provide a copy of the Level One record to the employee.

The Level One record shall include:

- ~~1. Which portion of the~~ The original complaint ~~remains unresolved~~ form and any attachments.
- ~~2. Alleged harm to the employee of the unresolved portion of the complaint.~~
- ~~3. Brief summary of evidence and/or witness statements to be considered in reviewing the complaint/grievance at Level Two.~~
- ~~4. Relief requested.~~

~~The Superintendent or designee may set reasonable time limits for presentation of the grievance.~~

~~At Level Two, the Superintendent or designee is not required to consider documentation not submitted at Level One, hear witnesses not previously heard, nor consider issues not previously submitted at Level One, nor any item not included in the written request for review at Level Two.~~

~~At Level Two, the Superintendent or designee shall not be obligated to contact witnesses outside the time allotted for the grievance presentation.~~

- ~~2. The Superintendent or designee shall schedule the conference within seven days after receipt of the written request. The Superintendent or designee shall have seven days following the conference within which to respond~~ Any other documents submitted by the employee at Level One.
3. If the complaint is against a District employee, the written response of the District employee, if any.

4. The decision issued at Level One and any attachments.
5. All other documents relied upon by the Level One hearing officer in reaching the Level One decision.

The hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider the Level One record, any additional information provided prior to the Level Two hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the ~~outcome of the conference at Level Two is not to the employee's satisfaction~~ employee did not receive the relief requested at Level Two or if the time for a ~~response~~ decision has expired, the employee may ~~request a review of the matter by~~ appeal the decision to the Board ~~or Board's designee. The request shall be.~~

The appeal notice must be filed in writing, on a form provided by the District ~~and must be filed,~~ within ~~seven~~ 20 calendar days ~~following receipt of a written response or, if no written response is received, within seven days of the response deadline. A schedule shall be set to allow presentation of the grievance at Level Three:~~ of the date of the Level Two decision or, if no decision has been communicated to the employee, within 20 calendar days of the Level Two decision deadline.

~~5. If by~~ Unless the Board's designee, within seven days.

~~6. If by the Board, at the next available opportunity to schedule a properly called Board meeting.~~

~~The grieving party shall be notified of the date and time of the scheduled presentation at least 72 hours prior to the scheduled presentation, unless it is mutually agreed to waive this provision.~~

~~If Heard by the Board~~ Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

~~The Board may set reasonable time limits. The proceeding before the Board shall be recorded by audiotape or court reporter. The Board is not required to consider documentation not previously submitted, hear witnesses not previously heard, nor consider issues not previously presented at a lower level. If the Board chooses to respond, it may announce its decision at a meeting or respond in writing at any time up to and including the next regularly scheduled Board meeting (if more than seven days after the Level Three proceeding.) The lack of a response by the Board upholds the administrative decision at Level Two.~~

~~If Heard by the Board's Designee~~ Superintendent shall inform the employee whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

At least five business days before the Board or Board committee meeting, the Superintendent shall provide the employee a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

~~The Superintendent or designee shall provide the Board's designee with copies of the employee's original grievance, all responses, and any written documentation previously submitted by the employee and the administration. The Board's designee is not required to consider documentation not previously submitted or issues not previously presented~~Board the record of the Level Two appeal. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. ~~The Level Three proceeding before the Board's designee shall be recorded by audiotape or court reporter. The Board's designee may set reasonable time limits. The Board's designee shall consider the grievance and may request a response from the administration~~notice of appeal from Level One to Level Two.
3. Any other documents submitted by the employee at Level Two.
- 2.4. The decision issued at Level Two and any attachments.

~~3.5. Recommendation to the Board (if Heard at Level Three by a Designee) All other documents relied upon by the administration in reaching the Level Two decision.~~

~~The Board's designee shall make a recommendation to the Board at a regular meeting as soon thereafter as practicable. The proceeding before the Board shall be recorded by audiotape or court reporter. employee may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]~~

~~The employee shall be provided a copy of the recommendation before the meeting and shall be given an opportunity at the meeting to respond, either orally or in writing, to the recommendation. The Board shall then make and communicate its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting.~~

Closed Meeting

~~If the grievance involves the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of the employee bringing the grievance, it may be heard by the Board in closed meeting unless the employee bringing the grievance requests that it be heard in public.~~

Exception

~~However, if the grievance involves a complaint or charge against another District employee or a Board member, it shall be heard in closed meeting unless an open meeting is requested in writing by the employee or Board member against whom the complaint or charge is brought. At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the employee and administration to each make a presentation and provide rebuttal and an opportunity for questioning by Board members.~~

~~In addition to any other record of the meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the employee or the employee's representative, any presentation from the administration, and questions from Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.~~

~~The Board or Board committee shall then consider the complaint. It shall make a decision no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The employee shall be provided a decision in accordance with this policy and state law.~~

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, DCE, 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 in accordance with state law 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

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(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.

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.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

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~~ a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. [See FFF]

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

Tobacco and Nicotine Products and E-Cigarettes

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

EMPLOYEE STANDARDS OF CONDUCT

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prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

**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:

EMPLOYEE STANDARDS OF CONDUCT

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

**Instructional Plan
and Course Syllabus**

Prior to the beginning of each semester, each teacher shall provide a copy of the teacher's instructional plan or course syllabus for each class for which the teacher provides instruction.

The teacher shall provide this information to the District administration and the parent of each student enrolled in the teacher's class. Additional copies of the instructional plan or course syllabus shall be made available to a parent of a student enrolled upon that parent's request.

District Website

The Superintendent shall develop administrative procedures for the posting of the instructional plans and course syllabi for each class offered in the District on the District's website.

Note: For information related to the accounting of instructional materials, as this term is defined by state law and rule, see CMD.

For information related to the selection process of library materials, see EFB.

The District shall provide instructional materials designed to teach the Texas Essential Knowledge and Skills and further the District's educational mission. Although the Superintendent shall ensure that professional staff select instructional materials in accordance with District policy and administrative regulations, the ultimate authority for determining and approving the curriculum and instructional program of the District lies with the Board.

