

**Notice of Regular Business Meeting  
The Board of Trustees  
Fort Bend Independent School District**

Monday, June 10, 2024

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This is Notice that the Fort Bend Independent School District Board of Trustees will hold a Regular Business Meeting on Monday, June 10, 2024, beginning at 6:00 PM in the Board Room of the Fort Bend ISD Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479.

The agenda packet for the meeting is available at <https://meetings.boardbook.org/Public/Organization/649>.

Members of the public may view the live stream of the meeting at the following address:

<https://www.fortbendisd.com/Page/124962>

Members of the public who wish to address the Board must register to speak no later than 4:30 p.m. on the day of the meeting at the following address:

<https://www.fortbendisd.com/cms/lib/TX01917858/Centricity/Domain/83/New%20Regular%20Business%20Address%20Form%201-12-21.pdf>.

1. Call to order
2. National Anthem
3. Moment of Silence
4. Recognitions 5
5. Superintendent Update
6. Board Activity Report
7. Public Comment
8. Information
  - A. Student Achievement (EoY) 7
  - B. 2024-25 Student Code of Conduct 21
  - C. Special Education Update 124
9. Consent Agenda

*All items under the Consent Agenda are acted upon by one motion. Upon a Board Member's request, any item on the Consent Agenda shall be moved to the Action portion of the regular agenda.*

  - A. **Bond 2018 Program Contingency:** Consideration and approval for the use of 2018 Bond Program Contingency as proposed. **125**
  - B. **Bond 2023 Program Contingency:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed by the Administration. **127**

<b>C. Fort Bend ISD 2024-25 Annual Professional Learning Plan:</b> Consideration and approval of the 2024-25 Annual Professional Learning Plan.	<b>129</b>
<b>D. Budget Amendment:</b> Consideration and approval of a General Fund and Debt Service Fund budget amendment for 2023-24.	<b>140</b>
<b>E. Fund Balance Resolution:</b> Consideration and approval of the Committed Fund Balance Resolution.	<b>145</b>
<b>F. EIC (Local):</b> Consideration and approval of direction to staff to study the potential impacts of revising current Board Policy EIC (Local) and to report the results of the staff's study to the Board.	<b>148</b>
<b>G. Board of Trustees Meeting Minutes:</b> Consideration and approval of the minutes of the Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:	<b>149</b>
1. April 8, 2024 - Called Meeting and Agenda Review	150
2. April 22, 2024 - Regular Business Meeting	157
<b>H. Residential and Nonpublic Day Schools:</b> Consideration and approval to authorize the Superintendent, of his designer, to execute agreements with the authorized residential and day treatment service providers listed as needed for the 2024-25 school year.	<b>166</b>
<b>I. Consideration and approval of proposed expenses that exceed \$50,000: Specifically for:</b>	
1. <b>Safety and Security Audit:</b> Consideration and approval for the Safety and Security Audit through a cooperative contract with Region 4 for an amount not-to-exceed \$121,000 and authorization for the Superintendent to negotiate and execute the agreement.	<b>168</b>
2. <b>UT OnRamps Program (COOP):</b> Consideration and approval of UT OnRamps program from the University of Texas at Austin for an amount not-to-exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.	<b>170</b>
3. <b>Physical Education (PE) and Athletic Supplies, Equipment, and Related Items (Supplemental):</b> Consideration and approval for the purchase of Physical Education (PE) and Athletic Supplies, Equipment, and Related Items from multiple vendors and authorization for the Superintendent to negotiate and execute the agreements through October 2028.	<b>173</b>
4. <b>Districtwide Fuel Services (COOP):</b> Consideration and approval for the purchase of Districtwide Fuel Services through the TASB Energy Cooperative Fuel Program cooperative contract for an amount not-to-exceed \$7,720,160 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.	<b>178</b>
5. <b>Fleet Vehicle Purchase (Increase):</b> Consideration and approval to increase the existing contract awarded under 24-007AR District Fleet and Equipment Refresh	<b>180</b>

by \$650,000 for a total not-to-exceed amount of \$5,725,000 and approval for the Superintendent to execute the agreements through January 2028.

- 6. Property Insurance and Related Services:** Consideration and approval for the purchase of property insurance and related services from McGriff Insurance Services, Inc. under a cooperative contract with OMNIA Partners for an amount not-to-exceed \$40,000,000 and authorization for the Superintendent to negotiate and execute the agreement and subsequent renewals through June 2029. **183**
- 7. PeopleSoft Optimization:** Consideration and approval of transfers from the Technology and General Funds to the Bond 2018 Fund as proposed. **185**
- 8. Telecommunications and Cell Tower Consulting Services:** Consideration and approval for telecommunications and cell tower consulting services from multiple vendors and authorization to execute the agreement through June 2029. **187**
- 9. Instructure Elevate Data Quality Application (Renewal):** Consideration and approval for the purchase of Instructure Elevate Data Quality Application from Instructure, Inc, for an amount not-to-exceed \$623,567 and authorization for the Superintendent to negotiate and execute the agreement through September 2029. **191**
- 10. IP (VoIP) Phones, Accessories and Related Services (COOP):** Consideration and approval for the purchase of IP (VoIP) Phones, Accessories and Related Services from Netsync Network Solutions and Presidio Networked Solutions Group, LLC under a cooperative contract with The Interlocal Purchasing System (TIPS) for an amount not-to-exceed \$1,100,000 and authorization for the Superintendent to negotiate and execute the agreements through August 2029. **193**
- 11. Austin High School Central Plant:** Consideration and approval of additional funding to perform the necessary repairs needed at Austin High School (AHS) Central Plant (PKG046) for an additional amount of \$400,000 with a revised total amount of \$1,250,000 to fund the replacement and installation of the cooling tower; approval of a Job-Order-Contract (JOC) with JR Thomas Group for a not-to-exceed amount of \$1,250,000; approval of a revised budget for PKG046; utilization of 2018 Bond Contingency funds; and authorization for the Superintendent to negotiate and execute or terminate the agreements. **195**
- 12. Clements Rebuild - GMP:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase #1 for demolition of Athletic Fields and Abatement Allowance at Clements High School (BP003), for a not-to-exceed amount of \$1,671,220 and authorization for the Superintendent to execute the GMP Phase #1. **199**
- 13. Construction Services for HVAC MEP West Central 1 Renovations:** Consideration and approval of a Construction Services Agreement with Bass Construction Company for MEP West Central 1 Renovations and Upgrades at Multiple Campuses (BP044), for a not-to-exceed construction cost of \$7,400,466 and authorization for the Superintendent to negotiate and execute or

terminate the agreements.

**14. Ferndell Henry Renovations & Additions:** Consideration and approval of a Construction Services Agreement with Prime Contractors, Inc. for Ferndell Henry Renovations & Additions (BP004), for a not-to-exceed construction cost of \$16,930,000 and authorization for the Superintendent to negotiate and execute and the contract documents. **207**

**15. Roofing Package Upgrades at Multiple Campuses (BP034):** Consideration and approval of a construction services agreement with Tadco Roofing for Roofing Package Upgrades at Multiple Campuses (BP034) for a contract amount not-to-exceed \$12,955,190.00 and authorization for the Superintendent to negotiate and execute or terminate the agreements. **212**

10. Convene in closed session under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 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 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student

A. Deliberate settlement between Fort Bend ISD and the Office of the Inspector General (OIG)

11. Reconvene in Open Session

12. Consider Action on Closed Session Items

13. Action

**A. Donation over \$50,000:** Consideration and approval of cash and non-cash donations. **217**

**B. 2024-25 Budget:** Consideration and approval of the 2024-25 General Fund (199), Child Nutrition Fund (240), and Debt Service Fund (599) budget as presented in the Fiscal Year 2024-25 budget document. **223**

14. Adjournment

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*If, during the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). 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 an open meeting. [See BEC (LEGAL)]*

The following Fort Bend ISD Goals may be referenced in agenda items included in this document:

- Goal 1: Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.
- Goal 2: Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.
- Goal 3: Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.
- Goal 4: Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.
- Goal 5: Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Recognitions**  
**Department: Communications**

### **Recommendation**

The Administration recommends that the Board recognize:

- Clements High School theatre students win at the UIL State Theatrical Design Contest
- Students from James Reese Career and Technical Center win at the SkillsUSA State Conference
- Fort Bend ISD students win at the UIL 6A State Track and Field Championship
- Marshall High School Boys and Girls Track Teams place in the UIL 5A State Track and Field Championship
- Kempner High School student wins at the UIL 5A State Tennis Championship
- Clements High School Percussion Ensemble wins at the Texas Color Guard Circuit State Championships

### **Summary**

Clements High School students were recognized as top finishers at the UIL State Theatrical Design Contest Finals. Billy Fernandez won 2<sup>nd</sup> place in Marketing Design and Christopher Pontiff won 3<sup>rd</sup> place in Set Design. Theatre Director, Chase Hodgeson.

Eighty-four students from James Reese Career and Technical Center competed in 30 events and 13 Job Exhibit Categories at the SkillsUSA State Conference. State winners, Best of Show and National Qualifiers are:

- Best of Show – Christian Barr and Abhay Samuel – Engine Short Block Job Exhibit
- Best of Show – Christian Suarez and Olivia Reyna – Engine Long Block Job Exhibit
  - Advisors – James Hurtubise & Sammy Jurek, Automotive
- Gold Winner and National Qualifier – Cormac Saxon – Information Technology Services
- Silver Winner – Evan Beltran, Rodney Glover, Gavin Lawrence, Onyin Ngobidi, Sophia Procter, Helen Rippetoe, Victor Sanchez – Audio/Video Quiz Bowl
- Silver Winner – Kelly Le, Jeremy Paginag, Ivan Luna – Career Pathway Showcase – Business Management and Technology
- Bronze Winner – Artem Kochkin and Zahara Trent – Digital Cinema Production
- Silver Winner – Helen Rippetoe – Pin Design
- Gold Winner – Faris Ebrahim, Lucy Estes, Melissa Reyes – Career Promotion Demonstration Texas

- Best of School – Tyrese Clark and Noah Poserio – Audio Production – Job Exhibit
  - Advisor – Joey Dyrud-Lange, Audio-Video and Informational Technology
- Best of Show – Daisy Ruiz and Yennifer Romero – Salon Design – Job Exhibit
  - Advisor – Bruce Barnes and Bridgette Jackson, Cosmetology
- Bronze Winner – Syeda Hassan, Nneoma Ogu, Mya Howard, Avery Spicher, Arnaz Irani, Mahogany Brown – Culinary Arts Quiz Bowl
  - Advisors – Joy Hunt and Dylan Skone, Culinary Arts
- Gold Winner and National Qualifier – Arly Rubio – First Aide CPR
- Gold Winner and National Qualifier – Mohammed Alsharab – Basic Health Care Skills
  - Staci Mikeska, Health Science

Several Fort Bend ISD students placed at the UIL 6A State Track and Field Championship.

- Mason Dossett, Ridge Point High School – 1<sup>st</sup> place 110m hurdles
  - Coach Anthony Malbrough
- Kade Phillips, Hightower High School – 3<sup>rd</sup> place long jump
  - Coach Andrew Gamble
- Syndey Freeman, Elkins High School – 3<sup>rd</sup> place discus
  - Coach Ben Still

Marshall High School Boys Track team won their third consecutive class 5A championship team title at the 204 UIL State Track and Field Meet. During the meet the boys team placed first in 4x100m and 4x200m relay teams. Student, William Mitchell placed first in the 100m dash.

Marshall High School Girls track team won 2<sup>nd</sup> place in the 4x200m relay.

Kempner High School student Noey Do claimed his third consecutive Class 5A UIL State title in tennis for the Boys' single division. Noey has won every set during postseason play since his freshman season. Coached by Anne Southard.

Clements High School Indoor Percussion Ensemble and their director, Bryan Waites won third place at the Texas Color Guard Circuit State Championships.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Kimberly Smith  
Chief Communications Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Information: Student Achievement (EoY)**  
**References: District Goal 1**  
**Department: Teaching & Learning**

**Summary**

The Teaching & Learning Department will provide the Board of Trustees with student achievement data from internal assessment systems for the End of Year (EoY) for elementary grade levels and 6<sup>th</sup> grade in accordance with the schedule determined by the Student Achievement Committee.

Recommended by:

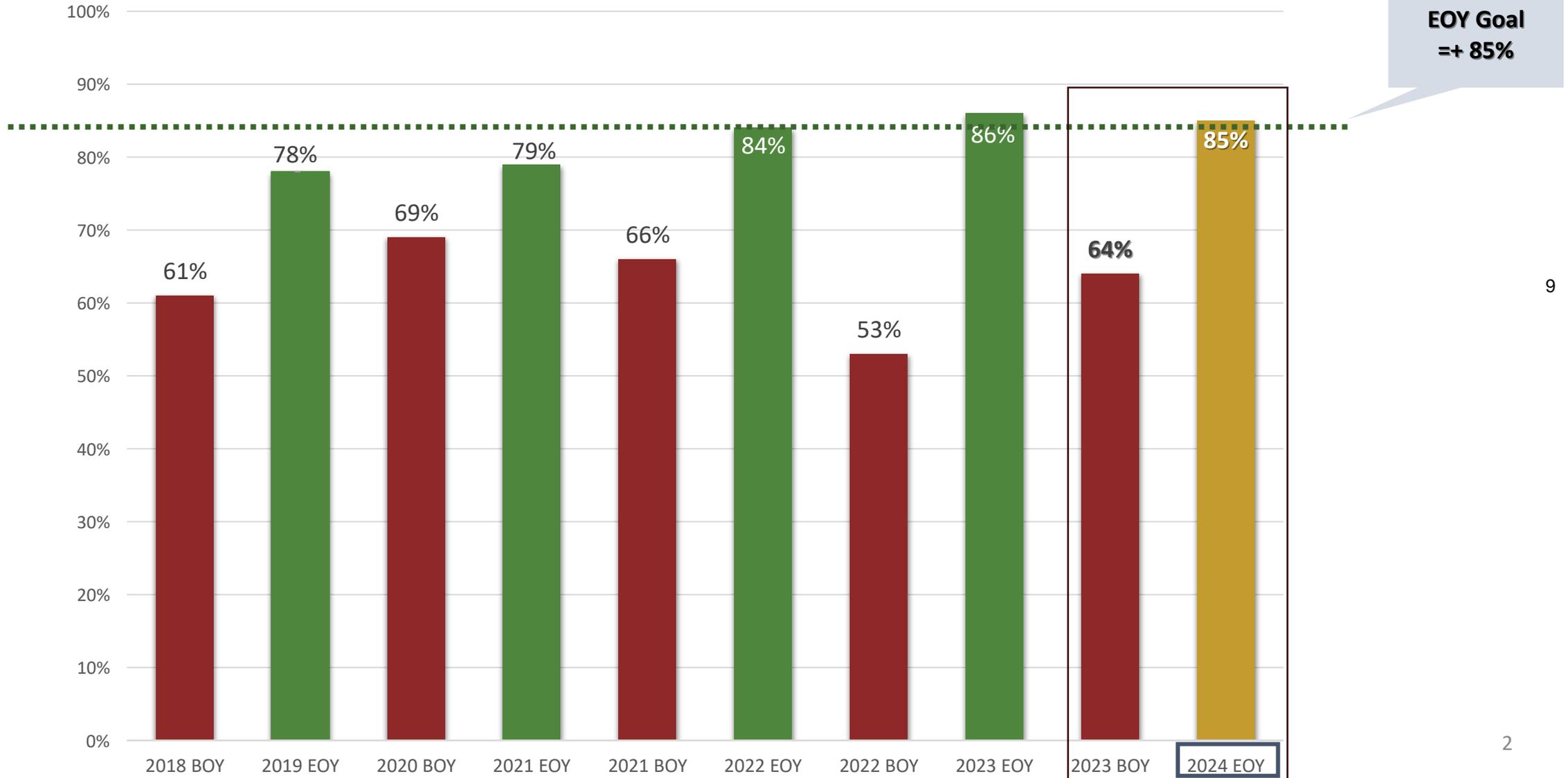
Dr. Marc Smith  
Superintendent of Schools

Submitted by:

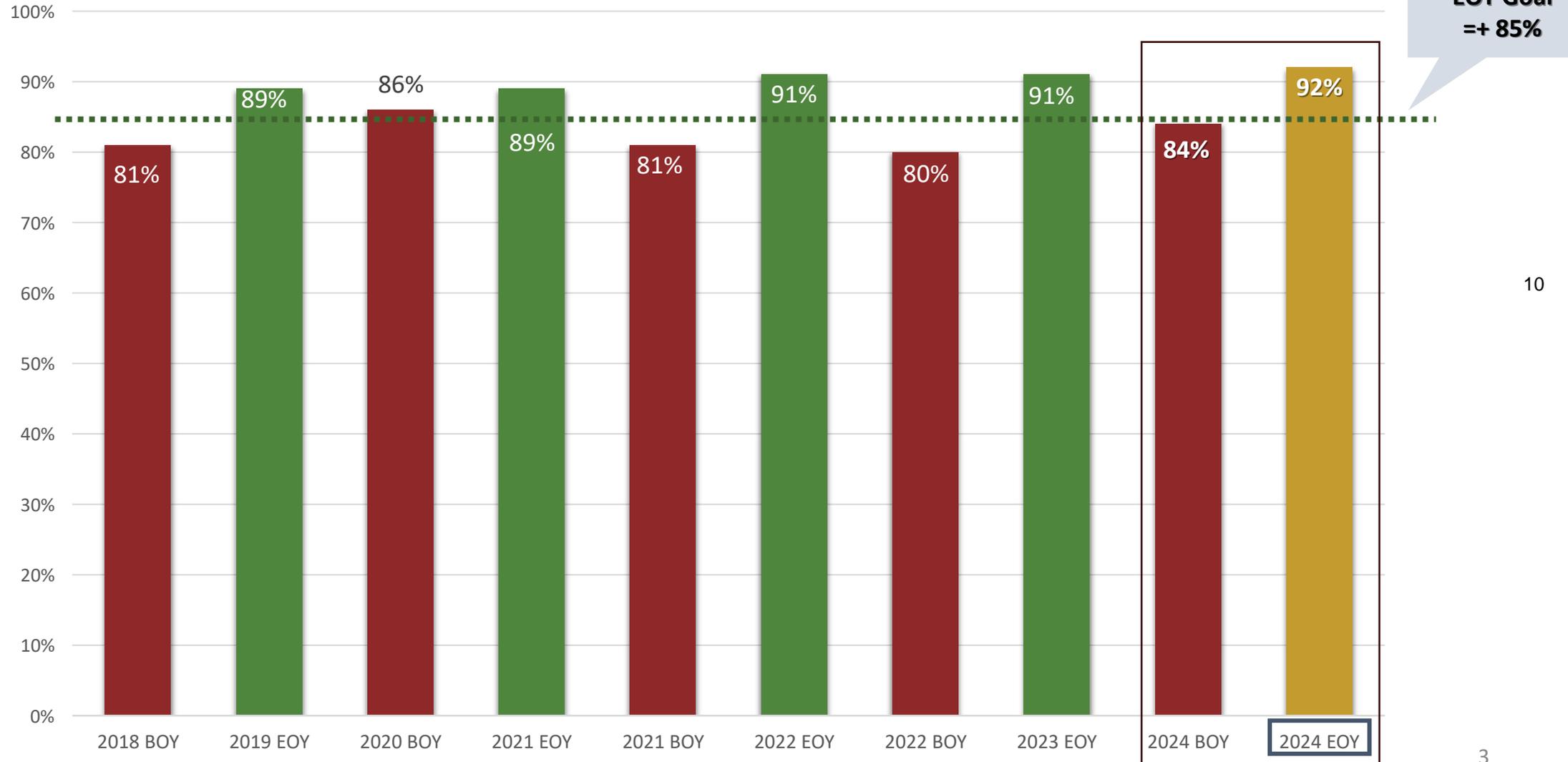
Dr. Kimberly Lawson  
Chief Academic Officer



### Percent of Students "On Track" Phonological Awareness Composite



### Percent of Students "On Track" Math Composite



## Fueling Brains Academy Student Growth Executive Functions Composite



**Developing**

**Progressing**

**Mastering**

23/24 BOY

23/24 MOY

23/24 EOY

85%  
students

27%  
students

15%  
students

15%  
students

38%  
students

41%  
students

0%  
students

35%  
students

44%  
students

11

# Prekindergarten 3

# 2023-24 Student Data



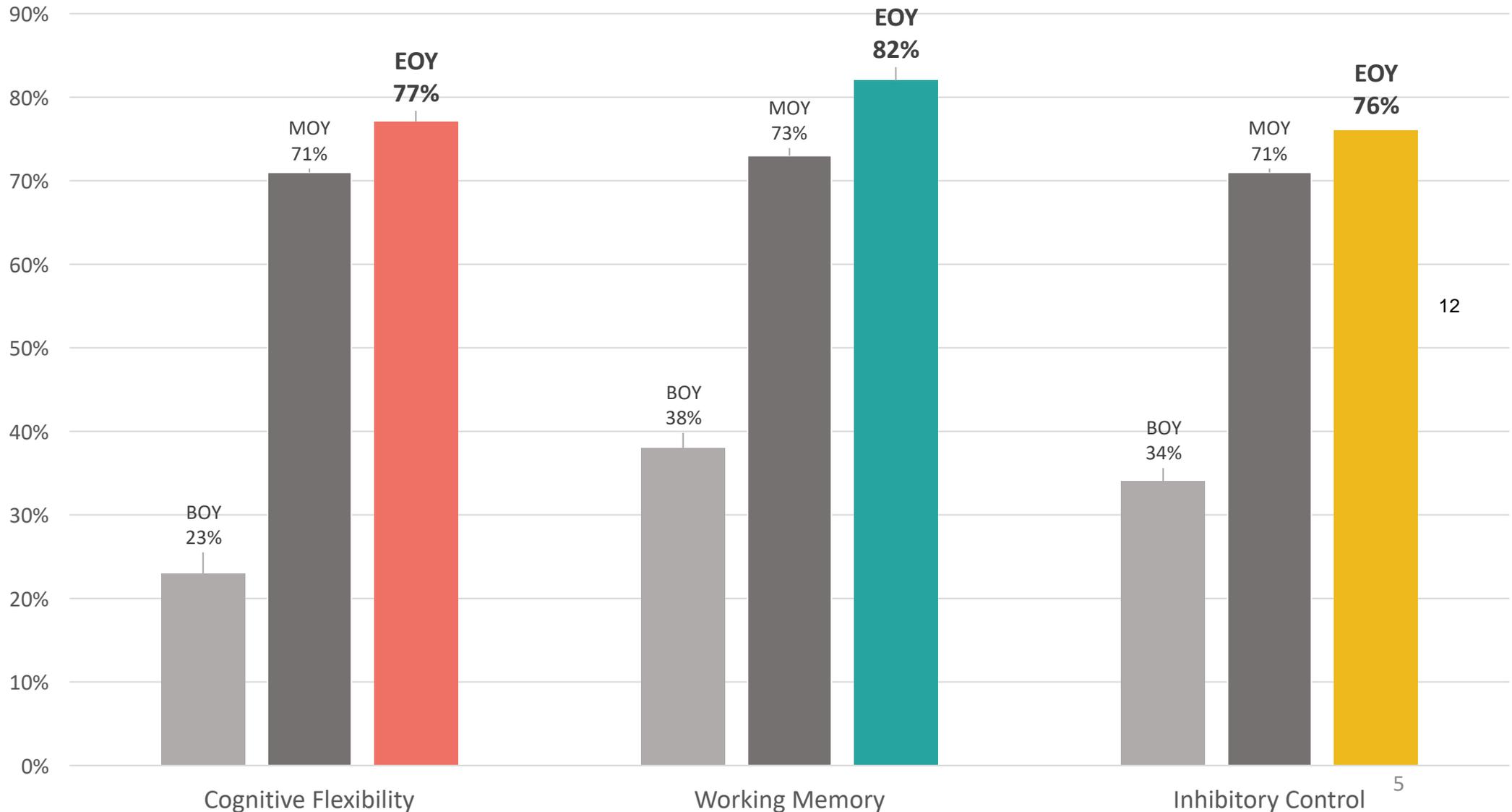
**Cognitive Flexibility**  
Problem-Solving  
Strategies -  
Adaptability



**Working Memory**  
Ability to Hold and  
Access Information



**Inhibitory Control**  
Focus on Task while  
Ignoring Distractions

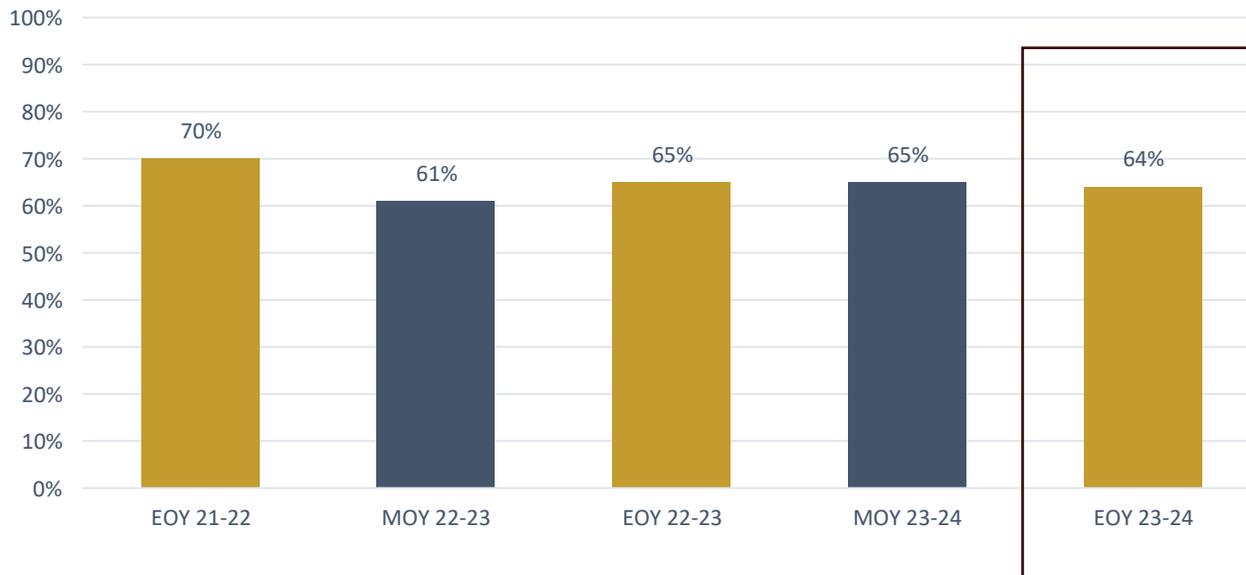


# Student Data: Literacy Kindergarten

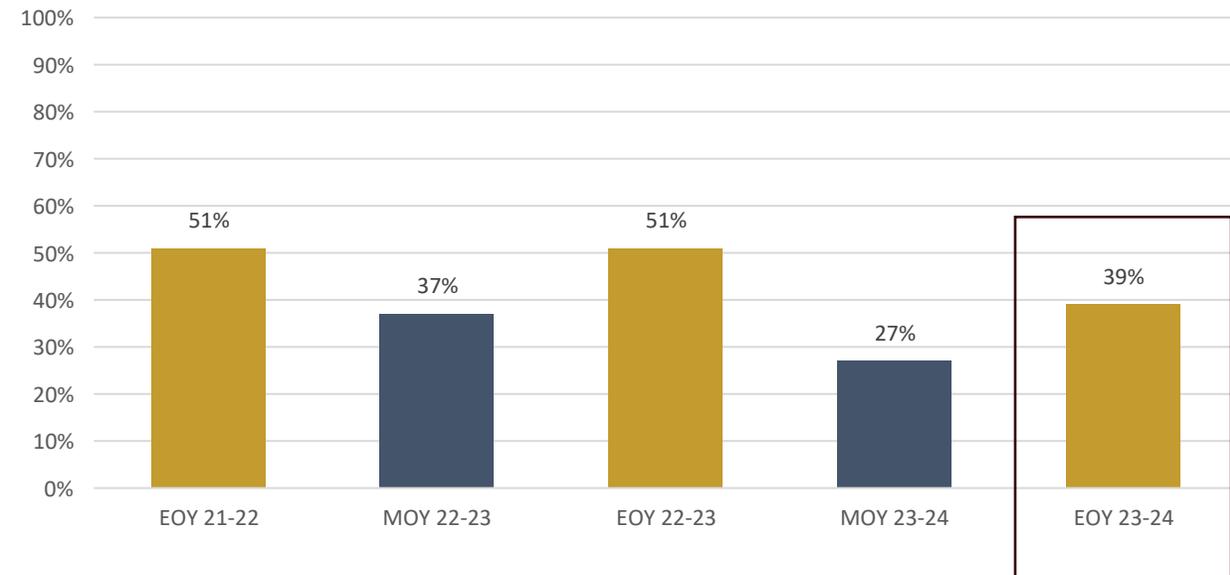
■ - MOY Data  
■ - EOY Data

The Benchmark Assessment System (BAS/SEL) literacy assessment is administered to Kindergarten students for the first time at MoY. During the BoY window, Kindergarten students take TxKea, as mandated by TEA. At EoY a student must be reading at a level D or higher to be considered reading “on grade level or above”.

### BAS: % Students On/Above Reading Level Kindergarten



### SEL: % Students On/Above Reading Level Kindergarten

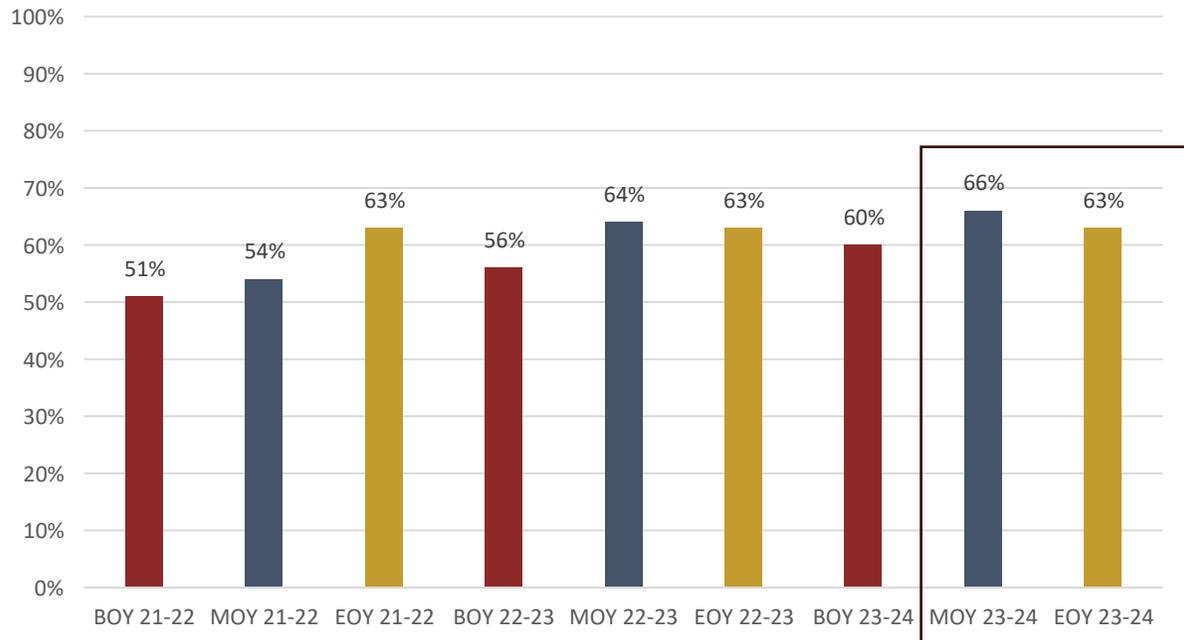


# Student Data: Literacy BAS/SEL

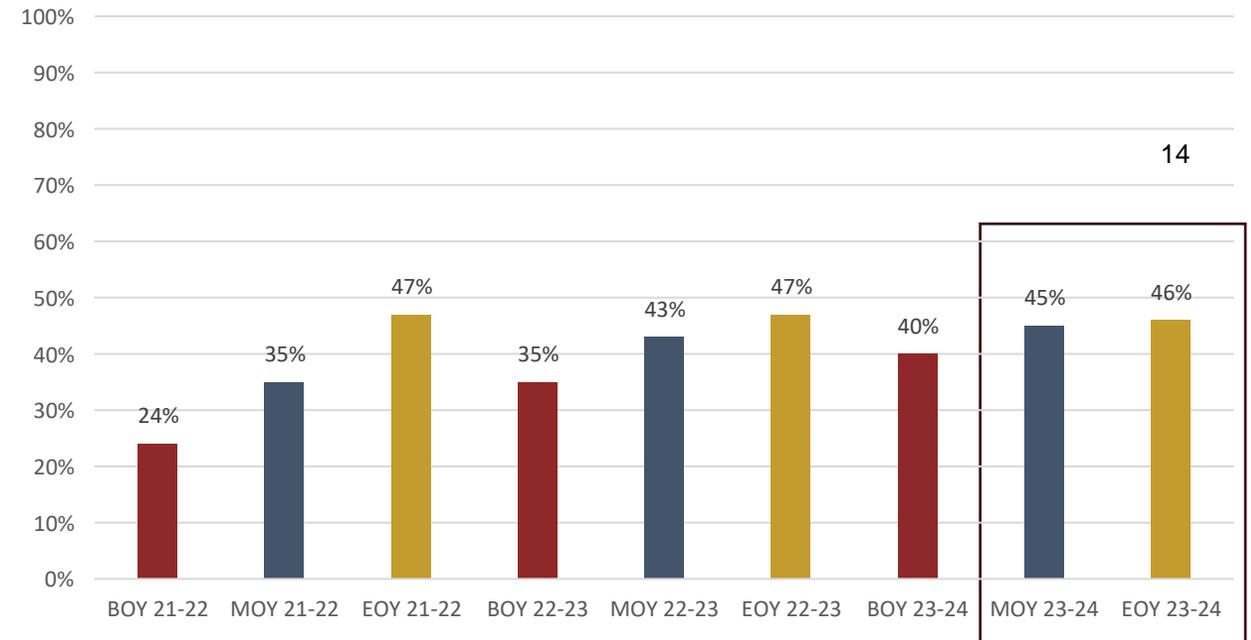


The Benchmark Assessment System (BAS/SEL) literacy assessment is administered to 1<sup>st</sup> grade students at beginning, middle, and end of year testing windows. This assessments indicates if the student is reading “below, on, or above” reading level. The benchmark for “on or above” changes with each testing window.

1st Grade BAS: % On/Above Grade Level



1st Grade SEL: % On/Above Grade Level



## 1<sup>st</sup> Grade BAS/SEL EOY Targets for 23-24:

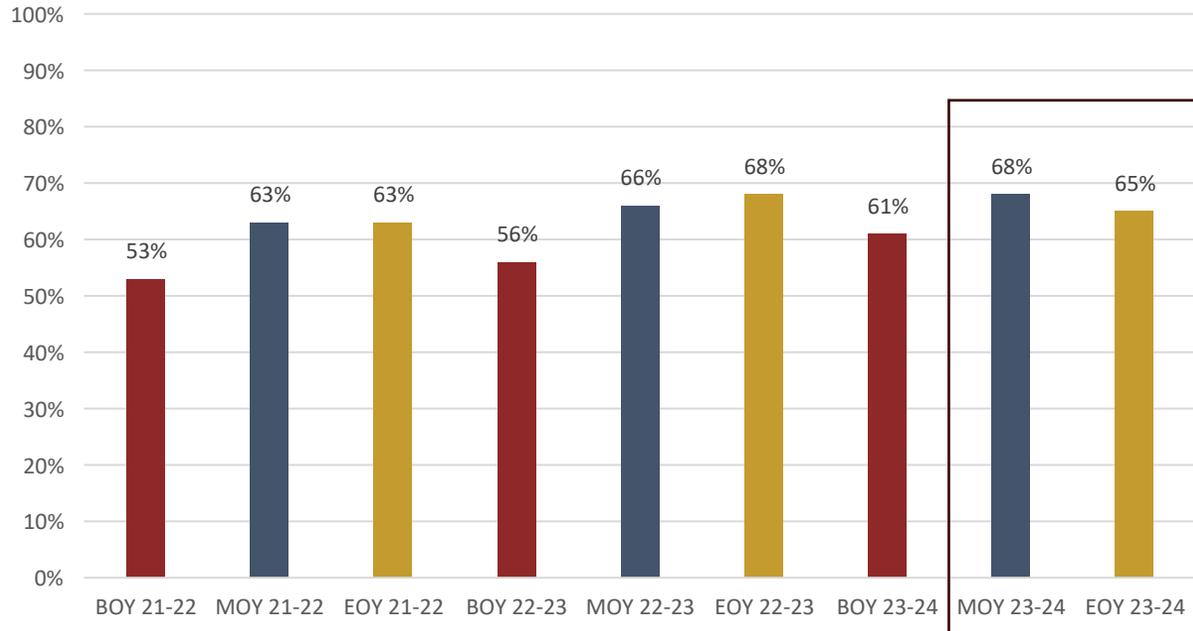
- BAS – 65%
- SEL – 49%

# Student Data: Literacy BAS/SEL

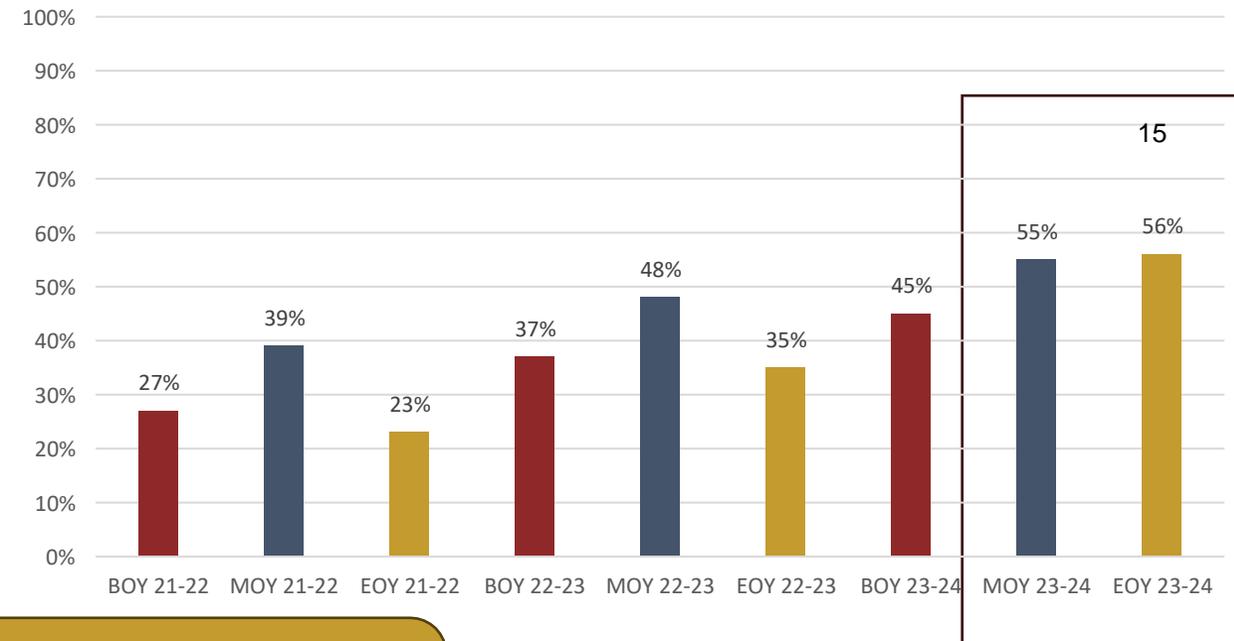


The Benchmark Assessment System (BAS/SEL) literacy assessment is administered to 2nd grade students at beginning, middle, and end of year testing windows. This assessments indicates if the student is reading “below, on, or above” reading level. The benchmark for “on or above” changes with each testing window.

2nd Grade BAS: % On/Above Grade Level



2nd Grad SEL: % On/Above Grade Level



## 2<sup>nd</sup> Grade BAS/SEL EOY Targets for 23-24:

- BAS – 70%
- SEL – 37%

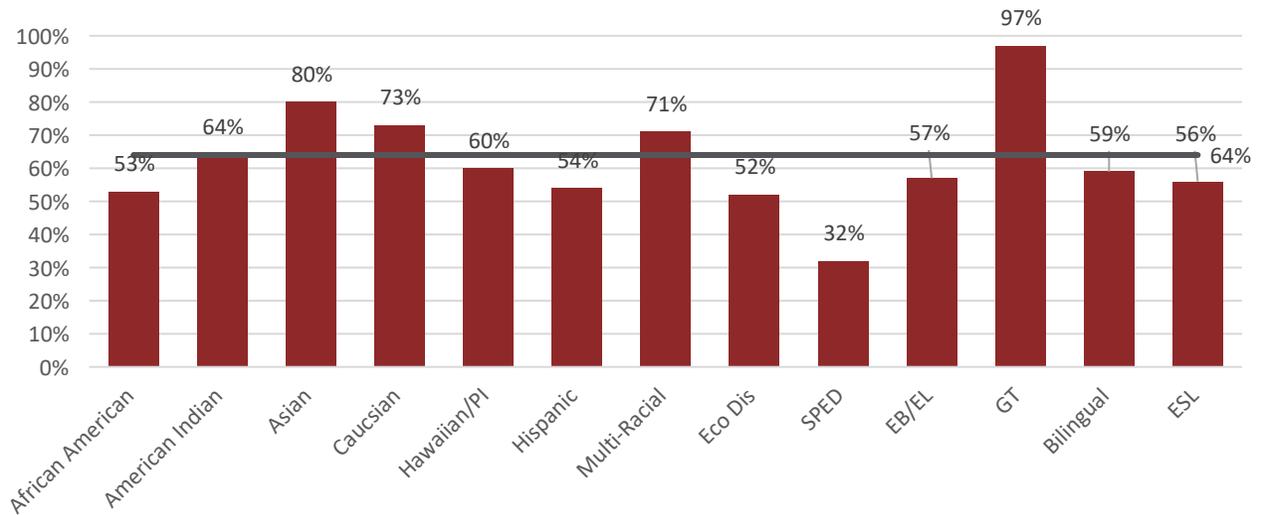
# Student Data: Literacy Ren360 EoY

REN Reading 2023-24 EOY Results by Grade Level

Grade Level	MOY 2023-24	EOY 2023-24 Grades 1-6			
	% At/Above Benchmark	% At/Above Benchmark	% On Watch	% Intervention	% Urgent Intervention
<b>FBISD Overall</b>	<b>66%</b>	<b>64%</b>	<b>10%</b>	<b>10%</b>	<b>16%</b>
Grade 1	74%	61%	5%	7%	27%
Grade 2	67%	71%	9%	8%	12%
Grade 3	65%	68%	10%	10%	13%
Grade 4	68%	70%	10%	10%	11%
Grade 5	63%	64%	12%	12%	12%
Grade 6	54%	52%	14%	15%	19%

Grade Level	Ren360 Reading SGP	
	EOY 22-23	EOY 23-24
	% of Student Met SGP	% of Student Met SGP
<b>FBISD Overall</b>	<b>61%</b>	<b>64%</b>
<b>Grade 1</b>	53%	61%
<b>Grade 2</b>	61%	64%
<b>Grade 3</b>	67%	68%
<b>Grade 4</b>	65%	69%
<b>Grade 5</b>	67%	70% <sup>16</sup>
<b>Grade 6</b>	51%	54%

Ren360 Reading: Student Groups  
% At/Above Benchmark



Ren360 EOY Targets for 23-24:

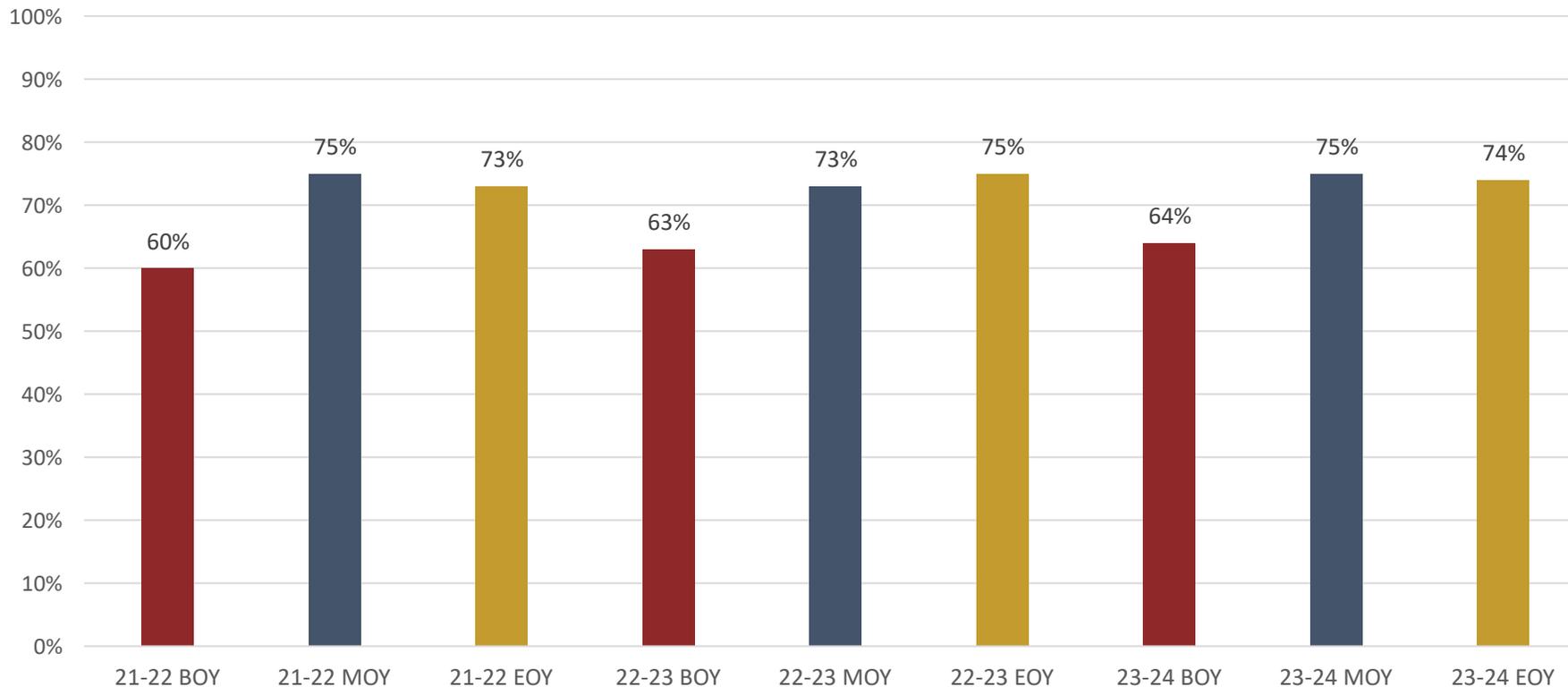
- 3<sup>rd</sup> grade – 69%
- 4<sup>th</sup> grade – 68%
- 5<sup>th</sup> grade – 65%

# Student Data: TxKea Math

- BOY Data
- MOY Data
- EOY Data

The TxKea assessment is administered to **Kindergarten** students and is a computer-based assessment provided by TEA. It is administered to each student **individually** by the teacher. It is an observational assessment because the teacher sits with the student while administering the assessment and assists with answer entry into the system.

TxKea Math: % Students On Track



EOY Target for 23-24 is 77% of students "on track"

17

# Student Data: Math Ren360 EoY

REN Math 2023-24 EOY Results by Grade Level

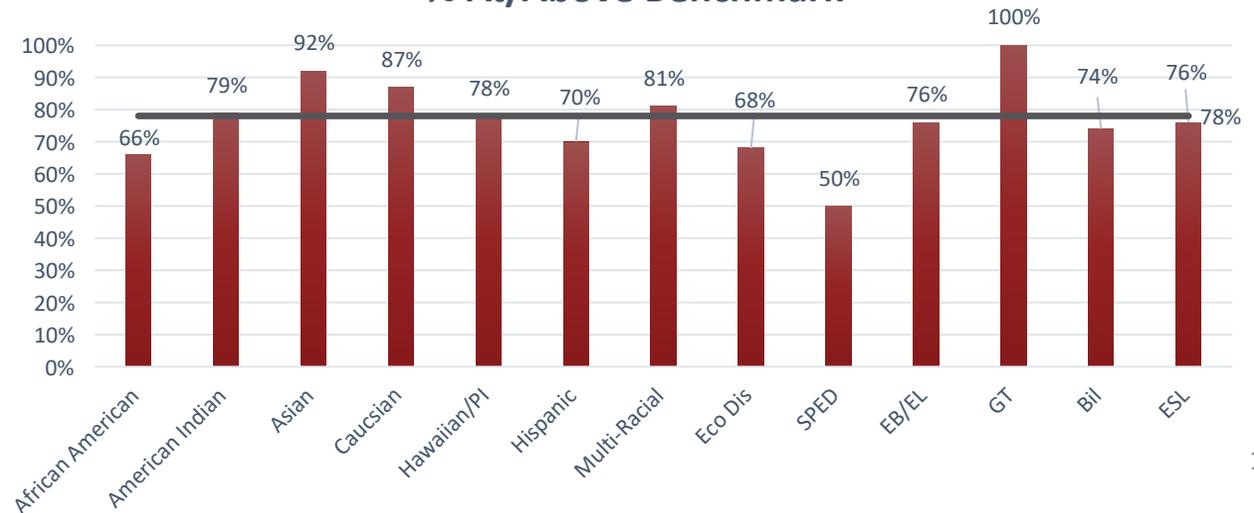
Grade Level	MOY 23-24	MOY 2023-24 Grades 1-6*			
	% At Above Benchmark	% At/Above Benchmark	% On Watch	% Intervention	% Urgent Intervention
FBISD Overall	77%	78%	7%	7%	8%
Grade 1	84%	85%	7%	5%	4%
Grade 2	74%	75%	8%	8%	9%
Grade 3	79%	80%	7%	7%	7%
Grade 4	80%	83%	6%	6%	6%
Grade 5	78%	78%	7%	8%	8%
Grade 6	66%	67%	10%	10%	13%

Grade Level	Ren360 Math SGP	
	EOY 22-23	EOY 23-24
	% of Student Met SGP	% of Student Met SGP
FBISD Overall (1st - 6th)	61%	66%
Grade 1	55%	60%
Grade 2	63%	61%
Grade 3	73%	76%
Grade 4	70%	74%
Grade 5	65%	67%
Grade 6	61%	61% <sup>18</sup>

Ren360 EOY Targets for 23-24:

- 3<sup>rd</sup> grade – 82%
- 4<sup>th</sup> grade – 81%
- 5<sup>th</sup> grade – 79%

Ren360 Math: Student Groups % At/Above Benchmark



## Considerations & Next Steps

- *Continue implementation of Tier 3 intervention systems with content-based interventionists; monitor fidelity data*
- *Provide defined structures for intervention & enrichment time in elementary; researching differentiated resources for Title 1 campuses*
- *Develop campus support structures for 24-25 school year*
- *Transition to NWEA – MAP as a universal screener K-10*

# F O R T B E N D I S D

16431 Lexington Blvd.

Sugar Land, TX 77479

281-634-1000

[www.fortbendisd.com](http://www.fortbendisd.com)

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Information:**  
**2024-25 Student Code of Conduct References:**  
**Board Policy: FO (Legal)**  
**District Goal 4**  
**Department: Student Affairs**

**Summary**

Staff will present the Student Code of Conduct for 2024-25 school year.

**Background**

Chapter 37 of the Texas Education Code mandates that the Board of Trustees adopt a Student Code of Conduct (SCC).

The SCC provides methods and options for managing behavior and disciplining students in the classroom, on school grounds, and at school-related events. The SCC provides guidance for campus administrators to address behavior and assign consequences in a fair and equitable manner in accordance with Chapter 37 and the Texas Education Data Standards (TEDS) Appendix E. The SCC also provides clarity for students and parents about offenses that require mandatory placement outside of the classroom and those in which campus and District administrators may exercise discretion.

To ensure fluidity throughout, the Administration held multiple focus groups comprised of students, parents, community members, principals, assistant principals, and Campus Behavior Coordinators. The feedback gathered from stakeholders was instrumental in revising, reorganizing, and adding more clarity of processes and verbiage to provide a more comprehensible Student Code of Conduct (listed below). The Administration has also made changes based on the definitions and coding updates outlined in TEDS Appendix E related to state discipline data reporting.

As of this afternoon, the following revisions were additionally made to the proposed 2024-2025 Student Code of Conduct.

