



**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
Thursday, May 7, 2026 at 5:00 PM**

**NOTICE of Regular Meeting of the Board of Trustees at the Arlington Independent School District Administration Building - Board Room, 690 East Lamar Boulevard, Arlington, Texas 76011.**

Meetings may be viewed online at [www.aisd.net](http://www.aisd.net). One or more members of the Board of Trustees may participate in this meeting via videoconference call. A quorum of the Board of Trustees will be physically present at the Administration Building.

Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Members of the public seeking to provide comments concerning an agenda item or non-agenda item shall be required to register at <https://www.aisd.net/boardmeetingspeakerrequest> **NO LATER THAN 3:00 p.m. the day of the board meeting** indicating (1) person's name; (2) subject the member of the public wishes to discuss, and; (3) telephone number at which the member of the public may be reached.

1. **CALL TO ORDER: 5:00 p.m., Room 401**

2. **Priority 1 Workshop — Academic Growth— Program Options**

3. **CLOSED MEETING: Board Conference Room**

Adjournment to closed meeting pursuant to Sections 551.071 (consultation with attorney to seek and receive legal advice); 551.072 (discuss the purchase, exchange, lease or value of real property); Section 551.073 - (negotiating contracts for prospective gifts or donations); Section 551.074 - (consider the appointment, employment, evaluation, reassignment, duties, discipline, non-renewal or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee); Section 551.076 - (consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates); Section 551.082 - (discussing or deliberating the discipline of a public school child or children, or a complaint or charge is brought against an employee of the school district by another employee); Section 551.0821 - (deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation); Section 551.083 (considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements).

3.A. Personnel, including; New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions, and Evaluation

- 3.B. Consult Attorney Regarding Potential and Pending Litigation
- 3.C. Consider Proposal of Non- Renewal of Term Contracts of Emilia Carrillo
- 3.D. Board Member Duties and Responsibilities

4. **RECONVENE INTO OPEN SESSION: 6:30 p.m., Board Room**

5. **PLEDGE:**

6. **RECOGNITIONS:**

This time has been designated for the purpose of allowing programs and/or presentations relating to matters such as curricular, extracurricular, co- curricular and PTA type activities.

6.A. Student Performance

6.B. Student of the Month

6.C. District Wrestling Regional & State Qualifiers

6.D. Administrative Appointments:

Johns Elementary

Gunn Junior High Fine Arts and Dual Language Academy

Rodriguez Junior High

6.E. Risk Management 2025 Excellence Award

7. **OPEN FORUM FOR AGENDA ITEMS:**

Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. This first Open Forum is limited to agenda items other than personnel. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

8. **COMMITTEE AND STAFF REPORTS:**

- 8.A. Arlington ISD Bond Election Report 7
- 8.B. Key Progress Measures (KPM): Marketing & Engagement Report 16
- 8.C. Key Progress Measures (KPM): Student Experience Report 29

9. **PUBLIC HEARING:**

- 9.A. End of Course Assessment (EOC) Public Hearing 40

10. **ACTION:**

- 10.A. Consider Approval of Teacher Probationary and Term Contracts 54
- 10.B. Consider Approval of Probationary and Term Contracts for Administrative and Professional Staff 55

10.C. Consider Approval of the Nomination of Arlington ISD Trustee for the Region 11, Position C, Seat on the Texas Association of School Board (TASB) Board of Directors

10.D. Consider Proposal of Non-Renewal of Term Contracts for Emilia Carrillo

11. **CONSENT AGENDA:**

11.A. Approval of Minutes of Prior Meetings	56
11.B. Approval of Purchases Greater Than \$100,000	62
11.C. Approval of Bids	64
11.D. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions	68
11.E. Approval of Policy Revisions	71
11.F. Approval of Education Service Center (ESC) Region XI and Arlington 2026-2027 Reading Academies Interlocal Agreement	114
11.G. Approval of Education Service Center (ESC) Region XI and AISD 2026 Elementary Civics Academy Interlocal Agreement	120
11.H. Approval of the Selection of Method of Procurement for the 2026 Bond Program, Phase 1 - Bid Package 2 - Projects 1, 2 &3, So.Davis Replacement Elementary School, Utility Relocation and Demolition Projects	
11.I. Approval of the Selection of Method of Procurement for the 2026 Bond Program, Phase 1 - Bid Package 1 - Projects 1 & 2, 18 PLUSS Center Additions and Renovations and Blanton Elementary School Demolition Projects	

12. **OPEN FORUM FOR NON-AGENDA ITEMS:**

Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

13. **SUPERINTENDENT COMMENTS:**

This time is for the Superintendent to acknowledge varying kinds of activities occurring within the district. This includes such items as recognition of outstanding performance by district staff and/or students, the initiating of new programs and special activities. The Superintendent will report on the following subjects:

13.A. District Priorities.

13.B. Recognition of outstanding performance by district staff and students.

13.C. Initiation of new programs and special activities.

14. **TRUSTEE COMMENTS:**

This time on the Agenda allows each member to inform other Board Members, the administrative staff and the public of activities which are of interest. The Board Members will report on the following subjects:

- 14.A. Board member attendance at various school and community events.
  - 14.B. Board member announcement of various upcoming school and community events.
  - 14.C. Board member visits to various campuses.
  - 14.D. Board member recognition of outstanding performance by district staff and students.
  - 14.E. Board member recognition of new programs and special activities.
15. **CLOSED MEETING:**  
At any time during the meeting the Board may adjourn into closed meeting for consultation with its attorney (Texas Government Code section 551.071) or for a posted agenda item pursuant to Texas Government Code sections 551.072 - 551.084.
16. **ADJOURNMENT:**  
The agenda order may be adjusted by the Presiding Officer at any time during the meeting.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f).

If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et. seq., for any of the following reasons:

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates.

Section 551.082 - For the purpose of deliberating in a case involving discipline of a public

school child or children, or in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing.

Section 551.0821 - For the purpose of deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Section 551.083 - For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 - For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be at either:

- A. the open meeting covered by this notice upon the reconvening of this public meeting,  
or
- B. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

**CERTIFICATE AS TO POSTING OR GIVING OF NOTICE**

On this 4th day of May 2026 at 5:00 p.m., this notice was posted on a bulletin board at a place convenient to the public at the central administrative office of the Arlington Independent School District, 690 East Lamar Boulevard, Arlington, Texas and readily accessible to the general public at all times beginning at least 72 hours preceding the scheduled time of the meeting.

A rectangular box containing a handwritten signature in black ink. The signature appears to be "M. Smith" written in a cursive style.

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**Matt Smith, Ed.D., Superintendent**

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Samantha Crossnoe

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Arlington ISD Bond Election Report

## District Priority / Goals Addressed

Arlington ISD voters passed Propositions A and B for Bond in the May 2, 2026 election. The results indicate the community’s commitment to our districts priorities and vision to create exceptional learning experiences that inspire all students, empower their dreams, and prepare them for the future.

## Background

Arlington ISD’s Board of Trustees unanimously called for a bond election to be held on Saturday, May 2, 2026. Arlington ISD conducted a comprehensive review of its facilities and infrastructure to identify projects for the bond proposal, including an evaluation of each campus’ Facility Condition Index, capacity, and district wide improvement needs.

## Fiscal Implications

The voters approved Arlington ISD's request to sell bonds for propositions A and B in the recent election. The district will be able to use the funds to address proposed projects in alignment with the approved propositions.

## Recommendation

None

Submitted by: *Samantha Crossnoe* Date: May 4, 2026



### **ACADEMIC GROWTH**

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



### **CULTURE**

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



### **SAFETY & DISCIPLINE**

Create safe and productive learning environments in which every student and staff member can thrive.



### **MARKETING & ENGAGEMENT**

Involve families and community stakeholders as valued partners in student learning.



### **TALENT & RESOURCES**

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



**Arlington**  
INDEPENDENT SCHOOL DISTRICT

# **Arlington ISD**

## **Bond Election Report**

*May 7, 2026 - Regular Board Meeting*  
*Matt Smith, Ed.D.*

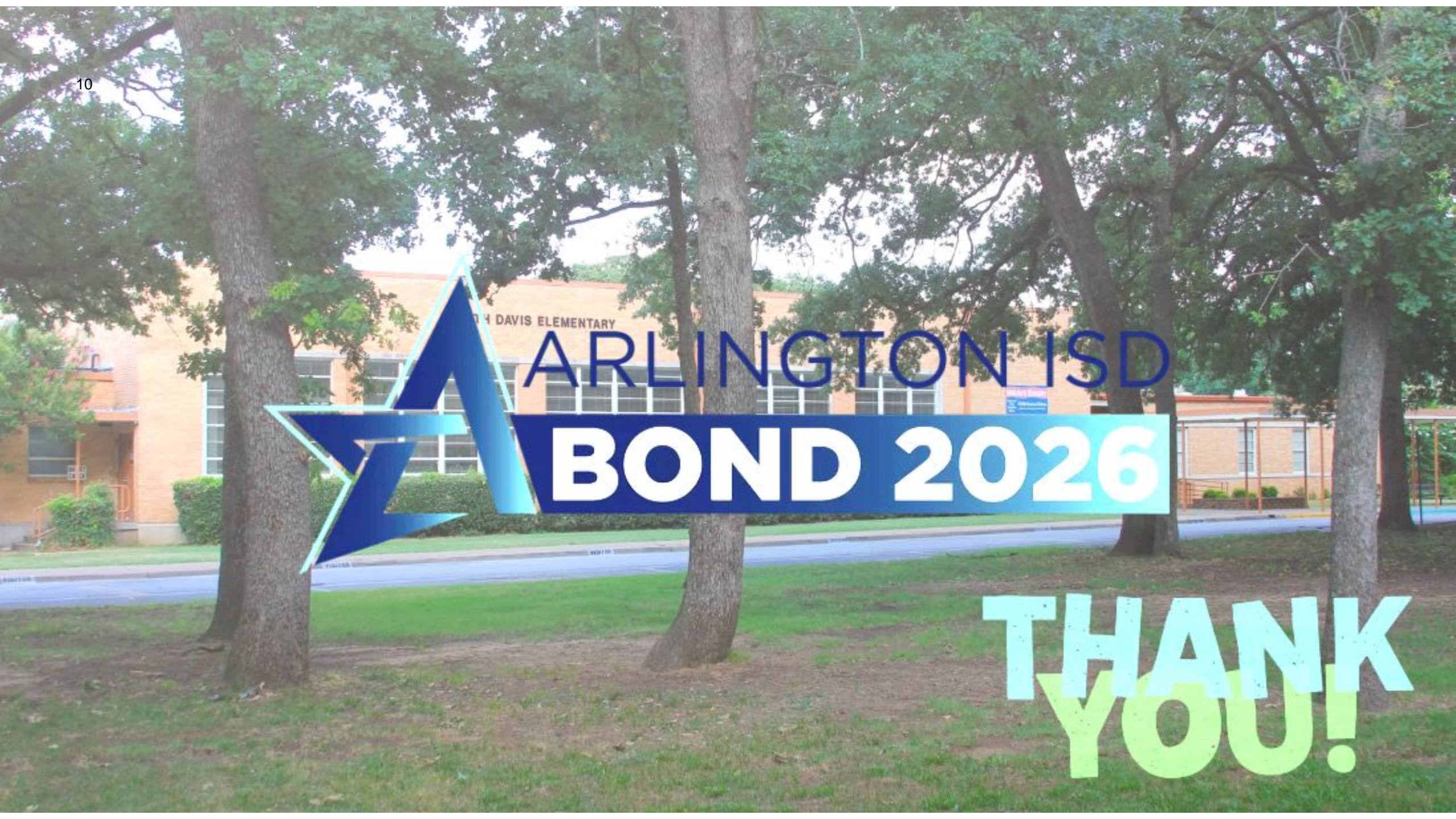
# **PURPOSE**

**Discuss the results of the May 2, 2026,  
bond election with the Board of  
Trustees.**



ARLINGTON ISD  
**BOND 2026**

**THANK  
YOU!**





# WHAT'S INCLUDED IN PROPOSITION A?

**PROPOSITION A: \$438,755,000**

Replacement of South Davis Elementary School

Replacement of an additional elementary campus

Modernization and renovations to schools

Facility for district wide 18 PLUSS Special Education program

Safety and security upgrades

45 new school buses

Capital improvements

Academic equipment & program improvements, including Fine Arts and Special Education

ADA compliance and life safety improvements

Cybersecurity modernization



# WHAT'S INCLUDED IN PROPOSITION B?

**PROPOSITION B: \$30,955,000**

Replacement of  
Instructional student  
technology devices

Replacement of  
Infrastructure technology  
devices

Replacement of Staff  
technology devices



# WHAT'S INCLUDED IN PROPOSITION C?

**PROPOSITION C: \$31,565,000**

Install synthetic turf at 6 high school class fields (baseball/softball)

MAC Synthetic turf replacement at 6 high schools

Add athletic storage facilities

# 14 What's Next?

- **Citizens Bond Oversight Committee**
  - **Continued Communication**
  - **Phase 1 Projects**
  - **Long Range Facility Planning**
- 



# DISCUSSION

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Taina Northington

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

**Meeting Agenda Item:**

Key Progress Measures (KPM): Marketing and Engagement Report

**District Priority / Goals Addressed**

This item supports the district priority of Marketing and Engagement by working to engage families that have chosen alternative education pathways with the goal of enrolling them back in Arlington ISD. The findings will guide future marketing and engagement tactics and provide insight into opportunities of growth.