Objectives

In this policy, "instructional materials" may include textbooks, supplementary resources for classroom use, and any other instructional resources, including electronic resources, used for formal or informal teaching and learning purposes. The primary objectives of instructional materials are to implement, enrich, and support the District's educational program.

Selection

Instructional materials that are textbooks and related supplemental materials, which may include items from the list of resources adopted by the State Board of Education, shall be chosen in accordance with administrative regulations and the objectives above.

The Board shall rely on District professional staff to select and acquire instructional materials that:

1. Enrich and support the curriculum consistent with the general educational goals of the state and District, the aims and objectives of individual schools and specific courses, and the District and campus improvement plans.
2. Are appropriate for the subject area and for the age, ability level, learning styles, interests, and social and emotional development of the students for whom they are selected.
3. Meet high standards for artistic quality, literary style, authenticity, educational significance, factual content, physical format, presentation, readability, and technical quality.
4. Present various sides of controversial issues so that students have an opportunity to develop, under guidance, skills in critical analysis and in making informed judgments in their daily lives. [See also EMB regarding instruction about controversial issues.]
5. Promote literacy.

District professional staff may select additional instructional materials in accordance with administrative regulations and the criteria above.

Administrators, teachers, other District personnel, parents, and community members, as appropriate, may recommend instructional materials for selection. Gifts of instructional materials shall be evaluated according to these criteria and accepted or rejected in accordance with CDC(LOCAL).

Selection of instructional materials is an ongoing process that includes the removal of materials no longer appropriate and the periodic replacement or repair of materials that still have educational value.

Parent Request for Instructional Material Review

The Superintendent shall develop administrative regulations to ensure compliance with state law and rules that a parent or guardian of a District student may request an instructional materials review for a subject area in the grade level in which their student is enrolled on the basis of the following:

1. The material is not aligned with District-adopted materials; or
2. The material does not have the appropriate rigor for the grade level for the subject area in which the instructional material is used.

The regulations shall also address procedures for submitting a parent petition to review instructional materials, the appeal process if a petition for review is denied, criteria for reviewing any appeal, and timelines for each step in the process.

Reconsideration of Instructional Materials

A District employee or a parent or guardian of a District student may request reconsideration of instructional material used in the District's educational program on the basis that the instructional material fails to meet the standards set forth in this policy.

Guiding Principles

The following principles shall guide the Board and staff in responding to a request for reconsideration of instructional materials:

1. A complainant may raise an objection to an instructional material used in a school's educational program, despite the fact that the professional staff selecting the materials were qualified to make the selection, followed the proper procedure, and adhered to the objectives for instructional materials set out in this policy.
2. A parent's ability to exercise control over instruction extends only to his or her own child as set forth in Education Code Chapter 26.

INSTRUCTIONAL RESOURCES
INSTRUCTIONAL MATERIALS

EFA
(LOCAL)

3. Access to a challenged material shall not be restricted during the reconsideration process, except the District may deny access to a child if requested by the child's parent.

The major criterion for the final decision on challenged instructional materials is the appropriateness of the material for its intended educational use. No challenged instructional material shall be removed solely because of the ideas expressed therein.

Informal
Reconsideration

When the District or a campus receives an objection to the appropriateness of an instructional material, the appropriate administrator shall try to resolve the matter informally. The administrator shall explain the selection process and discuss the intended educational purpose for the instructional material. If appropriate, the administrator may offer a concerned parent an alternative instructional material to be used by that parent's child in place of the challenged material.

If the complainant wishes to make a formal challenge, the administrator shall provide the complainant a copy of this policy and a form to request a formal reconsideration of the instructional material.

Formal Request for
Reconsideration

A complainant shall make any formal request to reconsider an instructional material on the form provided by the District and shall submit the completed and signed form to the principal. Upon receipt of the form, the principal shall appoint a reconsideration committee.

The reconsideration committee shall include at least one member of the instructional staff who has experience using the challenged material with students or is familiar with the challenged material's content. Other members of the committee may include District-level staff, secondary-level students, parents, and any other appropriate individuals.

All members of the committee shall review the challenged instructional material in its entirety. As soon as reasonably possible, the committee shall meet and determine whether the challenged material conforms to the principles of selection set out in this policy and whether the challenged material will continue to be used in the educational program. The committee shall prepare a written report of its findings. The Superintendent, other appropriate administrators, and the complainant shall receive copies of the report.

*Frequency of
Review*

After an instructional material has been reviewed through formal reconsideration, it shall not be reviewed again until it is evaluated in the periodic local selection process.

Appeal

The complainant may appeal the decision of the reconsideration committee in accordance with appropriate complaint policies, starting at the appropriate level. [See DGBA, FNG, and GF]

Note: Unless otherwise noted, the terms “video recording,” “video surveillance,” and “video monitoring” shall also include any associated audio recordings. In addition, the term “classroom” shall also include other special education settings subject to video and audio recording required by law.

To promote student safety, the District shall comply with requests for video and audio monitoring of certain **self-contained** special education classrooms as required by law. Regular or continual monitoring of video recordings shall be prohibited. Video recordings shall not be used for teacher evaluation or monitoring or for any purpose other than the promotion of student safety.

The **Superintendent** is responsible for coordinating the provision of equipment to campuses in compliance with the law.

The Superintendent shall ensure that administrative regulations are developed to implement this policy.

Requests

For Following Year

A parent of a student receiving special education services and whose placement for the following school year will be in a **self-contained** special education classroom eligible for video surveillance may request in writing that a video camera be placed in the classroom by the end of the current school year or by the **tenth** 10th business day after the student’s admission, review, and dismissal (ARD) committee determines the student’s placement, whichever is later. If such a request is made, the campus shall begin operation of the camera by the deadlines in law.

For Current Year

Written requests from a parent, assistant principal, principal, staff member, or the Board shall be submitted and processed in accordance with the procedures in law.

Response

As required by law, the District shall provide a response to the requester not later than the seventh business day after receipt of the request.