<b>Page</b> <small>*23-24 Pg.</small>	<b>Section</b>	<b>2023-2024</b> <b>Information Change</b> <b>FROM</b>	<b>2024-2025 TO ACTUAL CHANGE</b>	<b>Rationale</b>
1	Commonly Used Acronyms	Add	BSS – Behavior Support Services FORR – First Offense Rise Response MDR - Manifestation Determination Review	CBC Recommendation
7	Threat Assessment and Safe and Supportive School Team	Delete: Threat assessments are investigative not punitive.	Threat assessment is an investigative process.	CBC Recommendation Duplicated language
10	Threat Assessment Graphic	Add	Contact the parent of the alleged aggressor and contact parents of targeted student. Contact DSTAT	TSCS updates DSA Threat Assessment Team Recommendation

			Contact DSA for discipline and coding guidance	
18	K-2 Level 1 Offenses	Move Cheating from Level 2 to Level 1 for K-2 only.	Level I offenses – cheating without ISS, OSS, DAEP, DEP, JJAEP.	CBC Recommendation DDAC Recommendation
18, 19, 21, 22, 26, 27	Discipline Offense by Level	Disrupting Educational Environment – Level 1 Disruptive Behavior – Level 2	Disruptive Behavior – Level 1 Disrupting Educational Environment – Level 2	CBC Recommendation
20, 23, 28	Discipline Offense by Level	Add	Violation of a Stay Away Agreement – Level 2	CBC Recommendation
20, 23, 28	Discipline Offense by Level	Add	Violation of a Stay Away Agreement with Physical Altercation – Level 2 Discretionary DAEP (3-5 and Secondary)	CBC Recommendation
22, 27	Discipline Offense by Level	Add	Bus Misconduct Serious - Level 2: Grades K-2 (No OSS option) Level 2: Grades 3-12	CBC Recommendation
26	Discipline Offense by Level	Add	Failure to wear or present Student ID - Level 1: Grades 3-12	DSL Recommendation
22, 27	Discipline Offense by Level	Leaving School – Level 1	Leaving School – Level 1: Grades K-2 Level 2: Grades 3 – 12	CBC Recommendation
39	Bullying	Add	Bullying, Policy FFI (Legal), is a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that satisfies the applicability requirements below and that:  Has the effect or will have the effect of physically harming a student, damaging a student’s property, or placing a student in reasonable fear of harm to the student’s person or of damage to the student’s property;  Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;  Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or Infringes on the rights of the victim at school; and Includes cyberbullying.	CBC Recommendation Aligns with FFI (Legal)
43	Appealing a Bullying Determination	FOD (Legal)	FNG (Local)	Correction
*53/52	Disciplinary Alternative Education Program  (DAEP) Placement	The notice should contain a statement of the specific offense that would justify an. At the discipline	The notice should contain a statement of the specific offense that would justify a placement in the alternative education program. At the discipline conference, the student is entitled to:	Legal Recommendation

		<p>conference, the student is entitled to: Additional representation by an adult, other than the student's parent/guardian, who can provide guidance to the student and parent and/or</p> <p>An opportunity to testify and to review and present evidence.</p>	<p>Additional representation by an adult, other than the student's parent/guardian, who can provide guidance to the student and parent and/or</p> <p>An opportunity to testify and to present evidence.</p>	
*70/69	Glossary	<p>Assault is defined by Penal Code 22.01 as intentionally, knowingly, or recklessly causing bodily injury to another; intentionally or knowingly threatening another with imminent bodily injury; or intentionally or knowingly causing physical contact with another that can reasonably be regarded as offensive or provocative.</p>	<p>Assault is defined in part by Penal Code 22.01 as when a person intentionally, knowingly, or recklessly causes bodily injury to another person. An assault must involve a victim and a perpetrator(s) and the victim must receive bodily injury. If these criteria are not met, then the proper category would be Other Student Code of Conduct Violation (Action Reason Code 21).</p>	CBC Recommendation
*75/74	Glossary	Add	<p>Inappropriate Familiarity is any inappropriate or unduly intimate or informal conduct between students including kissing or inappropriate touching with consent.</p>	CBC Recommendation
*77/75	Glossary	Add	<p>Peer Conflict is a controversy, quarrel, or struggle between two or more people who appear to have different goals or desires. It is normal for students to not always agree with each other about what they think or what they want to do. Often, peer conflicts arise suddenly because students of the same relative amount of power see the same situation from two different points of view. When students are in conflict, the incident is usually two-sided – each student is being aggressive towards the other one. In bullying, it tends to be one-sided.</p>	CBC Recommendation Aligns with Policy FFI (Legal)
*80/77	Glossary	<p>Safety Rule Violation- Level 1 offense that creates potential for harm to student's safety.</p>	<p>Safety Rule Violation- Level 1 offense that creates potential for harm to student's safety. This type of violation refers to a breach of a safety standard, regulation, policy, or rule created to ensure the safety of campus students and staff.</p>	CBC Recommendation
*82/79	Glossary	<p>Title 5 felonies are those crimes listed in</p>	<p>Title 5 felonies are those crimes listed in Title 5 of the Penal Code</p>	Aligns with Penal Code, Sections 19,20

		<p>Title 5 of the Penal Code that typically involve injury to a person and may include:</p> <p>Murder, manslaughter, or homicide under Sections 19.02–.05;</p> <p>Kidnapping under Section 20.03;</p> <p>Trafficking of persons under Section 20A.02;</p> <p>Smuggling or continuous smuggling of persons under Sections 20.05–.06;</p> <p>Assault under Section 22.01;</p> <p>Aggravated assault under Section 22.02;</p> <p>Sexual assault under Section 22.011;</p> <p>Aggravated sexual assault under Section 22.021;</p> <p>Unlawful restraint under Section 20.02;</p> <p>Continuous sexual abuse of a young child or disabled individual under Section 21.02;</p> <p>Bestiality under Section 21.09;</p> <p>Improper relationship between educator and student under Section 21.12;</p> <p>Voyeurism under Section 21.17;</p> <p>Indecency with a child under Section 21.11;</p> <p>Invasive visual recording under Section 21.15;</p> <p>Disclosure or promotion of intimate</p>	<p>that typically involve injury to a person and may include:</p> <p>Murder, manslaughter, or homicide under Sections 19.02–.05;</p> <p>Kidnapping under Section 20.03;</p> <p>Trafficking of persons under Section 20A.02;</p> <p>Smuggling or continuous smuggling of persons under Sections 20.05–.06;</p> <p>Felony Assault under Section 22.01;</p> <p>Aggravated assault under Section 22.02;</p> <p>Sexual assault under Section 22.011;</p> <p>Aggravated sexual assault under Section 22.011;</p> <p>Continuous sexual abuse of a young child or disabled individual under Section 21.02;</p> <p>Improper relationship between educator and student under Section 21.12;</p> <p>Indecency with a child under Section 21.11;</p> <p>Injury to a child, elderly individual or disabled individual under Section 22.04;</p> <p>Invasive visual recording under Section 21.15;</p> <p>Disclosure or promotion of intimate visual material under Section 21.16;</p> <p>Sexual coercion under Section 21.18;</p> <p>Injury to a child, an elderly person, or a disabled person of any age under Section 22.04;</p> <p>Abandoning or endangering a child under Section 22.041; Deadly conduct under Section 22.05; Terroristic threat under Section 22.07;</p>	
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		<p>visual material under Section 21.16;</p> <p>Sexual coercion under Section 21.18;</p> <p>Injury to a child, an elderly person, or a disabled person of any age under Section 22.04;</p> <p>Abandoning or endangering a child under Section 22.041;</p> <p>Deadly conduct under Section 22.05;</p> <p>Terroristic threat under Section 22.07;</p> <p>Aiding a person to commit suicide under Section 22.08; and</p> <p>Tampering with a consumer product under Section 22.09.</p>	<p>Aiding a person to commit suicide under Section 22.08; and</p> <p>Tampering with a consumer product under Section 22.09.</p>	
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Recommended by:

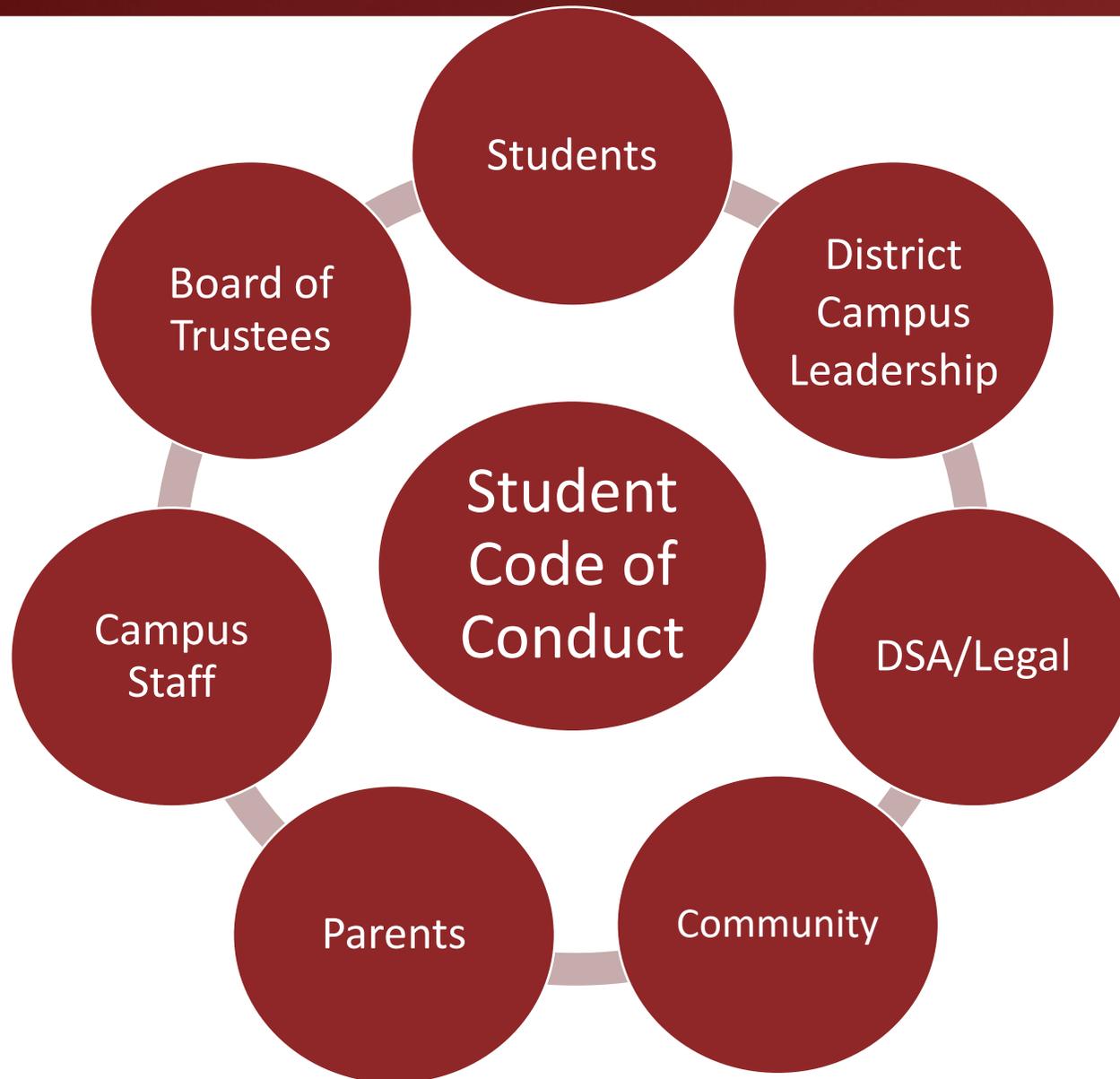
Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Kwabena Mensah  
 Chief of Schools



# Student Code of Conduct Annual Review



# Student Code of Conduct Annual Review

## DDAC

### District Discipline Advisory Committee

February 13,  
2024

Bullying

March 7, 2024

Attendance  
Tardies  
Skipping

April 11, 2024

Behavior  
Management

# Student Code of Conduct Annual Review

## CBC

### Campus Behavior Coordinator

February 21,  
2024

Bullying  
DAEP/SCC  
Title IX  
Threat  
Assessment

March 20, 2024

Discipline Chart  
Offenses by  
Level

May 8, 2024

Intake and  
Transportation  
Packets

# Student Code of Conduct Annual Review

**Disruptive Behavior – Level 1**

**Disrupting Educational Environment – Level 2**

**Violation of a Stay Away Agreement – Level 2**

**Violation of a Stay Away Agreement with Physical Altercation –  
Level 2 Discretionary DAEP (K-5 and Secondary)**

**Bus Misconduct Serious – Level 2**

# Student Code of Conduct Continuous Review and Evaluation





# Student Code of Conduct

**2024-2025**

**FBISD**  
INSPIRE • EQUIP • IMAGINE

SCHO



## CORE BELIEFS AND COMMITMENTS

### Core Belief 1: All students can reach their full potential.

**Commitment:** Fort Bend ISD will provide an educational system that will enable all students to reach their full potential.

### Core Belief 2: We believe student success is best achieved...

...through effective teachers that inspire learning.

**Commitment:** Fort Bend ISD will recruit, develop and retain effective teachers.

...in a supportive climate and safe environment.

**Commitment:** Fort Bend ISD will provide a supportive climate and a safe learning/working environment.

...by empowered and effective leaders throughout the system.

**Commitment:** Fort Bend ISD will provide and promote leadership development at all levels.

...in a well-functioning, high-performing community of learners.

**Commitment:** Fort Bend ISD will be a collaborative, efficient and effective learning community.

## MISSION AND VISION

### MISSION

Fort Bend ISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

### VISION

Fort Bend ISD will graduate students who exhibit the attributes of the District's Profile of a Graduate.

## PROFILE OF A GRADUATE

**A Fort Bend ISD Graduate has a rigorous academic foundation, strong character, and is...**



### equipped with skills for life.

Fort Bend ISD graduates exhibit grit and determination in all aspects of life; respect self and others; engage in healthy life choices; are literate and articulate; proficient with technology; and meaningfully and practically apply knowledge in productive ways.



### a compassionate citizen.

Fort Bend ISD graduates are empathetic to their fellow citizens, exhibiting care and concern for others; are inclusive and embrace differences; are culturally aware; actively engage in improving our diverse community; exercise their right to vote; and are dependable, respectful, trustworthy, and self-disciplined.



### a servant leader.

Fort Bend ISD graduates demonstrate confidence while maintaining a humble and kind demeanor; prioritizing the needs of others while accepting responsibility for themselves and are accountable for their own actions; are optimistic; and strive to bring out the best in others.



### a collaborative team member.

Fort Bend ISD graduates work effectively with others to achieve group goals; take actions that respect the needs and contributions of others; yield their own objectives to the goals of the team; and positively facilitate and contribute to teamwork.



### an effective communicator.

Fort Bend ISD graduates communicate clearly both orally and in writing; respectfully and actively listen to others; appropriately engage in courageous conversations; and appropriately adapt their communication style to the audience.



### a life-long learner.

Fort Bend ISD graduates approach life with wonder and curiosity; seek opportunities to be creative; possess a thirst for knowledge and the ability to adapt to change; and are academically prepared to pursue and attain futures beyond what they can imagine!



### a critical thinker.

Fort Bend ISD graduates are visionary and solutions-oriented problem solvers; are inquisitive and innovative; and have the courage to actively challenge conventional methods in order to improve themselves and the world around them.

## DISTRICT GOALS



### District Goal 1

Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.



### District Goal 2

Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.



### District Goal 3

Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.



### District Goal 4

Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.



### District Goal 5

Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

## August

July 29th – 30th ..... District Professional Learning Days/  
No Students  
July 31st ..... Teacher Work Day/No Students  
1st – 6th ..... Professional Learning Day/No Students  
7th ..... Teacher Planning Day/No Students  
8th ..... First Day of Classes 1st Semester

## September

2nd ..... Student/Teacher Holiday/Labor Day  
26th ..... Early Release-Elementary  
27th ..... Professional Learning Day/No Students

## October

4th ..... Student/Teacher Holiday  
10th – 14th ..... Student/Teacher Holiday  
15th ..... Teacher Planning Day/No Students

## November

1st ..... Student/Teacher Holiday  
11th ..... Student/Teacher Holiday/Veterans Day  
25th – 29th ..... Student/Teacher Holiday/Thanksgiving Break

## December

19th ..... Early Release – MS/HS  
20th ..... Early Release/All Students  
23rd – 31st ..... Student/Teacher Holiday/Winter Break

## January

1st – 3rd ..... Student/Teacher Holiday/New Year's Day  
6th ..... Professional Learning Day/No Students  
7th ..... Teacher Planning Day/No Students  
8th ..... Teacher Work Day/No Students  
9th ..... First Day of Classes 2nd Semester  
20th ..... Student/Teacher Holiday/Martin  
Luther King Jr. Day

## February

13th ..... Early Release-Elem.  
14th ..... Professional Learning Day/No Students  
17th ..... Student/Teacher Holiday/Inclement Weather Make-Up  
Day  
28th ..... Teacher Planning Day/No Students

## March

10th – 14th ..... Student/Teacher Holiday/Spring Break  
31st ..... Student/Teacher Holiday

## April

18th ..... Student/Teacher Holiday  
21st ..... Student/Teacher Holiday/Inclement Weather  
Make-Up Day

## May

26th ..... Student/Teacher Holiday/Memorial Day  
28th ..... Early Release-MS/HS  
29th ..... Early Release- All Students  
30th ..... Teacher Workday/No Students

## June

19th ..... Student/Teacher Holiday/Juneteenth Day  
30th ..... District Office and Campuses Closed

## July

1st – 4th ..... District Office and Campuses Closed

### KEY

- Teacher Work Day
- Professional Learning
- Teacher Planning
- First Day of Semester
- District Professional Learning Day
- Student/Teacher Holiday
- [ ] Beginning/End of Nine Weeks
- { } Exams
- Early Release ES
- Early Release HS/MS
- Early Release HS/MS/ES
- Inclement Weather Make-up Day

This Calendar Reflects the Following	ES	MS	HS
Total Days of Instruction	171	171	171
Total Teacher Contract Days	187	187	187
Operational Minutes per Full Day	440	440	440
Operational Minutes per Early Release Days	240	270	245
Total Operational Minutes Pre-Waiver	74,440	74,560	74,460
Waiver Minutes for Professional Learning	2,100	2,100	2,100
Total Operational Min. w/ Approved Waivers	76,540	76,660	76,560
Bank of Operational Minutes	940	1,060	960

HB 2442 requires a minimum of 75,600 operational minutes with any applicable waivers and at least a minimum bank of 840 operational minutes. The bank of operational minutes can be used in the event of bad weather and other issues of health and safety. FBISD reserves the right to revise the calendar, pending Board approval, to meet the minimum required operational minutes each year.

S	M	T	W	T	F	S
		29	30	31	1	2
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
			1	2	3	4
6	7	8	[9]	10	11	12
13	14	15	[16]	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	{17}	{18}	{19}	{20}	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
						1
2	3	4	5	6	[7]	8
9	10	11	12	13	14	15
16	[17]	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	{23}	24
25	26	{27}	{28}	{29}	30	31

June 2025						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

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

1st Semester Grading Period	83 Days
1st Nine Weeks	35/8 - 10/9 42
2nd Nine Weeks	10/16 - 12/20 41

2nd Semester Grading Period	88 Days
3rd Nine Weeks	1/9 - 3/7 38
4th Nine Weeks	3/17 - 5/29 50

## High Schools

**Austin High School**  
Rachel Cortez - Principal  
3434 Pheasant Creek Drive  
Sugar Land, 77498  
634-2000 Fax: 634-2074

**Crawford High School**  
Keith Fickel - Principal  
801 Caldwell Ranch Blvd  
Rosharon, 77583  
327-6730 Fax: 327-6730

**Hightower High School**  
Andre Roberson - Principal  
3333 Hurricane Lane  
Missouri City, 77459  
634-5240 Fax: 634-5333

**Ridge Point High School**  
Leonard Brogan - Principal  
500 Waters Lake Blvd.  
Missouri City, 77459  
327-5200 Fax: 327-5201

**Bush High School**  
Felicia James - Principal  
6707 FM 1464  
Richmond, 77407  
634-6060 Fax: 634-6066

**Dulles High School**  
Corey Stewart - Principal  
550 Dulles Avenue  
Sugar Land, 77478  
634-5600 Fax: 634-5681

**Kempner High School**  
Danielle Jackson - Principal  
14777 Voss Road  
Sugar Land, 77498  
634-2300 Fax: 634-2378

**Travis High School**  
Sarah Laberge - Principal  
11111 Hartlem Road  
Richmond, 77406  
634-7000 Fax: 634-7010

**Clements High School**  
Brian Shillingburg - Principal  
4200 Elkins Road  
Sugar Land, 77479  
634-2150 Fax: 634-2168

**Elkins High School**  
Courtney Muceus - Principal  
7007 Knights Court  
Missouri City, 77459  
634-2600 Fax: 634-2674

**Marshall High School**  
Ogechi Uwaga-Sanders - Principal  
1220 Buffalo Run  
Missouri City, 77489  
634-6630 Fax: 634-6650

**Willowridge High School**  
Jennifer Roberts - Principal  
16301 Chimney Rock Road  
Houston, 77053  
634-2450 Fax: 634-2513

## Middle Schools

**Baines Middle School**  
Elizabeth Williams - Principal  
9000 Sienna Ranch Road  
Missouri City, 77459  
634-6870 Fax: 634-6880

**First Colony Middle School**  
Jennifer Petru - Principal  
3225 Austin Parkway  
Sugar Land, 77479  
634-3240 Fax: 634-3267

**Lake Olympia Middle School**  
Terence Hayden - Principal  
3100 Lake Olympia Parkway  
Missouri City, 77459  
634-3520 Fax: 634-3549

**Sartartia Middle School**  
Cholly Oglesby - Principal  
8125 Homeward Way  
Sugar Land, 77479  
634-6310 Fax: 634-6373

**Bowie Middle School**  
Michael Yelvington - Principal  
700 Plantation Drive  
Richmond, 77406  
327-6200 Fax: 327-6201

**Fort Settlement Middle School**  
Jennifer Williams - Principal  
5440 Elkins Road  
Sugar Land, 77479  
634-6440 Fax: 634-6456

**McAuliffe Middle School**  
Trevor Lemon - Principal  
16650 South Post Oak  
Houston, 77053  
634-3360 Fax: 634-3393

**Sugar Land Middle School**  
LaToya Garrett - Principal  
321 Seventh Street  
Sugar Land, 77498  
634-3080 Fax: 634-3108

**Crockett Middle School**  
Kyella Griffin - Principal  
19001 Beechnut  
Richmond, 77407  
634-6380 Fax: 327-6380

**Garcia Middle School**  
Cory Collins - Principal  
18550 Old Richmond Road  
Sugar Land, 77498  
634-3160 Fax: 634-3166

**Missouri City Middle School**  
Tasha Hamilton - Principal  
202 Martin Lane  
Missouri City, 77489  
634-3440 Fax: 634-3473

**Thornton Middle School**  
Kathryn Kargbo - Principal  
1909 Waters Lake Blvd.  
Missouri City, 77459  
327-3870 Fax: 327-3871

**Dulles Middle School**  
Reginald Brown - Principal  
500 Dulles Avenue  
Sugar Land, 77478  
634-5750 Fax: 634-5781

**Hodges Bend Middle School**  
Brandi Brooks - Principal  
16510 Bissonnet  
Houston, 77083  
634-3000 Fax: 634-3028

**Quail Valley Middle School**  
Audra Ude - Principal  
3019 FM 1092  
Missouri City, 77459  
634-3600 Fax: 634-3632

## Elementary Schools

**Armstrong Elementary**  
Nancy Sanchez - Principal  
3440 Independence Blvd.  
Missouri City 77459  
634-9410 Fax: 327-9409

**Bhuchar Elementary**  
Nikki Roberts - Principal  
5503 Thompson Ferry Rd.  
Missouri City, 77459  
327-4400 Fax: 327-4402

**Colony Bend Elementary**  
Stacy Brown - Principal  
2720 Planters Street  
Sugar Land, 77479  
634 - 4080 Fax: 634-4092

**Drabek Elementary**  
April Marsters - Principal  
11325 Lake Woodbridge Drive  
Sugar Land, 77498  
634-6570 Fax: 634-6572

**Austin Parkway Elementary**  
Audrey Macklin - Principal  
4400 Austin Parkway  
Sugar Land, 77479  
634-4001 Fax: 634-4014

**Blue Ridge-Briargate Elementary**  
Sonya Evans - Principal  
6241 McHard Road (FM 2234)  
Houston, 77053  
634 - 4520 Fax: 634-4533

**Colony Meadows Elementary**  
Stephanie Viado - Principal  
4510 Sweetwater Blvd.  
Sugar Land, 77479  
634-4120 Fax: 634-4136

**Dulles Elementary**  
Raymond Haas - Principal  
630 Dulles Avenue  
Sugar Land, 77478  
634-5830 Fax: 634-5843

**Barrington Place Elementary @ Meadows – Grades K-2nd**  
Cindel Blackmer - Principal  
12037 Pender Lane  
Meadows Place, 77477  
634-4720 Fax: 634-4734

**Brazos Bend Elementary**  
Felicia Bolden - Principal  
621 Cunningham Creek Blvd.  
Sugar Land, 77479  
634-5180 Fax: 634-5200

**Commonwealth Elementary**  
Latecha Bogle - Principal  
4909 Commonwealth Blvd.  
Sugar Land, 77479  
634-5120 Fax: 634-5140

**Fleming Elementary**  
She’Nee Young- Principal  
14850 Bissonnet  
Houston, 77083  
634 - 4600 Fax: 634-4615

**Barrington Place Elementary @ Lakeview – Grades 3rd – 5th**  
Alena McClanahan - Principal  
314 Lakeview Dr.  
Sugar Land, 77498  
634-4200 Fax: 634-4214

**Burton Elementary**  
Lakisha Anthony - Principal  
1625 Hunter Green Lane  
Fresno, 77545  
634-5080 Fax: 634-5094

## Elementary Schools

**Glover Elementary**  
Clementine Arana - Principal  
1510 Columbia Blue Drive  
Missouri City, 77489  
634-4920 Fax: 634-4934

**Goodman Elementary**  
Jonathan Sutton - Principal  
1100 West Sycamore  
Fresno, 77545  
634-5986 Fax: 634-6000

**Heritage Rose Elementary**  
Gabriella Garza - Principal  
636 Glendale Lakes Drive  
Rosharon, 77583  
327-5400 Fax: 327-5401

**Highlands Elementary**  
Angela Dow - Principal  
2022 Colonist Park Drive  
Sugar Land, 77478  
634-4160 Fax: 634-4176

**Holley Elementary**  
Danielle Moss - Principal  
16655 Bissonnet  
Houston, 77083  
634-3850 Fax: 634-3856

**Hunters Glen Elementary**  
Lavanta Williams - Principal  
695 Independence Blvd.  
Missouri City, 77489  
634-4640 Fax: 634-4656

**Jones Elementary**  
Carlo Levia - Principal  
302 Martin Lane  
Missouri City, 77489  
634-4960 Fax: 634-4974

**Jordan Elementary**  
Kimberly Charles - Principal  
17800 West Oaks Village Drive  
Richmond, 77407  
634-2800 Fax: 634-2801

**Lakeview Elementary**  
Alena McClanahan - Principal  
314 Lakeview Drive  
Sugar Land, 77498  
634-4200 Fax: 634-4214

**Lantern Lane Elementary**  
Justin Kowrach - Principal  
3323 Mission Valley Drive  
Missouri City, 77459  
634-4680 Fax: 634-4694

**Leonetti Elementary**  
Joy Schwinger - Principal  
1757 Waters Lake Blvd.  
Missouri City, 77459  
327-3190 Fax: 327-3191

**Lexington Creek Elementary**  
Christina Hopkins - Principal  
2335 Dulles Avenue  
Missouri City, 77459  
634-5000 Fax: 634-5014

**Madden Elementary**  
Kristi Durham - Principal  
17727 Abermore Lane  
Richmond, 77407  
327-2740 Fax: 327-2742

**Malala Elementary**  
Donald Lam-Interim Principal  
11770 W. Aliana Trace Dr.  
Richmond, 77407  
327-5700 Fax: 327-5701

**Meadows Elementary**  
Cindel Blackmer - Principal  
12037 Pender Lane  
Meadows, 77477  
634-4720 Fax: 634-4734

**Mission Bend-Glen Elementary**  
Veronica Roberson - Principal  
16053 Mission Glen Drive  
Houston, 77083  
634-4280 Fax: 634-4296

**Mission West Elementary** Jorge  
Pena - Principal  
7325 Clodine-Reddick Road  
Houston, 77083  
634-4320 Fax: 634-4334

**Neill Elementary**  
Margaret Murphy - Principal  
3830 Harvest Corner Drive  
Richmond, 77406  
327-3760 Fax: 327-3761

**Oakland Elementary**  
Nancy Hummel - Principal 4455  
Waterside Estates Drive  
Richmond, 77406  
634-3730 Fax: 634-3738

**Oyster Creek Elementary**  
Deanna Olson - Principal 16425  
Mellow Oaks Lane  
Sugar Land, 77498  
634-5910 Fax: 634-5925

**Palmer Elementary**  
Kellie Clay - Principal  
4208 Crow Valley Drive  
Missouri City, 77459  
634-4760 Fax: 634-4773

**Parks Elementary**  
Anitra Wilson - Principal  
19101 Chimney Rock Road  
Fresno, 77545  
634-6390 Fax: 327-6390

**Patterson Elementary**  
Angela Wallace - Principal  
18702 Beechnut Street  
Richmond, 77407  
327-4260 Fax: 327-4261

**Pecan Grove Elementary**  
Kari Bruhn - Principal  
3330 Old South Drive  
Richmond, 77406  
634-4800 Fax: 634-4814

**Quail Valley Elementary**  
Yvette Mendoza - Principal  
3500 Quail Village Drive  
Missouri City, 77459  
634-5040 Fax: 634-5054

**Ridgegate Elementary**  
Marta Rivas - Principal  
6015 West Ridgecreek Drive  
Houston, 77053  
634-4840 Fax: 634 - 4855

**Ridgemont Elementary**  
Kimsheka Bowie -Interim  
Principal  
4910 Raven Ridge Drive  
Houston, 77053  
634-4880 Fax: 634 - 4896

**Scanlan Oaks Elementary**  
Lori Craig - Principal  
9000 Camp Sienna Trail  
Missouri City, 77459  
634-3950 Fax: 634-3915

**Schiff Elementary** Gregory  
Foulds - Principal  
7400 Discovery Lane Missouri  
City, 77459  
634-9451 Fax: 327-9449

**Seguin Elementary**  
Fidel Wells - Principal  
7817 Grand Mission Blvd.  
Richmond, TX 77407  
634-9850 Fax: 327-7029

**Settlers Way Elementary**  
Kellie Issac - Principal  
3015 SettlersWay Blvd. Sugar  
Land, 77479  
634-4360 Fax: 634 - 4376

**Sienna Crossing Elementary**  
Rachel Rosier - Principal  
10011 Steep Bank Trace  
Missouri City, 77459  
634-3680 Fax: 634-3799

**Sugar Mill Elementary**  
Jaimie Geis - Principal  
13707 Jess Pirtle Blvd.  
Sugar Land, 77498  
634-4440 Fax: 634 - 4459

**Sullivan Elementary** Donna  
Whisonant - Principal  
17828 Winding Waters Lane  
Sugar Land, 77479  
327-2860 Fax: 327-2861

**Townwest Elementary**  
Erika Edmond - Principal  
13927 Old Richmond Road  
Sugar Land, 77498  
634-4480 Fax: 634 - 4494

**Walker Station Elementary**  
Gregory Granger-Interim  
Principal  
6200 Homeward Way Blvd.  
Sugar Land, 77479  
643-4400 Fax: 634 - 4413

## Specialized Schools

**Progressive High School**  
Tonya Curtis - Principal  
1555 Independence Blvd.  
Missouri City, 77489  
634-2900 Fax: 634-2913

**James Reese Career and  
Technical Center**  
Julia Erdie - Principal  
12300 University Blvd. Sugar  
Land, 77478  
327-7300 Fax: 634-5700

**MR Wood/FHCL**  
Cozette Church - Principal  
138 Avenue E  
Sugar Land, 77498  
327-6000 Fax: 327-6001

**Early Literacy Center @  
Ridgemont** Benjamin  
Bostick- Associate Principal  
5353 Ridge Creek Circle  
Houston, 77053  
634-9810 Fax: 634-4382

**Early Literacy Center @  
Hunters Glen** Shawndreka  
Clemons - Associate Principal  
695 Independence Blvd.  
Missouri City, 77489  
634-2195 FAX: 327-2217

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***Fort Bend Independent School District (FBISD)***  
***Student Code of Conduct***

2024-2025 School Year

If you have difficulty accessing the information in this document because of disability, please contact the Department of Student Affairs at 281-327-2829 or email at [Student.Affairs@fortbendisd.com](mailto:Student.Affairs@fortbendisd.com) for assistance.

## **Commonly Used Acronyms**

The Student Code of Conduct contains various terms and referenced acronyms related to discipline. Commonly used acronyms are listed below to help better understand the content included in the Code.

AP – Assistant Principal

ARD – Admission, Review, and Dismissal

BIP – Behavior Improvement Plan

BSS – Behavior Support Services

CBC – Campus Behavior Coordinator

CBD- Cannabidiol

CPS – Child Protective Services

CSTAT- Campus Student Threat Assessment Team

CTE – Career and Technical Education

DA – District Attorney

DAEP – Disciplinary Alternative Education Program

DEP-District Expulsion Program

DSA – Department of Student Affairs

DSL – Department of School Leadership

DSTAT – District Student Threat Assessment Team

FBA – Functional Behavior Assessment

FORR – First Offense Rise Response

IDEA – Individual with Disabilities Education Act IEP

Individualized Education Program

ISS – In-School Suspension

JJAEP - Juvenile Justice Alternative Education Program

OSS – Out-of-School Suspension

MDR – Manifestation Determination Review

PEIMS- Public Education Information Management System

PBIS - Positive Behavioral Interventions and Supports

PSUU – Possession, Sell, Use, Under the Influence

RISE-Resilience, Intervention, Support, and Empowerment

SCC- Student Code of Conduct

SEL – Social Emotional Learning

SRO – School Resource Officer

SST- Student Support Team

TEC-Texas Education Code

TEDS-Texas Education Data Standards

TDP – Truancy Diversion Program

THC - Tetrahydrocannabinol

## **Student Code of Conduct**

### **Accessibility**

If you have difficulty accessing the information in this document because of disability, please contact The Department of Student Affairs at 281-327-2829 or email [Student.Affairs@fortbendisd.com](mailto:Student.Affairs@fortbendisd.com).

### **Purpose**

The Student Code of Conduct (“Code”), as required by Chapter 37 of the Texas Education Code (TEC), provides methods and options for managing student behavior, preventing and intervening in student discipline problems, and imposing discipline.

The law requires the district to define misconduct that may—or must—result in a range of specific disciplinary consequences, including removal from a regular classroom or campus, out-of-school suspension, placement in a disciplinary alternative education program (DAEP), placement in a juvenile justice alternative education program (JJAEP), or expulsion from school.

This Student Code of Conduct has been adopted by the FBISD board of trustees and developed with the advice of the district-level planning and decision-making committee. It provides information to parents and students regarding standards of conduct, consequences of misconduct, and procedures for administering discipline. This Code remains in effect during summer school and at all school-related events and activities outside the school year until the board adopts an updated version for the next school year.

In accordance with state law, the Code shall be posted at each school campus or shall be available for review at the campus principal’s office. Additionally, the Code shall be available at the campus behavior coordinator’s (CBC) office and posted on the district’s website [www.fortbendisd.com](http://www.fortbendisd.com). Parents shall be notified of any conduct violation that may result in a student being suspended, placed in a DAEP or JJAEP, expelled, or taken into custody by a law enforcement officer under Chapter 37 of the Education Code.

Because the Student Code of Conduct is adopted by the district’s board of trustees, it has the force of policy. In the event of a conflict between the Code and the Student/Parent Handbook, the Code shall prevail.

**Please note:** The discipline of students with disabilities who are eligible for services under federal law (Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973) is subject to the provisions of those laws.

### **Anti-Discrimination**

The district does not discriminate against students on the basis of race, sex, national origin, disability, religion, color, or ethnicity when enforcing the provisions of this Code.

## **Profile of a Graduate**

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The Profile of a Graduate, adopted by the Board of Trustees in 2017, supports the District's Mission, Vision, and Core Beliefs and Commitments by defining the qualities a student should possess upon graduation. A FBISD Graduate has a rigorous academic foundation, strong character, and is...

### ***...equipped with skills for life.***

Fort Bend ISD graduates exhibit grit and determination in all aspects of life; respect self and others; engage in healthy life choices; are literate and articulate; proficient with technology; and meaningfully and practically apply knowledge in productive ways.

### ***...a servant leader.***

Fort Bend ISD graduates demonstrate confidence while maintaining a humble and kind demeanor; prioritizing the needs of others while accepting responsibility for themselves and are accountable for their own actions; are optimistic; and strive to bring out the best in others.

### ***...an effective communicator.***

Fort Bend ISD graduates communicate clearly both orally and in writing; respectfully and actively listen to others; appropriately engage in courageous conversations; and appropriately adapt their communication style to the audience.

### ***...a critical thinker.***

Fort Bend ISD graduates are visionary and solutions-oriented problem solvers; are inquisitive and innovative; and have the courage to actively challenge conventional methods in order to improve themselves and the world around them.

### ***...a compassionate citizen.***

Fort Bend ISD graduates are empathetic to their fellow citizens, exhibiting care and concern for others; are inclusive and embrace differences; are culturally aware; actively engage in improving our diverse community; exercise their right to vote; and are dependable, respectful, trustworthy, and self-disciplined.

### ***...a collaborative team member.***

Fort Bend ISD graduates work effectively with others to achieve group goals; take actions that respect the needs and contributions of others; yield their own objectives to the goals of the team; and positively facilitate and contribute to teamwork.

### ***...a life-long learner.***

Fort Bend ISD graduates approach life with wonder and curiosity; seek opportunities to be creative; possess a thirst for knowledge and the ability to adapt to change; and are academically prepared to pursue and attain futures beyond what they can imagine.

## School District Authority and Jurisdiction

### Scope

In adopting this Student Code of Conduct (SCC or this Code), the Board of Trustees has established rules, guidelines and procedures to further support a safe learning environment for all students. The SCC includes information regarding the district-wide behavior management plan, descriptions of prohibited conduct, the disciplinary options, methods, and consequences for preventing and addressing student misconduct and the process the district will follow when administering disciplinary consequences.

Students may be subject to campus, classroom including online learning platforms, such as Schoology, Edgenuity, or other forms of distance learning, transportation, extracurricular, and/or organizational rules in addition to those found in this Code. Students may face consequences under these additional rules as well as possible disciplinary action under the SCC. Further, to the extent a student engages in conduct that is not specifically addressed in this Code, the student may still be disciplined if the conduct disrupts or interferes with the educational process, learning environment, or school safety.

The SCC remains in effect during summer school and at all school related events and activities outside the school year until an updated version becomes effective for the next school year. If there is a conflict between the SCC and the Student/Parent Handbook, the terms of this Code will control. If there is a conflict between this Code and another District policy, the more recently adopted policy will control.

The SCC is posted on the district's website and is available at each FBISD school in the office of the campus principal or Campus Behavior Coordinator (CBC). District policies referenced in this Code are arranged in the [Board Policy Manual posted on the FBISD website](#). School rules and Code establish the district's authority to administer discipline and apply whenever the interest of the district is involved, on or off school grounds, in conjunction with or independent of classes and school- sponsored activities.

The district has disciplinary authority over a student:

- During the regular school day;
- While the student is traveling on district transportation;
- During lunch periods in which a student is allowed to leave campus;
- At any school-related activity, regardless of time or location;
- For any school-related misconduct, regardless of time or location;
- When retaliation against a school employee, board member, or volunteer occurs or is threatened, regardless of time or location;
- When a student engages in cyberbullying, as defined by Education Code 37.0832;
- When criminal mischief is committed on or off school property or at a school-related event;
- For certain offenses committed within 300 feet of school property as measured from any point on the school's real property boundary line;
- For certain offenses committed while on school property or while attending a school-sponsored or school-related activity of another district in Texas;

- When the student commits a felony, as provided by Education Code 37.006 or 37.0081; or
- When the student is required to register as a sex offender.

### **Campus Behavior Coordinator**

As required by law, a person at each campus must be designated to serve as the campus behavior coordinator (CBC). The designated person may be the principal, the Associate principal at the secondary level or any other campus administrator selected by the principal at the elementary level. The CBC is primarily responsible for maintaining student discipline. The district shall post on its website and in the Student/Parent Handbook, for each campus, the email address and telephone number of the person serving as the CBC.

Contact information may be found on the *Fort Bend ISD Website*, under the [Department of Student Affairs webpage](#).

### **Department of Student Affairs (DSA)**

The Superintendent has established the Department of Student Affairs (DSA) as a resource for students and parents/guardians to understand the expectations and rules governing student conduct, and as a liaison with campus administrators to ensure the fair and equitable application of discipline for misconduct as outlined in this Code. Under the direction of the Executive Director for Student Affairs, the DSA shall provide regular training to campus administrators on this Code, monitor trends and patterns of student misconduct, and respond to student/parent complaints and appeals concerning student discipline.

### **Title IX Investigations**

For reports alleging sexual harassment, sexual assault, stalking, dating violence, the campus administrator receiving the report will notify the parent/guardian of the complainant when a report is received and provide the student and parent a copy of the Parent/Student Rights Form and the Incident Reporting Form. This should occur generally *on the same day as the report* when possible. If any unwanted, physical touch of intimate body parts of a minor is involved, the employee must notify Child Protective Services and law enforcement within the same business day. The employee receiving an allegation/outcry from a student must notify the campus administrator promptly and within the same business day to begin a prompt investigation of the allegations. The campus administrator will ensure that Child Protective Services and Fort Bend ISD Police Department has been notified of any unwanted and inappropriate physical touch of a Fort Bend ISD student at school or at a school-related activity. The Title IX Coordinator will also be notified by the investigating campus administrator.

The parent/guardian of the alleged aggressor will also be notified of the allegations and will receive a copy of Parent/Student Rights form as well. For campus investigations that do not involve physical touch, campus administrators will begin their investigations and take statements from the complainant, respondent, and any available witnesses, as well as review available evidence, such as available video surveillance. If the campus investigation determines that the alleged aggressor may represent a threat to the safety of the alleged victim or others, or necessitates removal from an activity or program, the campus may conduct a campus student threat assessment. For investigations that involve physical touch, campus investigations may be delayed until law enforcement investigations and interviews are completed, at which point, campus investigations may promptly resume.

Upon receipt of allegations and during the investigation, a safety plan and supportive measures will be offered immediately to both parties. This may include but are not limited to: a schedule change, increased adult monitoring, offer for counseling, and a stay away agreement.

## *Title IX Investigations Sexual Harassment*

Within 3-5 business days (for uncomplicated sexual harassment investigations), campus administrators will communicate findings to the parent/guardians in a letter to notify of findings with continued supportive measures, safety plan, and stay away agreement. If a determination of a Code of Conduct violation has occurred in accordance with this Code, the respondent's parent/guardian will be notified, and this action will be documented in the Skyward discipline record.

For complicated investigations that involve law enforcement and Child Advocacy Center interviews that delay campus investigations, campus administrators should complete their investigations within 3-5 business days after receipt of results from CAC interview and clearance to interview the complainant.

The complainant may request a campus transfer or may request that the respondent be transferred to another campus in situations where sexual harassment is substantiated. Transportation will not be provided in these instances.

Both the complainant and the respondent retain the right to file a formal Title IX complaint during this process. Please contact the District Title IX Coordinator, Dr. Holly Robles (281) 281-7232 [holly.robles@fortbendisd.com](mailto:holly.robles@fortbendisd.com), with any concerns or questions.

### **Sexual Harassment** Policy DIA and FFH(LOCAL)

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it:

- Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or hostile educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
- Otherwise adversely affects the student's educational opportunities.

Examples of sexual harassment of a student may include, but are not limited to, sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; and other sexually motivated conduct, contact, or communications, including electronic communication. Necessary or permissible physical contact such as assisting a child by taking the child's hand, comforting a child with a hug, or other physical contact not reasonably construed as sexual in nature is not sexual harassment.

### **Gender-Based Harassment**

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

- Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or hostile educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or

- Otherwise adversely affects the student's educational opportunities. Examples of gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity, may include, but are not limited to, derogatory jokes, name-calling, slurs, or rumors; cyber harassment; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

### **Dating Violence** Policy FFH (LOCAL)

Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense. For purposes of this policy, dating violence is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

- Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or hostile educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
- Otherwise adversely affects the student's educational opportunities.

Examples of dating violence against a student may include, but are not limited to, physical or sexual assaults; name-calling; putdowns; or threats directed at the student, the student's family members, or members of the student's household. Additional examples may include, but are not limited to, destroying property belonging to the student, threatening to commit suicide or homicide if the student ends the relationship, attempting to isolate the student from friends and family, stalking, threatening a student's spouse or current dating partner, or encouraging others to engage in these behaviors.

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, school counselor, principal, other District employee, or the appropriate District official listed in this policy.

### **Threat Assessment and Safe and Supportive School Team**

The Texas Education Code 37.115(a)(1) requires campus behavioral threat assessment teams, tracking of actions taken relative to students who make threats, and notification of parents if threats are made. The Texas Education Code mandates a Safe and Supportive Schools Program Team.

All Fort Bend ISD campuses have trained threat assessment teams called CSTAT; Campus Student Threat Assessment Team [see Education Code 37.220] . Members include a campus administrator, school counselor, and student resource officer. The team may also include a campus staff member who is familiar with and has a rapport with student(s) involved. Threat assessment is an investigative process. Parents of the victim and alleged aggressor are contacted during the investigation. Once the team determines if the threat is transient (not serious) or substantive (serious, very serious) the team must consider interventions and resources needed to ensure support for all students involved.

A threat assessment investigation may also include a safety assessment conducted by the District Student Threat Assessment Team also known as DSTAT. In accordance with [TEC 37.115, policy FFB\(LEGAL\), and FFB\(LOCAL\)](#) the District has created a District Threat Assessment Team (DSTAT) to provide guidance and assessment to campuses when dealing with substantive (serious and very serious) student threats. DSTAT will also track all threats to ensure appropriate support is provided to students and campuses and shall take appropriate action in accordance with this Code to ensure a safe and coordinated response to all student threats. The goal is to prevent campus violence, establish a safe campus experience, and provide needed additional support for the success of all students.

These actions may include:

- Development of a safety plan;
- Safety check-ins;
- Additional monitoring during transition periods; and/or
- Referral to DAEP.

Each campus shall have a Campus Student Threat assessment Team (CSTAT), coordinated by the CBC or principal that investigates threats, creates safety plans, and develops behavior interventions to reduce the risk of violence. Each Campus Student Threat Assessment Team should be comprised of, at a minimum, the CBC or principal, counselor, and School Resource Officer (SRO). Other members may include special education staff, the Campus Compliance Coordinator, investigating assistant principal, nurse, or others with knowledge of the student and behaviors. CSTAT teams are supported by the DSTAT for training, assessing student plans, and monitoring.

Threat is defined as: a concerning communication or behavior that indicates that an individual poses a danger to the safety of school staff or students through acts of violence or other behavior that would cause harm to self or others. The threat may be communicated behaviorally, orally, visually, in writing, electronically, or through any other means, and is considered a threat regardless of whether it is observed by or communicated directly to the target of the threat or observed by or communicated to a third party, and regardless of whether the target of the threat is aware of the threat.

All threats will be taken seriously and will be investigated by campus administrators or law enforcement personnel, as appropriate. There are various types of threats which include, but are not limited to, the use of threatening language or gestures, assault by threat, and terroristic threat. Disciplinary consequences and/or police action will be assessed based on the outcome of each investigation.

A student commits an offense of terroristic threat if he/she threatens to commit any offense involving violence to any person or property with intent to:

- Cause a reaction of any type by an official or volunteer agency organized to deal with emergencies;
- Place any person in fear of imminent serious bodily injury;
- Prevent or interrupt the occupation or use of a building; classroom; or place of assembly; or
- Cause impairment or interruption of school communications, power supply, or school-related transportation.

### **Threat Assessment Investigations**

A campus may determine a need to conduct a threat inquiry or assessment as a tool for responding to threatening situations in which there is a concern about a particular student who has come to the attention of school administrators by engaging in communications or behaviors of concern. If, in the process of the inquiry, these concerns meet the criteria of “harmful, threatening, or violent behaviors,” established by [TEC 37.115](#), then a threat assessment will be conducted. In instances where this threat assessment becomes a formal Campus Student Threat Assessment Process, the principal or CBC will follow the following procedures:

If the campus administrator determines that an immediate threat is present, Fort Bend ISD Police Department and District leadership will be notified immediately. The District Student Threat Assessment Team will also be notified. Parents of any alleged victims and aggressors will be notified as soon as the alleged threat is secured in situations where immediate threat of school violence is determined. In other situations, the Campus Student Threat Assessment Team will review the threat and investigate further.

The campus administrator will convene the Campus Student Threat Assessment Team (CSTAT) initially to review the initial report and assign roles and responsibilities to obtain details regarding the allegation and student’s history. The person reporting will be provided the Incident Reporting Form.

The campus administrator will meet with the student alleged to have made a threat to take the student’s verbal and written statement and to determine if there is merit to the allegations and determine if there is a need to proceed, based on presenting information. Statements will be taken from the alleged victim and witnesses regarding the allegations. If the investigation indicates that no threat is present, the CSTAT may reconvene to determine that additional inquiry is unnecessary. If the alleged victim is in fear, a safety plan and stay away agreement will be developed to protect the alleged victim.

However, if the CSTAT continues to investigate and finds evidence that there may be a threat to school safety, the counselor may interview the student. The campus administrator will provide copies of Student/Parent Rights to both the aggressor and victim and their parent/guardian and notify them of the threat investigation. The CSTAT will convene to determine threat level and provide a copy of their determination to the District Student Threat Assessment Team for review within ***one business day if a substantive threat and two business days if a transient threat***.

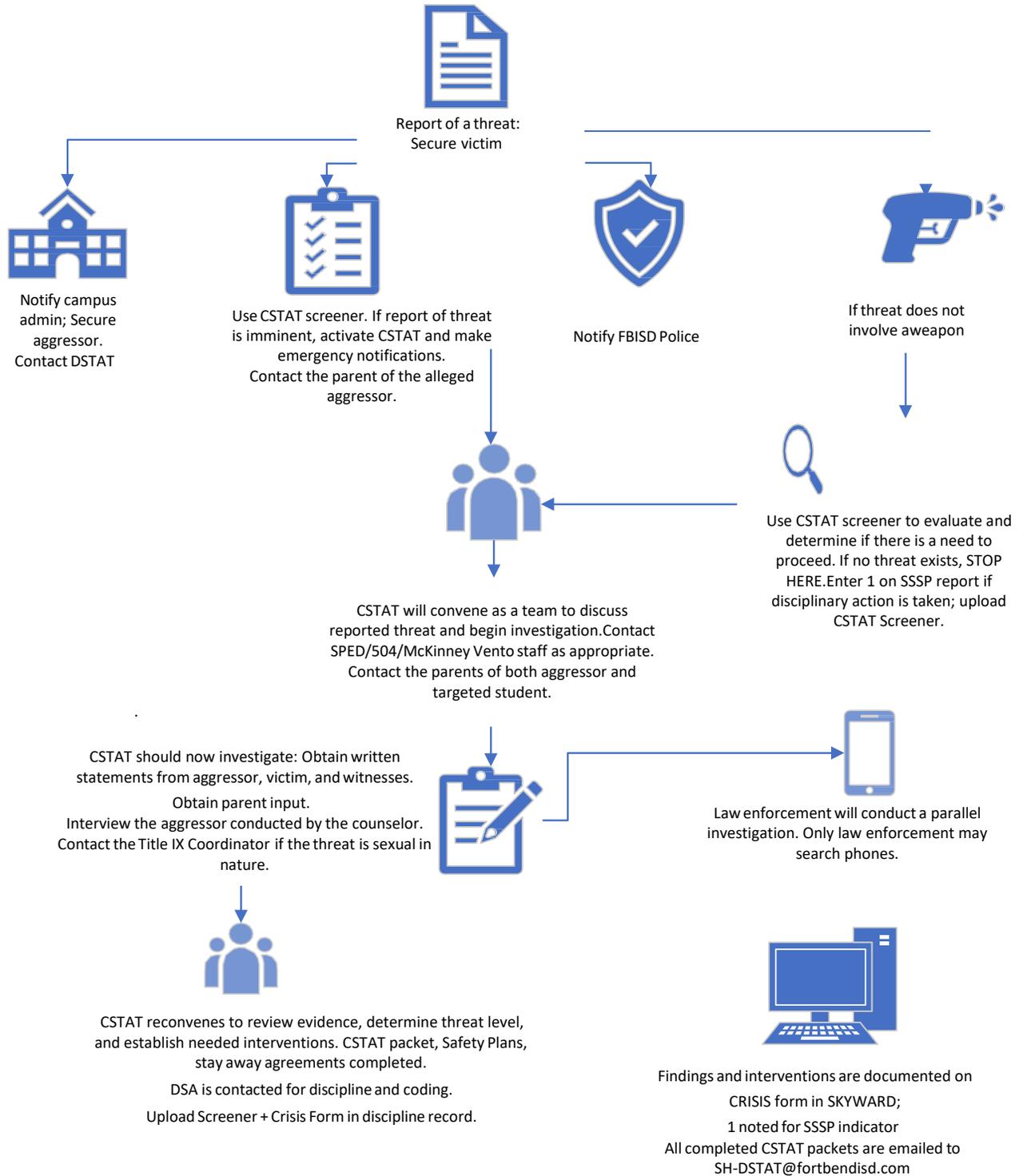
Transient threats are those that can be identified as temporary expressions of anger or frustration (or perhaps inappropriate attempts at humor) that dissipate quickly when the student reflects on the meaning of what he or she has said. Substantive threats are those that include an intent to harm someone beyond the immediate incident or creates a significant amount of fear or disruption in the school setting.

If the CSTAT determines that a transient threat was made, the students and parents/guardians of the alleged victim and aggressor will be advised of the outcome of the threat assessment. The alleged aggressor and parents/guardians will be notified if disciplinary action will be taken, and due process in accordance with this Code will be followed.

If the CSTAT determines that a substantive threat was made, the students and parents/guardians of the alleged victim and aggressor will be advised of the outcome of the threat assessment. The alleged aggressor will have an additional safety assessment promptly by a member of the District Threat Assessment Team (DSTAT) to determine what safety measures and interventions are needed to protect school safety and the alleged victim. This is not a mental health assessment, but is conducted to determine appropriate interventions, including a safety plan to protect the alleged victim, referrals to resources, development of behavioral strategies, and the development of a district-wide support plan to assist the student in deterring violence as an option to redress.

wrongs. A member of the District Threat Assessment Team may provide support for the student during an alternative school placement or long term, depending on the student’s needs.

Alleged victims may request a campus transfer for substantive threats for themselves or the person threatening them through their principal or Campus Behavior Coordinator.



## **Searches**

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and district policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner. Refer to the district's policies [FNF](#) (LEGAL) and [FNF](#) (LOCAL) for more information regarding investigations and searches.

The district has the right to search a vehicle driven to school by a student and parked on school property whenever there is reasonable suspicion to believe it contains articles or materials prohibited by the district or in violation of the Code of Conduct

Desks, lockers, district-provided technology, and similar items are the property of the district and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice.

## **Reporting Crimes**

Certain acts of misconduct may constitute criminal offenses in addition to violations of this Code. The CBC, school administrators, or District employees shall report crimes as required by law and shall contact local law enforcement regarding suspected criminal activity. The CBC or school administrators will cooperate with law enforcement regarding any potential criminal activity occurring on campus, within 300 feet of campus, or at a school related or school-sponsored event. Because school discipline is independent of criminal proceedings, disciplinary consequences may not be postponed pending the outcome of any criminal proceeding or affected by the outcome of any criminal proceeding. Further, criminal charges may be referred to the Fort Bend County District Attorney (DA) by law enforcement. Referral to the DA is a function of law enforcement and not a function of school-based discipline. The campus should consult with the Department of Student Affairs when considering DAEP/expulsions for offenses committed off-campus.

## **Criminal Charges or Classifications**

If a student is charged with a crime or engages in conduct punishable as or that contains the elements of a crime for which disciplinary actions are mandated by law, the student may be disciplined based on the law enforcement officer's classification and/or the criminal charge(s) accepted by the county district attorney (DA). Certain offenses require mandatory removal to a disciplinary alternative education program (DAEP) and while others require mandatory expulsion to a juvenile justice alternative education program (JJAEP). In some circumstances, a student may be arrested for an offense which initially requires mandatory removal to a DAEP; however, after completion of the criminal investigation, if charges are upgraded to an offense classified as an expellable offense, the school will be required to recommend expulsion based upon the officer's classification or charges being filed. Since school discipline does not have to meet the same standards of evidence as law enforcement, the disciplinary assignment is not reduced or dropped based on the outcome of the criminal case which might include a motion to dismiss, deferred adjudication, deferred prosecution, etc.

In addition, there are certain criminal charges (see pages 61-68), which occur off-campus at non-school-sponsored or non-school-related events for which the district is required to remove the student from the regular classroom setting. Upon notification from a law enforcement agency that such a crime has been committed, the school will recommend appropriate disciplinary actions. If the charges for one of these off-campus offenses are later reduced or dropped and documentation of the reduction can be provided, the district will reconsider the disciplinary action. If the charges remain and the student receives deferred adjudication or deferred prosecution, the student will be required to complete the disciplinary assignment.

## **Security Personnel**

To ensure the security and protection of students, staff, and property, the board utilizes district police officers. In accordance with law, the board has coordinated with the campus behavior coordinator and other district employees to ensure appropriate law enforcement duties are assigned to these persons. The law enforcement duties of district peace officers are listed in

policy [CKE](#) (LOCAL).

District police officers are educators first as they have the opportunity to positively interact with students and contribute to a positive culture and climate. Police officers employed by the district shall have all the powers, privileges, and immunities. A district police officer shall perform law enforcement duties for the school district that must include protecting the safety and welfare of any person in the jurisdiction of the police officer and the property of the school district.

In determining the law enforcement duties, the board shall coordinate with district campus behavior coordinators and other district employees to ensure that district police officers are tasked only with duties related to law enforcement intervention and not tasked with behavioral or administrative duties better addressed by other district employees. All behavioral and administrative duties shall remain the responsibility of the CBC and the campus administration.

## **Questioning of Students by Outside Authorities**

When law enforcement officers or other lawful authorities such as CPS wish to question or interview a student at school, the principal or designee will cooperate fully regarding the conditions of the interview if the questioning or interview is part of a child abuse investigation. See policy [GRA](#) (Local).

In other circumstances:

- The principal shall verify and record the identity of the officer or other authority and request an explanation of the need to question or interview the student at school;
- The principal ordinarily shall make reasonable efforts to notify the student's parents or other person having lawful control of the student. If the interviewer raises what the principal considers to be a valid objection to the notification, parents will not be notified. Failure or inability to notify the parents or other persons having lawful control of the student will not ordinarily prevent or delay questioning by law enforcement officials. The principal or designee will notify parents of the questioning, absent any reasonable objections from the interviewer;
- The principal or a designee ordinarily shall be present during the questioning or interview. If the interviewer raises what the principal considers to be a valid objection to a third party's presence, the interview shall be conducted without that person's presence; such as in a case including a criminal investigation;
- It is the police officer's responsibility to inform the student of his/her rights (Miranda Warning) when required by law. Once a police officer begins questioning a student, all responsibility for such questioning rests with the police officer.

It should be noted that, when Fort Bend ISD police officers are working with school officials or on their behalf to investigate school-related behaviors or concerns, students are not generally entitled to be read their rights ("Miranda Warnings") unless the students are under arrest during such questioning.

Fort Bend ISD will not impede the questioning of a student by a law enforcement officer who has a subpoena, court order, warrant, or directive to apprehend, or who is willing to take the child into custody and remove the child from campus for investigation regarding a non-school-related matter under Texas Family Code 52.01.

