**Notice of Board Work Session**
**Board of Trustees**
**Thursday, September 10, 2026**

A Board Work Session of the Board of Trustees will be held on Thursday, September 10, 2026, beginning at 6:00 PM, in the Boardroom of the Mark Henry, Ed.D. Administration Building, 11440 Matzke Road, Cypress, Texas 77429.

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

*Notice of this meeting was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building on September 4, 2026, at 7:30 a.m.*

# MEETING OPENING

1. **Call to Order**
2. **Invocation and Pledge of Allegiance**
3. **District's Vision and Mission Statement**
4. **Recognitions and Awards Announcements**

A. The Superintendent will make remarks and announcements regarding the honors and achievements earned by staff and students in recent weeks and provide information regarding district and community events or items of interest.

# MEETING AGENDA

5. **PUBLIC COMMENTS**

A. **Agenda Comments**

Per BED (Local), patrons may address the Board during any Board Meeting under Agenda Comments regarding items listed on the agenda for that meeting. Individuals must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item listed for that meeting on the district website. This electronic speaker form must be completed in its entirety. Agenda Comments will generally be heard before each agenda item to be discussed or considered by the Board unless rearranged by the Board President. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

B. **CITIZEN PARTICIPATION**

Per BED (Local), patrons may address the Board during the Regular Board Meeting under Citizen Participation on any matters of interest or concerns that are not posted agenda items. Individuals may only register to speak one time per meeting and must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the “Register to

Speak" link found under the Citizen Participation heading in the agenda for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Citizen Participation forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

**CITIZEN PARTICIPATION WILL BE HEARD AT THE REGULAR BOARD MEETING ON MONDAY, SEPTEMBER 14, 2026.**

6. **REPORTS**

A. The administration will provide a report on student performance data from the 2026 state assessment and state accountability ratings.

7. **CONSENT AGENDA**

A. The Board will consider approving the minutes of the August 6, 2026, Board Work Session.

B. The Board will consider approving the minutes of the August 10, 2026, Regular Board Meeting.

C. The Board will consider approving the minutes of the August 26, 2026, Special-Called Board Meeting.

D. The Board will consider approving a Resolution to Declare a Good Cause Exception for Armed Security Officer Requirement. [This item may be discussed in closed session.]

E. The Board will consider authorizing the superintendent to execute an Interlocal Agreement between Region 4 ESC (TSDS & PEIMS support) and Cypress-Fairbanks ISD.

F. The Board will consider authorizing the renewal of the Clinical Affiliation Agreement with University of Houston.

G. The Board will consider approving on second reading the additions, revisions, or deletions to district policies:

1. FA (Local): Parent Rights and Responsibilities (Revise)

H. The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.

1. Mind Education Math Site Subscription

8. **NON-CONSENT AGENDA**

A. The Board will consider approving the 2026-2027 SB 12 Annual Certification of Compliance.

B. The Board will consider approving on first reading the additions, revisions, or deletions to district policies:

1. EIC (Local): Academic Achievement Class Ranking (Revise)

C. The Board will consider authorizing the superintendent to approve waivers for Remote Homebound Instruction.

D. The Board will consider approving the 2023-2026 Texas State University Audit Survey for Cypress-Fairbanks ISD.

E. The Board will consider approving the 2026-2027 Strategic Plan Goals and Performance Objectives.

F. The Board will consider making a determination that good cause did not exist as required by law to Heather Tobias, Brittany Fernandez, Jasmine Blake, Lauren Jones, Amy McArthur, Ronald Fangmann, Lawrence Witt, Alejandro Paredes, Katie Brown, Mylan Eugene, Byron Jones, Joseph Connelly, Lloyd Whitaker, Jose Edmonds, Joanna Ramirez, and Lisa Kouame to resign their respective employment contracts. [This item may be discussed in closed session.]

G. The district will consider a Level IV appeal (G. Bell) of a Level III decision.

9. **BOARD COMMENTS**

**Board members may make comments during this portion of the agenda regarding student**

**achievement, district progress and data, community input and concerns, observations from school visits, meetings and conferences attended, district and community events and initiatives, or continuing education. The Board may not take action on items discussed.**

10. **CLOSED SESSION**

**If, during the course of the meeting covered by this notice, the Board should determine that a closed session of the Board should be held or is required in relation to any item included in this notice, then such closed session as authorized by Section 551.001 of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed session concerning any and all subjects and for any and all purposes permitted by Sections 551.071 through 551.084, of the Open Meetings Act.**

A. There will be a Closed Session in accordance with Government Code Section 551.001 et. seq.

| | |
|---|---|
| B. Section 551.071 | C. For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law. For the purpose of consultation with the district's attorney concerning matters on which the attorney's duty to the district under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings laws. |
| D. Section 551.072 | E. For the purpose of discussing the purchase, exchange, lease or value of real property. |
| F. Section 551.073 | G. For the purpose of considering a negotiated contract for a prospective gift or donation. |
| H. Section 551.074 | I. For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee. |
| J. Section 551.076 | K. To consider the deployment, or specific occasions for implementation, of security personnel or devices. |
| L. Section 551.0821 | M. For the purpose of deliberating a matter regarding a public-school student if personally identifiable information about the student will necessarily be revealed. |
| N. Section 551.082 | O. For the purpose of considering discipline of a public-school child or children or to hear a complaint by an employee against another employee if the complaint or charge directly results in a need for a hearing. |
| P. Section 551.083 | Q. For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by section 13.901 of the Texas Education Code. |
| R. Section 551.084 | S. For the purpose of excluding witness or witnesses from a hearing during examination of another witness. |

11. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas 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 open meeting. [See TASB Policy BEC(LEGAL)]

On September 4, 2026, 7:30 a.m., this notice was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building.

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For the Board of Trustees

# 2025-26 State Assessment and State Accountability Ratings Report

September 10, 2026

TXschools.gov FIND SCHOOLS FIND DISTRICTS PARENT RESOURCES TexasAssessment.gov | EN ESPAÑOL

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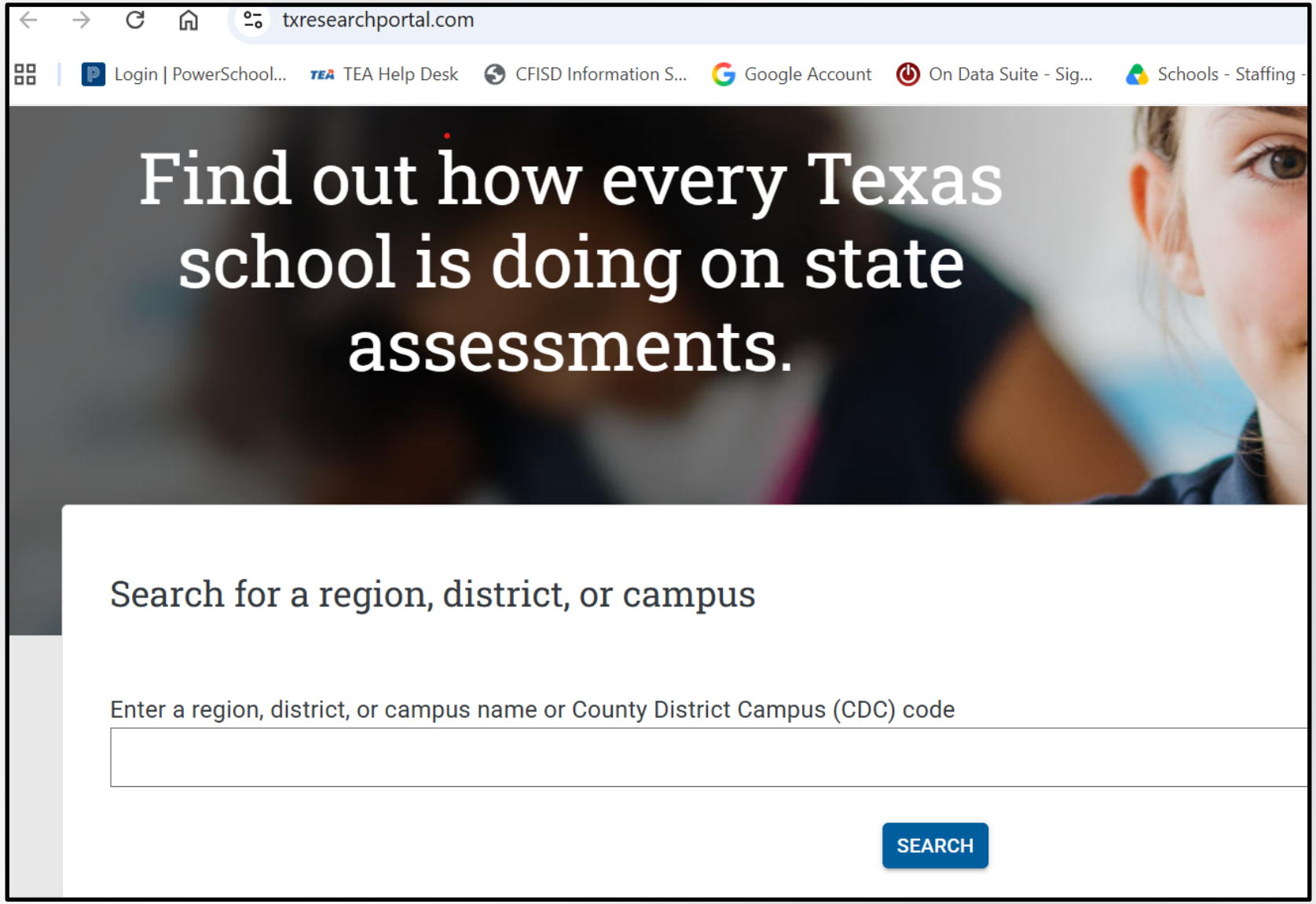
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Find out how every Texas school is doing on state assessments.
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SEARCH

| District | 2026 Total Number of Students | 2026 Eco Dis % | 2026 Accountability Rating | Total Schools | 2026 Campus Overall Accountability Ratings | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | A | | B | | C | | D | | F | |
| | | | | # | # | % | # | % | # | % | # | % | # | % |
| Dallas ISD | 134,302 | 82.3% | 85 | 231 | 48 | 21% | 116 | 50% | 52 | 23% | 13 | 6% | 2 | 1% |
| Spring ISD | 32,328 | 82.8% | 76 | 40 | 4 | 10% | 11 | 28% | 14 | 35% | 9 | 23% | 2 | 5% |
| Houston ISD | 167,793 | 77.2% | 85 | 265 | 92 | 35% | 113 | 43% | 46 | 17% | 9 | 3% | 5 | 2% |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 86 | 91 | 31 | 34% | 36 | 40% | 24 | 26% | 0 | 0% | 0 | 0% |
| Spring Branch ISD | 31,584 | 53.0% | 85 | 41 | 17 | 41% | 14 | 34% | 9 | 22% | 1 | 2% | 0 | 0% |
| Klein ISD | 51,154 | 55.3% | 88 | 48 | 19 | 40% | 26 | 54% | 3 | 6% | 0 | 0% | 0 | 0% |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 78 | 118 | 8 | 7% | 43 | 36% | 47 | 40% | 15 | 13% | 5 | 4% |
| Katy ISD | 95,136 | 43.3% | 88 | 76 | 42 | 55% | 20 | 26% | 10 | 13% | 4 | 5% | 0 | 0% |
| Tomball ISD | 23,202 | 29.1% | 92 | 24 | 19 | 79% | 5 | 21% | 0 | 0% | 0 | 0% | 0 | 0% |

Campuses not rated were removed from the total count.

| District | 2026 Total Number of Students | 2026 Eco Dis % | 2026 Accountability Rating | Total Number of Schools | Total Number of Distinction Designations Earned |
|---|---|---|---|---|---|
| Dallas ISD | 134,302 | 82.3% | 85 | 231 | 547 |
| Spring ISD | 32,328 | 82.8% | 76 | 40 | 53 |
| Houston ISD | 167,793 | 77.2% | 85 | 265 | 711 |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 86 | 91 | 225 |
| Spring Branch ISD | 31,584 | 53.0% | 85 | 41 | 113 |
| Klein ISD | 51,154 | 55.3% | 88 | 48 | 136 |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 78 | 118 | 103 |
| Katy ISD | 95,136 | 43.3% | 88 | 76 | 268 |
| Tomball ISD | 23,202 | 29.1% | 92 | 24 | 77 |

Campuses not rated were removed from the total count.

| 2025-26 STAAR 3-8 RLA, English I, English II Performance | | | | | |
|---|---|---|---|---|---|
| District | 2026 Total Number of Students | 2026 Eco Dis % | At Approaches Grade Level or Above % | At Meets Grade Level or Above % | At Masters Grade Level or Above % |
| State | | | 76% | 56% | 24% |
| Region 4 | | | 78% | 58% | 26% |
| Dallas ISD | 134,302 | 82.3% | 74% | 53% | 23% |
| Spring ISD | 32,328 | 82.8% | 66% | 42% | 14% |
| Houston ISD | 167,793 | 77.2% | 76% | 55% | 24% |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 82% | 64% | 31% |
| Spring Branch ISD | 31,584 | 53.0% | 78% | 63% | 34% |
| Klein ISD | 51,154 | 55.3% | 81% | 63% | 29% |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 78% | 57% | 22% |
| Katy ISD | 95,136 | 43.3% | 86% | 72% | 40% |
| Tomball ISD | 23,202 | 29.1% | 90% | 77% | 43% |

Data are for students enrolled on the last Friday in October 2024.

| 2025-26 STAAR 3-8 Math and Algebra I Performance | | | | | |
|---|---|---|---|---|---|
| District | 2026 Total Number of Students | 2026 Eco Dis % | At Approaches Grade Level or Above % | At Meets Grade Level or Above % | At Masters Grade Level or Above % |
| State | | | 73% | 47% | 20% |
| Region 4 | | | 75% | 50% | 23% |
| Dallas ISD | 134,302 | 82.3% | 74% | 47% | 20% |
| Spring ISD | 32,328 | 82.8% | 64% | 35% | 13% |
| Houston ISD | 167,793 | 77.2% | 75% | 49% | 24% |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 76% | 52% | 24% |
| Spring Branch ISD | 31,584 | 53.0% | 81% | 60% | 32% |
| Klein ISD | 51,154 | 55.3% | 79% | 55% | 24% |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 72% | 42% | 15% |
| Katy ISD | 95,136 | 43.3% | 83% | 64% | 36% |
| Tomball ISD | 23,202 | 29.1% | 90% | 74% | 42% |