Notice

Before a camera is activated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be conducted in the classroom.

Installation and Operation

The classroom subject to the request shall begin operation of video surveillance not later than the time frames required in law, except when the District is granted an extension of time.

When the District has installed video cameras in a classroom as required by law, the District shall operate the cameras during the instructional day at all times when one or more students are in the classroom. For purposes of this policy, the instructional day shall be defined as the portion of a school day during which instruction is taking place in the classroom.

For the school year in which a campus receives a request for video and audio surveillance, the campus shall continue to operate and maintain any video cameras placed in the classroom for as long as the classroom continues to satisfy the requirements in Education Code 29.022(a). However, the campus may discontinue operation of the video camera during the year if the requester withdraws the request in writing and no request is submitted to continue the surveillance. Before a camera is deactivated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be discontinued in the classroom and of the opportunity to request continued video and audio surveillance.

Video cameras must be capable of recording video and audio of all areas of the classroom, including a room attached to the classroom used for time out as defined by law. No visual monitoring, other than incidental coverage, shall be conducted of the inside of a bathroom or other area used for changing a student's clothes.

The District shall post notice at the entrance to a classroom in which video cameras are placed stating that video and audio surveillance is conducted in that classroom.

Retention of Recordings

Video recordings shall be retained for at least three months after the date of the recording but may be retained for a longer period in accordance with the District's records management program, or as required by law. [See CPC]

Confidentiality of Recordings

Video recordings made in accordance with this policy shall be confidential and shall only be released or viewed by the individuals and in the limited circumstances permitted by law. The following individuals shall have authority to view video recordings to the extent permitted by the Family Educational Rights and Privacy Act (FERPA):

1. A District employee or a parent of a student who is involved in an alleged incident documented by a recording and reported to the District;
2. Appropriate Department of Family and Protective Services (DFPS) personnel as part of an investigation of alleged abuse or neglect of a child;

3. A peace officer, school nurse, District administrator trained in de-escalation and restraint techniques, or human resource staff member in response to a report of an alleged incident or an investigation of an employee or a report of alleged abuse committed by a student; and
4. Appropriate Texas Education Agency or State Board for Educator Certification personnel or their agents as part of an investigation.

For purposes of this policy, the term “human resource staff member” shall include the Superintendent, a principal, an assistant principal or other campus administrator, and any supervisory position within the District’s human resources office. If an individual listed in items ~~2-42-4~~, above, believes that a recording shows a violation of District policy or campus procedures, the individual may allow access to the recording by appropriate legal and human resources personnel designated by the District for the purpose of determining whether a policy or procedure has been violated.

Any person who suspects that child abuse or neglect has occurred shall report this suspicion as required by law and District policy.
[See FFG]

Reporting an Incident

A person alleging that an incident, as defined by law, has occurred in a classroom in which video surveillance is conducted shall file a report on the form provided by the District with the principal as soon as possible after the person suspects the alleged incident. If possible, an incident report form shall be filed within ~~48~~24 hours of the facts giving rise to the allegation. The principal shall promptly view, or direct an authorized individual to view, the video surveillance footage to identify the relevant portion of the recording. No later than ~~ten District business days~~10 District business days after the report is filed, the principal or designee shall respond by notifying the person whether the alleged incident was recorded in the District’s video surveillance footage and shall initiate other steps as required by law, District policy, or local procedures.

Complaints

Complaints related to video and audio recordings under this policy shall be filed in accordance with DGBA, FNG, or GF, as applicable. A complainant who is dissatisfied with the outcome of the District’s complaint process may appeal in writing to the commissioner of education in accordance with Education Code 7.057 and 19 Administrative Code 103.1303. A parent, staff member, or District administrator may request an expedited review in accordance with 19 Administrative Code 103.1303.

Relation to Essential Knowledge and Skills

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the designated District objectives.

Guidelines for Grading

The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

The District shall permit a student who meets the criteria detailed in the grading guidelines a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

Progress Reporting

The District shall issue grade reports/report cards every ~~six or ninesix or nine~~ weeks on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.

Interim Reports

Interim progress reports shall be issued for all students after the ~~third or fourth~~ third or fourth week of each grading period. Supplemental progress reports may be issued at the teacher's discretion.

Conferences

~~In addition to conferences scheduled on the campus calendar,~~ Each year, the District shall provide at least two opportunities for in-person conferences between each parent and the student's teacher. Additional conferences may be requested by a teacher or parent as needed.

Academic Dishonesty

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, the use of artificial intelligence to complete an assignment in part or in whole unless approved by the classroom teacher [see CQD], and unauthorized communication between students during an examination. The determination that a student has engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation,

~~or~~ information from students, or the use of an artificial intelligence
detection tool selected by the District.

PARENT RIGHTS AND RESPONSIBILITIES

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Parent Portal

The District shall establish a parent portal on the District's website through which parents may submit comments to campus administrators, District administrators, and the Board.

The Superintendent shall develop administrative regulations related to the portal, including placement on the District or campus websites and how campus or District administrators are to address comments received from parents through the portal.

Release from School

~~Students~~A student shall not be released from school at times other than regular dismissal hours except with the permission of the principal of the school. The teacher shall determine that such permission has been granted before allowing the student to leave.

Private Lessons

~~Students shall not be excused during school hours for private lessons of any nature~~

Exception for Released Time Course

For purposes of this policy, a “released time course” shall have the same definition as provided in law.

A student shall be permitted to attend a released time course in accordance with the following requirements:

1. The parent or guardian has provided written consent for the student to attend the released time course;
2. The private entity offering the released time course maintains attendance records and will make those records available to the District;
3. The private entity, parent or guardian, or student assumes responsibility for transportation, including transportation for a student with a disability, to and from the location at which the released course is offered;
4. The private entity assumes liability for the student enrolled in the released time course while the student is under the private entity’s care; and
5. The student is responsible for any school work and assignments issued during the student’s absence from the District.

The District shall be prohibited from using District funds, excluding de minimis costs, to facilitate the student attending a released time course.