In case of removal from the campus, the law enforcement officer will be requested to follow campus procedures for checking the student out of school. However, absent one of these provisions, school personnel will request that, prior to allowing an interview for non-school-related matters, parental permission must be obtained.

Fort Bend ISD will also not impede a CPS investigation and will allow CPS case workers or law enforcement officers to question students related to a reported claim of child abuse.

## **Use of Trained Dogs**

Students and guardians are advised that the district has adopted a policy on the use of trained dogs, as outlined below, which specifically provides that: Lockers, classrooms and common areas may be sniffed by trained dogs at any time when students are not present. Vehicles parked on school property may be sniffed by trained dogs at any time. A student in possession of contraband shall be subject to appropriate disciplinary action in accordance with this Code.

The district shall use specifically trained non-aggressive dogs to sniff out and alert officials to the current presence of concealed prohibited items, illicit substances and alcohol. See policy [FNF](#) (Legal). This program is implemented to prevent drug and alcohol use in District schools, with the objective of maintaining a safe learning environment conducive to education. Use of trained dogs shall be unannounced and shall not be used to search students. The dogs shall be used to sniff classrooms, common areas, areas around student lockers, and where student vehicles are parked on school property. If a dog alerts to a locker, a vehicle, or an item in a classroom, it may be searched by school officials.

## **Metal Detectors**

In order to maintain a safe and secure learning environment in the District's DAEP (Disciplinary Alternative Education Program), students shall be notified when assigned to DAEP that they shall be subject to metal detector searches when entering each day.

## **“Parent” Defined**

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

## **Participation in Graduation Activities**

The district has the right to limit a student's participation in graduation activities for violating the district's Code of Conduct. If it is determined by the administration that any senior, during the final grading period, participates in an activity on school property or in connection with any school sponsored activity that violated this Code including, but not limited to, "senior pranks", in addition to being subject to disciplinary consequences may, at the discretion of the Superintendent or the Assistant Superintendent of Secondary Schools, be prohibited from participating in year-end graduation ceremonies. This includes, but is not limited to, commencement, prom, and Pro-Grad as well as other senior privileges. Upon approval from the Superintendent or Assistant Superintendent of Secondary Schools, the campus principal shall notify parents/guardians if it is determined the student will not participate in any or all graduation activities.

## **Disqualification from Graduation Activities**

If a senior is charged with a felony violation of the Penal Code, and the Superintendent or Assistant Superintendent of Secondary Schools has a reasonable belief that a criminal violation has occurred, the student, in addition to being subject to disciplinary consequences specified in this Code, shall be automatically disqualified from participating in graduation ceremonies, including commencement, prom and Pro-Grad. It is important to note the difference between a charge and a referral. A referral is a notice to the District Attorney or other prosecutor recommending a criminal investigation. A charge is a formal accusation made by a governmental authority (usually a grand jury) finding that based upon the evidence presented to it, there is probable cause to believe that a crime has been committed by a criminal suspect. For a student who is referred for a felony or misdemeanor and charges are expected, and there is reasonable belief that a criminal offense has occurred, approval for non-participation in graduation activities must be given by the Superintendent or designee. The campus principal shall notify parents/guardians if determined that the student will not participate in any or all graduation activities.

## **Student Speakers at Graduation**

Students eligible to have a speaking role at graduation shall be notified by the campus principal. Notwithstanding any other eligibility requirements, in order to be considered eligible,

a student shall not have engaged in any misconduct associated with academic dishonesty or have resulted in an in-school or out-of-school suspension, removal to a DAEP, or expulsion during the school year immediately preceding graduation. See policy [FMH](#) (LOCAL).

### **Unauthorized Persons**

In accordance with Education Code 37.105, a school administrator, school resource officer (SRO), or district police officer shall have the authority to refuse entry to or eject a person from district property if the person refuses to leave peaceably on request and:

- The person poses a substantial risk of harm to any person; or
- The person behaves in a manner that is inappropriate for a school setting and persists in the behavior after being given a verbal warning that the behavior is inappropriate and may result in refusal of entry or ejection.

Appeals regarding refusal of entry or ejection from district property may be filed in accordance with policies [FNG](#) (LOCAL) or [GF](#) (LOCAL), as appropriate. However, the timelines for the district's grievance procedures shall be adjusted as necessary to permit the person to address the board in person within 90 calendar days, unless the complaint is resolved before a board hearing.

See **DAEP—Restrictions During Placement** on page 57 for information regarding a student assigned to DAEP at the time of graduation.

## **Standards for Student Conduct**

Each student is expected to:

- Demonstrate courtesy, even when others do not;
- Behave in a responsible manner;
- Exercise self-discipline;
- Attend all classes regularly and on time;
- Bring appropriate materials and assignments to class;
- Meet district and campus standards of grooming and dress;
- Obey all campus and classroom rules;
- Respect the rights and privileges of students, teachers, and other district staff and volunteers;
- Respect the property of others, including district property and facilities;
- Cooperate with and assist the school staff in maintaining safety, order, and discipline; and
- Adhere to the requirements of the Student Code of Conduct.

## **Student Dress Code**

The district believes the Student Dress Code shall promote the attributes of the Profile of a Graduate. Therefore, students are expected to dress in a way that promotes respect for self and others, a safe learning environment, and honors the diversity of the learning community.

Students and parent/guardians may determine the student's personal dress and grooming standards, provided they comply with the general guidelines set forth in this Code and Board policy [FNCA](#) (Local). Generally, students shall be dressed and groomed in a manner that is clean and neat, does not cause distraction from learning, and that does not disrupt the learning environment. The district prohibits pictures, emblems, or writings on clothing that advertise or depict tobacco products, alcoholic beverages, drugs, or any other prohibited substance.

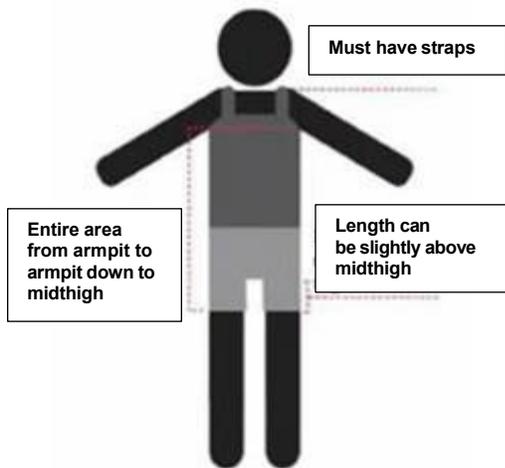
Students must comply with the following dress and grooming standards, including in online learning platforms.

### **Shirts, Blouses, Sweatshirts, Sweaters, Vests**

- Shirts, blouses, sweatshirts, sweaters, vests that expose undergarments and/or midriff are prohibited;
- Shirts, blouses, sweatshirts, sweaters, vests must not depict or reference alcohol, drugs, tobacco, weapons, nudity, gang affiliation, death, violence, vulgar or obscene language or images, and/or insults to race, religion, gender, or ethnicity, or other emblems or writing that may be expected to cause a material or substantial disruption of, or interference with, normal school operations.

### **Dresses, Jumpers, Skirts, Shorts, Skorts, Pants, and Jeans**

- Dresses, jumpers, skirts, and skorts may be worn at a length that is slightly above mid-thigh;
- Shorts, jeans, and all pants shall be worn at the hip or higher and must cover undergarments;
- Shorts may be worn at a length that is approximately above mid-thigh; and
- Athletic wear, which may include yoga pants, stretch leggings, biker shorts, and fitness tights, are permissible as long as they do not reveal undergarments, do not have sections of see-through material, or are worn with a shirt that covers the posterior, and are not disruptive to the school environment.



### **ALL STUDENTS**

Clothing must cover areas from one armpit to the other armpit, down to the mid-thigh.

Tops must have shoulder straps and be long enough to adequately cover the waistline and not expose the midriff.

## Shoes

- Shoes shall be worn, and if designed to be tied shall be properly tied;
- Elementary students shall not wear flip-flops, or shoes with no back/heel strap;
- Unsafe footwear is not permitted (i.e., house shoes, slippers); and
- Appropriate shoes must be worn during PE/athletics classes, as well as during lab activities in science, CTE, etc. Foam clogs, flip flops, or shoes with no back/heel strap should not be worn during these activities.

## Hair

- All hair, including facial hair, shall be neat, clean, and well groomed, and worn in a style that is not distracting;
- Mustaches, beards, or goatees shall be neat, clean, and well groomed, and worn in a style that does not display derogatory remarks, symbols, or statements that disrupts the learning environment. Hair markings must not depict or reference alcohol, drugs, tobacco, weapons, nudity, gang affiliation, violence, vulgar or obscene language, or images that substantially disrupt or interfere with normal school operations. Drawings, icons, and/or other markings cut into the hair, including eyebrows, and not associated with required religious markings or hairstyles are not permitted.

## Miscellaneous

- Proper undergarments shall be worn at all times;
- Revealing clothing of any type may not be worn;
- No clothing that has been ripped, torn, or cut in a way as to reveal undergarments, midriff, chest, or posterior;
- Clothing including face coverings with profanity, obscene patches, references to alcohol, drugs, weapons or tobacco, or anything that may be construed as violent, vulgar or obscene language or images, and/or insults to race, religion, gender, or ethnicity, or other emblems or writing that may be expected to cause a material or substantial disruption of, or interference with, normal school operations.
- Any attire, tattoo, icons, or markings on body, e.g. bandanas, shoelaces, chains, t-shirts, etc., that is distracting, causes a disturbance, or identifies a student as part of an unauthorized group, gang, or society are not permitted that includes but is not limited to virtual background choices.
- No pajama wear of any type except on campus designated days;
- Body piercings that are distracting or that pose a safety concern are not permitted;
- No hats, caps, doo-rags, wave caps, bonnets, bandanas or hoods worn indoors, except on campus designated days or during designated times permitted by the campus; and
- No sunglasses may be worn inside the building unless there is a medical note on file.

## **General Conduct Violations**

The categories of conduct below are prohibited at school, in vehicles owned or operated by the district, and at all school-related activities, but the list does not include the most severe offenses. In the subsequent sections on **Out-of-School Suspension** on page 50, **DAEP Placement** on page 52, **Placement and/or Expulsion for Certain Offenses** on page 59, and **Expulsion** on page 61, those offenses that require or permit specific consequences are listed. Any offense, however, may be severe enough to result in **Removal from the Regular Educational Setting** as detailed on page 49.

Disciplinary action will be correlated to the seriousness of the offense, the student's age and grade level, the frequency of misconduct, the student's attitude or disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct and the effect of the misconduct on the school environment. Students may be suspended for behavior listed in the Code as a general conduct violation, DAEP offense, or expellable offense.

In deciding whether to order In-school suspension, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

See policy [FO \(LEGAL\)](#) and [FO \(LOCAL\)](#)

Students identified as homeless or who are enrolled in a grade level below third grade may not be placed in out-of-school suspension unless while on school property or while attending school sponsored or school-related activity on or off school property the student engages in: 1. Conduct that contains the elements of an offense related to weapons; 2. Conduct that contains the elements of a violent offense; 3. Selling, giving, or delivering to another person or possessing, using, or being under the influence of marijuana or a controlled substance, a dangerous drug or an alcoholic beverage. \*\*Any level III or IV offenses require consultation with Assistant Superintendent

## Level 1 Offenses

These are usually first time or rare occurrences of the offense, however, repeated instances of these offenses could result in a harsher consequence such as ISS/OSS. It is recommended that campuses consult with a PBIS team member to determine appropriate interventions that could deter persistent student misconduct.

<b>Most Common Offense Codes with Available Actions</b>		<b>Potential Disciplinary Actions</b>				
	<i>(DAEP and Expulsion are not an option)</i>					
<b>These offenses are more appropriately handled with School Based Strategies such as:</b>	<b>Additional action options:</b>	<b>ISS</b>	<b>OSS</b>	<b>DAEP</b>	<b>DEP</b>	<b>JJAEP</b>
<ul style="list-style-type: none"> <li>• Behavior contract • Change Seat</li> <li>• Cooling-off Time • Counseling/ mediation</li> <li>• Referral to office/court</li> <li>• Verbal Correction</li> </ul>	Assigned School Duties, Confiscation, Contact w/ Parent, Restorative Conference/Chat, Counseling by Staff , Detention, Saturday Detention, Parent Conference, Restorative Circle, Restricted Bus Privileges, Withdrawal of Privileges, Student Conference					
Bus Misconduct	✓					
Cheating	✓					
Disruptive Behavior	✓					
Dress Code	✓					
Exhibit Inappropriate Familiarity (e.g. kissing/touching)	✓					
Horseplay	✓					
Failure to wear or present Student ID	✓					
Leaving School	✓					
Minor Acceptable User Policy (AUP) Violation (e.g. playing games)	✓					
Referral Dismissed	✓					
Safety Rule Violation	✓					
Skipping a Class	✓					
Tardies	✓					
Truancy Diversion Program	✓					
Truancy Warning Letter Student Affairs Only	✓					
Misuse of Telecommunication Device	✓					

## Level 2 Offenses

Most Common Offense Codes with Available Actions	Potential Disciplinary Actions					
	<b>Outline denotes presumed disciplinary consequence, prior to consideration of any applicable mitigating factors or extenuating circumstances.</b>					
	<i>ISS Recommended DAEP is discretionary. Expulsions are not an option. Multiple actions may be assigned.</i>					
	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies <small>(May be used in addition to other actions; not alone)</small>
Bullying ( <i>documented</i> )	✓					✓
Bus Misconduct Serious	✓					✓
Coercion/Extortion	✓					✓
Computer/Technology Misuse	✓					✓
Continued/Rpt Non-PEIMS reportable violations	✓					✓
Cyberbullying ( <i>documented</i> )	✓					✓
Dating Violence	✓					✓
Derogatory Statement	✓					✓
Disrupting Educational Environment	✓					✓
Failure to Comply with Assigned Discipline	✓					✓
False Document	✓					✓
Gambling	✓					✓
Harassment ( <i>documented</i> )	✓					✓
Inappropriate Physical Contact	✓					✓
Insubordination	✓					✓
Look Alike Weapon	✓					✓
Non DAEP Threat	✓					✓
Obscene Gesture	✓					✓
Permanent Teacher Removal – TEC 37.002	✓					✓
Porn Materials	✓					✓
Possess/Sell Look Alike Drug	✓					✓
Possess/Use Matches or Lighter	✓					✓
Profanity	✓					✓
PUID Over Counter Medicine	✓					✓
Fighting or Mutual Combat	✓					✓
Theft/Stealing ( <i>non-felony</i> )	✓					✓
Repeated or severe insubordination	✓					✓
Repeatedly leaving school grounds without permission	✓					✓
Robbery ( <i>non-felony</i> )	✓					✓
Unauthorized us/intentional misuse of computer soft/hardware	✓					✓

## Level 2 Offenses (Continued)

	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used <i>in addition</i> to other actions; not alone)
Sexual Harassment (documented)	✓					✓
Sexual Misconduct (documented)	✓					✓
Vandalism	✓					✓
Violation of a Stay Away Agreement	✓					✓
Violation of a Stay Away Agreement with Physical Altercation	✓					✓
Weapons Age <6yrs	✓					✓
Serious Offenses: ( <i>see glossary</i> ) Common Serious offenses include:	✓					✓
• Aggressive, disruptive behavior ( <i>assault Class C misdemeanor</i> )	✓					✓
• Assault ( <i>no bodily harm</i> ) with threat of imminent bodily injury	✓					✓
• Assault by offensive or provocative physical contact	✓					✓
• Continued/repeated PEIMS reportable violations	✓					✓
• Extortion/Coercion/Blackmail	✓					✓
• Falsification of records/school related documents	✓					✓
• Inappropriate physical contact with criminal referral	✓					✓
• Knife blade <5.5 inches	✓					✓
• Making/ Assisting with making a false alarm or report non-emergency response deployed	✓					✓
• Possesses/conspiring to possess explosives/explosive devices	✓					✓
• Possession or use of a stun gun/device, pepper spray, BB/air gun, etc.	✓					✓
• Possession/Distribution of pornographic materials	✓					✓

\*Supplemental action options include: Assigned School Duties, Confiscation, Contact w/ Parent, Restorative Conference/Chat, Counseling by Staff, Detention, Grade Reduction up to and including a grade of zero for Cheating, Parent Conference, Restorative Circle, Restricted of Bus Privileges, Withdrawal of Privileges, Student Conference, Saturday Detention.

\*School Based Strategies include: Behavior contract, Change Seat, Cooling-off Time, Counseling/ mediation, Referral to office/court, Verbal Correction.

## Level 1 Offenses

These are usually first time or rare occurrences of the offense, however, repeated instances of these offenses could result in a harsher consequence such as ISS/OSS. It is recommended that campuses consult with a PBIS team member to determine appropriate interventions that could deter persistent student misconduct.

Most Common Offense Codes with Available Actions		Potential Disciplinary Actions				
	DAEP and Expulsion are not an option. Multiple actions may be assigned for an offense.					
These offenses are more appropriately handled with School Based Strategies such as:	Additional action options:	ISS	OSS	DAEP	DEP	JJAEP
<ul style="list-style-type: none"> <li>• Behavior contract</li> <li>• Change Seat</li> <li>• Cooling-off Time</li> <li>• Counseling/ mediation</li> <li>• Referral to office/court</li> <li>• Verbal Correction</li> </ul>	Assigned School Duties, Confiscation, Contact w/ Parent, , Counseling by Staff , Detention, Saturday Detention Parent Conference, , Restricted Bus Privileges, Withdrawal of Privileges, Student Conference, Student Safety Plan					
Bus Misconduct	✓					
Disruptive Behavior	✓					
Dress Code	✓					
Exhibit Inappropriate Familiarity (e.g. kissing/touching)	✓					
Horseplay	✓					
Failure to wear or present Student ID	✓					
Leaving School	✓					
Minor Acceptable User Policy (AUP) Violation (e.g. playing games)	✓					
Referral Dismissed	✓					
Safety Rule Violation	✓					
Skippping a Class	✓					
Tardies	✓					
Truancy Diversion Program	✓					
Truancy Warning Letter Student Affairs Only	✓					
Misuse of Telecommunication Device	✓					

Level 2 Offenses

<b>Most Common Offense Codes with Available Actions</b>						
	<b>Outline denotes presumed disciplinary consequence, prior to consideration of any applicable mitigating factors or extenuating circumstances.</b>					
	OSS Recommended for severe or repeated offenses					
	Multiple actions may be assigned.					
	ISS	OSS	**DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used in addition to other actions; not alone)
Bullying ( <i>documented</i> )	✓	✓	Discretionary			✓
Bus Misconduct Serious	✓	✓	Discretionary			✓
Cheating	✓	✓				✓
Coercion/Extortion	✓	✓	Discretionary			✓
Computer/Technology Misuse	✓	✓	Discretionary			✓
Continued/Rpt Non-PEIMS reportable violations	✓	✓				✓
Cyberbullying ( <i>documented</i> )	✓	✓	Discretionary			✓
Dating Violence	✓	✓	Discretionary			✓
Derogatory Statement	✓	✓				✓
Disrupting Educational Environment	✓	✓				✓
Failure to Comply with Assigned Discipline	✓	✓	Discretionary			✓
False Document	✓	✓				✓
Gambling	✓	✓				✓
Harassment ( <i>documented</i> )	✓	✓				✓
Inappropriate Physical Contact	✓	✓				✓
Insubordination	✓	✓				✓
Look Alike Weapon	✓	✓				✓
Leaving School	✓	✓				✓
Non DAEP Threat	✓	✓				✓
Obscene Gesture	✓	✓				✓
Permanent Teacher Removal – TEC 37.002	✓	✓				✓
Porn Materials	✓	✓				✓
Possess/Sell Look Alike Drug	✓	✓				✓
Possess/Use Matches or Lighter	✓	✓				✓
Profanity	✓	✓				✓
PUID Over Counter Medicine	✓	✓				✓
Fighting or Mutual Combat	✓	✓	Discretionary			✓
Theft/Stealing ( <i>non-felony</i> )	✓	✓	Discretionary			✓
Repeated or severe insubordination	✓	✓	Discretionary			✓
Repeatedly leaving school grounds without permission	✓	✓	Discretionary			✓
Robbery ( <i>non-felony</i> )	✓	✓	Discretionary			✓

## Level 2 Offenses (Continued)

	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used <i>in addition</i> to other actions; not alone)
Unauthorized use/intentional misuse of computer soft/hardware	✓	✓	Discretionary			✓
Sexual Harassment (documented)	✓	✓	Discretionary			✓
Sexual Misconduct (documented)	✓	✓	Discretionary			✓
Vandalism	✓	✓	Discretionary			✓
Violation of a Stay Away Agreement	✓	✓				✓
Violation of a Stay Away Agreement with Physical Altercation	✓	✓	Discretionary			✓
Serious Offenses: ( <i>see glossary</i> ) Common Serious offenses include:	✓	✓	Discretionary			✓
• Aggressive, disruptive behavior ( <i>assault Class C misdemeanor</i> )	✓	✓	Discretionary			✓
• Assault ( <i>no bodily harm</i> ) with threat of imminent bodily injury	✓	✓	Discretionary			✓
• Assault by offensive or provocative physical contact	✓	✓	Discretionary			✓
• Continued/repeated PEIMS reportable violations	✓	✓	Discretionary			✓
• Extortion/Coercion/Blackmail	✓	✓	Discretionary			✓
• Falsification of records/school related documents	✓	✓	Discretionary			✓
• Inappropriate physical contact with criminal referral	✓	✓	Discretionary			✓
• Knife blade <5.5 inches	✓	✓	Discretionary			✓
• Making/ Assisting with making a false alarm or report; non-emergency response deployed	✓	✓	Discretionary			✓
• Possesses/conspiring to possess explosives/explosive devices not rising to a Level 3 and 4 prohibited weapon offense, i.e., firecrackers, poppers	✓	✓	Discretionary			✓
• Possession or use of a stun gun/device, pepper spray, BB/air gun, etc.	✓	✓	Discretionary			✓
• Possession/Distribution of pornographic materials	✓	✓	Discretionary			✓

**\*\*Repeated Level II Offenses that substantially disrupt the educational environment and/or safety of the campus, may result in a discretionary DAEP placement – even if blacked out above.**

\*Supplemental action options include: Assigned School Duties, Confiscation, Contact w/ Parent, Counseling by Staff, Detention, Grade Reduction up to and including a grade of zero for Cheating, Parent Conference, , Restricted Bus Privileges, Withdrawal of Privileges, Student Conference, Saturday Detention.

\*School Based Strategies include: Behavior contract, Change Seat, Cooling-off Time, Counseling/ mediation, Referral to office/court, Verbal Correction.

Level 3 and 4 Offenses

Most Common Offense Codes with Available Actions	Potential Disciplinary Actions					
	<b>Outline denotes presumed disciplinary consequence, prior to consideration of any applicable mitigating factors or extenuating circumstances.</b>					
	<b>Mandatory ISS, OSS, and up to DAEP or Expulsion as indicated</b>					
	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used in addition to other actions; not alone)
Abuse of Volatile Chemical	✓	✓	Mandatory	Discretionary	Discretionary	✓
Aggravated Assault against Non-School District Employee	✓	✓			Mandatory	✓
Aggravated Assault against School District Employee	✓	✓			Mandatory	✓
Aggravated Kidnapping	✓	✓			Mandatory	✓
Aggravated Robbery	✓	✓			Mandatory	✓
Arson	✓	✓		Discretionary	Mandatory	✓
Assault against School District Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓
Assault against Someone other than School District Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓
Breach of Security	✓	✓		Discretionary	Discretionary	✓
Brought Firearm to School	✓	✓			Mandatory	✓
Conduct Containing Elements of An Offense Relating to Prohibited Weapons	✓	✓			Mandatory	✓
Conduct punishable as a Felony	✓	✓	Mandatory			✓
Conduct/Off Campus/No School Related Sponsored for Felony Title 5	✓	✓	Mandatory	Discretionary	Discretionary	✓
Continuous Sexual Abuse of Young Child or Children	✓	✓			Mandatory	✓
Criminal Mischief – Felony Violation	✓	✓		Discretionary	Discretionary	✓
Criminally Negligent Homicide	✓	✓			Mandatory	✓
Emergency Placement/Expulsion	✓	✓	Discretionary	Discretionary	Discretionary	✓
Engages in Deadly Conduct	✓	✓	Discretionary	Discretionary	Discretionary	✓
Failure to wear or present Student ID	✓					
False Alarm/False Report	✓	✓	Mandatory	Discretionary	Discretionary	✓
Felony Alcohol Violation	✓	✓			Mandatory	✓
Felony Controlled Substance Violation	✓	✓			Mandatory	✓
Harassment against an employee of the school district under Penal Code 42.07,	✓	✓	Mandatory			✓
Indecency with a Child	✓	✓			Mandatory	✓
Manslaughter	✓	✓			Mandatory	✓
Murder, Capital Murder, Criminal Attempt to Commit Murder or Capital Murder	✓	✓			Mandatory	✓
PSUU Cigarette or Tobacco product as defined in the Health and Safety Code	✓	✓				✓
PSUU Alcohol	✓	✓	Mandatory	Discretionary	Discretionary	✓
PSUU Marijuana or Controlled Substance or Dangerous Drug	✓	✓	Mandatory	Discretionary	Discretionary	✓
Vaping with THC*	✓	✓	Mandatory	Discretionary	Discretionary	✓
Vaping with no THC*	✓	✓	Mandatory			✓
Public Lewdness or Indecent Exposure	✓	✓	Mandatory	Discretionary	Discretionary	✓
Retaliation Against School Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓

**Level 3 and 4 Offenses (Continued)**

	ISS	OSS	DAEP	DEP	JJAEP	<b>*Supplemental options and School Based Strategies</b> (May be used <i>in addition</i> to other actions; not alone)
School Related Gang Violence	✓	✓	Discretionary	Discretionary	Discretionary	✓
Serious Bullying- TEC 37.0052	✓	✓	Discretionary	Discretionary	Discretionary	✓
Serious Misbehavior while expelled to/placed in a DAEP	✓	✓	Mandatory	Discretionary	Discretionary	✓
Sexual Assault or Aggravated Assault against School District Employee	✓	✓			Mandatory	✓
Sexual Assault or Aggravated Sexual Assault against Someone other than School District	✓	✓			Mandatory	✓
Student Required to Register as a Sex Offender – Not Under Court Supervision	✓	✓	Discretionary			
Student Required to Register as a Sex Offender – Under Court Supervision	✓	✓	Mandatory	Discretionary	Discretionary	✓
Terroristic Threat	✓	✓	Mandatory	Discretionary	Discretionary	✓
Unlawful Carry of a Club	✓	✓		Mandatory		✓
Unlawful Carry of a Location Restricted Knife	✓	✓		Mandatory		✓

\* Students may be eligible for the First Offense R.I.S.E program. Campus Administrators will notify students of eligibility.

## Level 1 Offenses

These are usually first time or rare occurrences of the offense, however, repeated instances of these offenses could result in a harsher consequence such as ISS/OSS. It is recommended that campuses consult with a PBIS team member to determine appropriate interventions that could deter persistent student misconduct.

Most Common Offense Codes with Available Actions		Potential Disciplinary Actions				
	DAEP and Expulsion are not an option. Multiple actions may be assigned for an offense.					
These offenses are more appropriately handled with School Based Strategies such as:	Additional action options:	ISS	OSS	DAEP	DEP	JJAEP
<ul style="list-style-type: none"> <li>• Behavior contract • Change Seat</li> <li>• Cooling-off Time • Counseling/ mediation</li> <li>• Referral to office/court</li> <li>• Verbal Correction</li> </ul>	Assigned School Duties, Confiscation, Contact w/ Parent, , Counseling by Staff , Detention, Saturday Detention Parent Conference, , Restricted Bus Privileges, Withdrawal of Privileges, Student Conference					
Bus Misconduct	✓					
Disruptive Behavior	✓					
Dress Code	✓					
Exhibit Inappropriate Familiarity (e.g. kissing/touching)	✓					
Failure to wear or present Student ID	✓					
Horseplay	✓					
Minor Acceptable User Policy (AUP) Violation (e.g. playing games)	✓					
Referral Dismissed	✓					
Safety Rule Violation	✓					
Skipping a Class	✓					
Tardies	✓					
Truancy Diversion Program	✓					
Truancy Warning Letter Student Affairs Only	✓					
Misuse of Telecommunication Device	✓					

## Level 2 Offenses

Most Common Offense Codes with Available Actions	Potential Disciplinary Actions					
	<b>Outline denotes presumed disciplinary consequence, prior to consideration of any applicable mitigating factors or extenuating circumstances.</b>					
	ISS/OSS OSS Recommended for severe or repeated offenses DAEP is discretionary. Expulsions are not an option. Multiple actions may be assigned.					
	ISS	OSS	**DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used in addition to other actions; not alone)
Bullying ( <i>documented</i> )	✓	✓	Discretionary			✓
Bus Misconduct Serious	✓	✓	Discretionary			✓
Cheating	✓	✓				✓
Coercion/Extortion	✓	✓	Discretionary			✓
Computer/Technology Misuse	✓	✓	Discretionary			✓
Continued/Rpt Non-PEIMS reportable violations	✓	✓				✓
Cyberbullying ( <i>documented</i> )	✓	✓	Discretionary			✓
Dating Violence	✓	✓	Discretionary			✓
Derogatory Statement	✓	✓				✓
Disrupting Educational Environment	✓	✓				✓
Failure to Comply with Assigned Discipline	✓	✓	Discretionary			✓
False Document	✓	✓				✓
Gambling	✓	✓				✓
Harassment ( <i>documented</i> )	✓	✓				✓
Inappropriate Physical Contact	✓	✓				✓
Insubordination	✓	✓				✓
Leaving School	✓	✓				✓
Look Alike Weapon	✓	✓				✓
Non DAEP Threat	✓	✓				✓
Obscene Gesture	✓	✓				✓
Permanent Teacher Removal – TEC 37.002	✓	✓				✓
Porn Materials	✓	✓				✓
Possess/Sell Look Alike Drug	✓	✓				✓
Possess/Use Matches or Lighter	✓	✓				✓
Profanity	✓	✓				✓
PUID Over Counter Medicine	✓	✓				✓
Fighting or Mutual Combat	✓	✓	Discretionary			✓
Theft/Stealing ( <i>non-felony</i> )	✓	✓	Discretionary			✓
Repeated or severe insubordination	✓	✓	Discretionary			✓
Repeatedly leaving school grounds without permission	✓	✓	Discretionary			✓
Robbery ( <i>non-felony</i> )	✓	✓	Discretionary			✓

Level 2 Offenses (Continued)

	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used in addition to other actions; not alone)
Unauthorized use/intentional misuse of computer soft/hardware	✓	✓	Discretionary			✓
Sexual Harassment (documented)	✓	✓	Discretionary			✓
Sexual Misconduct (documented)	✓	✓	Discretionary			✓
Vandalism	✓	✓	Discretionary			✓
Violation of a Stay Away Agreement	✓	✓				✓
Violation of a Stay Away Agreement with Physical Altercation	✓	✓	Discretionary			✓
Serious Offenses: (see glossary) Common Serious offenses include:	✓	✓	Discretionary			✓
• Aggressive, disruptive behavior (assault Class C misdemeanor)	✓	✓	Discretionary			✓
• Assault (no bodily harm) with threat of imminent bodily injury	✓	✓	Discretionary			✓
• Assault by offensive or provocative physical contact	✓	✓	Discretionary			✓
• Continued/repeated PEIMS reportable violations	✓	✓	Discretionary			✓
• Extortion/Coercion/Blackmail	✓	✓	Discretionary			✓
• Falsification of records/school related documents	✓	✓	Discretionary			✓
• Inappropriate physical contact with criminal referral	✓	✓	Discretionary			✓
• Knife blade <5.5 inches	✓	✓	Discretionary			✓
• Making/ Assisting with making a false alarm or report non- emergency response deployed	✓	✓	Discretionary			✓
• Possesses/conspiring to possess explosives/explosive devices not rising to a Level 3 and 4 prohibited weapon offense, i.e., firecrackers, poppers	✓	✓	Discretionary			✓
• Possession or use of a stun gun/device, pepper spray, BB/air gun, etc.	✓	✓	Discretionary			✓
• Possession/Distribution of pornographic materials	✓	✓	Discretionary			✓

**\*\*Repeated Level II Offenses that substantially disrupt the educational environment and/or safety of the campus, may result in a discretionary DAEP placement – even if blacked out above.**

\*Supplemental action options include: Assigned School Duties, Confiscation, Contact w/ Parent, , Counseling by Staff, Detention, Grade Reduction up to and including a grade of zero for Cheating, Parent Conference, , Restricted Bus Privileges, Withdrawal of Privileges, Student Conference, Saturday Detention.

\*School Based Strategies include: Behavior contract, Change Seat, Cooling-off Time, Counseling/ mediation, Referral to office/court, Verbal Correction.

### Level 3 and 4 Offenses

Most Common Offense Codes with Available Actions	Potential Disciplinary Actions					
	<b>Outline denotes minimum presumed disciplinary consequence, prior to consideration of any applicable mitigating factors or extenuating circumstances.</b>					
	<b>Mandatory ISS, OSS, and up to DAEP or Expulsion as indicated</b>					
	ISS	OSS	DAEP	DEP	JJAEP	*Supplemental options and School Based Strategies (May be used in addition to other actions; not alone)
Abuse of Volatile Chemical	✓	✓	Mandatory	Discretionary	Discretionary	✓
Aggravated Assault against Non-School District Employee	✓	✓			Mandatory	✓
Aggravated Assault against School District Employee	✓	✓			Mandatory	✓
Aggravated Kidnapping	✓	✓			Mandatory	✓
Aggravated Robbery	✓	✓			Mandatory	✓
Arson	✓	✓		Discretionary	Mandatory	✓
Assault against School District Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓
Assault against Someone other than School District Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓
Breach of Security	✓	✓		Discretionary	Discretionary	✓
Brought Firearm to School	✓	✓			Mandatory	✓
Conduct Containing Elements of An Offense Relating to Prohibited Weapons	✓	✓			Mandatory	✓
Conduct punishable as a Felony	✓	✓	Mandatory	Discretionary	Discretionary	✓
Conduct/Off Campus/No School Related Sponsored for Felony Title 5	✓	✓	Mandatory	Discretionary	Discretionary	✓
Continuous Sexual Abuse of Young Child or Children	✓	✓			Mandatory	✓
Criminal Mischief – Felony Violation	✓	✓		Discretionary	Discretionary	✓
Criminally Negligent Homicide	✓	✓			Mandatory	✓
Emergency Placement/Expulsion	✓	✓	Discretionary	Discretionary	Discretionary	✓
Engages in Deadly Conduct	✓	✓	Discretionary	Discretionary	Discretionary	✓
False Alarm/False Report	✓	✓	Mandatory	Discretionary	Discretionary	✓
Felony Alcohol Violation	✓	✓			Mandatory	✓
Felony Controlled Substance Violation	✓	✓			Mandatory	✓
Harassment against an employee of the school district under Penal Code 42.07,	✓	✓	Mandatory			✓
Indecency with a Child	✓	✓			Mandatory	✓
Manslaughter	✓	✓			Mandatory	✓
Murder, Capital Murder, Criminal Attempt to Commit Murder or Capital Murder	✓	✓			Mandatory	✓
PSUU Cigarette or Tobacco product as defined in the Health and Safety Code	✓	✓				✓
PSUU Alcohol	✓	✓	Mandatory	Discretionary	Discretionary	✓
PSUU Marijuana or Controlled Substance or Dangerous Drug	✓	✓	Mandatory	Discretionary	Discretionary	✓
Vaping with THC*	✓	✓	Mandatory	Discretionary	Discretionary	✓
Vaping with no THC*	✓	✓	Mandatory			✓
Public Lewdness or Indecent Exposure	✓	✓	Mandatory	Discretionary	Discretionary	✓
Retaliation Against School Employee	✓	✓	Mandatory	Discretionary	Discretionary	✓
School Related Gang Violence	✓	✓	Discretionary	Discretionary	Discretionary	✓
Serious Bullying- TEC 37.0052	✓	72	Discretionary	Discretionary	Discretionary	✓

### Level 3 and 4 Offenses (Continued)

	ISS	OSS	DAEP	DEP	JJAEP	<b>*Supplemental options and School Based Strategies</b> (May be used <i>in addition</i> to other actions; not alone)
Serious Misbehavior while expelled to/placed in a DAEP	✓	✓	Mandatory	Discretionary	Discretionary	✓
Sexual Assault or Aggravated Assault against School District Employee	✓	✓			Mandatory	✓
Sexual Assault or Aggravated Sexual Assault against Someone other than School District	✓	✓			Mandatory	✓
Student Required to Register as a Sex Offender – Not Under Court Supervision	✓	✓	Discretionary			
Student Required to Register as a Sex Offender – Under Court Supervision	✓	✓	Mandatory	Discretionary	Discretionary	✓
Terroristic Threat	✓	✓	Mandatory	Discretionary	Discretionary	✓
Unlawful Carry of a Club	✓	✓		Mandatory		✓
Unlawful Carry of a Location Restricted Knife	✓	✓		Mandatory		✓

\* Students may be eligible for the First Offense R.I.S.E program. Campus Administrators will notify students of eligibility.

## **Disregard for Authority**

Students shall not:

- Fail to comply with directives given by school personnel;
- Leave school grounds or school-sponsored events without permission;
- Disobey rules for conduct in district vehicles; and/or
- Refuse to accept discipline or consequence assigned by a teacher or principal.

## **Fighting/Mutual Combat**

A core belief of Fort Bend ISD is that student success is best achieved in a supportive climate and a safe environment. Fighting and acts of physical aggression will not be tolerated. Students are prohibited from fighting and/or engaging in physical altercations. Students that choose to participate in these behaviors are a disruption to the learning environment.

- Students engaging in mutual combat shall be assigned a consequence up to and including a DAEP placement.
- Students who instigate, contribute, or perpetuate fights through direct involvement or indirect involvement (such as posting on social media, recording, or sharing recordings) may receive consequences.
- Parents and guardians are encouraged to actively monitor student's social media accounts to ensure appropriate peer to peer engagement.
- Parents and students are encouraged to communicate with campus administrators regarding any potential conflict between students.

FBISD is committed to providing a safe learning/working environment for all students and staff.

## **Misconduct Involving Others**

Misconduct identified in the list of prohibited behaviors below will result in the assignment of one or more discipline techniques if the behavior is committed at school, in online learning platforms such as Schoology, Edgenuity, or distance learning, a school-sponsored or school related activity, during school-related travel, while traveling on District-owned or operated transportation, or when the district has disciplinary authority as described in this Code.

Students shall not:

- Use profanity or vulgar language or make obscene gestures;
- Threaten a district student, employee, or volunteer, including off school property if the conduct causes a substantial disruption to the educational environment;
- Engage in bullying, cyberbullying, harassment, or making hit lists. (See [glossary](#) for all four terms.) See policy [FFI](#) (Legal);
- Release or threaten to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent;
- Engage in sexual or gender-based harassment or sexual abuse, whether by word, gesture, or any other conduct directed toward another person, including a district student, employee, board member, or volunteer;
- Engage in conduct that constitutes dating violence (See [glossary](#));

- Participate in hazing (See [glossary](#));
- Coerce an individual to act through the use or threat of force;
- Commit extortion or blackmail;
- Engage in inappropriate verbal, physical, or sexual conduct directed toward another person, including a district student, employee, or volunteer;
- Record the voice or image of another without the prior consent of the individual being recorded or in any way that disrupts the educational environment or invades the privacy of others;
- Engage in conduct that can cause bodily injury (See [glossary](#));
- Engage in horseplay, roughhousing, and other playful behavior that, though not intended to harm, presents a reasonable risk of harm or threatens the safety of others;
- Force an unwilling person to act or not act or obtaining money or another object of value from an unwilling person through duress, threats, force, extortion, coercion, or blackmail;
- Subject a student or District employee, official, or volunteer to physical harm, confinement or restraint;
- Participate in name-calling, ethnic or racial slurs, or derogatory statements that school employees reasonably believe could substantially disrupt the school environment or incite violence;
- Add any substance, whether harmful or not, without permission to any food or beverages belonging to, in the possession of, or meant to be consumed by another student or District employee, official, or volunteer;
- Engage in harassment (See [glossary](#)) toward another student or a District employee, official, or volunteer, including harassment based on race, color, religion, national origin, disability, sex, gender (including, but not limited to, sexual identity/orientation), or age;
- Engage in sexual harassment (See [glossary](#)), sexual abuse, or conduct that constitutes dating violence. See policy [FFH](#) (Legal);
- Engage in inappropriate verbal (oral or written), physical, or sexual contact toward another student or a District employee, official, or volunteer, regardless of whether it is consensual;
- Engage in inappropriate or indecent exposure of private body parts or touching one's own private body parts in a sexual manner;
- Consensually hug, touch, or conduct other displays of affection that interfere with, detract from, or disrupt the school environment;
- Engage in physical, sexual, verbal, or emotional abuse as a means to harm, threaten, intimidate, or control another person in a current or past dating relationship;
- Engage in oral or written threats to cause harm or bodily injury (See [glossary](#)) to another student, a District employee, official, or volunteer, or school property, including threats made using the internet or other technology resources at school. Students may be disciplined for threats made outside of school, including websites or internet postings, if the threat causes a material or substantial disruption at school;
- Make a hit list (See [glossary](#));
- Wrongfully obtain and use another person's identifying information or personal data without permission in order to mislead, defraud, or deceive;
- Retaliate against a student for reporting either a violation of this Code or bullying, or participating in an investigation of a violation of this Code or bullying;
- Retaliate against any school employee; or
- Intentionally, knowingly, or recklessly causing<sup>75</sup> bodily injury to another person.

## Misconduct Involving Possess, Sell, Use, or Under the Influence

### **Possess, Sell, Use or Under the Influence of Prohibited Items**

Students shall not possess, use, sell, or be under the influence of the following prohibited items:

- Matches or a lighter;
- Tobacco products;
- Electronic cigarettes, cartridges and any vapor pens/devices or look alike devices with nicotine (See Mandatory DAEP offenses);
- Fireworks or any other pyrotechnic device;
- Smoke or stink bombs;
- Laser pointers (unauthorized use);
- Chemical dispensing device (including mace or pepper spray) sold commercially for personal protection;
- A hand instrument designed to cut or stab another by being thrown;
- Poisons, caustic acids, or other materials that may be toxic to the human body;
- BB gun, air gun, stun gun, taser or similar type item;
- Ammunition, shells, bullets, or gunpowder;
- Material that is sexually-oriented, pornographic, obscene, or reveals a person's private body parts;
- Material, including published or electronic items, that promotes or encourages illegal behavior or could threaten school safety;
- Knuckles;
- Articles not generally considered to be weapons when the CBC or administrator determines that a danger exists or when used in a way that threatens or inflicts bodily injury to another;
- A razor, box cutter, a pocket knife, chain, or any other object used in a way that threatens or inflicts bodily injury to another person;
- A "look-alike" weapon that is intended to be used as a weapon or could reasonably be perceived as a weapon;
- A firearm silencer or suppressor; or
- A pocket knife with a blade of any length or any other small knife measuring <5.5 inches from hilt of blade to tip of the blade.

### **Possess, Sell, Use or Distribute Prohibited Weapons**

Students shall not possess, use, sell, or be under the influence of the following prohibited weapons:

- Chemical dispensing device (mace or pepper spray) not purposed for personal protection;
- Explosive weapon;
- Improvised explosive device;
- Machine gun;
- Short-barrel firearm;
- Armor-piercing ammunition;
- Zip gun;

- Tire deflation device;
- A firearm (See [glossary](#)) A location-restricted knife (See [glossary](#));
- Club; or
- For weapons and firearms, see **DAEP—Placement and/or Expulsion for Certain Offenses** on page 51. In many circumstances, possession of these items is punishable by mandatory expulsion under federal or state law.

### **Possess, Sell, Use, or Under the Influence of Illegal, Prescription, and Over-the-Counter Drugs**

- Students shall not possess, use, sell, or be under the influence of the following: illegal, prescription and over-the-counter drugs, or alcohol, or an illegal drug (see DAEP Placement/Expulsion for mandatory and permissive consequences under state law);
- Electronic cigarettes, cartridges, pods and/or any vapor pens/devices with THC, marijuana including those labeled as CBD with any amount of THC;
- Seeds or pieces of marijuana;
- Paraphernalia related to any prohibited substance (See [glossary](#) of “paraphernalia”);
- Look-alike drugs or attempt to pass items off as drugs or contraband;
- Prescription drug on school property or at a school- related event other than as provided by District policy;
- Have or take prescription drugs or over-the-counter drugs at school. Specifically, be under the influence of prescription or over-the- counter drugs that causes impairment of the physical or mental faculties. (See [glossary](#), “under the influence”);
- Engage in conduct that contains the elements of an offense relating to an abusable volatile chemical such as glue, aerosol paint, etc.; or
- Possessing, selling, using, or being under the influence of designer drugs, synthetic marijuana, synthetic cannabinoids (e.g. “K2” and “Spice”), stimulants (e.g. “bath salts”), or analogs of any controlled substance, regardless of whether currently scheduled or classified as an illegal drug under state or federal law and regardless of whether the substance is legally sold or marketed for another purpose, and is labeled “not for human consumption.”

## **Misconduct Involving School Environment**

### **Safety / Disruption**

Students shall not:

- Possess, use, threaten to use or exhibit a firearm;
- Discharge a fire extinguisher, pulling a fire alarm, calling 911, tampering with an Automated External Defibrillator or door safety locks, or causing the sprinkler system to activate when there is no smoke, fire, danger, or emergency;
- Make or participate in false statements or hoaxes regarding school safety;
- Engage in misbehavior, actions, or demonstrations that materially and substantially disrupts the educational process or the orderly operation of a classroom or school or that give school officials reasonable belief to believe that such conduct will incite violence;
- Throw objects that can cause bodily injury or property damage;
- Make false accusations or provide false statements concerning wrongful, unlawful, inappropriate, or illegal conduct alleged to have been committed by another student or District employee, official, or volunteer;

- Engage in verbal or written exchanges that threaten the safety or well-being of another student, a school employee, or school property;
- Contribute to the disruptive environment by recording and/or posting fights or other disruptive scenes;
- Possess published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety; or
- Engage in verbal (oral or written) exchanges that threatens the safety of another student, a school employee, or school property.

### **Restroom and School Facilities**

Students are expected to maintain orderly conduct in all common areas within the school. Students are expected to deter from engaging in any activity inside of FBISD restroom facilities that cause damage, destruction, or unsafe conditions.

Students shall not:

- Utilize the restroom for any actions other than those for which the restroom is intentionally designed;
- Record, photograph, or video any actions conducted in the restroom;
- Vandalize the restroom by defacing, marring, or breaking equipment within the restroom;
- Utilize restroom facilities during instructional time without permission from the classroom teacher.

### **Technology/Internet**

Students shall not:

- Use a telecommunication device, including a cellular telephone, or other electronic device in violation of District or campus rules;
- Send, possess, or post electronic messages, videos, audio recordings, or images that are abusive, obscene, sexually oriented, harassing, threatening, intimidating, or illegal, including cyberbullying (See [glossary](#)), either on or off school property, if the conduct materially and substantially disrupts the educational process or the orderly operation of a classroom or school or infringes on the rights of another student at school;
- Violate policies, rules, or agreements signed by the student or the student's parent/guardian regarding the use of technology resources;
- Use any device or technology to copy or capture an image or the content of any District materials (such as tests or exams) without permission of a teacher, CBC or administrator;
- Make, participate in the making of, transmit to another via an electronic device (air dropping), post or re-post to the internet a digital, video, or audio recording or image of an actual or simulated act that involves a crime or conduct prohibited by this Code;
- Use any device or technology to record the voice or image of another in any way that disrupts the educational environment, invades the privacy of others, or without the prior consent of the individual being recorded;
- Use any device or technology to record the voice or image of another to take, disseminate, transfer, circulate, exhibit, present, or share audio, images, video, or photos that reveal private parts of the body that are normally covered by clothing (aka sexting);
- Use the name, persona, or image of a student, District employee, or volunteer to create a web page or post one or more messages on a website without the other person's consent for purposes of harassing, intimidating, embarrassing, or threatening another;

- Use email, websites, or electronic devices to engage in or encourage illegal conduct, violations of this Code, or to threaten school safety or infringes on the rights of another student at the school;
- Attempting to or successfully accessing or circumventing passwords or other security-related information of the district, officials, volunteers, employees, or other students by any means;
- Attempt to or successfully alter, destroy interrupt, intercept, or disable District technology equipment, District data, the data of other users of the district's computer system, or other networks connected to the district's system, including uploading or creating computer viruses, worms, or other harmful material;
- Copy, download, reproduce, distribute, retransmit, redisplay, or modify items from the district's website;
- Send disruptive, irrelevant or inappropriate messages or images on the internet to a large number of recipients including, but not limited to online learning platforms, social media sites and personal messaging platforms;
- Use the Internet or other electronic communications to threaten or harass district students, employees, board members, or volunteers including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the right of another student at school; or
- Engage in any of the above forms of technological misconduct outside of school when such conduct causes a material or substantial disruption at school as determined by school officials.

Students will not be disciplined for technological misconduct related to possessing items described above so long as the student (1) did not contribute to creation of the item in any way, (2) possessed it only after receiving the item unsolicited from another, (3) either promptly destroyed the item or reported it to a school employee as soon as possible, and (4) did not provide a copy, forward, or re-post the item to anyone other than law enforcement, a school employee, or the student's parent/guardian.

### **Telecommunications and Electronic Devices**

Students using mobile devices must follow the guidelines stated in this document while using the Fort Bend ISD network on school property or attending any campus-sponsored activity.

FBISD policy [FNCE](#) (LEGAL) and (LOCAL) Telecommunication devices are those that emit an audible signal, vibrate, display a message, or otherwise summon or deliver a communication to the possessor. Under no circumstances should telecommunication devices be used to take photos/videos/audio in any school facility other than for instructional purposes under the direction of a teacher or at an event open to the public. If an administrator suspects that a device may contain photos/ videos/audio taken at school or inappropriate photos/videos/audio, the photos/videos/audio will be reviewed in the presence of the student or parent/guardian prior to the device being returned to the student. Students will be required to delete school-related photos/videos/audio that were taken in violation of these guidelines. Additionally, police will be contacted if an administrator has reason to believe that a photo/videos/audio might be a violation of law. Likewise, if an administrator suspects that a telecommunication device was used in violation of these guidelines and/or for cheating, the administrator may review the call history and/or text messages in the presence of the student or parent/guardian prior to the device being returned to the student.

Elementary students in Pre-K, K, and 1st grade shall not possess a personal telecommunication device during the instructional day, while riding to/from school on District transportation, during tutorials or detention, or while participating in a school-sponsored extracurricular activity on or off

school property.

Elementary students in grades 2-5 may possess telecommunication devices; however, these devices are only to be used for instructional purposes under the direction of a teacher. These devices should be turned off and not visible at all other times during the school day on school property.

Secondary students are allowed to possess telecommunication devices with certain restrictions. In order to allow telecommunication devices on campus during the school day, the following guidelines will be required of secondary students who choose to bring these devices to school:

- Telecommunication devices may be used throughout the instructional day primarily for educational purposes at the direction of the teacher. Specific classroom rules may establish procedures for restricting cell phone use during instructional time. Devices that include phone and texting features should be in the “silent” mode and should not be distracting such as flashing lights to alert a call or message during the instructional day;
- Students should not use the devices to receive or place personal calls or send/read personal messages during engaged instructional time;
- The use of telecommunication devices in locker rooms and restroom areas at any time while at school or at a school-related or school-sponsored event is strictly prohibited.
- Telecommunication devices should not be used during disciplinary placements including detention and ISS;
- Telecommunication devices used for sexting, contributing to the disruption of the educational environment by filming, posting or sharing fight videos, or transmitting pornographic material will be assessed for discipline as appropriate and up to and including a criminal referral;
- If a student brings a telecommunication device to school, it is the student’s responsibility to keep the item secure. The school will not be responsible for telecommunication devices that are damaged, lost or stolen; however, as with other personal property brought to school, administrators will conduct investigations as time permits in an effort to recover lost/stolen items or to determine the person(s) responsible for damages, and will assess discipline as appropriate;
- Ensuring that school officials, law enforcement officers and other emergency agencies will have adequate means of communication during an emergency is of utmost importance to the safety of all students. Therefore, students are asked to turn off telecommunication devices and to not make phone calls or send/receive text messages during an emergency situation that occurs at school until the crisis stage is over unless they are instructed to do so by a staff member or an emergency responder. Students will participate in emergency drills to prepare for these situations. (Parents are asked to refrain from making calls to the school since there are only a few phone lines into the school, and these phone lines are strategic in communicating with emergency responders. In addition, parents are asked to refrain from calling telecommunication devices or sending text messages to keep the airwave frequencies open for emergency responders. As soon as feasible, school personnel will allow students to make phone calls to parents.
- Violation of the telecommunication device guidelines during the administration of any state or major course assessment may result in an invalid assessment and/or will be regarded as cheating. The student’s test will be invalidated with appropriate disciplinary action assessed.

### **Noncompliance**

The following will occur when a student is not in compliance with the guidelines:

If a student uses a mobile device during a time or place in which authorization to use has been denied, the device will be confiscated by a teacher or administrator. Upon the student's first or second violation, the device is returned at the end of the day. At the third and all subsequent violations, the parent may pick up the confiscated device at the end of day after a payment is made to the campus activity account fund. All payments made to the campus activity account fund will be used for activities that directly benefit FBISD students at the campus where the funds were collected. If device is kept because of an investigation, parent contact is made before the end of the day so that they are aware their child will not have their phone. Confiscation is defined as the device being taken up by an adult and turned into administration per campus procedures. A teacher taking up a device during class and giving it back to the student at the end of the period is not counted as a confiscation. The student who violates the telecommunication device guidelines will be assessed a disciplinary consequence at Level I for first and second offense(s) and at Level II for third and subsequent offense(s). Failure to relinquish a telecommunication device when asked to do so will result in escalated disciplinary consequences for insubordination.

### **Unclaimed Telecommunication Devices**

If a telecommunication device is not reclaimed by the parent/ guardian within 30 days of the date of notification or the end of the school year (whichever is later), notice will be given to the company whose name and address or telephone number appears on the telecommunication device indicating that the device will be disposed of as allowed by State law.

## **Misconduct Involving General Code of Conduct**

### **Property Offenses**

Students shall not:

- Steal from others, including the district;
- Commit or assisting in a robbery, theft, or burglary that is not punishable as a felony;
- Damage, destroy, or vandalize property owned by others or the district. (For felony criminal mischief, see **DAEP—Placement and/or Expulsion for Certain Offenses** on page 59);
- Attempt to start or start a fire on or in any property owned, used, or controlled by a student, the district, or district employees, officials, or volunteers that does not rise to the level of arson or criminal mischief;
- Enter, without authorization, District facilities that are not open for operations;
- Deface or damage school property, including textbooks, technology and electronic resources, lockers, furniture, and other equipment, with graffiti or by other means; or
- Commit or assist in a robbery or theft, even if it does not constitute a felony according to the Penal Code. (For felony robbery, aggravated robbery, and theft, see **DAEP—Placement and/or Expulsion for Certain Offenses** on page 59.)

### **Disregard for District and Campus Rules**

Students shall not

- Be insubordinate or otherwise fail to comply with lawful directives given by school personnel;
- Attempt to or successfully evade, avoid, or delay questioning by a school official;
- Fail to provide proper identification including the wearing of a District-provided identification badge;
- Attempt to violate or assisting, encouraging, promoting, or attempting to assist another student in violating this Code;
- Fail to immediately report to a school employee knowledge of a device, object, substance,

or event that could cause harm to self or others;

- Be tardy to class or arriving late to school (unexcused);
- Skip school or class without the district's or parent/guardian's permission;
- Leave class, the campus, or school events without permission;
- Entice or prevent another student from attending school, class, or a school activity the student is required to attend;
- Violate rules for conduct on school owned or operated transportation;
- Violate rules for operating or parking a motor vehicle on school property;
- Engage in academic dishonesty, including cheating, copying the work of another, plagiarism, or unauthorized collaboration with another person in preparing an assignment;
- Fail to comply with guidelines applicable to student speakers who are speaking at school sponsored or school-related events;
- Violate other campus or classroom rules for behavior or District policies;
- Refuse to accept discipline techniques assigned by a teacher, CBC or administrator; or
- Conduct unauthorized communication between students during an examination.