**Background**

Under the Marketing and Engagement priority, two key progress measures focus on strengthening family relationships through feedback and outreach. The first is to improve the Parent Net Promoter Score from 41 to 42, using survey data to better understand family satisfaction and loyalty. The second is to measure the effectiveness of a targeted marketing campaign to reengage families who have chosen charter school options, using surveys and response data to understand perceptions and opportunities to reconnect. Together, these measures provide insight to guide strategies that improve trust, satisfaction, and enrollment retention.

**Fiscal Implications**

None

**Recommendation**

None

**Submitted by:**



**Date:** April 29, 2026



**ACADEMIC GROWTH**

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



**CULTURE**

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



**SAFETY & DISCIPLINE**

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**MARKETING & ENGAGEMENT**

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**TALENT & RESOURCES**

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



# Arlington

INDEPENDENT SCHOOL DISTRICT

*Regular Board Meeting | May 7, 2026*



**Arlington**  
INDEPENDENT SCHOOL DISTRICT

# **Key Progress Measures (KPM): Marketing and Engagement Report**

Taina Northington

Dr. Natalie Lopez

# PURPOSE

**To update the Board of Trustees on the district's progress toward the Marketing and Engagement key progress measures.**

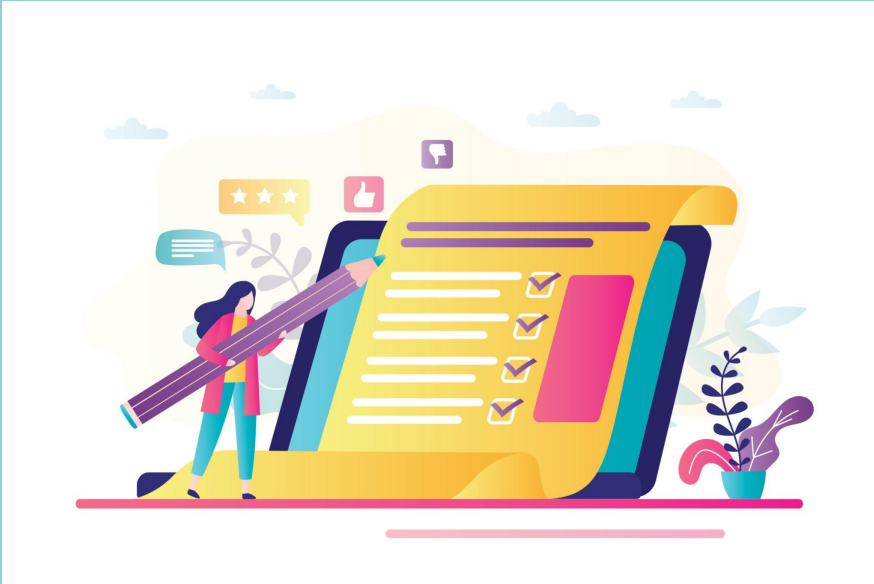
# Arlington ISD 2025 – 2026 Priority



## KEY PROGRESS MEASURE:

- 1. Increase our Net Promoter Score from 41 to 42 on the annual parent/family survey.*
- 2. Measure the impact of a targeted marketing campaign to re-engage families that have chosen charter school options by March 30, 2026.*

# Parent Survey



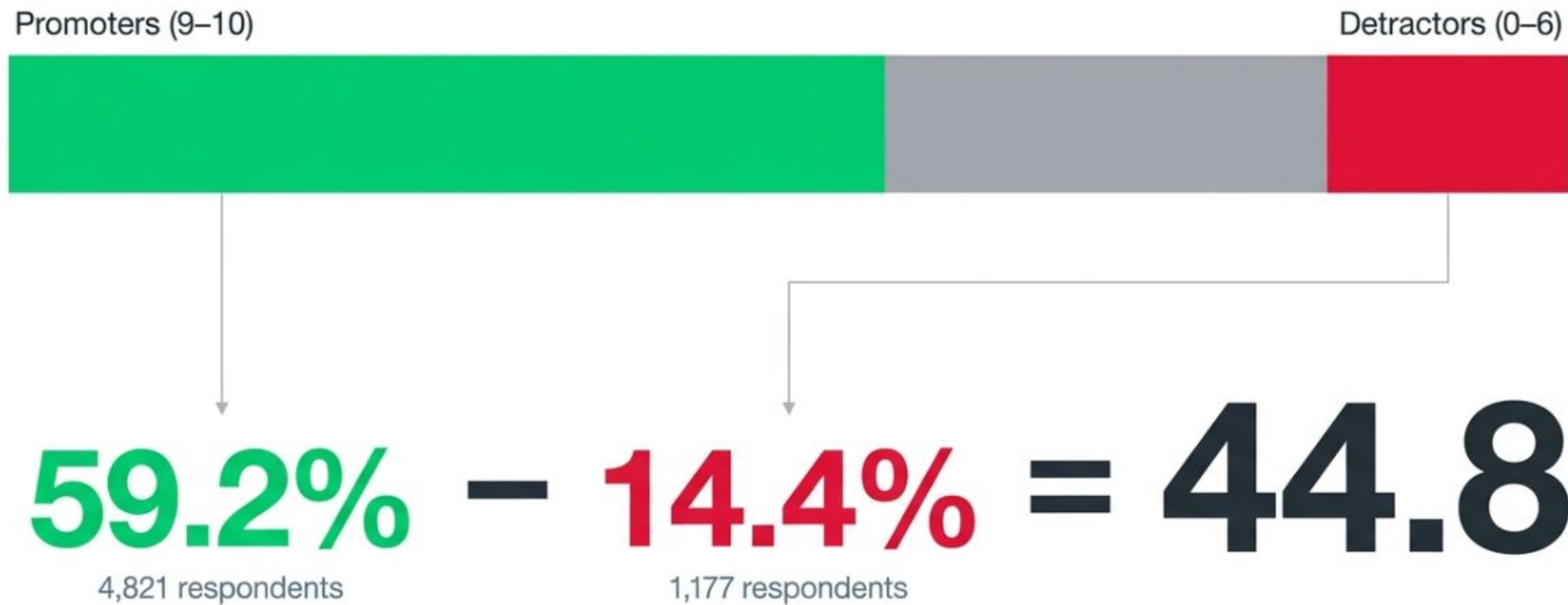
Window:  
March 2 - 23

Parents  
Surveyed:  
11,824

Engagement  
Rate:  
23.3 %

Quality  
Response  
Rate:  
19.2%

# 2025 – 2026 Parent Net Promoter Score



# Parent Survey Next Steps

- Release Parent Survey results dashboard, identifying areas of focus and recognition
- Promote the Parent Survey toolkit to campus leaders which provides support with goal setting based on survey results, along with resources and multilingual parent communication tools
- Outreach to principals on replicable best practices
- District-level reviews of trends and patterns
- Sense-making session with Family Engagement Council

# RE-ENGAGEMENT CAMPAIGN

## TARGET AUDIENCE

Families that live in Arlington ISD, but no longer attend our schools.



1

IDENTIFY OUR TARGET

2

DEVELOP COLLATERAL

3

DOOR TO DOOR CANVASSING

4

DEVELOP & DISTRIBUTE EXIT SURVEY

5

TARGETED DIGITAL ADS

# RE-ENGAGEMENT FEEDBACK

What are the most important factors in choosing a school for your child?

Academic Performance	7	38.9%
Location	6	33.3%
Specialized Programs...	4	22.2%
School Safety	3	16.7%
Transportation	3	16.7%
Other	3	16.7%
Teachers and Staff	2	11.1%
Extracurriculars/Spo...	1	5.6%
Class Sizes	0	0.0%

**What would make you consider returning to Arlington ISD?**

“My oldest grandson in homeschool has no desire to return to high school. However, my younger grandsons are currently in Arlington ISD elementary schools and they have no problem with them so they’ll continue their education in Arlington ISD.”

“School leniency on “covid school” from home.”

“Having ESL program availability for their child.”

“I’m fine with my daughter continuing her education in Arlington ISD. My youngest son, however, will continue to learn privately in his current program because it’s more outdoors and hands-on learning which suits him fine and I know we can’t make the public school completely change their curriculum to more outdoor activities and more physical learning and hands-on activity because it just doesn’t fit the state budget, plus you can’t expect public schools to change the way they do everything just because of our one student.”

# Next Steps

- Build an online exit survey for parents to complete when they withdraw a student
- Printed mailers and personalized tours
- Host Fall Enrollment Open Houses: Smaller testing group of schools w/buy-in from principal and faculty for enrollment open house in August or September
- Trial Spring Enrollment Open House 2027: Invite prospective families to come learn more about Arlington ISD schools during Spring events

# Arlington ISD 2025 – 2026 Priority



## KEY PROGRESS MEASURE:

1. *Increase our Net Promoter Score from 41 to 42 on the annual parent/family survey.* ✓
2. *Measure the impact of a targeted marketing campaign to re-engage families that have chosen charter school options by March 30, 2026.* ✓



# DISCUSSION

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

**Contact Person:** Natalie Lopez, Ph.D.

**Board Agenda Presented for:** Action:  Report:  Consent:

**Supporting Documents:** None:  Attached:

**Meeting Agenda Item:** Key Progress Measures (KPM): Student Experience Report

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## District Priority / Goals Addressed

Engaging students, staff, and families in defining the desired student experience is a key progress measure within our Culture Priority and supports our ongoing commitment to strengthening an inclusive, student-centered culture.

## Background

To meet the Key Progress Measure of defining the desired student experience as informed by students, staff, and community members, the district conducted multiple engagement opportunities with a wide range of stakeholders to gather feedback on what they believe every student should feel, experience, and be prepared for. Input was collected through surveys, in-person sessions, paper-and-pencil activities, and facilitated discussions, then compiled into a common platform for analysis. Across stakeholder groups, responses were highly aligned and revealed clear themes. This feedback now provides a strong foundation for developing a shared framework and guiding future action.

## Fiscal Implications

None

## Recommendation

None

**Submitted by:** *Dr. Jennifer L. Collins* **Date:** April 28, 2026



### **ACADEMIC GROWTH**

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### **TALENT & RESOURCES**

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



# Arlington

INDEPENDENT SCHOOL DISTRICT

*Regular Board Meeting | May 7, 2026*



**Arlington**  
INDEPENDENT SCHOOL DISTRICT

# **Key Progress Measures (KPM): Student Experience Report**

Natalie Lopez, Ph.D.

# PURPOSE

**To inform the Board of Trustees on the district's progress in defining the desired student experience, grounded in stakeholder input and aligned to district priorities.**

# Arlington ISD 2025 – 2026 Priority



## KEY PROGRESS MEASURE:

- 1. Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.*
- 2. Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026.*
- 3. Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.*

# Stakeholder Input

Aligned feedback from students, staff, and families, using common questions across settings, to define the student experience.