Data are for students enrolled on the last Friday in October 2024.

| 2025-26 STAAR 5 & 8 Science and Biology Performance | | | | | |
|---|---|---|---|---|---|
| District | 2026 Total Number of Students | 2026 Eco Dis % | At Approaches Grade Level or Above % | At Meets Grade Level or Above % | At Masters Grade Level or Above % |
| State | | | 79% | 54% | 28% |
| Region 4 | | | 81% | 57% | 31% |
| Dallas ISD | 134,302 | 82.3% | 76% | 48% | 22% |
| Spring ISD | 32,328 | 82.8% | 69% | 39% | 16% |
| Houston ISD | 167,793 | 77.2% | 78% | 54% | 29% |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 85% | 65% | 39% |
| Spring Branch ISD | 31,584 | 53.0% | 85% | 64% | 40% |
| Klein ISD | 51,154 | 55.3% | 85% | 63% | 33% |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 80% | 57% | 29% |
| Katy ISD | 95,136 | 43.3% | 88% | 71% | 47% |
| Tomball ISD | 23,202 | 29.1% | 92% | 77% | 53% |

Data are for students enrolled on the last Friday in October 2024.

| 2025-26 STAAR 8 Social Studies and U.S. History | | | | | |
|---|---|---|---|---|---|
| District | 2026 Total Number of Students | 2026 Eco Dis % | At Approaches Grade Level or Above % | At Meets Grade Level or Above % | At Masters Grade Level or Above % |
| State | | | 77% | 52% | 27% |
| Region 4 | | | 78% | 55% | 31% |
| Dallas ISD | 134,302 | 82.3% | 77% | 52% | 29% |
| Spring ISD | 32,328 | 82.8% | 68% | 36% | 14% |
| Houston ISD | 167,793 | 77.2% | 76% | 53% | 29% |
| Cypress-Fairbanks ISD | 114,430 | 58.5% | 82% | 61% | 37% |
| Spring Branch ISD | 31,584 | 53.0% | 80% | 59% | 37% |
| Klein ISD | 51,154 | 55.3% | 81% | 58% | 34% |
| Northside ISD - Bexar Co. | 98,031 | 51.4% | 80% | 58% | 32% |
| Katy ISD | 95,136 | 43.3% | 88% | 71% | 50% |
| Tomball ISD | 23,202 | 29.1% | 86% | 69% | 47% |

Data are for students enrolled on the last Friday in October 2024.

# Increasing Academic Performance in 2026-27

Implementation of a new math curriculum in Grades K-8 & Algebra 1
- Explicit fluency lessons and intervention/acceleration opportunities embedded in the curriculum
- Professional development designed to further content knowledge

Provide district-wide observation tools for campus instructional leaders to coach and share feedback

Utilize a video library for elementary ELAR teachers to observe lessons covering critical TEKS

Enhance first-time instruction by providing teachers with additional resources to scaffold instruction.

Increase embedded opportunities for differentiation across the curriculum.

Target opportunities for teachers to check for understanding.

Focus on equipping teachers with strategies to help students increase academic discourse and rigor.

Continue providing needs-based processional development.

Deepen personalized coaching for teachers to strengthen students' investigation and problem-solving skills.

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT**
**BOARD OF TRUSTEES**

**AUGUST 6, 2026**
**BOARD WORK SESSION MINUTES**

The Cypress-Fairbanks Independent School District Board of Trustees convened in a Board Work Session on Thursday, August 6, 2026, in the Boardroom of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building, located at 11440 Matzke Road, Cypress, Texas.

## MEETING OPENING

**1. Call to Order**

Board President Julie Hinaman called the meeting to order at 6:00 p.m.

The following Board members were present: Julie Hinaman, Dr. Cleveland O. Lane, Jr., Lesley Guilmart, Kendra Camarena, Christine Kalmbach, and Todd LeCompte. Trustee Justin Ray was not present.

Ms. Hinaman announced that the following items would be presented at the Regular Board Meeting on Monday, August 10, 2026: **Invocation and Pledge of Allegiance**; **Vision and Mission Statement**; **Recognitions and Awards Announcements**; **Citizen Participation**; **Public Hearing**; and **Board Comments.**

## MEETING AGENDA

The Board continued with **Public Comments**.

**5. Public Comments**

**5.A. Agenda Comments**

Per BED (Local), patrons may address the Board and make public comments on an agenda item during or before the board's consideration of the item. Individuals must register online in advance to speak. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

**Speakers:**

1. Austin Strozier expressed his opposition to the proposed Voter Approval Tax Rate Election (VATRE).
2. Mary Anna Gannon shared her support for calling a VATRE and Bond election.

The Board proceeded with the **Reports** portion of the agenda.

**6. Reports**

**6.A.** The administration provided an oral report on the results of the Efficiency Audit performed by Weaver and Tidwell, L.L.P.

**6.B.** The administration provided an oral report on the proposed 2026 Maintenance and Operations and Interest and Sinking tax rates.

The Board reviewed the following **Consent Agenda Items. (**During the review of the following action items any Board member had the option to remove one or more of those items, at which time, those items would be addressed and voted on individually.)

**8. Consent Agenda**

**8.A.** The Board will consider approving the minutes of the June 22, 2026, Board Work Session.

**8.B.** The Board will consider a resolution approving the individual authorized to calculate the no-new-revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements.

**8.C.** The Board will consider authorizing the superintendent to execute an Interlocal Contract between Harris County Department of Education (ABS-West) and Cypress-Fairbanks ISD.

**8.D.** The Board will consider authorizing the superintendent to execute an Interlocal Contract between Harris County Department of Education (School-Based Therapy Services) and Cypress-Fairbanks ISD.

**8.E.** The Board will consider authorizing the superintendent to execute an Affiliation Agreement between Stephen F. Austin University and Cypress-Fairbanks ISD.

**8.F.** The Board will consider approving an Affiliation Agreement between Methodist Health Centers and Cypress-Fairbanks ISD.

**8.G.** The Board will consider approving the updated list of advanced courses for exemption purposes for the 2026-2027 school year.

**8.H.** The Board will consider approving an agreement between Delta-T Group Texas, Inc. and Cypress-Fairbanks ISD.

**8.I.** The Board will consider approving an agreement between Ro Health and Cypress-Fairbanks ISD.

**8.J.** The Board will consider approving an agreement between Aveanna Healthcare and Cypress-Fairbanks ISD.

**8.K.** The Board will consider approving a Memorandum of Understanding between the Harris County Juvenile Board and Cypress-Fairbanks ISD.

**8.L.** The Board will consider approving on second reading the additions, revisions, or deletions to district policies:

8.L.1. BJCF (Local) - Superintendent: Nonrenewal (Revise)
8.L.2. CAA (Local) - Fiscal Management Goals & Objectives: Financial Ethics (Revise)
8.L.3. DC (Local) - Employment Practices (Revise)
8.L.4. DH (Local) - Employee Standards of Conduct (Revise)
8.L.5. DP (Local) - Personnel Positions (Delete)
8.L.6. DPA (Local) - Personnel Positions: Principals (Add)
8.L.7. DPB (Local) - Personnel Positions: Other Personnel Positions (Add)
8.L.8. EFB (Local) - Instructional Resources: Library Materials (Revise)
8.L.9. EHBB (Local) - Special Programs: Gifted & Talented Students (Revise)
8.L.10. FFF (Local) - Student Welfare: Student Safety (Revise)

**8.M.** The Board will consider authorizing the superintendent to execute an Interlocal Agreement between Region 6 ESC and Cypress-Fairbanks ISD.

**8.N.** The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.

8.N.1. Furniture and Equipment for Virtual Pathways

**8.O.** The Board will consider approving a water meter easement with Municipal Utility District 239.

**8.P.** The Board will consider approving construction proposals and contracts paid from Bond Funds to the recommended contractors and authorize the Superintendent or designee to execute all necessary documents related to such contracts as follows:

8.P.1. 2025 Virtual Pathways Campus

The Board reviewed the following **Non-Consent Agenda Items.**

**9. <u>Non-Consent Agenda</u>**

**9.A.** The Board will consider approving the Agreement for the Purchase of Attendance Credits (Netting Chapter 48 Funding) for the 2026-2027 school year and delegating contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent by taking action on Thursday, August 6, 2026.

Board President Hinaman called for a motion.

Trustee Dr. Cleveland O. Lane, Jr. made a motion to approve the Agreement for the Purchase of Attendance Credits (Netting Chapter 48 Funding) for the

2026-2027 school year and delegate contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent.
Trustee Todd LeCompte seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**6 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

For the 2026-2027 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.

**9.B.** The Board will consider the 2026 Tax Rate Resolution to support the 2026-2027 Maintenance and Operations and Debt Service budgets by setting the 2026 M&O and Interest and Sinking tax rates.

**9.C.** The Board of Trustees of the Cypress-Fairbanks Independent School District will consider the adoption of an Order Calling a Voter Approval Tax Rate Election (VATRE) to be Held Within the District; Providing for the Conduct and the Giving of Notice of the Election; And Containing Other Provisions Relating to the Election. A **draft** of the **ELECTION ORDER** is available for review by **clicking on the link below**. The final amounts and the scope of this proposition to be presented to the voters are within the discretion of the Board of Trustees.

**9.D.** The Board of Trustees of the Cypress-Fairbanks Independent School District will consider the adoption of an Order Calling a Bond Election to be Held Within the District; Making Provisions for the Conduct and the Giving of Notice of the Election; And Containing Other Provisions Relating Thereto. A **draft** of the **ELECTION ORDER** reflecting the proposed amounts and scope of the propositions is available for review by **clicking on the link below**. The final amounts and the scope of any propositions to be presented to the voters are within the discretion of the Board of Trustees.

**9.E.** The Board will consider nominations for the Region 4, Position B, large district member seat on the TASB Board of Directors.

**9.F.** The Board will consider approving the 2026-2027 Cypress-Fairbanks ISD Student Code of Conduct.

**9.G.** The Board will consider approving the CFISD 2023-2026 Safety and Security Audit Cycle Report. [This item may be discussed in closed session.]

**9.H.** The Board will consider approving a Resolution adopting the 2025 Harris County Multi-Jurisdictional Hazard Mitigation Plan.

**9.I.** The Board will consider approving on first reading the additions, revisions, or deletions to district policies:

9.I.1. FA (Local): Parent Rights and Responsibilities (Revise)

**9.J.** The Board will consider approving the superintendent's recommendation to rescind the notice to Juan Grover regarding the proposed termination of his probationary contract with the District for the 2026-2027 school year. [This item may be discussed in closed session.]

Ms. Hinaman announced that the Board would meet in closed session regarding Items 9.G and 9.J.

**10. <u>Closed Session</u>**

Board President Hinaman asked for a motion to move into closed session.

Trustee Lesley Guilmart made a motion to move into closed session.
Trustee Christine Kalmbach seconded.
**Camarena – Aye**

**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**6 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

Ms. Hinaman adjourned the meeting to closed session at 8:18 p.m.

**11. Adjournment**

Board President Hinaman adjourned the Board Work Session in closed session at 8:37 p.m.

| | |
|---|---|
| Julie Hinaman<br>President, Board of Trustees | Lesley Guilmart<br>Secretary, Board of Trustees |

Approved: September 14, 2026

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT**
**BOARD OF TRUSTEES**
**AUGUST 2026**
**REGULAR BOARD MEETING MINUTES**

The Cypress-Fairbanks Independent School District Board of Trustees convened in Regular Session on Monday, August 10, 2026, in the Boardroom of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building, located at 11440 Matzke Road, Cypress, Texas 77429.

## MEETING OPENING

**1. Call to Order**

Board President Julie Hinaman called the meeting to order at 6:00 p.m.

The following Trustees were present: Julie Hinaman, Dr. Cleveland O. Lane, Jr., Kendra Camarena, Christine Kalmbach, Todd LeCompte, Lesley Guilmart, and Justin Ray.

**2. Invocation and Pledge of Allegiance**

Donald Rawls, Senior Pastor, Christ the Living Word Church, delivered the invocation.

President Hinaman led the Pledge of Allegiance to the United States and Texas Flags.

**3. District's Vision and Mission Statement**

President Hinaman read the District's Vision and Mission Statement.

The Board proceeded with the **Remarks and Announcements** portion of the agenda.

**4. Recognitions and Awards Announcements**

**4.A.** Superintendent Killian made remarks and announcements regarding the honors and achievements earned by staff and students in recent weeks and provided information regarding district and community events or items of interest.

Irene Ruiz, Assistant Superintendent for School Leadership, introduced Rodney Garcia as the new Principal for Reed Elementary School.

Board President Hinaman called for a recess at 6:18 p.m.

Board President Hinaman called the meeting back to order at 6:24 p.m.

## MEETING AGENDA

The Board proceeded with **Public Comments.**

**5. Public Comments**

**5.A. Agenda Comments**

Per BED (Local), patrons may address the Board and make public comments on an agenda item during or before the board's consideration of the item. Individuals must register online in advance to speak. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

**Speakers**:

1. Mark Goloby expressed his opposition to the VATRE tax increase.
2. Bryan Henry shared his support for holding a VATRE election in November.
3. Frances Romero shared her support for calling a VATRE election in November.
4. Sarah Rivlin shared her support for a Bond election, investing in CFISD children's future.
5. Nikki Cowart shared her support for a VATRE and Bond election in November.
6. Mark Goloby questioned the appropriateness of a $1.6 billion line of credit.
7. Frances Romero shared her support for calling a Bond election and the recommendation by the 25-26 LRPC.

8. Jennifer Chenette shared comments on parental rights.

**5.B. Citizen Participation**

Per BED (Local), patrons may address the Board during the Regular Board Meeting under Citizen Participation on any matters of interest or concerns that are not posted agenda items. Individuals may only register to speak one time per meeting and must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under the Citizen Participation heading in the agenda for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Citizen Participation forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

**Speaker:**

1. Jennifer Chenette questioned how educators would handle the Ten Commandment posters in classrooms.
2. Austin Strozier shared his opposition to the VATRE election.
3. Amreen Shaikh spoke on the religious and misrepresentation of Islamic and Indian students.
4. Thomas Jackson encouraged the Board to "let the people decide" regarding the VATRE election.
5. Sarah Rivlin shared comments on Texas school finances and how it affects CFISD.
6. Mark Goloby shared comments on higher taxes and recapture by the state.
7. Mary Anna Gannon shared the importance of the VATRE and all four Bond propositions.
8. Jeremey Eugene shared his support for the VATRE election.