### **Miscellaneous**

Students shall not

- Violate dress code standards;
- Use any method to cheat, provide answers or promote academic dishonesty;
- Use profanity, vulgar language, or obscene gestures;
- Falsify, alter, forge or destroy school records, passes, other school related documents or documents presented to school officials;
- Gamble or bet money or other things of value;
- Engage in inappropriate exposure of a student's private body parts which are ordinarily covered by clothing, including through such acts as mooning, streaking, or flashing;
- Run in the hallways or other areas which may impact the learning environment;
- Repeatedly sleep in class;
- Fail to follow directions and safety requirements in designated areas as designated by campus staff; or
- Repeatedly violate other communicated campus or classroom standards of conduct including those in online learning platforms.

The district may impose campus or classroom rules in addition to those found in the Code. These rules may be posted in classrooms or given to the student and may or may not constitute violations of the Code.

### **Bullying** See [Glossary](#)

Bullying, Policy FFI (Legal), is a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that satisfies the applicability requirements below and that:

- Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property;
- Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
- Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
- Infringes on the rights of the victim at school; and
- Includes cyberbullying.

### **Reporting Allegations of Bullying and Cyberbullying**

Any student who believes that they are a victim of bullying, cyberbullying or retaliation or believes that another student is being bullied should immediately report the alleged acts to a teacher, counselor, campus administrator, or other district employee. Additionally, any parent who believes that their student is being bullied, cyberbullied or retaliated against should report alleged acts to their student's teacher, counselor, or campus administrator. Anyone who observes, overhears, suspects, or receives notice of bullying, cyberbullying, or retaliation shall immediately notify the principal or designee. Reports of bullying may be done by phone, in person, or by email. Additionally, students and parents can report allegations of bullying using [Let's Talk Bullying](#). *Let's Talk Bullying* gives students and parents the choice to report bullying anonymously.

Chapter 37 provides for DAEP placement or expulsion for a student who engages in bullying that:

- Encourages a student to commit or attempt to commit suicide;
- Incites violence against a student through group bullying; or
- Releases or threatens to release intimate visual material of a minor or of an adult student without the student's consent.

"Cyberbullying" as defined in David's Law means bullying arising from a pattern of acts or one significant act that is done through the use of any electronic communication device, including a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an Internet website, or any other Internet-based communication tool. Because of David's Law, "cyberbullying" is now more specifically included in the definition of "bullying" in the Education Code. The bullying provisions in the Education Code (including pre-existing law and changes made by David's Law) apply to:

- Bullying that occurs on or is delivered to a school property or to the site of a school-sponsored or school-related activity on or off school property;
- Bullying that occurs on a publicly or privately owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity;
- Cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity if the cyberbullying interferes with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

## **Campus Action**

### **Notice to Parents**

In accordance with Board policy FFI(LOCAL), the principal or designee shall make reasonable attempts to notify the parent or guardian of the targeted student and the alleged aggressor as

soon as possible, but in no event more than three (3) days after the incident is reported. The principal or designee shall notify the parent or guardian of the alleged aggressor within five (5) business days after the date the incident is reported.

### **Responding to Allegations of Bullying and Cyberbullying**

In accordance with Board policy [FFI](#)(LOCAL), upon receiving a bullying allegation, the campus will provide the parent of the alleged targeted student *and* the alleged aggressor student with a Notice of Student Parent Rights and decide the immediate actions that should be taken to ensure student safety (e.g., separating the students, disciplining the student(s), contacting CPS, and notifying Special Education, if the student receives Special Education services.

If an allegation of bullying is reported anonymously the campus will contact the alleged targeted student and their parents and inform them that an allegation has been reported. The campus administrator will start a preliminary investigation and if the allegation is believed to have potential merit, the campus will follow the procedures for responding to bullying allegations.

### **Investigating Allegations of Bullying and Cyberbullying**

As part of the campus administrator's investigation into the reported allegations, they will obtain details from each person who was involved or saw the incident. This will include speaking with the students, parents, and any witnesses. The campus will make a final determination of whether bullying has occurred. The investigation results will be shared with both the alleged targeted student and parent and the alleged aggressor student and parent. The campus investigative process will be completed within five days and written notice of the determination will be provided to the alleged targeted student and parent and the alleged aggressor student and parent.

### **Concluding the Investigation**

Absent extenuating circumstances, the investigation should be completed within five district business days from the date of the initial report alleging bullying; however the principal or designee shall take additional time if necessary to complete a thorough investigation.

The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred and, if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.

### **Improper Conduct**

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the district may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.

## **District Action**

If the results of an investigation indicate that bullying occurred, the district shall promptly respond by taking appropriate disciplinary or corrective action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct.

### **Student Safety Plans and Disciplinary Consequences**

During a bullying investigation, the campus administrator can implement a student safety plan. The student safety plan may remain in place at the conclusion of the bullying investigation if bullying has been determined or at the campus administrator's discretion. A student safety plan describes actions that are non-disciplinary, non-punitive actions designed to protect the safety of all students involved.

A student safety plan can include, but is not limited to:

- Conflict resolution conducted by campus staff;
- Counselor check-in;
- Class or schedule changes; or

- Stay away agreement.

Disciplinary consequences can include, but are not limited to:

- Behavior contract;
- Classroom based responses;
- Detention;
- Conflict resolution;
- Check In with School Counselor;
- FBA/Behavior Planning;
- Mentoring Program;
- Referral to Mental Health Services;
- Referral to SST (Tiered Support Team Interventions);
- Referral to Behavioral Health Team;
- Restitution;
- Restorative Practices;
- Saturday detention;
- Withdrawal of privileges;
- In-school suspension;
- Out of school suspension; or
- Depending on the severity, placement at the Disciplinary Alternative Education Program (DAEP).

### **Counseling**

The principal or designee shall notify the targeted student, aggressor, and any students who witnessed the bullying of available counseling options.

### **School-Wide Corrective Actions**

Corrective action may include but is not limited to:

- A training program for the individuals involved in the complaint;
- A comprehensive education program for the school community;
- Follow up inquiries to determine whether any new incidents or any instances of retaliation have occurred;
- Involving parents and student in efforts to identify problems and improve the school climate;
- Increasing staff monitoring of areas where bullying has occurred; and
- Reaffirming the District's policy against bullying.

### **Consideration for Students Receiving Special Education Services**

Campus administrators will consult with Special Education Services personnel and the ARD committee before implementing disciplinary consequences for a student receiving special education services that has engaged in bullying.

Campus administrators must convene the ARD committee before a change in placement or transfer may be approved under Education Code 37.004. Additional options for the student may be discussed with Special Education Services personnel.

## **Confidentiality**

The district shall respect the privacy of the person submitting the report, targeted student, persons against whom a report is filed, aggressor, and witnesses to the greatest extent possible. Limited disclosures may be necessary in order to conduct a thorough investigation.

## Appealing a Bullying Determination

A student or parent who is dissatisfied with the outcome of the bullying investigation may appeal through [FNG](#) (LOCAL).

## False Reporting

A student who intentionally makes a false claim, offers a false statement, or refuses to cooperate with a campus or District investigation regarding bullying, cyberbullying, or retaliation shall be subject to appropriate disciplinary action according to the Student Code of Conduct. A student who forwards, repeats or retweets telephone, computer, camera, electronic mail, instant messaging, text messaging, social media application, Internet website or any other Internet-based communication that is false or infringes upon the rights of the targeted student may be disciplined according to the Student Code of Conduct.

## Behavior Management Techniques

Behavior Management shall be designed to improve conduct and encourage students to be responsible members of the school community. Corrective actions shall draw on the professional judgment of teachers and administrators and on a range of discipline management techniques, including restorative practices. Discipline shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, the effect of the misconduct on the school environment, and statutory requirements.

### Students with Disabilities

The discipline of students with disabilities is subject to applicable state and federal law in addition to the Student Code of Conduct. Students identified under SPED or 504 are not excluded from the expectations of the SCC and are not exempt from appropriate disciplinary actions. In the event of any conflict, the district shall comply with federal law. For more information regarding discipline of students with disabilities, see policy [FOF](#) (LEGAL).

In accordance with the Education Code, a student who receives special education services may not be disciplined for conduct meeting the definition of bullying, cyberbullying, harassment, or making hit lists (See [glossary](#)) until an ARD committee meeting has been held to review the conduct and the offense is not a manifestation of the student's disability.

In deciding whether to order suspension, DAEP placement, or expulsion, regardless of whether the action is mandatory or discretionary, the district shall take into consideration a disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct.

School personnel may remove a student with a disability who violates a student Code of Conduct from his or her current placement to an appropriate interim alternative educational setting, another setting, or suspension, for not more than ten consecutive school days, to the extent those alternatives are applied to children without disabilities. 20 U.S.C. 1415(k)(1) (B); 34C.F.R. 300.530(b)(1), see policy [FOF](#) (Legal).

### Discipline of Students in Special Programs

Students eligible for services under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act of 1973 are subject to discipline in accordance with those laws. Except as provided by law, a student who receives special education services may not be disciplined in a manner that is a change of placement for conduct prohibited by this Code until after an ARD has been held to review the conduct and determined the behavior is not a manifestation of the student's disability. See policy [FOF](#) (LEGAL) in deciding whether to order suspension, DAEP placement, or expulsion, regardless of whether the action is mandatory or discretionary, the District shall take into consideration a disability that substantially impairs the

student's capacity to appreciate the wrongfulness of the student's conduct. For more information, please review the [Special Education Administrative Procedures](#) posted on the district's website or contact the Executive Director of Special Education and Learning Support Services. If the district takes disciplinary action that constitutes a change of placement for a student with a disability, the district has 10 days after the change in placement to:

- Seek consent from the parent to conduct a functional behavior assessment ([FBA](#)) if the student has never had an FBA or the existing FBA is more than one year old,
- Review any previous FBAs and/or behavior intervention improvement plans (BIPS), and
- Develop a BIP or revise the existing one, as necessary
- If an offense includes an alleged aggressor with disabilities, support services and safety measures such as separation of alleged aggressor and alleged targeted student will be put in place pending special education case manager review.

In addition to statutory requirements for an ARD committee to conduct a manifestation determination before a student is removed for more than ten (10) days, the law states that an ARD committee must be convened specifically to review a special education student's conduct prior to assessing a disciplinary consequence for bullying, harassment, or making hit lists.

### **Behavior Interventions and Corrective Techniques**

Interventions and Behavior Management practices may be used to correct the misbehavior. If a student displays maladaptive behaviors, behavioral supports would be added as opposed to practices that invoke exclusionary measures with less additional supports. Students develop self-discipline and coping strategies that deter future misconduct and fosters stronger relationships between the students and staff. Behavior Management practices is a whole-school, relational approach to building school climate and addressing student behavior that fosters belonging over exclusion, social engagement over control, and meaningful accountability over punishment.

Consequences should be tailored to address individual circumstances. Low-level student misconduct is best addressed within a classroom setting. This model maintains a positive learning environment and affords students opportunities to learn from their mistakes, repair harm, and restore relationships disrupted by their inappropriate behavior. We encourage the implementation of lower-level interventions before proceeding to most intensive interventions that may result in classroom removals.

The following behavior management techniques may be used alone, in combination, or as part of progressive interventions for behavior prohibited by the Student Code of Conduct or by campus or classroom rules:

- Phone call to the parent/guardian;
- Verbal correction, oral or written;
- Cooling-off time or a brief "time-out" period, in accordance with law;
- Seating changes within the classroom or vehicles owned or operated by the district;
- Temporary confiscation of items that disrupt the educational process;
- Rewards or demerits;
- Behavioral contracts;
- Counseling by teachers, school counselors, or administrative personnel;
- Parent-teacher conferences;
- Parent-administrator conferences;

- Behavior coaching;
- Anger management classes;
- Mediation (victim-offender);
- Classroom circles;
- Family group conferencing;
- Grade reductions for cheating, plagiarism, and as otherwise permitted by policy;
- Detention, including outside regular school hours;
- Sending the student to the office, another assigned area, or to in-school suspension;
- Assignment of school duties, such as cleaning or picking up litter;
- Withdrawal of privileges, such as participation in extracurricular activities, eligibility for seeking and holding honorary offices, or membership in school-sponsored clubs and organizations;
- Penalties identified in student organizations' extracurricular standards of behavior;
- Restriction or revocation of district transportation privileges;
- Schedule changes In-School suspension, as specified in In-School Suspension on page;
- Out-of-school suspension, as specified in **Out-of-School Suspension** on page 50;
- Placement in a DAEP, as specified in **DAEP** on page 52;
- Expulsion and/or placement in an alternative educational setting, as specified in **Placement and/or Expulsion for Certain Offenses** on page 59;
- Expulsion, as specified in **Expulsion** on page 61. Referral to an outside agency or legal authority for criminal prosecution in addition to disciplinary measures imposed by the district;
- Other strategies and consequences as determined by school officials.

### **Prohibited Aversive Techniques**

Aversive techniques are prohibited for use with students and are defined as techniques or interventions intended to reduce the reoccurrence of a behavior by intentionally inflicting significant physical or emotional discomfort or pain. Aversive techniques include but are not limited to:

- Using techniques designed or likely to cause physical pain, other than corporal punishment as permitted by district policy. See policy [FO](#) (LOCAL);
- Using techniques designed or likely to cause physical pain by electric shock or any procedure involving pressure points or joint locks;
- Directed release of noxious, toxic, or unpleasant spray, mist, or substance near a student's face;
- Denying adequate sleep, air, food, water, shelter, bedding, physical comfort, supervision, or access to a restroom facility;
- Ridiculing or demeaning a student in a manner that adversely affects or endangers the learning or mental health of the student or constitutes verbal abuse;
- Employing a device, material, or object that immobilizes all four of a student's extremities, including prone or supine floor restraint;
- Impairing the student's breathing, including applying pressure to the student's torso or neck or placing something in, on, or over the student's mouth or nose or covering the

student's face;

- Restricting the student's circulation;
- Securing the student to a stationary object while the student is standing or sitting;
- Inhibiting, reducing, or hindering the student's ability to communicate;
- Using chemical restraints;
- Using time-out in a manner that prevents the student from being able to be involved in and progress appropriately in the required curriculum or any applicable individualized education program (IEP) goals, including isolating the student using physical barriers;
- Depriving the student of one or more of the student's senses, unless the technique does not cause the student discomfort or complies with the student's IEP or behavior intervention plan (BIP).

### **Notification**

The campus behavior coordinator shall promptly notify a student's parent by phone or in person of any violation that may result in in-school or out-of-school suspension, placement in a DAEP, placement in a JJAEP, or expulsion. The campus behavior coordinator shall also notify a student's parent if the student is taken into custody by a law enforcement officer under the disciplinary provisions of the Education Code. A good-faith effort shall be made to provide written notice of the disciplinary action to the student, on the day the action was taken, for delivery to the student's parent. If the parent has not been reached by telephone or in person by 5:00 p.m. of the first business day after the day the disciplinary action was taken, the campus behavior coordinator shall send written notification by U.S. Mail or verified e-mail account. If the campus behavior coordinator is not able to provide notice to the parent, the principal or designee shall provide the notice.

Before the principal or appropriate administrator assigns a student under age 18 to detention outside regular school hours, notice shall be given to the student's parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

### **Appeals**

Questions from parents/guardians regarding disciplinary measures should be addressed to the teacher, CBC or campus administration. Depending on the discipline assigned, different complaint procedures may apply. See policy [FNG](#) (Local) and policy [FOD](#) (Local). Timelines for filing appeals stated in policy will be enforced.

The student or parent/guardian appeals regarding the process used for a DAEP placement or an expulsion decision, such as issues related to the disciplinary conference or proper notice being provided, should be addressed in accordance with policy [FNG](#) (Local) and policy [FOC](#) (Legal), restating sections of the TEC, Chapter 37 and the Penal Code. Appeals shall begin at Level One with the Department of Student Affairs. The policy may be obtained from the DSA or the District's website. Disciplinary consequences shall not be delayed or deferred pending the outcome of an appeal. Further, the decision cannot be appealed beyond the Board.

The district shall not delay a disciplinary consequence while a student or parent pursues a grievance. In the instance of a student who is accused of conduct that meets the definition of sexual harassment as defined by Title IX, the district will comply with applicable federal law, including the Title IX formal complaint process. See policies [FFH](#) (LEGAL) and (LOCAL).

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## Removal from the School Bus

A bus driver may refer a student to the principal’s office or the campus behavior coordinator’s office to maintain effective discipline on the bus. The principal or campus behavior coordinator must employ additional discipline management techniques, as appropriate, which can include restricting or revoking a student’s bus riding privileges.

<b>Removal from the School Bus</b>			
<b>Examples of Infractions Regarding Buses</b>			
<b>Level I</b>	<b>Level II</b>	<b>Level III</b>	<b>Level IV</b>
<ul style="list-style-type: none"> <li>• Failure to remain seated while the bus or vehicle is moving</li> <li>• Out of assigned seat</li> <li>• Loud voice</li> <li>• Not seated “on pockets”</li> <li>• Gum</li> <li>• Food</li> <li>• Getting on/off at the wrong stop</li> <li>• Entering and exiting transportation in a disorderly manner or at a non-designated stop</li> <li>• Failure to keep aisles clear of books, bags, instruments, feet, or other obstructions</li> <li>• Failure to follow the driver’s lawful directions at all times</li> <li>• Extending any body part, clothing, or other article outside of the transportation</li> <li>• Making loud or distracting noises</li> </ul>	<ul style="list-style-type: none"> <li>• Arguing/disrespectful toward the bus driver</li> <li>• Profanity</li> <li>• Inappropriate physical contact</li> <li>• Failure to keep hands, feet, other body parts, or objects to yourself</li> <li>• Verbal altercation with another student</li> <li>• Persistent Level I offenses</li> <li>• Obstructing the driver’s view</li> </ul>	<ul style="list-style-type: none"> <li>• Profanity directed at the bus driver</li> <li>• Physical altercation: slapping, kicking, hitting, pushing</li> <li>• Throwing objects on the bus or out of the windows or doors</li> <li>• Throwing items at or near the bus driver</li> <li>• Vandalism to the bus</li> <li>• Any action that necessitates a delay in completing the route</li> <li>• Threats toward a student</li> <li>• Possession of a knife</li> <li>• Bullying</li> <li>• Mark, deface, destruct, or tamper with seats, windows, emergency doors, or other equipment</li> <li>• Failure to fasten seat belts when available on any vehicle</li> <li>• Failure to wait for the driver’s signal upon leaving the bus or vehicle and before crossing in front of the bus or vehicle</li> <li>• Persistent Level II offenses</li> </ul>	<ul style="list-style-type: none"> <li>• Possess, Sell, Use, Under the Influence (PSUU) of drugs, alcohol or tobacco</li> <li>• Assault of a student</li> <li>• Assault of the bus driver</li> <li>• Threats toward the bus driver</li> <li>• Possession of an illegal knife</li> <li>• Persistent Level III offenses</li> </ul>

To transport students safely, the vehicle operator must focus on driving and not be distracted by student misbehavior. Therefore, when appropriate disciplinary management techniques fail to improve student behavior or when specific misconduct warrants immediate removal, the principal or the campus behavior coordinator may restrict or revoke a student’s transportation privileges, in accordance with law.

Misconduct on buses, in District vehicles, or at bus stops, will be disciplined in accordance with this Code. Bus riding privileges may be suspended or revoked.

<b>Consequences</b>		
	<b>Elementary Grades (Pre-K to 5)</b>	<b>Secondary Grades (6 to 12)</b>
<b>Level I</b>	Driver documents and conferences with student	Driver documents and conferences with student
<b>First Referral Consequences</b>		
	<b>Elementary Grades (Pre-K to 5)</b>	<b>Secondary Grades (6 to 12)</b>
<b>Level II: First Offense</b>	Discipline referral by Transportation to school administration and parent/guardian contact by the school	Discipline referral by Transportation to school administration and parent/guardian contact by the school
<b>Level II: Additional Offenses</b>	1 Day Bus Suspension	3 Day Bus Suspension
<b>Level III</b>	3 Day Bus Suspension	5 Day Bus Suspension
<b>Level IV</b>	5 Day Bus Suspension	10 Day Bus Suspension
<b>Second and Third Referral Consequences</b> Severe and repeated infractions may result in immediate and permanent bus removal		
	<b>Elementary Grades (Pre-K to 5)</b>	<b>Secondary Grades (6 to 12)</b>
<b>Level II</b>	3 Day Bus Suspension	5 Day Bus Suspension
<b>Level III</b>	5 Day Bus Suspension	10 Day Bus Suspension
<b>Level IV</b>	10 Day Bus Suspension	15 Day Bus Suspension

## **Removal from the Regular Educational Setting**

In addition to other discipline management techniques, misconduct may result in removal from the regular educational setting in the form of a routine referral or a formal removal.

### **Routine Referral**

A routine referral occurs when a teacher sends a student to the campus behavior coordinator's office as a discipline management technique. The campus behavior coordinator shall employ alternative discipline management techniques, including progressive interventions. A teacher or administrator may remove a student from class for behavior that violates this Code to maintain effective discipline in the classroom.

### **Formal Removal**

A teacher may initiate a formal removal from class under Chapter 37 if:

- A student's behavior has been documented by the teacher as repeatedly interfering with the teacher's ability to teach the class or with other students' ability to learn; or
- The behavior is so unruly, disruptive, or abusive that the teacher cannot teach, and the students in the classroom cannot learn.

### **Procedure for Removal**

Within three school days of the formal removal, the campus behavior coordinator or appropriate administrator shall schedule a conference with the student's parent, the student, the teacher who removed the student from class, and any other appropriate administrator.

At the conference, the campus behavior coordinator or appropriate administrator shall inform the student of the alleged misconduct and the proposed consequences. The student shall have an opportunity to respond to the allegations.

After the conference, the campus behavior coordinator or other appropriate administrator will notify the student and parent(s)/guardian of the consequences of the SCC violation.

When a student is removed from the regular classroom by a teacher and a conference is pending, the campus behavior coordinator or other administrator may place the student in:

- Another appropriate classroom;
- In-school suspension;
- Out-of-school suspension;
- DAEP.

A teacher or administrator must remove a student from class if the student engages in behavior that under the Education Code requires or permits the student to be placed in a DAEP or expelled. When removing for those reasons, the procedures in the subsequent sections on DAEP or expulsion shall be followed.

### **Returning a Student to the Classroom**

A student who has been formally removed from class by a teacher for conduct against the teacher containing the elements of assault, aggravated assault, sexual assault, or aggravated sexual assault may not be returned to the teacher's class without the teacher's consent.

A student who has been formally removed by a teacher for any other conduct may be returned to the teacher's class without the teacher's consent if the placement review committee determines that the teacher's class is the best or only alternative available.

## **In-School Suspension**

### **Misconduct**

Disciplinary action resulting in ISS placement will be correlated to the seriousness of the offense, the student's age and grade level, the frequency of misconduct, the student's attitude or disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct and the effect of the misconduct on the school environment. Students may be suspended for behavior listed in the Code as a general conduct violation, DAEP offense, or expellable offense.

In deciding whether to order In-school suspension, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

### **Process**

Before being suspended a student shall have an informal conference with the campus behavior coordinator or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision. The campus behavior coordinator or appropriate administrator shall determine the number of days of a student's suspension days and will notify the parent/guardian through written notice and parent phone call. The student's teachers will be notified by the campus administrator so that coursework may be provided to ISS.

### **Length of Assignment to ISS**

The length of assignment to ISS is not to exceed ten days per offense, unless the student commits a violation of the ISS rules or the Student Code of Conduct while assigned to ISS. This could result in the assignment of additional days to a maximum of ten days, suspension from school, or assignment to a disciplinary alternative education program, depending upon the seriousness of the offense.

## **Out-of-School Suspension**

### **Misconduct**

Students may be suspended for behavior listed in the Code as a general conduct violation, DAEP offense, or expellable offense.

The district shall not use out-of-school suspension for students in grade 2 or below unless the conduct meets the requirements established in law.

A student below grade 3 or a student who is homeless shall not be placed in out-of-school suspension unless, while on school property or while attending a school-sponsored or school-related activity on or off school property, the student engages in:

- Conduct that contains the elements of a weapons offense, as provided in Penal Code sections 46.02 or 46.05;

- Conduct that contains the elements of assault, sexual assault, aggravated assault, or aggravated sexual assault, as provided by the Penal Code; or
- Selling, giving, or delivering to another person or possessing, using, or being under the influence of any amount of marijuana, an alcoholic beverage, or a controlled substance or dangerous drug as defined by federal or state law.

The district shall use a positive behavior program as a disciplinary alternative for students below grade 3 who commit general conduct violations instead of suspension or placement in a DAEP. The program shall meet the requirements of law.

### **Process**

State law allows a student to be suspended for no more than three school days per behavior violation, with no limit on the number of times a student may be suspended in a semester or school year.

Before being suspended a student shall have an informal conference with the campus behavior coordinator or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision.

The campus behavior coordinator shall determine the number of days of a student's suspension, not to exceed three school days.

In deciding whether to order out-of-school suspension, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

The appropriate administrator shall determine any restrictions on participation in school-sponsored or school-related extracurricular and co-curricular activities.

### **Length of Suspension**

State law allows a student to be suspended for up to three (3) school days per offense, with no limit on the number of times a student may be suspended in a semester or school year. The principal or principal's designee shall set the length of the suspension from school. When a student is suspended, the student is expected to be under the supervision of the parent, guardian or other responsible adult.

### **Coursework During In-School or Out-of-School Suspension**

The district shall ensure a student receives access to coursework for foundation curriculum courses while the student is placed in in-school or out-of-school suspension, including at least one method of receiving this coursework that doesn't require the use of the internet.

A student removed from the regular classroom to out-of-school suspension or another setting, other than a DAEP, will have an opportunity before the beginning of the next school year to complete each course the student was enrolled in at the time of removal. The district may provide

the opportunity by any method available, including a correspondence course, another distance learning option, or summer school. The district will not charge the student for any method of completion provided by the district.

### **Sanctions**

A student who has been assigned to OSS may not participate in nor attend school-sponsored or school-related activities or extracurricular activities during the period of assignment.

## **Disciplinary Alternative Education Program (DAEP) Placement**

The DAEP shall be provided in a setting other than the student's regular classroom. An elementary school student may not be placed in a DAEP with a student who is not an elementary school student.

For purposes of DAEP, elementary classification shall be kindergarten–grade 5 and secondary classification shall be grades 6–12.

Summer programs provided by the district shall serve students assigned to a DAEP in conjunction with other students.

A student who is expelled for an offense that otherwise would have resulted in a DAEP placement does not have to be placed in a DAEP in addition to the expulsion.

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

Before a student may be approved for DAEP, the student is afforded appropriate due process discipline conference as required by the U.S. Constitution and which the student's parent/guardian is invited, in writing, to attend. Under TEC §37.009(f), the minimum procedural requirements necessary to satisfy due process depend upon the circumstances and the interests of the parties involved.

The notice should contain a statement of the specific offense that would justify a placement in the alternative education program. At the discipline conference, the student is entitled to:

- Additional representation by an adult, other than the student's parent/guardian, who can provide guidance to the student and parent and/or
- An opportunity to testify and present evidence.

Additional proceedings may be conducted and additional discipline may be imposed if the student engages in additional misconduct while the student is in DAEP or is already expelled.

### **Interim Placement**

Until a decision on the recommendation for DAEP has been provided by the Department of Student Affairs, the student may be placed in out-of-school suspension for no more than 3 days

and in-school suspension pending the decision. Students placed in in-school suspension on any DAEP related offense may not participate in nor attend school sponsored or school-related activities or extracurricular activities during the period of assignment.

### **Discretionary Placement: Misconduct That May Result in DAEP Placement**

A student may be placed in a DAEP for behaviors prohibited in the General Conduct Violations section of this Code.

### **Misconduct Identified in State Law**

In accordance with state law, a student **may** be placed in a DAEP for any of the following offenses:

- Engaging in bullying that encourages a student to commit or attempt to commit suicide;
- Inciting violence against a student through group bullying;
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent;
- Involvement in a public school fraternity, sorority, or secret society, or gang including participating as a member or pledge, or soliciting another person to become a pledge or member of a public school fraternity, sorority, secret society, or gang (See [glossary](#));
- Involvement in criminal street gang activity (See [glossary](#));
- Any criminal mischief, including a felony;
- Assault (no bodily injury) with threat of imminent bodily injury;
- Assault by offensive or provocative physical contact.

In accordance with state law, a student **may** be placed in a DAEP if the superintendent or the superintendent's designee has reasonable belief (See [glossary](#)) that the student engaged in conduct punishable as a felony, other than aggravated robbery or those listed as offenses in Title 5 (See [glossary](#)) of the Penal Code, that occur off school property and not at a school-sponsored or school-related event, if the student's presence in the regular classroom threatens the safety of other students or teachers or will be detrimental to the educational process.

The campus behavior coordinator **may** place a student in a DAEP for off-campus conduct for which DAEP placement is required by state law if the administrator does not have knowledge of the conduct before the first anniversary of the date the conduct occurred.

### **Mandatory Placement: Misconduct That Requires DAEP Placement**

A student **must** be placed in a DAEP if the student:

- Engages in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school. (See [glossary](#));
- Commits the following offenses on school property, within 300 feet of school property as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:
  - Engages in conduct punishable as a felony;
  - Commits an assault (See [glossary](#)) under Penal Code 22.01(a) (1);
  - Sells, gives, or delivers to another person or possesses, uses, or is under the influence of a controlled substance or a dangerous drug. A student with a valid prescription for low-THC cannabis as authorized by Chapter 487 of the Health and Safety Code does not violate this provision. (See [glossary](#) for "under the influence" "controlled substance," and "dangerous drug.");

- Sells, gives, or delivers to another person or possesses, uses, or is under the influence of marijuana, vaping with THC, or vaping with no THC, or e-cigarette.
  - Students identified as having a first offense of possession, use, or under the influence of vaping with or without THC may be eligible for participation in the district's First Offense RISE program.
- Sells, gives, or delivers to another person an alcoholic beverage; commits a serious act or offense while under the influence of alcohol; or possesses, uses, or is under the influence of alcohol, if the conduct is not punishable as a felony offense. (School-related felony alcohol offenses are addressed in **Expulsion** on page 61.);
- Behaves in a manner that contains the elements of an offense relating to abusable volatile chemicals;
- Behaves in a manner that contains the elements of the offense of public lewdness or indecent exposure (See [glossary](#));
- Engages in conduct that contains the elements of an offense of harassment against an employee under Penal Code 42.07(a) (1), (2), (3), or (7);
- Behavior punishable as a felony that involves selling, giving, or delivering to another person or possessing, using, or being under the influence of marijuana, a controlled substance, a dangerous drug, or alcohol, or committing a serious act or offense while under the influence of alcohol.
- Engages in expellable conduct and is between six and nine years of age;
- Commits a federal firearms violation and is younger than six years of age;
- Engages in conduct that contains the elements of the offense of retaliation against any school employee or volunteer on or off school property. (Committing retaliation in combination with another expellable offense is addressed in **Expulsion** on page 61.);
- Engages in conduct punishable as aggravated robbery or a felony listed under Title 5 (See [glossary](#)) of the Penal Code when the conduct occurs off school property and not at a school-sponsored or school-related event and:
  - The student receives deferred prosecution (See [glossary](#));
  - A court or jury finds that the student has engaged in delinquent conduct (See [glossary](#)); or
  - The superintendent or designee has a reasonable belief (See [glossary](#)) that the student engaged in the conduct.

### **DAEP at Capacity**

If a DAEP is at capacity at the time the CBC is deciding placement for conduct related to marijuana, THC, an e-cigarette, alcohol, or an abusable volatile chemical, the student shall be placed in ISS then transferred to a DAEP for the remainder of the period if space becomes available before the expiration of the period of the placement.

If a DAEP is at capacity at the time the CBC is deciding placement for a student who engaged in violent conduct, a student placed in a DAEP for conduct related to marijuana THC, and e-cigarette, alcohol, or an abusable volatile chemical may be placed in ISS to make a position in the DAEP available for the student who engaged in violent conduct. If a position becomes available in a DAEP before the expiration of the period of the placement for the student removed, the student shall be returned to a DAEP for the remainder of the period.

### **Sexual Assault and Campus Assignments**

A student shall be transferred to another campus if:

- The student has been convicted of continuous sexual abuse of a young child or disabled individual or convicted of or placed on deferred adjudication for sexual assault or
- aggravated sexual assault against another student on the same campus; or
- The victim's parent or another person with the authority to act on behalf of the victim requests that the board transfer the offending student to another campus.

If there is no other campus in the district serving the grade level of the offending student, the offending student shall be transferred to a DAEP.

### **Process**

Removals to a DAEP shall be made by the campus behavior coordinator.

### **Conference**

When a student is removed from class for a DAEP offense, the campus behavior coordinator or appropriate administrator shall schedule a conference within three school days with the student's parent, the student, and, in the case of a teacher removal, the teacher.

At the conference, the campus behavior coordinator or appropriate administrator shall provide the student:

- Information, orally or in writing, of the reasons for the removal;
- An explanation of the basis for the removal; and
- An opportunity to respond to the reasons for the removal.

Following valid attempts to require attendance, the district may hold the conference and make a placement decision regardless of whether the student or the student's parents attend the conference.

**Until a conference can be held, the campus behavior coordinator or other appropriate administrator may place a student in:**

- Another appropriate classroom;
- In-School Suspension; and/or
- Out-of-School Suspension for a maximum of three (3) days.

### **Consideration of Mitigating Factors**

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#)),
- Intent or lack of intent at the time the student engaged in the conduct,
- The student's disciplinary history,
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
- A student's status as homeless.

### **Placement Order**

After the conference, if the student is placed in a DAEP, the campus behavior coordinator shall write a placement order. A copy of the DAEP placement order and information for the parent or

person standing in parental relation to the student regarding the process for requesting a full individual and initial evaluation of the student for purposes of special education services shall be sent to the student and the student's parent.

Not later than the second business day after the conference, the board's designee shall deliver to the juvenile court a copy of the placement order and all information required by Section 52.04 of the Family Code.

If the student is placed in a DAEP and the length of placement is inconsistent with the guidelines included in this Code, the placement order shall give notice of the inconsistency.

### **Coursework Notice**

The parent or guardian of a student placed in DAEP shall be given written notice of the student's opportunity to complete, at no cost to the student, a foundation curriculum course in which the student was enrolled at the time of removal and which is required for graduation. The notice shall include information regarding all methods available for completing the coursework.

### **Length of Placement**

The campus behavior coordinator shall determine the duration of a student's placement in a DAEP.

The duration of a student's placement shall be determined case by case based on the seriousness of the offense, the student's age and grade level, the frequency of misconduct, the student's attitude, and statutory requirements.

The maximum period of DAEP placement shall be one calendar year, except as provided below.

Unless otherwise specified in the placement order, days absent from a DAEP shall not count toward fulfilling the total number of days required in a student's DAEP placement order.

The district shall administer the required pre- and post-assessments for students assigned to DAEP for a period of 90 days or longer in accordance with established district administrative procedures for administering other diagnostic or benchmark assessments.

### **Exceeds One Year**

Placement in a DAEP may exceed one year when a review by the district determines that the student is a threat to the safety of other students or to district employees.

The statutory limitations on the length of a DAEP placement do not apply to a placement resulting from the board's decision to place a student who engaged in the sexual assault of another student so that the students are not assigned to the same campus.

### **Exceeds School Year**

Students who are in a DAEP placement at the end of one school year may be required to continue that placement at the start of the next school year to complete the assigned term of placement.

For placement in a DAEP to extend beyond the end of the school year, the campus behavior coordinator or the board's designee must determine that:

- The student's presence in the regular classroom or campus presents a danger of physical harm to the student or others; or
- The student has engaged in serious or persistent misbehavior (See [glossary](#)) that violates the district's Code.

### **Exceeds 60 Days**

For placement in a DAEP to extend beyond 60 days or the end of the next grading period, whichever is sooner, a student's parent shall be given notice and the opportunity to participate in a proceeding before the board or the board's designee.

## **Appeals**

Questions from parents/guardians regarding disciplinary measures should be addressed to the teacher, CBC or campus administration. Depending on the discipline assigned, different complaint procedures may apply. See policy [FNG](#) (Local) and policy [FOD](#) (Local). Timelines for filing appeals stated in policy will be enforced.

The student or parent/guardian appeals regarding the process used for a DAEP placement or an expulsion decision, such as issues related to the disciplinary conference or proper notice being provided, should be addressed in accordance with policy [FNG](#) (Local) and policy [FOC](#) (Legal), restating sections of the TEC, Chapter 37 and the Penal Code. A copy of this policy may be obtained from the principal's office, the campus behavior coordinator's office, the central administration office, or through [Policy On-Line](#).

Appeals shall begin at Level One with the Department of Student Affairs. The policy may be obtained from the DSA or the District's website. Disciplinary consequences shall not be delayed or deferred pending the outcome of an appeal. Further, the decision cannot be appealed beyond the Board. If during the term of DAEP placement, the student engages in additional misconduct, additional disciplinary conferences may be conducted and additional days to current assignment may be imposed with the approval of the Executive Director of Student Affairs or designee.

In the instance of a student who is accused of conduct that meets the definition of sexual harassment as defined by Title IX, the District will comply with applicable federal law, including the Title IX formal complaint process. [FFH](#) (Legal) and (LOCAL).

## **Restrictions During Placement**

The district does not permit a student who is placed in a DAEP to participate in any school-sponsored or school-related extracurricular or co-curricular activity, including seeking or holding honorary positions and/or membership in school-sponsored clubs and organizations.

The district shall provide transportation to students in a DAEP.

For seniors who are eligible to graduate and are assigned to a DAEP at the time of graduation will be withdrawn from the alternative school and re-enrolled at the home campus. The student shall be allowed to participate in the graduation ceremony and related graduation activities unless otherwise specified by the Superintendent or designee.

## **Placement Review**

A student placed in a DAEP shall be provided a review of his or her status, including academic status, by the campus behavior coordinator or the board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall be given the opportunity to present arguments for the student's return to the regular classroom or campus. The student may not be returned to the classroom of a teacher who removed the student without that teacher's consent.

## **Resilience, Intervention, Support, and Empowerment Program (R.I.S.E)**

DAEP shall provide students with a substance or alcohol related offense the opportunity to participate in and complete the district's substance abuse education program to qualify for a reduction in the term of placement. R.I.S.E is a curriculum-based, social and resilience skill program designed to teach leadership, health self-image, and substance avoidance. This twenty-day program is incorporated into but may not constitute the full total of the student's DAEP assignment.

## **Additional Misconduct**

If during the term of placement in a DAEP the student engages in additional misconduct for which placement in a DAEP or expulsion is required ~~or~~ permitted, additional proceedings may be

conducted, and the campus behavior coordinator may enter an additional disciplinary order as a result of those proceedings with the approval of the Executive Director of Student Affairs or designee.

### **Notice of Criminal Proceedings**

When a student is placed in a DAEP for certain offenses, the office of the prosecuting attorney shall notify the district if:

- Prosecution of a student's case was refused for lack of prosecutorial merit or insufficient evidence, and no formal proceedings, deferred adjudication (See [glossary](#)), or deferred prosecution will be initiated; or
- The court or jury found a student not guilty or made a finding that the student did not engage in delinquent conduct or conduct indicating a need for supervision, and the case was dismissed with prejudice.

If a student was placed in a DAEP for such conduct, on receiving the notice from the prosecutor, the superintendent or designee shall review the student's placement and schedule a review with the student's parent not later than the third day after the superintendent or designee receives notice from the prosecutor. The student may not be returned to the regular classroom pending the review.

After reviewing the notice and receiving information from the student's parent, the superintendent or designee may continue the student's placement if there is reason to believe that the presence of the student in the regular classroom threatens the safety of other students or teachers.

The student or the student's parent may appeal the superintendent's decision to the board. The student may not be returned to the regular classroom pending the appeal. In the case of an appeal, the board shall, at the next scheduled meeting, review the notice from the prosecutor and receive information from the student, the student's parent, and the superintendent or designee, and confirm or reverse the decision of the superintendent or designee. The board shall make a record of the proceedings.

If the board confirms the decision of the superintendent or designee, the student and the student's parent may appeal to the Commissioner of Education. The student may not be returned to the regular classroom pending the appeal.

### **Withdrawal During Process**

When a student violates the district's Code in a way that requires or permits the student to be placed in a DAEP and the student withdraws from the district before a placement order is completed, the campus behavior coordinator may complete the proceedings and issue a placement order. If the student then re-enrolls in the district during the same or a subsequent school year, the district may enforce the order at that time, less any period of the placement that has been served by the student during enrollment in another district. If the campus behavior coordinator or the board fails to issue a placement order after the student withdraws, the next district in which the student enrolls may complete the proceedings and issue a placement order.

### **Newly Enrolled Students**

The district shall decide on a case-by-case basis whether to continue the placement of a student who enrolls in the district and was assigned to a DAEP in an open-enrollment charter school or another district including a district in another state. The district may place the student in the district's DAEP or a regular classroom setting.

When a student enrolls in the district with a DAEP placement from a district in another state, the district has the right to place the student in DAEP to the same extent as any other newly enrolled student if the behavior committed is a reason for DAEP placement in the receiving district.

State law requires the district to reduce a placement imposed by a district in another state that exceeds one year so that the total placement does not exceed one year. After a review, however, the placement may be extended beyond a year if the district determines that the student is a threat to the safety of other students or employees or the extended placement is in the best interest of the student.

### **Emergency Placement Procedure**

When an emergency placement is necessary because the student's behavior is so unruly, disruptive, or abusive that it seriously interferes with classroom or school operations, the student shall be given oral notice of the reason for the action. Not later than the tenth day after the date of the placement, the student shall be given the appropriate conference required for assignment to a DAEP.

### **Transition Services**

In accordance with law and district procedures, campus staff shall provide transition services to a student returning to the regular classroom from an alternative education program, including a DAEP. See policy [FOCA](#) (LEGAL) for more information.

## **Placement and/or Expulsion for Certain Offenses**

This section includes two categories of offenses for which the Education Code provides unique procedures and specific consequences.

### **Registered Sex Offenders**

Upon receiving notification in accordance with state law that a student is currently required to register as a sex offender, the district must remove the student from the regular classroom and determine appropriate placement unless the court orders JJAEP placement.

If the student is under any form of court supervision, including probation, community supervision, or parole, the student shall be placed in either DAEP or JJAEP for at least one semester.

If the student is not under any form of court supervision, the student may be placed in DAEP or JJAEP for one semester or placed in a regular classroom. The student may not be placed in the regular classroom if the board or its designee determines that the student's presence:

- Threatens the safety of other students or teachers;
- Will be detrimental to the educational process; or
- Is not in the best interests of the district's students.

### **Review Committee**

At the end of the first semester of a student's placement in an alternative educational setting and before the beginning of each school year for which the student remains in an alternative placement, the district shall convene a committee, in accordance with state law, to review the student's placement. The committee shall recommend whether the student should return to the regular classroom or remain in the placement. Absent a special finding, the board or its designee must follow the committee's recommendation.

The placement review of a student with a disability who receives special education services must be made by the ARD committee.

### **Newly Enrolled Students**

If a student enrolls in the district during a mandatory placement as a registered sex offender, the district may count any time already spent by the student in a placement or may require an

additional semester in an alternative placement without conducting a review of the placement.

### **Appeal**

A student or the student's parent may appeal the placement by requesting a conference between the board or its designee, the student, and the student's parent. The conference is limited to the factual question of whether the student is required to register as a sex offender. Any decision of the board or its designee under this section is final and may not be appealed.

### **Certain Felonies**

Regardless of whether placement or expulsion is required or permitted by one of the reasons in the DAEP Placement or Expulsion sections, in accordance with Education Code 37.0081, a student may be expelled and placed in either DAEP or JJAEP if the board or campus behavior coordinator makes certain findings and the following circumstances exist in relation to aggravated robbery or a felony offense under Title 5 (See [glossary](#)) of the Penal Code. The student must:

- Have received deferred prosecution for conduct defined as aggravated robbery or a Title 5 felony offense;
- Have been found by a court or jury to have engaged in delinquent conduct for conduct defined as aggravated robbery or a Title 5 felony offense;
- Have been charged with engaging in conduct defined as aggravated robbery or a Title 5 felony offense;
- Have been referred to a juvenile court for allegedly engaging in delinquent conduct for conduct defined as aggravated robbery or a Title 5 felony offense; or
- Have received probation or deferred adjudication or have been arrested for, charged with, or convicted of aggravated robbery or a Title 5 felony offense.

The district may expel the student and order placement under these circumstances regardless of:

- The date on which the student's conduct occurred;
- The location at which the conduct occurred;
- Whether the conduct occurred while the student was enrolled in the district; or
- Whether the student has successfully completed any court disposition requirements imposed in connection with the conduct.

### **Hearing and Required Findings**

The student must first have a hearing before the board or its designee, who must determine that in addition to the circumstances above that allow for the expulsion, the student's presence in the regular classroom:

- Threatens the safety of other students or teachers;
- Will be detrimental to the educational process; or
- Is not in the best interest of the district's students.

Any decision of the board or the board's designee under this section is final and may not be appealed.

### **Length of Placement**

The student is subject to the placement until:

- The student graduates from high school;
- The charges are dismissed or reduced to a misdemeanor offense; or

- The student completes the term of the placement or is assigned to another program.

### **Placement Review**

A student placed in a DAEP or JJAEP under this section is entitled to a review of his or her status, including academic status, by the campus behavior coordinator or board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall have the opportunity to present arguments for the student's return to the regular classroom or campus.

### **Newly Enrolled Students**

A student who enrolls in the district before completing a placement under this section from another school district must complete the term of the placement.

## **Expulsion**

In deciding whether to order expulsion, regardless of whether the action is mandatory or discretionary, the campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

### **Discretionary Expulsion: Misconduct That May Result in Expulsion**

Some of the following types of misconduct may result in mandatory placement in a DAEP, whether or not a student is expelled. (See **DAEP Placement** on page 52)

### **Any Location**

A student **may** be expelled for:

- Engaging in bullying that encourages a student to commit or attempt to commit suicide;
- Inciting violence against a student through group bullying;
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent;
- Conduct that contains the elements of assault under Penal Code 22.01(a) (1) in retaliation against a school employee or volunteer;
- Criminal mischief, if punishable as a felony;
- Engaging in conduct that contains the elements of one of the following offenses against another student:
  - Aggravated assault;
  - Sexual assault;
  - Aggravated sexual assault;
  - Murder;
  - Capital murder;

- Criminal attempt to commit murder or capital murder;
- Aggravated robbery;
- Breach of computer security (See [glossary](#));
- Engaging in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school.

### **At School, Within 300 Feet, or at a School Event**

A student **may** be expelled for committing any of the following offenses on or within 300 feet of school property, as measured from any point on the school’s real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:

- Selling, giving, or delivering to another person, or possessing, using, or being under the influence of marijuana, a controlled substance, or a dangerous drug, if the conduct is not punishable as a felony. A student with a valid prescription for low-THC cannabis as authorized by Chapter 487 of the Health and Safety Code does not violate this provision. (See [glossary](#) for “under the influence.”);
- Selling, giving, or delivering another person, or possessing, using, or being under the influence of alcohol; or committing a serious act or offense while under the influence of alcohol, if the conduct is not punishable as a felony;
- Engaging in conduct that contains the elements of an offense relating to abusable volatile chemicals;
- Engaging in conduct that contains the elements of assault under Penal Code 22.01(a) (1) against an employee or a volunteer; or
- Engaging in deadly conduct (See [glossary](#)).

### **Within 300 Feet of School**

A student **may** be expelled for engaging in the following conduct while within 300 feet of school property, as measured from any point on the school’s real property boundary line:

- Aggravated assault, sexual assault, or aggravated sexual assault;
- Arson (See [glossary](#));
- Murder, capital murder, or criminal attempt to commit murder or capital murder;
- Indecency with a child;
- Aggravated kidnapping;
- Manslaughter;
- Criminally negligent homicide;
- Aggravated robbery;
- Continuous sexual abuse of a young child or disabled individual;
- Felony drug- or alcohol-related offense;
- Unlawfully carrying on or about the student’s person a handgun or a location-restricted knife, as these terms are defined by state law (See [glossary](#));
- Possessing, manufacturing, transporting, repairing, or selling a prohibited weapon, as defined by state law (See [glossary](#)); or
- Possession of a firearm, as defined by federal law (See [glossary](#)).

### Property of Another District

A student **may** be expelled for committing any offense that is a state-mandated expellable offense if the offense is committed on the property of another district in Texas or while the student is attending a school-sponsored or school-related activity of a school in another district in Texas.

### While in a DAEP

A student may be expelled for engaging in documented serious misbehavior that violates the district's Code, despite documented behavioral interventions while placed in a DAEP. For purposes of discretionary expulsion from a DAEP, serious misbehavior means:

- Deliberate violent behavior that poses a direct threat to the health or safety of others;
- Extortion, meaning the gaining of money or other property by force or threat;
- Conduct that constitutes coercion, as defined by Penal Code 1.07; or
- Conduct that constitutes the offense of:
  - Public lewdness under Penal Code 21.07;
  - Indecent exposure under Penal Code 21.08;
  - Criminal mischief under Penal Code 28.03;
  - Hazing under Education Code 37.152; or
  - Harassment under Penal Code 42.07(a) (1) of a student or district employee.

### Mandatory Expulsion: Misconduct That Requires Expulsion

A student **must** be expelled under federal or state law for any of the following offenses that occur on school property or while attending a school-sponsored or school-related activity on or off school property:

#### Under Federal Law

- Bringing to school or possessing at school, including any setting that is under the district's control or supervision for the purpose of a school activity, a firearm, as defined by federal law. (See [glossary](#))

**Note:** Mandatory expulsion under the federal Gun Free Schools Act does not apply to a firearm that is lawfully stored inside a locked vehicle or to firearms used in activities approved and authorized by the district when the district has adopted appropriate safeguards to ensure student safety.

#### Under the Penal Code

- Unlawfully carrying on or about the student's person the following, in the manner prohibited by Penal Code 46.02:
  - A handgun, defined by state law as any firearm designed, made, or adapted to be used with one hand. (See [glossary](#)) *Note:* A student may not be expelled solely on the basis of the student's use, exhibition, or possession of a firearm that occurs at an approved target range facility that is not located on a school campus; while participating in or preparing for a school-sponsored, shooting sports competition or a shooting sports educational activity that is sponsored or supported by the Parks and Wildlife Department; or a shooting sports sanctioning organization working with the department. See policy [FNCG](#) (LEGAL);
  - A location-restricted knife, as defined by state law; (See [glossary](#))
- Possessing, manufacturing, transporting, repairing, or selling a prohibited weapon, as defined in state law; (See [glossary](#))

- Behaving in a manner that contains elements of the following offenses under the Penal Code:
  - Aggravated assault, sexual assault, or aggravated sexual assault;
  - Arson; (See [glossary](#))
  - Murder, capital murder, or criminal attempt to commit murder or capital murder;
  - Indecency with a child;
  - Aggravated kidnapping;
  - Aggravated robbery;
  - Manslaughter;
  - Criminally negligent homicide;
  - Continuous sexual abuse of a young child or disabled individual;
- Engaging in retaliation against a school employee or volunteer combined with one of the above-listed mandatory expulsion offenses.

### **Under Age Ten**

When a student under the age of ten engages in behavior that is expellable behavior, the student shall not be expelled, but shall be placed in a DAEP. A student under age six shall not be placed in a DAEP unless the student commits a federal firearm offense.

### **Process**

Before a student may be expelled, the Superintendent or designee shall provide the student a hearing at which the student is afforded appropriate due process as required by the U.S. Constitution and which the student's parent/guardian is invited, in writing, to attend. Under TEC §37.009(f), the minimum procedural requirements necessary to satisfy due process depend upon the circumstances and the interests of the parties involved. Federal due process requires notice and some opportunity for hearing. The notice should contain a statement of the specific charges and grounds that, if proven, would justify expulsion. In some cases, the student should be given the names of the witnesses against him or her, and an oral or written report on the facts to which each witness testifies. After trying to inform the student and parent/guardian of the hearing, the district may hold the hearing regardless of whether the student or the student's parent/guardian attends.

Until a hearing can be held, the campus behavior coordinator or other administrator may place the student in:

- Another appropriate classroom;
- In-school suspension;
- Out-of-school suspension; or
- DAEP.

### **Hearing**

A student facing expulsion shall be given a hearing with appropriate due process. The student is entitled to:

- Representation by the student's parent or another adult who can provide guidance to the student;
- An opportunity to respond to the allegation and to present evidence including video footage and witnesses in the student's defense; and

- An opportunity to question the witnesses called by the district at the hearing.

After providing notice to the student and parent of the hearing, the district may hold the hearing regardless of whether the student or the student's parent attends.

The board of trustees delegates to the Department of Student Affairs the authority to conduct hearings and expel students.

### **Expulsion Order**

Before ordering the expulsion, the board or campus behavior coordinator shall take into consideration:

- Self-defense (See [glossary](#));
- Intent or lack of intent at the time the student engaged in the conduct;
- The student's disciplinary history;
- A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
- A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
- A student's status as homeless.

If the student is expelled, the board or its designee shall deliver to the student and the student's parent a copy of the order expelling the student.

Not later than the second business day after the hearing, the *Department of Student Affairs* shall deliver to the juvenile court a copy of the expulsion order and the information required by Section 52.04 of the Family Code. A copy of the expulsion order will be included with any records sent to a school where the student seeks to enroll. The enrolling school District has discretion to enforce the expulsion order.

If the length of the expulsion is inconsistent with the guidelines included in the Student Code of Conduct, the expulsion order shall give notice of the inconsistency.

### **Length of Expulsion**

The length of an expulsion shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, and statutory requirements. The duration of a student's expulsion shall be determined on a case-by-case basis. The maximum period of expulsion is one calendar year, except as provided below.

An expulsion may not exceed one year unless, after review, the district determines that:

- The student is a threat to the safety of other students or to district employees; or
- Extended expulsion is in the best interest of the student.

State and federal law require a student to be expelled from the regular classroom for a period of at least one calendar year for bringing a firearm, as defined by federal law, to school. However, the superintendent may modify the length of the expulsion on a case-by-case basis.

Students who commit offenses that require expulsion at the end of one school year may be expelled into the next school year to complete the term of expulsion.

### **District Expulsion Program (DEP)**

The District Expulsion Program is a self-contained, separate disciplinary placement from the DAEP that maintains the expelled student on the FBISD alternative campus rather than placed

off site at the JJAEP. This expulsion option is available for consideration by the expulsion hearing officer when a student has an extenuating circumstance that makes placement at the JJAEP inappropriate.

### **Withdrawal During Process**

When a student's conduct requires or permits expulsion from the district and the student withdraws from the district before the expulsion hearing takes place, the district may conduct the hearing after sending written notice to the parent and student.

If the student then re-enrolls in the district during the same or subsequent school year, the district may enforce the expulsion order at that time, less any expulsion period that has been served by the student during enrollment in another district.

If the campus behavior coordinator or the board fails to issue an expulsion order after the student withdraws, the next district in which the student enrolls may complete the proceedings.

### **Additional Misconduct**

If during the expulsion, the student engages in additional conduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the campus behavior coordinator may request additional disciplinary action.

### **Expulsion while in DAEP**

A student may be recommended for an expulsion for engaging in documented serious misbehavior that violated this Code, despite documented behavioral interventions while placed in a DAEP. A student who is expelled for an offense that otherwise would have resulted in a DAEP placement does not have to be placed in a DAEP in addition to the expulsion. For purposes of discretionary expulsion from a DAEP, serious misbehavior means:

- Deliberate violent behavior that poses a direct threat to the health or safety of others;
- Extortion, meaning the gaining of money or other property by force or threat;
- Conduct that constitutes coercion, as defined by §1.07, Tex. Penal Code; or
- Conduct that constitutes the offense of public lewdness, indecent exposure, criminal mischief, personal hazing or harassment.

### **Restrictions During Expulsion**

Expelled students are prohibited from being on school grounds or attending school-sponsored or school-related activities during the period of expulsion.

No district academic credit shall be earned for work missed during the period of expulsion unless the student is enrolled in a JJAEP or another district-approved program.

### **Newly Enrolled Students**

The district shall decide on a case-by-case basis the placement of a student who is subject to an expulsion order from another district or an open-enrollment charter school upon enrollment in the district.

If a student expelled in another state enrolls in the district, the district may continue the expulsion under the terms of the expulsion order, may place the student in a DAEP for the period specified in the order, or may allow the student to attend regular classes if:

- The out-of-state district provides the district with a copy of the expulsion order; and
- The offense resulting in the expulsion is also an expellable offense in the district in which the student is enrolling.