Every student in Arlington ISD should **FEEL**

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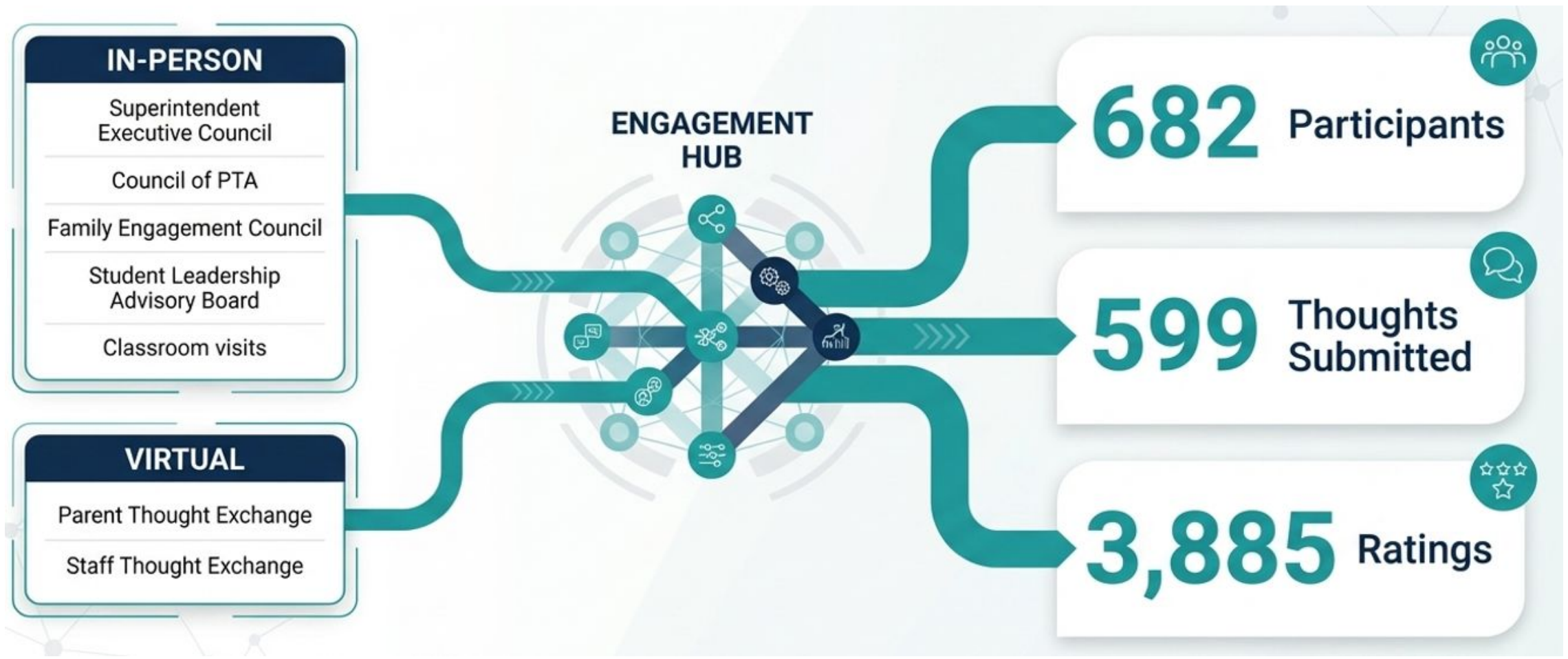
Every student in Arlington ISD should **EXPERIENCE**

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Every student in Arlington ISD should **BE PREPARED FOR**

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# Engagement: Opportunities & Inputs



# Mapping Inputs to Shared Themes



**Alignment:** Stakeholders show strong consistency across all themes.

# Next Steps: From Feedback to Framework



# Arlington ISD 2025 – 2026 Priority



## KEY PROGRESS MEASURE:

- 1. Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.*
- 2. Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026.*
- 3. Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.*





# DISCUSSION

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Steven Wurtz

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: End of Course Assessment (EOC) Public Hearing

## District Priority / Goals Addressed

This item supports the district priority of Academic Growth by ensuring that supplemental resources are effectively used to create successful and high-quality learning outcomes for all students.

## Background

Texas Education Code §29.081 requires school districts provide intensive instructional support for "at-risk" students, including those who fail to meet passing standards on STAAR End-of-Course (EOC) assessments. To ensure these interventions effectively bridge academic gaps, the statute requires an annual program evaluation focused on student outcomes and the presentation of the evaluation in a public hearing.

## Fiscal Implications

None

## Recommendation

None

Submitted by:



Date: April 28, 2026



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### TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



# Arlington

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INDEPENDENT SCHOOL DISTRICT

*Regular Board Meeting | May 7, 2026*



**Arlington**  
INDEPENDENT SCHOOL DISTRICT

# **End of Course Assessment (EOC) Public Hearing**

# PURPOSE

**To provide information and hold a public hearing regarding the effectiveness of Arlington ISD's Accelerated Instruction Program in accordance with TEC §29.081**

# State Requirements

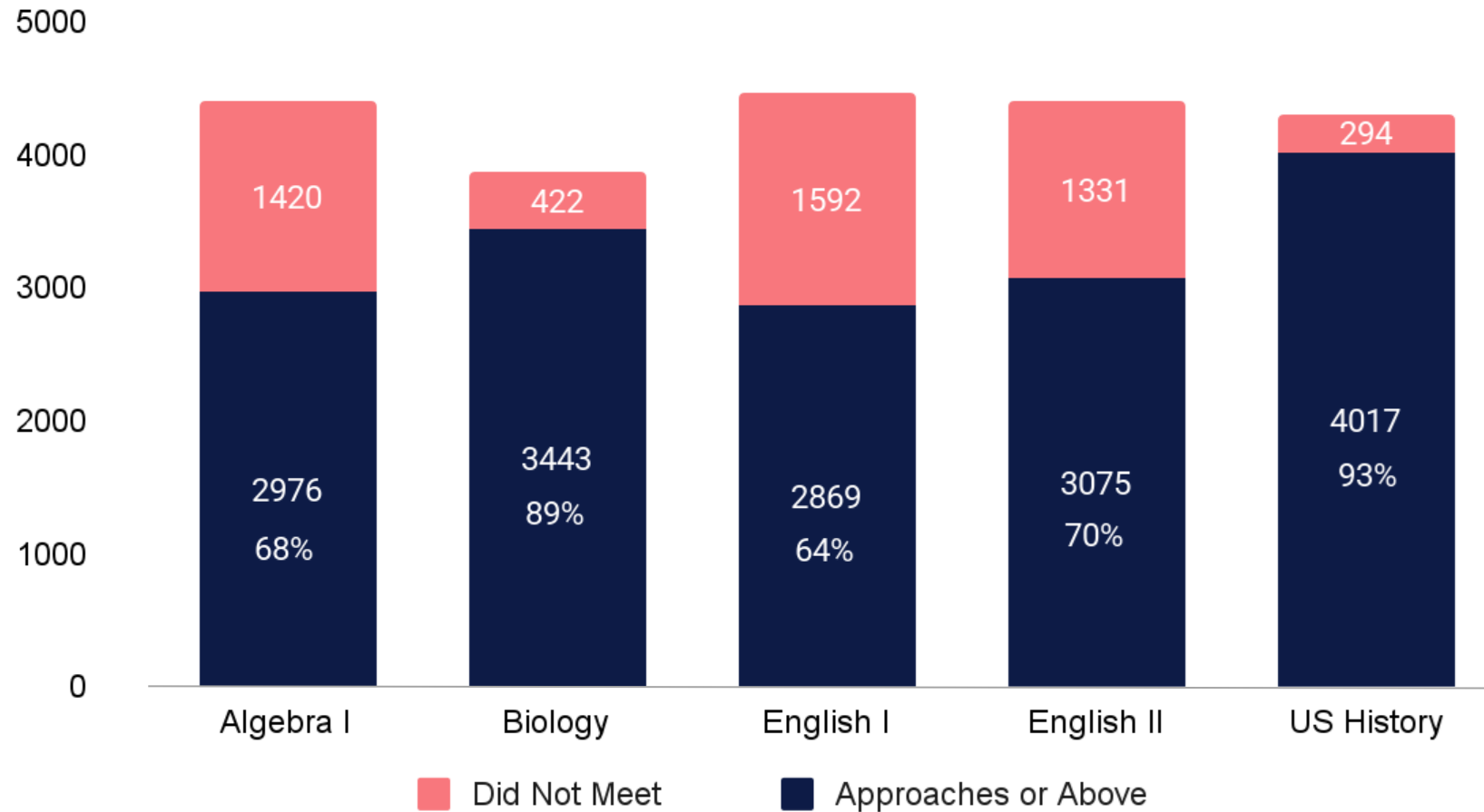
House Bill 5 requires students to fulfill the requirements of five content areas via STAAR EOC or a substitute assessment:

- English I
- English II
- Algebra I
- Biology
- U.S. History

Any student who does not perform satisfactorily on an EOC must receive intervention (TEC §28.0217). The district must evaluate the effectiveness of these interventions and present in a public hearing (TEC §29.081).

# 2025 Spring EOC First Attempt

## Student Count and Approaches or Above Rate





# House Bill 4545 & 1416 Requirements

Texas law mandates that all students who do not achieve Approaches Grade Level or above on STAAR assessments (grades 3–8) or End-of-Course (EOC) exams must be either:

1. Assigned a TIA designated teacher for the subsequent school year in the applicable subject area

OR

2. Receive supplemental instruction based on high-impact tutoring practices which are aligned with the TEKS for the relevant grade level and subject, and meet the following criteria:

- A minimum of **15 or 30 hours**, depending on the student's performance; delivered during the summer or at least once per week during the school year.
- Limited to **two subject areas** per year, with priority given to Math and Reading Language Arts (RLA).
- Conducted in groups of **no more than four students**, unless all parents or guardians provide consent for a larger group or using a Ratio Waiver List product.
- Designed to help the student reach satisfactory performance, using **effective instructional materials** intended for supplemental instruction.
- Delivered by a **trained instructor**, who remains consistent throughout the entirety of the student's accelerated instruction.



# Accelerated Instruction Intervention

In keeping with the intent and purpose of TEC §29.081 Arlington ISD provides the following EOC accelerated instruction compensatory education services/programs.

- **EOC Remediation Courses**: Designed to provide targeted intensive instruction specifically to students who have not passed the EOC exams.
- **Repeating Courses**: A course retaken in its entirety for full credit.
- **Read 180 Reading Courses**: A multimedia reading program combining teacher instruction and adaptive technology to deliver personalized support in reading, writing, and vocabulary using high-interest content.
- **Math 180 Math Courses**: A multimedia math program that integrates teacher-led lessons and adaptive software to provide targeted, personalized instruction and accelerate progress toward grade-level proficiency.



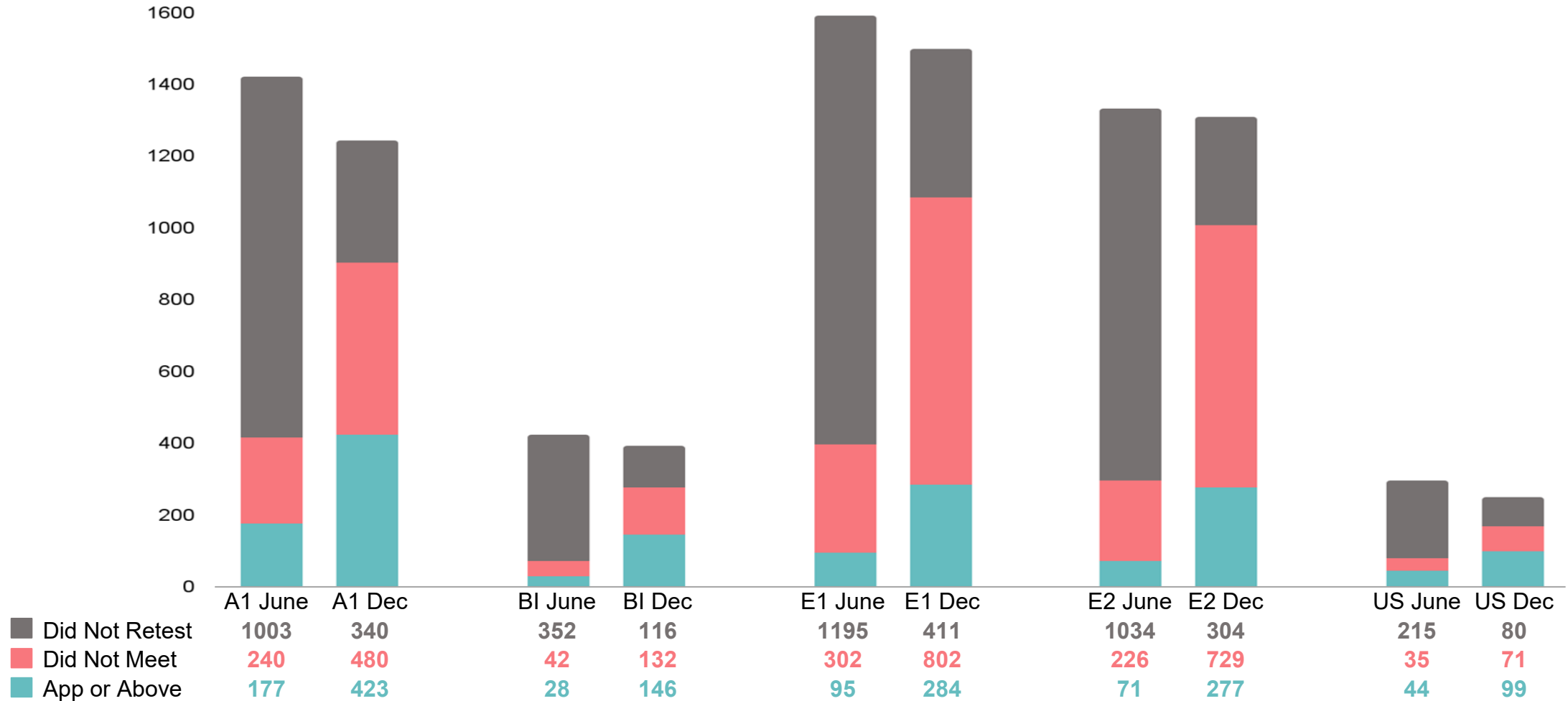
# Accelerated Instruction Intervention

Campus	EOC Remediation Sections	Read 180 Reading Sections	Math 180 Math Sections
Arlington High School	12	6	6
Bowie High School	30	12	6
Lamar High School	30	6	6
Martin High School	12	12	6
Sam Houston High School	30	12	6
Seguin High School	12	6	6
Turning Point High School	-	6	6
Venture HS	-	6	6