Ms. Hinaman announced that the **Reports** portion of the agenda was presented at the Thursday Board Work Session; however, Greg Peterson with Weaver & Tidwell, LLP, returned to answer any questions the Board had regarding Reports Item 6.A., the results of the Efficiency Audit Report. Hearing no questions, the Board proceeded with the **Public Hearing** portion of the agenda.

**7. Public Hearing**

**7.A.** The Board held a Public Hearing on the adoption of the 2026 Tax Rate at 6:00 p.m. on Monday, August 10, 2026.

The Board proceeded with the **Consent Agenda Items.**

(During review of the following action items any Board member may remove one or more of these items, at which time, these items will be addressed and voted on individually. If any board member has a question regarding an agenda item, please ask to be recognized on consent agenda items.)

**8. Consent Items**

**8.A.** The Board will consider approving the minutes of the June 22, 2026, Board Work Session.

**8.B.** The Board will consider a resolution approving the individual authorized to calculate the no-new-revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements.

**8.C.** The Board will consider authorizing the superintendent to execute an Interlocal Contract between Harris County Department of Education (ABS-West) and Cypress-Fairbanks ISD.

**8.D.** The Board will consider authorizing the superintendent to execute an Interlocal Contract between Harris County Department of Education (School-Based Therapy Services) and Cypress-Fairbanks ISD.

**8.E.** The Board will consider authorizing the superintendent to execute an Affiliation Agreement between Stephen F. Austin University and Cypress-Fairbanks ISD.

**8.F.** The Board will consider approving an Affiliation Agreement between Methodist Health Centers and Cypress-Fairbanks ISD.

**8.G.** The Board will consider approving the updated list of advanced courses for exemption purposes for the 2026-2027 school year.

**8.H.** The Board will consider approving an agreement between Delta-T Group Texas, Inc. and Cypress-Fairbanks ISD.

**8.I.** The Board will consider approving an agreement between Ro Health and Cypress-Fairbanks ISD.

**8.J.** The Board will consider approving an agreement between Aveanna Healthcare and Cypress-Fairbanks ISD.

**8.K.** The Board will consider approving a Memorandum of Understanding between the Harris County Juvenile Board and Cypress-Fairbanks ISD.

**8.L.** The Board will consider approving on second reading the additions, revisions, or deletions to district policies:

8.L.1. BJCF (Local) - Superintendent: Nonrenewal (Revise)
8.L.2. CAA (Local) - Fiscal Management Goals & Objectives: Financial Ethics (Revise)
8.L.3. DC (Local) - Employment Practices (Revise)
8.L.4. DH (Local) - Employee Standards of Conduct (Revise)
8.L.5. DP (Local) - Personnel Positions (Delete)
8.L.6. DPA (Local) - Personnel Positions: Principals (Add)
8.L.7. DPB (Local) - Personnel Positions: Other Personnel Positions (Add)
8.L.8. EFB (Local) - Instructional Resources: Library Materials (Revise)
8.L.9. EHBB (Local) - Special Programs: Gifted & Talented Students (Revise)
8.L.10. FFF (Local) - Student Welfare: Student Safety (Revise)

**8.M.** The Board will consider authorizing the superintendent to execute an Interlocal Agreement between Region 6 ESC and Cypress-Fairbanks ISD.

**8.N.** The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.

8.N.1. Furniture and Equipment for Virtual Pathways

**8.O.** The Board will consider approving a water meter easement with Municipal Utility District 239.

**8.P.** The Board will consider approving construction proposals and contracts paid from Bond Funds to the recommended contractors and authorize the Superintendent or designee to execute all necessary documents related to such contracts as follows:

8.P.1. 2025 Virtual Pathways Campus

Ms. Hinaman asked if any Board member wished to remove one or more of these items for further discussion. Upon hearing no further discussion or comments, Ms. Hinaman asked for a motion to approve the consensus action items as recommended.

Trustee Justin Ray moved to approve the consent agenda.
Trustee Kendra Camarena seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

The Board proceeded with the **Non-Consent Agenda Items.**

**9. <u>Non-Consent Items</u>**

**9.A.** The Board will consider approving the Agreement for the Purchase of Attendance Credits (Netting Chapter 48 Funding) for the 2026-2027 school year and delegating contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent by taking action on Thursday, August 6, 2026.

***This item was voted on and approved during the Board Work Session on Thursday, August 6, 2026.***

**9.B.** The Board will consider the 2026 Tax Rate Resolution to support the 2026-2027 Maintenance and Operations and Debt Service budgets by setting the 2026 M&O and Interest and Sinking tax rates.

Trustee Julie Hinaman moved that the property tax rate be increased by the adoption

of a tax rate of $1.1569, which is effectively a 11.61 percent increase in the tax rate.
Trustee Lesley Guilmart seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Nay**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**6 votes in favor | 1 vote opposed | 0 abstentions. Motion carries.**

**9.C.** The Board of Trustees of the Cypress-Fairbanks Independent School District will consider the adoption of an Order Calling a Voter Approval Tax Rate Election (VATRE) to be Held Within the District; Providing for the Conduct and the Giving of Notice of the Election; And Containing Other Provisions Relating to the Election. A draft of the ELECTION ORDER is available for review by clicking on the link below. The final amounts and the scope of this proposition to be presented to the voters are within the discretion of the Board of Trustees.

Ms. Hinaman called for a motion.

Trustee Dr. Cleveland O. Lane, Jr. moved that the Board of Trustees adopt the order calling for a Voter Approval Tax Rate Election which is before the Board.
Trustee Kendra Camarena seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Nay**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**6 votes in favor | 1 vote opposed | 0 abstentions. Motion carries.**

**9.D.** The Board of Trustees of the Cypress-Fairbanks Independent School District will consider the adoption of an Order Calling a Bond Election to be Held Within the District; Making Provisions for the Conduct and the Giving of Notice of the Election; And Containing Other Provisions Relating Thereto. A draft of the ELECTION ORDER reflecting the proposed amounts and scope of the propositions is available for review by clicking on the link below. The final amounts and the scope of any propositions to be presented to the voters are within the discretion of the Board of Trustees.

Ms. Hinaman called for a motion.

Trustee Dr. Cleveland O. Lane, Jr. moved that the Board of Trustees of the Cypress-Fairbanks Independent School District approve the adoption of an order calling for a Bond Election to be held within the district, making provisions for the conduct and the giving of notice of the election and containing other provisions relating thereto.
Trustee Lesley Guilmart seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Nay**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**6 votes in favor | 1 vote opposed | 0 abstentions. Motion carries.**

**9.E.** The Board will consider nominations for the Region 4, Position B, large district member seat on the TASB Board of Directors.

Ms. Hinaman called for a motion.

Trustee Christine Kalmbach made a motion to table this item indefinitely.
Trustee Lesley Guilmart seconded.

**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Nay**
**LeCompte – Aye**
**Ray – Nay**
**5 votes in favor | 2 votes opposed | 0 abstentions. Motion carries.**

**9.F.** The Board will consider approving the 2026-2027 Cypress-Fairbanks ISD Student Code of Conduct.

Ms. Hinaman called for a motion.

Trustee Justin Ray made a motion to approve the 2026-2027
Cypress-Fairbanks ISD Student Code of Conduct.
Trustee Lesley Guilmart seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**9.G.** The Board will consider approving the CFISD 2023-2026 Safety and Security Audit Cycle Report. [This item was discussed in closed session.]

Ms. Hinaman called for a motion.

Trustee Todd LeCompte made a motion to approve the
CFISD 2023-2026 Safety and Security Audit Cycle Report.
Trustee Justin Ray seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**9.H.** The Board will consider approving a Resolution adopting the 2025 Harris County Multi-Jurisdictional Hazard Mitigation Plan.

Ms. Hinaman called for a motion.

Trustee Lesley Guilmart made a motion to approve a Resolution adopting
the 2025 Harris County Multi-Jurisdictional Hazard Mitigation Plan.
Trustee Kendra Camarena seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**9.I.** The Board will consider approving on first reading the additions, revisions, or deletions to district policies:

9.I.1. FA (Local): Parent Rights and Responsibilities (Revise)

Ms. Hinaman called for a motion.

Trustee Christine Kalmbach made a motion to table until September.
Trustee Todd LeCompte seconded.

After learning that the second reading of FA (Local) is scheduled for the September 2026 agenda, leaving time to gather and review further policy information, Ms. Kalmbach withdrew her motion to table.

The original motion was withdrawn and Ms. Hinaman called for another motion.

Trustee Kendra Camarena moved that the Board approve on first reading the additions, revisions, or deletions to district policy as posted in the agenda.
Trustee Lesley Guilmart seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**9.J.** The Board will consider approving the superintendent's recommendation to rescind the notice to Juan Grover regarding the proposed termination of his probationary contract with the District for the 2026-2027 school year. [This item was discussed in closed session.]

Ms. Hinaman called for a motion.

Trustee Todd LeCompte moved that the Board rescind the notice of termination given to Juan Grover regarding his probationary contract for the 26-27 school year.
Trustee Christine Kalmbach seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Abstain**
**6 votes in favor | 0 votes opposed | 1 abstention. Motion carries.**

Ms. Hinaman announced that the following **Addendum** was added to the August Board Meeting Agenda.

**1.A.** The Board will receive legal advice from the general counsel on a matter in which the ethical duty of the general counsel to the Board of Trustees clearly conflicts with chapter 551 of the Texas Government Code; and on the status of pending litigation matters. [This item will be discussed in closed session]

The Board proceeded with **Board Comments.**

**10. <u>Board Comments</u>**

Board members may make comments during this portion of the agenda regarding student achievement, district progress and data, community input and concerns, observations from school visits, meetings and conferences attended, district and community events and initiatives, or continuing education. The Board may not take action on items discussed.

**Kendra Camarena** shared the following important election dates with the community: Monday, 10/5, last day to register to vote; Monday, 10/19, early voting begins; Friday, 10/23, last day to apply for ballot by mail; Friday, 10/30, early voting closes; and Tuesday, 11/3, is election day.

**Todd LeCompte** extended a "big welcome back" to all students and staff. He shared that he is looking forward to an exciting first day of school and another great school year.

**Lesley Guilmart** extended a warm welcome to everyone for the new school year. She expressed deep gratitude for the school district and the dedicated adults who work hard to create an environment where relationships thrive, and students reach their full potential. Additionally, Ms. Guilmart encouraged voters to understand the facts surrounding the upcoming Bond and VATRE elections.

**Dr. Cleveland O. Lane, Jr.** welcomed administrators, teachers, staff, and students back for the new school year. Quoting Nelson Mandela, who noted that "Education is the most powerful weapon," which you can use to change the world, Dr. Lane expressed confidence that today's students will indeed change the world in the future. He also highlighted his recent attendance at the New Trustee Governance Summit, where he gained valuable professional growth. Dr. Lane honored Senator Matthew Gaines and State Representative William H. Holland—formerly enslaved men and influential political figures who championed crucial legislation that led to the founding of Prairie View A&M University.

**Christine Kalmbach** shared her prayers for a wonderful first day of school for all students and staff, while offering words of wisdom to the Class of 2027. She expressed her hope that the community will continue honoring our nation through celebrations such as America's birthday, Labor Day, Constitution Day, and Veterans Day. Mrs. Kalmbach thanked the staff for their hard work in preparing for the new school year and ensuring campus safety. Lastly, she urged drivers to stay alert in school zones and remain patient as students and staff return to class.

**Justin Ray** wished everyone a great school year, sharing his enthusiasm for upcoming events like Friday night lights, choir concerts, theater performances, and much more. Mr. Ray wanted the community to know that the CFISD Board takes the decision to call a VATRE and Bond election very seriously, with affordability remaining a top consideration. Addressing the tough financial choices ahead, he expressed complete faith in the Cy-Fair community and its voters.

**11. <u>Closed Session</u>**

Ms. Hinaman called for a motion to move into closed session to discuss Item 1.A. of the Addendum. (Following the conclusion of the closed session, the Board would not be returning to open session.)

Trustee Todd LeCompte made a motion.
Trustee Justin Ray seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**12. <u>Adjournment</u>**

Board President Hinaman announced that the Board concluded its business meeting and thanked the community for their interest in CFISD. Upon hearing no objections, Ms. Hinaman adjourned the meeting to closed session at 7:53 p.m.

(Closed session ended at 8:40 p.m.)

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|---|---|
| Julie Hinaman<br>President, Board of Trustees | Lesley Guilmart<br>Secretary, Board of Trustees |

Approved: September 14, 2026

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT**
**BOARD OF TRUSTEES**

# AUGUST 26, 2026
## SPECIAL-CALLED BOARD MEETING MINUTES

The Cypress-Fairbanks Independent School District Board of Trustees convened in a Special-Called Board Meeting on Wednesday, August 26, 2026, in the Boardroom of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building, located at 11440 Matzke Road, Cypress, Texas 77429.

**1. Call to Order**

**1.A.** Board President Julie Hinaman called the meeting to order at 5:00 p.m.

The following Trustees were present: Julie Hinaman, Dr. Cleveland O. Lane, Jr., Lesley Guilmart, Kendra Camarena, Todd LeCompte, and Justin Ray. Board member Christine Kalmbach joined the meeting in closed session shortly after the meeting began.

**2. Public Comments**

**2.A.** Agenda Comments

Per BED (Local), patrons may address the Board and make public comments on an agenda item during or before the board's consideration of the item. Individuals must register online in advance to speak. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

There were no speakers.

Board President Hinaman proceeded with the **Action Items** portion of the agenda. Upon no objections from fellow Board members, Ms. Hinaman moved Item 3.C. to the top of the agenda.

**3. Action Items**

**3.C.** The Board will consider authorizing the Superintendent to execute memorandums of understanding with participating colleges and universities for the Texas Education Agency student-teacher residency program.

Ms. Hinaman called for a motion.

Trustee Kendra Camarena moved that the Board authorize the Superintendent to execute memorandums of understanding with participating colleges and universities for the TEA student-teacher residency program.
Trustee Dr. Cleveland O. Lane, Jr. seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**6 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**3.A.** The Board will consider approving the 2025-2026 Superintendent's Evaluation. [This matter will be discussed in closed session.]