If a student is expelled by a district in another state for a period that exceeds one year and the

district continues the expulsion or places the student in a DAEP, the district shall reduce the period of the expulsion or DAEP placement so that the entire period does not exceed one year, unless after a review it is determined that:

- The student is a threat to the safety of other students or district employees; or
- Extended placement is in the best interest of the student.

### **Emergency Expulsion Procedures**

When an emergency expulsion is necessary to protect persons or property from imminent harm, the student shall be given verbal notice of the reason for the action. Within ten days after the date of the emergency expulsion, the student shall be given appropriate due process required for a student facing expulsion.

### **DAEP Placement of Expelled Students**

The district may provide educational services to any expelled student in a DAEP; however, educational services in the DAEP must be provided if the student is less than ten years of age.

### **Transition Services**

In accordance with law and district procedures, campus staff shall provide transition services for a student returning to the regular classroom from placement in an alternative education program, including a DAEP or JJAEP. See policies [FOCA](#) (LEGAL) and [FODA](#) (LEGAL) for more information.

### **Academic Impact**

Students will not receive academic credit for work missed during the period of expulsion unless the student is enrolled in a Juvenile Justice Alternative Education Program (JJAEP), District Expulsion Program (DEP), or other District-approved program or as required by the IDEA or Section 504.

### **Expulsion Appeal Process**

Questions from parents/guardians regarding disciplinary measures should be addressed to the teacher, campus administration, or CBC, as appropriate. Appeals or complaints regarding the use of specific discipline techniques should be addressed in accordance with policy [FNG](#) (Local). The policy may be obtained from the [Board Policy Manual on the FBISD website](#). The district shall not delay a disciplinary consequence while a student or parent/guardian pursues a grievance.

The expulsion hearing officers decision may be appealed to the Board. In the event of an appeal, at the next scheduled meeting the Board will: (1) review the notice, (2) hear statements from the student, the student's parent/guardian, and the CBC or administrator, and (3) confirm or reverse the decision of the CBC or administrator.

After the due process hearing, the expelled student may request that the Board review the expulsion decision. The student or parent/guardian must submit a written request to the Superintendent within seven days after receipt of the written decision. The Superintendent must provide the student or parent/guardian written notice of the date, time, and location of the meeting at which the board will review the decision.

The Board shall review the record of the expulsion hearing in a closed meeting unless the parent/guardian requests in writing that the matter be held in an open meeting. The Board may also hear a statement from the student or parent/guardian and from the Board's designee.

The Board shall hear statements made by the parties at the review and will base its decision on evidence reflected in the record and any statements made by the parties at the review. The Board shall make and communicate its decision orally at the conclusion of the presentation. Consequences shall not be deferred pending the outcome of the appeal.

If the Board confirms the decision of the hearing officer, the student and the student's parent/guardian have the right to appeal to the Commissioner of Education. The student may not be returned to the regular classroom while the appeal is pending.

### **Texas Education Data Standards (TEDS) Appendix E**

The Texas Education Data Standards (TEDS) Appendix E provides guidance to local school districts in Texas related to discipline management. TEDS Appendix E produces information to ensure consistency in discipline management in Texas. The TEDS Appendix E is broken into three major components that can be further explored using the following links:

- Providing helpful FAQs to understand common topics: [Click here for FAQ's](#)
- Provides state specific discipline codes and definitions to preserve continuity of actions that are assigned to discipline in PEIMS. [Click here for definitions and codes](#)
- Provides a chart for districts to utilize when determining offenses that are mandatory and discretionary DAEP placements or expulsions to the JJAEP. [Click here for state offense and action charts](#)

## Glossary

**Abuse** is improper or excessive use.

**Aggravated robbery** is defined in part by Penal Code 29.03(a) as when a person commits robbery and:

- Causes serious bodily injury to another;
- Uses or exhibits a deadly weapon; or
- Causes bodily injury to another person or threatens or places another person in fear of imminent bodily injury or death, if the other person is:
  - 65 years of age or older, or
  - A disabled person.

**Armor-piercing ammunition** is defined by Penal Code 46.01 as handgun ammunition used in pistols and revolvers and designed primarily for the purpose of penetrating metal or body armor.

**Arson** is defined in part by Penal Code 28.02 as a crime that involves:

- Starting a fire or causing an explosion with intent to destroy or damage:
  - Any vegetation, fence, or structure on open-space land; or
  - Any building, habitation, or vehicle:
    - Knowing that it is within the limits of an incorporated city or town;
    - Knowing that it is insured against damage or destruction;
    - Knowing that it is subject to a mortgage or other security interest;
    - Knowing that it is located on property belonging to another;
    - Knowing that it has located within it property belonging to another; or
    - When the person starting the fire is reckless about whether the burning or explosion will endanger the life of some individual or the safety of the property of another.
- Recklessly starting a fire or causing an explosion while manufacturing or attempting to manufacture a controlled substance if the fire or explosion damages any building, habitation, or vehicle; or
- Intentionally starting a fire or causing an explosion and in so doing:
  - Recklessly damaging or destroying a building belonging to another; or
  - Recklessly causing another person to suffer bodily injury or death.

**Assault** is defined in part by Penal Code 22.01 as when a person intentionally, knowingly, or recklessly causes bodily injury to another person.

An assault must involve a victim and a perpetrator(s) and the victim must receive bodily injury.

If these criteria are not met, then the proper category would be **Other Student Code of Conduct Violation** (Action Reason Code 21).

**Bodily Injury** means physical pain, illness, or any impairment of physical condition. Texas Penal Code § 1.07 (8)

**Breach of computer security** includes knowingly accessing a computer, computer network, or computer system without the effective consent of the owner as defined in Penal Code 33.02, if the conduct involves accessing a computer, computer network, or computer system owned by or operated on behalf of a school district and the student knowingly alters, damages, or deletes school district property or information or commits a breach of any other computer, computer network, or computer system.

**Bullying** is defined by *Texas Education Code 37.0832* as a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that:

- Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or damage to the student's property;
- Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
- Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
- Infringes on the rights of the victim at school.

Bullying includes cyberbullying. (See below.) This state law on bullying prevention applies to:

- Bullying that occurs on or is delivered to school property or to the site of a school-sponsored or school-related activity on or off school property;
- Bullying that occurs on a publicly or privately owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity; and
- Cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity if the cyberbullying interferes with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

**Cheating** is defined as giving or receiving information or help on a test; plagiarizing or representing another person's work as their own, possession of any unauthorized material during a test; copying another student's assignment or knowingly allowing another unauthorized student to copy from his/her assignment; working with others on a project that is meant to be done individually; unauthorized possession of test or quiz questions and/or answer sheets; completing an assignment, test or quiz on behalf of another student; submitting duplicate work; having someone else complete an assignment, test, or quiz on behalf of the student, accessing a teacher edition, or other examples of academic dishonesty. Using electronic devices to send or receive information as described above or utilizing Artificial Intelligence (AI) to represent a student's original work is also classified as cheating.

**Chemical dispensing device** is defined by Penal Code 46.01 as a device designed, made, or adapted for the purpose of dispensing a substance capable of causing an adverse psychological or physiological effect on a human being. A small chemical dispenser sold commercially for personal protection is not in this category.

**Club** is defined by Penal Code 46.01 as an instrument, specially designed, made, or adapted for the purpose of inflicting serious bodily injury or death by striking a person with the instrument, and includes but is not limited to a blackjack, nightstick, mace, and tomahawk.

**Continued/Rpt Non-PEIMS reportable violations** are repeated documented level 1 offenses.

**Controlled substance** means a substance, including a drug, an adulterant, and a dilutant, listed in Schedules I through V or Penalty Group 1, 1-A, 1-B, 2, 2-A, 3, or 4 of the Texas Controlled Substances Act. The term includes the aggregate weight of any mixture, solution, or other substance containing a controlled substance. The term does not include hemp, as defined by Agriculture Code 121.001, or the tetrahydrocannabinols (THC) in hemp.

**Criminal street gang** is defined by Penal Code 71.01 as three or more persons having a common identifying sign or symbol or an identifiable leadership who continuously or regularly associate in the commission of criminal activities.

**Cyberbullying** is defined by Education Code 37.0832 as bullying that is done through the use of any electronic communication device, including through the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an internet website, or any other internet-based communication tool.

**Dangerous drug** is defined by Health and Safety Code 483.001 as a device or a drug that is unsafe for self-medication and that is not included in Schedules I through V or Penalty Groups 1 through 4 of the Texas Controlled Substances Act. The term includes a device or drug that federal law prohibits dispensing without prescription or restricts to use by or on the order of a licensed veterinarian.

**Dating violence** occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control another person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense, as defined by Section 71.0021 of the Family Code.

**Deadly conduct** under Penal Code 22.05 occurs when a person recklessly engages in conduct that places another in imminent danger of serious bodily injury, such as knowingly discharging a firearm in the direction of an individual, habitation, building, or vehicle.

**Deferred adjudication** is an alternative to seeking a conviction in court that may be offered to a juvenile for delinquent conduct or conduct indicating a need for supervision.

**Deferred prosecution** may be offered to a juvenile as an alternative to seeking a conviction in court for delinquent conduct or conduct indicating a need for supervision.

**Delinquent conduct** is conduct that violates either state or federal law and is punishable by imprisonment or confinement in jail. It includes conduct that violates certain juvenile court orders, including probation orders, but does not include violations of traffic laws.

**Discretionary** means that something is left to or regulated by a local decision maker.

**Disruptive Behavior** is when a student engages in behavior causing an interruption in a class or activity. Disruption includes but is not limited to sustained yelling; screaming; noise created with objects; horseplay or roughhousing; off-task behavior that impedes on other people's ability

to learn, and/or sustained non-compliant out-of-seat behavior that distracts from student learning.

**Disruption of the Educational Environment** is defined as conduct by students either in or out of class which for any reason — whether because of time, place, or manner of behavior— materially disrupts classwork or involves substantial disorder or invasion of the rights of others is prohibited. For purposes of this rule, “school property” shall include the public school campuses or school grounds or buildings used by the District schools for assemblies or other school-related activities, and “public property” includes any street, highway, alley, public park, or sidewalk. No person shall be permitted, on school property or on public property within 300 feet of school property, to intentionally disrupt, alone or in concert with others, the conduct of classes or other school activities. Conduct which disrupts the educational activities of a school includes:

- Emissions by means of noise of an intensity that prevents or hinders classroom instruction;
- Enticement or attempted enticement of students away from classes or other school activities that students are required to attend;
- Prevention or attempted prevention of students from attending classes or other school activities that students are required to attend; and
- Entrance into a classroom without consent of either the principal or the teacher and either through acts of misconduct and/or use of loud or profane language causing disruption of class activities.

**E-cigarette** means an electronic cigarette or any other device that simulates smoking by using a mechanical heating element, battery, or electronic circuit to deliver nicotine or other substances to the individual inhaling from the device or a consumable liquid solution or other material aerosolized or vaporized during the use of an electronic cigarette or other device described by this provision. The term includes any device that is manufactured, distributed, or sold as an e-cigarette, e-cigar, or e-pipe or under another product name or description and a component, part, or accessory for the device, regardless of whether the component, part, or accessory is sold separately from the device.

**Explosive weapon** is defined by Penal Code 46.01 as any explosive or incendiary bomb, grenade, rocket, or mine and its delivery mechanism that is designed, made, or adapted for the purpose of inflicting serious bodily injury, death, or substantial property damage, or for the principal purpose of causing such a loud report as to cause undue public alarm or terror.

**Failure to Comply with Assigned Discipline** is when a student refuses to complete an assigned disciplinary action.

**False alarm or report** under Penal Code 42.06 occurs when a person knowingly initiates, communicates, or circulates a report of a present, past, or future bombing, fire, offense, or other emergency that he or she knows is false or baseless and that would ordinarily:

- Cause action by an official or volunteer agency organized to deal with emergencies;
- Place a person in fear of imminent serious bodily injury; or
- Prevent or interrupt the occupation of a building, room, or place of assembly.

**False Document** is when a student presents false documents or misrepresents parent notice.

**Fighting/Mutual Combat** is mutual intentional participation in a physical altercation. Includes but is not limited to pushing, hitting, kicking, shoving, pinching, punching, and other intentional physical confrontations. Threatening interactions or antagonistic behavior prior to the encounter will not be considered as self-defense.

**Firearm** is defined by federal law (18 U.S.C. 921(a)) as:

- Any weapon (including a starter gun) that will, is designed to, or may readily be converted to expel a projectile by the action of an explosive;
- The frame or receiver of any such weapon;
- Any firearm muffler or firearm silencer, defined as any device for silencing, muffling, or diminishing the report of a portable firearm; or
- Any destructive device, such as any explosive, incendiary or poison gas bomb, or grenade.

Such term does not include an antique firearm.

**Gambling** is an agreement to win or lose something of value solely or partially by chance.

**Graffiti** includes markings with paint, an indelible pen or marker, or an etching or engraving device on tangible property without the effective consent of the owner. The markings may include inscriptions, slogans, drawings, or paintings.

**Handgun** is defined by Penal Code 46.01 as any firearm that is designed, made, or adapted to be fired with one hand.

**Harassment** includes:

- Conduct that meets the definition established in district [policies DIA](#) (LOCAL) and [FFH](#) (LOCAL);
- Conduct that threatens to cause harm or bodily injury to another person, including a district student, employee, board member, or volunteer; is sexually intimidating; causes physical damage to the property of another student; subjects another student to physical confinement or restraint; or maliciously and substantially harms another student's physical or emotional health or safety, as defined in Education Code 37.001(b)(2); or
- Conduct that is punishable as a crime under Penal Code 42.07, including the following types of conduct if carried out with the intent to harass, annoy, alarm, abuse, torment, or embarrass another:
  - Initiating communication and, in the course of the communication, making a comment, request, suggestion, or proposal that is obscene, as defined by law;
  - Threatening, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property;
  - Conveying, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury;

- Sending repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another; and
- Publishing on an internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern, as defined by law.
- Causing the telephone of another to ring repeatedly or making repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
- Making a telephone call and intentionally failing to hang up or disengage the connection;
- Knowingly permitting a telephone under the person's control to be used by another to commit an offense under this section.
- Making obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.

**Hazing** is defined by Education Code 37.151 as an intentional, knowing, or reckless act, on or off campus, by one person alone or acting with others, directed against a student for the purpose of pledging, initiation into, affiliation with, holding office in, or maintaining membership in a student organization if the act meets the elements in Education Code 37.151, including:

- Any type of physical brutality;
- An activity that subjects the student to an unreasonable risk of harm or that adversely affects the student's mental or physical health, such as sleep deprivation, exposure to the elements, confinement to small spaces, calisthenics, or consumption of food, liquids, drugs, or other substances;
- An activity that induces, causes, or requires the student to perform a duty or task that violates the Penal Code; or
- Coercing a student to consume a drug or alcoholic beverage in an amount that would lead a reasonable person to believe the student is intoxicated.

**Hit list** is defined by Education Code 37.001 (3) as a list of people targeted to be harmed, using: (A) a firearm, as defined by Section 46.01(3), Penal Code; (B) a knife, as defined by Section 46.01(7), Penal Code; or (C) any other object to be used with intent to cause bodily harm.

**Horseplay** is defined as rough or boisterous play.

**Improvised explosive device** is defined by Penal Code 46.01 as a completed and operational bomb designed to cause serious bodily injury, death, or substantial property damage that is fabricated in an improvised manner using nonmilitary components.

**Inappropriate Familiarity** is any inappropriate or unduly intimate or informal conduct between students including kissing or inappropriate touching with consent.

**Inappropriate Physical Contact (i.e. hitting, grabbing)** is intentionally or knowingly causes physical contact with another when the person knows or should reasonably believe that the other will regard the contact as offensive or provocative. (Texas Penal Code, Title V, Chapter 22, Section 22.01)

**Indecent exposure** is defined by Penal Code 21.08 as an offense that occurs when a person exposes the person's anus or any part of the person's genitals with intent to arouse or gratify the sexual desire of any person, and is reckless about whether another is present who will be offended or alarmed by the act.

**Insubordination** is when a student engages in refusal to follow directions or talks back.

**Intimate visual material** is defined by Civil Practices and Remedies Code 98B.001 and Penal Code 21.16 as visual material that depicts a person with the person's intimate parts exposed or engaged in sexual conduct. "Visual material" means any film, photograph, video tape, negative, or slide of any photographic reproduction or any other physical medium that allows an image to be displayed on a computer or other video screen and any image transmitted to a computer or other video screen.

**Knuckles** means any instrument consisting of finger rings or guards made of a hard substance and designed or adapted for inflicting serious bodily injury or death by striking a person with a fist enclosed in the knuckles.

**Leaving school** is defined as leaving the campus without authorization, permission, or following appropriate campus protocols.

**Location-restricted knife** is defined by Penal Code 46.01 as a knife with a blade over five and one-half inches.

**Look-alike weapon** means an item that resembles a weapon but is not intended to be used to cause serious bodily injury.

**Machine gun** as defined by Penal Code 46.01 is any firearm that is capable of shooting more than two shots automatically, without manual reloading, by a single function of the trigger.

**Mandatory** means that something is obligatory or required because of an authority.

**Non DAEP Threat-** A transient threat or threat not meeting the level to cause fear as determined by a campus or district threat assessment.

**Obscene Gesture** is when a movement or position of the body, especially of the hands or arms that is considered exceedingly offensive or vulgar.

**Paraphernalia** are devices that can be used for inhaling, ingesting, injecting, or otherwise introducing a controlled substance into a human body.

**Peer Conflict** is a controversy, quarrel, or struggle between two or more people who appear to have different goals or desires. It is normal for students to not always agree with each other about what they think or what they want to do. Often, peer conflicts arise suddenly because students of the same relative amount of power see the same situation from two different points of view.

When students are in conflict, the incident is usually two-sided – each student is being aggressive towards the other one. In bullying, it tends to be one-sided.

**Positive Behavioral Interventions and Supports (PBIS)** is defined as a decision-making framework that guides the selection, integration, and implementation of evidenced based academic and behavioral practices for improving important academic and behavioral outcomes for all students.

**Possess/Sell/Use Over Counter Medicine-** Possession, under the influence, or distributing over the counter medicine.

**Possess/Sell/Use Look Alike Drug** In possession of or distributing a substance that appears or is presented as a controlled substance.

**Possess/Sell/Use Matches or Lighter** Use/possession of combustibles-Student is/was in possession of substances/objects readily capable of causing bodily harm and/or property damage(matches, lighters, firecrackers, gasoline, and lighter fluid).

**Possession** means actual care, custody, control, or management. In regard to drugs and alcohol, a student may also be considered in possession by means of consumption. A student shall be considered to be in possession of any amount of a substance or object prohibited or regulated by this Student Code of Conduct if the substance or object is:

- On the student's person or in the student's personal property, including but not limited to the student's clothing, purse, book bag, backpack, or briefcase;
- In any private vehicle driven by the student to or from school or school-related activities, including but not limited to, an automobile, truck, motorcycle, or bicycle; or
- Telecommunications or electronic devices; or
- In any school property used by the student, including but not limited to, a locker or a desk.

Additionally, a student's self-admission to the possession of a prohibited substance or object at school or at a school-related activity is considered to have been in possession for the purpose of assessing school disciplinary consequences. Students should be cautious about holding on to items, distributing items, or placing items in their lockers for other students.

**Profanity**- Student delivers verbal messages that include swearing, name calling, or use of words in an inappropriate way.

**Prohibited weapon** under Penal Code 46.05(a) means:

- The following items, unless registered with the U.S. Bureau of Alcohol, Tobacco, Firearms, and Explosives or otherwise not subject to that registration requirement or unless the item is classified as a curio or relic by the U.S. Department of Justice:
  - An explosive weapon;
  - A machine gun;
  - A short-barrel firearm;
- Armor-piercing ammunition;
- A chemical dispensing device;
- A zip gun;
- A tire deflation device; or
- An improvised explosive device.

**Public Lewdness** is defined by Penal Code 21.07 as an offense that occurs when a person knowingly engages in an act of sexual intercourse, deviate sexual intercourse, or sexual contact i

in a public place or, if not in a public place, when the person is reckless about whether another is present who will be offended or alarmed by the act.

**Public school fraternity, sorority, secret society, or gang** means an organization composed wholly or in part of students that seeks to perpetuate itself by taking additional members from the students enrolled in school based on a decision of its membership rather than on the free choice of a qualified student. Educational organizations listed in Education Code 37.121(d) are excepted from this definition.

**Reasonable belief** is that which an ordinary person of average intelligence and sound mind would

believe. Chapter 37 requires certain disciplinary decisions when the superintendent or designee has a reasonable belief that a student engaged in conduct punishable as a felony offense. In forming such a reasonable belief, the superintendent or designee may use all available information, including the notice of a student's arrest under Code of Criminal Procedure Article 15.27.

**Referral Dismissed-** Duplicated or erroneous discipline entry.

**Restorative Practices** is defined as an approach that helps strengthen relationships, build community, and prevent conflict. It is a way of being, thinking, interacting, teaching and learning centered around building relationships.

**Robbery/Theft/Stealing (non-felony)** is taking money or personal property without permission.

**Safety Rule Violation-** Level 1 offense that creates potential for harm to student's safety. This type of violation refers to a breach of a safety standard, regulation, policy, or rule created to ensure the safety of campus students and staff.

**Self-defense** is the use of force against another to the degree a person reasonably believes is immediately necessary to protect himself or herself. To claim self-defense, the student must (1) be without fault in provoking the encounter, (2) not act as aggressor, (3) overtly expresses a reluctance to engage in mutual combat and (4) use the minimum force required to remove himself or herself from immediate danger or harm. Actions that escalate or continue the encounter will not be considered self-defense. Threatening interactions or antagonistic behavior prior to the encounter will not be considered as self-defense.

**Serious bodily injury** means bodily injury that creates a substantial risk of death or that causes death, serious permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.

**Serious bullying** TEC Sec.37.0052 (b) defines bullying behavior as:

- (1) engages in bullying that encourages a student to commit or attempt to commit suicide;
- (2) incites violence against a student through group bullying; or
- (3) releases or threatens to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent

**Serious misbehavior** means;

- (1) Deliberate violent behavior that poses a direct threat to the health or safety of others;
- (2) Extortion, meaning the gaining of money or other property by force or threat;
- (3) Conduct that constitutes coercion, as defined by Section 1.0, Penal Code; or
- (4) Conduct that constitutes the offense of:
  - a. Public lewdness under Penal Code 21.07;
  - b. Indecent exposure under Penal Code 21.08
  - c. Criminal mischief under Penal Code 28.03
  - d. Hazing under Education Code 37.152; or
  - e. Harassment under Penal Code 42.07(a)(1) of a student of district employee.

**Serious offense or persistent misbehavior** includes, but is not limited to:

- Behavior identified by the district as grounds for discretionary DAEP placement;
- Actions or demonstrations that substantially disrupt or materially interfere with school activities;
- Repeated or severe Insubordination;
- Repeated Profanity, vulgar language, or obscene gestures;
- Repeatedly leaving school grounds without permission;
- Falsification of records, passes, or other school-related documents;

- Refusal to accept discipline assigned by the teacher or principal;
- Continued/repeated PEIMS reportable violations;
- Extortion/Coercion/Blackmail;
- Possession/Distribution of pornographic materials;
- Possession of a knife blade <5.5 inches;
- Vandalism;
- Inappropriate physical contact with criminal referral;
- Possesses/conspiring to possess explosives/explosive devices;
- Possession or use of a stun gun/device, pepper spray, BB/air gun, etc.;
- Making/ Assisting with making a false alarm or report non-emergency response deployed;
- Aggressive, disruptive behavior (assault Class C misdemeanor);
- Unauthorized us/intentional misuse of computer soft/hardware;
- Assault (no bodily harm) with threat of imminent bodily injury; or
- Assault by offensive or provocative physical contact.

**Sexting is defined as the practice of sending sexually suggestive, nude, or partially nude photographs and/or sexually explicit messages electronically.**

**Sexual harassment** is defined as conduct that is so severe, pervasive, and objectively offensive that it can be said to deprive the victim of access to the educational opportunities or benefits provided by the school. Sexual harassment does not include simple acts of teasing and name-calling among school children, even when the comments target differences in gender. (Teasing or name-calling is disciplined based on the seriousness of the offense as specified on the discipline charts.) If a student believes he/she has been sexually harassed, the student or the student's parents should report the incident to any of the following: principal, assistant principal, counselor, or the District's Title IX Coordinator, or the Director of Human Resources.

If a student's conduct is offensive and unwelcome, campus administrators will determine how the conduct should be disciplined in accordance with the District's Discipline Management Plan and Student Code of Conduct. Consequences for misbehavior classified as sexual harassment apply to students of all ages.

**Sexual misconduct** is misconduct of a sexual nature that is of lesser offense than sexual harassment and other Title IX behaviors. These behaviors may include but are not limited to non-consensual groping, offensive sexually charged statements, unwanted sexual advances that do not meet criteria for Title IX offenses, statements or comments sexual in nature that a reasonable person would deem as offensive.

**Short-barrel firearm** is defined by Penal Code 46.01 as a rifle with a barrel length of less than 16 inches or a shotgun with a barrel length of less than 18 inches, or any weapon made from a rifle or shotgun that, as altered, has an overall length of less than 26 inches.

**SK-Skipping a Class-** Student leaves or misses class without permission.

**Tardies-** Student arrives at class after the bell (or signal that class has started).

**Telecommunication device** is defined as items such as, but not limited to, cell phones, smart phones, smart watches, electronic readers, and laptops with the capability of sending and receiving messages or information, and any related accessories including but not limited to wires, headphones, and ear clips.

**Terroristic threat** is defined by Penal Code 22.07 as a threat of violence to any person or property with intent to:

- Cause a reaction of any type by an official or volunteer agency organized to deal with emergencies;
- Place any person in fear of imminent serious bodily injury;
- Prevent or interrupt the occupation or use of a building; room, place of assembly, or place to which the public has access; place of employment or occupation; aircraft, automobile, or other form of conveyance; or other public place;
- Cause impairment or interruption of public communications; public transportation; public water, gas, or power supply; or other public service;
- Place the public or a substantial group of the public in fear of serious bodily injury; or
- Influence the conduct or activities of a branch or agency of the federal government, the state, or a political subdivision of the state (including the district).

**Tire deflation device** is defined in part by Penal Code 46.01 as a device, including a caltrop or spike strip, that, when driven over, impedes or stops the movement of a wheeled vehicle by puncturing one or more of the vehicle's tires.

**Title 5 felonies** are those crimes listed in Title 5 of the Penal Code that typically involve injury to a person and may include:

- Murder, manslaughter, or homicide under Sections 19.02–.05;
- Kidnapping under Section 20.03;
- Trafficking of persons under Section 20A.02;
- Smuggling or continuous smuggling of persons under Sections 20.05–.06;
- Felony assault under Section 22.01;
- Aggravated assault under Section 22.02;
- Sexual assault under Section 22.011;
- Aggravated sexual assault under Section 22.021;
- Continuous sexual abuse of a young child or disabled individual under Section 21.02;
- Improper relationship between educator and student under Section 21.12;
- Indecency with a child under Section 21.11;
- Injury to a child, elderly individual or disabled individual under Section 22.04;
- Invasive visual recording under Section 21.15;
- Disclosure or promotion of intimate visual material under Section 21.16;
- Sexual coercion under Section 21.18;
- Abandoning or endangering a child under Section 22.041;
- Deadly conduct under Section 22.05;
- Terroristic threat under Section 22.07;
- Aiding a person to commit suicide under Section 22.08; and
- Tampering with a consumer product under Section 22.09.

**Trauma Informed Practice** is defined as a strength-based framework grounded in an understanding of and responsiveness to the <sup>122</sup>impact of trauma.

**Under the influence** means lacking the normal use of mental or physical faculties. Impairment of a person's physical or mental faculties may be evidenced by a pattern of abnormal or erratic behavior, the presence of physical symptoms of drug or alcohol use, or by admission. A student "under the influence" need not be legally intoxicated to trigger disciplinary action.

**Use** means voluntarily ingesting or introducing into one's body, a prohibited substance, by any means.

**Zip gun** is defined by Penal Code 46.01 as a device or combination of devices that was not originally a firearm and is adapted to expel a projectile through a smooth-bore or rifled-bore barrel by using the energy generated by an explosion or burning substance.

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Information: Special Education**  
**Update**  
**References: Goal 1**  
**Department: Academic Affairs**

**Summary**

Staff will provide a Special Education update.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Kim Lawson  
Chief Academic Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds**  
**References: Board Policy CV (Local) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the use of 2018 Bond Program Contingency as proposed.

**Summary**

PKG046 HVAC/MEP Package #A5, A6 was identified as project requiring funds. The 2018 Bond Program was established with an initial program contingency of \$5,019,364 intended to address unforeseen critical issues. The cumulative program contingency as of May 31, 2024 is \$4,735,135.74.

The Program Contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds.

Administration is requesting approval to use \$400,000.00 of Bond 2018 Bond Program Contingency funds to supplement PKG046 HVAC/MEP Package #A5, A6 budget.

**Background**

The Program Contingency is comprised of the initial approved contingency budget and any surplus budget from completed projects or amounts unspent due to a change of scope. The table below includes projects that will be recommended for approval at the June 10, 2024 Board meeting and reflects the projected Program Contingency balance as of June 2024.

Description	Budget (Shortage)/Surplus
Cumulative Program Contingency as of May 31, 2024	\$4,735,135.74
<i>Uses</i>	
PKG046 HVAC/MEP Package #A5, A6	(\$400,000.00)
Use Sub-Total	(\$400,000.00)
Cumulative Bond Program Contingency as of June 17, 2024	\$4,335,135.74

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds**  
**References: Board Policy CV (Local) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.

**Summary**

BP004 Ferndell Henry Renovations & Additions and BP044 HVAC – MEP West Central 1 were identified as projects requiring funds. The 2023 Bond Program was established with an initial Program Contingency of \$5,000,000 intended to address unforeseen critical issues. The cumulative program contingency as of April 30, 2024 is \$1,296,347.18.

The Program Contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds.

Administration recommends contributing \$5,000,000 of available funds from Roofing Package (BP034) budgets. Administration is also requesting approval to use \$3,500,000 of Program Contingency funds to supplement the Ferndell Henry Renovations & Additions (BP004) budget and \$2,000,000 of Program Contingency funds to supplement the HVAC – MEP West Central 1 (BP044).

**Background**

The Program Contingency is comprised of the initial approved contingency budget and any surplus budget from completed projects or amounts unspent due to a change of scope. The table below includes projects that will be recommended for approval at the June 10, 2024 Board meeting and reflects the projected Program Contingency balance as of June 2024.

Description	Budget (Shortage)/Surplus
Cumulative Program Contingency as of April 30, 2024	\$1,296,347.18
<i>Contributions</i>	
BP034 Roofing Package	\$5,000,000.00
Contribution Sub-Total	\$5,000,000.00
Cumulative Program Contingency after Board Approval	\$6,296,347.18

<i>Uses</i>	
BP004 Ferndell Henry Renovations & Additions	(\$3,500,000.00)
BP044 HVAC – MEP West Central 1	(\$2,000,000.00)
Use Sub-Total	(\$5,500,000.00)
Cumulative Program Contingency as of June 10, 2024	\$796,347.18

Recommended by:

Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
 Chief Operations Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Fort Bend ISD 2024-25 Annual Professional Learning Plan**  
**References: Board Policy DMA (Legal, Local)**  
**Department: Deputy Chief of Staff**

### **Recommendation**

Consideration and approval of the 2024-25 Annual Professional Learning Plan.

### **Summary**

Policy DMA (Local) requires that the Board of Trustees annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and approve the District's professional development plan. This plan supports Board Goal 3 which prioritizes the recruitment, development, and retention of high-quality teachers and staff.

The [SBEC clearinghouse](#) articulates required training on seven topics included in Senate Bill 1267 including:

- Suicide prevention,
- Strategies for maintaining positive relationships among students, including conflict resolution,
- Preventing, identifying, responding to, and reporting incidents of bullying,
- Safety training program,
- Increasing awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children,
- Increasing awareness and implementation of trauma-informed care, and
- Administration of an epinephrine auto-injector.

In addition to the required training from Senate Bill 1267, the clearinghouse provides links to other documents that outline additional required training for district employees.

The attached 2024-25 Annual Professional Learning Plan provides a schedule of the required professional learning for all employees aligned to the SBEC clearinghouse. In addition to these learning requirements, all FBISD staff engage in required and optional learning throughout the year to support the implementation of District goals and priorities.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent



### DMA Local – Training Overview

#### Fort Bend ISD Annual Professional Learning Plan

The table below outlines the training required for all district employees per TASB and Senate Bill 1267, including the schedule for when courses are offered.

The courses in **bold** reflect what is required by the SBEC Clearinghouse.

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
All Employees	<b>Increasing Awareness of Issues Regarding Sexual Abuse, Sex Trafficking, and Other Maltreatment of Children</b>	Required for all employees as part of new employee orientation at the beginning of the school year and for other employees in accordance with local policy.	X		131
	<b>Increasing Awareness and Implementation of Trauma-Informed Care</b>	Job embedded or as part of a professional learning community, or annually.	X		
	<b>Suicide Prevention</b>	Job embedded or as part of a professional learning community, or annually.	X		
	Food Allergy Training <i>Staff members responsible for the direct care of a student with food allergies will receive specialized training from the school nurse</i>	As needed	X		
	<b>Administration of an Epinephrine Autoinjector</b>	Job embedded or as part of a professional learning community, or annually.	X		
	Bloodborne Pathogens	Pre-service and annual refresher training as described in the TDSHS Exposure Control Plan.	X		
	Cybersecurity Training	Annually for the cybersecurity coordinator and on a schedule recommended by the district in consultation with the district cybersecurity coordinator.	X		
	Student Records	As needed	X		

### DMA Local – Training Overview

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>All Employees</b> <i>Continued</i>	Emergency Operations Plan	As needed	X		
	Employee-on-Employee Harassment DAEP	Recommended annually or as needed and before the start of employment with the district.	X		
	Recognizing Need for Mental Health and Substance Abuse Intervention	As needed	X		
	Americans with Disabilities Act <i>Also satisfies Employee Nondiscrimination training</i>	Recommended as needed	X		
<b>The job roles below require the following additional training.</b>					132
<b>All Campus Staff</b>	<b>Student-on-Student Bullying and Harassment</b>	As determined by local policy.	X		
	Trauma-Informed Care Training	In accordance with local policy and as part of new employee training and for existing educators on a schedule adopted by TEA.	X		
	Section 504 <i>Also satisfies Employee Nondiscrimination training</i>	Recommended before employees begin working with students with disabilities and as needed thereafter	X		
<b>Teachers</b>	Use of Restraint with Special Education Students	As needed and within 30 school days following the use of restraint by untrained personnel called upon to use restraint in an emergency.			X
	Use of Time-Out with Special Education Students	As needed and within 30 school days of an employee being assigned the responsibility for implementing time-out.			X

### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Teachers <i>Continued</i>	<b>Strategies for Establishing and Maintaining Positive Relationships Among Students, Including Conflict Resolution</b>	In accordance with local policy.		X	X
	General Education Teacher Implementing IEP	The district may determine the time and place at which the training is delivered.	X		
	Technology and Digital Learning	Optional staff development, as needed		X	X
<b>Elementary Teachers (K-3)</b>	Literary Achievement Academies for Teachers at Any Grade Level	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher’s or principal’s first year of placement in that grade level or campus.		X	X 133
<b>Gifted &amp; Talented Teachers</b>	Gifted and Talented (Initial 30 hours)	Prior to assignment as a teacher providing G/T instruction. Teachers without the required initial training must complete it within one semester of providing G/T instruction.		X	
	Gifted and Talented (annual update)	An additional six hours of professional development is required annually for G/T teachers.		X	

### DMA Local – Training Overview

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Secondary Teachers</b>	Dating Violence	As needed	X		
<b>Athletic Coaches</b>	<b>Safety Training Program</b>	Job embedded or as part of a professional learning community, or annually.		X	
	Steroids	As needed		X	
	Concussion Training for Employees	At least once every two years, and if a member of the concussion oversight team, then prior to appointment or approval as a member of the team.		X	
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
<b>High School Band Directors, Assistant Band Directors, Percussion Specialists, Dance Directors, Assistant Dance Directors</b>	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
	<b>Safety Training Program</b>	Job embedded or as part of a professional learning community, or annually.		X	
<b>Counselors</b>	Gifted and Talented: Nature and Needs with Program Options	Counselors with authority for program decisions must have at least six hours of G/T professional development.			X
	College and Career Counseling Academy <i>(secondary counselors only)</i>	As developed and made available by The Center for Teaching and Learning at UT Austin.			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Administrators</b>	Student Discipline	At least once every three years.		X	
	Gifted and Talented: Nature and Needs with Program Options	Administrators with authority for program decisions must have at least six hours of G/T professional development.			X
	Literary Achievement Academies for Teachers at Any Grade Level (Elementary Administrators)	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher’s or principal’s first year of placement in that grade level or campus.			X 135
	Teacher Appraisals	Before conducting appraisals.			X
	Principal Training (Instructional)	As needed		X	X
	Dating Violence	As needed		X	
	Student Searches	As needed		X	
	Title IX Training <i>Also satisfies Employee Nondiscrimination training</i>	As needed		X	
<b>Campus Assessment Lead</b>	Test Administration Procedure Training	Annually, and as the test administration materials specify.			X
	Texas English Language Proficiency Assessment System (TELPAS) Training	As needed			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Nurses	Seizure Recognition and Related First Aid Training ( <i>specialized training for nurses</i> )	As needed		X	
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
	Opioid Antagonists	Yearly for nurses and officers, As needed for campus principals and athletic trainers. All are getting it this school year (2023-24)	X		136
Police Department	School District Peace Officers and School Resource Officers	Before or within 180 days of the officer's commission by or placement in the district or a campus of the district.			X
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	Body Worn Camera Program for Certain Law Enforcement Agencies	Before a law enforcement agency operates a body worn camera program.			X
<b>Specialized Job Roles</b>					
District Staff at DAEP	Disciplinary Alternative Education Program (DAEP)	As needed. Employees must receive training on established procedures for reporting abuse, neglect, or exploitation of students annually.			X
Adult Transition Service Coordinator	Transition and Employment Coordinator for Special Education Students	As the commissioner develops and makes available minimum training guidelines, with review at least once every four years.			X

### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Dyslexia Teacher	Dyslexia Training for School Employees	As needed		X	X
Parents/guardians of Students with Dyslexia and Related Disorders	Dyslexia Education for Parents	As needed			X
Title IX Coordinator	Title IX Sexual Harassment Training <i>(also required for designated individuals or decision-makers in formal complaint process)</i>	When an employee is designated and as needed thereafter.			X
Concussion Oversight Team	Concussion Training for Volunteer Licensed Health Care Professional on Concussion Oversight Team	Prior to appointment or approval as a concussion oversight team member, at least once every two years.			X 137
Campus Wellness Committee Leaders	Coordinated Health Program	As needed, based on the scheduled adopted by TEA for regional education service centers to provide training regarding implementation of the coordinated health program.			X
Unlicensed Diabetes Care Assistant	Diabetes Training	Before the beginning of the school year or as soon as practicable following the enrollment of a student with diabetes at a campus that previously had no students with diabetes or a diagnosis of diabetes for a student at a campus that previously had no students with diabetes.		X	X
Threat Assessment Teams & Safe and Supportive School Teams	Threat Assessment Team and Safe and Supportive School Team Training	In accordance with administrative rules.		X	X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Designated Infection Control Officer</b>	Designated Infection Control Officer Training	Before designation	<i>The Designated Infection Control Officer completed training prior to their appointment in 2019. Licensure is maintained through CNE credit hours every two years.</i>		
<b>Custodial &amp; Maintenance Staff; Designated Asbestos Coordinator</b>	Asbestos	New custodial and maintenance employees must be trained within 60 days after beginning employment, with additional training as needed. The designated asbestos coordinator should receive training prior to or upon designation, with additional training as needed.			X 138
<b>Maintenance &amp; Custodial Staff</b>	Hazardous Chemicals	As needed			X
<b>Integrated Pest Management Team</b>	Integrated Pest Management	Within six months of appointment, IPM coordinator must have required training, then obtain at least six hours of TDA-approved continuing education at least every three years. IPM coordinator is responsible for ensuring that employees who perform pest control have the necessary training.			X
<b>Public Information Coordinator</b>	Public Information Act	Within 90 days after assuming the office of the public information coordinator.			X
<b>LPAC Members</b>	Language Proficiency Assessment Committee (LPAC)	As needed			X
<b>Principal Appraisers</b>	Principal Appraisals	Before conducting appraisals.			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Mentor Teacher	Mentor Teacher Training	Before the start of the school year, the mentorship will occur, and supplemental training during the school year.			X
Investment Officers	Public Funds Investment Training	Ten hours of initial training in the first 12 months, then eight hours of investment training every two years thereafter, unless an exception applies.			X
Volunteers	Volunteer Training	As needed			X 139

The table below shows the differences between trainings offered in FBISD and the required trainings as listed in the SBEC Clearinghouse and TASB School District Training Chart. **Note:** None of the trainings below are required in the SBEC Clearinghouse.

Required Training	District’s Plan
Elective Bible Course	This course is not offered in FBISD.
High-Quality Prekindergarten Grant Program	FBISD does not have this grant, all PK teachers are funded by 199.
Literary Achievement Academies for Teachers at Any Grade Level	This requirement for secondary teachers will not apply until academies are developed and made available for 6th-8th grade.
Career and Technology Education	FBISD does not employ any CTE teachers under a local permit.
District Juvenile Case Managers	FBISD does not employ any District Juvenile Case Managers.
Mathematics Achievement Academies for Teachers at Any Grade Level	This requirement will not apply until academies are developed by the state.
Adult Education and Literacy	FBISD does not receive AEL grant funding.
Mentor Teacher Training (2 years)	FBISD does not require a second year of mentorship to new teachers, but second-year teachers can access another year of mentoring as needed.
Use of Respiratory Distress Medication	FBISD is awaiting further instruction from the state on the audience, frequency, and content of the training.

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Budget Amendment**  
**References: Board Policy CE (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

### **Recommendation**

Consideration and approval of a General Fund and Debt Service Fund budget amendment for 2023-24.

### **Summary**

#### **Fund 199 (General Fund)**

General Fund revenues decreased by \$5.2 million as explained below:

- \$15.9 million decrease in local revenues primarily due to state revenue increasing as a result of the homestead exemption increase from \$40,000 to \$100,000, retroactive tax rate compression on the homesteads of taxpayers over 65 years old and disabled, and tax refunds for settled property value litigation.
- \$15.0 million increase in state revenue mainly due to the following:
  - \$11.2 million increase due to state holding districts harmless for homestead exemption increase from \$40,000 to \$100,000 and retroactive tax rate compression on the homesteads of taxpayers over 65 years old and disabled.
  - \$3.8 million increase in state revenue for TRS on-behalf due to VATRE salary adjustments.
- \$4.3 million decrease in federal revenues due to a US Department of Health and Human Services audit of School Health and Related Services (SHARS) revenue across the state to Texas; the District has appealed this decision.

General Fund expenses are decreasing by \$9.1 million as explained below:

- Payroll expenditures are anticipated to be \$5.7 million less than budget due to the payroll vacancy rate being higher than the 5% budgeted across many functions. The projected decrease is also influenced by \$2.4 million of payroll savings transferred to contracted services accounts to cover the cost of Special Education efforts to conduct initial evaluations, re-evaluations, and Admission, Review and Dismissal (ARD) services.
- Contracted services are \$0.3 million higher due to a \$2.4 million reclass from payroll less \$2.1 million savings in various campuses/departments for services
- Supplies and materials are \$1.8 million less due to miscellaneous supplies and materials <\$750 coming in lower than budget

- Other operating expenses are \$0.9 million less than budget due to transportation charges billed out to campuses resulting in savings within the Transportation Department
- Debt service expenses are \$0.5 million less than budget due software leases budgeted in this category not meeting the criteria for classification as GASB 96 capital software leases
- Capital expenditures are \$0.5 million less than budget due to vehicles not being purchased out of the General Fund and other equipment not meeting the threshold for capitalization.

Other uses is increasing by \$87,000 to transfer funds to the 2018 Bond fund for the IBM project that the Board originally approved in July 2023 for \$525,000.

The net effect of the proposed budget amendment is a positive change of \$3.9 million to the bottom line. The District will close the 2023-24 fiscal year with a fund balance reserve over the 90-day requirement mandated by Board policy.

Fund	Function	Original Budget	Amended Budget	Final Budget Amendment	Amended Budget Final
<b>Revenues</b>					
199	57 – Local Revenues	\$518,240,551	406,907,670	(15,874,438)	391,033,232
199	58 – State Revenue	236,320,479	393,679,076	15,058,743	408,737,819
199	59 – Federal Revenues	13,000,000	13,000,000	(4,338,267)	8,661,733
	<b>Total Revenue</b>	<b>\$767,561,030</b>	<b>\$813,586,747</b>	<b>(5,153,963)</b>	<b>\$808,432,784</b>
<b>Expenditures</b>					
199	11 – Instruction	\$453,165,946	\$484,987,135	(18,874,514)	\$466,112,621
199	12 – Instructional Resource Media	8,540,185	8,988,638	(1,258,555)	7,730,083
199	13 – Curriculum Development	13,986,289	14,461,452	1,679,666	16,141,118
199	21 – Instructional Leadership	18,042,943	19,069,574	12,111	19,081,685
199	23 – School Leadership	47,673,947	49,974,059	1,896,295	51,870,354
199	31 – Guidance Counseling Evaluation	36,666,401	39,906,424	2,371,633	42,278,057
199	32 – Social Work Services	2,796,867	2,912,502	9,434	2,921,936
199	33 – Health Services	9,251,733	9,742,188	(134,913)	9,607,275
199	34 – Student Transportation	26,363,018	28,295,678	(1,273,921)	27,021,757
199	35 – Food Services	50,000	75,000	-	75,000
199	36 – Co-Curricular	16,365,524	16,920,159	1,988,002	18,908,161
199	41 – General Administrative	18,719,783	19,535,377	590,209	20,125,586
199	51 – Facilities Maintenance	74,016,734	78,155,311	5,050,413	83,205,724
199	52 – Security & Monitoring	10,965,558	13,942,821	(696,129)	13,246,692
199	53 – Data Processing	18,384,232	19,084,290	(1,977,938)	17,106,352
199	61 – Community Services	844,720	892,839	(40,152)	852,687
199	71 – Interest Expense	4,495,103	4,495,103	1,501,397	5,996,500
199	81 – Facility Acquisition	-	-	-	-
199	93 – Payment to Member/SSA	460,000	460,000	57,190	517,190
199	99 – Other Intergovernmental charges	5,850,000	6,390,791	27,171	6,417,962
	<b>Total Expenditures</b>	<b>\$766,638,983</b>	<b>\$818,289,341</b>	<b>(\$9,072,601)</b>	<b>\$809,216,740</b>
199	Other Sources	2,500,000	2,535,599	148,559	2,684,158
199	Other Uses	(2,000,000)	(2,000,000)	(87,000)	(2,087,000)
<b>199</b>	<b>Net Change</b>	<b>1,422,047</b>	<b>(4,166,995)</b>	<b>3,980,197</b>	<b>(186,798)</b>
	Fund Balance - Beginning (Unaudited)	200,220,161	200,220,161	-	200,220,161
<b>199</b>	<b>Fund Balance - Ending</b>	<b>\$201,642,208</b>	<b>\$196,053,166</b>	<b>\$3,980,197</b>	<b>\$200,033,363</b>
	Number of Days Funds Balance		91 Days		92 Days

Fund 240 (Child Nutrition Fund (“CND”))

A budget amendment to the CND fund is presented for revenues and expenses as detailed below:

- Local revenues are increasing primarily due to interest income being higher than budget and revenues from athletic events being higher than budgeted.
- Federal revenues are higher due to a \$3.0 million and \$0.3 million supply chain grant award received in February 2024 and December 2023, respectively. In addition, breakfast and lunch federal reimbursement rates were higher than budgeted.

Fund	Function	Original Budget	Amended Budget	Budget Amendment	Amended Budget
<b>Revenues</b>					
240	57 – Local Revenues	\$11,201,000	\$11,406,000	889,000	\$12,295,000
240	58 – State Revenue	130,000	130,000	67,000	197,000
240	58 – Federal Revenue	27,701,509	27,701,509	6,500,000	34,201,509
<b>Total Revenue</b>		<b>\$39,032,509</b>	<b>\$39,237,509</b>	<b>7,456,000</b>	<b>\$46,693,509</b>
<b>Expenditures</b>					
240	35 - Food Service	\$48,908,345	\$49,887,485	-	\$49,887,485
240	51 – Facilities	632,500	632,500	0	632,500
<b>Total Expenditures</b>		<b>\$49,540,845</b>	<b>\$50,519,985</b>	<b>-</b>	<b>\$50,519,985</b>
<b>Net Change</b>		<b>(10,508,336)</b>	<b>(11,282,476)</b>	<b>7,456,000</b>	<b>(3,826,476)</b>
	Fund Balance - Beginning	23,899,330	23,899,330	-	23,899,330
<b>240</b>	<b>Fund Balance - Ending</b>	<b>\$13,390,994</b>	<b>\$12,616,854</b>	<b>7,456,000</b>	<b>\$20,072,854</b>

Fund 599 (Debt Service Fund)

A budget amendment to the Debt Service Fund is presented for revenues and expenses as detailed below. This information has been updated based on the bond transaction the district conducted on May 29. A comprehensive memo outlining the outcome of that transaction will be provided to the Board once all interest rate calculations are finalized by the district’s financial advisor.

- Local revenues are lower due to the homestead exemption increase from \$40,000 to \$100,000 and the impact of property tax exemptions for seniors and the disabled.
- State revenue is lower due to the state hold-harmless for homestead exemption being less from the lower amount of debt issued in 2023-24.
- Debt service expenses increased due to the Series 2024A and 2024B debt transaction that priced on May 30, 2024 and closes in June 2024.

Fund	Function	Original Budget	Amended Budget	Budget Amendment	Amended Budget
<b>Revenues</b>					
599	57 – Local Revenues	\$164,112,082	\$147,712,082	(1,350,000)	\$146,362,082
599	58 – State Revenue	3,800,564	20,200,564	(874,514)	19,326,050
<b>Total Revenue</b>		<b>\$167,912,646</b>	<b>\$167,912,646</b>	<b>(2,224,514)</b>	<b>\$165,688,132</b>
<b>Expenditures</b>					
599	71 - Debt Service	\$134,676,020	\$134,676,020	3,181,461	\$137,857,481
<b>Total Expenditures</b>		<b>\$134,676,020</b>	<b>\$134,676,020</b>	<b>3,181,461</b>	<b>\$137,857,481</b>
599	Bond Proceeds/Premiums	90,025,000	90,025,000	<b>228,937,475</b>	318,962,475
599	Other Uses	(99,935,000)	(99,935,000)	<b>(229,172,906)</b>	(329,107,906)
<b>Net Change</b>		<b>\$23,326,626</b>	<b>\$23,326,626</b>	<b>(5,641,406)</b>	<b>\$17,685,220</b>
Fund Balance - Beginning		141,769,842	141,769,842	-	141,769,842
<b>599</b>	<b>Fund Balance - Ending</b>	<b>\$165,096,468</b>	<b>\$165,096,468</b>	<b>(5,641,406)</b>	<b>\$159,455,062</b>

Submitted by:

Dr. Marc Smith  
Superintendent of Schools

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Fund Balance Resolution**  
**References: Board Policy CH (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of the Committed Fund Balance Resolution.

**Summary**

The Governmental Accounting Standards Board has issued Statement No. 54 (GASB 54) that requires that any commitment and assignment of fund balance must be done pursuant to Board action, or by the Board designating the authority for the commitment and assignment of fund balance to the Superintendent.

The Board approved the Fort Bend ISD Fiscal and Budgetary Strategy that further details the District’s resolve to comply with GASB 54. The Board of Trustees has retained the authority to commit fund balance and has authorized the Superintendent to assign fund balance.

Below is a recap of committed fund balances (all are General Fund unless denoted in the table below) as of April 30, 2024, and recommended committed fund balance amounts as of June 30, 2024:

<b>Description</b>	<b>Committed 04/30/24</b>	<b>Committed 6/30/24</b>
Campus Activity Funds	9,709,587	TBD
Loss of State Revenue	61,600,000	63,800,000

- **Campus Activity Funds:** Although campus activity funds are for the benefit of the student body of each campus, there are no legal restrictions on the funds nor are they restricted by any external party. Thus, Administration is recommending the Board maintain the committed balance, which is included in the Special Revenue Funds. The committed balance will not be known until the books are finalized for June 30, 2024. The Board will know the committed balance when the Annual Comprehensive Financial Report is presented to the Board no later than November 2024.
- **Loss of State Revenue:** As prescribed by fiscal policy, Administration is proposing to maintain a committed fund balance equal to approximately 30 days or 8.33% of the adjusted budgeted expenditures, excluding TRS on behalf, in the event that the state budget reduces funding to public education. Staff recommends the \$63.8 million committed balance based on 2023-24 adjusted budget General Fund expenditures.

Submitted by:

Dr. Marc Smith  
Superintendent of Schools

Bryan Guinn  
Chief Financial Officer

**Fort Bend Independent School District  
Resolution of the Fort Bend Independent School District Board of Trustees  
Amending Fund Balance Policies as Required by GASB 54**

**WHEREAS**, The Governmental Accounting Standards Board (“GASB”) has adopted Statement 54 (“GASB 54”), a standard for governmental fund balance reporting and governmental fund type definitions that became effective in governmental fiscal years starting after June 15, 2010; and

**WHEREAS**, Fort Bend Independent School District (“FBISD”) has implemented GASB Statement 54 requirements; and

**WHEREAS**, FBISD must report governmental fund balances per GASB 54 definitions in the balance sheet as follows: Non-spendable, Restricted, Committed, Assigned, and Unassigned; and

**WHEREAS**, FBISD desires to amend the Committed Fund Balances; and

**WHEREAS**, All commitments must be approved by formal action of the Board of Trustees (the “Board”); and

**WHEREAS**, once made, a commitment can only be modified or removed by the same manner of formal Board action; and

**WHEREAS**, the action to commit funds must occur prior to fiscal year-end in order for such commitment to be reported in the balance sheet of the respective period, even though the amount might be determined subsequent to fiscal year-end;

**BE IT RESOLVED** that the findings, determinations, and declarations contained in the recitals to this Resolution are hereby incorporated into the operative provisions of this Resolution;

**BE IT ALSO RESOLVED** that FBISD Board of Trustees hereby commits the following portions of its June 30, 2024, General Fund balance, as follows:

\$63,800,000 for potential loss of state revenue;

**BE IT ALSO RESOLVED** that FBISD Board of Trustees commits the total fund balance of Campus Activity Funds as of June 30, 2024 reported in the Special Revenue Fund.

The above Resolution is adopted this 10<sup>th</sup> day of June, 2024.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Policy**  
**EIC (Local)**  
**References: Board Policy EIC (Local)**  
**Department: Deputy Superintendent Chief**  
**of Staff**

**Recommendation**

Consideration and approval of direction to staff to study the potential impacts of revising current Board Policy EIC (Local) and to report the results of the staff's study to the Board.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Board of Trustees Meeting Minutes**  
**Reference: Board Policy BE (Local)**  
**Department: Legal Services**

**Recommendation**

Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:

- April 8, 2024 - Called Meeting and Agenda Review
- April 22, 2024 - Regular Business Meeting

**Summary**

Board Policy BE (Local) states, “Board action shall be carefully recorded by the 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 President and the Secretary of the Board.” Following this policy, the Administration submits the meeting minutes for the Board’s approval.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Coby Wilbanks  
General Counsel

Minutes  
**Fort Bend ISD Board of Trustees**  
Called Meeting and Agenda Review  
April 8, 2024

A Board of Trustees Called Meeting and Agenda Review was held on Monday, April 8, 2024 beginning at 6:00 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>.

The meeting was recorded as required by law, and the recording is available to the public at: <https://fortbendisd.new.swagit.com/videos/302007>.

The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Agenda/649?meeting=626724>.