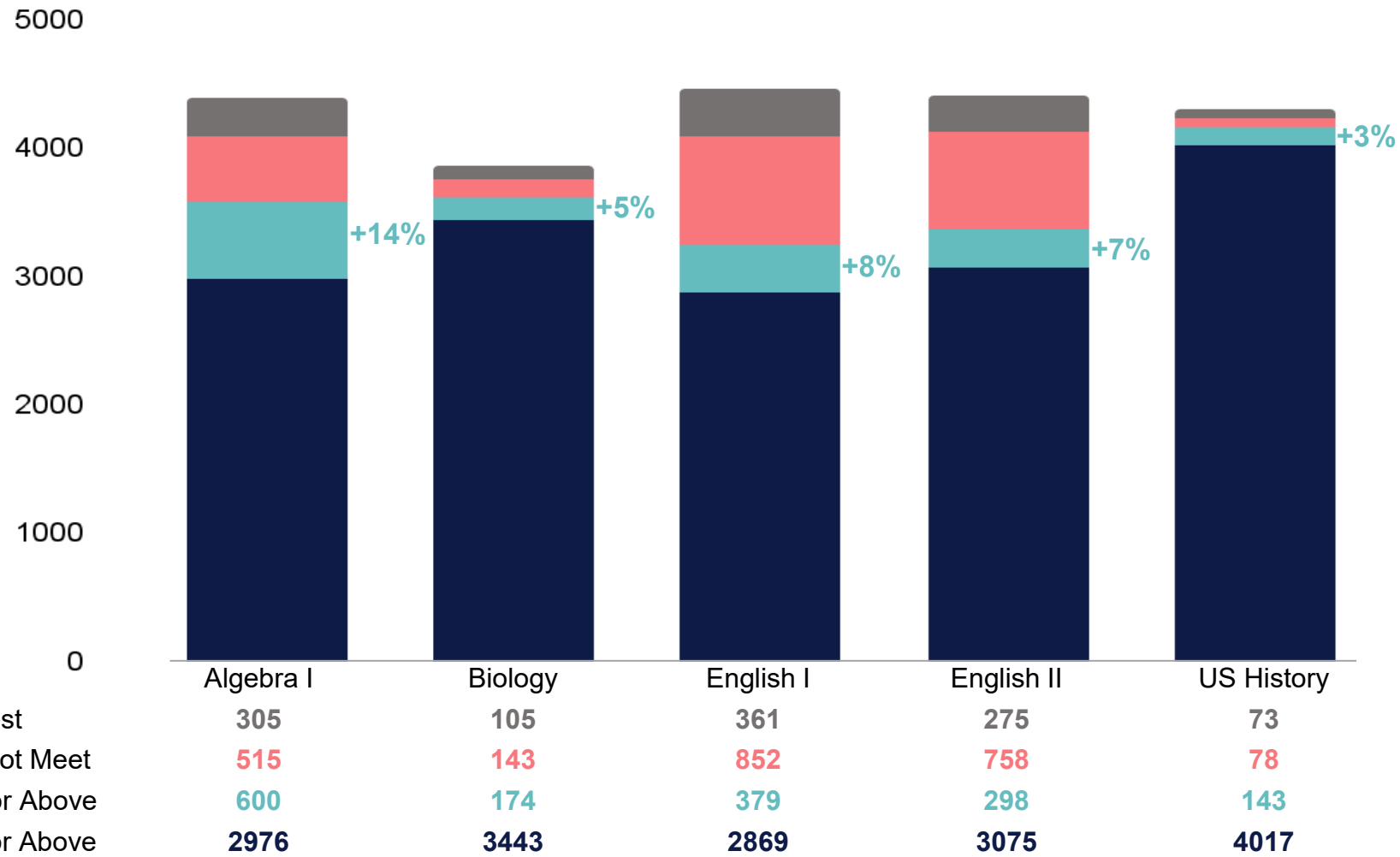
# Accelerated Instruction Intervention

Expenditures	Description	25-26 Amounts
Payroll	Campus Based	\$3,801,350
Tutoring	Campus Based	\$23,449
Read 180	Student licenses, consumable, and staff professional development and support	\$18,308
Math 180	Student licenses, consumable, and staff professional development and support	\$13,308

# June & December EOC Retesters



# 2025 EOC Cumulative Data



# SB 149

## Summary

An Individual Graduation Committee (IGC) must evaluate a student candidate's completed project(s). In addition, the IGC must confirm the candidate meets the following:

- Met passing standard on minimum of 3 EOCs
- Attempted all offered EOC administrations
- Attended EOC interventions offered through AISD
- Meets AISD credit requirements

2023:  
273

2024:  
267

2025:  
282

2026:  
264\*

*\*Note: Number of students that have gone through IGC panel as of 3/27/2026*



# Public Hearing

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Melody Lopez

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Consider Approval of Teacher Probationary and Term Contracts

## District Priority / Goals Addressed

To provide the Board of Trustees with the list of probationary contracts and term teacher contracts for 2026-2027.

## Background

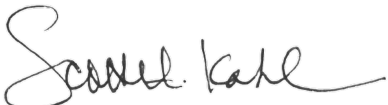
One-year probationary contracts are issued each year to teachers until they are eligible to receive a term contract. The probationary period is typically between one to three years depending on previous years of experience. After the probationary period is completed, teachers are issued a one-year term contract.

## Fiscal Implications

None

## Recommendation

The administration recommends that the Board approve the issuance of one-year probationary teacher contracts to those teachers submitted for the 2026-27 school year and one-year term contracts to be approved to those teachers submitted by administration for the 2026-27 school year.

Submitted by:  Date: April 27, 2026



### ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



### CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



### SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



### MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



### TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Melody Lopez

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Consider Approval of Probationary and Term Contracts for Administrative and Professional Staff

## District Priority / Goals Addressed

To provide the Board of Trustees with the list of probationary contracts and term contracts for administrative and professional staff for 2026-2027.

## Background

One-year probationary contracts are issued each year to staff until they are eligible to receive a term contract. The probationary period is typically between one to three years depending on previous years of experience and type of administrative position. Term contracts are issued each year for a one-year term. This contract replaces the employee's current contract.

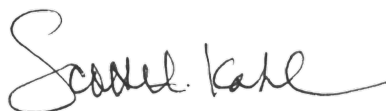
## Fiscal Implications

None

## Recommendation

The administration recommends that the Board approve the issuance of one-year probationary contracts and one-year term contracts for administrative and professional staff for the 2026-27 school year as submitted by administration.

Submitted by:



Date: April 27, 2026



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**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES  
MINUTES**

Regular Meeting

April 23, 2026  
5:00 p.m.

Members Present: Justin Chapa, Sarah McMurrrough, Brooklyn Richardson, Larry Mike, David Wilbanks, Melody Fowler, Leanne Haynes

Members Absent: None

Media Present: Fort Worth Report

CALL TO ORDER: Room 401

President Chapa called the meeting to order at 5:13 p.m. with six trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas. Ms. Haynes will join the Open Session.

**WORKSHOP:**

A. **WORKSHOP- Safety and Discipline**

Chief Operations Officer Dr. Michael Hill led a Board workshop to provide the Board of Trustees and stakeholders on district safety and discipline. Dr. Hill shared that efforts are informed by data collected at the campus level, including threat assessments, incidents involving fighting and bullying, and trends in alternative placements over time. This approach helps schools identify patterns, respond proactively, and refine intervention strategies. As a result of these ongoing efforts, the districts Student Experience and Well-Being Index show measurable improvement, suggesting that targeted support and discipline practices are contributing to a safer and more positive school environment.

CLOSED MEETING: Board Conference Room

President Chapa adjourned to a closed meeting at 6:01 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

RECONVENE INTO OPEN SESSION: Board Room

Trustee Fowler convened the Board into the open meeting at 7:11 p.m. Six trustees were present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas. Leanne Haynes will join the meeting following a district dedication event.

A quorum of the Board was physically present at the Administration Building. Members of the public could access the meeting via the AISD website at [www.aisd.net](http://www.aisd.net).

OPENING CEREMONY:

Italia Hernandez, six-grade student at Crouch Elementary School, led the audience in the Pledge of Allegiance.

RECOGNITIONS:

A. National Merit/Top PSAT Students

Arlington College and Career High School

- Eniola Adedigba (junior)
- Duncan Miller (junior)

Arlington Collegiate High School

- Lennyx Afalava (junior)
- Madison Nguyen (junior)

Arlington High School

- Kariyah Morris (junior)
- Caleb Steele (junior)

Bowie High School

- Kim-Thi Phan (junior)

National Merit Finalist:

- Wesley Bui (senior)

Lamar High School

- Reid Burnett (junior)
- Estephan Cuellar (junior)

Martin High School

- Joel Lee (junior)

National Merit Finalists:

- Sophia Miner (senior)
- William Reid (senior)
- Julia Tran (senior)

National Merit Commended Students:

- Fiona An (senior)
- Raul Barrios (senior)
- Ryan Farnell (senior)
- Helena Hammond (senior)
- Emily Hoang (senior)

- Thomas Ingram-May (senior)
- Pierce Nguyen (senior)
- Ethan Ostrander (senior)
- Sophie Reynolds (senior)
- Lillian Walters (senior)
- McKenzie Witherwax (senior)
- Amr Yousif (senior)

#### Sam Houston High School

- Tri Duong (junior)
- Alan Cardoza (junior)

#### Seguin High School

- Preston Murria (junior)

#### RECESS

Trustee Fowler adjourned the meeting at 7:32 p.m. for a brief recess. The meeting was reconvened at p.m. with 7 trustees in attendance. Ms. Haynes joined the meeting following recognition. The meeting reconvened at 7:42 p.m.

#### OPEN FORUM FOR AGENDA ITEMS:

None

#### REPORTS:

##### A. Spring Demographer

Rocky Gardiner from Zonda Demographics provided the Board of Trustees with an update regarding demographics, student mobility, and current and projected enrollment trends. This report will assist the board in understanding shifts in student population and anticipated needs for future facility planning, staffing and resource allocation.

##### B. 2025-2026 Financial Update & 2026-2027 Preliminary Budget Report

Chief Financial Officer Norberto Rivas provided an update of the district's financial position, starting with prior-year results and carrying forward into the current year. The report also connected prior-year results to current monthly financials, including transfers and budget amendments. For the current year, key highlights included improved staffing fill rates (especially among teachers and aides), a reduction in total positions due to vacancy controls, and ongoing enrollment declines over recent years. Financially, revenues are currently outpacing expenditures, though timing differences such as delayed state aid payments may narrow that gap. Budget adjustments focus on reallocating existing funds rather than increasing spending, using savings from areas like insurance and overtime to offset unplanned costs. Rivas also outlined funding challenges and planning considerations for the upcoming year. A major issue is changes in state funding formulas and property value calculations, which significantly reduced "hold

harmless” revenue, partially offset by a modest recovery and a potential appeal still in progress. Looking ahead, the budget is heavily constrained by external factors: about 90% of revenue depends on enrollment and tax collections, while 86% of expenditures are tied to payroll. Inflation has also eroded purchasing power, with the basic allotment lagging far behind cost increases—resulting in a substantial effective funding gap. Additional pressures include recapture rules, tax rate compression, and uncertainty around enrollment trends and a potential bond election. Cost-control efforts, such as zero-based budgeting and closing long-vacant positions, have generated savings, but many variables—like updated property values, staffing plans, and compensation decisions—are still pending before the next budget is finalized

#### C. Special Education Performance Report

Special Education Director Dr. Cindy Brown provided an update on the district Special Education Department. The special education enrollment in the district is steadily increasing, with continued growth over recent years and a high qualification rate from initial referrals. This growth reflects improved access to needed services, with most students still participating in general education and state assessments. The department has focused on strengthening instruction, ensuring students access the general curriculum alongside IEP goals, improving evaluation timelines, and expanding staff support and specialized programming. Brown shared some key successes, including strong equity outcomes, improved student performance trends, and reduced disciplinary actions, while ongoing challenges involve boosting academic proficiency, managing staffing shortages, handling more complex student needs, increased evaluation demands, and adapting to upcoming changes in special education funding.

#### D. Principal Incentive Program Report

Senior Director of Human Resources Holly Stambaugh presented a proposal, for discussion only, to pilot a principal incentive program to boost student outcomes by tying principal pay to performance and campus needs. Launching in 2026–2027 at three campuses, it offers performance-based bonuses and added support for principals, especially at high-need schools. The program will be evaluated during the pilot year, with possible expansion in 2027–2028, and includes accountability measures where continued participation depends on campus improvement.

#### E. Trustee Continuing Education Hours Report

Trustee Fowler certified that all trustees have met and exceeded their Education Requirements.