**3.B.** The Board will review and consider approval of an amendment to the contract of employment for the superintendent of schools. [This matter will be discussed in closed session pursuant to Section 551.071 and 551.074.]

**4. Closed Session**

**4.A.** Ms. Hinaman called for a motion to move into closed session to discuss agenda items 3.A. and 3.B. Ms. Hinaman informed viewers that following the conclusion of the closed session, the Board would reconvene in open session to take any necessary action on these items.

Trustee Justin Ray made a motion.
Trustee Todd LeCompte seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**6 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

The Board moved to closed session and began discussions at 5:03 p.m.

The Board reconvened in open session at 9:15 p.m. and proceeded with Items 3.A. and 3.B.

**3.A.** The Board will consider approving the 2025-2026 Superintendent's Evaluation. [This matter was discussed in closed session.]

Trustee Julie Hinaman made a motion to approve the 2025-2026 Superintendent's Evaluation.
Trustee Justin Ray seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

**3.B.** The Board will review and consider approval of an amendment to the contract of employment for the superintendent of schools. [This matter was discussed in closed session pursuant to Section 551.071 and 551.074.]

Trustee Julie Hinaman moved that the Board not make a change to the current employment contract of the Superintendent of Schools and to maintain the current compensation and contract.
Trustee Todd LeCompte seconded.
**Camarena – Aye**
**Guilmart – Aye**
**Hinaman – Aye**
**Kalmbach – Aye**
**Lane – Aye**
**LeCompte – Aye**
**Ray – Aye**
**7 votes in favor | 0 votes opposed | 0 abstentions. Motion carries.**

***In conclusion of the meeting …***

Ms. Hinaman shared the following: "As President of the Board of Trustees for Cy-Fair ISD, I would like to thank Dr. Doug Killian for his service in Cy-Fair. The Board is grateful for his leadership, his dedication, for the commitment of student achievement, for the focus on providing an exceptional work environment for our employees, and for continuing to build positive relationships with our district."

Dr. Killian responded with the following: "I would like to thank the Board for the time and the effort that they put into the evaluation. I know it's a long process and obviously you took your time and went through the entire document and that really speaks volumes of the dedication you have, so I really appreciate that. And in addition, I am really glad we didn't take any action on contract or compensation because I would not accept it and also it's not the appropriate time with all our economic challenges that we have. Thank you very much."

**5. Adjournment**

Board President Hinaman announced that the Board concluded their business meeting and appreciates the community's interest in CFISD. Upon hearing no objections, the meeting was adjourned at 9:18 p.m.

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|---|---|
| Julie Hinaman<br>President, Board of Trustees | Dr. Cleveland O. Lane, Jr.<br>Vice President, Board of Trustees |

Approved: September 14, 2026

**Cypress-Fairbanks Independent School District**
**Resolution to Declare a Good Cause Exception**
**Armed Security Officer Requirement**

WHEREAS, Section 37.0814 of the Texas Education Code requires the board of trustees of each school district to determine the appropriate number of armed security officers for each district campus;

WHEREAS, Section 37.0814(a) of the Texas Education Code requires the board to ensure that at least one armed security officer is present during regular school hours at each district campus;

WHEREAS, Section 37.0814(b) of the Texas Education Code requires that at least one armed security officer at each campus be a commissioned peace officer, namely a school district peace officer; a school resource officer; or a commissioned peace officer employed as security personnel under Section 37.081 of the Texas Education Code;

WHEREAS, Section 37.0814(c) of the Texas Education Code provides that if a school district is unable to comply with this section, the board of trustees may determine that a good cause exception is required if the district's noncompliance is due to the availability of funding or qualified personnel;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Cypress-Fairbanks Independent School District hereby determines that the School District is unable to ensure that at least one armed security officer, as defined by law, is present during regular school hours at each district campus due to a lack of available funding for this requirement as well as a lack of available qualified personnel to serve as armed security officers.

BE IT FURTHER RESOLVED that the Board of Trustees makes this determination based on:

> Compliance with this provision would require hiring 60 additional officers. The 2026-27 budget deficit the board of trustees adopted is $81 million. The approximate cost to employ one police officer is $150,000, which includes salary, benefits, uniforms, and necessary equipment. Therefore, the estimated total cost to comply would be $9M. The existing safety and security budget does not account for the additional 60 officers. is $15M.
>
> AND
>
> For the 2026-2027 school year, we continue to lack quality applicants who meet all hiring standards and criteria. We currently have 14 vacancies out of the 117 allotted positions.

FINALLY, BE IT RESOLVED that the Board of Trustees, having claimed a good cause exception, has developed and documented an appropriate alternative standard in accordance with Sections 37.0814(d) and (e) of the Texas Education Code that also meets the District's high standards for student and staff safety at District campuses and facilities.

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

President, Board of Trustees: _____

Secretary, Board of Trustees: _____

# 2026-2027 Texas Student Data System (TSDS) and PEIMS Support Services Agreement

This Agreement between Region 4 Education Service Center and **Cypress-Fairbanks ISD (101-907)** provides for Texas Student Data System (TSDS) and PEIMS Support Services.

*Support Services Provisions*

The fee for TSDS and PEIMS Support Services is based on the selection from the attached Exhibit "A". The district may incur additional charges based on actual usage of certain services.

The terms and conditions of this Agreement are as follows:

A. This Agreement shall be, and is subject to, all pertinent laws and regulations of the State of Texas and the United States of America. Venue for any legal proceeding relating to this Agreement shall be in Harris County, Texas.

B. The undersigned parties bind themselves to the faithful performance of this Agreement on its final approval.

C. This Agreement contains the entire agreement by and between the parties for purposes of accomplishing the results and objectives herein contained. Any alteration, addition or deletion shall be by addendum, in writing, and executed by the parties.

D. Notice required by this Agreement shall be made in writing and delivered to the undersigned parties.

E. The parties acknowledge and agree that Region 4 may utilize a third-party data software and service provider for the purposes of TSDS/PEIMS data analysis during the submission review process.

F. This Agreement requires payment for the contracted services based on the defined payment method outlined below:

   Full payment of contract price. This method requires complete payment of the contracted price within 45 days of invoice receipt. Accounts unpaid sixty (60) days after receipt of invoice may have service suspended or terminated. Such suspension or termination shall not relieve **Cypress-Fairbanks ISD (101-907)** of its obligation to pay the fee due. **Cypress-Fairbanks ISD (101-907)** agrees to pay Region 4 its reasonable expenses, including attorney's fees and collection agency fees, incurred in enforcing its rights under this Agreement as permitted by law.

G. Local Education Agency (LEA) Steward Requirements:

1. The LEA shall appoint an employee to serve as the LEA Steward. This individual will be the primary point of contact for all support-related matters covered by this contract and will coordinate directly with the ESC.
2. While the LEA may engage third-party consultants at its discretion, this agreement is solely between the ESC and the LEA. Therefore, the ESC will communicate and consult only with the LEA. All requests for support, guidance, or clarification must come directly from the LEA. Also, trainings are limited to LEA employees only.
3. Any products, materials, or resources provided by the ESC to the LEA are proprietary and shall not be shared, distributed, or disclosed to any external parties, individuals, or agencies without prior written consent from the ESC.
4. Region 4 Support Services will request access to the LEA's Texas Student Data System (TSDS) Data Management Center (DMC). It is strongly recommended that the LEA grant this access to ensure enhanced support.
5. Region 4 Support Services will be provided to authorized LEA Stewards via TIMS ticket, email, or phone at 713.744.4400 during normal business hours.
6. The LEA Steward will perform PEIMS and CORE reporting functions for the LEA and process data to TEA through TSDS for the applicable submissions.
7. The LEA Stewards will serve as the first point of contact for LEA End Users and will attempt to provide needed assistance and resolve all issues.
8. The LEA acknowledges that their Superintendent is responsible for submitting the electronic "Superintendent's Statement of Approval of Summary Report and Error Listing" (SOA) for each PEIMS Submission and resubmission based on the final review of the LEA's PEIMS data file. The electronic signature (SOA) certifies:
    a. The LEA has submitted all required PEIMS data with zero fatal errors;
    b. The LEA has verified the accuracy and the authenticity of the PEIMS data submitted for the collection;
    c. The PEIMS data presented in the summary reports and all warning messages in the validation error listing have been reviewed and verified for accuracy; and
    d. The accuracy and authenticity of the PEIMS data submitted for the collection.

This Agreement shall commence on September 1, 2026 and terminate August 31, 2027. I do hereby certify that the applicable Board of Trustees has approved this Agreement and has authorized me, as its representative, to contract for the TSDS and PEIMS Support Services.

**BY: REGION 4 EDUCATION SERVICE CENTER**

Jack Mann
Department Director

Date

Business Operations
Department

**BY: REGION 4 EDUCATION SERVICE CENTER**

Jorgannie Carter
Chief Financial Officer

Date
Center for Finance and Business Services
Division

**BY: Cypress-Fairbanks ISD (101-907)**

Superintendent or Authorized Representative

Printed Name, Title

Date

Purchase Order #

## TSDS/PEIMS Support Services
## "Exhibit A"

### Cypress-Fairbanks ISD (101-907)

Please select the TSDS/PEIMS support plan(s) that you desire for your district by initialing in the corresponding box.

| | | SUPPORTED APPLICATIONS | ANNUAL SUPPORT COSTS | Total Costs |
|---|---|---|---|---|
| | TEA Applications | **TEAL Access, ECOS, UID, TIMS, TSDS, TREX** | Funded by Region 4 for 2026-2027 | Included |
| **Initial:**<br><br>**_____ Accept**<br><br>**_____ Decline** | TSDS Core Collections | **1. Charter School Waitlist (CSW)**<br>**2. Class Roster Winter (CRW)**<br>**3. Early Childhood Data System (ECDS KG & PK) (2 Collections)**<br>**4. Special Education Core Collections (4 Collections)**<br>• Residential Facility Tracker (RFT)<br>• SPEDS Summer (SPPI-7, SPPI-11, SPPI-12, SPPI-13)<br>• SPEDS Video Camera Request<br>• Special Education Language Acquisition (SELA)<br>• State Performance Plan Indicator-14 (SPPI-14)<br>**5. Teacher Vacancy** | **$7,000.00** | |
| | TSDS PEIMS | **1. TSDS PEIMS (4 Collections and 4 Resubmissions)**<br>**2. TSDS PEIMS Attendance (1st-5th Six Weeks)**<br>**3. Fall Student Enrollment**<br>• Accept PEIMS submission after receipt of error free file in "Complete" status<br>• Member of PEIMS Leadership Network<br>• Submission Reviews | | |
| | Additional Services | **1. Member of PEIMS Leadership Network**<br>**2. Unlimited phone and email support**<br>**3. Access to "Hot Topics" webinar**<br>**4. All trainings included for free for 4 employees, based on district enrollment**<br><br>**Training discounted 50% for TSDS/PEIMS Enhanced Contracted districts beyond the number of free staff listed above.** | | |
| | | | **Total for Contract Period September 1, 2026 to August 31, 2027** | **$7,000.00** |

## Additional Services:

| | |
|---|---|
| Specialized Training Services for Items not Covered Above | Onsite Training - $150.00 per hour plus expenses (minimum of 2 hours)<br><br>Online Training - $125.00 per hour (minimum of 1 hour) |

Cypress-Fairbanks Independent School District Contractual Rider A
Contracts Valued at Less than $50,000

The Cypress-Fairbanks Independent School District ("District") and _____ ("Vendor") hereby enter into this contractual rider ("Rider") on even date herewith to the attached contract ("Contract") for the specific purpose of amending the Contract as follows:

1. **Controlling Provisions.** Notwithstanding any other provision in the Contract or any subsequent amendment to the Contract, the District and Vendor expressly agree that the provisions in the Rider control in the event of a conflict between the Rider and the Contract or any subsequent amendment to the Contract (hereinafter singularly and collectively referred to as "Contract").

2. **Annual Appropriation of Funds.** To the extent the term of the Contract exceeds one (1) fiscal year, each subsequent term beyond one (1) fiscal year is specifically subject to an annual appropriation (budgeting) of funds by the District's Board of Trustees. In the event funds are not appropriated (budgeted) for any fiscal period (called a "Non-appropriation"), the then-current term in the Contract is terminated effective on the last day of the last fiscal period in which funds were appropriated for the Contract. Prior to Non-appropriation, the District agrees to use due diligence to secure funds available and if appropriation of funds is not possible, the District agrees to provide written notice to the Vendor at least thirty (30) days prior to the end of the then-current fiscal year.

3. **Confidentiality.** In the event Vendor receives student or employee records from the District as part of the Contract, Vendor agrees to secure the confidentiality of all information and records received, in accordance with applicable federal and state laws, rules, and regulations. For student records, Vendor acknowledges that the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g, governs the privacy and security of educational records and certain student information. To the extent feasible, Vendor shall be designated by the District a "school official" under FERPA for the purposes of performing the services under the Contract. In this event, Vendor agrees to strictly abide by FERPA, including but not limited to, not disclosing FERPA-protected information to any third party without the written authorization of the District.

4. **Payment Terms and Disputed Charges.** Invoices will be paid within 45 days of when the goods were received, the services were completed, or the invoice for goods or services was received. Any disputed charges shall be reported in writing to the Vendor no later than fifteen (15) business days from receipt of invoice, and District shall have the right to withhold payment of any invoice containing disputed charges until Vendor is able to justify such charges.

5. **Felony Conviction Notice.** Texas Education Code Section 44.034 requires that a person or business entity (excluding publicly-held corporations) that enters into a contract with the District shall give advance notice to the District if the person or an owner or operator of the business entity has been convicted of a felony ("Felony Conviction Notice"). District may terminate this Contract if it determines that Vendor failed to give the Felony Conviction Notice as required by the Texas Education Code Section 44.034 or misrepresented the conduct resulting in the conviction. By entering into the Contract, Vendor hereby confirms compliance with Texas Education Code Section 44.034. Any change in Vendor's status regarding the required Felony Conviction Notice, occurring at any point during the term of the Contract, shall require proper written notice to the District's superintendent of schools.

6. **Criminal Background Check.** If the Vendor, its employees, or agents will have or has continuing duties related to the contracted services and has or will have unsupervised direct

contact with students, the Vendor, its employees, and/or agents will be required to undergo a criminal background check as deemed necessary by the District. The Vendor shall be responsible for any costs associated with the criminal background checks.