A private entity shall be prohibited from offering the released time course on District property unless the use is in accordance with policy GKD.

The District shall not interfere with a parent’s or guardian’s ability to request or access a released time course for the student.

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription medication in accordance with legal requirements.
2. Nonprescription medication, ~~upon a parent's written request, when properly labeled and in the original container~~ in accordance with legal requirements.
3. Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.

Medication Provided by District

Except as required by law and provided by this policy, the District shall not purchase medication to administer to a student.

Opioid Antagonist

This provision shall be applicable to every campus.

On Campus

The District authorizes school personnel who have been adequately trained to administer an opioid antagonist in accordance with law and this policy. Administration of an opioid antagonist shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing an opioid-related overdose.

Each applicable campus shall have at least one individual who is authorized and trained to administer an opioid antagonist present during regular school hours.

Maintenance, Availability, Training, and Reporting

Each applicable campus shall have at least two unused, unexpired opioid antagonist doses available.

All opioid antagonists shall be stored in a secure location and shall be easily accessible by individuals who are authorized and trained to administer an opioid antagonist.

The Superintendent shall develop administrative regulations addressing acquisition, maintenance, expiration, and disposal of opioid antagonists in the District, as well as reporting, employee training, and emergency notification requirements.

Psychotropics

Except as permitted by law, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary.

**Threat Assessment
and Safe and
Supportive Team**

In compliance with law, the Superintendent shall ensure that a multidisciplinary threat assessment and safe and supportive team is established to serve each campus. The Superintendent shall appoint team members. The team shall be responsible for developing and implementing a safe and supportive school program at each campus served by the team and shall support the District in implementing its multi-hazard emergency operations plan.

Training

Each team shall complete training provided by an approved provider on evidence-based threat assessment programs.

Student Reports

Each campus shall establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the team or other appropriate District employee.

Employee
Confidentiality

A District employee who reports a potential threat may elect for the employee's identity to remain confidential and not be subject to disclosure under the state's public information law. The employee's identity shall only be revealed when necessary for the team, the District, or law enforcement to investigate the reported threat.

The District shall maintain a record of the identity of a District employee who elects for the employee's identity to remain confidential.

Notification to
Teaching Staff of
Threat

As soon as safe and practicable after an administrator or team receives information regarding a threat against a campus, including a threat made through social media, the appropriate administrator or the team shall immediately provide to each member of the teaching staff, including teacher aides, who may be directly affected by the threat a statement containing the following information:

1. The existence of the threat;
2. The nature of the threat; and
3. Any other pertinent detail to ensure student and staff safety.

The Superintendent shall develop administrative regulations to ensure that the required notice is provided to the teaching staff in accordance with law. The administrative regulations may also address notification of other appropriate employees on the affected campus.

Imminent Threats or
Emergencies

A member of the team or any District employee may act immediately to prevent an imminent threat or respond to an emergency, including contacting law enforcement directly.

Threat Assessment
Process

The District shall develop procedures as recommended by the Texas School Safety Center. In accordance with those procedures,

the threat assessment and safe and supportive team shall conduct threat assessments using a process that includes:

1. Identifying individuals, based on referrals, tips, or observations, whose behavior has raised concerns due to threats of violence or exhibition of behavior that is harmful, threatening, or violent.
2. Conducting an individualized assessment based on reasonably available information to determine whether the individual poses a threat of violence or poses a risk of harm to self or others and the level of risk.
3. Implementing appropriate intervention and monitoring strategies, if the team determines an individual poses a threat of harm to self or others. These strategies may include referral of a student for a mental health assessment and escalation procedures as appropriate.

For a student or other individual the team determines poses a serious risk of violence to self or others, the team shall immediately report to the Superintendent, who shall immediately attempt to contact the student's parent or guardian. Additionally, the Superintendent shall coordinate with law enforcement authorities as necessary and take other appropriate action in accordance with the District's multihazard emergency operations plan.

For a student the team identifies as at risk of suicide, the team shall follow the District's suicide prevention program.

For a student the team identifies as having a substance abuse issue, the team shall follow the District's substance abuse program.

For a student whose conduct may constitute a violation of the District's Student Code of Conduct, the team shall make a referral to the campus behavior coordinator or other appropriate administrator to consider disciplinary action.

As appropriate, the team may refer a student:

1. To a local mental health authority or health-care provider for evaluation or treatment; or
2. For a full individualized and initial evaluation for special education services.

The team shall not provide any mental health-care services, except as permitted by law.

STUDENT WELFARE
CRISIS INTERVENTION

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(LOCAL)

Guidance to School
Community

The team shall provide guidance to students and District employees on recognizing harmful, threatening, or violent behavior that may pose a threat to another person, the campus, or the community and methods to report such behavior to the team, including through anonymous reporting.

Reports

The team shall provide reports to the Texas Education Agency as required by law.

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom ~~an educa-~~
~~tor~~ a District employee or a person acting as a service provider for
the District is alleged to have engaged in misconduct, informing the
parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the ~~educator~~ individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification (~~SBEC~~) concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an ~~educa-~~
~~tor's~~ individual's alleged abuse or commission of an otherwise un-
lawful act with ~~the~~ student or involvement in a romantic relation-
ship, or soliciting or engaging in sexual contact with ~~the~~ student.

Notice of Suspected Criminal Offense

Except as provided by state law regarding child abuse investiga-
tions, the District shall notify a parent not later than one business
day after the date an employee first suspects that a criminal of-
fense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse
and FFH for parental notification requirements regarding prohibited
conduct as defined by that policy.]