#### CONSENT ITEMS:

- A. Approval of Minutes of Prior Meetings
- B. Approval of Purchases Greater Than \$100,000
- C. Approval of Bids
- D. Approval of Monthly Financial Report – February
- E. Approval of Donations
- F. Approval of Budget Amendment

G. Approval of Easement and Right-of-Way for Oncor Electric Delivery Company for Arlington ISD Support Services Center

H. Approval of School Library Advisory Council (SLAC) Challenged Library Materials Recommendations

Motion made by David Wilbanks, seconded by Brooklyn Richardson, to approve the consent agenda items as presented.

Voting For: 7  
Voting Against: 0

#### OPEN FORUM FOR NON-AGENDA ITEMS:

Jeannie Deakyne, Executive Director of the Arlington Education Foundation, recognized Trustee McMurrough and Trustee Mike for their performance at the AEF Dancing with the Stars event.

#### SUPERINTENDENT'S REPORT:

The district is actively strengthening family and community engagement through a variety of initiatives that support student learning and well-being. Recent efforts included a family expo that connected families with summer resources, ongoing stakeholder outreach such as community luncheons, and a reading challenge that rewarded elementary students with an experiential learning event. Additionally, student-led Hope Squads across campuses are promoting mental health awareness and peer support, highlighted by a districtwide conference focused on building a culture of care. Overall, these efforts reflect a strong commitment to partnering with families and the community to support students both academically and emotionally.

#### SCHOOL BOARD'S REPORT:

Mr. Wilbanks asked for a report on RDA from the administration team. Trustee Richardson shared a report on Clara Waffling, a senior and former Martin High School swimmer, who is now completing a paid internship with Purdue and Brandon—continuing a long-standing partnership with Arlington ISD. She plans to attend Texas A&M University in the fall and has excelled in her internship experience. Ms. Fowler also highlighted Jayla Simone Anderson, a senior at Arlington Collegiate High School, who was named a 2026 Gates Scholar and earned a full-ride scholarship to TCU.

#### ADJOURNMENT:

Trustee Fowler adjourned the meeting at 9:31 p.m. The Board did not return to closed session.

**END OF RECORDED MINUTES**  
**April 23, 2026**

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**Secretary**

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**President**

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Lisa Phillips

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Purchases Greater Than \$100,000

## District Priority / Goals Addressed

Within the Board's priority of Talent and Resources, this agenda item requests Board approval for purchases exceeding \$100,000, as required by District Policy CH (Local).

## Background

District policy mandates that all purchases exceeding \$100,000 receive board approval to maintain transparency and fiscal responsibility. These purchases support a variety of programs and needs across departments. Each recommended purchase has been reviewed by the appropriate departments and adheres to procurement standards.

## Fiscal Implications

The total fiscal impact of these purchases is estimated at \$6.6M. Funding for these items is available through the approved district budget under the designate

## Recommendation

It is recommended that the board approve the proposed purchases over \$100,000 as presented. These purchases are essential to maintaining high standards of service, safety, and educational quality within the district.

Submitted by: *Norberto Rivas*

Date: April 21, 2026



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Control Number	AIISD Department	Budget Owner	Vendor Name	Description	Fund Source	Estimated	Purchase Method
05-07-26-01	Technology	Kyle Berger	Digi Security System	Cabling, Equipment, Professional Installation Materials, Tech Labor	Bond	\$292,088	TIPS
05-07-26-02	Technology	Kyle Berger	Digital Resources Inc	AV Technology	Bond	\$742,000	TIPS
	Technology	Kyle Berger	Lightspeed Systems	Lightspeed Security Bundle	Bond	\$770,000	TIPS
05-07-26-03	Technology	Kyle Berger	FinalSite	Mass Notification Tool, Teacher Comms, and CMS Platform for the District's Mobile APP	Local	\$146,036	TIPS
05-07-26-04	Teaching & Learning	Christi Buell	GreatMinds	Professional Development, Curriculum and Materials	Special Revenue	\$3,000,000	SBOE Adopted Materials
05-07-26-05	Facility Services	Kelly Horn	VLK Architects	Architectural Services for 18 PLUSS Center valued at 7.75% of an estimated construction value of \$18,850,000	Bond	\$1,460,875	Professional Services
05-07-26-06	Facility Services	Kelly Horn	VLK Architects	Architectural Services for Selective Demolition of Blanton ES(approx 65%) valued at 7.75% of an estimated construction value of \$1,625,000	Bond	\$126,000	Professional Services
05-07-26-07	Facility Services	Kelly Horn	Ponder Flooring	Lamar Gym Floor Replacement	Bond	\$145,620	BuyBoard
						<b>\$6,682,619</b>	

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Lisa Phillips

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Bid

## District Priority / Goals Addressed

Within the Board's priority of Talent and Resources, this agenda item requests Board approval for awarding bids to support the procurement of goods and services.

## Background

New bid presented on the Consent Agenda: 26-71

## Fiscal Implications

The approval of these bids is expected to impact the District's budget by \$5,948,566.

## Recommendation

It is recommended that the Board approve the bids as outlined in the supporting documentation.

Submitted by: *Norberto Rivas*

Date: April 24, 2026



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## MEMORANDUM

**TO:** Wm. Kelly Horn, Asst. Superintendent of Facility Services

**FROM:** Mike Parkos, Director of Facility Planning and Construction

**DATE:** April 23, 2026

**SUBJECT:** CSP#26-71 2019 Bond Phase 5 AISD Junior High Concessions Buildings

The district approved the Phase 5 AISD Junior High Concessions Buildings project as a part of the 2019 Bond program. Additionally, the Board of Trustees approved Stantec Architects (Stantec) as the design professional and approved Competitive Sealed Proposal (CSP) as the method of construction procurement for the projects.

Upon completion of the construction documents and in accordance with state law, notification of the request for Competitive Sealed Proposals (CSP) was advertised and sent to local contractors, area chambers' of commerce and contractors on a list supplied by the DFW Minority Business Council.

Proposals have been received from eight contractors, these were:

BBL Building Company, LLC  
 Tegrity Contractors, Inc  
 Weil Construction of Texas, Inc.  
 Mart, Inc.  
 Modern Contractors, Inc.  
 Morales Construction Services, Inc.  
 Hellas Construction, Inc  
 Real Construction Group

An evaluation committee consisting of the Director of Facility Planning and Construction, three Arlington ISD Project Managers, the Project Controls Specialist, and one of the Design Architects completed evaluations. BBL Building Company, LLC (BBL) ranked highest amongst all proposers. District staff worked with BBL Building Company, LLC to ensure that the intended project scope was addressed, to identify opportunities to reduce the proposed cost and to verify the project budget and schedule.

The total construction budget for the Phase 5 AISD Junior High Concessions Buildings project is \$8,320,000. BBL Building Company, LLC offered a competitive sealed proposal of \$5,798,566 for the project base bid. The District Administration recommends accepting the base bid of \$5,798,566 and a \$150,000 City Review Allowance for a total cost of \$5,948,566 which is \$2,371,434 less than the construction budget.

The architect's letter of recommendation for the construction contract award is attached. Pending approval of CSP #26-71 work on this project will begin in May 2026 with substantial completion in December 2026 and final completion in February 2027.



**Stantec Architecture Inc.**  
6080 Tennyson Parkway Suite 200, Plano TX 75024-6003

April 23, 2026  
File: 214001326

**Attention: Mr. Mike Parkos, Director of Facility Planning and Construction**

Arlington Independent School District  
1201 Colorado Ln  
Arlington, TX 76015

Dear Mr. Parkos,

**Reference:** *Arlington ISD – CSP#26-71 2019 Bond Phase 5 AISD Junior High Concessions Buildings*

On April 23, 2026 at 2:00pm, Arlington ISD received proposals from the following contractors for the above-mentioned project.

BBL Building Company, LLC  
Tegrity Contractors, Inc  
Weil Construction of Texas, Inc.  
Mart, Inc.  
Modern Contractors, Inc.  
Morales Construction Services, Inc.  
Hellas Construction, Inc  
Real Construction Group

After the evaluations by the committee consisting of Arlington ISD and Stantec staff, we recommend that BBL Building Company LLC, with its base bid of \$5,798,566.00 plus a \$150,000 City Review Allowance be considered for selection for a total contract sum of \$5,948,566.

I trust that this recommendation meets with your approval and Stantec looks forward to continuing our work with both Arlington ISD on these projects. Should you have any questions or wish to discuss this recommendation, please do not hesitate to contact me.

Regards,

**Stantec Architecture Inc.**

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**Brett Holzle, AIA**  
Principal-in-Charge  
Phone: 214 514.1506  
Brett.Holzle@stantec.com

## Summary

**PROJECT NAME:** JH Concessions Buildings  
**PHASE - BID PACKAGE:** 2019SP2037  
**PROJECT #:** 26-71  
**CONSTRUCTION BUDGET:** \$8,320,000.00



PROPOSAL EVALUATION								
PROJECT #: JH Concessions Buildings								
Proposer	Price	Price	HUB	HUB	Qualifications	Qualifications	Total	Ranking
		Score	Commitment %	Score		Score	Score	
BBL Building Company, LLC	\$5,798,566	35.000	9%	4.50	79.33	31.73	71.23	1
Tegrity Contractors, Inc	\$6,769,777	25.678	20%	10.00	53.67	21.47	57.14	5
Weil Construction	\$6,955,711	24.324	0%	0.00	60.50	24.20	48.52	6
Mart, Inc.	\$7,098,482	23.355	20%	4.50	91.67	36.67	64.52	3
Modern Contractors, Inc.	\$7,548,100	20.655	20%	10.00	97.67	39.07	69.72	2
Morales Construction Services	\$8,200,000	17.502	20%	4.50	98.67	39.47	61.47	4
Hellas Construction, Inc	\$8,615,990	15.853	0%	0.00	77.33	30.93	46.79	7
Real Construction Group, LLC	\$9,702,969	12.500	8%	4.50	34.17	13.67	30.67	8

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Melody Lopez

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Terminations, and Non-Renewals

### District Priority / Goals Addressed

The purpose of this consent item is to approve the personnel items, which include new hires, retirements, resignations, terminations, and non-renewals. This action aligns with the District's priority of maximizing Talent and Resources by ensuring appropriate staffing adjustments.

### Background

Information on new hires, retirements, resignations, terminations, and non-renewals is presented for approval on a monthly basis.

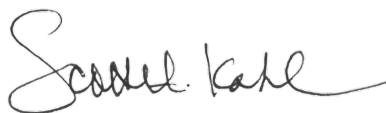
### Fiscal Implications

None

### Recommendation

Administration recommends approval of new hires, retirements, resignations, terminations, and non-renewals as presented.

Submitted by:



Date: April 27, 2026



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New Employees Hired 03/30/26 - 04/22/2026

LAST NAME	FIRST NAME	LOCATION	POSITION	START DATE	LEVEL
BROWN	MAGEN	DUNN	NURSE	04/07/2026	ELEM
WILLIAMS	JITTARIOUS	LARSON	TITLE I STUDENT SUPPORT INTERVENTIONIST ACADEMICS	04/21/2026	ELEM

<b>Elementary Summary</b>	
Teacher	2
Teacher ESL	0
<b>Total</b>	<b>2</b>
<b>Secondary Summary</b>	
Teacher	0
Teacher ESL	0
<b>Total</b>	<b>0</b>
<b>Non-Campus Staff Summary</b>	
ADMIN	0
<b>Total</b>	<b>0</b>
<b>Grand Total</b>	<b>2</b>