Presiding Officer.....Mrs. Judy Dae, President

Board Members Present

Dr. Shirley Rose-Gilliam, Vice President  
Mr. David Hamilton, Secretary  
Mrs. Kristen Davison Malone  
Mr. Rick Garcia  
Mrs. Angie Hanan  
Ms. Sonya Jones

School Officials Present

Dr. Marc Smith, Superintendent of Schools  
Beth Martinez, Deputy Superintendent  
Dr. Kwabena Mensah, Chief of Schools  
Kimberly Smith, Chief Communications Officer  
Glenda Johnson, Chief Human Resources Officer  
Long Pham, Chief Information Officer  
Damian Viltz, Chief Operations Officer  
Dr. Kimberly Lawson, Chief Academic Officer  
David Rider, Chief of Police  
Coby Wilbanks, General Counsel  
Amanda Bubela, Recording Secretary (virtual)

Others Present

Jonathan Brush, Board Counsel  
FBISD Staff and Employees

## 1. Meeting Called to Order

President Dae called the meeting to order at 6:00 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and matter required by law.

## 2. Recognitions

The Board recognized several students and campuses including:

Four Fort Bend ISD students who were selected by the Texas Art Educators Association to have their artwork displayed at the Bullock Museum's third floor rotunda during the month of March.

- Flora Thai, Kempner High School, with art teacher Alyssa Mendiola
- Waleed Zahoor, Bhuchar Elementary School, with art teacher Jodie Tanahill
- Regina Zhou, Dulles High School, with art teacher Kayla Matthews
- Joy Hyewon Park, Elkins High School, with art teachers – Ryan Morales and Jeanne Melton (recognized but not in attendance)

Fort Bend ISD art students who won awards at the Houston Livestock Show and Rodeo Art Contest.

- Jessica Smith, Austin High School, Quick Draw High School Class Champion, with art teacher Shehla Sheikh
- Nihal Kochoth, Bowie Middle School, Quick Draw Middle School Class Champion, with art teacher Brittany Bennet
- Liliana Ortiz, Crawford High School, Special Needs Division Best in Show, with art teacher Kimberly Suenkel (recognized but not in attendance)

Following recognitions, President Dae shared the agenda was being modified to move up the public comment item on the agenda.

## 4. Public Comment

- Shannon Woods, an FBISD librarian, in support of librarians and their work to support students and staff.
- Nicholas Cox, a Fort Bend County resident and FBISD parent, with concerns about proposed changes to policy EF Local.
- Tammie Marino, FBISD parent, in support of FBISD librarians and concerns about proposed changes to policy EF Local.
- Allyson Morris, FBISD parent, in opposition to proposed changes to policy EF Local.
- Eva Morris, a Ridge Point High School student, regarding FBISD libraries and books that have helped her in her personal journey.
- Dolores Collins, FBISD community member, regarding the Briargate Elementary rebuild.

## 3. Board Committee Reports

### A. Audit Committee

## B. Governance Committee

### 5. Closed Session

The Board convened in closed session at 6:33 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 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 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- A. Deliberate E.A. Jones Elementary Principal recommendation
- B. Deliberate Malala Elementary School Principal recommendation
- C. Deliberate Walker Station Elementary School Principal recommendation
- D. Deliberate Clements High School Principal recommendation
- E. Deliberate Deputy Superintendent of Teaching and Learning recommendation
- F. Deliberate Deputy Superintendent of Operations recommendation
- G. Deliberate Director of Finance recommendation
- H. Deliberate to renew and award non-Chapter 21 employee contracts

### 6. Reconvene in Open Session

The Trustees reconvened in open session at 7:16 p.m.

### 7. Consider Action on Closed Session Items

- **MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board of Trustees approve the hiring of Sheka Dow as principal of E.A. Jones Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mrs. Hanan and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Donald Lam as principal of Malala Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mr. Hamilton and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Gregory Granger as principal of Walker Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mrs. Malone and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Tara Baker as principal of Clements High School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Ms. Jones and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Juan Zamora as Director of Finance.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees approve the hiring of Jaretha Jordan as Deputy Superintendent of Teaching and Learning.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the hiring of Kathleen Brown as Deputy Superintendent of Operations.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees renew and award non-Chapter 21 employee contracts of specified employees for the 2024-2025 contract year as provided under separate cover.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

8. Information

- A. Bond 2023 Update – April 2024

9. Review

- A. **2024-25 Designated Hazardous Traffic Conditions List:** Consideration and approval of the 2024-25 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.
- B. **2024-25 New Positions:** Consideration and approval of new positions to support District strategic priorities and staffing guidelines for the 2024-25 school year.
- C. **Discussion Regarding Board Minutes:** Consideration and approval to limit the contents of the Board's minutes to a brief recitation of the actions taken at Board meetings.
- D. **Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
  1. February 5, 2024 - Called Meeting and Agenda Review
  2. February 26, 2024 - Regular Business Meeting
- E. **Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds:** Consideration and approval for the use of 2018 Bond Program Contingency as proposed.
- F. **Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed.
- G. **Coast Guard JROTC:** Consideration and approval of the Agreement between the Fort Bend Independent School District and the Department of Homeland Security.

- H. **Policy EF (Local):** Consideration and approval of proposed revision of local policy EF (Local):
  - 1. EF (Local)

During discussion, **MOTION by Mr. Garcia and SECONDED by Ms. Jones** that the Board postpone further discussion on this item until a Board workshop that will be held on a date before the Board meeting on April 22, 2024.

Following further discussion, **MOTION TO AMEND by Mrs. Hanan and SECONDED by Dr. Gilliam** that a Board workshop convene with the intention of providing the policy committee with information so the policy committee can reconvene prior to bringing the new version of EF recommendations to the Board, which would move the vote on this new draft to the summer.

**MOTION TO AMEND CARRIES, 5-2.**

Yea: Dae, Gilliam, Malone, Garcia, Hanan,  
Nay: Hamilton and Jones

**AMENDED MOTION CARRIES, 5-2.**

Yea: Dae, Gilliam, Malone, Garcia, Hanan,  
Nay: Hamilton and Jones

- I. **VOCA Grant:** Consideration and approval for the Victims of Crime Act (VOCA) grant application in the form of a resolution. The support is for the District's use of funds from the Campus Victim Assistance Program as provided by the Office of the Governor for the sixth year.
- J. **TEKS Certification:** Consideration and approval of the 2024-25 TEKS Certification form and survey to TEA.
- K. Review of proposed expenses that exceed \$50,000: Specifically for:
  - 1. **Proclamation 2024 Adoption Materials:** Consideration and approval for adoption and purchase areas included within Proclamation 2024; K-12 Science, Personal Financial Literacy & Economics, and identified CTE courses. The initial purchase is \$11,500,000 for up to an 8- year period of adoption beginning within the 2024-25 school year.
  - 2. **Campus Security Management System and Equipment:** Consideration and approval for the purchase of a campus security management system and equipment under a cooperative contract with General Service Administration (GSA) for an amount not-to-exceed \$434,649 and authorization for the Superintendent to negotiate and execute the agreement through April 2029.
  - 3. **Construction Manager at Risk Guaranteed Maximum Price Phase #2 for the Rebuild of Briargate ES:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase # 2 for the remainder of construction on Briargate Elementary School Rebuild (BP001), for an amount of \$30,320,000 and authorization for the Superintendent to execute the GMP Phase #2.
  - 4. **Construction Services Agreement PKG016 New Ag Facility:** Consideration and approval of a construction services agreement with Job Order Contractor (JOC) E Contractors to perform the necessary repairs/improvements needed at the Ronnie

David Agriculture Center for a not-to-exceed amount of \$99,851.00; and authorization for the Superintendent to negotiate and execute or terminate the agreements.

5. **Microsoft Enrollment for Education Solutions (EES):** Consideration and approval for the purchase of Microsoft Enrollment for Education Solutions (EES) program, through the Department of Information Resources (DIR) purchasing cooperative, for an amount not-to- exceed \$2,756,250, and authorization for the Superintendent to negotiate and execute the agreement through September 2027.
6. **Office Supplies, Related Products and Services (COOP):** Consideration and approval for the purchase of office supplies, services from multiple vendors through multiple cooperative contracts for an amount not to exceed \$11,698,165 and authorization for the Superintendent to negotiate and execute the agreements through May 2029.
7. **Printer Equipment and Printer Management Services:** Consideration and approval for the purchase of printer equipment and printer management services through The Interlocal Purchasing System (TIPS-USA) purchasing cooperation, for an amount not-to-exceed \$2,640,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2028.
8. **Security Camera Purchase, Installation, and Related Services (COOP):** Consideration and approval for the purchase of security cameras, installation, and related services from multiple cooperative contracts for an amount not-to-exceed \$3,050,000 and authorization for the Superintendent to negotiate and execute the agreements through April 2029.
9. **Session Initiation Protocol:** Consideration and approval for the purchase of Session Initiation Protocol (SIP) Trunks from Granite Telecommunications LLC under the cooperative contract with OMNIA Partners cooperative for an amount not-to-exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.
10. **Skyward Q Migration:** Consideration and approval for the migration of Skyward SMS 2.0 to Skyward Qmlativ for an amount not-to-exceed \$670,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.
11. **Student Universal Screener:** Consideration and approval for the purchase of a Student Universal Screener from Houghton Mifflin Harcourt Publishing Company NWEA (HMH-NWEA) under a cooperative contract with Choice Partners Cooperative for an amount not-to- exceed \$6,300,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

10 -12 Closed Session, Reconvene in Open Session, and Consider Action on Closed Session Items

The Board did not convene in closed session.

13. Adjournment

Having no further business before the Board, MOTION was made by Dr. Gilliam to adjourn the meeting at 9:45 p.m.

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Kristin Tassin, President

David Hamilton, Secretary

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Minutes  
**Fort Bend ISD Board of Trustees**  
Regular Business Meeting  
April 22, 2024

A Board of Trustees Regular Business Meeting was held on Monday, April 22, 2024 beginning at 6:00 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>. The meeting was recorded as required by law, and the recording is available to the public at:

<https://fortbendisd.new.swagit.com/videos/303396>.

The agenda packet for the meeting can be found here:  
<https://meetings.boardbook.org/Public/Agenda/649?meeting=626725>.

Presiding Officer.....Mrs. Judy Dae, President

Board Members Present

Dr. Shirley Rose-Gilliam, Vice President  
Mr. David Hamilton, Secretary  
Mrs. Kristen Davison Malone  
Mr. Rick Garcia  
Mrs. Angie Hanan  
Ms. Sonya Jones

School Officials Present

Dr. Marc Smith, Superintendent of Schools  
Beth Martinez, Deputy Superintendent  
Dr. Kwabena Mensah, Chief of Schools  
Kimberly Smith, Chief Communications Officer  
Bryan Guinn, Chief Financial Officer  
Glenda Johnson, Chief Human Resources Officer  
Long Pham, Chief Information Officer  
Damian Viltz, Chief Operations Officer  
Dr. Kimberly Lawson, Chief Academics Officer  
David Rider, Chief of Police  
Coby Wilbanks, General Counsel  
Amanda Bubela, Recording Secretary (virtual)

Others Present

Jonathan Brush, Board Counsel  
FBISD Staff and Employees

### 1.- 3. Meeting Called to Order, National Anthem, Moment of Silence

President Dae called the meeting to order at 6:00 p.m. announcing the presence of a quorum, that the meeting had been duly called and the notice posted for the time and matter required by law. Mrs. Dae asked everyone to stand for the National Anthem, performed by the Austin High School Choir. Following the performance, everyone was asked to remain standing for a moment of silence.

### 4. Recognitions

The Board recognized several students and campuses including:

Members of the Austin High School Choir who performed the National Anthem.

Ridge Point High School Academic Decathlon team for placing at the Texas State AcDec Championship meet, including:

- Wilson Eagar, sophomore, won state honors essay and placed second in honors music. Eagar also finished sixth in the state all-around and earned a \$500 scholarship.
- Elizabeth Murray, sophomore, won second in honors science and third in honors speech.
- Micah Galvan, senior, state varsity essay gold medalist.
- Laurie Jones, senior, placed third in scholastic essay.
- Megan Marlowe, junior, third in Texas varsity speech.
- Craig Sanders and Allen Gaible, Coaches.

Crawford High School Band Director Jason Finnels for being inducted into Phi Beta Mu, an international fraternity of bandmasters.

Marshall High School student Olivia Bivins, who received the Texas Theatre Scholar Award for her demonstration of high academic success in overall coursework through the Texas Theatre School Distinction.

Fort Settlement Middle School Varsity Treble Choir, which was selected to perform at the Southwestern Division of the American Choral Directors Association (SWACDA). Representing the choir:

- Kirsten Jordan, Director
- Riddhi Mehta and Stephanie Yuan, students

### 5. Superintendent Update

### 6. Public Comment

- Meredith and Colby Cress, in support of Austin High School's coach and his impact on the Austin High School football program.
- Jajuan Davis, an Austin High School student athlete, in support of Austin High School's Coach and his impact on students.
- Will Herrmann, an Austin High School student athlete, in support of Austin High School's football coach and his impact on the program.

- Justin Sosa, an Austin High School student athlete, in support of Austin High School's coach and his impact on program and its culture.
- Mariana Sosa, an Austin High School parent, in support of her son's coach and his actions that go beyond coaching.
- Dr. Stephanie Ellis, FBISD parent and psychologist, regarding a later high school start time and research from other districts that have implemented the change.
- Aidan Stecher, an Austin High School student athlete, in support of his coach and his impact on students and the program.
- Christian Herrera, a PTECH Early College student at Willowridge High School, with concerns about the ranking policy and the school's valedictorian attending a different campus.
- Hugh Rolls, an Austin High School student athlete, in support of the AHS coach and his impact on his life as well as the program.
- Lily McConnell, a student at Dulles Middle School, in support of the Kickstart program and its impact on her confidence.
- Danait Michael, a student at Dulles Middle School, in support of the Kickstart program and its impacts on her and her fellow students.
- Raina Rahhal, a student at Sartartia Middle School, asking Board to rethink the decision of making Kickstart an elective and keep it as a PE alternative.
- Nisa Gumus, a student in the Kickstart program, in support of Kickstart and keeping it as a PE alternative.
- Savannah Smith, an FBISD alumni, parent, and spouse, in support of the AHS coach and expressing disappointment with the district's related actions.
- Joshua Silberman, an FBISD parent, in support of keeping Kickstart as a PE credit and questioning the rationale for the change.
- Amber Reina, in defense of Austin High School coach and his leadership that changed the culture of Austin athletics.
- Kaleb Sanders, an Austin High School student athlete, in support of the Austin High School coach and the new life he brought to program.
- Monica Babaian, a librarian at Willowridge High School and member of the Executive Board of the Texas Library Association, commending the Board for seeking input from librarians before making a policy change and asking for more transparency in book challenge process.
- Tracy Gaines, an FBISD parent, asking that FBISD keep Kickstart at middle schools due to its impacts on students.
- Kathleen Ulanday, an FBISD parent, asking that Kickstart be kept as a PE alternative rather than an elective and questioning the rationale behind change.
- Jeffrey Ulanday, a student, in support of keeping Kickstart as a PE alternative.
- Tracy Armstead, a Kickstart instructor, in support of the program and fellow instructors for their accomplishments at all levels as well as impact on students.
- Angie Wierzbicki, in support of FBISD librarians and appreciation to the Board for postponing further action on policy EF.
- Joan Neuhaus, Executive Director of Kickstart Kids, sharing information about the Kickstart program and its character curriculum through martial arts.
- Stephanie Brown regarding the ranking policy that has led to the selection of a Marshall High School valedictorian who has never attended the campus.

- Cacilie Hughes Gaston, a Marshall High School graduate and founder of Big Sister, Little Sister, regarding ranking policy and its impact on students at Marshall High School.
- Willie Rainwater, asking the Board to conduct an outside investigation regarding the Bond deficit and expressing concern about ranking policy.
- Brian White, a parent in Fort Bend County, concerning sexualization of children and content that is still available in FBISD libraries.
- Sumita Ghosh, an FBISD parent, in support of FBISD librarians, particularly the librarian she has known personally for the last five years.
- Tiffany Yuan, a freshman at Clements High School, regarding the Kickstart program and how it benefited her during middle school.
- Michael Schmidt, an FBISD parent, in support of the Kickstart program and its impact on his daughter, including growth that was noted by her occupational therapist.

## 7. Board Members' Report

- A. Board Activity Report
- B. Special Reports
  - 1. Annual Board Training Report

## 8. Convene in Closed Session

The Board convened in closed session at 7:33 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 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 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- A. Deliberate Barrington Place Elementary Principal recommendation
- B. Deliberate Lakeview Elementary Principal recommendation
- C. Deliberate Ridgeway Elementary Principal recommendation
- D. Deliberate Ridgemont Elementary Principal recommendation
- E. Deliberate Lake Olympia Middle School Principal recommendation
- F. Deliberate Bush High School Principal recommendation
- G. Deliberate Crawford High School Principal recommendation
- H. Deliberate recommendation to terminate a probationary employment contract of a certified employee
- I. Consider final action to non-renew the dual term employment contract of a certified employee at the end of the 2023-24 school year

## 9. Reconvene in Open Session

The Trustees reconvened in open session at 8:28 p.m.

## 10. Consider Action on Closed Session Items

- **MOTION by Mr. Hamilton and SECONDED BY Mrs. Hanan** that the Board approve the appointment of Gilberto Elissetche as principal of Barrington Place Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** that the Board of Trustees approve the appointment of Megan Boler as principal of Lakeview Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** that the Board of Trustees approve the appointment of Carlos Lewis as principal of Ridgegate Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board of Trustees approve the appointment of Kimsheka Bowie as principal of Ridgemont Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the appointment of Hykeem Craft as the principal of Lake Olympia Middle School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the hiring of Dr. Amber Grady as principal of Almeta Crawford High School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** to make final Board action to non-renew William Bostic's dual term employment contract at the end of 2023-24 contract year and direct the superintendent to notify the employee of this action in accordance with applicable law and policy.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

Note: At the recommendation of Dr. Smith, Items 8F and 8H were pulled from the agenda.

11. Information

- A. Intruder Detection Report

12. Review

- A. Consider proposed changes to Board Operating Procedures

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board limit discussion of this item to two minutes per Board member.

**MOTION CARRIES, 6-0-1.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan  
Nay: --  
Abstain: Jones

### 13. Consent Agenda

During discussion, the board requested that Items 13B and 13H be pulled from the consent agenda.

**MOTION made by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board approve Consent Agenda Items 13 A, 13C, 13 D, E, F, G, I 1-7, 8, 9,10, 11 as presented.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- A. 2024-25 Designated Hazardous Traffic Conditions List:** Consideration and approval of the 2024-25 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.
- C. Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
  - 1. February 5, 2024 - Called Meeting and Agenda Review
  - 2. February 26, 2024 - Regular Business Meeting
- D. Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds:** Consideration and approval for the use of 2018 Bond Program Contingency as proposed.
- E. Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed.
- F. Coast Guard JROTC:** Consideration and approval of the Agreement between the Fort Bend Independent School District and the Department of Homeland Security.
- G. VOCA Grant:** Consideration and approval for the Victims of Crime Act(VOCA) grant application in the form of a resolution. The support is for the District's use of funds from the Campus Victim Assistance Program as provided by the Office of the Governor for the sixth year.
- I. Consideration of proposed expenses that exceed \$50,000: Specifically for:**
  - 1. Proclamation 2024 Adoption Materials:** Consideration and approval for adoption and purchase areas included within Proclamation 2024; K-12 Science, Personal Financial Literacy & Economics, and identified CTE courses. The initial purchase is \$11,500,000 for up to an 8-year period of adoption beginning within the 2024-25 school year.
  - 2. Campus Security Management System and Equipment:** Consideration and approval for the purchase of a campus security management system and equipment under a cooperative contract with General Service Administration (GSA) for an amount not-to-exceed \$434,649 and authorization for the Superintendent to negotiate and execute the agreement through April 2029.
  - 3. Construction Manager at Risk Guaranteed Maximum Price Phase #2 for the Rebuild of Briargate ES:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase # 2 for the remainder of construction on Briargate Elementary School Rebuild (BP001), for an amount of \$30,320,000 and authorization for the Superintendent to execute the GMP Phase #2.

4. **Construction Services Agreement PKG016 New Ag Facility:** Consideration and approval of a construction services agreement with Job Order Contractor (JOC) E Contractors to perform the necessary repairs/improvements needed at the Ronnie David Agriculture Center for a not-to-exceed amount of \$99,851.00; and authorization for the Superintendent to negotiate and execute or terminate the agreements.
5. **Microsoft Enrollment for Education Solutions (EES):** Consideration and approval for the purchase of Microsoft Enrollment for Education Solutions (EES) program, through the Department of Information Resources (DIR) purchasing cooperative, for an amount not-to-exceed \$2,756,250, and authorization for the Superintendent to negotiate and execute the agreement through September 2027.
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10. **Skyward Q Migration:** Consideration and approval for the migration of Skyward SMS 2.0 to Skyward Qmlativ for an amount not- to-exceed \$670,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.
11. **Student Universal Screener:** Consideration and approval for the purchase of a Student Universal Screener from Houghton Mifflin Harcourt Publishing Company NWEA (HMH-NWEA) under a cooperative contract with Choice Partners Cooperative for an amount not-to-exceed \$6,300,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

Action on Items Removed from the Consent Agenda

- **13-B 2024-25 New Positions:** Consideration and approval of new positions to support District strategic priorities guidelines for the 2024-25 school year.  
**MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board approve Consent Agenda Item 13-B as presented.  
 Following discussion, **MOTION CARRIES 7-0.**  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **13-H: TEKS Certification:** Consideration and approval of the 2024-25 TEKS Certification form and survey to TEA.  
**MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** to approve Item 13-H as presented.  
 Following discussion, **MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

#### 14. Convene in Closed Session

The Board convened in closed session at 9:14 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 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 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- Consult with legal counsel regarding Recommendation of Independent Hearing Examiner in A.B. v. Bayode B. v. Fort Bend ISD
- Deliberate assigning FNG parent grievance of Christopher and Veronica S. to a Board hearing officer, or to schedule a future board meeting to hear and consider the grievance
- Deliberate assigning FNG parent grievance of David and Kristina B. to a Board hearing officer, or to schedule a future meeting to consider the grievance
- Deliberate public release of attorney-privileged investigation report of 2023 bond

#### 15. Reconvene in Open Session

The Trustees reconvened in open session at 10:42 p.m.

#### 16. Consider Action on Closed Session Items

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees assign the Level 3 FNG parent complaint of Christopher and Veronica S. to the Board's designated hearing officer under Board Policy FNG Local.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board of Trustees assign the Level 3 FNG parent complaint of David and Kristina B. to the Board's designated hearing officer under Board Policy FNG Local.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board authorize the release of the written investigation report to the public and the Board approve a waiver of the attorney-client privilege limited to the release of the report.  
 During discussion, **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** to call the question.  
**MOTION TO CALL QUESTION FAILS, 3-4.**  
 Yea: Gilliam, Hanan, Malone

Nay: Dae, Hamilton, Jones, Garcia  
Following discussion, **ORIGINAL MOTION CARRIES, 6-0-1.**  
Yea: Dae, Gilliam, Hamilton, Garcia, Hanan, Jones  
Nay: --  
Abstain: Malone

17. Action

- A. Deliberate the Recommendation of the Independent Hearing Examiner in A.B. bnf Bayode B. v. Fort Bend ISD

MOTION by Mrs. Hanan and SECONDED by Dr. Gilliam that the Board of Trustees accept the hearing officer's recommendation concerning the Level 3 FNG grievance appeal of Bayode B.

**MOTION CARRIES, 7-0**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

18. Adjournment

Having no further business before the Board, MOTION was made by Mrs. Hanan to adjourn the meeting at 10:56 p.m.

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Kristin Tassin, President

David Hamilton, Secretary

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Residential and Nonpublic Day Schools**  
**References: Board Policy CH (Legal)**  
**District Goal 1**  
**Department: Special Education**

**Recommendation**

Consideration and approval to authorize the Superintendent, or his designee, to execute agreements with the authorized residential and day treatment service providers listed in the table below as needed for the 2024-25 school year:

<b>Residential Treatment Service Providers</b>	<b>Day Treatment Service Providers</b>
Autism Treatment Center -Dallas and San Antonio locations	Harris County Department of Education
Bayes Achievement Center	Providence Treatment Center
Behavior Network	River Oaks Academy
Shiloh Treatment Center, Inc.	Shiloh Treatment Center, Inc.
Texas Hill Country School	Monarch School and Institute
	Avondale House

This approval will allow the district to respond to the immediate needs of students who require such services in FY25.

**Summary**

Each year, districts are required under federal guidelines to set aside 25 percent of IDEA funds for residential and non-public day school services. Students' placement in a residential or day treatment setting occurs at the recommendation of the Admission, Review and Dismissal (ARD) committee, after all other resources for special education services within the district have been exhausted. The TEA reviews each ARD document for students who are recommended for residential or day treatment to ensure that students placed are provided with special education services that meet state and federal guidelines. The TEA also monitors Special Education residential and nonpublic day programs throughout the state and oversees the approval of any new program.

The projected set aside amount for the 2024-2025 school year, at the required percentage for the District is \$3,629,298. In 2023-24, the district contracted for services for students in such facilities for approximately \$1,916,395. Based on history, the district does not anticipate expending the total amount but must set the money aside for student situations not anticipated.

Recommended by:

Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Kimberly Lawson  
Chief Academic Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Safety and Security Audit**  
**Reference: District Goal 5**  
**Department: Police Department**

### **Recommendation**

Consideration and approval for the Safety and Security Audit through a cooperative contract with Region 4 for an amount not-to-exceed \$121,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2026.

### **Summary**

Texas Education Code (TEC) requires districts to complete safety and security audits of their facilities at least once every (3) three years ((37.108(b)) in accordance with procedures developed by the Texas School Safety Center (TxSSC) or a person listed on the registry maintained by the TxSSC. The Region 4 Office of Emergency Management & School Safety (OEMSS) will provide contract services to the District to conduct district-wide facilities safety and security audits for 100 District sites (all schools and facilities) as part of a 3-year audit project.

Services will be based on a review of Texas and/or Federal requirements and/or recommended best practices. The OEMSS is not a regulatory agency. The project is limited to data and access provided by the school district. It is intended as one source among others for use by the District leaders regarding the safety and security of campuses and facilities. Fees will be based on the services requested to address general requirements and the delivery of services. Additional specifications or schedule changes required by the District may necessitate a moderate increase in fees.

The project is to be conducted during an outlined schedule by the OEMSS and Fort Bend ISD. The project will be completed by August 24, 2026, allowing the District to partially comply with the requirements of Texas Education Code Chapter 37.108 (SB11). Successful completion of the project will show, based upon the facilities reviewed by the OEMSS, that Fort Bend is compliant with current Texas statutory requirements as directed by the passage of Texas Senate Bill 11 (SB11) in September 2005.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services.

## **Background**

Expenditures will not exceed \$121,000 through August 2026. Funding is included in the budget.

Requested by:	David Rider, Chief of Police Bryan Guinn, Chief Financial Officer	
Vendor:	Region 4***	
Budget Sources:	General Fund Special Revenue Funds	
Amount:	Not to exceed \$121,000	
Other Supporting Information		
Sole Source:		N/A
Number of vendors contacted by Purchasing:		N/A
Number of vendors downloaded the solicitation:		N/A
Number of responses received:		N/A
Number of "no bid" responses received:		N/A
Length of commitment:		Through August 2026
Last solicitation date:		N/A
Supporting documents:		N/A
Disclosure under Board Policy CH, CV, or DBD (Local):		None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

David Rider  
Chief of Police

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: UT**  
**OnRamps Program (COOP)**  
**Reference: District Goal 5**  
**Department: Social Emotional Learning &**  
**Comprehensive Health**

### **Recommendation**

Consideration and approval of UT OnRamps program from the University of Texas at Austin for an amount not to exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.

### **Summary**

The purpose of this contract is to request approval under Chapter 44, § 44.031(a) of the Texas Education Code, or Chapter 791, Interlocal Cooperation Act, and Board Policies CH (LEGAL) CH (LOCAL) purchasing and acquisition of goods and services. The Board of Trustees is required to approve expenditures valued at \$50,000 or greater.

In partnership with the University of Texas at Austin, the UT OnRamps provides dual enrollment opportunities for students and professional development for teachers. This contract will allow the District to implement OnRamps by offering simultaneous high school and college courses through a dual-enrollment model, and high school teacher training, in the form of professional development. OnRamps offers high school students the opportunity to earn high school credits from FBISD and college credits from UT Austin through a dual enrollment model.

The purpose of FBISD offering the OnRamps program is to provide additional options to better support all our students in advancement in their college and career readiness and more opportunities for earning college credit for their future success. This partnership also creates an affordable and convenient UT experience for Texas students regardless of their location or their college plans. The textbooks are part of the program and do not pose an additional cost to the district, students, or families. It also increases the number and diversity of students who engage in learning experiences aligned with the expectations of leading research universities.

Designed by UT faculty, the college-level courses allow students to earn both high school and college credit if they successfully meet the college course requirements. Local high school teachers who are trained by UT faculty teach the courses in conjunction with UT faculty. Three kinds of teacher training opportunities are provided as part of the program: Virtual asynchronous pre-professional learning, one-day virtual

workshops each fall and spring, and a one-week summer virtual institutes. Additionally, OnRamps teachers are mentored virtually throughout the year by UT faculty.

This contract seeks approval under relevant statutes, including Chapter 44, § 44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposal awards worth \$50,000 or more.

Under the authority of the Texas Government Code §791.001 and the Interlocal Cooperation Act as amended, local governments like Fort Bend ISD are allowed to contract with each other and other government agencies. This Act exempts the requirement of seeking competitive bids for goods and services, once a school district determines that a local cooperative purchasing program offers the best value, to enhance efficiency and effectiveness.

FBISD and UT Austin will share the responsibility to implement the OnRamps program. Staff will return to the Board to request authorization for UT OnRamps Program on an annual basis.

**Background**

Expenditures will not exceed \$400,000 through August 2025. Funding is included in the budget.

Requested by:	Dr. Kimberly Lawson, Chief Academic Officer Bryan Guinn, Chief Financial Officer	
Vendor:	The University of Texas at Austin***	
Budget Sources:	General Fund Student Activity Title I Title II Title IV	
Amount:	Not to Exceed - \$400,000 through August 2025	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of “no bid” responses received:	N/A	
Length of commitment:	Through August 2025	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Kimberly Lawson  
Chief Academic Officer

Bryan Guinn  
Chief Financial Officer

RFP 23-061AL-01

Physical Education (PE) and Athletic Supplies, Equipment, and Related Items  
(Supplemental)

	<b>Evaluation Criteria</b>	<b>Point System</b>
1	<p><b>Purchase Price</b></p> <ul style="list-style-type: none"> <li>• Offer a fair reasonable price for services to be procured by Fort Bend ISD.</li> <li>• Pricing will be evaluated for reasonableness relative to the services offered by each proposer.</li> </ul>	30 points
2	<p><b>Reputation of the Vendor and of the Vendor's Goods or Services</b></p> <ul style="list-style-type: none"> <li>• Vendor should have a solid reputation with other ISD's, Government, or Collegiate entities that show a high level of customer service and a high level of quality of goods or services.</li> <li>• Experience: Use and success of the services in school districts or similar entities.</li> </ul>	10 points
3	<p><b>Quality of the Vendor's Goods or Services</b></p> <ul style="list-style-type: none"> <li>• Service capabilities</li> <li>• Demonstrated competence</li> <li>• Experience and competence in dealing with large school districts</li> <li>• Key personnel experience</li> <li>• Resumes of staff to be assigned to Fort Bend ISD project</li> </ul>	20 points
4	<p><b>Extent to Which the Goods or Services Meet the District's Needs</b></p> <ul style="list-style-type: none"> <li>• Vendors goods align to support the District instructional priority in the identified content area.</li> <li>• Firm's understanding of Fort Bend ISD's need and scope of work to be performed</li> <li>• Samples of similar projects</li> <li>• Firm's approach and proposed methodology</li> </ul>	25 points
5	<p><b>Vendor's Past Relationship with the District</b> For reference, the vendor shall list the following for same service:</p> <ul style="list-style-type: none"> <li>• Past experience with Fort Bend ISD</li> <li>• Past experience the vendor has had with any K-12 districts of similar size or larger.</li> <li>• Past experience the vendor has had with any business or universities of similar size or larger.</li> </ul>	5 points
6	<p><b>Long-Term Cost to the District to Acquire the Vendor's Goods or Services.</b></p> <ul style="list-style-type: none"> <li>• Other fees and other added cost</li> </ul>	10 points
7	<p><b>The vendor's principal place of business is in the State of Texas or employs 500 people in this state.</b></p>	0 points
8	<p><b>Insurance Requirements</b></p> <ul style="list-style-type: none"> <li>• Certificate of Insurance as requested in the solicitation.</li> </ul>	Pass/Fail
9	<p><b>Service Agreement</b></p> <ul style="list-style-type: none"> <li>• Extent to which the vendor agrees to our Standard Form of Agreement. By Vendor Information Sheet, you assent to the Terms and Conditions of Fort Bend ISD.</li> </ul>	Pass/Fail
10	<p>The impact on the ability of the District to comply with laws and rules relating to Historically Underutilized Businesses (HUB).</p>	N/A

**Tabulation Summary**  
**RFP 23-061AL-01 Physical Education (PE) and Athletic Supplies, Equipment, and Related Items (Supplemental)**

Vendor	Purchase Price (30 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (10 pts. Max)	Quality of Vendors Goods and Services (20 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (25 pts. Max)	Vendor's Past Relationship with the District (5 pts. Max)	Long Term Cost to the District (10 pts. Max)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Agile Sports Technologies, DBA Hudl	30.00	1.00	19.00	22.50	4.75	10.00	87.25	1
It's Greek To Me, Inc dba Champion Teamwear	28.00	1.00	19.50	24.50	4.75	8.00	85.75	2
Unlimited Sports Solutions	25.50	1.00	19.50	22.75	3.75	7.93	80.43	3
Brammer's Athletic WearHouse	22.06	1.00	19.25	23.25	4.50	10.00	80.06	4
Schutt Sports LLC	20.00	1.00	19.50	24.50	4.75	10.00	79.75	5
Kiefer Aquatics	22.00	1.30	18.25	23.25	4.25	10.00	79.05	6
SNA2 LLC	24.50	1.00	18.00	21.50	3.75	10.00	78.75	7
TrackBarn LLC	24.50	1.00	19.50	22.75	3.50	7.00	78.25	8
Custom Sportswear, Inc.	22.00	1.30	18.00	22.00	4.75	8.70	76.75	9
SPEED STACKS, INC	15.00	2.30	18.50	21.25	4.75	5.00	66.80	10
getpoms.com	15.00	1.00	18.75	22.50	4.25	3.33	64.83	11
Westcom Wireless Inc	15.00	1.00	18.25	22.75	4.25	2.30	63.55	12
Cheerleading Company	15.00	1.00	17.75	21.75	4.00	3.00	62.50	13
TEXAS MUSIC FESTIVALS ENTERPRISE, INC	10.00	1.00	18.00	21.25	4.00	3.33	57.58	14
Fun and Function	10.00	1.00	18.75	20.50	3.75	3.30	57.30	15
Texsport Turf Professionals, llc	3.68	2.30	19.25	23.75	4.00	0.33	53.31	16
Skates 2 go LLC	3.30	1.00	18.00	20.25	4.50	3.33	50.38	17

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Physical Education (PE) and**  
**Athletic Supplies, Equipment, and**  
**Related Items (Supplemental)**  
**Reference: District Goal 5**  
**Department: Athletics**

### **Recommendation**

Consideration and approval for the purchase of Physical Education (PE) and Athletic Supplies, Equipment, and Related Items from multiple vendors and authorization for the Superintendent to negotiate and execute the agreements through October 2028.

### **Summary**

On August 14, 2023, the Board approved RFP 23-061AL Physical Education (PE) and Athletic Supplies, Equipment, and Related Items, in an amount not to exceed \$3,750,000 through October 2028. Thirty-three (33) vendors were awarded for their services. This RFP aims to facilitate the purchase of a comprehensive range of supplies and equipment to support the District's physical education and athletic programs.

On February 13, 2024, Fort Bend ISD issued a supplemental RFP 23-061AL-01 Physical Education (PE) and Athletic Supplies, Equipment, and Related Items. Seventeen (17) vendors submitted proposals. This proposed action adds additional vendors to the list of previously approved vendors. The originally approved length of commitment and authorized expenditure amount does not change.

The Athletics Department recognizes the importance of providing students with a well-rounded education, which includes a strong emphasis on physical fitness and athletic development. To ensure the success and growth of these programs, it is crucial to have access to high-quality supplies and equipment that meet the needs of both students and educators. By procuring high-quality supplies and equipment, the District aims to foster the physical well-being and athletic development of its students, thereby contributing to their overall academic success and personal growth.

Commonly purchased equipment under this procurement include:

- Physical education classroom supplies for a variety of sports and games such as hula-hoops, jump ropes, and playground sport sets for elementary and middle school students.
- Specific sports equipment for basketball, baseball, tennis, softball, volleyball, football, track and field, and soccer programs including goals, nets, and carts.

- Training equipment for middle and high school students that consists of weights, training mats, elliptical machines, treadmills, and stationary bikes.
- Football helmet, reconditioning and recertification.

The selected vendors will allow the District to generate a list of approved vendors for Physical Education (PE) and Athletic Supplies, Equipment, and Related Items that may be used to support the students and provide high-quality supplies and equipment that meet the needs of both students and educators.

An evaluation team comprised of Fort Bend ISD staff members from the Athletics, Business and Finance and the Behavioral Health and Wellness departments evaluated the proposals. The vendors were selected by the evaluation team because they represent the best overall value for the District. The District applied the “Best Value” process in selecting the vendors to be awarded in accordance with Chapter 44, §44.031 (b) of the Texas Education Code & CH (Local) CH (Legal) purchasing and acquisition District policies.

**Background**

Expenditures in 2022-23 were \$394,033. Expenditures will not exceed \$3,750,000 through October 2028. Funding is included in the budget.

Requested by:	Dr. Kwabena Mensah, Chief of Schools Bryan Guinn, Chief Financial Officer
Vendor:	Agile Sports Technologies, DBA Hudl *** It's Greek to Me, Inc. dba Champion Teamwear*** Unlimited Sports Solutions Brammer's Athletic WearHouse*** Schutt Sports LLC*** Kiefer Aquatics SNA2 LLC TrackBarn LLC Custom Sportswear, Inc.
Budget Sources:	General Fund Activity Funds Extended Learning Funds Bond Funds
Amount:	Not to exceed \$3,750,000 through October 2028
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	543
Number of vendors downloaded the solicitation:	84
Number of responses received:	17
Number of “no bid” responses received:	4
Length of commitment:	Through October 2028

Last solicitation date:	N/A
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

*\*\*\* Previously awarded a contract of the same scope with the District*

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Kwabena Mensah  
Chief of Schools

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Districtwide Fuel Services (COOP)**  
**Reference: District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the purchase of Districtwide Fuel Services through the TASB Energy Cooperative Fuel Program cooperative contract for an amount not-to-exceed \$7,720,160 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

**Summary**

In July 2021, the Board approved 21-088AR Diesel and Unleaded Fuels and Related Services through the Omnia Partners cooperative contractors through December 2024. The purchased fuel will be delivered to three locations in the District: Hodges Bend Bus Terminal, Lake Olympia Bus Terminal, and the Police & Facilities Complex to fuel the District's yellow and white fleet. The TASB Energy program will allow the District to acquire unleaded gasoline, diesel, and propane through spot purchases and fixed rates and complies with school district bidding requirements.

Renewal options are available through June 2029. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

**Background**

Expenditures for FY 2022-23 were \$280,000.00. Expenditures will not exceed \$7,720,160 through June 2029. Funding is included in the budget.

Requested by:	Dr. Damian Viltz, Chief Operations Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Colonial Oil Industries, Inc. Mansfield Energy *** Sun Coast Resources, Inc.	
Budget Sources:	General Fund	
Amount:	Not to exceed \$7,720,160	
<b>Other Supporting Information</b>		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	

Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through June 2029
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operating Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Vehicle Purchase (Increase)**  
**Reference: District Goal 5**  
**Department: Transportation**

### **Recommendation**

Consideration and approval to increase the existing contract awarded under 24-007AR District Fleet and Equipment Refresh by \$650,000 for a total not to exceed amount of \$5,725,000 and approval for the Superintendent to execute the agreements through January 2028.

### **Summary**

The Transportation Department is requesting an increase to the existing contract awarded under 24-007AR District Fleet & Equipment Refresh, which expires on January 31, 2028. This increase will be used to purchase white fleet vehicles that Fort Bend ISD relies on for the day-to-day operations of various departments throughout the District. This increase will add additional fund sources and vendors and will allow additional departments to fulfill their needs for both new white fleet vehicles and replacements due to a total loss.

On January 22, 2024, the Board approved the purchase of District Fleet & Equipment Refresh, in an amount not to exceed \$5,075,000 through January 2028. The 2023 Bond allocated funds to refresh and expand the vehicle fleet, aiming to address current deficiencies. However, this contract will cater to departments not covered by the 2023 Bond.

Various departments including the Career and Technical Education (CTE) and Transportation have expressed a need for fleet purchases. The purchase is crucial for the CTE department to fulfill transportation needs for Career and Technical Student Organizations (CTSO) ensuring efficient travel to competitions and leadership development events. The Transportation Department is requesting the purchase of two (2) service trucks for the transportation terminals. The trucks will enable the department to respond more effectively to bus breakdowns and conduct onsite repair. The trucks will be equipped with service beds, air compressors, fuel transfer tanks, and pumps and will significantly improve operational efficiency.

### **Background**

Total contract expenditures are \$992,055. The contract balance remaining under the current Board authorization is \$4,082,945. The expenditures are not expected to exceed \$5,725,000 through January 2028. The increase of \$650,000 is included in the budget.

Requested by:	Damian Viltz, Chief Operations Officer Bryan Guinn, Chief Financial Officer
Vendor:	Batterson Truck Equipment Caldwell Country Chevrolet*** Caldwell Country Ford dba Rockdale Country Ford*** Cameron County Dodge Cap-A-Bus, Inc. Cap Fleet Upfitters, LLC *** Chatang Enterprises, Inc.*** Chrysler Jeep Dodge City of McKinney*** Donalson CDJR, LLC General Truck Body Manufacturing Co.*** Grapevine DCJ, LLC Gunn Buick, GMC Ltd Gunn Chevrolet GTS Technology Solutions Industrial Power Truck & Equipment Lake Country Chevrolet, Inc. Mac-Haik Ford Lincoln*** Nationwide Trailers, LLC*** Parkway Chevrolet, Inc. Performance Truck Randall Reed's Prestige Ford Rockdale County Ford Rush Truck Centers of Texas, L.P.*** Sam Pack's Five Star Chevrolet Sam Pack's Five Star Ford*** Sewell Family of Companies Silsbee Ford*** Silsbee Toyota Southwest CDJR, LLC Watch Guard, Inc.***
Budget Sources:	General Fund 2018 Bond Fund 2023 Bond Fund
Amount:	Not to exceed \$5,725,000 through January 2028
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A

Length of commitment:	Through January 2028
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	N/A

\*\*\* Previously awarded a contract of the same scope with the District

Recommended by:

Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Damian Viltz  
 Chief Operations Officer

Bryan Guinn  
 Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Property Insurance and Related Services**  
**Reference: District Goal 5**  
**Department: Risk Management**

### **Recommendation**

Consideration and approval for the purchase of property insurance and related services from McGriff Insurance Services, Inc. under a cooperative contract with OMNIA Partners for an amount not to exceed \$40,000,000 and authorization for the Superintendent to negotiate and execute the agreement and subsequent renewals through June 2029.

### **Summary**

On May 19, 2019, the Board approved RFP 19-037JB Property, Terrorism and Equipment Breakdown Insurance, in an amount not to exceed \$24,238,565 through July 2024. The outcome of the RFP conducted in 2018 produced only three viable respondents, of which only one was able to offer a proposal to fully satisfy the District's property insurance needs.

Since that time, the property insurance market has experienced an upswing in the insurance market cycle, where premiums have increased, coverage terms have become more restricted and capacity for property insurance, generally, has decreased. This is particularly troublesome for large school districts. For these reasons it is expected that solicitations through RFP for this commodity will not create competition in the markets to encourage a variety of alternative proposals as intended.

The current firm, McGriff, Seibels, & Williams, continues to offer fair rates and deliver uncompromised service for the District's property insurance program. Their services remain available to the District through the OMNIA Partners cooperative agreement. Renewal options are available through June 2029. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, § 44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposal awards worth \$50,000 or more.

## **Background**

Expenditures will not exceed \$40,000,000 through June 2029. Funding is included in the budget.

Requested by:	Richard Gay, Executive Director Business Services Bryan Guinn, Chief Financial Officer
Vendor:	McGriff Insurance Services, Inc. ***
Budget Sources:	General Fund
Amount:	Not to Exceed - \$40,000,000 through June 2029
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through 2029, with one (1) 5-year renewal options
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Richard Gay,  
Executive Director Business Services

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: PeopleSoft Optimization Project**  
**References: Board Policy CE (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of transfers from the Technology and General Funds to the Bond 2018 Fund as proposed.

**Summary**

The District has used Oracle PeopleSoft for both financials and human capital management (HCM) since 2007. The initial configuration of the HCM component of PeopleSoft was set up in a way that has led to inefficiencies and additional workload for staff. A PeopleSoft Optimization Project (POP) was recommended after staff evaluated the options of switching to a new software system. Quotes to switch to a new system ranged from \$7 million to over \$20 million. Based on cost, the decision to optimize the existing software was made.

IBM was selected to perform the optimization work. As IBM has worked to automate identified processes, certain reconfigurations created additional manual processes. To maintain the efficiencies being created by the optimization project, staff requested a cost estimate to incorporate the new processes into the optimization project. Total cost for the additional work is \$220,000.

Staff has identified funding in the Technology Fund (\$133,000) and General Fund (\$87,000) that can be used to fund the additional work identified. The funds will be transferred to 2018 bond funds and incorporated into the project budget.

**Background**

In July 2023, the Board authorized the use of \$525,111 of 2018 bond contingency to fund the POP. The District engaged with Linder Consulting as project manager and IBM for the programming aspects of the POP. A cross-functional team of Human Resources and Business and Finance staff worked with Linder Consulting to develop the scope of work for the optimization project. The POP will automate certain manual processes and create more efficient workflows within the system.

The transfers below will allow the project to proceed with the additional work to automate manual processes.

Original Budget: PKG099 PeopleSoft HCM Contracts	\$525,111
Transfer from Technology Fund	\$133,000
Transfer from General Fund 185	\$87,000

<b>Revised Project Budget</b>	<b>\$745,111</b>
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Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Glenda Johnson  
Chief Human Resources Officer

Long Pham  
Chief Information Officer

**RFQ 24-021TA Telecommunications and Cell Tower Consulting Services**

	<b>Evaluation Criteria</b>	<b>Point System</b>
	<b>Firm's Approach</b>	
1	Firm's approach, supporting documentation, and evidence of competence to undertake such effort.	20
	<b>Methodology</b>	
2	Firm's experience as a telecommunications and cell tower consulting firm for a Texas public school district. Explanation of methodology, unique challenges, and any other relevant information.	30
	<b>Qualifications</b>	
3	Qualifications, certifications, and the experience of personnel/team proposed for this task.	25
	<b>Past Experience</b>	
4	Past experience with Fort Bend ISD and/or other Districts. K-12 Experience, Higher Education or Governmental Experience.	15
	<b>References</b>	
5	Five (5) references from prior clients for which your firm has provided comparable services. <ul style="list-style-type: none"> <li>• List of References should come from past project examples listed within this RFQ. References will be contacted via e-mail with a deadline.</li> </ul>	10
	<b>TOTAL</b>	<b>100 points</b>

Tabulation Summary  
 RFQ 24-021TA Telecommunications and Cell Tower Consulting Services

Vendor	Firm's approach, supporting documentation, evidence of competence to undertake such effort. (20 pts. Max)	Firm's experience as a telecommunications and cell tower consulting firm for a Texas public school district. Explanation of methodology, unique challenges, and any other relevant information. (30 pts. Max)	Qualifications certifications, the experience of personnel/team proposed for this task. (25 pts. Max)	Past experience with FBISD and/or other Districts. •K-12 Experience, Higher Education or Governmental Experience (15 pts. Max)	Five (5) References from prior clients for which your firm has provided comparable services. (10 pts. Max)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Diamond Communications	16.50	27.25	17.75	11.00	10.00	82.50	1
Branch Communications	18.00	26.75	22.50	12.00	1.60	80.85	2
Tilson Infrastructure	15.50	23.25	21.75	11.25	7.40	79.15	3
Cell Site Capital LLC	17.50	24.50	20.50	11.75	2.00	76.25	4
Allpro Consulting Group, Inc.	16.75	23.00	19.50	8.50	1.60	69.35	5
Aria Services, Inc.	16.25	18.50	17.50	6.50	0.50	59.25	6
Culturenuity LLC	9.75	15.00	11.00	6.00	6.00	47.75	7

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Telecommunications and Cell**  
**Tower Consulting Services**  
**Reference: District Goal 5**  
**Department: Enterprise Funds**

### **Recommendation**

Consideration and approval for telecommunications and cell tower consulting services from multiple vendors and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

### **Summary**

On February 20, 2024, Fort Bend ISD issued RFQ 24-021TA Telecommunications and Cell Tower Consulting Services to determine the most beneficial method of obtaining telecommunications and cell tower consulting services. Following the selection of a qualified firm, the District's Enterprise Funds Department will oversee the process for cell tower placements on Fort Bend ISD property from start to finish.

The selected firms demonstrated real estate expertise, financial stability, site development, and project management proficiency with managing telecommunications facilities on government-owned property. The District is not entering into an exclusive agreement and reserves the right, at its sole discretion, to undertake negotiations with proposers whose proposals demonstrate the ability to negotiate rental rates beneficial to the District along with the above-mentioned proficiencies. All telecommunication installation project proposals will be subject to Fort Bend ISD Board approval.

The qualified firms will be responsible for the following:

- Evaluating the District's communications infrastructure
- Accessing marketing competitiveness
- Exploring future leasing opportunities
- Maximizing or leveraging the District's cell tower program

An evaluation team comprised of Fort Bend ISD staff members from the Enterprise Funds, Design and Construction, Information Technology, Business and Finance and Facilities departments evaluated the submissions. Vendors were evaluated based on the firm's approach, methodology, qualifications, and past experiences.

The term of this contract is for three (3) years with two (2) optional one-year extensions. The contract term will begin on June 17, 2024, and will run through June 16, 2027. With the two (2) optional years, the contract can be extended until June 2029.

**Background**

This is a revenue-generating contract. The sole compensation to the successful firm will result from payments the firm negotiates and receives from third parties for the use of the telecommunications facilities it constructs and/or manages on Fort Bend ISD property. Compensation will be earned only if the new tower lease is negotiated, the design is completed, zoning is approved, building permits are pulled, and the lease has commenced, resulting in the District receiving rental income.

Requested by:	Bryan Guinn, Chief Financial Officer Richard Gay, Executive Director of Business Services	
Vendor:	Branch Communications Diamond Communications	
Budget Sources:	N/A	
Amount:	N/A	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	22	
Number of vendors downloaded the solicitation:	76	
Number of responses received:	7	
Number of "no bid" responses received:	1	
Length of commitment:	Through June 2029	
Last solicitation date:	N/A	
Supporting documents:	Evaluation Summary and Criteria	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Richard Gay  
Executive Director of Business Services

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Instructure Elevate Data Quality**  
**Application (Renewal)**  
**Reference: District Goal 5**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of Instructure Elevate Data Quality Application from Instructure, Inc, for an amount not to exceed \$623,567 and authorization for the Superintendent to negotiate and execute the agreement through September 2029.

### **Summary**

In January 2019, the Board approved RFP 19-017ES Certica Solutions, which expires in September 2024. The number of vendors contacted was 3,324 and two vendors responded to RFP 19-017ES. The vendor was selected by the evaluation team because they represent the best overall value for the District. The District applied the “Best Value” process in selecting the vendor to be awarded in accordance with Chapter 44, §44.031 (b) of the Texas Education Code & CH (Local) CH (Legal) purchasing and acquisition District policies. This request seeks Board approval to execute one of the two remaining (5) five-year renewals.

Elevate Data Quality (formerly Certify) enables FBISD staff to:

- Automate and streamline the process of data monitoring, validation, and correction, which saves time and minimizes the resources necessary to achieve and maintain high quality data.
- Provide timely and accurate PEIMS reporting.
- Ensure the quality of data every day, not just at state submission time.
- Spread the data correction workload to appropriate staff over time.
- Expedite the process of error review and correction.
- Provide reliable PEIMS data for informed decision-making in areas such as demographics, enrollment, discipline, and attendance.
- Empower schools and departments to manage their own data verification and clean-up process.
- Monitor data across groups of schools by program (e.g. SPED) or compliance area (e.g. discipline).
- Maximize state and federal funding and reduce District exposure to penalties and audits by reporting accurate and complete data in a timely manner.

## **Background**

Previous Board approval was for \$574,776 over a five-year period. Expenditures will not exceed \$623,567, through September 2029. The contract increased by \$48,791, due to a projected student enrollment increase. Funding is included in the budget.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Instructure, Inc***	
Budget Sources:	General Fund	
Amount:	Not to exceed \$623,567	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through September 2029	
Last solicitation date:	January 22, 2019	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: IP**  
**(VoIP) Phones, Accessories and**  
**Related Services (COOP)**  
**Reference: District Goal 5**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of IP (VoIP) Phones, Accessories and Related Services from Netsync Network Solutions and Presidio Networked Solutions Group, LLC under a cooperative contract with The Interlocal Purchasing System (TIPS) for an amount not to exceed \$1,100,000 and authorization for the Superintendent to negotiate and execute the agreements through August 2029.

### **Summary**

In August 2019, the Board approved RFP 19-067AR IP (VoIP) Phones, Accessories, and Related Services, which expires in August 2024. Voice over Internet Protocol (VoIP) is a technology that allows the District to make calls over a digital network infrastructure instead of an analog phone line. The telephone system provides essential voice communication services to campuses and supports sites across the District. The voice communication services include phone calls, fax calls, emergency 911 calls, call center services, and other voice services.

The District phone system is still the primary technology used by staff for voice communications, both internal and external calls. Teachers use their classroom phones to call parents. ARD meetings are often held on conference calls. Community members and parents call into the District on its main number for information. The new phones will be purchased to replace old or broken phones, classroom phones going for renovation, and/or new construction projects such as Briargate ES, Mission Bend ES, Clements HS, etc. Other telephone service needs occasionally require updating the system, installing new voice features such as the new mandated Panic Button, or adding onto existing features.

Renewal options are available through May 2028. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services.

## **Background**

Previous Board approval was for \$2,271,000 over a five-year period. Expenditures will not exceed \$1,100,000 through August 2029. Funding is included in the budget.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer
Vendor:	Netsync Network Solutions*** Presidio Networked Solutions Group, LLC***
Budget Sources:	General Fund Bond Funds
Amount:	Not to exceed \$1,100,000 through August 2029
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through August 2029
Last solicitation date:	August 12, 2019
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: Austin High School Central Plant Upgrade and Repairs PKG046**  
**References: Board Policy CVF (Legal) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of additional funding to perform the necessary repairs needed at Austin High School (AHS) Central Plant (PKG046) for an additional amount of \$400,000 with a revised total amount of \$1,250,000 to fund the replacement and installation of the cooling tower; approval of a Job-Order-Contract (JOC) with JR Thomas Group for a not-to-exceed amount of \$1,250,000; approval of a revised project budget for PKG046; utilization of 2018 Bond Contingency funds; and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On March 27, 2023, the FBISD Board of Trustees approved a construction services agreement with JR Thomas Group to perform necessary HVAC repairs and upgrades at Austin High School (AHS) Central Plant (PKG046), for a not-to-exceed construction cost of \$850,000.

In order to ensure the central plant operates appropriately, it is necessary to make structural repairs to the piers and rent temporary cooling towers while the new cooling towers are installed. Upon pricing negotiation with the JOC contractor, it was evident that this could not be completed without additional funding. It has been determined that an additional \$400,000 would be required in order to fully fund the work.

Staff requests utilization of \$400,000 from 2018 Bond Contingency as additional funds to the project budget in order to fund the additional scope listed above.

The detailed revised project budget for PKG046 Austin High School Central Plant Upgrade and Repairs is provided on the attached Exhibit 1.