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

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

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

Training

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

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

**Reporting Child
Abuse and Neglect**

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

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

The following individuals have an additional legal obligation to submit a written or oral report within 4824 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

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

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

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

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

Oral Reports

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

Restrictions on Reporting

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

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

Making a Report

Reports may be made to any of the following:

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

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

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

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

Confidentiality

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

Immunity

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

**Failing to Report
Suspected Child
Abuse or Neglect**

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

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

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

**Responsibilities
Regarding
Investigations**

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

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

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

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

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process **has been followed**:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with ~~the FFH-series~~.
2. Complaints concerning dating violence shall be submitted in accordance with ~~the FFH-series~~.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with ~~the FFH-series~~.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
- ~~6.~~ ~~Complaints concerning removal to a disciplinary alternative education program shall be submitted in accordance with FOC and the Student Code of Conduct.~~
- ~~7.~~6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
- ~~8.~~7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
- ~~9.~~8. Complaints within the scope of Section 504, including complaints concerning identification, evaluation, or educational placement of a student with a disability, shall be submitted in accordance with FB and the procedural safeguards handbook.
- ~~10.~~9. Complaints within the scope of the Individuals with Disabilities Education Act, including complaints concerning identification, evaluation, educational placement, or discipline of a student with a disability, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.

- ~~11.10.~~ Complaints concerning instructional resources shall be submitted in accordance with the EF series.
- ~~12.11.~~ Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
- ~~13.12.~~ Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
- ~~14.13.~~ Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
- ~~15.14.~~ Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications [and on the District's website](#).

~~Guiding Principles~~ Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other [appropriate campus or District](#) administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

~~Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except~~ Filing Deadlines

If a student or parent has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the student or parent shall have the later of:

After Informal Process

- Ninety calendar days to file a complaint from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint; or
- Thirty calendar days to file a complaint from the date on which the District provided information to the student or parent regarding how to file a grievance.

[See Formal Process, below]

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

No Prior Informal Process	If the student or parent has not engaged in the informal process, the student or parent shall have no more than 60 calendar days from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance to file a complaint using the appropriate forms.
Deadline Extensions	All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.
Formal Process	<p>A student or parent may initiate the formal process described below by timely filing a written complaint form.</p> <p>Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.</p> <p>The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.</p> <p>Freedom from RetaliationThe complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, students and parents shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.</p> <p>If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.</p> <p>A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.</p> <p>If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.</p>
Option to Continue Informal Process	Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A com-

	<p>plainant whose concerns are resolved may withdraw a formal complaint at any time.</p>
<p>Notice of Complaint</p>	<p>A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.</p>
<p>Freedom from Retaliation</p>	<p>Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.</p>
<p>General Provisions</p>	
<p>Filing</p>	<p>Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.</p>
<p>Scheduling ConferencesHearings</p>	<p>The District shall make reasonable attempts to schedule conferenceshearings at a mutually agreeable time. If a student or parent-complainant fails to appear at a scheduled conferencehearing, the District may hold the conferencehearing and issue a decision in the student's or parent'scomplainant's absence.</p>
<p>Response At Levels One and Two, "response"Decision</p>	<p>A "decision" shall mean a written communication to the student or parentcomplainant from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.</p>
<p>Days</p>	<p>"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one." that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.</p>

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S. Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative "Representative" shall mean any person who or organization that is designated by the ~~student or parent~~complainant to represent the ~~student or parent~~complainant in the complaint process. A student may be represented by an adult at any level of the complaint.

The ~~student or parent~~complainant may designate a representative through written notice to the District at any level of this process. ~~If the student or parent~~The representative may participate in person or by telephone conference call. If the complainant designates a representative with fewer than three business days' notice to the District before a scheduled ~~conference or~~hearing, the District may reschedule the ~~conference or~~hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints ~~Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file~~To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from ~~any~~an event or series of ~~events that have been or could have been addressed in a previous complaint.~~

Untimely Filings ~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness~~related events shall be consolidated.

Costs Incurred Each party shall pay its own costs incurred in the course of the complaint.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

Complaint and Appeal Forms	Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.
	Copies of any documents that support the complaint should be attached to included with the complaint form. If the student or parent-complainant does not have copies of these documents, copies may be presented at the Level One conference hearing. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference hearing, the complainant may supplement the record with additional documents or include additional claims.
Record	A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.
Remand	A complaint or appeal form that is incomplete in any material aspect may shall be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing re-filed, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint. If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.
Assignment of Hearing Officer	When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.
Level One	Complaint forms must be filed: 1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and 2. With the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, students and parents shall file Level One complaints with the campus principal. If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the com-

~~plaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

~~If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

~~Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.~~
**Investigati
on**

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

If the ~~student or parent~~complainant did not receive the relief requested at Level One or if the time for a ~~response~~decision has expired, the ~~student or parent~~complainant may request a ~~conference with the Superintendent or designee~~hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written Level One response~~decision or, if no ~~response was received,~~ within ~~ten~~decision has been communicated to the complainant, within 20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the Level One ~~administrator-hearing officer~~ shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator~~. ~~The student or parent may request~~hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.

2. ~~All~~Any other documents submitted by the ~~student or parent-complainant~~ at Level One.
3. ~~The~~If the complaint is against a District employee, the written response of the District employee, if any.
- 3.4. The decision issued at Level One and any attachments.
- 4.5. All other documents relied upon by the Level One ~~administra-
tor~~hearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference within ten~~hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The ~~conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference~~hearing officer may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~hearing officer shall provide the ~~student or parent a written response within ten~~complainant a decision within 20 calendar days following the ~~conference. The written response shall set forth the basis of the decision~~hearing. In reaching a decision, the ~~Superintendent or designee~~hearing officer may consider the Level One record, any additional information provided at prior to the Level Two ~~conference~~hearing, and any other relevant documents or information the ~~Superintendent or designee~~hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two ~~conferences~~hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the ~~student or parent~~complainant did not receive the relief requested at Level Two or if the time for a ~~response~~decision has expired, the ~~student or parent~~complainant may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written Level Two response~~decision or, if no ~~response was received, within ten~~decision has been communicated to the complainant, within 20 calendar days of the Level Two ~~response~~decision deadline.

~~The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board~~Unless the Board dele-

gates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.~~ At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. ~~The written response~~ Any other documents submitted by the complainant at Level Two.
- ~~3.4.~~ 4. The decision issued at Level Two and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the administration in reaching the Level Two decision.