Separation of Service - Effective Between March 30, 2026 to April 22, 2026 For Information Only. No Board Action Required.						
CODE	LAST NAME	FIRST NAME	ORGANIZATION	TITLE	LAST WORK DAY	YRS
Caring for Family Member(s) (1)	Rayburn	Kelly	Library Services	Clerk - Library Services	3/31/2026	1
Certification Reason (1)	Moore	Jessica	Patrick Elementary	Special Education Inclusion Teacher - Elementary	4/1/2026	0
Disability Retirement (1)	Callaghan	Kathleen	Bowie High School	Agriculture Science Teacher 9-12	4/4/2026	7
District Initiated - Failure to Report for Work (2)	Michell Mosley	James Shenika	LOA Short Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum Classroom Assistant Elementary Special Ed - SEAS	4/14/2026 4/9/2026	0 4
Employee Initiated - Promotion outside education (1)	Charles-Jones	Yolanda	Sam Houston High School	Classroom Assistant High School Special Ed - Alt Curriculum	4/2/2026	1
Employee Initiated - Regular Retirement (1)	Del Valle Duran	Grace	World Languages	Coordinator - World Languages	3/31/2026	7
Employment Outside of Education (2)	Castaneda Robinson	Vivian Ashley	Pope Elementary Farrell Elementary	Attendance Clerk - Elementary Classroom Assistant Elementary Special Ed - Inclusion	4/2/2026 4/10/2026	0 5
Employment with Another District (1)	Pineda	Jesus	Arlington High School	Assistant Principal - High School	4/2/2026	2
Medical Reason (2)	Brewer Skoog	Dawn Sharmon	LOA Ellis Elementary	Teacher - LOA Classroom Assistant Elementary - Pre-K	4/6/2026 4/14/2026	6 2
Reason Not Specified (15)	Arroyo	Dorkas	Chief Communications Officer	Administrative Assistant - Chief Communications Officer	4/10/2026	22
	Clark	Darianne	Amos Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	4/17/2026	1
	Davis	Keyana	Adams Elementary	ESL Elementary Teacher K-6	4/3/2026	0
	Dixon	Twana	Wimbish World Language Academy	ESL Elementary Teacher K-6	4/20/2026	4
	Golestani	Diana	Adams Elementary	Classroom Assistant Elementary - Kindergarten - Spanish	4/2/2026	22
	Hill	Sydni	Career and Technical Center	Classroom Assistant High School Special Ed - Inclusion	4/9/2026	4
	Johnson	Jamille	Arlington High School	Classroom Assistant High School Special Ed - Inclusion	4/10/2026	0
	Martinez	Diana	Wimbish World Language Academy	Attendance Clerk - Elementary	4/3/2026	5
	Owens	Brandy	Ellis Elementary	Classroom Assistant Elementary - Pre-K	4/2/2026	27
	Patterson	Savannah	Morton Elementary	ESL Elementary Teacher K-6	4/17/2026	3
	Payne	Dennis	Workman Jr High School	Classroom Assistant Junior High Special Ed - PREVOC	4/16/2026	2
	Perez	Mercedes	Turning Point Secondary School	Classroom Assistant Junior High Special Ed - Inclusion	4/2/2026	6
	Russell	Erika	Spec Ed Support Services	Speech Pathologist	3/31/2026	0
	Turner	Suzanne	Chief Communications Officer	Senior Graphic Designer	4/17/2026	6
	Williams	Daryn	Turning Point Secondary School	Social Studies Teacher 7-8	4/10/2026	2
Total Separations (27)						

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Policy Revisions

## District Priority / Goals Addressed

Policy revisions serve as the framework that translates our district priorities into daily operations and measurable outcomes. By reviewing and adopting administrative recommendations and the TASB policy revisions, the Board ensures that the district is aligned with current legislation and district practices.

## Background

During the most recent Governance team meeting, the administrative team had an opportunity to recommend a large number of policy revisions.

Recommendations include the following policies:

- CW(LOCAL)
- Update 126: (BE(LOCAL), DBD(LOCAL), DFBB(LOCAL), DGBA(LOCAL), DH(LOCAL), EEP(LOCAL), EIA(LOCAL), & FFB(LOCAL)
- CFC(LOCAL)

## Fiscal Implications

None

## Recommendation

Approve proposed policies

Submitted by: *Dr. Jennifer L. Collins*

Date: April 29, 2026



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NAMING FACILITIES

CW  
(LOCAL)

**Authority**

Naming of District facilities shall be the authority of the Board. The Board may also name any components of a District facility or property.

**Standards for Facility Naming or Renaming**

When a District facility is named, it shall be to honor individuals who have made significant contributions to the District and/or whose name shall lend prestige, honor, and respect to an institution of learning.

The name of a current or former employee or Board member shall not be used until two years after separation from employment or service with the District, unless the former employee or Board member is deceased.

A name shall not be considered if it is already in use by another facility in the District.

Any person may propose a facility name by submitting a complete application to the assistant superintendent for administration. All recommendations meeting the criteria set out in this policy and application shall be forwarded to the Board for review and consideration.

**Student Achievement Partnership Naming**

The Board may co-name ancillary facilities, those other than school campuses, and any District facility components or property in collaboration with a community partnership designed to enhance student achievement. In these circumstances, the Board shall execute a naming agreement between the District and partner(s) that defines the student achievement partnership, the naming criteria, and the duration of the agreement. The naming criteria set out in this policy may not apply.

**When a Facility Closes**

When a facility is closed or is repurposed, the name of that facility may be moved to another facility or may be placed on reserve and used at a later date at the discretion of the Board.

**Dedication**

A new school or facility shall be dedicated in a public and formal ceremony. A program and open house to which the Board, community, parents, students, and staff are invited shall be held within a reasonable time after completion of the building.

## NAMING FACILITIES

CW  
(LOCAL)**Plaque**

A dedication plaque shall be placed at each new facility. The plaque shall include the name of the facility, the year completed, and the names of the Board members currently serving and those serving at the time of the contract award, the Superintendent, the architect, and the general contractor.

## BOARD MEETINGS

BE  
(LOCAL)**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 and third Thursdays of each month at 6:30 p.m. The first closed session of a regular meeting of the Board ~~may shall normally~~ be held at 5:00 p.m. before the regular meeting. 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 ~~eighth~~10th calendar day before regular meetings and the ~~eighth~~10th calendar day before special meetings.

**Preparation**

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. The Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted in writing by at least two Board members.

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 at least two 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 at least two Board

BOARD MEETINGS

BE  
(LOCAL)

members without specific authorization from those Board members.

**Notice to Members**

Members of the Board shall be given notice of regular and special meetings at least ~~72 hours~~ **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. The order in which posted agenda items are taken may be changed by the presiding officer.

**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**; ~~by~~ show of hands, **roll call**, or electronically, as directed by the Board President. Any member may abstain from voting, ~~as allowed by law.~~ **On an item, and a member's vote or failure to vote shall be recorded 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.

## BOARD MEETINGS

BE  
(LOCAL)

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.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

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

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**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, CBB, and Gifts, Gratuities, and Entertainment, below]

**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 INTERESTDBD  
(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**

An employee shall disclose in writing to his or her immediate supervisor any private tutoring of District students for pay.

**Gifts, Gratuities, and  
Entertainment**

It is a serious violation of standards for any employee to use his or her position with the District to seek personal or professional advantages through the acceptance of gifts, gratuities, entertainment, or other favors; therefore, an employee is prohibited from accepting such benefits.

“Gifts and gratuities” means a payment, loan, subscription, advance, deposit of money, services, goods, merchandise, tickets, or cash, present or promised, unless consideration of substantially equal or greater value is received. Gifts and gratuities may include any tangible or intangible benefit in the nature of gifts, favors, entertainment, discounts, passes, transportation, accommodation, hospitality, or offers of employment.

An employee shall not receive, under any pretense, or seek, ask, or share in any fee, reward, or other reimbursement or gratuity for the performance of his or her official duties.

**Allowable  
Exceptions**

Acceptance not otherwise prohibited by law or policy of the following items shall be allowed:

1. A gift not excessive or extravagant in nature provided to a teacher by a student or parent of a student, such as an end-of-year gift.
2. Unsolicited advertising products or promotional material, such as pens, pencils, note pads, calendars, other items of not more than \$50 value.

Questions regarding application of this policy shall be submitted to the assistant superintendent of human resources.

**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.

TERM CONTRACTS  
NONRENEWALDFBB  
(LOCAL)**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

TERM CONTRACTS  
NONRENEWALDFBB  
(LOCAL)

- 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.

TERM CONTRACTS  
NONRENEWALDFBB  
(LOCAL)

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. The Board may request supporting documentation, if any, and reasons for the recommendation 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.

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NONRENEWALDFBB  
(LOCAL)

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 initial notice or any subsequent notice shall contain the hearing procedures.

**Request for Hearing**

If the employee desires a hearing after receiving the 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.

When a timely request for a hearing on a proposed nonrenewal is received by the presiding officer, the Board shall notify the employee whether the hearing will be conducted by the Board [see Hearing by the Board below] or an attorney designated by the Board [see Hearing by an Attorney Designated by the Board, below].

In either case, 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. After consultation with the parties, 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.

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NONRENEWAL

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(LOCAL)

- 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 shall 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

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NONRENEWAL**

**DFBB  
(LOCAL)**

shall notify the employee in writing of the Board's decision on re-  
newal not later than the 15th day after the date of the meeting.

**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.

**REVISED U126 DRAFT**

**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**

8. **The Human Resources Department shall be the manager and facilitator of the grievance process. All grievances and appeals shall be field with the Human Resources Department.**

**Guiding Principles**

**Informal Process**

The District shall inform employees of this policy through appropriate District publications and on the District's website and **employee handbook**

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. Con-

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EMPLOYEE COMPLAINTS/GRIEVANCES

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cerns 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.

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EMPLOYEE COMPLAINTS/GRIEVANCES

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~~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.~~

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.

Deadline Extensions

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

**Formal Process**

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 Human Resources and administrator who has the authority to remedy the alleged problem. In most circumstances, the employee shall file Level One complaints with shall be assigned to the campus principal for any complaint on a matter related to a campus that is not deemed to be a grievance directly regarding the principal. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be assigned to 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-  
Human Resources Office, the receiving administrator must note

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the date and time the  
complaint

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Option to Continue Informal Process  
Notice of Complaint

form was received and immediately forward the complaint form to the appropriate administrator office of the Chief Human Resources Officer.

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.

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**

Complaints that qualify as Wwhistleblower complaints shall be filed within the time specified by law with Human Resources and may be assigned 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~~ Human Resources Office 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~~ Human Resources no more than three business days after the deadline.

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Scheduling  
~~Conferences~~Hearin  
gs

The District shall make reasonable attempts to ~~accommodate scheduling conflicts for hearings~~schedule hearings at a mutually agreeable time. If the employee fails to appear at a scheduled ~~con-  
ference~~hearing, the District may hold the ~~conference~~hearing and issue a decision in the employee's absence.

~~Response~~

~~At Levels One, Two,  
and Three,  
"response"~~Decision

A "decision" shall mean a written communication to the employee from the appropriate administrator. ~~Responses that provides an ex-  
planation 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  
Four, 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 employee's email address of record, or sent by U.S. Mail  
to the employee's mailing address of record. Mailed ~~respons-  
es~~decisions shall be timely if they are postmarked by U.S. Mail on  
or before 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~~Repr  
esentative

"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~~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 ~~other arrangement as agreed to by the  
District~~by telephone conference call or other mutually agreeable  
electronic means. If the employee 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 repre-sented 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. Employees shall not file~~To  
promote efficiency in addressing complaints, the appropriate ad-  
ministrator Chief Hearing Officer in Human Resources shall  
determine if separate or serial complaints arising

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~~from anyan 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 10 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~~ related events shall be consolidated.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint, ~~including copies.~~

Complaint and  
Appeal Forms

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

This process exists to decide actual cases and controversies in which a party allegedly has suffered an injury or harm traceable to some conduct or action that it is within the District's or the Board's power to remedy. This policy applies to "complaints," and it defines "complaint" and "grievance" coextensively. A "grievance" is an "injury, injustice, or wrong that potentially gives ground for a complaint." This process is not the place for a party to obtain an "advisory opinion." This process is made available for a party to raise appropriate complaints, not force a dialogue with a party. Nothing within these parameters shall limit any party's First Amendment rights.

~~Copies of any documents that support the complaint shall be attached to the complaint form. If the employee does not have access to these documents, they may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the employee unless the employee did not know the documents existed before the Level One conference.~~

A complaint or appeal form that does not meet the criteria herein or is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

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.

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 employee who filed the complaint, documents determined relevant by District personnel, and the decision.

Remand

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. If new evidence is submitted at any level the grievance may be remanded to a lower level grievance officer to consider the new evidence.

Assignment of Hearing Officer

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.

Investigation

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory manager 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.

**Audio Recording**

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.

Complaint Levels

Level One

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. The district also may make an audio recording at each respective grievance hearing with disclosure to all parties present.

~~Complaint forms must be filed:~~

- ~~1. Within 15 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; and~~
- ~~2. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~In most circumstances, employees on a school campus shall~~

PERSONNEL-MANAGEMENT RELATIONS  
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA  
(LOCAL)

~~file Level-  
One-  
complaints-  
with the-  
campus-  
principal;-  
other~~

PERSONNEL-MANAGEMENT RELATIONS  
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA  
(LOCAL)

~~District employees shall file Level One complaints with their immediate supervisor.~~

~~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 employee within 10 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 employee a written response within 10 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~~  
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 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~~hearing at Level Two ~~administrator~~ to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~40~~20 calendar days of the date of the ~~written~~ Level One ~~response~~decision or, if no ~~response was received~~decision has been communicated to the employee, within ~~40~~20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the **Level One Human Resources Office** ~~administra-tor~~hearing officer shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator. The employee may~~

~~request~~ hearing officer and provide a copy of the Level One record to the employee.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~ Any other documents submitted by the employee 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 Level Two administrator shall schedule a conference within 10~~ 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 employee may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Level Two administrator may set reasonable time limits for the conference~~ hearing officer may set reasonable time limits for the hearing.