7. **Certification Regarding Terrorist Organizations.** Vendor certifies that the Vendor is not identified on the Texas Comptroller's list of companies known to have contracts with, or provide supplies or services to, a "Foreign Terrorist Organization" as defined by the United States Secretary of State.

8. **Transactions with Abortion Provider or Affiliate.** Vendor hereby certifies that it is not an abortion provider or affiliate of such a provider as noted in Chapter 2273 of the Texas Government Code, and the parties hereby agree that the District is relying upon Vendor's certification in this provision in entering into the Contract. Vendor's failure to accurately certify its compliance with of this provision, or any subsequent act by Vendor that makes the certification in this provision invalid, will result in the Contract being voidable by the District and Vendor hereby agrees to defend and indemnify the District against any action brought by the Office of the Attorney General for a violation of Texas Government Code Section 2273.003 based on Vendor's failure to comply with this provision.

9. **Child Support Certification.** Pursuant to Section 231.006 of the Texas Family Code, a child support obligor who is more than 30 days delinquent in paying child support and a business entity in which the obligor is a sole proprietor, partner, shareholder, or owner with an ownership interest of at least 25 percent is not eligible to: (1) receive payments from state funds under a contract to provide property, materials, or services; or (2) receive a state-funded grant or loan. Vendor certifies that it is not ineligible to receive payment under the Contract and acknowledges that the Contract may be terminated, and payment withheld if this certification is inaccurate or any subsequent act by Vendor makes the certification inaccurate.

10. **Force Majeure.** Neither party shall be held responsible for any delay or failure in performance of any part of this Contract to the extent such delay or failure is caused by fire, flood, explosion, war, embargo, unforeseen governmental requirement, civil or military authority, act of God, declared public health emergency, or other comparable causes beyond its control and without the fault or negligence of the delayed or non-performing party that renders performance actually or legally impossible. The affected party will notify the other party in writing within ten (10) days after the beginning of any such event that affects its performance as described above. Notwithstanding, if a party's performance is delayed for a period exceeding thirty (30) days from the date the other party receives notice under this paragraph, the non-affected party will have the right, without any liability to the other party, to terminate the Contract. Notwithstanding anything herein to the contrary, the District at its sole discretion, reserves the right to seek reimbursement or refund of any amounts paid under this Contract or reschedule services at a time mutually agreeable to the parties.

11. **Indemnification.** Indemnification clauses and any other provision inuring an unknown future obligation to a governmental entity are prohibited by the Texas Constitution's prohibition against creation of a future debt. Any provision in the Contract requiring indemnification of Vendor by the District is therefore only enforceable to the extent it is allowed by Texas law. The District hereby specifically provides notice to Vendor that any indemnification provision in the Contract is currently unenforceable under Texas law and Vendor hereby acknowledges that it is not relying upon any contractual indemnification provisions in the Contract as inducement for entering into the Contract.

12. **Severability.** If any court or competent authority finds that any provision of the Contract, including this Rider, is invalid, illegal or unenforceable, the parties shall negotiate in good faith to amend such provisions such that, as amended, it is legal, valid and enforceable, and, to the greatest extent possible, achieves the parties' original commercial intention. If, however, the parties cannot agree of the revised language to make such provision legal, valid, and enforceable, then such provision shall, to the extent required, be deemed to be deleted, and the validity and enforceability of the other provisions and/or the Contract shall remain in full force and effect.

13. **Headings.** The headings used in this Rider are inserted for convenience of reference only and do not limit the meaning or interpretation of any provision of this Rider.

**Having agreed to the foregoing terms, and with the intention of being bound, the parties have executed this Rider as part of the Contract as of the dates shown below.**

**Cypress-Fairbanks Independent School District**

_____
Signature

_____
Title

_____
Date Executed

**Vendor**

_____
Signature

_____
Title

_____
Date Executed

Request for Proposal Name: _____

Request for Proposal Number: _____

# University of Houston

## Affiliation Agreement

This Agreement is entered into and is effective as of the 22nd day of July, 2026 ("the Effective Date"), by and between the University of Houston ("UNIVERSITY"), which is a state-supported institution of higher education established pursuant to Section 111 of the Texas Education Code, and is located at 14004 University Boulevard, Sugar Land, Texas 77479-8000, and Cypress-Fairbanks Independent School District ("FACILITY"), which is located at 11440 Matzke Rd. Cypress, TX 77429. UNIVERSITY and FACILITY shall be known collectively as "the Parties" and singularly as "a Party" or "the Party." This Agreement incorporates by reference the attached exhibit(s) and expressly includes any additional terms and conditions stated in such exhibit(s), as if set out herein.

**Whereas**, the Parties seek to provide clinical and educational experiences for nursing students ("Students") enrolled in the UNIVERSITY'S Andy & Barbara Gessner College of Nursing's Undergraduate and Graduate Programs ("the Program") at UNIVERSITY; and

**Whereas**, it is agreed by the Parties hereto to be of mutual interest and advantage that Students be given the opportunity to utilize the FACILITY for clinical educational purposes.

**Now, therefore**, the Parties agree as follows:

**ARTICLE 1 – RESPONSIBILITIES OF UNIVERSITY**

UNIVERSITY shall fulfill the following terms, obligations, and covenants:

(1) Inform FACILITY of the name, address, and phone number of a Program Director who will be available to assist FACILITY personnel and Students of the Program and who will be responsible for maintaining ongoing contact with FACILITY's designated representative;

(2) Develop, organize, and assist FACILITY in implementing and operating a Program that is suitable to each Student, including Students with disabilities;

(3) Acquaint FACILITY's designated representative with methods, objectives, goals, and specifics of the Program;

Students will required to submit to a background check as deemed necessary by the FACILITY and required to complete a pre-service affidavit.

INITIAL

(4) Assign to FACILITY only Students who have fulfilled all prerequisites for clinical experience and provide FACILITY with information requested by FACILITY about the Student. If required by FACILITY, UNIVERSITY shall direct students to a third party vendor at Student cost for the purposes of performing drug testing, health care and criminal background checks. All results will be submitted by the vendor to the FACILITY without involvement by the UNIVERSITY;

(5) Assign only the number of Students mutually agreed upon by FACILITY and UNIVERSITY;

(6) Notify FACILITY as soon as possible of the names and arrival dates of Students;

(7) Ensure that Students who participate in the Program provide proof of insurance coverage in minimum amounts that are acceptable to FACILITY. The UNIVERSITY will issue the FACILITY a certificate of insurance as evidence that students and FACULTY have current medical professional liability insurance of not less than $1,000,000 per incident and $3,000,000 aggregate and will be kept current while such person is assigned to the FACILITY.

(8) Require Students to provide transportation, appropriate supplies, and uniforms, as applicable;

(9) Inform Students about their obligation to adhere strictly to all applicable administrative policies, rules, standards, schedules, and practices of FACILITY;

(10) Inform Students and Faculty members who are supervising Students about their obligation to maintain confidentiality of all FACILITY matters, proceedings, and information to the extent required by law, including, but not limited to client records and information. This confidentiality provision shall survive termination of this Agreement;

(11) Upon notice to UNIVERSITY, inform FACILITY of any adverse circumstances to which FACILITY may be exposed because of the activities or health status, including the mental health status, of a Student;

(12) Upon notice to UNIVERSITY, notify FACILITY of any complaint, claim, investigation, or lawsuit involving a Student that is related to clinical experiences provided under this Agreement;

(13) Notify Students about their obligation to comply with FACILITY policies and procedures, state law, criminal background check and Occupational Safety and Health Administration ("OSHA") blood borne and tuberculosis pathogen regulations in the training, vaccination, testing, prevention, and post-exposure treatment of Students, where applicable in the performance of duties required by Facility;

(14) Accept the overall responsibility for the education, evaluation, qualifications, and competency development of each Student.

INITIAL

~~(15) Advise faculty and students of the requirement to sign a Health Insurance Portability and Accountability Act ("HIPAA") agreement for the FACILITY.~~

**ARTICLE 2 – RESPONSIBILITIES OF FACILITY**

FACILITY shall fulfill the following terms, obligations, and covenants:

(1) Provide supervised learning experience for Students in accordance with agreed upon learning objectives, skill development areas, learning experiences, and intended learning outcomes;

(2) Where appropriate, provide qualified supervisory personnel to work in conjunction with the Program faculty;

(3) Provide UNIVERSITY's designee with a performance appraisal for each Student in the form prescribed by UNIVERSITY;

(4) Provide periodic performance information to the Student and to UNIVERSITY as prescribed, and immediately report any unsatisfactory conduct or performance of a Student;

(5) Permit designated faculty members the right to visit with Students and FACILITY supervisors regarding the progress of Students at the FACILITY.

(6) Provide Students with essential conditions and materials for their work, including space, privacy, and technological supports~~, and reimbursements for work-related expenses~~;

(7) Provide an atmosphere for learning that is supportive and free of discrimination based, on race, ethnicity, religion, gender, disability, or sexual preference;

(8) Provide Students with information regarding policies and procedures of FACILITY, and with orientation experiences to ensure that Students will be able to meet the requirements of FACILITY.

**ARTICLE 3 – RESPONSIBILTIES OF THE PARTIES**

Parties mutually agree to fulfill the following terms, obligations, and covenants:

(1) Neither UNIVERSITY, Students, nor any UNIVERSITY personnel, including faculty, shall be considered employees, agents, borrowed servants, partners, or joint venturers of FACILITY;

(2) FACILITY is not responsible for wages, social security taxes, medical insurance, hospitalization insurance, or workers' compensation insurance for Students. In the event a Student should, independent of this Agreement, be employed by FACILITY, this section and the preceding section shall not apply during the hours in which such Student is performing services as an employee of FACILITY;

(3) Nothing in this Agreement is to be construed as transferring responsibility from one Party to another;

(4) Without limitation of any provision set forth in this Agreement, the Parties expressly agree to abide by all applicable federal and/or state equal employment opportunity statutes, rules, and regulations; and

(5) FACILITY shall have the right to refuse to allow Students who do not have requisite skills, attitude, previous training, or health status for proper provision of patient care to participate in the Program.

(6) To the extent permitted by the constitution and laws of the State of Texas and without the waiver of sovereign immunity or any other defense to which UNIVERSITY is or may be entitled to assert, UNIVERSITY shall indemnify and hold FACILITY harmless from and against any claims, costs, including reasonable attorneys' fees, liabilities, or causes of action arising out of or from any negligent acts or omissions by Students or UNIVERSITY personnel who are engaged in activities at FACILITY that are directly

related to the Program. In the event that UNIVERSITY and FACILITY are legally adjudged to have been jointly negligent in causing injury or damage, each shall be obligated to satisfy its proportionate share of such judgment based upon the percentage of liability attributed to it in such judgment~~, but, if, in addition, UNIVERSITY is adjudged to be liable for the acts or omissions of FACILITY and/or any employee, personnel, or agent provided by FACILITY, then UNIVERSITY shall be indemnified by FACILITY to the extent of such vicarious liability~~. Neither Party hereto shall be obligated to indemnify the other for such other Party's own negligence. This indemnification provision shall survive termination of this Agreement.

**ARTICLE 4 – TERM AND TERMINATION**

(1) This Agreement shall remain in effect until the end of UNIVERSITY's academic year and shall automatically renew for two additional terms consisting of the UNIVERSITY's academic year, unless sooner terminated in accordance with applicable provisions of this Agreement. UNIVERSITY'S academic year begins on **September 1** and ends on **August 31** of the following calendar year.

(2) Any breach of the covenants stated in Article I of this Agreement by UNIVERSITY shall be considered a material breach of this Agreement. In the event of a material breach, FACILITY shall have the right to terminate this Agreement immediately.

(3) Notwithstanding any other provision in the Agreement, either Party shall have the right to terminate this Agreement after ninety (90) consecutive days' written notice is given to the other Party. If either Party exercises this option, the Parties agree to make reasonable efforts so that Students already in training status will be allowed to complete the stipulated course of study.

(4) FACILITY shall further have the right to demand immediate removal of any student from its premises, upon a determination by the administrator in charge that the Student poses a threat to the health, safety, or welfare of FACILITY's patients, clients, or personnel or to the orderly business function of FACILITY, or that Student has failed to comply applicable administrative policies, rules, standards, schedules, and practices of FACILITY.

**ARTICLE 5 – GENERAL PROVISIONS**

(1) The Parties agree that this Agreement will be construed by the laws of the State of Texas and venue for purposes of alternative dispute resolution, claims, or litigation shall be Houston, Harris County, Texas.

(2) The terms and conditions of this Agreement may be modified upon mutual written consent of the Parties at any time.

(3) This Agreement and all terms and conditions contained herein shall become effective as of the date noted as the Effective Date that first appears in paragraph one of this document.

(4) Any notice required or permitted under this Agreement shall be considered effective as of the date sent by certified mail, return receipt requested, as follows:

| FACILITY: | UNIVERSITY: |
|---|---|
| Administrator/CEO<br>_____<br>_____<br>_____ | Provost<br>University of Houston<br>203 E. Cullen Building Houston,<br>Texas 77204 |
| with a copy to: | with a copy to: |
| Director of Nursing<br>_____<br>_____<br>_____ | Dean, Gessner College of Nursing<br>University of Houston<br>14004 University Boulevard<br>Sugar Land, Texas 77479-8000 |

(5) Neither Party may assign any rights or obligations under this Agreement without the prior written consent of the other Party.

(6) Each individual executing this Agreement on behalf of any Party expressly represents and warrants that he/she has authority to do so, and thereby to bind the Party on behalf of which/whom he/she signs, to the terms of this Agreement.

(7) If any part of this Agreement should be determined to be invalid, illegal, inoperative, or contrary to applicable law, statute, regulation, or UNIVERSITY or FACILITY policies, that part of this Agreement shall be reformed, if reasonably possible, to comply with the applicable policies, provisions of law, statute, or regulation, and, in any event, the remaining parts of this Agreement shall be fully effective and operative insofar as reasonably possible.

(8) A waiver by either Party of the breach or violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of this Agreement.

(9) Neither Party shall be liable nor deemed to be in default for any delay or failure in performance under this Agreement or other interruption of service deemed resulting, directly or indirectly, from acts of God, acts of public enemy, war, accidents, fires, explosions, hurricanes, floods, failure of transportation, strikes, or other work interruptions by either Party's employees, or any similar cause beyond the reasonable control of either Party.