~~The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.~~

~~The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]~~

~~The~~ complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the

Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the ~~student or parent~~complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by ~~the~~ Board.~~The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.~~ members.

In addition to any other record of the ~~Board~~meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the ~~student~~complainant or ~~parent or the student's~~the complainant's representative, any presentation from the administration, and questions from ~~the~~ Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It ~~may give notice of its~~shall make a decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. ~~If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two~~no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the Superintendent or designee, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Corporal Punishment

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

Physical Restraint

Note: A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Within the scope of an employee’s duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.

2. Obtain possession of a weapon or other dangerous object.
3. Protect property from serious damage.
4. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

Video and Audio Monitoring

Video and audio recording equipment ~~shall~~may be used for safety purposes to monitor student behavior on District property.

~~The~~When video and audio recording equipment is in use, the District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The administration shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:

1. Complaints concerning instructional resources shall be ~~filed-~~ **submitted** in accordance with the EF series.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be ~~filed~~ **submitted** in accordance with the CKE series.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

~~Guiding Principles~~ Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Filing Deadlines

If a member of the public has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the individual must file a complaint within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

An individual may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual whose concerns are resolved may withdraw a formal complaint at any time.~~

~~The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any~~

~~level.~~ The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the individual shall file a Level One complaint with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, ~~including email and fax,~~ or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic

communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three **business** days after the deadline.

Scheduling
~~Conferences~~Hearin
gs

The District shall make reasonable attempts to schedule ~~confer-
ences~~hearings at a mutually agreeable time. If the ~~individual~~com-
plainant fails to appear at a scheduled ~~conference~~hearing, the Dis-
trict may hold the ~~conference~~hearing and issue a decision in the
~~individual's~~complainant's absence.

Response
At Levels One and
Two,
"response"Decision

A "decision" shall mean a written communication to the ~~individual-
complainant~~ from the appropriate administrator. ~~Responses may
be hand-delivered, sent by electronic communication to the individ-
ual's email address of record, or sent by U.S. Mail to the individ-
ual's mailing address of record. Mailed responses that provides an~~
explanation of the basis of the decision, an indication of each docu-
ment that supports the decision, and any relief or redress to be
provided. A decision shall be issued on the merits of the concern
raised in the complaint notwithstanding any procedural errors or
the type of relief or redress requested.

The decision shall also include information regarding the filing of
an appeal in accordance with this policy. After a hearing at Level
Three, the decision shall include information on submitting an ap-
peal to the commissioner.

A decision may be hand-delivered, sent by electronic communica-
tion to the complainant's email address of record, or sent by U.S.
Mail to the complainant's mailing address of record. Mailed deci-
sions shall be timely if they are postmarked by U.S. Mail on or be-
fore the deadline.

Days

~~"Days" shall mean District business days, unless otherwise noted.
In calculating timelines under this policy, the day a document is
filed is "day zero." The following business day is "day one."~~

Representative

"Representative" shall mean any person who or organization that is
designated by ~~an individual~~a complainant to represent the ~~individu-
al~~complainant in the complaint process.

The ~~individual~~complainant may designate a representative through
written notice to the District at any level of this process. ~~If the indi-
vidual~~The representative may participate in person or by telephone
conference call. If the complainant designates a representative
with fewer than three **business** days' notice to the District before a
scheduled ~~conference or~~hearing, the District may reschedule the
~~conference or~~hearing to a later date, if desired, in order to include
the District's counsel. The District may be represented by counsel
at any level of the process.

Consolidating
Complaints

~~Complaints arising out of an event or a series of related events shall be addressed in one complaint. An individual shall not file~~To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from ~~any~~an event or series of ~~events that have been or could have been addressed in a previous complaint.~~

Untimely Filings

~~All time limits shall be strictly followed unless modified by mutual written consent.~~

~~If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness~~related events shall be consolidated.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and
Appeal Forms

Complaints and appeals under this policy shall be submitted ~~in~~ writing on a form provided by the District.

Copies of any documents that support the complaint should be ~~at-~~attached to included with the complaint form. If the ~~individual~~complainant does not have copies of these documents, ~~they~~copies may be presented at the Level One ~~conference~~hearing. After the Level One ~~conference~~, ~~no new documents may be submitted by the individual unless the individual did not know the documents existed before the Level One conference~~hearing, the complainant may supplement the record with additional documents or include additional claims.

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect ~~may~~shall be ~~dismissed but may be refiled with all the required information if the re-filing is within the designated time for filing~~re-filed, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Assignment of Hearing Officer

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Level One

Complaint forms must be filed:

- ~~3. Within 15 days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and~~
- ~~4. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

~~If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the individual within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

~~Absent extenuating circumstances, the administrator shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may collect information provided at the Level One conference and any other relevant documents or information the administrator~~
Complaint Levels
Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

If the ~~individual~~complainant did not receive the relief requested at Level One or if the time for a ~~response~~decision has expired, ~~he or she~~the complainant may request a ~~conference with the Superintendent or designee~~hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level One ~~response~~decision or, if no ~~response was received,~~ ~~within ten~~decision has been communicated to the complainant, within 20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the Level One ~~administrator~~hearing officer shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator~~. ~~The individual may request~~hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~Any other documents submitted by the ~~individual~~complainant at Level One.
3. ~~The~~If the complaint is against a District employee, the written response of the District employee, if any.
- ~~3.4.~~ 4. The decision issued at Level One and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the Level One ~~administrator~~hearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference within ten~~hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The ~~conference shall be lim-~~

~~ited to the issues and documents considered at Level One. At the conference, the individual may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.~~ hearing officer may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~ hearing officer shall provide the ~~individual a written response within ten~~ complainant a decision within 20 calendar days following the ~~conference.~~ The written response shall set forth the basis of the ~~decision.~~ hearing. In reaching a decision, the ~~Superintendent or designee~~ hearing officer may consider the Level One record, any additional information provided ~~at~~ prior to the Level Two ~~conference~~ hearing, and any other relevant documents or information the ~~Superintendent or designee~~ hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two ~~conferences~~ hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the ~~individual~~ complainant did not receive the relief requested at Level Two or if the time for a ~~response~~ decision has expired, he or she may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~ 20 calendar days of the date of the ~~written~~ Level Two ~~response~~ decision or, if no ~~response was received,~~ within ~~ten~~ decision has been communicated to the complainant, within 20 calendar days of the Level Two ~~response~~ decision deadline.