The ~~Level Two administrator~~ hearing officer shall provide the employee a ~~written response~~ decision within ~~10~~ 20 calendar days following the ~~conference. The written response shall set forth the basis of the decision~~ hearing. In reaching a decision, the ~~Level Two administrator~~ hearing officer may consider the Level One record, any additional information provided at prior to the Level Two ~~confer-  
ence~~ hearing, and any other relevant documents or information the ~~Level Two administrator~~ 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 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 ~~conference with the Superintendent or designee~~ hearing at Level Three to appeal the Level Two decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~10~~ 20 calendar days of the date of the ~~written~~ Level Two ~~response~~ decision or, if no ~~response was~~

~~received~~ decision has been communicated to the employee, within ~~10~~20 calendar days of the Level Two ~~response~~decision deadline.

After receiving notice of the appeal, the **Human Resources Office** ~~Level Two~~ ~~administra-tor~~hearing officer shall prepare and forward a record of the Level Two ~~appeal~~complaint to the Level Three ~~administrator~~. ~~The em- ployee may request~~hearing officer and provide a copy of the Level Two record to the employee.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two
- ~~2.3.~~ Any other documents submitted by the complainant at Level Two.
- ~~3.4.~~ The ~~written response~~decision issued at Level Two and any attachments.
- ~~4.5.~~ All other documents relied upon by the Level Two ~~administra-tor~~hearing officer in reaching the Level Two decision.

~~The Level Three conference~~hearing officer shall ~~be an informal conference. The conference may be recorded. The purpose of the Level Three conference is to determine if any administrative resolution is available that the complainant and the administration can agree upon absent further appeal. If a resolution is agreed upon, then the appeal is concluded.~~

~~Absent extenuating circumstances, the Level Three administrator shall provide the individual a written response within 10 days following the conference~~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 Two record, any additional information provided prior to the Level Three hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Recordings of the Level One, Level Two, and Level Three ~~confer- ences~~hearings, if any, shall be maintained with the Level ~~One, Level Two,~~ and Level Three records.

Level Four

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

PERSONNEL-MANAGEMENT RELATIONS  
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA  
(LOCAL)

The appeal notice must be filed in writing, on a form provided by the District, within ~~10~~20 calendar days of the date of the ~~written~~ Level Three ~~response~~decision or, if no ~~response was received~~decision has been communicated to the employee, within ~~10~~20 calendar days of the Level Three ~~response~~decision deadline.

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Three decision.

~~The Superintendent or designee shall inform the employee of the date, time, and place of the Board~~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 Three decision was made.

The 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.

~~The Superintendent or designee shall provide the Board the record of the lower level appeals~~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 shall provide the Board the record of the Level Three appeal. The employee may request a copy of the Level Three record.

The Level Three record shall include:

1. The Level One record.
2. The Level Two record.
3. The notice of appeal from Level Two to Level Three.
4. ~~The written response~~Any other documents submitted by the employee at Level Three.
- 4-5. The decision issued at Level Three and any attachments.
- 5-6. All other documents relied upon by the administration in reaching the Level Three decision.

~~The appeal shall be limited to the issues and documents considered at Level Three, except that if at the Level Four hearing the administration intends to rely on evidence not included in the Level Three record, the administration shall provide the employee 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 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]

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 ~~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 Four presentation. The Level Four presentation, including the presentation by the employee or the employee'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 Three~~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.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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

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

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

**Violations of Standards of Conduct**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, 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. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a ~~Texas~~ handgun license 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
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

**Electronic Communication**

**Use with Students**

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

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

EMPLOYEE STANDARDS OF CONDUCT

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shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

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

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

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

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

**Personal Use**

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

**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.

EMPLOYEE STANDARDS OF CONDUCT

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**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 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

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

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

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

Notice

Employees shall receive a copy of this policy.

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

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

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

EMPLOYEE STANDARDS OF CONDUCT

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- 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 ARRANGEMENTS  
LESSON PLANS

EEP  
(LOCAL)

**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~~ or course syllabi for each class offered in the District on the District's website.

ACADEMIC ACHIEVEMENT  
GRADING/PROGRESS REPORTS TO PARENTS

EIA  
(LOCAL)

**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.

**Progress Reporting**

The District shall issue grade reports/report cards every ~~six~~ six 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 ~~for elementary students shall be issued at the teacher's discretion; however, notice of a student's consistent unsatisfactory performance shall be issued in accordance with law~~ for all students after the third week of each grading period. Supplemental progress reports may be issued at the teacher's discretion.

**Interim Exception**

Grade reports/report cards and interim progress reports for ~~secondary students~~ dual credit courses shall be issued ~~after the third week of each grading period~~. Supplemental progress reports may be issued at the teacher's discretion in accordance with administrative regulations. Grade reports/report cards and interim progress reports for students in prekindergarten through grade 2 shall be issued in accordance with the District's standards-based report card.

**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

ACADEMIC ACHIEVEMENT  
GRADING/PROGRESS REPORTS TO PARENTSEIA  
(LOCAL)

~~...the unauthorized use of artificial intelligence to complete an assignment in part or whole, or the failure to properly attribute its allowable use [see CQD].~~

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.~~

STUDENT WELFARE  
CRISIS INTERVENTION

FFB  
(LOCAL)

**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,

STUDENT WELFARE  
CRISIS INTERVENTIONFFB  
(LOCAL)

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.

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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.

**Internal Audit  
Charter**

**Purpose**

The Board shall select an external auditor for a one-year period with an option to renew annually for up to four additional years. The audit examination shall be conducted in accordance with generally accepted auditing standards as outlined in the *Financial Accountability System Resource Guide (FASRG)* and shall include all funds over which the Board has direct or supervisory control.

The District's external auditors shall be selected by the Board and shall report directly to the Audit Advisory Committee of the Board. They shall also work directly with the Superintendent of Schools and staff.

When a circumstance occurs in which the external auditors feel that information should be brought directly to the Board, this matter shall be communicated to the Audit Advisory Committee of the Board, who shall in turn inform the full Board. These members of the Audit Advisory Committee of the Board are obligated to report such opinions or findings directly to the Board.

**Submission to  
Board**

The auditors' final report shall be submitted directly to the Audit Advisory Committee of the Board.

**Office of Internal  
Audit**

The purpose of the Office of Internal Audit is to strengthen the District's ability to create, protect, and sustain value by providing the Board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The Office of Internal Audit's authority, role, and responsibilities are granted by the Board and are detailed in the Office of Internal Audit's Charter. [See CFC(EXHIBIT)]

~~Internal auditing is an independent and objective assurance and consulting activity guided by a philosophy of adding value to improve the operations of the District. It assists the District in accomplishing its objectives by bringing a systematic and disciplined approach to evaluation and improvement of the organization's risk management, control, and governance processes.~~

**Role**

~~The Board establishes the internal audit department, and the Board's audit advisory committee defines the department's responsibilities. [See BDB]~~

**Professional Standards**

~~The internal audit staff shall adhere to the Institute of Internal Auditors' code of ethics. The *International Standards for the Professional Practice of Internal Auditing* shall constitute operating procedures for the department. In addition, the internal audit staff shall~~

~~adhere to District policies and procedures and the departmental standard operating procedures guide.~~

#### ~~Authority~~

~~Authority shall be granted for full, free, and unrestricted access to any and all District records, physical properties, and personnel relevant to any function under review. All employees shall assist internal audit staff in fulfilling the department's function. Internal audit staff shall also have free and unrestricted access to the President of the Board and the audit advisory committee.~~

#### ~~Organization~~

~~The chief internal auditor shall report functionally to the audit advisory committee and administratively to the Superintendent.~~

#### ~~Independence~~

~~All internal auditing activities shall remain free of influence by any element in the organization, including matters of audit selection, scope, procedures, frequency, timing, or report content to permit maintenance of an independent and objective mental attitude necessary in rendering reports. Internal auditors shall have no direct operational responsibility or authority over any of the activities reviewed. Accordingly, they shall not develop nor install systems or procedures, prepare records, or engage in any other activity that would normally be audited.~~

#### ~~Audit Scope~~

~~The scope of the internal audit department's work shall encompass examination and evaluation of the adequacy and effectiveness of the District's governance, risk management process, system of internal control structure, and the quality of performance in carrying out assigned responsibilities to achieve organizational goals and objectives.~~

~~This includes reviewing:~~

~~The reliability and integrity of financial and operating information and the means used to identify, measure, classify, and report such information.~~

~~Systems established to ensure compliance with those policies, plans, procedures, laws, and regulations, which could have a significant impact on operations and reports and whether the organization is in compliance.~~

~~The means of safeguarding assets and, as appropriate, verifying the existence of such assets.~~

~~The economy and efficiency with which resources are employed and appraising such resource use.~~

~~Operations or programs to ascertain whether results are consistent with established objectives and goals and whether the operations or programs are being carried out as planned.~~

~~Specific operations at the request of the audit advisory committee or management, as appropriate.~~

#### ~~Audit Planning~~

~~Annually, the chief internal auditor shall submit to the audit advisory committee and senior management a summary of the audit work schedule, staffing plan, and budget for the fiscal year. The audit work schedule shall be developed based on a prioritization of the audit universe using a risk-based methodology. Any significant deviation from the formally approved work schedule shall be communicated to the audit advisory committee through periodic activity reports.~~

#### ~~Reporting~~

~~The chief internal auditor shall prepare and issue a written report following the conclusion of each audit and distribute the report as appropriate. A copy of each audit report shall be forwarded to all members of the audit advisory committee and the Superintendent.~~

~~The chief internal auditor or designee may include in the audit report the auditee's response and corrective action taken or to be taken in regard to the specific findings and recommendations. Management's response should include a timetable for anticipated completion of action to be taken and an explanation for any recommendations not addressed.~~

~~Internal audit staff shall be responsible for appropriate follow-up on audit findings and recommendations. All significant findings shall remain in an open issues file until cleared by the chief internal auditor or the audit advisory committee.~~

#### ~~Periodic Assessment~~

~~The chief internal auditor shall periodically assess whether the purpose, assessment authority, and responsibility, as defined in this charter, continue to be adequate to enable the internal auditing department to accomplish its objectives. The result of this periodic assessment should be communicated to the Board and senior management.~~

# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Delisse Hardy

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Education Service Center (ESC) Region XI and AISD 2026-2027 Reading Academies Interlocal Agreement

## District Priority / Goals Addressed

Academic Growth: Provides high-quality professional development to enhance instructional practices.

Talent & Resources: Leverages external partnerships (Region 11) to deliver specialized training efficiently.

## Background

House Bill 3 (HB 3), passed by the 86th Texas Legislature, requires all K–3 teachers and principals to complete Reading Academies to ensure high-quality, research-based literacy instruction aligned to the Science of Teaching Reading.

Arlington ISD partners with Education Service Center Region 11 to provide this training through a local implementation model, allowing for alignment to district priorities and ongoing support for educators.

## Fiscal Implications

The cost of the agreement is \$36,000.00

## Recommendation

Administration recommends approval of the Memorandum of Understanding between Arlington ISD and Region 11 Education Service Center.

Submitted by:



Date: April 28, 2026



### ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



### CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



### SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



### MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



### TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



1. **Use an Authorized Provider** for Comprehensive training for teachers.
  - District pays per participant (\$3,000 for Comprehensive).
2. **Apply to be an approved Authorized Provider** and provide the training to participants.
  - As an Authorized Provider, the district would assume all costs for the training.
3. **Sign an MOU with an Authorized Provider, then employ staff to act as Cohort Leaders and provide Comprehensive training locally to teachers.**
  - District pays a flat fee to the Authorized Provider (\$12,000 per Cohort Leader for Comprehensive).

**WHEREAS**, ESC Region 11, as an Authorized Provider, desires to comply with the guidance set forth by TEA by entering into this MOU with school districts that opt to provide Reading Academy training for their teachers through Options 1 and 3 above.

**NOW, THEREFORE**, the Parties to this MOU mutually agree to the following:

### **AGREEMENT**

#### **1. DESCRIPTION OF SERVICE**

The District opts for ESC Region 11 to provide Reading Academies training to the District as follows:

**Use ESC Region 11 as an Authorized Provider, and District will employ staff to act as Cohort Leaders and provide the Comprehensive training locally to participants.**

#### **2. RESPONSIBILITIES OF THE PARTIES**

a. For ESC Region 11:

- 1) Ensure all Cohort Leaders meet all qualifications determined by TEA.
- 2) Conduct program evaluations as determined by TEA.
- 3) Monitor and support district in ensuring the quality of Reading Academy implementation.
- 4) Provide logistical support and regional technical assistance.

b. For the District:

- 1) Ensure all Cohort Leaders meet the screening requirements determined by TEA.
- 2) Hire Cohort Leaders and assume responsibility for providing salary and benefits.
- 3) Ensure all Cohort Leaders attend the Cohort Leader training provided by TEA.