(10) This Agreement is entered into by and between the Parties hereto and for their benefit. Unless explicitly provided in this Agreement, there is no intent by either Party to create or establish third Party beneficiary status or rights in any third party, and no such third party shall have any right to enforce any right or enjoy any benefit created or established under this Agreement.

(11) Unless expressly provided herein, the Parties do not assume or become liable for any of the existing or future obligations, liabilities, or debt of the other.

(12) This is the entire Agreement between the Parties related to the subject matter contained herein and supersedes all prior agreements, proposals, or understandings, whether written or oral.

**In witness thereof**, the Parties have executed this Agreement in multiple counterparts, to be effective as of the date written on page one (1) of the Agreement.

**FACILITY**:

_____
Signature Date
Printed Name:_____
Title:_____

_____
Signature Date
Printed Name:_____
Title:_____

**UNIVERSITY OF HOUSTON:**

_____
Signature Date
Diane Z. Chase, PhD
Sr VC/VP, Academic Affairs/Provost

_____
Signature Date
Kathryn Tart, EdD, MSN, RN
Dean, Andy & Barbara Gessner College of Nursing

***Note: Modification of this Form requires approval of OGC***

APPROVED AS TO FORM BY:
(AS MODIFIED) BY:
M. Yzaguirre
OFFICE OF THE GENERAL COUNSEL
UNIVERSITY OF HOUSTON SYSTEM

**EXHIBIT A**

An Addendum to the Affiliation Agreement

concerning

The Health Insurance Portability and Accountability Act ("HIPAA")

**1. CONFIDENTIALITY.**

**A. FACILITY and Patient Information; Terms of Agreement.** UNIVERSITY and its agents, students, faculty, representatives and employees agree to keep strictly confidential and hold in trust all confidential information of FACILITY and/or its patients and not disclose or reveal any confidential information to any third party without the express prior written consent of FACILITY. UNIVERSITY shall not disclose the terms of this Agreement to any person who is not a party to this Agreement, except as required by law or as authorized by FACILITY. Unauthorized disclosure of confidential information or of the terms of this Agreement shall be a material breach of this Agreement and shall provide FACILITY with the option of pursuing remedies for breach, or, notwithstanding any other provision of this Agreement, immediately terminating this Agreement upon written notice to UNIVERSITY.

INITIAL

**B. FERPA.** To the extent that the University, its employees or Students participating in the Program under this Agreement need access to the education records of students enrolled in the FACILITY to fulfill their obligations under this Agreement, they are required to maintain the confidentiality of such records as required under FERPA. The University, its employees or Students participating in the program under this Agreement are prohibited from redisclosure of such education records except as provided for in this Agreement or otherwise authorized by FERPA. The University, its employees or Students participating in the Program under this Agreement are only permitted to use such education records for the purpose of fulfilling their obligations under this Agreement. The University shall implement reasonable administrative, technical, and physical safeguards to secure the education records from unauthorized access, disclosure or use.

**C. Survival.** The provisions set forth herein shall survive expiration or other termination of this Agreement, regardless of the cause of such termination.

**Parental Rights**

Definitions

*Parent*

For purposes of Chapter 26 of the Education Code, a parent includes a person standing in a parental relation who is listed as a parent or legal guardian in the records of the District. The term does not include a person as to whom the parent-child relationship has been terminated or a person not entitled to possession of or access to a child under a court order.

*Biological Sex*

In accordance with law, a person's biological sex at birth is identified on the person's official birth certificate provided the statement was:

1. Entered at or near the time of the person's birth; or
2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the person's biological sex.

*Social Transitioning*

In accordance with law, social transitioning means a person's transition from the person's biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person's biological sex at birth.

Parent Rights and Authority

Parents have the ultimate authority, responsibility, and role to guide the beliefs and protect the health and well-being of their children.

*Parents as Partners and Instructional Plans*

Parents are partners with educators, administrators, and the Board in their children's education. In order to encourage parents to actively participate in creating, implementing, and supporting the educational programs for their children, they should be provided with information on instructional plans. At the beginning of every semester, each teacher must provide the instructional plan or course syllabus for each class the teacher teaches to the District and the District shall make the information available on its website.

Additionally, teachers must also provide a copy of their instructional plan or course syllabus to the parent of each student enrolled in their class and provide additional copies as needed upon parent request.

*Right to Full Information*

A parent has the right to full information concerning their student except as limited by law. District staff may not limit parental rights or withhold information from a parent. An attempt by any District employee to withhold information or encourage or coerce a student to withhold information from their parent is grounds for disciplinary action.

Except as limited by law, a parent is entitled to access all records of the District concerning the parent's child, including the following records: attendance, test scores, grades, disciplinary, counseling,

psychological, admission applications, medical records, health and immunization information, teacher and school counselor evaluations, reports of behavioral patterns, interventions, and library materials. The District may only withhold information from a parent to the extent authorized by law, and only to the extent reasonably necessary.

Prohibition on Assisting Transitioning

District employees are prohibited from assisting a student enrolled in the District with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning. A parent may report to the District any suspected violation of this prohibition, and the Board shall require the Superintendent or person designated by the Superintendent to investigate and determine if a violation of this policy has occurred. If a violation of this policy is determined by the Superintendent, the Superintendent shall notify the Board and the commissioner of the violation.

*Biological Sex — Specific Spaces and Athletic Teams*

District schools shall maintain sex-segregated restrooms, locker rooms and other similar facilities designated for and used only by persons based on the person's biological sex in accordance with CS(LOCAL).

Except as provided below, an interscholastic athletic team sponsored or authorized by the District may not allow a student to compete in an athletic competition sponsored or authorized by the District that is designated for the biological sex opposite to the student's biological sex.

An interscholastic athletic team sponsored or authorized by the District may allow a female student to compete in an interscholastic athletic competition that is designated for male students if a corresponding interscholastic athletic competition designated for female students is not offered or available.

Overnight travel accommodations related to athletic teams or any other extracurricular activities requiring hotel rooms will be separated based on biological sex.

*Prohibited Instruction and Materials*

No course of instruction, unit of study, materials, instructional materials, or any other curricular or District-sponsored extracurricular offerings shall adopt, support, or promote social transitioning as part of any District instruction or activity. This prohibition also includes a teacher, an administrator, or other staff referring, guiding, or providing an individual student to or with any material or information that is prohibited, including allowing a student to "borrow" prohibited materials from the teacher, administrator, or staff member's private collection or possessions. Any instructional or library

materials accessible in any way to students must be in compliance with EFA(LOCAL) and EFB(LOCAL).

Information Collection

*Surveys or Questionnaires*

The District requires written parent consent for ~~surveys,~~ well-being questionnaires, ~~and~~ health screening forms, and surveys that ask students about mental well-being, psychological/psychiatric health, or sensitive topics, such as political affiliations, religious beliefs, risky or illegal behavior, or family relationships or income. For surveys or questionnaires that require consent, staff shall adhere to the following:

1. At the time written parent permission is requested for a student to take a qualifying survey, well-being questionnaire, or complete a health-screening form ~~to be administered to a student~~, the student's parent must be provided access to a copy of the survey, questionnaire, or form to be used.
2. Written permission must be received prior to the student being administered the survey, questionnaire, or form.
3. Access to the survey, questionnaire, or form completed by a student must be made available to the student's parent upon request.

The requirement for parental consent in this policy should not be construed to limit a District employee's ability to inquire about a student's daily well-being without parental consent.

*Psychological or Psychiatric Examination or Treatment*

An employee or contractor of the District must obtain the written consent of a child's parent before the employee or contractor may conduct a psychological or psychiatric examination or test, or psychological or psychiatric treatment, unless the examination, test, or treatment is required under state or federal law, including requirements for special education.

For purposes of this policy, "psychological or psychiatric examination or test" means a method designed to elicit information regarding an attitude, habit, trait, opinion, belief, feeling, or mental disorder or a condition thought to lead to a mental disorder, regardless of the manner in which the method is presented or characterized, including a method that is presented or characterized as a survey, check-in, or screening or is embedded in an academic lesson.

**Parent Engagement**

The Board through this policy prioritizes parental engagement.

To support parental engagement, the District shall provide a portal through which parents of students enrolled in the District may submit comments to campus or district administrators, as well as the Board.

To prioritize parental engagement, the Board places agenda comments and citizen participation at the beginning of school board meetings and holds its school board meetings outside of typical work hours. [See BE]

**Parental Rights**

Definitions

*Parent*

For purposes of Chapter 26 of the Education Code, a parent includes a person standing in a parental relation who is listed as a parent or legal guardian in the records of the District. The term does not include a person as to whom the parent-child relationship has been terminated or a person not entitled to possession of or access to a child under a court order.

*Biological Sex*

In accordance with law, a person's biological sex at birth is identified on the person's official birth certificate provided the statement was:

1. Entered at or near the time of the person's birth; or
2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the person's biological sex.

*Social Transitioning*

In accordance with law, social transitioning means a person's transition from the person's biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person's biological sex at birth.

Parent Rights and Authority

Parents have the ultimate authority, responsibility, and role to guide the beliefs and protect the health and well-being of their children.

*Parents as Partners and Instructional Plans*

Parents are partners with educators, administrators, and the Board in their children's education. In order to encourage parents to actively participate in creating, implementing, and supporting the educational programs for their children, they should be provided with information on instructional plans. At the beginning of every semester, each teacher must provide the instructional plan or course syllabus for each class the teacher teaches to the District and the District shall make the information available on its website.

Additionally, teachers must also provide a copy of their instructional plan or course syllabus to the parent of each student enrolled in their class and provide additional copies as needed upon parent request.

*Right to Full Information*

A parent has the right to full information concerning their student except as limited by law. District staff may not limit parental rights or withhold information from a parent. An attempt by any District employee to withhold information or encourage or coerce a student to withhold information from their parent is grounds for disciplinary action.

Except as limited by law, a parent is entitled to access all records of the District concerning the parent's child, including the following records: attendance, test scores, grades, disciplinary, counseling, psychological, admission applications, medical records, health and

immunization information, teacher and school counselor evaluations, reports of behavioral patterns, interventions, and library materials. The District may only withhold information from a parent to the extent authorized by law, and only to the extent reasonably necessary.

Prohibition on Assisting Transitioning

District employees are prohibited from assisting a student enrolled in the District with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning. A parent may report to the District any suspected violation of this prohibition, and the Board shall require the Superintendent or person designated by the Superintendent to investigate and determine if a violation of this policy has occurred. If a violation of this policy is determined by the Superintendent, the Superintendent shall notify the Board and the commissioner of the violation.

*Biological Sex — Specific Spaces and Athletic Teams*

District schools shall maintain sex-segregated restrooms, locker rooms and other similar facilities designated for and used only by persons based on the person's biological sex in accordance with CS(LOCAL).

Except as provided below, an interscholastic athletic team sponsored or authorized by the District may not allow a student to compete in an athletic competition sponsored or authorized by the District that is designated for the biological sex opposite to the student's biological sex.

An interscholastic athletic team sponsored or authorized by the District may allow a female student to compete in an interscholastic athletic competition that is designated for male students if a corresponding interscholastic athletic competition designated for female students is not offered or available.

Overnight travel accommodations related to athletic teams or any other extracurricular activities requiring hotel rooms will be separated based on biological sex.

*Prohibited Instruction and Materials*

No course of instruction, unit of study, materials, instructional materials, or any other curricular or District-sponsored extracurricular offerings shall adopt, support, or promote social transitioning as part of any District instruction or activity. This prohibition also includes a teacher, an administrator, or other staff referring, guiding, or providing an individual student to or with any material or information that is prohibited, including allowing a student to "borrow" prohibited materials from the teacher, administrator, or staff member's private collection or possessions. Any instructional or library materials accessible in any way to students must be in compliance with EFA(LOCAL) and EFB(LOCAL).

Information Collection

*Surveys or Questionnaires*

The District requires written parent consent for well-being questionnaires, health screening forms, and surveys that ask students about mental well-being, psychological/psychiatric health, or sensitive topics, such as political affiliations, religious beliefs, risky or illegal behavior, or family relationships or income. For surveys or questionnaires that require consent, staff shall adhere to the following:

1. At the time written parent permission is requested for a student to take a qualifying survey, well-being questionnaire, or complete a health-screening form, the student's parent must be provided access to a copy of the survey, questionnaire, or form to be used.
2. Written permission must be received prior to the student being administered the survey, questionnaire, or form.
3. Access to the survey, questionnaire, or form completed by a student must be made available to the student's parent upon request.

The requirement for parental consent in this policy should not be construed to limit a District employee's ability to inquire about a student's daily well-being without parental consent.

*Psychological or Psychiatric Examination or Treatment*

An employee or contractor of the District must obtain the written consent of a child's parent before the employee or contractor may conduct a psychological or psychiatric examination or test, or psychological or psychiatric treatment, unless the examination, test, or treatment is required under state or federal law, including requirements for special education.

For purposes of this policy, "psychological or psychiatric examination or test" means a method designed to elicit information regarding an attitude, habit, trait, opinion, belief, feeling, or mental disorder or a condition thought to lead to a mental disorder, regardless of the manner in which the method is presented or characterized, including a method that is presented or characterized as a survey, check-in, or screening or is embedded in an academic lesson.

**Parent Engagement**

The Board through this policy prioritizes parental engagement.

To support parental engagement, the District shall provide a portal through which parents of students enrolled in the District may submit comments to campus or district administrators, as well as the Board.