~~The Superintendent or designee shall inform the individual of the date, time, and place of the Board.~~ Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee shall provide the Board the record of the Level Two appeal. The individual~~ At least five business days before the Board or Board committee meeting, the Superintendent

shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. ~~The written response~~ Any other documents submitted by the complainant at Level Two.
- ~~3-4.~~ The decision issued at Level Two and any attachments.
- ~~4-5.~~ All other documents relied upon by the administration in reaching the Level Two decision.

~~The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the individual notice of the nature of the evidence at least three days before the hearing.~~

~~The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]~~

The complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the individual complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. ~~The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.~~ members.

In addition to any other record of the Board meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the individual complainant or his or her the complainant's representative, any presentation from the administration, and questions from the Board members with re-

sponses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It ~~may give notice of its~~ shall make a decision ~~orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

Note: ~~This local policy has been revised in accordance with the District's innovation plan.¹~~

Access to District Property

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

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

Ejection or Exclusion from District Property under Education Code 37.105

In accordance with ~~the District's innovation plan, the District is exempt from the state law regarding refusal of entry to or ejection from District property. A District official shall not be required to~~ Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control ~~prior verbal warning or~~ written information explaining the right to appeal such refusal of entry or ejection ~~under the District's grievance process.~~

A person ~~may appeal refusal of entry to or ejection from District property in accordance with the District's grievance process~~ appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

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

Prohibitions

Tobacco and
~~E-Cigarettes~~
~~E-Cigarettes~~
Weapons

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

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

Exceptions

No violation of this policy occurs when:

1. ~~A Texas~~ An individual who holds a handgun license holder in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or

2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

~~i~~Innovation Plan: <https://www.dickinsonisd.org/>

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: Resolution Regarding Senate Bill 11
Period of Prayer and Reading of the Bible or Other Religious Text

Agenda Item: Robert Cobb

Background Information:

SB 11 from the 89th Legislative Session adds Texas Education Code section 25.0823, which allows school boards to designate time each school day at every campus for students and employees to pray and read the Bible or other religious texts. The bill requires that within six months of the effective date (by March 1, 2026), each district's board must take a record vote either to establish the daily prayer time and reading of religious texts by adopting the resolution set out in the new statute or to decline to establish the daily prayer time.

Recommendation:

The Superintendent and Assistant Superintendent for Administration recommend consideration of the SB11 Resolution.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

Resolution Regarding Senate Bill 11
Period of Prayer and Reading of the Bible or Other Religious Text

The Dickinson ISD shall adopt a policy requiring every campus of Dickinson ISD to provide a period of prayer and reading of the Bible or other religious text as provided by Education Code 25.0823.

The Board of Trustees approves the policy requiring every campus provide a period of prayer/reading the Bible or other religious texts.

or

The Board of Trustees does not approve the policy requiring every campus provide a period of prayer/reading the Bible or other religious texts

Adopted this ____ (*date*) day of _____ (*month*), _____ (*year*), by the Board.

Board President's signature: _____

Board Secretary's signature: _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: February 9, 2026

Item Title: District of Innovation District of Innovation Plan be amended to include exemptions to Texas Education Code §§ 26A.001(a)-(c) and (e), 26A.002, 26A.003, and 26A.004.

Agenda Item: Robert Cobb

Background Information:

The district is recommending an update to our District of Innovation.

Section 26A.001 allows complainants to amend their complaints and supplement the record at any point in the grievance process, thereby extending the grievance process and interfering with the administration's efforts to investigate and resolve the entire complaint at the lowest level possible.

Section 26A.002 allows complainants up to 90 days to file a Level One complaint and up to 20 days to file each appeal, thereby delaying the administration's opportunity to resolve a complaint close to the time of the event or decision about which the person is complaining. Section 26A.002 removes the ability for the DISD to dismiss a grievance based on timeliness.

A copy of the proposed amendments and resolution is attached for your review.

Recommendation:

The Superintendent and Executive Director of Student Support Services recommend the approval of these proposed amendments to the Dickinson ISD District of Innovation Plan.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

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

WHEREAS, pursuant to 12A.001 and 12A.007 of the Texas Education Code the Dickinson Independent School District Board of Trustees wishes to begin the process for Dickinson ISD to amend the District's current District of Innovation Plan;

WHEREAS, a local innovation plan must provide for a comprehensive educational program for the district, which may include:

1. Innovative Curriculum
2. Instructional Methods
3. Community Participation
4. Governance of Campuses
5. Parental Involvement
6. Modification of the school day or year
7. Provisions regarding the district budget and sustainable program funding
8. Accountability and assessment measures that exceed the requirements of state and federal law; and
9. Any other innovations prescribed by the board of trustees;

WHEREAS, Dickinson ISD's current District of Innovation Plan is valid until February 21, 2027;

WHEREAS, Texas Education Code 12A.007 provides that local innovation plan may be amended if the action is approved by a vote of the district-level committee established under Texas Education Code section 11.251, or comparable committee if the district is exempt from that section, and the Board of Trustees in the same manner as required for initial adoption of local innovation plan under Texas Education Code 12A.005;

WHEREAS, the Board of Trustees is requesting that the District-level Committee review a possible amendment of the District's current District of Innovation Plan to include exemption from Texas Education Code §§ 26A.001(a)-(c) and (e), 26A.002, 26A.003, and 26A.004 and to consider other possible amendments which are legal and necessary to carry out the purpose of this Resolution;

WHEREAS, this exemption does not exclude the District from the requirements or authority of the Texas Commissioner of Education or the Texas Education Agency, including those set forth in § 26A.001(f), § 26A.001(h), and § 26A.001(i);