- 4) Ensure all Cohort Leaders attend Cohort Leader meetings provided by ESC Region 11.
- 5) Submit requested documentation as part of the program evaluation process, including a provided participant progress tracker to be completed monthly on provided deadlines.
- 6) Ensure all Cohort Leaders abide by the established participant limitations for each cohort:
- 7) Acknowledge that if the district launches a cohort at less than 50% capacity, it may result in higher per-participant fees accrued by the district.
- 8) Acknowledge that the District will be held responsible for all Reading Academies Metrics as assigned by TEA.
- 9) Acknowledge that the District will be responsible for all printing costs associated with Reading Academies materials.
- 10) Assign one or more individuals to support the coordination and implementation of Reading Academies.
- 11) Adopt the Reading Academies Pacing Guide provided by ESC Region 11 or submit a district pacing guide for approval.
- 12) Communicate Reading Academies expectations to participants.
- 13) Ensure participants are willing and able to complete the entirety of the Reading Academies content within the course time period, unless one of the following exceptions arises: Resignation, Retirement, Termination, Reassignment outside of K-3, FMLA, personal COVID diagnosis, or another extreme circumstance deemed appropriate by TEA and/or ESC Region 11

### **3. TERM OF AGREEMENT**

This Agreement shall be effective on 5/4/2026, and terminate, except as provided herein, on 5/31/2027, unless sooner terminated upon 30 days prior written notice by either party or upon completion of all training by ESC Region 11 of the District's personnel (the "Term"). Upon termination hereof, each party agrees to cooperate with the other to fulfill any action required by TEA in its regulation of Reading Academies. No monies will be refunded after the course is created in Canvas.

### **4. AGREEMENT AMOUNT AND COMPENSATION**

Pay a flat fee to ESC Region 11 as an Authorized Provider (\$12,000 per Comprehensive Cohort Leader).

The District requests 3 Comprehensive Cohorts led by 3 Comprehensive Cohort Leaders for a fee of \$36,000.00.

The total fee of the district is \$36,000.00.

5. **INVOICING SCHEDULE**

118 This Memorandum of Understanding (MOU) shall be invoiced in two separate installments in accordance with the fiscal year of ESC Region 11, which runs from September 1 – August 31.

- a) \$6,000.00 will be invoiced in June 2026, covering the months of May & August 2026.
- b) \$30,000.00 will be invoiced after September 1, 2026, covering the months of September – April 2027.

Note: House Bill 462 (HB462, 83rd Regular Session, Tex. 2013) prohibits the adoption and/or use of the Common Standards at the state, regional, and local levels. The Contractor agrees to refer only to the Texas Standards and refrain from referencing or using material aligned with the Common Core Standards during presentation(s).

Note: The contractor acknowledges and agrees that all content to be delivered will adhere to Senate Bill 3 (SB3, 87th Second Called Session, Tex. 2021), which outlines instructional requirements and prohibitions for educators in Texas.

6. **STATE CERTIFICATIONS**

**7.1 Equal Treatment of All Persons:** Consistent with Article I, Section 3a of the Texas Constitution, the Fourteenth Amendment to the United States Constitution, federal and State law, and Executive Order No. GA-55, the Parties represent and warrants that:

- (a) All conduct under this Contract shall be administered and performed in a neutral manner without regard to the race of persons.
- (b) A Party shall not, in the specific performance of this Agreement, elevate one individual person over another, or advantage any one person over another, due to race;
- (c) A Party shall not, in the specific performance of this Agreement, employ practices or engage in any advancement of the programs known as diversity, equity and inclusion, critical race theory, affirmative action, or other similar, divisive agendas;
- (d) The Parties' staff, agents, and subcontractors that are selected and employed in the specific performance of this Agreement shall be selected and employed solely on merit and the ability to perform; and
- (e) The Parties shall ensure that any subcontractors participating in the specific performance of this Agreement represent and warrant to comply with the provisions of this Clause.

**7.2 Biological Sex and No Preferred Pronouns:** Each Party represents and warrants that it shall ensure that all actions in specific performance of this Agreement shall comply with federal and state law and reflect that there are only two sexes. A Party's employees, officers, representatives, subcontractors, and agents shall not, in performance of this Agreement, present, direct, request, or suggest the use of preferred personal pronouns in professional correspondence or presentations

**7.3 Executive Orders:** The Parties will comply, or continue to comply, with all applicable Federal and State executive orders. These orders include, but are not limited to:

- (a) Exec. Order No. 14214, 90 Fed. Reg. 9949 (2025), which prohibits schools and other educational institutions that receive federal financial assistance from conditioning student enrollment on COVID-19 vaccination status;
- (b) Exec. Order No. 14168, 90 Fed. Reg. 8615 (2025), which prohibits the use of Federal funds in the promotion of gender ideologies and further requires that intimate spaces



# Arlington Independent School District Board of Trustees Meeting

May 7, 2026

Contact Person: Delisse Hardy

Board Agenda Presented for: Action:  Report:  Consent:

Supporting Documents: None:  Attached:

Meeting Agenda Item: Approval of Education Service Center (ESC) Region XI and AISD 2026 Elementary Civics Academy Interlocal Agreement

## District Priority / Goals Addressed

Academic Growth: Provides high-quality professional development to enhance instructional practices in civics education.

Talent & Resources: Leverages external partnerships (Region 11) to deliver specialized training efficiently.

## Background

Amended during the 87th Legislative session, Senate Bill 3 directed the Texas Education Agency to develop a required state Civics Training Program. This program is a professional learning initiative designed to strengthen educators' knowledge of civics and government, improve how civics is taught in Texas classrooms, and support student understanding of civic responsibility and democratic principles. Elementary training will launch in the summer of 2026 and secondary during the summer of 2027.

## Fiscal Implications

The cost of the agreement is \$0.00

## Recommendation

Administration recommends approval of the Memorandum of Understanding with Education Service Center Region 11 to provide Elementary Civics Academy training for Arlington ISD staff.

Submitted by:



Date: April 28, 2026



### ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



### CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



### SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



### MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



### TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



**MEMORANDUM OF UNDERSTANDING**  
BETWEEN EDUCATION SERVICE CENTER REGION 11  
AND Arlington Independent School District  
*(District, Charter, ESC Name)*

**THIS Memorandum of Understanding** (“MOU” or “Agreement”) is entered into by and between the Education Service Center Region 11, (“ESC Region 11”) and Arlington Independent School District (“Receiving Party”) (collectively referred to as the “Parties” or individually as a “Party”) acting herein by and through their respectively authorized officers or employees. This Agreement shall be effective on the date it is executed by all the Parties (“Effective Date”).

**PREMISES**

**WHEREAS** Chapter 791 of the Texas Government Code authorizes governmental entities, including education service centers and independent school districts, to contract with each other to provide governmental functions and services; and

**WHEREAS**, Receiving Party has a fully executed Master Interlocal Agreement (“MIA”) on file with ESC Region 11; and

**WHEREAS**, the Parties wish to enter into this Agreement for the purpose(s) outlined below and the Parties agree to follow the agreed upon terms to provide the services in this Agreement; and

**WHEREAS**, each Party, in performing the governmental functions or in funding the performance of governmental functions set forth in this Agreement, shall make that performance or those payments from current revenues legally available to that Party; and

**WHEREAS**, each Party finds that the performance of this Agreement is in the common interest of the Parties, that the MOU will benefit the public interest, and that the costs set forth herein fairly compensates the performing party for the services or functions under this Agreement.

**NOW THEREFORE**, the Parties to this MOU mutually agree to the following:

**AGREEMENT**

**1. DESCRIPTION OF SERVICE:** Elementary Civics Academy *(ex. School Board Training)*

**2. PURPOSE / REASON**

To provide a hub to host a Civics Academy for Arlington ISD and other districts.

**3. DUTIES AND RESPONSIBILITIES**

**3.1 ESC REGION 11 Duties and Responsibilities.**

To provide professional development Presentation, resources, and personal technology needed to present session.

**3.2 Arlington Independent School District** \_\_\_\_\_ (District or Charter name) **Duties and Responsibilities.**

The district will provide a location for the training and access to internet and projection equipment.

**4. TERM OF AGREEMENT**

This Agreement shall be effective as of the date of authorized signatures of both parties to:

July 27th-July 28th \_\_\_\_\_ (list specific date range and/ or end date)

**5. TERMINATION**

A Party may terminate this Agreement for any reason by providing the other party thirty (30) days prior written notice of the cancellation. The Receiving Party shall be responsible for all obligations to make payments to ESC Region 11 for all services rendered until termination of services.

**6. AGREEMENT AMOUNT AND COMPENSATION**

For and in consideration of the services to be provided by ESC Region 11 under this Agreement, the Receiving Party will pay ESC Region 11 a total amount of \$ 0.00.

Basis for allocation of total amount listed above:

This falls under the Civics Academy grant that provides this training to all districts in the region.

Note: House Bill 462 (HB 462, 83<sup>rd</sup> Regular Session, Tex. 2013) prohibits the adoption and/or use of the Common Standards at the state, regional, and local levels. The Parties agree to refer only to the Texas Standards and refrain from referencing or using material aligned with the Common Core Standards during presentation(s).

Note: The Parties acknowledge and agree that all content to be delivered will adhere to Senate Bill 3 (SB3, 87th Second Called Session, Tex. 2021), which outlines instructional requirements and prohibitions for educators in Texas.

**7. STATE CERTIFICATIONS**

**7.1 Equal Treatment of All Persons:** Consistent with Article I, Section 3a of the Texas Constitution, the Fourteenth Amendment to the United States Constitution, federal and State law, and Executive Order No. GA-55, the Parties represent and warrants that:

- (a) All conduct under this Contract shall be administered and performed in a neutral manner without regard to race of persons;
- (b) A Party shall not, in the specific performance of this Agreement, elevate one individual person over another, or advantage any one person over another, due to race;
- (c) A Party shall not, in the specific performance of this Agreement, employ practices or engage in any advancement of the programs known as diversity, equity and inclusion, critical race theory, affirmative action, or other similar, divisive agendas;
- (d) The Parties' staff, agents, and subcontractors that are selected and employed in the specific performance of this Agreement shall be selected and employed solely on merit and the ability to perform; and
- (e) The Parties shall ensure that any subcontractors participating in the specific performance of this Agreement represent and warrant to the provisions of this Clause.

**7.2 Biological Sex and No Preferred Pronouns:** Each Party represents and warrants that it shall ensure that all actions in specific performance of this Agreement shall comply with federal and state law and reflect that there are only two sexes. A Party's employees, officers, representatives, subcontractors, and agents shall



not, in performance of this Agreement, present, direct, request, or suggest the use of preferred personal pronouns in professional correspondence or presentations

**7.3 Executive Orders:** The Parties will comply, or continue to comply, with all applicable Federal and State executive orders. These orders include, but are not limited to:

- (a) Exec. Order No. 14214, 90 Fed. Reg. 9949 (2025), which prohibits schools and other educational institutions that receive federal financial assistance from conditioning student enrollment on COVID-19 vaccination status;
- (b) Exec. Order No. 14168, 90 Fed. Reg. 8615 (2025), which prohibits the use of Federal funds in the promotion of gender ideologies and further requires that intimate spaces (e.g., restroom) are designated according to one’s biological sex;
- (c) Exec. Order No. 14190, 90 Fed. Reg. 8853 (2025), which prohibits the use of Federal funds for direct or indirect activities or educational instruction related to discriminatory equity ideology or social transitioning;
- (d) Exec. Order No. 14201, 90 Fed. Reg. 9279 (2025), which requires Title IX of the Education Amendments Act of 1972 be applied on the basis of biological sex, not gender identity, and prohibits transgender-identifying athletes from participating in all-women sports teams;
- (e) Exec. Order No. 14173, 90 Fed. Reg. 8633 (2025), which requires that grant recipients (which, in the State of Texas, extends to subrecipients by virtue of this assurance) agree that adherence to Federal anti-discrimination laws is material to the government’s payment decisions and further requires that recipients certify that it does not operate any programs promoting DEI in a manner violative of Federal anti-discrimination laws (which, by virtue of this assurance, the subrecipient certifies);
- (f) Texas Exec. Order No. GA 55, which requires all people be treated equally, regardless of race; and
- (g) Letter from Governor Greg Abbott to Chairmen and Executive Directors (Jan. 30, 2025), which requires Texas agencies to take actions on the basis of biological sex and not gender identity.

**8. VENUE**

This Agreement is made according to the laws of the State of Texas. The Parties expressly agree that this Agreement is governed by and will be construed and enforced in accordance with Texas law. Both Parties agree that the venue for any dispute arising from this Agreement shall be proper in the state and federal courts having jurisdiction in Tarrant County, Texas.

**By executing this Agreement, each Party acknowledges that the person executing this Agreement below on its behalf has been or is duly authorized to sign it and to bind the Party to actively abide by its terms.**

\_\_\_\_\_  
District, Charter, ESC Name

\_\_\_\_\_  
EDUCATION SERVICE CENTER REGION 11

_____ Signature	_____ Date	<i>CMH</i>	_____ Dr. Brad Schnautz	_____ Date
			Executive Director	

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

*Authorized Representative of the Receiving Party shall sign this Agreement and return to the ESC Region 11 contact listed below to be countersigned. You will receive one completed copy prior to the scheduled event.*

ESC Region 11 Contact: Crystal Klose email: cklose@esc11.net

Ph # +1 (817) 740-7578