Package Number	Description	Revised Project Budget
PKG046	Austin High School Central Plant Upgrade and Repairs	\$12,896,227

Upon Board approval, staff will negotiate the contract with JR Thomas Group and work will begin once the contract is executed.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

Project Summary  
**Package 46 - HVAC/MEP Package #A5, A6**  
**EXHIBIT - 1**

Description	A	B	C	D	E	F	G	H	I	TOTAL
	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	
AQUATIC PRACTICE FACILITY-NATATORIUM II	\$1,221		\$0	\$5,790	\$0				\$0	\$7,011
AUSTIN HIGH SCHOOL	\$158,806	\$0	\$104,668	\$2,801,160	\$358,781			\$0	\$0	\$3,423,415
BOWIE MIDDLE SCHOOL	\$9,538	\$0	\$0	\$108,550	\$0				\$0	\$118,088
BRAZOS BEND ELEMENTARY SCHOOL	\$32,492	\$0	\$23,179	\$231,600	\$158,295				\$0	\$445,566
BUSH HIGH SCHOOL	\$113,148	\$0	\$19,876	\$1,250,080	\$80,531			\$0	\$0	\$1,463,635
CORNERSTONE ELEMENTARY SCHOOL	\$11,626	\$0	\$1,244	\$124,110	\$3,611			\$0	\$0	\$140,591
CROCKETT MIDDLE SCHOOL	\$30,627	\$0	\$16,264	\$365,090	\$0			\$0	\$0	\$411,981
DRABEK ELEMENTARY SCHOOL	\$9,074	\$0	\$7,712	\$97,620	\$0			\$0	\$0	\$114,406
FLEMING ELEMENTARY SCHOOL	\$11,722		\$7,494	\$123,610	\$16,572			\$0	\$0	\$159,398
GARCIA MIDDLE SCHOOL	\$24,662	\$0	\$12,579	\$291,380	\$0			\$0	\$0	\$328,621
HODGES BEND MIDDLE SCHOOL	\$56,736	\$0	\$2,488	\$472,560	(\$33,536)			\$0	\$0	\$498,248
HOLLEY ELEMENTARY SCHOOL	\$14,968	\$0	\$1,244	\$109,860	\$1,019			\$0	\$0	\$127,091
JORDAN ELEMENTARY SCHOOL	\$23,568	\$0	\$11,457	\$279,670	\$0			\$0	\$0	\$314,695
M R WOOD CENTER FOR LEARNING	\$7,155	\$0	\$5,805	\$162,030	\$0			\$0	\$0	\$174,990
MADDEN ELEMENTARY SCHOOL-ES46	\$22,194		\$0	\$21,640	\$0			\$0	\$0	\$43,834
MISSION BEND ELEMENTARY SCHOOL	\$52,780	\$0	\$6,991	\$267,410	\$1,446			\$0	\$0	\$328,627
MISSION GLEN ELEMENTARY SCHOOL	\$90,486	\$0	\$15,563	\$623,230	\$1,659			\$0	\$0	\$730,938
MISSION WEST ELEMENTARY SCHOOL	\$25,149	\$7,743	\$84,491	\$1,077,470	\$119,438			\$180	\$0	\$1,314,471
OAKLAND ELEMENTARY SCHOOL	\$8,443	\$1,217	\$2,410	\$90,911	\$0			\$500	\$0	\$103,481
OYSTER CREEK ELEMENTARY SCHOOL	\$15,702	\$1,357	\$10,000	\$188,503	\$16,655			\$500	\$0	\$232,717
PECAN GROVE ELEMENTARY SCHOOL	\$28,023	\$4,213	\$10,039	\$323,883	\$44,537			\$500	\$0	\$411,195
SARTARTIA MIDDLE SCHOOL	\$20,730	\$2,057	\$5,673	\$250,570	\$23,341			\$500	\$0	\$302,871
SEGUIN ELEMENTARY SCHOOL	\$4,432		\$0	\$22,769	\$0			\$500	\$0	\$27,701
SUGAR MILL ELEMENTARY SCHOOL	\$89,288	\$13,425	\$33,256	\$733,460	\$1,732			\$500	\$0	\$871,661
TOWNWEST ELEMENTARY SCHOOL	\$42,483	\$0	\$11,499	\$471,997	\$1,619				\$0	\$527,598
TRANSPORTATION WEST-HODGES BEND	\$2,407			\$17,600	\$0				\$0	\$20,007

Project Summary  
**Package 46 - HVAC/MEP Package #A5, A6**  
 EXHIBIT - 1

	A	B	C	D	E	F	G	H	I	TOTAL
Description	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	
TRAVIS HIGH SCHOOL	\$8,865	\$1,278	\$1,225	\$28,749	\$0				\$0	\$40,117
WALKER STATION ELEMENTARY SCHOOL	\$16,156	\$2,200	\$6,756	\$188,160	\$0				\$0	\$213,272
<b>TOTAL:</b>	<b>\$932,481</b>	<b>\$33,490</b>	<b>\$401,913</b>	<b>\$10,729,462</b>	<b>\$795,701</b>			<b>\$3,180</b>	<b>\$0</b>	<b>\$12,896,227</b>



Project Summary  
**BP003 - Clements HS Re-Build**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
<b>CLEMENTS HS RE-BUILD</b>	\$8,460,348.00	\$803,775.00	\$18,247,641.00	\$179,054,980.00	\$8,802,749.00	\$16,725,062.00	\$500,000.00	\$1,000.00	\$4,429,978.00	\$237,025,533.00
<b>TOTAL:</b>	\$8,460,348.00	\$803,775.00	\$18,247,641.00	\$179,054,980.00	\$8,802,749.00	\$16,725,062.00	\$500,000.00	\$1,000.00	\$4,429,978.00	\$237,025,533.00

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Construction Manager at Risk**  
**Guaranteed Maximum Price Phase#1 for**  
**Demolition of Athletic Fields at**  
**Clements HS**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Guaranteed Maximum Price (GMP) Phase #1 for demolition of Athletic Fields and Abatement Allowance at Clements High School (BP003), for a not-to-exceed amount of \$1,671,220 and authorization for the Superintendent to execute the GMP Phase #1.

**Summary**

The 2023 Bond Program includes the rebuild of Clements High School.

On April 3, 2023, the FBISD Board of Trustees approved DLR Group as the architect of record to facilitate community engagement meetings and prepare construction documents and specifications for the design of Clements HS.

On June 26, 2023, the FBISD Board of Trustees approved the 2023 Bond Program Master Budgets, which included approval of \$237,025,533 for BP003 Clements HS Rebuild.

On October 16, 2023, the BOT approved a Contract Manager at Risk (CMAR) contract (two-step process) with best value contractor Durotech, Inc. to provide construction services for BP003 Clements HS Rebuild.

On December 4, 2023, the schematic design for BP003 Clements HS Rebuild was presented as an update to the Board of Trustees while the architect continued with completion of Design Development and Construction Documents.

On May 2, 2024, Durotech, Inc. submitted the first of an anticipated two GMPs. The second GMP will include all remaining construction costs for BP003 Clements HS Rebuild. Durotech submitted the proposed GMP Phase#1 for a not to exceed amount of \$1,671,220 which includes \$50,000 for Abatement Allowance.

The distribution of funds within the project budget for Clements HS Rebuild is summarized in the attached Exhibit 1, which demonstrates that the proposed GMP Phase #1 for Clements HS Rebuild is within the construction budget.

CMAR Contract	Package Number	Description	Project Budget
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RFQ 24-006KB – CMAR Clements HS Rebuild	BP003	Clements HS Rebuild	\$237,025,533.00
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Upon Board approval, staff will finalize the CMAR contract for Clements HS Rebuild and work will begin once the contract is executed.

The construction of Clements HS Rebuild utilizes the Construction Manager at Risk (CMAR) construction contracting method, subject to open-book pricing, and an audit upon project completion. Open-book pricing allows the owner the ability to audit the CMAR's costs and verify that the contractor charged the proper costs against the Guaranteed Maximum Price (GMP). A financial audit will be performed through a third-party contract upon completion of the project.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**CSP 24-040SM BP044 HVAC MEP West Central 1**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

**Tabulation Summary**  
**CSP 24-040SM BP044 HVAC MEP West Central 1**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Bass Construction Company Inc.	40.00	13.89	13.80	3.20	3.75	3.77	0.00	78.41

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Construction Services for HVAC MEP**  
**West Central 1 Renovations and**  
**Upgrades at Multiple Campuses (BP044)**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Construction Services Agreement with Bass Construction Company for MEP West Central 1 Renovations and Upgrades at Multiple Campuses (BP044), for a not-to-exceed construction cost of \$7,400,406 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On June 26, 2023, the BOT approved all Project Budgets for the 2023 Bond Program.

The Competitive Sealed Proposal (CSP) solicitation CSP 24-040SM requested bids for the MEP West Central 1 Renovations and Upgrades at Multiple Campuses. Two firms responded to the CSP. One firm was disqualified by FBISD Purchasing due to an incomplete bid submission.

Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management, acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance departments.

The final ranking of the contractor is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Bass Construction Company	78.41	\$9,177,000

The bid received for this package came in above the originally approved project budget. Through negotiations with the general contractor and project team, staff is recommending acceptance of additive and deductive alternates for a total construction cost of \$7,400,406.

<b>CSP Contract</b>	<b>Package #</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-040SM	BP044	MEP West Central 1	\$9,110,499.00

The scope of work for this package includes MEP West Central 1 Renovations and Upgrades at six campuses.

The attached Exhibit 1 provides the detailed construction budget for BP044 MEP West Central 1 Renovations and Upgrades. The negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the table above.

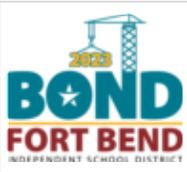
Upon Board approval, staff will negotiate the contract for the MEP West Central 1 Renovations and Upgrades at Multiple Campuses and will begin work summer 2024. Staff will work in partnership with the campus administrators to schedule all work with the least disruption to student learning.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer



Project Summary  
**BP044 - HVAC - MEP West Central 1**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
BRAZOS BEND ELEMENTARY	\$73,059.00	\$11,510.00	\$24,645.00	\$1,081,320.00	\$129,870.00				\$7,881.00	\$1,036,691.00
COLONY BEND ELEMENTARY	\$65,981.00	\$10,395.00	\$22,258.00	\$976,650.00	\$117,289.00				\$7,116.00	\$936,255.00
COLONY MEADOWS ELEMENTARY	\$127,728.00	\$16,738.00	\$46,472.00	\$1,890,453.00	\$227,050.00				\$13,776.00	\$1,812,428.00
CORNERSTONE ELEMENTARY	\$9,023.00	\$1,422.00	\$3,044.00	\$133,550.00	\$16,040.00				\$973.00	\$128,038.00
DRABEK ELEMENTARY	\$159,692.00	\$25,158.00	\$53,869.00	\$2,363,538.00	\$283,870.00				\$17,224.00	\$2,265,988.00
DULLES ELEMENTARY	\$65,618.00	\$10,338.00	\$22,135.00	\$971,184.00	\$116,644.00				\$7,076.00	\$931,099.00
<b>TOTAL:</b>	<b>\$501,101.00</b>	<b>\$75,561.00</b>	<b>\$172,423.00</b>	<b>\$7,416,605.00</b>	<b>\$890,763.00</b>				<b>\$54,046.00</b>	<b>\$9,110,499.00</b>

200

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Construction Services for Ferndell**  
**Henry Renovations & Additions (BP004)**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Construction Services Agreement with Prime Contractors, Inc. for Ferndell Henry Renovations & Additions (BP004), for a not-to-exceed construction cost of \$16,930,000 and authorization for the Superintendent to negotiate and execute the contract documents.

**Summary**

On June 26, 2023, the BOT approved all Project Budgets for the 2023 Bond Program.

The Competitive Sealed Proposal solicitation, CSP 24-056AL, requested bids for Ferndell Henry Renovations & Additions. Two firms responded to the CSP. Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance Departments.

The final ranking of the contractor is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Prime Contractors, Inc.	89.38	\$16,000,000
Bass Construction Company, Inc.	80.45	\$16,000,000

<b>CSP Contract</b>	<b>Package #</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-056AL	BP004	Ferndell Henry Renovations & Additions	\$23,855,024.00

The scope of work for this package includes renovations and additions at Ferndell Henry Center for Learning.

The attached Exhibit 1 provides the detailed construction budget for BP004 Ferndell Henry Renovations & Additions. Negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the above table.

Upon Board approval, staff will negotiate the contract for the Ferndell Henry Renovations & Additions and will begin work in July 2024. The project will be funded as part of the 2023 Bond Program.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

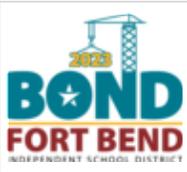
Dr. Damian Viltz  
Chief Operations Officer

**CSP 24-056AL BP004 Ferndell Henry Renovations**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

**Tabulation Summary**  
**BP004 CSP 24-056AL Ferndell Henry Renovations**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Bidder #1								
Bidder #2								
Bidder #3								
Bidder #4								



Project Summary  
**BP004 - Ferndell Henry Renovations & Additions**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
FERNDELL HENRY ELEMENTARY	\$1,216,715.00	\$133,711.00	\$1,710,231.00	\$18,261,485.00	\$1,033,304.00	\$1,342,557.00		\$1,000.00	\$156,021.00	\$23,855,024.00
<b>TOTAL:</b>	\$1,216,715.00	\$133,711.00	\$1,710,231.00	\$18,261,485.00	\$1,033,304.00	\$1,342,557.00		\$1,000.00	\$156,021.00	\$23,855,024.00

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Construction Services for Roofing**  
**Package Upgrades at Multiple**  
**Campuses (BP034)**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a construction services agreement with Tadco Roofing for Roofing Package Upgrades at Multiple Campuses (BP034) for a contract amount not-to-exceed \$12,955,190.00 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On June 26, 2023, the FBISD Board of Trustees approved all project budgets for the 2023 Bond Program.

The Competitive Sealed Proposal (CSP) solicitation (CSP 24-051AL) requested bids for the Roofing Package Renovations and Upgrades at Multiple Campuses. Nine firms responded to the CSP. One firm was disqualified by purchasing due to an incomplete bid submission.

Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management, acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance Departments.

The final ranking of the contractors is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Ally Roofing Services	67.51	\$13,060,712.00
Argio Roofing Construction	67.19	\$13,898,600.00
Atlas Universal Roofing, Inc.	77.95	\$14,880,451.00
CS Advantage USAA, Inc	70.96	\$14,465,000.00
Eskola LLC dba JR Jones Roofing	49.84	\$18,455,248.00
Roofing Solutions	65.74	\$14,130,000.00
Tadco Roofing	85.32	\$12,207,855.00
Vogler Sheet Metal	69.16	\$14,972,423.00

The bid received for this package came in above the originally approved project budget. Through negotiations with the general contractor and project team, staff is recommending acceptance of additive alternates for a total construction cost of \$12,955,190.00.

<b>CSP Contract</b>	<b>Package Number</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-051AL	BP034	Roofing Package Upgrades	\$21,106,628.00

The scope of work for this package included roof related work at 14 campuses. Since then, repairs have been made to the roof system and accessories at several campuses as a result of the 2018 Bond program. Therefore, the new scope of work will address critical work for 12 campuses.

The attached Exhibit 1 provides the detailed project budget for BP034 Roofing Package Upgrades. Negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the above table.

Upon Board approval, staff will negotiate the contract for the Roofing Package Renovations at Multiple Campuses and will begin work in August 2024. Staff will work in partnership with the campus administrators to schedule all work with the least disruption to student learning.

Recommended by:

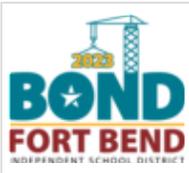
Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
 Chief Operations Officer

**CSP 24-051AL BP034 Roofing**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>



Project Summary  
**BP034 - Roofing Package**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
ADMINISTRATION BUILDING	\$19,110.00	\$910.00	\$20,507.00	\$176,002.00	\$11,593.00				\$2,560.00	\$230,682.00
ARMSTRONG ELEMENTARY	\$3,367.00		\$10,389.00	\$31,010.00	\$2,043.00				\$1,240.00	\$48,049.00
AUSTIN HIGH	\$481,954.00	\$25,406.00	\$506,274.00	\$4,538,679.00	\$292,359.00				\$127,589.00	\$5,972,261.00
BURTON ELEMENTARY	\$42,357.00	\$2,233.00	\$41,104.00	\$390,098.00	\$25,694.00				\$9,807.00	\$511,293.00
DULLES ELEMENTARY	\$4,396.00		\$7,461.00	\$40,490.00	\$2,667.00				\$1,620.00	\$56,634.00
FORT SETTLEMENT MIDDLE	\$228,331.00	\$12,036.00	\$313,997.00	\$2,102,876.00	\$138,508.00				\$60,448.00	\$2,856,196.00
HERITAGE ROSE ELEMENTARY	\$7,091.00		\$9,720.00	\$65,307.00	\$4,302.00				\$2,612.00	\$89,032.00
HUNTERS GLEN ELEMENTARY	\$6,297.00		\$9,021.00	\$57,994.00	\$3,820.00				\$2,320.00	\$79,452.00
JONES ELEMENTARY	\$1,891.00		\$5,246.00	\$17,415.00	\$1,147.00				\$697.00	\$26,396.00
JORDAN ELEMENTARY										
KEMPNER HIGH										
PECAN GROVE ELEMENTARY	\$146,926.00	\$7,745.00	\$137,702.00	\$1,353,155.00	\$89,127.00				\$38,897.00	\$1,773,552.00
SUGAR LAND MIDDLE	\$272,012.00	\$14,339.00	\$354,935.00	\$2,505,165.00	\$165,006.00				\$72,011.00	\$3,383,468.00
TRAVIS HIGH	\$471,851.00	\$24,873.00	\$642,228.00	\$4,550,929.00	\$286,231.00				\$103,501.00	\$6,079,613.00
<b>TOTAL:</b>	<b>\$1,685,583.00</b>	<b>\$87,542.00</b>	<b>\$2,058,584.00</b>	<b>\$15,829,120.00</b>	<b>\$1,022,497.00</b>				<b>\$423,302.00</b>	<b>\$21,106,628.00</b>

**Tabulation Summary**  
**CSP 24-051AL BP034 Roofing**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Tadco Roofing	40.00	14.14	16.35	3.13	2.90	3.80	5.00	85.32
Altas Unirversal Roofing Inc. DBA/Altas Universal, Inc.	32.82	13.03	15.50	4.05	4.25	3.30	5.00	77.95
CS Advantage USAA, Inc.	33.76	11.28	17.30	3.48	1.15	3.87	0.13	70.96
Vogler Sheet Metal	32.61	11.31	12.15	4.02	2.55	4.02	2.50	69.16
Ally Roofing Services	37.39	11.15	9.90	3.03	1.95	4.09	0.00	67.51
Argio Roofing & Construction , LLC	35.13	7.13	16.35	3.15	1.56	3.88	0.00	67.19
Roofing Solutions	34.56	7.71	13.60	3.75	2.00	4.12	0.00	65.74
Eskola LLC dba J.R. Jones Roofing & Waterproofing	26.46	3.52	13.40	2.53	1.85	2.09	0.00	49.84

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval:**  
**Donations Over \$50K**  
**References: Board Policy GNC (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of cash and non-cash donations.

**Summary**

Per Board Policy, the Board of Trustees will approve all District donations valued at \$50,000 or more.

The PTO at Highlands Elementary School is donating new shelving and circulation desks to the campus. The total value of the donations is \$62,628.

Installation of the new shelving and circulation desks will occur during the summer when school is not in session. Installation is expected to be completed prior to students returning in the Fall.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Operations Officer



1035 E. Hacienda, Bellville, Texas 77418  
 Phone (979) 865-3176 \* Fax (979) 865-9074

Quote : 19996

Date : 4/3/2024

Page 1 of 2

Attn :

Quote Date : 9/11/2023

To : FORT BEND ISD.  
 P.O. BOX 1004  
 SUGARLAND, TX 77487-1004

Reference : HIGHLANDS ELEM

Location :

Bid Due Date : 9/11/2023

Phone : 2816341178

Shipment :

Fax :

Bid By : JOHN SILLAVAN

Take Off By :

It is the responsibility of the dealer to check all items, descriptions, quantities, and extended totals. Any discrepancies must be discussed prior to bid opening. All items are bid as per Tesco specifications unless otherwise indicated below. All prices are good for 45 days with the formal purchase order required to match the product and unit quantities quoted.

<u>Item</u>	<u>Qty</u>	<u>Tesco Number</u>	<u>Description</u>	<u>Unit Price</u>	<u>Extended Price</u>
	1	FINISH	WOOD: OAK HPL: WILSONART STANDARDS	\$0.00	\$0.00
1	1	4501-152-112	SHLV SF STRTR 36x67x12 W/BK-5 SHLVS SQ CANP TOP MOD HT	\$744.00	\$744.00
2	16	4502-152-112	SHLV SF ADDER 36x67x12 W/BK-5 SHLVS SQ CANP TOP MOD HT	\$600.00	\$9,600.00
3	8	4583-137-113	SHLV SF STRTR MOBILE 36x48x18 BK-3 SHLVS SQ CANP TOP MOD DEPTH/MOD TO SF	\$688.00	\$5,504.00
4	2	4501-162-112	SHLV SF STRTR 36x78x12 W/BK-6 SHLVS SQ CANP TOP MOD HT	\$817.00	\$1,634.00
5	8	4502-162-112	SHLV SF ADDER 36x78x12 W/BK-6 SHLVS SQ CANP TOP MOD HT	\$673.00	\$5,384.00
6	21	4583-137-113	SHLV DF STRTR MOBILE 36x48x24 BK-6 SHLVS SQ CANP TOP	\$1,034.00	\$21,714.00
A	5	3812-432-301	BASE CABINET-HNGD DRS 32x36x24 1 ADJ SHLV-LK-EX SQ HPL TOP MOD WIDTH 218	\$689.00	\$3,445.00
CD	1	4400-000-900	CIRC DESK COMPONENTS-HPL CONT TOP-EXTERNAL SQUARE EDGE	\$0.00	\$0.00



1035 E. Hacienda, Bellville, Texas 77418  
 Phone (979) 865-3176 \* Fax (979) 865-9074

Quote : 19996

Date : 4/3/2024

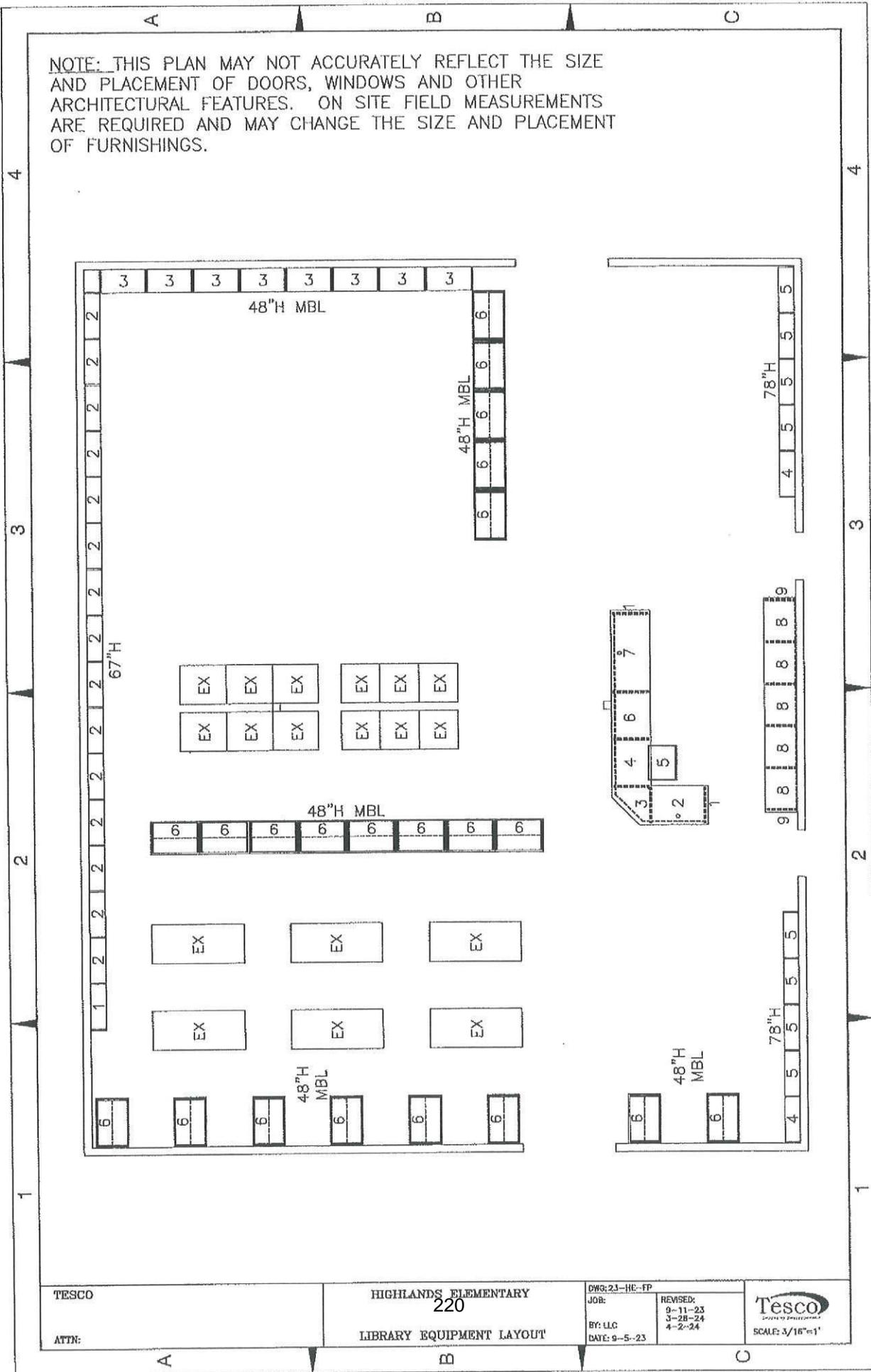
Page 2 of 2

<u>Item</u>	<u>Qty</u>	<u>Tesco Number</u>	<u>Description</u>	<u>Unit Price</u>	<u>Extended Price</u>
EP	2	4481-36-30	FINISHED END PANEL 30"H	\$156.00	\$312.00
CD1	1	4427-42-30	DESK, LEVEL TOP 42x30x30 KNEE SPACE	\$806.00	\$806.00
CD2	1	4447-30	CORNER 90 DEG ANGLE 30"H CLOSED FRONT	\$647.00	\$647.00
CD3	1	4444-36-30	BOOK RETURN 36x30x30 FRONT SLOT	\$680.00	\$680.00
CD4	1	4445	BOOKTRUCK 27x27x22 DEPRESSIBLE-HPL ON SHLF	\$1,436.00	\$1,436.00
CD5	1	4434-36-32	STG, FULL WIDTH DRWR 36x30x30 HINGED DOORS-1 ADJ SHLF-LOCK	\$1,657.00	\$1,657.00
CD6	1	4427-60-30	DESK, LEVEL TOP 60x30x30 KNEE SPACE	\$1,092.00	\$1,092.00
CD6	1	2103	DRAWER PEDESTAL 16x19x20 1 BOX / 1 FILE DRAWER-	\$548.00	\$548.00

Notes :

<b>Total</b>	55,203.00
<b>Freight</b>	750.00
<b>Installation</b>	6,675.00
<b>Grand Total</b>	62,628.00

NOTE: THIS PLAN MAY NOT ACCURATELY REFLECT THE SIZE AND PLACEMENT OF DOORS, WINDOWS AND OTHER ARCHITECTURAL FEATURES. ON SITE FIELD MEASUREMENTS ARE REQUIRED AND MAY CHANGE THE SIZE AND PLACEMENT OF FURNISHINGS.



TESCO

ATTN:

HIGHLANDS ELEMENTARY  
220

LIBRARY EQUIPMENT LAYOUT

DWG: 23-HE-FP

JOB:

BY: LLC

DATE: 9-5-23

REVISED:

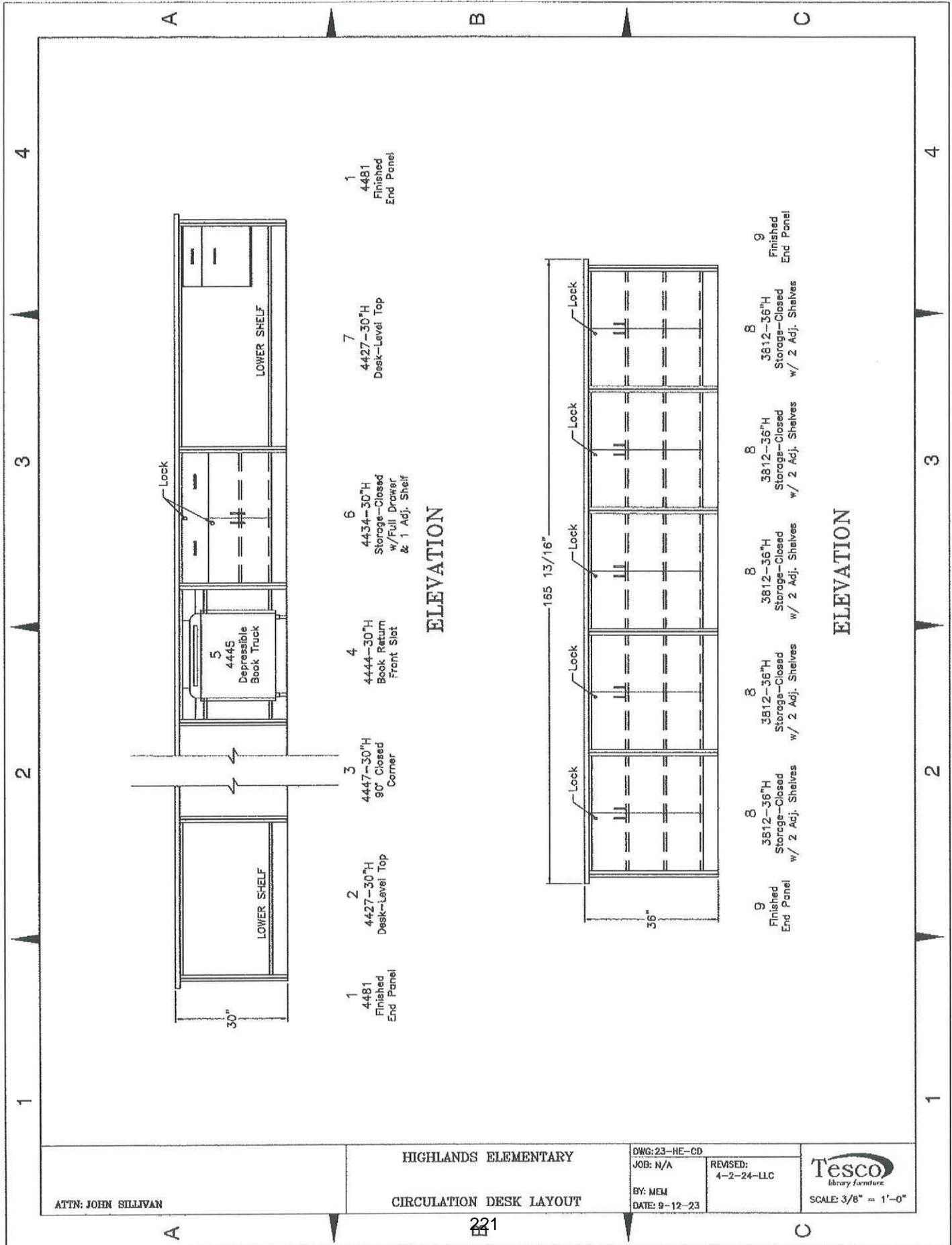
9-11-23

3-28-24

4-2-24



SCALE: 3/16"=1'



ELEVATION

ELEVATION

ATTN: JOHN SULLIVAN

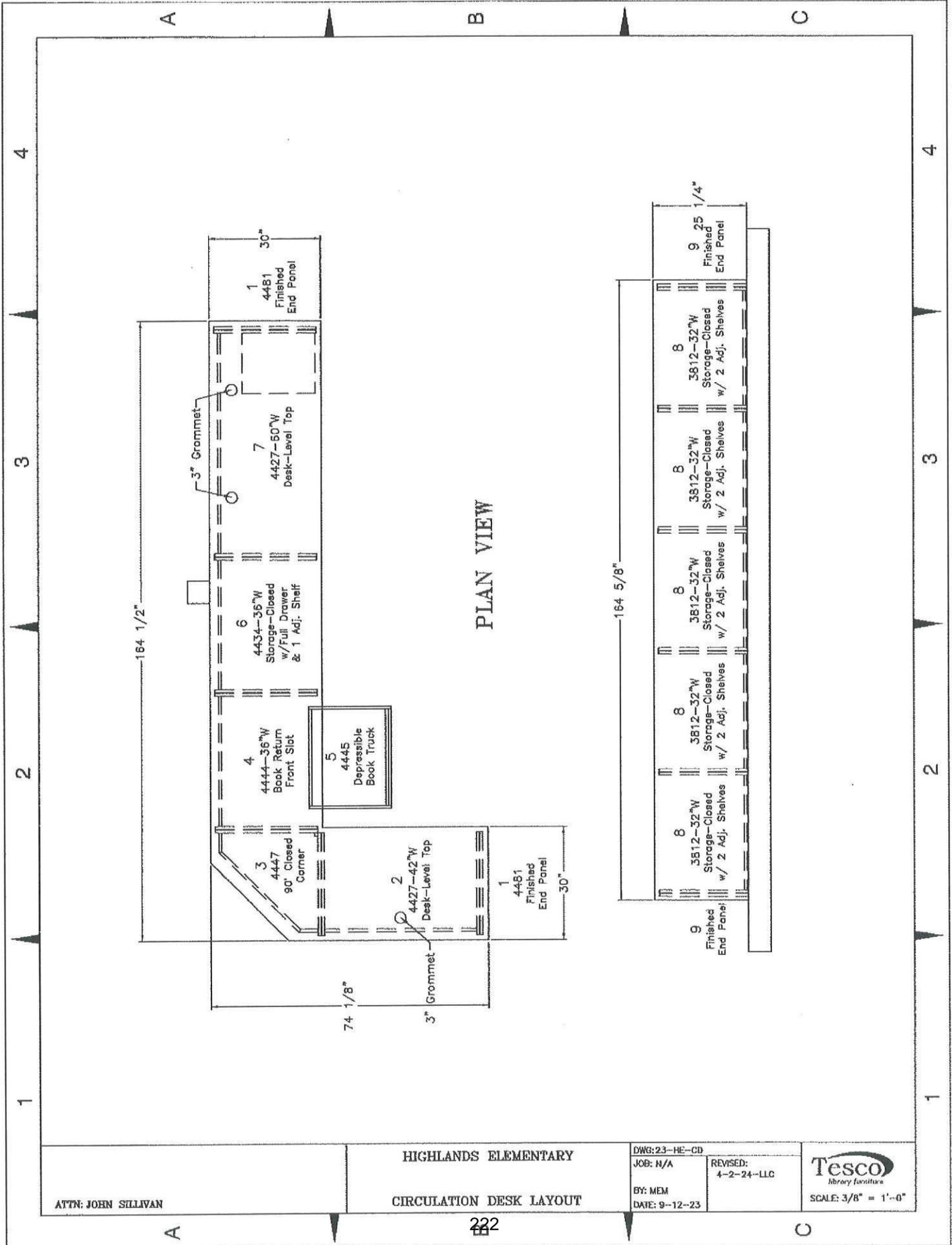
HIGHLANDS ELEMENTARY  
CIRCULATION DESK LAYOUT

DWG: 23-HE-CD  
JOB: N/A  
BY: MEM  
DATE: 9-12-23

REVISED:  
4-2-24-LLC



SCALE: 3/8" = 1'-0"



PLAN VIEW

ATTN: JOHN SULLIVAN

HIGHLANDS ELEMENTARY  
CIRCULATION DESK LAYOUT

DWG: 23-HE-CD  
JOB: N/A  
BY: MEM  
DATE: 9-12-23

REVISED:  
4-2-24-LLC

**Tesco**  
library facilities  
SCALE: 3/8" = 1'-0"

**For: Fort Bend ISD Board of Trustees**  
**Date: June 10, 2024**  
**Action: Consideration and Approval: 2024-25**  
**Budget**  
**References: Board Policy CE (Legal)**  
**Board Governance**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of the 2024-25 General Fund (199), Child Nutrition Fund (240), and Debt Service Fund (599) budgets as presented in the Fiscal Year 2024-25 budget document.

**Summary**

Administration has presented and discussed the proposed 2024-25 budget during a series of Board workshops that began on February 26, 2024. The District published the proposed budget on Tuesday, May 21, Wednesday, May 22, 2024, and Thursday May 23, 2024 in the *Fort Bend Herald*, *Fort Bend Independent*, and *Fort Bend Star*, respectively, and a public hearing is being conducted on June 3, 2024 as required by law. At the public hearing, any taxpayer in the District may be present and participate through citizens’ comments after the presentation.

**Background**

The Texas Education Code (TEC) and the Texas Education Agency (TEA) require that the Board of Trustees prepare a budget by June 19th for districts with a July 1st fiscal year. The official District budget must be adopted at the fund and function level and must include the General Fund (Fund 199), Child Nutrition Fund (Fund 240), and Debt Service Fund (Fund 599). The attached budget meets the requirements of the Texas Education Code.

The proposed general operating budget for 2024-25 of \$828.6M represents the efforts of the District leadership to present a plan that provides the resources necessary to support the District mission, Board goals, and strategic priorities, while maintaining accountability to its stakeholders. The budget includes staffing necessary for anticipated student and program growth.

During the May 13 and May 20 Board meetings, staff reviewed 107 positions that will address student achievement, the teacher shortage, and operational challenges. The table below includes positions that have been incorporated into the budget to address those areas.

<b>Position Type</b>	<b>FTEs</b>	<b>Total Cost (Including Benefits)</b>
Various Campus-Based Positions	32.0	\$2,301,000
Executive Director School Improvement	1.0	166,565

School Improvement Coordinator	2.0	203,974
Resident Teacher	60.0	1,053,494
College Career Readiness Advisors	6.0	531,071
<b>Sub-Total Teaching/Campus Support Positions</b>	<b>101.0</b>	<b>\$4,256,104</b>
Technician HVAC I	4.0	246,324
Technician HVAC II	1.0	70,515
HVAC Helper	1.0	38,902
<b>Sub-Total Operational</b>	<b>6.0</b>	<b>355,741</b>
<b>TOTAL General Fund Positions</b>	<b>107.0</b>	<b>\$4,611,845</b>

The proposed budget of \$164.6M for the Debt Service Fund reflects the debt schedule and estimates for the Commercial Paper Program. It is anticipated additional amendments will be needed in 2024-25 for the debt transaction that could occur during the next fiscal year well.

The 2024-25 Child Nutrition Fund budget of \$58.0 million of expenses includes budgeted expenditures of equipment that is needed to serve meals throughout the district as well as ensure compliance of fund balance requirements. On May 20, two additional staff members were recommended as part of the budget to address the addition of the Crawford High School feeder pattern, as well as a lead supervisor to oversee required training of child nutrition staff and are incorporated into the budget.

<b>Position Type</b>	<b>FTEs</b>	<b>Total Cost (Including Benefits)</b>
Supervisor – Child Nutrition	1.0	\$68,095
Lead Supervisor – Child Nutrition	1.0	73,382
<b>TOTAL Child Nutrition Positions</b>	<b>2.0</b>	<b>\$141,477</b>

In addition to the budget, Board policy DEA (Local) requires the Superintendent to recommend an annual compensation plan for all District employees within the context of the annual budget. The policy also stipulates the Board will approve the compensation plan to be used by the District. Because of limited resources available in the 2024-25 budget, no changes are being recommended for the compensation plan. The plan is attached for compliance with policy.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>101</b>		Daily (7.5 hours)	\$250.04	\$302.99	\$355.94	
	CASEWORKER DROP OUT PREVENTION AND RECOVERY	210	<b>187 Days</b>	\$46,757	\$56,659	\$66,561
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS)	195	<b>190 Days</b>	\$47,508	\$57,568	\$67,629
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS) T1	195	<b>192 Days</b>	\$48,008	\$58,174	\$68,340
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS) T1 ELC	210	<b>195 Days</b>	\$48,758	\$59,083	\$69,408
	MONITOR CHECK AND CONNECT MCKINNEY VENTO	187	<b>202 Days</b>	\$50,508	\$61,204	\$71,900
	SPECIALIST STUDENT ATTENDANCE	195	<b>210 Days</b>	\$52,508	\$63,628	\$74,747
	TEACHER ONLINE LEARNING LEAD	202	<b>218 Days</b>	\$54,509	\$66,052	\$77,595

**Instructional Apprentice**  
Daily Rate \$271.96 x Calendar Days

<b>102</b>		Daily (7.5 hours)	\$295.20	\$357.19	\$419.18	
	ADVISOR CCR SEC T1	210	<b>187 Days</b>	\$55,202	\$66,795	\$78,387
	ADVISOR COLLEGE & CAREER RD	210	<b>190 Days</b>	\$56,088	\$67,866	\$79,644
	ASSISTANT PATHOLOGIST SPEECH	187	<b>195 Days</b>	\$57,564	\$69,652	\$81,740
	ASSISTANT PATHOLOGIST SPEECH LANG (RDSPD)	187	<b>210 Days</b>	\$61,992	\$75,010	\$88,028
	AUDIOLOGIST DEAF CO-OP (RDSPD)	187	<b>218 Days</b>	\$64,354	\$77,867	\$91,381
	FACILITATOR ARD	195	<b>238 Days</b>	\$70,258	\$85,011	\$99,765
	FACILITATOR BEHAVIORAL HLT	195				
	FACILITATOR BEHAVIORAL HLT 238	238				
	FACILITATOR GUIDANCE CLASSROOM T1	187				
	FACILITATOR ROPES	195				
	LIAISON PARENT SUBSTANCE ABUSE	187				
	NURSE/NURSE SPECIAL EDUCATION	190				
	NURSE SP ED LEAD	238				
	SOCIAL WORKER	187				
	SOCIAL WORKER 210	210				
	SOCIAL WORKER 238 (SP ED)	238				
	SPECIALIST ORIENTATION/MOBILITY	187				
	SPECIALIST SAFE AND DRUG FREE	187				
	THERAPIST MUSIC GR	187				
	THERAPIST MUSIC - EIA	218				
	TRAINER ATHLETICS	210				

<b>103</b>		Daily (7.5 hours)	\$331.43	\$401.03	\$470.63	
	ANALYST BEHAVIOR BOARD CERTIFIED	238	<b>187 Days</b>	\$61,977	\$74,993	\$88,008
	COUNSELOR EARLY COLLEGE HS/P-TECH	220	<b>190 Days</b>	\$62,972	\$76,196	\$89,420
	COUNSELOR MENTAL HEALTH	210	<b>195 Days</b>	\$64,629	\$78,201	\$91,773
	COUNSELOR RDSPD	195	<b>202 Days</b>	\$66,949	\$81,008	\$95,067
	COUNSELOR THREAT ASSESSMENT & MGT	238	<b>210 Days</b>	\$69,600	\$84,216	\$98,832
	DIAGNOSTICIAN EDUCATIONAL 190	190	<b>218 Days</b>	\$72,252	\$87,425	\$102,597
	DIAGNOSTICIAN EDUCATIONAL 210	210	<b>220 Days</b>	\$72,915	\$88,227	\$103,539
	LIBRARIAN DIGITAL RESOURCES AND SYSTEMS	238	<b>238 Days</b>	\$78,880	\$95,445	\$112,010
	PATHOLOGIST SPEECH (RDSPD)	187				
	PATHOLOGIST SPEECH 187	187				
	PATHOLOGIST SPEECH 210	210				
	PATHOLOGIST SPEECH EIA	218				
	PROF SCHOOL COUNSELOR ELC	210				
	PROF SCHOOL COUNSELOR ES	195				
	PROF SCHOOL COUNSELOR HS	210				
	PROF SCHOOL COUNSELOR LEAD HS	220				
	PROF SCHOOL COUNSELOR LEAD MS	210				
	PROF SCHOOL COUNSELOR MS	202				
	PROF SCHOOL COUNSELOR T1	210				
	PROGRAM SPEC DEAF CO-OP (RDSPD)	238				
	PROG SPEC SCHOOL HEALTH SVS	238				
	PROGRAM SPEC SPED ASSISTIVE TECH	238				
	PROG SPEC SPED BEH RES TEAM GR	210				
	PROGRAM SPEC SPED COMPLIANCE	238				
	PROGRAM SPEC SPED RES/INCL/SRV	210				
	PROG SPEC SPED SPECIALIZED PRO	238				
	PROG SPEC STUDENT SUPPORT SERVICES	238				
	SOCIAL WORKER LD DISTRICT	210				
	SPECIALIST CTE (PT) GR	238				
	SPECIALIST DATA T1	238				
	SPECIALIST DIAGNOSTIC (RDSPD)	190				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SPECIALIST EARLY CHILDHOOD	238				
	SPECIALIST ENGAGEMENT ELC	210				
	SPECIALIST INSTRUCTIONAL FINE ARTS T4	210				
	SPECIALIST INSTRUCTIONAL T1	210				
	SPECIALIST SEL & ENRICHMENT T4	238				
	SPECIALIST STUDENT GROWTH & ACCOUNTABILITY	238				
	SPECIALIST WELLNESS HLTH & PRV	238				
<b>104</b>		Daily (7.5 hours)	\$356.03	\$430.80	\$505.56	
	ASST PRINCIPAL ELC	238	<b>187 Days</b>	\$66,578	\$80,559	\$94,540
	ASST PRINCIPAL ELEMENTARY	210	<b>210 Days</b>	\$74,766	\$90,467	\$106,168
	ASST PRINCIPAL JR CTE CTR	238	<b>218 Days</b>	\$77,615	\$93,914	\$110,213
	ASST PRINCIPAL MS	210	<b>220 Days</b>	\$78,327	\$94,775	\$111,224
	ASST PRINCIPAL MS T1	210	<b>238 Days</b>	\$84,735	\$102,530	\$120,324
	COORDINATOR ACADEMY MS GT	238				
	COORDINATOR ENRICHMENT PROGRAMS	238				
	COORDINATOR GRANTS	238				
	COORDINATOR HIGH SCHOOL PROGRAMS	238				
	COOR SEL	238				
	COORDINATOR STUDENT LEADERSHIP	238				
	DEAN EARLY COLLEGE/P-TECH HS	220				
	DEAN OF INSTRUCTION MS	210				
	DEAN OF INSTRUCTION T1	210				
	DIAGNOSTICIAN LEAD EDUCATIONAL	238				
	LICENSED SPEC SCHOOL PSYCH 187	187				
	LICENSED SPEC SCHOOL PSYCH 210	210				
	LICENSED SPEC SCHOOL PSYCH INTAKE TEAM	187				
	LICENSED SPEC SCHOOL PSYCH LEAD	238				
	PATHOLOGIST LEAD SPEECH	238				
	PROGRAM SPECIALIST BILINGUAL	238				
	SPECIALIST CAMPUS SUPPORT	238				
	SPECIALIST GT MENTORSHIP PROG	210				
	SPECIALIST INTERVENTION DISTRICT	238				
	SPECIALIST NEWCOMER T3	238				
	SPECIALIST PROFESSIONAL LEARNING LT	238				
	SPECIALIST PROFESSIONAL LEARNING LT BIL	238				
	SPECIALIST PROFESSIONAL LEARNING T2	238				
	SPECIALIST SHLTRD INSTR ELA T3	238				
	SPECIALIST SHLTRD INSTR MTH T3	238				
	SPECIALIST SHLTRD INSTR SCI T3	238				
	SPECIALIST SHLTRD INSTR SS T3	238				
	SPECIALIST TECH INTEGRATN ELA	238				
	SPECIALIST TECH INTEGRATN MATH	238				
	SPECIALIST TECH INTEGRATN SCI	238				
	SPECIALIST TECH INTEGRATN SS	238				
	THERAPIST OCCUPATIONAL - EIA	218				
	THERAPIST OCCUPATIONAL 187	187				
	THERAPIST PHYSICAL 187	187				
	TRANSITION ADMINISTRATOR	238				
<b>105</b>		Daily (7.5 hours)	\$363.47	\$439.80	\$516.13	
	ASSOCIATE PRINCIPAL ELEM	238	<b>187 Days</b>	\$67,969	\$82,242	\$96,516
	ASSOCIATE PRINCIPAL MS	238	<b>210 Days</b>	\$76,329	\$92,358	\$108,387
	ASST PRINCIPAL ALTERN SCHOOL	210	<b>238 Days</b>	\$86,506	\$104,672	\$122,838
	ASST PRINCIPAL HS	210				
	ASST PRINCIPAL HS 238	238				
	COMPLIANCE OFFICER MULTILING	238				
	COOR ASSESS DESIGN ELA ELEM	238				
	COOR ASSESS DESIGN ELA SEC	238				
	COOR ASSESS DESIGN MATH ELEM	238				
	COOR ASSESS DESIGN MATH SEC	238				
	COOR ASSESS DESIGN SCI ELEM	238				
	COOR ASSESS DESIGN SCI SEC	238				
	COOR ASSESS DESIGN SS ELEM	238				
	COOR ASSESS DESIGN SS SEC	238				
	COORDINATOR ASSESSMENT	238				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>105 Continued</b>		Daily (7.5 hours)	\$363.47	\$439.80	\$516.13
	COORDINATOR AVID & ADVANCED ACADEMICS	238	<b>187 Days</b>	\$67,969	\$82,242
	COOR BEHAVIORAL HLT	238	<b>210 Days</b>	\$76,329	\$92,358
	COORDINATOR BILINGUAL PROGRAM	238	<b>238 Days</b>	\$86,506	\$104,672
	COORDINATOR CAMPUS SUPPORT T1	238			\$122,838
	COOR COLLEGE & CAREER RD	238			
	COORDINATOR CTE GR	238			
	COORDINATOR CURRICULUM ELA	238			
	COORDINATOR CURRICULUM INTEGRATION T4	238			
	COORDINATOR CURRICULUM MATH	238			
	COORDINATOR CURRICULUM SCI	238			
	COORDINATOR CURRICULUM SS	238			
	COORDINATOR CURRICULUM TECH APP DIG LIT	238			
	COORDINATOR CURRICULUM TECH APP DIG MEDIA	238			
	COORDINATOR CURRICULUM WORLD LANG	238			
	COORDINATOR DEAF CO-OP (RDSPD)	238			
	COORDINATOR DISTRICT ATHLETIC	238			
	COORDINATOR EARLY CHILDHOOD	238			
	COORDINATOR ESL	238			
	COORDINATOR ESL PROG ELEM T3	238			
	COORDINATOR HEALTH SERVICES	238			
	COORDINATOR INSTRUCTIONAL MATERIALS	238			
	COOR INTERV & ENRICH ELA	238			
	COOR INTERV & ENRICH MATH	238			
	COOR INTERV & ENRICH SCI	238			
	COOR INTERV & ENRICH SS	238			
	COOR INTERV ELA EC-5 E3	238			
	COORDINATOR LEADERSHIP DEVELOPMENT	238			
	COORDINATOR LIBRARY/MEDIA SERVICES	238			
	COORDINATOR LIT INTERV K-12	238			
	COORDINATOR MENTAL HEALTH/SOCIAL WORK SVC	238			
	COOR MUSIC ELEM	238			
	COORDINATOR ONLINE LEARNING	238			
	COORDINATOR LEADERSHIP DEVELOPMENT	238			
	COORDINATOR PROFESSIONAL LEARNING	238			
	COORDINATOR RES & PROG EVAL	238			
	COORDINATOR SEL & ENRICHMENT PROGRAMS	238			
	COORDINATOR SCHOOL COUNSELING & SEL	238			
	COOR STATE & FEDERAL PROGRAM	238			
	COOR STEM INTERV K-12	238			
	COOR STRATEGIC IMPROVEMENT GR	238			
	COOR STRATEGIC PLANNING	238			
	COORDINATOR STUDENT GROWTH AND ACHIEVEMENT	238			
	COORDINATOR TECH INTEGRATION LITERACY	238			
	COORDINATOR TITLE I	238			
	COORDINATOR VISUAL ARTS	238			
	COORDINATOR WELLNESS T4	238			
	DEAN OF INSTRUCTION HS	210			
	PROGRAM MANAGER COMPLIANCE	238			
	PROGRAM MANAGER CTE	238			
	PROG MANAGER EVAL & STUD SUPP	238			
	PROGRAM MANAGER GIFTED AND TALENTED ELEM	238			
	PROGRAM MANAGER GIFTED AND TALENTED SEC	238			
	PROGRAM MANAGER SAFETY/RESTRAINT & BEHAVIORAL INTERVENTION	238			
	PROGRAM MANAGER SPED BEHAVIOR RES TEAM GR	238			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 210	210			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 238	238			
	PROGRAM MANAGER SPED SPECIALIZED PROGRAMS	238			
	PROGRAM MANAGER SPED SUPPORT INSTRUCTIONAL SERVICES	238			
	PROGRAM MANAGER STUDENT SUPPORT SERVICES	238			
	PROG MGR STD SUPP SRV PRG IMPR	238			
	PSYCHOLOGIST CHILD	238			
<b>106</b>		Daily (7.5 hours)	\$395.96	\$468.82	\$541.67
	ASSOCIATE PRINCIPAL HS	238	<b>238 Days</b>	\$94,238	\$111,578
	ASST DIR ACCOUNT ASSESS COMPL	238			\$128,918

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	ASST DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238			
	ASST DIRECTOR CTE	238			
	ASST DIRECTOR FINE ARTS	238			
	ASST DIRECTOR HEALTH & WELLNESS	238			
	ASST DIRECTOR INTERVENTION & STUDENT GROWTH E3	238			
	ASST DIRECTOR LIT CURR & INSTR	238			
	ASST DIRECTOR MULTILINGUAL PROG	238			
	ASST DIRECTOR SCHOOL COUNSELING	238			
	ASST DIRECTOR SEL & ENRICHMENT PROGRAMS	238			
	ASST DIRECTOR SPECIAL ED	238			
	ASST DIR SPECIAL ED BEHAVIOR & TRANS SUPPORT	238			
	ASST DIRECTOR SPECIAL ED SPEC PROG	238			
	ASST DIRECTOR STEM CURR & INSTRUCTION	238			
	ASST DIRECTOR STUDENT AFFAIRS	238			
	COACH HEAD FOOTBALL	238			
	HEAD DISTRICT ATHLETIC TRAINER	238			
	SUPERVISOR SPED CENTRALIZED BEHAVIOR PROGRAM	238			
	SUPERVISOR SPED EIA	238			
	TRAINER ATHLETIC DISTRICT LEAD	238			
<b>107</b>		Daily (7.5 hours)	\$425.41	\$507.09	\$588.77
	ASST DIRECTOR ATHLETICS	238	<b>238 Days</b>	\$101,248	\$120,687
	DIRECTOR ACCT ASSESS & COMPLIANCE	238			
	DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238			
	DIRECTOR CAREER & TECHNOLOGY	238			
	DIRECTOR EARLY CHILDHOOD	238			
	DIRECTOR CURRIC & INSTRUCTION	238			
	DIRECTOR GIFTED AND TALENTED	238			
	DIRECTOR MULTILINGUAL PROGRAMS	238			
	DIRECTOR SEL & ENRICHMENT PROGRAMS	238			
	DIRECTOR SPED INSTRUCTIONAL PROGRAMMING	238			
	DIRECTOR SPED SPECIALIZED PROGRAMS	238			
	DIRECTOR STUDENT AFFAIRS	238			
	PRINCIPAL ELEMENTARY	238			
<b>108</b>		Daily (7.5 hours)	\$498.40	\$593.10	\$687.79
	DIRECTOR ATHLETICS	238	<b>238 Days</b>	\$118,619	\$141,157
	DIRECTOR FINE ARTS	238			
	PRINCIPAL CENTER FOR LEARNING	238			
	PRINCIPAL JAMES REESE CTE CTR	238			
	PRINCIPAL MIDDLE SCHOOL	238			
	PRINCIPAL PROGRESSIVE HS	238			
<b>109</b>		Daily (7.5 hours)	\$583.00	\$705.43	\$827.86
	EXECUTIVE DIRECTOR ELEMENTARY SCHOOLS	238	<b>238 Days</b>	\$138,754	\$167,892
	EXECUTIVE DIRECTOR SECONDARY SCHOOLS	238			
	EXECUTIVE DIRECTOR SEL & COMP HEALTH	238			
	EXEC DIR STUDENT AFFAIRS	238			
	EXECUTIVE DIRECTOR STUDENT SUPPORT SVCS	238			
	EXECUTIVE DIRECTOR TEACH & LEARNING	238			
	PRINCIPAL HIGH SCHOOL	238			
<b>110</b>		Daily (7.5 hours)	\$655.30	\$792.91	\$930.53
	ASST SUPERINTENDENT	238	<b>238 Days</b>	\$155,961	\$188,713
<b>111</b>		Daily (7.5 hours)	\$720.25	\$871.50	\$1,022.76
	CHIEF ACADEMIC OFFICER	238	<b>238 Days</b>	\$171,420	\$207,418
	CHIEF OF SCHOOLS	238			
<b>112</b>		Daily (7.5 hours)	\$799.35	\$967.21	\$1,135.08
	DEPUTY SUPERINTENDENT	238	<b>238 Days</b>	\$190,245	\$230,197