WHEREAS, the following requirements imposed by the Texas Education Code inhibit the District's Goals:

- Section 26A.001 allows complainants to amend their complaints and supplement the record at any point in the grievance process, thereby extending the grievance process and interfering with the administration's efforts to investigate and resolve the entire complaint at the lowest level possible.
- Section 26A.002 allows complainants up to 90 days to file a Level One complaint and up to 20 days to file each appeal, thereby delaying the administration's opportunity to resolve a complaint close to the time of the event or decision about which the person is complaining. Section 26A.002 removes the ability for the DISD to dismiss a grievance based on timeliness;

WHEREAS, the District has established strong local policies and procedures for resolving grievances, and the District is committed to allowing complainants to seek redress for their grievances, within prompt and appropriate timelines;

WHEREAS, through the exemption of this chapter; (1) complainants will submit their grievances in a timely manner, (2) administrative efforts will be allocated most efficiently, and (3) the District may hear and respond to complaints more effectively;

WHEREAS, the exemption to § 26A.001(i) is limited to the following language in Section 26.011(a) which requires the board of trustees to adopt a grievance procedure "that complies with Chapter 26A." To effectuate the exemption discussed above for the Texas Education Code §§ 26A.001 – 26A.004, the District should also be exempt from the language in Section 26.011(a) "that complies with Chapter 26A."

WHEREAS, this exemption allows the District to maintain local control over its grievance policies, procedures, and process.

IT IS THEREFORE:

RESOLVED that the DISD's District of Innovation Plan be amended to include exemptions to Texas Education Code §§ 26A.001(a)-(c) and (e), 26A.002, 26A.003, and 26A.004.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Dickinson Independent School District during a scheduled Board Meeting on January __, 2026. 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 January 2026.

Mr. Corey Magliolo
President, Board of Trustees
Dickinson Independent School District

Ms. Veanna Veasey
Secretary, Board of Trustees
Dickinson Independent School District

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Approval of Agenda Items A-B

Agenda Item: Dr. Rebecca Brown

Background Information:

Agenda Items:

- A. Order of Election for the May 2, 2026 School Board Trustee Election
- B. Consent Agenda Items

Recommendation:

The Superintendent recommends approval of Agenda Items A-B.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: January 12, 2026

Item Title: Order of Election for the May 2, 2026 School Board Trustee Election

Agenda Item: Robert Cobb

Background Information:

Board approval is requested for the attached Order of Election for the May 2, 2026 School Board Election for Single Member Trustee District #1 (Incumbent-Mike Mackey) and Single Member Trustee #2 (Incumbent – Veanna Veasey).

Candidates running for School Board Trustee must file an application for a place on the ballot beginning January 14, 2026 and the deadline to file an application for a place on the ballot is 5:00 p.m. on Friday, February 13, 2026.

Recommendation:

The Superintendent and Executive Director for Student Support Services recommend approval of the Order of Election for the May 2, 2026 School Board Trustees Election for Single Member Districts #1 and #2.

Action Item: Yes No

DICKINSON INDEPENDENT SCHOOL DISTRICT

ORDER OF GENERAL ELECTION FOR OTHER POLITICAL SUBDIVISIONS

(ORDEN DE ELECCIÓN GENERAL PARA OTRAS SUBDIVISIONES POLÍTICAS)

An election is hereby ordered to be held on May 2, 2026 for the purpose of voting on:
(Por la presente se ordena celebrar una elección el 2 May 2026 con el propósito de votar sobre.)
Dickinson Independent School District Board of Trustees for Single Member Districts #1
Dickinson Independent School District Board of Trustees for Single Member Districts #2

Early voting by personal appearance will be conducted each weekday at:
(La votación adelantada en persona se llevará a cabo de lunes a viernes en:

The Main Early Voting Location *(sitio principal de votación adelantada)*

Location (sitio)	Hours (horas)	
Dickinson Community Center	April 20-24, 2026	8:00 am – 5:00 pm
2714 Highway 3 Dickinson, TX 77539	April 27 and 28, 2025	7:00 am – 7:00 pm

Branch Early Voting Locations *(sucursal sitios de votación adelantada)*

Location (sitio) –	Hours (horas)	
To be determined	April 20-24, 2026	8:00 am – 5:00 pm
<i>(por determinar más Adelante)</i>	April 27 and 28, 2025	7:00 am – 7:00 pm

Election Day Voting *(votación el día de las elecciones)*

Location (sitio)	Hours (horas)
City of Dickinson City Hall 4403 Highway 3 Dickinson, TX 77539	May 2 2026 7:00 am – 7:00 pm

Applications for ballot by mail shall be mailed to:

(Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Attn: Ballots by Mail

Galveston County:

Dwight D. Sullivan, County Clerk
Attention: Wendi Fragoso, Chief Deputy of Elections
Galveston County Records and Election Center
10000 Emmett F. Lowry Expressway, Suite 1152
Texas City, TX 77591
P.O. Box 17253
Galveston, Texas 77552-7253
409-770-5108
Website Address: www.Galvestonvotes.com

Applications for Ballots by Mail (ABBM) must be received no later than the close of business on: *(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)* April 23, 2024.

Issued this 9th day of February 2026

Signature of Presiding Officer
Corey Magliolo
President, Board of Trustees
Dickinson Independent School District

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: February 9, 2026

Item Title: Consent Agenda Items

Agenda Item: Dr. Rebecca Brown, Superintendent

Background Information:

The following items have been approved by review of the Board:

- Budget Amendments/Adjustments for January 15, 22, 29, 2026
- Donation to DHS Band and AFJROTC-San Leon Post #291 American Legion
- Donation to DHS CTE-League City Chrysler Jeep Dodge Ram
- Approval of Proposals Received 25-10-1187 Contracted Services
- Campus Fundraising Request-DHS Diamonds

Recommendation:

The Superintendent recommends the Board's ratification of the above consent items.

Action Item: Yes No