To prioritize parental engagement, the Board places agenda comments and citizen participation at the beginning of school board

meetings and holds its school board meetings outside of typical work hours. [See BE]

CYPRESS FAIRBANKS
INDEPENDENT SCHOOL DISTRICT

**To:** Darin Crawford
Assistant Superintendent for Support Services

**From:** Chelsea Aitken
Director of Procurement Services

**Date:** August 21, 2026

**Re:** Mind Education Math Site Subscription
Award Contract #26-07-1025 (CTPA)

| Item Description | Cooperative Purchase |
|---|---|
| ST Math Site Subscription (251+ Students) | $737,500.00 |
| Renewal Discount | ($387,500.00) |
| **Total** | **$350,000.00** |

**The following quote was received for the renewal of ST Math Site Subscription for 251+ students at various campuses. Mind Research Institute (Mind Education) is a contracted vendor on Killeen ISD contract # 22-27-12-082.**

**Recommendation:** Mind Research Institute (Mind Education)

**Estimated Expenditure:** $350,000.00

na

MIND Education
5281 California Avenue, Suite 300
Irvine, CA 92617
949-345-8700
866-569-7014
www.mindeducation.org

**Please submit purchase orders:**
**By email: purchaseorders@mindeducation.org**
**By Fax: 1-866-569-7014**
**You can view our technical requirements here.**
**Thank you for being an ST Math partner!**

| | |
|---|---|
| Created Date | 8/24/2026 |
| Quote Number | 00026126 |
| Expiration Date | 11/22/2026 |
| Partnership Manager | Laura Adams |
| Partnership Manager Email | ladams@mindeducation.org |
| Education Success Manager | Laura Adams |
| Education Success Manager Email | ladams@mindeducation.org |

| | | | |
|---|---|---|---|
| Bill To Name | Cypress - Fairbanks Independent School District | Ship To Name | Cypress - Fairbanks Independent School District |
| Bill To | ACCOUNTS PAYABLE<br>PO BOX 692003<br>HOUSTON, TX 77269-2003<br>United States | Ship To | 10300 JONES RD<br>HOUSTON, TX 77065-4208<br>United States |

| Product | Quantity | Detail Description | Total Price |
|---|---|---|---|
| Assessment Support Tool | 59.00 | Assessment Support Tool 1 school for 1 school year<br><br>- Uses NWEA assessment data to auto-assign ST Math content to students who need it most<br>- Grades 2-8 | USD 29,500.00 |
| MIND in Kind | 59.00 | This offer of MIND in Kind support is based upon the LEA's demonstrated financial need and has been awarded at the discretion of the MIND Education's School Grants team. | USD -236,000.00 |
| MIND in Kind | 1.00 | This offer of MIND in Kind support is based upon the LEA's demonstrated financial need and has been awarded at the discretion of the MIND Education's School Grants team. | USD -4,000.00 |
| | | Sites Covered (59):<br>Lamkin<br>Brosnahan Elementary<br>Black Elementary<br>Owens Elementary School<br>Swenke Elementary<br>Willbern Elementary School<br>Lieder Elementary School<br>Francone Elementary School<br>Sheridan<br>Carpenter Center<br>Copeland Elementary School<br>Kirk Elementary School<br>Ollie Mae Byrd Elementary School<br>Birkes Elementary School<br>Frazier Elementary School<br>Millsap Elementary<br>Mcgown Elementary<br>Gleason Elementary School<br>Andre Elementary School | |

| | | | |
|---|---|---|---|
| Renew ST Math Site Subscription (251+ Students) | 59.00 | Hemmenway Elementary<br>Horne Elementary School<br>Ramona Bang Elementary School<br>Hairgrove Elementary School<br>B F Adam Elementary School<br>Robinson, M Elementary<br>Emmott Elementary School<br>Warner Elementary<br>Mcfee Elementary<br>Danish Elementary School<br>T S Hancock Elementary School<br>Bane Elementary School<br>Hamilton Elementary Ho<br>Metcalf Elementary School<br>Farney Elementary<br>Moore Elementary School<br>Fiest Elementary School<br>Holbrook Elementary School<br>Keith Elementary<br>Reed Elementary School<br>Ault Elementary<br>Emery Elementary<br>Sadie Woodard Elementary School<br>Yeager Elementary School<br>Postma Elementary<br>Wilson Elementary School<br>Post Elementary School<br>Pope Elementary School<br>Matzke Elementary School<br>Sampson Elementary<br>Tipps Elementary School<br>Rennell Elementary<br>Robison Elementary<br>Jowell<br>Duryea School<br>Lee Elementary School<br>Holmsley Elementary School<br>Lowery Elementary School<br>Wells Elementary School<br>Hoover Elementary School<br><br>ST Math Site Subscription renewal includes:<br><br>Annual Software License, One (1) Virtual PL Offering, Implementation Support, MIND University On-demand PL, Embedded help and tutorials, Software Updates, and Tech Support | USD 708,000.00 |
| Renewal Discount | 59.00 | DISCOUNT APPROVED BY MIND RENEWALS DEPARTMENT | USD -118,000.00 |
| Renewal Discount | 59.00 | DISCOUNT APPROVED BY MIND RENEWALS DEPARTMENT | USD -29,500.00 |

| | |
|---|---|
| Subtotal | USD 350,000.00 |
| Grand Total | USD 350,000.00 |

***Total does not include any applicable sales tax. If you are not tax exempt the final invoice may include sales tax, depending upon your state and local tax regulations. If you are tax exempt, please send a copy of your tax exemption certificate to remittance@mindeducation.org in order to ensure that sales tax is not included on your final invoice.***

| | |
|---|---|
| Start Date | 7/1/2026 |
| End Date | 6/30/2027 |

**To:** CFISD Board of Trustees

**From:** Tonya Goree, Ed.D.

**cc:** Douglas Killian, Ph.D.

Melissa Martin

**Date:** August 24, 2026

**Re:** Mind Education/ST Math

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We would like to move forward with renewing our access to ST Math from Mind Education through the Central Texas Purchasing Alliance. ST Math is a research-based math instruction program created by MIND Research Institute. Its defining feature is that it teaches math concepts visually, through interactive puzzles and games. Additional key characteristics include:

**Non-linguistic approach**: Lessons are built around a penguin character named JiJi who "helps" students solve visual puzzles. Because the puzzles are spatial-temporal rather than text-based, students can grasp math concepts before they have the vocabulary or reading fluency to describe them, which supports English Learners and struggling readers.

**Productive struggle**: Students try an approach, see if it works, and adjust, building problem-solving and understanding through trial and error rather than being told the "right" procedure.

**Self-paced and mastery-based**: Students progress through levels only after demonstrating understanding.

**Teacher dashboard**: Teachers get real-time reports on which students are stuck on which concepts, so instructional time can be targeted.

This software has been utilized consistently across elementary campuses since the 2021 school year. House Bill 1416 requires students to obtain a designated number of intervention hours based on STAAR outcomes. ST Math is one of the TEA-approved software programs that can be used to provide those required intervention hours (listed on the “HB 1416 Ratio Waiver List”).

# TEC §39.008: Certification of Compliance with Certain Laws Required

## Section 1: School System Information

Name of School District or Charter School: Cypress-Fairbanks Independent School District

County-District Number (CDN): 101-907

Superintendent Name: Dr. Douglas Killian

Certification School Year: 2026-2027 for the 2025-2026 school year

## Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) [must adopt a policy and procedure for the appropriate discipline, including termination, of any employee or contractor who intentionally or knowingly engages in or assigns diversity, equity, and inclusion (DEI) duties] and 28.0022(h) [must adopt a policy and procedure for the appropriate discipline, including termination, of a district or school employee or contractor who intentionally or knowingly engages in or assigns to another person the list of prohibited topics] and describe how employees and contractors were notified of these policies and procedures.

**Policies:**

BJCF (LOCAL) Superintendent: Nonrenewal. Revisions: engaging in or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons the superintendent's contract may be nonrenewed.

BT (LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities. New policy: addresses SB 12's prohibition on DEI activities and definitions, prohibited activities, and certification requirements were included.

CJ(LEGAL) Contracted Services. Revisions: added new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12.

CJ (LOCAL) Contracted Services. Revisions: added violations of provisions prohibiting DEI duties will result in termination of the contract.

DF(LEGAL) Termination of Employment. Revisions: revised to address the prohibition on DEI and prohibited classroom instruction.

DFBB(LOCAL) Term Contracts Nonrenewal. Revisions: engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons a term contract employee may be nonrenewed.

DH(LOCAL) Employee Standards of Conduct. Revisions: sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.

**Notification:**

2025- 2026 school year: Campus and District leadership (campus principals, campus assistant principals, campus counselors, campus administrators, associate superintendents, assistant superintendents, department directors and department coordinators) received a Legislative Update from the Legal Services Department that included a summary of Senate Bill 12 requirements. Following each school board meeting where policies were revised, the chief of staff summarized policy changes for District leadership (campus principals, associate superintendents, assistant superintendents, department directors and department coordinators) at the monthly meeting of district leadership. District leaders then shared this information with their campus staff or department. Policy changes were published on the school district's intranet (a site that all employees can access) in a section that highlights policy changes. The employee handbook was updated to include an FAQ section on Senate Bill 12 and its requirements. The vendor certification required for all vendors as part of the school district's contract approval process was updated to include Senate Bill 12 prohibitions.

## Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No

If yes, describe or attach a copy of the changes below.

BJA (LEGAL) Superintendent: Qualifications and Duties. Revisions: updated to include information regarding the required certifications to TEA.

BT (LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities. New policy: addresses SB 12's prohibition on DEI activities and definitions, prohibited activities, and certification requirements were included.

CDC (LEGAL) Other Revenues: Gifts and Solicitations. Revisions: added provision that the district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).

CJ(LEGAL) Contracted Services. Revisions: added new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12.

CJ (LOCAL) Contracted Services. Revisions: added violations of provisions prohibiting DEI duties will result in termination of the contract.

CMD (LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting. Revisions: added provision that states in providing instructional materials for each subject in the required curriculum and each grade level, the district will protect students from obscene or harmful content as necessary for compliance with Education Code 28.0022.

CQA (LEGAL) Technology Resources: District, Campus, and Classroom Websites. Revisions: updated the list of required website postings to reflect that the district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.

DG (LEGAL) Employee Rights and Privileges. Revisions: added that Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to

discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.

EMB (LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues. Revisions: updated with the required information from Education Code 28.0022.

FOA (LEGAL) Student Discipline: Removal by Teacher or Bus Driver. Revisions: added that a teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.

**Procedures to ensure compliance:**

2025- 2026 school year: Campus and District leadership (campus principals, campus assistant principals, campus counselors, campus administrators, associate superintendents, assistant superintendents, department directors and department coordinators) received a Legislative Update from the Legal Services Department that included a summary of Senate Bill 12 requirements. Following each school board meeting where policies were revised, the chief of staff summarized policy changes for District leadership (campus principals, associate superintendents, assistant superintendents, department directors and department coordinators) at the monthly meeting of district leadership. District leaders then shared this information with their campus staff or department. Policy changes were published on the school district's intranet in a section that highlights policy changes. The employee handbook was updated to include an FAQ section on Senate Bill 12 and its requirements. The vendor certification required for all vendors as part of the school district's contract approval process was updated to include Senate Bill 12 prohibitions.

## Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: $ _N/A_____

If yes, describe or attach a copy of the cost savings.

N/A

## Section 5: Board Approval

Date of Board/Governing Body Meeting: _____September 14, 2026_____

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

## Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent Signature: _____

Date: ____September 15, 2026_____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20_____.

_____

Notary Public, State of Texas

**All 9–12 Courses Count**

All high school courses including correspondence or online courses, credit by examination, night school, college courses taken for dual credit, and summer school are averaged in the class rank with the exception of student assistant, local credit, and courses taken under the pass/fail option.

**Middle School Opportunities**

High school credit courses taken on the middle school campus shall not count in class rank ~~with the exception of College Board AP courses in foreign language~~; however, advanced courses that the student qualifies for and that are typically offered only on the high school campus shall count in class rank (e.g., Geometry, Art I). Otherwise, students begin accumulating courses to be counted in class rank during the summer between the eighth and ninth grade.

**Estimated Class Rank**

Completion of Coursework

Estimated class rank shall be computed for students applying for college admission at the end of the eleventh grade and the end of the first semester of the senior year. The registrar shall determine the date for calculation of estimated class rank based on accuracy and completeness of grades in all students' files. Thus, it is imperative that students complete coursework by the deadlines (e.g., correspondence courses must be complete by the 16th week of the fall semester of the student's senior year). [See EHDE]

**Estimated Ranking**

Another estimated ranking shall be performed at the end of the ~~fifth six-week~~ third grading period of the senior year to identify summa cum laude, magna cum laude, and cum laude graduates.

**Final GPA**

A final calculation of GPA and class rank shall be determined at the end of the senior year and shall be reflected on the final transcript, which is sent to colleges.

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All high school courses including correspondence or online courses, credit by examination, night school, college courses taken for dual credit, and summer school are averaged in the class rank with the exception of student assistant, local credit, and courses taken under the pass/fail option.

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**Final GPA**

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# 2023-2026 Audit Survey

The Texas Education Code (TEC) §37.108(c) requires school districts to report the results of their safety and security audits to the district's board of trustees and to the Texas School Safety Center. The district must maintain a copy of the report signed by the district's board of trustees and the superintendent.