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>201</b>		Daily (7.5 hours)	\$209.73	\$253.77	\$297.82	
	ASST MANAGER WAREHOUSE	260	<b>238 Days</b>	\$49,916	\$60,398	\$70,880
	BUYER JR	238	<b>260 Days</b>	\$54,530	\$65,981	\$77,432
	MANAGER SHOP	260				
	SUPERVISOR ROUTING	238				
	SUPERVISOR SAFETY & TRAINING	238				
	SUPERVISOR TRANSPORTATION	238				
<b>202</b>		Daily (7.5 hours)	\$225.25	\$274.81	\$324.36	
	ASST LEGAL	238	<b>210 Days</b>	\$47,303	\$57,709	\$68,116
	ASST MANAGER NAT/DIVE COACH	238	<b>238 Days</b>	\$53,610	\$65,404	\$77,198
	COORDINATOR FACILITIES RESERVATION	238	<b>260 Days</b>	\$58,565	\$71,449	\$84,334
	COORDINATOR MARKETING CND	238				
	COORDINATOR MARKETING EXTENDED LEARNING	238				
	COORDINATOR TEXTBOOKS	238				
	MANAGER CTE AUTOMOTIVE SHOP	238				
	MANAGER CTE COSMETOLOGY LAB	238				
	MANAGER CTE RESTAURANT	238				
	MANAGER FACILITIES ADMIN	238				
	MANAGER STUDENT ACCOUNTS	238				
	SPECIALIST CONTRACTS	238				
	SPECIALIST CONTRACTS DESIGN & CONSTRUCTION	238				
	SPECIALIST ENERGY MANAGEMENT	238				
	SPECIALIST ENGR PLANS/PROGRAMS	260				
	SPECIALIST FINANCE DESIGN & CONSTRUCTION	238				
	SPECIALIST OCCUPATIONAL SAFETY	238				
	SPECIALIST POLICY	238				
	SPECIALIST SAFETY ENGINEER	238				
	SUPERVISOR ACCOUNTS PAYABLE	238				
	SUPERVISOR AG SCI FAC (PT) GR	238				
	SUPERVISOR AUXILIARY SUPPORT	260				
	SUPERVISOR BLD AUTOMATION	260				
	SUPERVISOR CATERING	238				
	SUPERVISOR CHILD NUTRITION	210				
	SUPERVISOR EXTENDED LEARNING	238				
	SUPERVISOR GROUNDS	260				
	SUPERVISOR INVENTORY/WAREHOUSE	260				
	SUPERVISOR KITCHEN EQUIPMENT	260				
	SUPERVISOR ZONE	260				
<b>203</b>		Daily (7.5 hours)	\$249.35	\$304.21	\$359.06	
	ANALYST BUDGET I	238	<b>210 Days</b>	\$52,364	\$63,883	\$75,403
	ANALYST HR DATA & REPRT (HRIS) JR	238	<b>238 Days</b>	\$59,345	\$72,401	\$85,457
	ASST TO THE SUPERINTENDENT & BOARD OF TRUSTEES	238	<b>260 Days</b>	\$64,831	\$79,094	\$93,357
	BUYER	238				
	COORDINATOR BENEFITS	238				
	COORDINATOR CATERING	210				
	COORDINATOR SMALL BUSINESS	238				
	INTERNAL AUDITOR	238				
	MANAGER ADMINISTRATIVE SUPPORT	238				
	MANAGER ADM SUPP MATL MGMT	238				
	MANAGER CTE EARLY ED CENTER	238				
	MANAGER GRAPHIC DESIGN/PRINT	238				
	MANAGER NATATORIUM	238				
	MONITOR FINANCE	238				
	SPECIALIST DATA INTEGRITY T1	238				
	SPECIALIST DATA PROFESSIONAL LEARNING	238				
	SPECIALIST DATA STRATEGIST GR	238				
	SPECIALIST EXTENDED LEARNING	238				
	SPECIALIST MULTIMEDIA & VIDEO	238				
	SUPERVISOR HVAC	260				
	SYSTEM ADMINISTRATOR ELEARNING	238				
<b>204</b>		Daily (7.5 hours)	\$301.82	\$368.22	\$434.62	
	ANALYST BENEFITS	238	<b>238 Days</b>	\$71,833	\$87,636	\$103,440

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	ANALYST BUDGET CND	238	<b>260 Days</b>	\$78,473	\$95,737	\$113,001
	ANALYST BUSINESS PMO (BOND)	238				
	ANALYST HUMAN RESOURCES	238				
	ANALYST HR DT & RPRT (HRIS)	238				
	ANALYST PROGRAM DATA	238				
	ANALYST PROGRAM DATA FELLOW T1	238				
	BUYER SR	238				
	CONSULTANT HR	238				
	CONSULTANT HR (PT)	238				
	CONSULTANT LEADERSHIP DEVELOP	238				
	COOR BRAND & GRAPH DESIGN	238				
	COORDINATOR COMMUNICATIONS	238				
	COORDINATOR CTE OPERATIONS GR	238				
	COORDINATOR EMERGENCY MGT	260				
	COORDINATOR HUMAN RESOURCES	238				
	COOR LEGAL SERVICES	238				
	COORDINATOR MARKETING CTE PROGRAM	238				
	COORDINATOR MULTIMEDIA & VIDEO	238				
	COORDINATOR PRINT SHOP	238				
	COORDINATOR SOCIAL MEDIA	238				
	DIETITIAN	238				
	DISTRICT REGISTRAR	238				
	LIAISON COMMUNITY ENGAGEMENT	238				
	MANAGER EVENTS REC & CUST SERV	238				
	MANAGER HR	238				
	MANAGER LIFE SAFETY SYSTEMS	260				
	MANAGER PAYROLL	238				
	MANAGER PROJECT	238				
	SPECIALIST LOGISTICS FF&E	238				
	SPECIALIST PROJECT CONTROLS	238				
<b>205</b>		Daily (7.5 hours)	\$346.58	\$419.36	\$492.14	
	ANALYST BUSINESS (CND)	238	<b>238 Days</b>	\$82,486	\$99,808	\$117,130
	ANALYST HR PROCESS	238				
	ANALYST HR PROCESS	238	<b>260 Days</b>	\$90,111	\$109,034	\$127,957
	ANALYST SR ACCOUNTANT	238				
	ANALYST SR BUDGET	238				
	ANALYST SR HR TOTAL REWARD	238				
	ASST DIR CND NUTRITION	238				
	ASST DIR CND OPERATIONS	238				
	ASST DIR CONTRACTS MGMT	238				
	ASST DIRECTOR ELD COMMUNITY EDUCATION	238				
	ASST DIRECTOR ELD OPERATIONS	238				
	ASST DIRECTOR ELD PROGRAMMING	238				
	ASST DIRECTOR INSTRUCTIONAL MATERIALS/WAREHOUSE	260				
	ASST DIRECTOR MATERIALS MGT	238				
	ASST DIRECTOR TRANSPORTATION	238				
	BUSINESS PARTNER HR (CND)	238				
	BUSINESS PARTNER HR (EXT LRN)	238				
	COOR BOUNDARIES & PLANNING	238				
	COORDINATOR COLLABORATIVE COMMUNITIES	238				
	COOR COMMUNITY & CIVIC ENGAGEM	238				
	MANAGER ACTIVITY & INTERNAL SERVICE FUND	238				
	MANAGER ENERGY	238				
	MANAGER FIXED ASSET	238				
	MANAGER GENERAL LEDGER	238				
	MANAGER GRANTS REVENUE	238				
	MANAGER HVAC OPERATIONS	238				
	MANAGER SR PROJECT	238				
	MANAGER ZONE	238				
	SR. ACCOUNTANT SPECIAL REVENUE	238				
<b>206</b>		Daily (7.5 hours)	\$390.35	\$472.32	\$554.30	
	ANALYST SR HR BUSINESS	238	<b>238 Days</b>	\$92,903	\$112,413	\$131,923
	ASST DIRECTOR COLLABORATIVE COMMUNITIES	238				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	ASST DIRECTOR ENTERPRISE FUNDS	238			
	CONSULTANT SR HR	238			
	COORDINATOR PROJECT CONSTRUCTION	238			
	DISTRICT TREASURER	238			
	PUBLIC INFORMATION OFFICER	238			
<b>207</b>		Daily (7.5 hours)	\$421.45	\$514.17	\$606.89
	ASST DIR HR EMPLOYEE RELATIONS	238	<b>238 Days</b>	\$100,305	\$144,439
	ASST DIR LEADERSHIP DEV T2	238			
	ASST DIR STRATEGIC PLANNING	238			
	DIRECTOR ACCT PAY & FIX ASSETS	238			
	DIRECTOR CHILD NUTRITION	238			
	DIRECTOR COLLABORATIVE COMM	238			
	DIRECTOR EXTENDED LEARNING	238			
	DIRECTOR MULTIMEDIA STRAT COMM	238			
	DIRECTOR RISK MGT	238			
	DIRECTOR SPECIAL REVENUE	238			
	DIRECTOR STRATEGIC COMM	238			
	DIRECTOR TRANSPORTATION	238			
	DIRECTOR TRANSPORTATION GLOBAL	238			
<b>208</b>		Daily (7.5 hours)	\$465.25	\$562.95	\$660.66
	DIRECTOR BUDGET	238	<b>238 Days</b>	\$110,730	\$157,236
	DIRECTOR CAMPUS STRATEG TRANSF	238			
	DIRECTOR EMP BENEFITS & WELL	238			
	DIRECTOR FACILITIES MAINTENANCE	238			
	DIRECTOR FACILITIES	238			
	DIRECTOR FINANCE	238			
	DIRECTOR HR	238			
	DIRECTOR LEADERSHIP DEV T2	238			
	DIRECTOR MATERIALS MANAGEMENT (Interim)	238			
	DIRECTOR PAYROLL & COMP	238			
	DIRECTOR STRATEGIC PLANNING	238			
<b>209</b>		Daily (7.5 hours)	\$509.35	\$618.86	\$728.37
	EXECUTIVE DIRECTOR CHILD NUTRITION	238	<b>238 Days</b>	\$121,225	\$173,352
	EXECUTIVE DIRECTOR COLLABORATIVE COMMUNITIES	238			
	EXECUTIVE DIRECTOR EMERGENCY MANAGEMENT & LSS	238			
	EXECUTIVE DIRECTOR FACILITIES	238			
	EXECUTIVE DIRECTOR TRANSPORTATION	238			
<b>210</b>		Daily (7.5 hours)	\$585.25	\$709.32	\$833.40
	EXEC DIR BUSINESS SERVICES	238	<b>238 Days</b>	\$139,290	\$198,348
	EXECUTIVE DIRECTOR FINANCE	238	<b>260 Days</b>	\$152,165	\$216,683
	EXECUTIVE DIRECTOR HR	238			
	EXEC DIR LEGAL SERVICES	238			
<b>211</b>		Daily (7.5 hours)	\$653.45	\$792.63	\$931.82
	CHIEF OF POLICE	238	<b>238 Days</b>	\$155,521	\$221,773
	CHIEF COMMUNICATIONS OFFICER	238			
	EXECUTIVE DIRECTOR DESIGN & CONSTRUCTION	238			
	EXECUTIVE DIRECTOR INFORMATION SYSTEMS	238			
	EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY SERVICES	238			
<b>212</b>		Daily (7.5 hours)	\$725.15	\$878.88	\$1,032.61
	CHIEF FINANCIAL OFFICER	238	<b>238 Days</b>	\$172,586	\$245,762
	CHIEF HUMAN RESOURCES OFFICER	238			
	CHIEF INFORMATION OFFICER	238			
	CHIEF OPERATIONS OFFICER	238			
	GENERAL COUNSEL	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>301</b>		Daily (7.5 hours)	\$177.35	\$214.59	\$251.84
	SPECIALIST APPLICATION SUPPORT 1	238	<b>238 Days</b>	\$42,209	\$59,937
	SPECIALIST PEIMS/ADA	238			
	SPECIALIST SIS	238			
<b>302</b>		Daily (7.5 hours)	\$195.35	\$236.37	\$277.40
	ANALYST SERVICE DESK	238	<b>238 Days</b>	\$46,493	\$66,020
	ANALYST USER SUPPORT	238			
<b>303</b>		Daily (7.5 hours)	\$219.76	\$265.91	\$312.06
	ANALYST SERVICE DESK LEAD	238	<b>238 Days</b>	\$52,303	\$74,270
	ANALYST SR USER SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT WEB	238			
	SPECIALIST APPLICATION SUPPORT (SIS)	238			
<b>304</b>		Daily (7.5 hours)	\$248.33	\$300.48	\$352.63
	SPECIALIST DATA QUALITY	238	<b>238 Days</b>	\$59,103	\$83,926
	SPECIALIST IT ASSET	238			
<b>305</b>		Daily (7.5 hours)	\$281.61	\$340.75	\$399.89
	ADMINISTRATOR SIS LEVEL I	238	<b>238 Days</b>	\$67,023	\$95,173
	ANALYST NETWORK SERVICES	238			
	ANALYST SYSTEMS	238			
	ANALYST USER SUPPORT LEAD	238			
	COORDINATOR PROJECT BOND IT	238			
	COORDINATOR PROJECT IT	238			
	PROGRAMMER JR APPLICATION	238			
	SPECIALIST NETWORK SECURITY	238			
<b>306</b>		Daily (7.5 hours)	\$318.08	\$384.88	\$451.67
	ANALYST BUSINESS JR	238	<b>238 Days</b>	\$75,703	\$107,498
	COORDINATOR BUSINESS SERVICES	238			
	COORDINATOR CAMPUS DATA	238			
	ENGINEER I INFRASTRUCTURE MONITORING	238			
	ENGINEER I NETWORK	238			
<b>307</b>		Daily (7.5 hours)	\$361.31	\$437.19	\$513.06
	ADMINISTRATOR SHAREPOINT	238	<b>238 Days</b>	\$85,992	\$122,108
	ADMINISTRATOR SIS LEVEL II	238			
	ANALYST BUSINESS	238			
	ANALYST BUSINESS (WEB)	238			
	ANALYST PEOPLESOFT SECURITY	238			
	ENGINEER I UNIFIED COMMUNICATION	238			
	PROGRAMMER SR APPLICATION	238			
	PROGRAMMER SYSTEMS I	238			
	PROGRAMMER WEB	238			
	SR. ENGINEER IDENTITY ACC MGMT	238			
	SR SYSTEMS ENGR I - SERVERS	238			
	SR SYSTEMS ENGR I - SOFTWARE	238			
	<b>308</b>		Daily (7.5 hours)	\$407.89	\$493.55
ADMINISTRATOR DATABASE (PS)		238	<b>238 Days</b>	\$97,078	\$137,851
ADMINISTRATOR DATABASE SQL		238			
COORDINATOR PEIMS		238			
MANAGER JR PMO PROJECT		238			
MANAGER LOGISTICS BOND (FF&E)		238			
PROGRAMMER SYSTEMS II		238			
SR NETWORK ENGINEER II		238			
SR SYSTEMS ENGR II - SERVERS		238			
SR SYSTEMS ENGR II - SOFTWARE		238			
<b>309</b>		Daily (7.5 hours)	\$459.53	\$556.03	\$652.53
	ARCHITECT IMPLEMENTATION	238	<b>238 Days</b>	\$109,368	\$155,303
	DEVELOPER PEOPLESOFT	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	DEVELOPER PEOPLESOFT FSC	238			
	DEVELOPER SR WEB	238			
	MANAGER CUSTOMER SERVICE CNTR	238			
	MANAGER PEIMS	238			
	MANAGER PMO PROJECT	238			
	MANAGER PROJECT BOND D&C	238			
	MANAGER PROJECT BOND IT PROJECTS	238			
<b>310</b>		Daily (7.5 hours)	\$504.84	\$626.00	\$747.16
	ADMINISTRATOR SR DATABASE PS	238	<b>238 Days</b>	\$120,152	\$177,825
	ARCHITECT INTEGRATION	238			
	DEVELOPER SR TECHNICAL (PS)	238			
	DIRECTOR PROJECT MANAGEMENT	238			
	DIRECTOR STUDENT ATTENDANCE	238			
	MANAGER DATA CENTER & SERVER MGT	238			
	MANAGER DATA INTEGRATION	238			
	MANAGER DESKTOP SERVICES	238			
	MANAGER DESKTOP TECHNOLOGY	238			
	MANAGER ERP APPLICATIONS SVCS	238			
	MANAGER INFORMATION SECURITY	238			
	MANAGER NETWORK SERVICES	238			
	MANAGER SR PROJECT BOND D&C	238			
	MANAGER STUDENT INFO SYSTEMS	238			
	MANAGER WEB/APPL SERVICES	238			
<b>310A</b>		Daily (7.5 hours)	\$524.42	\$650.28	\$776.14
	MANAGER DESIGN BOND D&C	238	<b>238 Days</b>	\$124,812	\$184,722
	MANAGER MEP BOND D&C	238			
<b>311</b>		Daily (7.5 hours)	\$570.47	\$707.38	\$844.30
	DIRECTOR INFORMATION TECHNOLOGY SERVICES	238	<b>238 Days</b>	\$135,772	\$200,942
	DIRECTOR CONSTRUCTION BOND	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>401</b>	AIDE DISTRICT	184	Hourly	\$13.25	\$16.56	\$19.88
	CLERK I SERS GR	238	Daily (7.5 hours)	\$99.38	\$124.22	\$149.10
			<b>184 Days</b>	\$18,285	\$22,856	\$27,434
			<b>238 Days</b>	\$23,651	\$29,564	\$35,486
<b>402</b>	CLERK II	238	Hourly	\$15.30	\$18.44	\$21.58
	CLERK II COUNSELOR 184	184	Daily (7.5 hours)	\$114.75	\$138.30	\$161.85
	CLERK II COUNSELOR 210	210	<b>184 Days</b>	\$21,114	\$25,447	\$29,780
	CLERK II TEACHER CENTER	210	<b>210 Days</b>	\$24,098	\$29,043	\$33,989
	CLERK OFFICE	238	<b>238 Days</b>	\$27,311	\$32,915	\$38,520
	CLERK OFFICE RDSPD	238				
	RECEPTIONIST	238				
	RECEPTIONIST 210	210				
	RECEPTIONIST 210 PT	210				
	RECEPTIONIST ELC PT	184				
	<b>403</b>	ADMINISTRATIVE ASSISTANT I	187	Hourly	\$17.33	\$20.92
ADMINISTRATIVE ASSISTANT I		210	Daily (7.5 hours)	\$129.98	\$156.90	\$183.83
ADMINISTRATIVE ASSISTANT I		238	<b>187 Days</b>	\$24,306	\$29,340	\$34,376
CLERK III		238	<b>210 Days</b>	\$27,296	\$32,949	\$38,604
CLERK III - FACILITIES HVAC		238	<b>238 Days</b>	\$30,935	\$37,342	\$43,752
CLERK III ANALYST		238				
CLERK III COMMUNITY EDUCATION		238				
CLERK III DATA		238				
RECEPTIONIST -DISTRICT		238				
<b>404</b>	ADMINISTRATIVE ASSISTANT II	238	Hourly	\$20.25	\$24.41	\$28.57
	ADMINISTRATIVE ASSISTANT II 260 MM	260	Daily (7.5 hours)	\$151.88	\$183.08	\$214.28
	BOOKKEEPER 210	210	<b>210 Days</b>	\$31,895	\$38,447	\$44,999
	BOOKKEEPER 210 (PT)	210	<b>238 Days</b>	\$36,147	\$43,573	\$50,999
	BRAILLIST	210	<b>260 Days</b>	\$39,489	\$47,601	\$55,713
	CLERK IV ACCOUNTS PAYABLE	238				
	CLERK IV ATTENDANCE SEC	210				
	CLERK IV BENEFITS & WELLNESS	238				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 210	210				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 238	238				
	CLERK IV DATA & ATTENDANCE ELC	238				
	CLERK IV DATA & REGISTRAR	238				
	CLERK IV PAYROLL & COMP	238				
	CLERK IV PAYROLL FACILITIES	238				
	CLERK IV PAYROLL TRANSPORTATION	238				
	FRONT OFFICE ASSISTANT	238				
	REGISTRAR ASSISTANT	238				
	SPECIALIST ROUTING	238				
	<b>405</b>	ASSOCIATE AMINISTRATIVE	238	Hourly	\$21.66	\$26.19
ASSOCIATE ADMINISTRATIVE T1		238	Daily (7.5 hours)	\$162.45	\$196.43	\$230.48
BOOKKEEPER		238	<b>238 Days</b>	\$38,663	\$46,750	\$54,854
SPECIALIST CAMPUS PEIMS		238				
SPECIALIST EARLY CHILDHOOD INTAKE		238				
SPECIALIST STUDENT AFFAIRS		238				
<b>406</b>	SPECIALIST STUDENT AFFAIRS INTAKE	238				
	ASSOCIATE SR ADMINISTRATIVE	238	Hourly	\$22.91	\$27.71	\$32.51
	BOOKKEEPER (ITINERANT)	238	Daily (7.5 hours)	\$171.83	\$207.83	\$243.83
	EXECUTIVE ASSISTANT I	238	<b>238 Days</b>	\$40,896	\$49,464	\$58,032
	EXECUTIVE ASSISTANT II	238				
	GENERALIST RISK MANAGEMENT	238				
	REGISTRAR PARAPROFESSIONAL	238				
	SPECIALIST CND FREE & REDUCED	238				
SPECIALIST CND PERSONNEL	238					

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SPECIALIST CHILD NUTRITION	238				
	SPECIALIST CTE CERTIFICATION GR	238				
	SPECIALIST HR I	238				
	SPECIALIST PAYROLL	238				
	SPECIALIST SPEC ED RECORDS	238				
	SPECIALIST SYSTEMS SUPPORT	238				
<b>407</b>			Hourly	\$25.81	\$31.15	\$36.49
	DISTRICT TRANSLATOR	238	Daily (7.5 hours)	\$193.58	\$233.63	\$273.68
	EXECUTIVE ASSISTANT III	238	<b>238 Days</b>	\$46,072	\$55,604	\$65,136
	MANAGER OFFICE	238				
	MANAGER OFFICE POLICE	238				
	SPECIALIST ACCOUNTING I	238				
	SPECIALIST ACCOUNTING I (D & C)	238				
	SPECIALIST ACCOUNTS PAYABLE	238				
	SPECIALIST CONTRACT INTAKE	238				
	SPECIALIST FIXED ASSETS	238				
	SPECIALIST HR II	238				
	SPECIALIST LEGAL INTAKE	238				
	SPECIALIST PURCHASING	238				
	SPECIALIST RISK MANAGEMENT	238				
	SPECIALIST SHARS/ MEDICAID	238				
	SPECIALIST STUDENT ACTIVITY	238				
	SPECIALIST TRAVEL	238				
<b>408</b>			Hourly	\$31.16	\$37.72	\$44.28
	ADVISOR -COMPENSATION	238	Daily (7.5 hours)	\$233.70	\$282.90	\$332.10
	ADVISOR HR	238	<b>238 Days</b>	\$55,621	\$67,330	\$79,040
	ASSOCIATE ACCOUNTING	238				
	ASSOCIATE BUDGET	238				
	ASSOCIATE BUDGET T1	238				
	ASSOCIATE BUDGET ACCOUNTING	238				
	ASSOCIATE GRANT ACCOUNTING	238				
	EXECUTIVE ASSISTANT IV	238				
	PROG ASSOCIATE CTE SR GR	238				
	SPECIALIST TESTING	238				
<b>409</b>			Hourly	\$33.00	\$39.75	\$46.50
	ASST TO THE DEPUTY SUPERINTENDENT	238	Daily (7.5 hours)	\$247.50	\$298.13	\$348.75
			<b>238 Days</b>	\$58,905	\$70,954	\$83,003

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>501</b>	AIDE BILINGUAL	184	Hourly	\$14.26	\$17.07	\$19.89
	AIDE BILINGUAL - ELC	187	Daily (7.5 hours)	\$106.92	\$128.06	\$149.20
	AIDE CTE VIRTUAL LEARNING	184	<b>180 Days</b>	\$19,246	\$23,051	\$26,856
	AIDE EARLY EDUCATION CTE (CTR)	187	<b>184 Days</b>	\$19,673	\$23,563	\$27,453
	AIDE INSTRUCTIONAL	184	<b>187 Days</b>	\$19,994	\$23,947	\$27,900
	AIDE INSTRUCTIONAL T1 (TECH)	184	<b>210 Days</b>	\$22,453	\$26,893	\$31,332
	AIDE INSTRUCTIONAL BIL ELC	210	Tutor Instruction AS Non-Cert PT - Flat Rate is \$15/hr.			
	AIDE INSTRUCTIONAL ELC	210	Tutor Instruction AS Cert PT - Flat Rate is \$28/hr.			
	AIDE JUVENILE JUSTICE	184				
	AIDE KINDERGARTEN	184				
	AIDE KINDERGARTEN ELC	187				
	AIDE LIBRARY	184				
	AIDE PHYSICAL EDUCATION	184				
	AIDE PRE-K FUELING BRAINS AC	184				
	AIDE PRE-KINDERGARTEN	184				
	AIDE PRE-KINDERGARTEN - ELC	210				
	ATTENDANT PARKING LOT	180				
	EXTENDED LEARNING GROUP LEADER	184				
	MONITOR ISS	184				
	TEACHER PAID RESIDENT GR	187				
<b>501A</b>	AIDE INSTRUCTIONAL DAEP	184	Hourly	\$16.43	\$19.53	\$22.64
	AIDE SPECIAL ED - RDSPD	187	Daily (7.5 hours)	\$123.20	\$146.50	\$169.81
	AIDE SPEC ED - RDSPD GR	187	<b>184 Days</b>	\$22,669	\$26,956	\$31,245
	AIDE SPEC ED - RES/INCL SRV	184	<b>187 Days</b>	\$23,038	\$27,396	\$31,754
	AIDE SPEC ED - RES/INCL SRV GR	184				
	ASSOCIATE REACH	184				
<b>502</b>	AIDE EL COMPLIANCE	184	Hourly	\$17.25	\$20.66	\$24.07
	AIDE NURSE	184	Daily (7.5 hours)	\$129.37	\$154.94	\$180.52
	AIDE NURSE/COUNSELOR/CCC	184	<b>184 Days</b>	\$23,804	\$28,509	\$33,216
<b>503</b>	AIDE BEHAVIOR SUPPORT RTI	184	Hourly	\$18.09	\$21.67	\$25.25
	AIDE SPEC ED - ABC	184	Daily (7.5 hours)	\$135.69	\$162.51	\$189.34
	AIDE SPEC ED - ABC GR	184	<b>184 Days</b>	\$24,967	\$29,902	\$34,839
	AIDE SPEC ED BSS	184	<b>218 Days</b>	\$29,580	\$35,427	\$41,276
	AIDE SPEC ED - BSS GR	184				
	AIDE SPEC ED - ClaaS	184				
	AIDE SPEC ED - ECSE	184				
	AIDE SPEC ED - ECSE EIA	218				
	AIDE SPEC ED - ECSE GR	184				
	AIDE SPEC ED - FLaSH	184				
	AIDE SPEC ED - FLaSH GR	184				
	AIDE SPEC ED - JOB COACH GR	184				
	AIDE SPEC ED - SAILS	184				
	AIDE SPEC ED - SAILS GR	184				
	AIDE SPEC ED - STUDENT SPECIF	184				
	AIDE SPEC ED HS ATS	184				
	AIDE SPEC ED HS - ATS GR	184				
	AIDE SPEC ED - SAILS/ABC HS	184				
	AIDE SPEC ED - SAILS/ABC HS GR	184				
	AIDE SPEC ED SEV - ABC	184				
	AIDE SPEC ED SEV - SAILS	184				
	COOR ASSISTANT SITE	184				
	<b>504</b>	AIDE BEHAVIOR SUPPORT DIST GR	184	Hourly	\$20.00	\$24.00
AIDE BEHAVIOR SUPPORT DISTRICT		184	Daily (7.5 hours)	\$150.03	\$180.02	\$210.01
AIDE GEN ED CNTR BEH PRG		218	<b>180 Days</b>	\$27,005	\$32,404	\$37,802
AIDE SPEC ED - CNTR BEH PRG		218	<b>184 Days</b>	\$27,606	\$33,124	\$38,642
AIDE SPEC ED - SIGN LANG RDSPD		187	<b>187 Days</b>	\$28,056	\$33,664	\$39,272
COOR EXT DAY SITE		184	<b>218 Days</b>	\$32,707	\$39,244	\$45,782

**2024-2025 Administrative/Professional Pay Structure**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendar</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	DESIGNATED ASSISTANT	180				
	INTERVENER FOR DEAF-BLIND	184				
<b>505</b>			Hourly	\$22.80	\$27.37	\$31.94
	COOR EXT DAY LEAD SITE	187	Daily (7.5 hours)	\$171.02	\$205.30	\$239.57
	DISTRICT ITINERANT SUBSTITUTE	180	<b>180 Days</b>	\$30,784	\$36,954	\$43,123
	FAMILY AND COMMUNITY EDUCATOR T1	210	<b>187 Days</b>	\$31,981	\$38,391	\$44,800
	INTERPRETER DEAF CO-OP INTERN	187	<b>210 Days</b>	\$35,914	\$43,113	\$50,310
	PARENT EDUCATOR T1 (FT)	187	<b>238 Days</b>	\$40,703	\$48,861	\$57,018
	PARENT EDUCATOR T1 (FT) EDGE	187				
	SPECIALIST EL COMPLIANCE	238				
<b>506</b>			Hourly	\$26.34	\$31.68	\$37.03
	INTERPRETER DEAF CO-OP (RDSPD)	187	Daily (7.5 hours)	\$197.52	\$237.63	\$277.74
	NURSE LICENSED VOCATIONAL	187	<b>187 Days</b>	\$36,936	\$44,437	\$51,937

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>602</b>		Hourly	\$13.17	\$15.85	\$18.53
	CASHIER CAFETERIA	180	<b>180 Days</b> \$18,965	\$22,824	\$26,683
	CUSTODIAN	260	<b>210 Days</b> \$22,126	\$26,628	\$31,130
	DRIVER BUS TRAINEE	220	<b>220 Days</b> \$23,179	\$27,896	\$32,613
	GROUNDKEEPER	260	<b>260 Days</b> \$27,394	\$32,968	\$38,542
	HELPER HVAC	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MONITOR BUS SPECIAL ED	180	Specialist Cafeteria FT & 4.5 - Hourly Rate is \$15.16		
	OPERATOR MACHINE	260			
	SPECIALIST CAFETERIA	180			
	SPECIALIST CAFETERIA 4.5	180			
	SPECIALIST CATERING	210			
<b>603</b>		Hourly	\$15.60	\$18.80	\$22.00
	ASST MANAGER CAFETERIA	180	<b>180 Days</b> \$22,464	\$27,072	\$31,680
	ASST MANAGER PARTS	260	<b>238 Days</b> \$29,702	\$35,795	\$41,888
	CRAFTSMAN HELPER	260	<b>260 Days</b> \$32,448	\$39,104	\$45,760
	CRAFTSMAN HELPER CND	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	CUSTODIAN ASST LEAD ELEM	260			
	CUSTODIAN ASST LEAD NON CAMPUS	260			
	DRIVER AUXILIARY CREW	260			
	DRIVER CDL	260			
	DRIVER MAIL DELIVERY	260			
	DRIVER WAREHOUSE DELIVERY	260			
	PARTS SUPPORT CREW	260			
	SPECIALIST TEXTBOOK WAREHOUSE	238			
	WAREHOUSE SUPPORT CREW	260			
<b>604</b>		Hourly	\$17.52	\$21.10	\$24.68
	AUX SUPPORT UTILITY CREW LEAD	260	<b>180 Days</b> \$25,229	\$30,384	\$35,539
	CRAFTSMAN	260	<b>187 Days</b> \$26,210	\$31,566	\$36,921
	CUSTODIAN ASST LEAD MS	260	<b>220 Days</b> \$30,835	\$37,136	\$43,437
	CUSTODIAN LEAD NON CAMPUS	260	<b>238 Days</b> \$33,358	\$40,174	\$46,991
	DRIVER BUS (REG_PT_SPECIAL ED)	180	<b>260 Days</b> \$36,442	\$43,888	\$51,334
	DRIVER BUS TRAINER	220	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	DRIVER BUS/COVER	220	Bus Drivers - Minimum Hourly Rate is \$20.41		
	DRIVER BUS/SHOP MAINTENANCE	220			
	FOREMAN ATHLETIC CREW	260			
	MANAGER CAFETERIA ELEM	187			
	PAINTER	260			
	ROOFER	260			
	TECHNICIAN PRINT PRODUCTION	238			
<b>605</b>		Hourly	\$19.00	\$22.84	\$26.67
	CUSTODIAN ASST LEAD HS	260	<b>187 Days</b> \$28,424	\$34,169	\$39,898
	DISPATCHER TRANSPORTATION	260	<b>238 Days</b> \$36,176	\$43,487	\$50,780
	LOCKSMITH	260	<b>260 Days</b> \$39,520	\$47,507	\$55,474
	MANAGER CAFETERIA MS	187	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MANAGER INVENTORY	260			
	MECHANIC MAINTENANCE	260			
	REPAIRMAN OPERATIONS	260			
	SERVICEMAN FACILITIES	260			
	SERVICEMAN VEHICLES	260			
	SPECIALIST BLDG AUTOMATION I	260			
	SPECIALIST FACILITIES DATABASE	238			
<b>605A</b>		Hourly	\$19.28	\$23.37	\$27.43
	CUSTODIAN LEAD ELEM	260	<b>260 Days</b> \$40,102	\$48,610	\$57,054
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
<b>606</b>		Hourly	\$20.81	\$25.09	\$29.38
	CARPENTER	260	<b>187 Days</b> \$31,132	\$37,535	\$43,952
	CUSTODIAN LEAD MS	260	<b>260 Days</b> \$43,285	\$52,187	\$61,110
	LOCKSMITH LEAD	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MANAGER CAFETERIA HS	187			
	MECHANIC MASTER	260			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	MECHANIC MASTER FACILITIES	260				
	MECHANIC PAINT, BODY & UPOLSTRY	260				
	SPECIALIST BLDG AUTOMATION II	260				
	TECHNICIAN AUDIO VISUAL	260				
	TECHNICIAN BOILER I	260				
	TECHNICIAN HVAC I	260				
	TECHNICIAN WATER QUALITY MAINT	260				
<b>607</b>			<b>Hourly</b>	<b>\$23.78</b>	<b>\$28.73</b>	<b>\$33.68</b>
	CUSTODIAN LEAD HS	260	<b>260 Days</b>	<b>\$49,462</b>	<b>\$59,758</b>	<b>\$70,054</b>
	ELECTRICIAN	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	ELECTRICIAN HVAC	260				
	PLUMBER	260				
	REPAIRMAN KITCHEN	260				
	REPAIRMAN REFRIGERATION	260				
	TECHNICIAN ALARM	260				
	TECHNICIAN ELECTRONICS	260				
	TECHNICIAN FIRE ALARM	260				
	TECHNICIAN HVAC II	260				
<b>608</b>			<b>Hourly</b>	<b>\$27.80</b>	<b>\$33.46</b>	<b>\$39.12</b>
	ELECTRICIAN MASTER	260	<b>260 Days</b>	<b>\$57,824</b>	<b>\$69,597</b>	<b>\$81,370</b>
	FOREMAN ELECTRONIC TECHNICIAN	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	MECHANIC MASTER (CERTIFIED)	260				
	PLUMBER MASTER	260				
	SPECIALIST BLDG AUTOMATION LD	260				
	TECHNICIAN BOILER II	260				
	TECHNICIAN HVAC III	260				

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
701	MONITOR HALL	184	Hourly	\$13.50	\$16.24	\$19.00
			Daily (7.5 hours)	\$101.25	\$121.80	\$142.49
			<b>184 Days</b>	\$18,630	\$22,411	\$26,217
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
702	POLICE TELECOM OPERATOR	260	Hourly	\$18.51	\$21.70	\$24.90
			<b>238 Days</b>	\$35,243	\$41,317	\$47,410
			<b>260 Days</b>	\$38,501	\$45,136	\$51,792
	SUPERVISOR CROSSING GUARD	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
703	COORDINATOR CROSSING GUARD	238	Hourly	\$21.43	\$25.91	\$30.38
			<b>238 Days</b>	\$40,803	\$49,333	\$57,844
			<b>260 Days</b>	\$44,574	\$53,893	\$63,190
	EVIDENCE TECHNICIAN	260				
	POLICE INTELLIGENCE OPERATOR	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
704	POLICE LEAD TELECOM OPERATOR	260	Hourly	\$23.05	\$27.90	\$32.75
			<b>260 Days</b>	\$47,944	\$58,032	\$68,120
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
705	POLICE COMPLIANCE OFFICER	238	Hourly	\$31.84	\$38.34	\$44.84
			<b>238 Days</b>	\$60,623	\$72,999	\$85,375
	POLICE OFFICER 238	238				
	POLICE OFFICER 238 (PT)	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
706	POLICE OFFICER SERGEANT 238	238	Hourly	\$36.00	\$42.50	\$49.00
			<b>238 Days</b>	\$68,544	\$80,920	\$93,296
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
707	POLICE OFFICER LIEUTENANT	238	Hourly	\$43.00	\$51.00	\$60.00
			<b>238 Days</b>	\$81,872	\$97,104	\$114,240
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						

# Fort Bend ISD 2024-2025 Teacher Pay Structure

## Salary Guide for Teachers

STEP	Completed Years of Service	New Hire Annual Salary
1	0	\$62,000
2	1	\$62,500
3	2	\$63,000
4	3	\$63,500
5	4	\$64,000
6	5	\$65,000
7	6	\$65,500
8	7	\$66,000
9	8	\$66,500
10	9	\$67,000
11	10	\$68,250
12	11	\$68,750
13	12	\$69,250
14	13	\$69,750
15	14	\$70,250
16	15	\$71,750
17	16	\$72,250
18	17	\$72,750
19	18	\$73,250
20	19	\$73,750
21	20	\$75,500
22	21	\$76,000
23	22	\$76,500
24	23	\$77,000
25	24	\$77,500
26	25	\$79,500
27	26	\$80,000
28	27	\$80,500
29	28	\$81,000
30	29	\$81,500
31	30	\$82,000
32	31	\$82,500
33	32	\$83,000
34	33	\$83,500
35	34	\$84,000
36	35	\$84,500
37	36	\$85,000
38	37	\$85,500
39	38	\$86,000
40	39	\$86,500
41	40	\$87,000

**Additional Pay not included as Annual Salary**

**Master's degree= \$1,100 stipend      Doctorate degree= \$2,200 stipend**

This salary guide is for the 2024-2025 school year only. Salaries listed above reflect teachers on a 187 and 190 day work calendars who hold a Bachelor's degree.

Your Salary may not reflect your years of experience.

# 2024-2025 Stipend Schedule

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>High School - Academics</b>			
DA	Academic Decathlon	\$6,000	Campus Leader
TB	Broadcasting	\$2,000	Campus Leader
SLL	Campus Student Leadership Liaison (HS only)	\$1,500	Campus Leader
CSC	Coding Sponsor-Campus	\$1,000	Campus Leader
FD	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, World Language, CTE, PE)	\$3,000	Campus Leader
F7	Department Head Extra Courses (>15)	\$750	Campus Leader
F6	Department Head Extra Courses (9-15)	\$375	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
DO	National Honor Society	\$2,000	Campus Leader
DD	Newspaper/E-News	\$1,425	Campus Leader
KA	Night Lab Per AP Section	\$1,500	Campus Leader
KB	Night Labs (2)	\$2,500	Campus Leader
KC	Night Labs (3 or more)	\$5,000	Campus Leader
CV	Octathlon	\$3,000	Campus Leader
PA	PALS	\$1,500	Campus Leader
DN	Pep Squad	\$1,250	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SCS	Senior Class Sponsor	\$500	Campus Leader
DI	Speech/Debate	\$7,800	Campus Leader
DIA	Speech/Debate Assistant	\$4,000	Campus Leader
DK	Student Council	\$2,300	Campus Leader
ALT	Team Lead - ALC- MR Wood (English, Math, Science, Soc. Studies)	\$500	Campus Leader
TLH	Team Lead - High School	\$500	Campus Leader
UL1	UIL Campus Coordinator	\$1,500	Campus Leader
UL2	UIL Coach 1st Event	\$800	Campus Leader
UL3	UIL Coach 2nd Event	\$400	Campus Leader
UL4	UIL Coach 3rd Event	\$400	Campus Leader
WEM	Webmaster - Campus	\$1,000	Campus Leader
DF	Yearbook	\$1,700	Campus Leader
DR	Band Director	\$16,500	Fine Arts Dept.
DS	Band Director - Assistant	\$9,500	Fine Arts Dept.
DP	Choir Director	\$8,000	Fine Arts Dept.
DQ	Choir Director - Assistant	\$5,000	Fine Arts Dept.
DL	Drill Team Director	\$9,000	Fine Arts Dept.
DU	Drill Team Director - Assistant	\$4,500	Fine Arts Dept.
DTA	Drill Team Director - Assistant (participating w/Marching Band)	\$2,500	Fine Arts Dept.
DTD	Drill Team Director (participating w/Marching Band)	\$3,000	Fine Arts Dept.
AU	Orchestra Director	\$8,000	Fine Arts Dept.
AVA	Orchestra Director - Assistant	\$4,800	Fine Arts Dept.
PER	Percussion Specialist	\$9,500	Fine Arts Dept.
DH	Theatre Director	\$5,250	Fine Arts Dept.
DHA	Theatre Director - Assistant	\$4,500	Fine Arts Dept.
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria )	\$1,500	Gifted & Talented
AVC	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	\$1,000	SEL/Enrichment Programs
COU	Counselor - Lead	\$2,000	SEL/Enrichment Programs
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>Middle School - Academics</b>			
AM	Academic Pentathlon	\$1,000	Campus Leader
CSC	Coding Sponsor - Campus	\$1,000	Campus Leader
FC	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, Foreign Language, PE)	\$2,500	Campus Leader
F7	Department Head Extra Courses (>15)	\$750	Campus Leader
F6	Department Head Extra Courses (9-15)	\$375	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
MC	Math Counts	\$4,000	Campus Leader
MPS	Mentoring Program Sponsor - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates- predetermined criteria)	\$1,000	Campus Leader
DX	National Honor Society	\$1,500	Campus Leader
AP	Newspaper/Yearbook	\$750	Campus Leader
PA	PALS	\$1,500	Campus Leader
AO	Pep Squad	\$525	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SPE	Speech	\$1,500	Campus Leader
SCM	Student Council	\$1,500	Campus Leader
FB	Team Lead - Middle School	\$500	Campus Leader
WEM	Webmaster - Campus	\$1,000	Campus Leader
AS	Band Director	\$8,000	Fine Arts Dept.
AT	Band Director - Assistant	\$6,000	Fine Arts Dept.
AQ	Choir Director	\$4,000	Fine Arts Dept.
AR	Choir Director - Assistant	\$2,700	Fine Arts Dept.
DMS	Dance Instructor	\$1,000	Fine Arts Dept.
AUM	Orchestra Director	\$5,500	Fine Arts Dept.
AWA	Orchestra Director-Assistant	\$3,120	Fine Arts Dept.
TH	Theatre Instructor	\$2,500	Fine Arts Dept.
THA	Theatre Instructor - Assistant	\$2,000	Fine Arts Dept.
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria)	\$1,500	Gifted & Talented
AVC	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	\$1,000	SEL & Enrichment Programs
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>Elementary - Academics</b>			
BLI	Bilingual Stipend	\$4,000	Position based-HR
UL5	Coach UIL - ES Academics	\$200	Campus Leader
CSC	Coding Sponsor - Campus	\$1,000	Campus Leader
UL6	Coordinator Campus UIL - ES Academics	\$300	Campus Leader
DIS	Destination Imagination Sponsor	\$600	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	\$1,500	Gifted & Talented
MPS	Mentoring Program Sponsor - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	\$1,000	Campus Leader
MC1	Multi-Classroom Leader I (Leads 2-3 Teachers)	\$12,000	Position based-HR
MC2	Multi-Classroom Leader II (Leads 4-6 Teachers)	\$15,000	Position based-HR
DXE	National Honor Society ES	\$1,000	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SCE	Student Council	\$1,000	Campus Leader
FA	Team Leader ES (PreK -5, Spec Ed., Outclass)	\$1,000	Campus Leader
TRT	Team Reach Teacher	\$4,000	Position based-HR
WEM	Webmaster - Campus	\$1,000	Campus Leader
CEL	Choir ES	\$750	Fine Arts Dept.
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>DISTRICT LEVEL</b>			
NSE	Nurse Supervisor	\$1,000	Behavioral Health & Wellness
CT3	CTSO - Agriculture (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$3,000	Career & Technology
CT1	CTSO - Lead (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$1,000	Career & Technology
ROC	ROTC (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$3,000	Career & Technology
CPO	Certified Pool Operator	\$500	Facilities
ART	Art Facilitator	\$3,000	Fine Arts
BND	Band Facilitator	\$3,000	Fine Arts
CHF	Choir Facilitator	\$2,000	Fine Arts
DNF	Dance Facilitator	\$2,000	Fine Arts
MUS	Elementary Music Facilitator	\$3,000	Fine Arts
AUF	Orchestra Facilitator	\$2,000	Fine Arts
TDF	Theatre Facilitator	\$1,500	Fine Arts
NBC	Teacher Incentive Allotment/ National Board (NBPTS)	varies	HR
PHD	Doctorate Degree - Teacher	\$2,200	HR- Employee Upload-Records
MST	Master's Degree - Teacher	\$1,100	HR- Employee Upload-Records
POB	Police Officer - Bachelors Degree Stipend	\$1,800	HR- Employee Upload-Records
POM	Police Officer - Masters Degree Stipend	\$3,000	HR- Employee Upload-Records
ESL	ESL-Teacher Secondary	\$1,000	HR position based
LSS	Lead LSSP	\$2,500	HR position based
LSR	LSSP Retention (lump sum payment by 10/31)	\$1,500	HR position based
MSB	Sign On Bonus - Math Secondary (lump sum payment by 10/31)	\$1,000	HR position based
SSB	Sign On Bonus - Science Secondary (lump sum payment by 10/31)	\$1,000	HR position based
SPG	Sign On Bonus- Speech Pathologist (lump sum payment by 10/31)	\$1,500	HR position based
SET	Special Education - Teacher	\$1,500	HR position based
SEB	Special Education - Teacher (ABC, BSS, CLaSS Plus)	\$2,000	HR position based
SCB	Special Education - Teacher (CBP)	\$3,500	HR position based
SPB	Speech Pathology - 187 work calendar	\$4,000	HR position based
SPC	Speech Pathology - 187 work calendar (4 day work week)	\$3,200	HR position based
SPD	Speech Pathology - 210 work calendar	\$4,500	HR position based
RSP	Speech Pathology Retention Bonus (every 2 years) (lump sum payment by 10/31)	\$1,500	HR position based
CTS	Cooperating Teacher (paid over 2 installments on 1/15 & 6/15)	\$500	Org.Development
FTO	Police - Field Training Officer	\$1,500	Police Dept.
POL	Police Bilingual	\$2,000	Police Dept.
PCA	Police TCOLE Certification - Advanced	\$2,000	Police Dept.
PCI	Police TCOLE Certification - Intermediate	\$1,000	Police Dept.
PCM	Police TCOLE Certification - Master	\$3,000	Police Dept.
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>DISTRICT LEVEL (continued)</b>			
ASH	ASHA Certified - RDSPD	\$2,000	RDSPD Dept.
DCA	Audiologist - RDSPD	\$1,500	RDSPD Dept.
DC1	Interpreter for Deaf - Level 1 Certification	\$2,000	RDSPD Dept.
DC2	Interpreter for Deaf - Level 2 Certification	\$2,500	RDSPD Dept.
DC3	Interpreter for Deaf - Level 3 Certification	\$3,000	RDSPD Dept.
DL4	Interpreter for Deaf - Level 4 Certification	\$3,500	RDSPD Dept.
DC5	Interpreter for Deaf - Level 5 Certification	\$4,000	RDSPD Dept.
SLS	Sign Language Skills - RDSPD	\$1,500	RDSPD Dept.
SBI	Sign On Bonus - Interpreter for Deaf - RDSPD (lump sum payment by 10/31)	\$1,000	RDSPD Dept.
SBR	Sign On Bonus - Teacher RDSPD (lump sum payment by 10/31)	\$5,000	RDSPD Dept.
DC4	Teacher of Deaf - RDSP	\$1,500	RDSPD Dept.
RRS	Teacher of Deaf - RDSPD Retention Supplement (lump sum payment by 10/31)	\$2,500	RDSPD Dept.
ACS	Academy Sponsor (Academy Teacher Facilitator Stipend) (paid in 2 partial installments on 12/15 & 6/30 per predetermined criteria)	\$2,000	SEL/Enrich. Programs
AP5	AP Coordinator level 1 (0-499 exams) paid 6/30 per predetermined criteria	\$500	SEL/Enrich. Programs
AP6	AP Coordinator level 2 (500-999 exams) paid 6/30 per predetermined criteria	\$1,000	SEL/Enrich. Programs
AP7	AP Coordinator level 3 (1000-1499 exams) paid 6/30 per predetermined criteria	\$1,500	SEL/Enrich. Programs
AP8	AP Coordinator level 4 (1500-1999 exams) paid 6/30 per predetermined criteria	\$2,000	SEL/Enrich. Programs
AP9	AP Coordinator level 5 (2000+ exams) paid 6/30 per predetermined criteria	\$2,500	SEL/Enrich. Programs
UL7	Coordinator District UIL - ES Academics	\$500	SEL/Enrich. Programs
BLE	Bilingual Evaluator (Bilingual Diags, LSSP, SLPS)	\$3,000	Special Education Dept.
EDD	Sign On Bonus - Educational Diagnostician (lump sum payment by 10/31)	\$5,000	Special Education
LSB	Sign On Bonus - LSSP Identified Hard to Fill (lump sum payment by 10/31)	\$5,000	Special Education
	Sign On Bonus - SLP Identified Hard to Fill (lump sum payment by 10/31)	\$5,000	Special Education
RSS	Robotics Sponsor (Identified, approved campuses)	\$1,500	STEM
CFS	Coding Facilitator	\$3,000	Teaching & Learning
DHF	Health Facilitator	\$2,000	Teaching & Learning
JOF	Journalism Facilitator	\$2,000	Teaching & Learning
PEF	Physical Education Facilitator	\$2,000	Teaching & Learning
RFS	Robotics Facilitator	\$3,000	Teaching & Learning
SDB	Speech/Debate Facilitator	\$3,000	Teaching & Learning
WLF	World Language Facilitator	\$2,000	Teaching & Learning
MSR	MST Trade-Auxiliary (up to \$1000, annual certification required)	\$1,000	Transportation
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

## ATHLETICS

CODE W/O CDL	Type of Stipend	STIPEND W/O CDL	Submitted by
<b>High School</b>			
BAX	Campus Athletic Coordinator	\$1,978	Asst Director Athletics
BUX	Baseball Varsity Assistant	\$1,950	Campus Athletic Coord
BTX	Baseball Varsity Head	\$3,250	Campus Athletic Coord
BVX	Baseball Junior Varsity	\$1,853	Campus Athletic Coord
BWX	Baseball Sophomore	\$1,625	Campus Athletic Coord
BMX	Basketball Varsity	\$5,070	Campus Athletic Coord
BNX	Basketball Junior Varsity	\$2,925	Campus Athletic Coord
BOX	Basketball Sophomore	\$2,308	Campus Athletic Coord
BPX	Basketball Freshman	\$1,625	Campus Athletic Coord
DB	Cheerleader Varsity	\$3,750	Campus Athletic Coord
DC	Cheerleader JV HS	\$1,750	Campus Athletic Coord
CYX	Cross Country HS	\$2,600	Campus Athletic Coord
CHX	Cross Country HS Co-Ed	\$3,900	Campus Athletic Coord
BCX	Football Assistant Head	\$6,200	Campus Athletic Coord
BDX	Football Varsity Assistant	\$4,550	Campus Athletic Coord
BLX	Football Defensive Coordinator	\$5,850	Campus Athletic Coord
BKX	Football Offensive Coordinator	\$5,850	Campus Athletic Coord
BFX	Football Junior Varsity Assistant	\$4,063	Campus Athletic Coord
BEX	Football Junior Varsity	\$4,225	Campus Athletic Coord
BHX	Football Sophomore Assistant	\$3,900	Campus Athletic Coord
BGX	Football Sophomore Head	\$4,063	Campus Athletic Coord
BJX	Football Freshman Assistant	\$3,770	Campus Athletic Coord
BIX	Football Freshman Head	\$3,900	Campus Athletic Coord
CLX	Golf HS	\$2,925	Campus Athletic Coord
CMX	Golf Co-Ed HS	\$4,225	Campus Athletic Coord
CEX	Soccer Varsity	\$3,250	Campus Athletic Coord
CFX	Soccer Junior Varsity	\$2,275	Campus Athletic Coord
CZX	Soccer Freshman	\$1,300	Campus Athletic Coord
BXX	Softball Varsity	\$3,250	Campus Athletic Coord
BYX	Softball Assistant	\$1,950	Campus Athletic Coord

\*Stipends are paid at a standard amount per pay period unless otherwise noted

# 2024-2025 Stipend/ Supplemental Pay

## ATHLETICS

CODE W/O CDL	Type of Stipend	STIPEND W/O CDL	Submitted by
<b>High School (continued)</b>			
BYZ	Softball Junior Varsity	\$1,853	Campus Athletic Coord
ESX	Swimming Assistant	\$2,275	Campus Athletic Coord
COX	Swimming Head	\$3,705	Campus Athletic Coord
DVC	District HS Diving Coach	\$5,700	Campus Athletic Coord
AJX	Tennis Assistant (Semester)	\$813	Campus Athletic Coord
ETX	Tennis Assistant (Year)	\$1,625	Campus Athletic Coord
CKX	Tennis Spring Head	\$1,853	Campus Athletic Coord
CIX	Tennis Varsity Head (Year)	\$3,705	Campus Athletic Coord
VSX	Tennis Varsity & JV (Semester)	\$2,260	Campus Athletic Coord
VJX	Tennis Varsity & JV (Year)	\$4,518	Campus Athletic Coord
CDX	Track Assistant	\$1,853	Campus Athletic Coord
CCX	Track Varsity Head	\$2,925	Campus Athletic Coord
ERX	Trainer Assistant	\$4,914	Campus Athletic Coord
EZX	Trainer	\$7,712	Campus Athletic Coord
CRX	Volleyball Varsity Head	\$4,550	Campus Athletic Coord
CSX	Volleyball Junior Varsity	\$3,250	Campus Athletic Coord
CTX	Volleyball Freshman	\$2,600	Campus Athletic Coord
WPH	Water Polo Head	\$3,000	Director Athletics
WPA	Water Polo Assistant	\$1,500	Director Athletics
<b>Middle School</b>			
AAX	Campus Athletic Coordinator	\$1,000	Asst Director Athletics
AEX	Basketball	\$1,625	Campus Athletic Coord
AN	Cheerleader	\$2,000	Campus Athletic Coord
ACX	Football Assistant	\$2,425	Campus Athletic Coord
ABX	Football Head	\$2,925	Campus Athletic Coord
CXX	Soccer	\$1,495	Campus Athletic Coord
AGX	Tennis	\$975	Campus Athletic Coord
TGX	Tennis Co-Ed	\$1,072	Campus Athletic Coord
AFX	Track	\$1,495	Campus Athletic Coord
AIX	Volleyball	\$1,625	Campus Athletic Coord
*Stipends are paid at a standard amount per pay period unless otherwise noted			
**Positions are based on actual number of teams			