## Section 10
## Audit Survey Signature Page and Summary of Responses

**Below is a summary of your audit survey responses. Please review the responses, electronically sign, and select the "Print to PDF" button to print the audit survey responses for the school safety and security committee to review and for the board of trustees and superintendent to review and sign. Those signatures may be collected in the "Required Signatures" box below.**

**You must return to the audit survey to complete the submission prior to the September 15 deadline. The individual responsible for submitting this report will be required to attest yes or no to the following questions after printing the report:**

- **The data reported in this survey is accurate.**
- **A copy of this survey data has been reviewed by the school safety and security committee.**
- **A copy of this survey data has been reviewed and signed by the district's board of trustees and the superintendent prior to submitting it to the Texas School Safety Center.**
- **The signed copy of this survey data will be maintained by the school district.**

**The attestation is on the following page and must be completed prior to submission.**

***Reference: TEC §37.108(c); TEC §37.108(c)(1); TEC §37.109(b)(4)***

## Section 1
## District Demographics

**1. First name of person reporting**

**Answer: Kathryn**

**2. Last name of person reporting**

**Answer: Vasquez**

**3. Title of person reporting**

**Answer: Emergency Management Specialist**

**4. Contact email for person reporting**

**Answer: kathryn.vasquez@cfisd.net**

**5. Contact phone number for person reporting** *(xxx-xxx-xxxx)*

**Answer: 2818976448**

**6. Name of District Superintendent**

**Answer: Douglas Killian**

**7. Email address of District Superintendent**

**Answer: Douglas.killian@cfisd.net**

**8. What is the highest grade level your district serves?**

**Answer: 12**

## Section 2
## Safety and Security Audit Information

**9. Were safety and security audits conducted for ALL your district's facilities during the 2023-2026 audit cycle?**
*Reference: TEC §37.108(b)*

**Answer: Yes**

**10a. Did your district receive school safety or security consulting services from an outside consultant (not employed by your district or regional education service center)?**

**Answer: Yes**

**10b. Was the consultant listed on the Texas School Safety and Security Consultant Registry?**
*Reference: TEC §37.2091(b-1)*

**Answer: Yes**

**10c. What type of service was provided by the consultant?** *(Please select all that apply.)*

**Selected Answer(s):**
**Services related to your district's safety and security audit**

**Section 3**
**Law Enforcement and Non-Law Enforcement Security Personnel**

**11a. During regular school hours, what type(s) of armed security officers are present across your district's campus(es)?** *(Please select all that apply.)*
*Reference: TEC §37.0814*

**Selected Answer(s):**

**School District Peace Officer (ISD police department officer)**

**11b. Does the Chief of Police of the school district police department appoint reserve police officers?**
*Reference: TEC §37.0814(b)(5); TEC §37.0816*

**Answer: No**

**11c. Does your district have at least one of the following positions present during regular school hours at *each* district campus?**
*Reference: TEC §37.0814(a)(b)*

- **School District Peace Officer (ISD police department officer)**
- **School Resource Officer (peace officer employed by a law enforcement agency full- or part-time)**
- **Commissioned Peace Officer Employed as Security Personnel**
- **Reserve Deputy Sheriff**
- **Reserve Police Officer (appointed by the Chief of Police of the school district police department)**
- **Honorably Retired Officer who has kept their commission as a peace officer and fulfilled all applicable requirements**

**Answer: No**

**11d. Has your district's board of trustees claimed a good cause exception related to the availability of funding or personnel who qualify to serve as security officers?**
*Reference: TEC §37.0814(c)*

**Answer: Yes**

**11e. Was your good cause exception approved by the board of trustees in the last 12 months or reevaluated and renewed by the board of trustees within the last 12 months?**
*Reference: TEC §37.0814(d-1)*

**Answer: Yes**

**11f. In your district, is the Chief of Police accountable to and required to report to the superintendent?**
*Reference: TEC §37.081(f)*

**Answer: Yes**

**11g. Are district officers supervised by the Chief of Police or the Chief's designee?**
*Reference: TEC §37.081(f)*

**Answer: Yes**

**11h. Are district officers licensed by the Texas Commission on Law Enforcement (TCOLE)?**
*Reference: TEC §37.081(f)*

**Answer: Yes**

**11i. Have your district's police department and law enforcement agencies, with which it has overlapping jurisdiction, entered a memorandum of understanding that outlines reasonable communication and coordination efforts between the department and the agencies?**
*Reference: TEC §37.081(g)*

**Answer: Yes**

**11j. Has your district's board of trustees determined the scope of the on-duty and off-duty law enforcement activities of school district peace officers and authorized in writing, any off-duty law enforcement activities performed by a school district peace officer?**
*Reference: TEC §37.081(e)*

**Answer: Yes**

**11k. Have the law enforcement and/or security personnel that serve on your campuses completed the required education and training program(s)?**
*Reference: TEC §37.0812(b); TEC §37.0814(d); Texas Government Code §418.1877(b)(c)(d)*

**Answer: Yes**

**11l. Does your district's board of trustees determine the law enforcement duties of peace officers, school resource officers, and/or security personnel?**
*Reference: TEC §37.081(d)*

**Answer: Yes**

**11m. Are your district's law enforcement duties of school district peace officers, school resource officers, or security personnel in the following documents?**
*Reference: TEC §37.081(d)(1-4)*

District improvement plan
**Answer: Yes**

Student code of conduct
**Answer: Yes**

Any other campus or district document describing the role of peace officers, school resource officers, or security personnel in the district
**Answer: Yes**

**11n. Do your school district peace officers, school resource officers, and/or security personnel perform law enforcement duties for the school district that include protecting the safety and welfare of any person in the jurisdiction of the peace officer, resource officer, or security personnel?**
*Reference: TEC §37.081(d-1)(1)*

**Answer: Yes**

**11o. Do your district's school district peace officers, school resource officers, and/or security personnel perform law enforcement duties for the school district that include protecting the property of the school district?**
*Reference: TEC §37.081(d-1)(2)*

**Answer: Yes**

**11p. In determining the law enforcement duties, does your district's board of trustees coordinate with district campus behavior coordinators and other district employees to ensure that school district peace officers, school resource officers, and/or security personnel are tasked only with duties related to law enforcement intervention and are not tasked with behavioral or administrative duties better addressed by other district employees?**
*Reference: TEC §37.081(d-4)*

**Answer: Yes**

**Section 4**
## School Safety and Security Committee

**12a. Does your district have a school safety and security committee?**
*Reference: TEC §37.109(a)*

**Answer: Yes**

**12b. To the greatest extent practicable, does your district's school safety and security committee include the following members?**
*Reference: TEC §37.109(a-1)*

One or more representatives of an office of emergency management of a county or city in which the district is located
**Answer: Yes**

One or more representatives of the local police department or sheriff's office
**Answer: Yes**

One or more representatives of the district’s police department
**Answer: Yes**

The president of the district's board of trustees
**Answer: Yes**

A member of the district's board of trustees other than the president
**Answer: Yes**

The district's superintendent
**Answer: Yes**

Two or more designees of the district's superintendent, one of whom must be a classroom teacher in the district
**Answer: Yes**

Two or more designess of the district's superintendent, one of whom must be an administrator of special education in the district
**Answer: Yes**

Two parents or guardians of students enrolled in the district
**Answer: Yes**

**12c. Did your school safety and security committee participate, on behalf of the district, in developing and implementing emergency plans consistent with the district's multi-hazard emergency operations plan to ensure that the plans reflect specific campus, facility, or support service needs, including recommended accommodations for a student with an individualized education program or a plan created under Section 504, Rehabilitation Act of 1973 (*29 U.S.C. Section 794*)?**
*Reference: TEC §37.109(b)(1); 29 U.S.C §794*

**Answer: Yes**

**12d. Does your school safety and security committee periodically provide recommendations to the district's board of trustees and district administrators regarding updating the district's multi-hazard emergency operations plan?**
*Reference: TEC §37.109(b)(2)*

**Answer: Yes**

**12e. Did your school safety and security committee provide the district with any campus, facility, or support services information required in connection with a safety and security audit, a safety and security audit report, or another report required to be submitted by the district to the Texas School Safety Center?**
*Reference: TEC §37.109(b)(3)*

**Answer: Yes**

**12f. Did your school safety and security committee consult with local law enforcement agencies on methods to increase law enforcement presence near district campuses?**
*Reference: TEC §37.109(b)(5)*

**Answer: Yes**

**12g. Did your school safety and security committee meet as necessary to provide recommendations, based on communications with campus administrators described by *Section 37.1086(a)(2)(C)*, for updating the district multi-hazard-emergency operations plan required by *Section 37.108(a)* to include recommended accommodations for a student with an individualized education program or a plan created under Section 504, Rehabilitation Act of 1973 (*29 U.S.C. Section 794*)?**
*Reference: TEC §37.108(a); TEC §37.1086(a)(2)(C); TEC §37.109(c); 29 U.S.C. §794*

**Answer: Yes**

**13a. Does your school district operate on a year-round system or any other type of alternative schedule?**

**Answer: No**

**13c. Did your school safety and security committee meet at least once during each academic semester and at least once during the summer?**
*Reference: TEC §37.109(c)*

**Answer: Yes**

**14a. Does your district partner with an open-enrollment charter school to provide instruction to students?**

**Answer: No**

## Section 5
## Emergency Management Information

**15a. Has your district adopted a multi-hazard emergency operations plan for use in the district's facilities?**
*Reference: TEC §37.108(a)*

**Answer: Yes**

**15b. Is your district's multi-hazard emergency operations plan reviewed at least annually and updated as needed based on recommendations by the district's board of trustees for improvement of the plan?**
*Reference: TEC §37.108(a)(7)*

**Answer: Yes**

**16. Does your district's multi-hazard emergency operations plan include the following regarding your school safety and security committee?**
*Reference: TEC §37.108(f)(9)*

The name of each individual on the committee
**Answer: Yes**

The date of each committee meeting during the preceding year
**Answer: Yes**

**17. Does your district's multi-hazard emergency operations plan include a policy for responding to an active shooter emergency?**
*Reference: TEC §37.108(g)*

**Answer: Yes**

**18. Does your district's multi-hazard emergency operations plan include provisions for ensuring that students and district personnel with disabilities are provided equal access to safety during a disaster or emergency situation?**
*Reference: TEC §37.1086(a)(2)(A)(c)*

**Answer: Yes**

**19. Does your district's multi-hazard emergency operations plan include provisions for ensuring the safety of students, staff, and spectators during extracurricular activities sponsored or sanctioned by the district?**
*Reference: TEC §37.108(f)(8)*

**Answer: Yes**

**20a. Is there a school district facility located within 1,000 yards of a railroad track, as measured from any point on the school's real property boundary line?**

**Answer: Yes**

**20b. Does your district's multi-hazard emergency operations plan include a policy for responding to a train derailment near a district school?**
*Reference: TEC §37.108(d)*

**Answer: Yes**

**21a. Is your district designated as a polling place?**
*Reference: TEC §37.108(e); Election Code §43.031*

**Answer: Yes**

**21b. Does your district's multi-hazard emergency operations plan include a policy for school district property selected for use as a polling place?**
*Reference: TEC §37.108(e); Election Code §43.031*

**Answer: Yes**

## Section 6
## Behavioral Threat Assessment, Suicide Prevention, and Trauma-Informed Practices

**22a. Has your district's board of trustees established a behavioral threat assessment team to serve each campus of the district?**
*Reference: TEC §37.115(c)*

**Answer: Yes**

**22b. Has your district's board of trustees adopted policies and procedures for the behavioral threat assessment team consistent with the model policies and procedures developed by the Texas School Safety Center?**
*Reference: TEC §37.115(c)(1)*

**Answer: Yes**

**22c. Has your district's board of trustees adopted policies and procedures to require each district campus to establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the team or other appropriate school employee?**
*Reference: TEC §37.115(c)(5)*

**Answer: Yes**

**22d. Has your district's board of trustees adopted policies and procedures that require each district campus to require that, as soon as safe and practicable after an administrator or team for a district campus receives information regarding a threat made against that campus, including through social media, the administrator or team immediately provide to each member of the teaching staff, including teacher's aides, who may be directly affected by the threat notice that includes:**
*Reference: TEC §37.115(c)(6)*

A statement of the existence of the threat
**Answer: Yes**

The nature of the threat
**Answer: Yes**

Any other pertinent details to ensure student and staff safety
**Answer: Yes**

**22e. Have all members of the district's behavioral threat assessment team completed behavioral threat assessment training provided by the Texas School Safety Center or a regional Education Service Center?**

*Reference: TEC §37.115(c)(2)*

**Answer: Yes**

**22f. Do members appointed to the behavioral threat assessment team have expertise, to the greatest extent practicable, in the following areas?**
*Reference: TEC §37.115(d)*

Counseling
**Answer: Yes**

Behavior management
**Answer: Yes**

Mental health and substance use
**Answer: Yes**

Classroom instruction
**Answer: Yes**

Special education
**Answer: Yes**

School administration
**Answer: Yes**

School safety and security
**Answer: Yes**

Emergency management
**Answer: Yes**

Law enforcement
**Answer: Yes**

**22g. Are materials and information provided to or produced by a team during a threat assessment of a student maintained in the student's school record until the student's 24th birthday?**
*Reference: TEC §37.115 (j-1)*

**Answer: Yes**

**23a. Does your district have programming to address suicide that includes:**
*Reference: TEC §38.351(i)(5)(B)*

Suicide prevention
**Answer: Yes**

Suicide intervention
**Answer: Yes**

Suicide postvention
**Answer: Yes**

**23b. Does your district employ nurses?**

**Answer: Yes**

**23c. Does your district employ social workers?**

**Answer: Yes**

**23d. Does your district provide suicide prevention training to:**
*Reference: TEC §38.351(g)*

School counselors
**Answer: Yes**

Teachers
**Answer: Yes**

Nurses
**Answer: Yes**

Administrators
**Answer: Yes**

Other staff
**Answer: Yes**

Law enforcement officers who regularly interact with students
**Answer: Yes**

Social workers who regularly interact with students
**Answer: Yes**

**23e. Does your district issue student identification cards to students in grade six or higher?**

**Answer: Yes**

**23f. Does each student identification card, issued to a student in grade six or higher, have suicide prevention contact information printed on it including the National Suicide Prevention Lifeline and Crisis Text Line; in addition to a local suicide prevention hotline, if available?**
*Reference: TEC §38.353(1)(A)(B)(2)*

**Answer: Yes**

**24a. Has your district adopted and implemented a policy requiring the integration of trauma-informed practices in each school environment?**
*Reference: TEC §38.036(a)*

**Answer: Yes**

**24b. Has the policy requiring the integration of trauma-informed practices been included in the following?**
*Reference: TEC §38.351(k)(1)(2); TEC §11.252(a)(10)*

Annual student handbooks
**Answer: Yes**

District improvement plan
**Answer: Yes**

**25a. Has your district designated a single person at each campus to serve as the campus behavior coordinator?**
*Reference: TEC §37.0012(a)(a-1)(b-1)*

**Answer: Yes**

**25b. Do you have a school behavioral threat assessment team that serves more than one campus?**
*Reference: TEC 37.115(d)(2)*

**Answer: Yes**

**25c. When a behavioral threat assessment team that serves more than one campus is serving a particular campus, is the person designated as the campus behavior coordinator included?**
*Reference: TEC 37.115(d)(2)*

**Answer: Yes**

## Section 7
## Bullying Prevention Policies and Procedures

**26. Has your district's board of trustees adopted a policy that prohibits the bullying of a student?**
*Reference: TEC §37.0832(c)(1)*

**Answer: Yes**

**27. Has your district's board of trustees adopted a policy that prevents and mediates bullying incidents between students that interfere with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity?**
*Reference: TEC §37.0832(c)(2)(A)(B)*

**Answer: Yes**

**28. Has your district's board of trustees adopted a policy that prohibits retaliation against any person, including a victim, a witness, or another person, who in good faith provides information concerning an incident of bullying?**
*Reference: TEC §37.0832(c)(3)*

**Answer: Yes**

**29. Has your district's board of trustees established a procedure for providing notice of an incident of bullying to the following:**
*Reference: TEC §37.0832(c)(4)(A)(B)*

A parent or guardian of the alleged victim on or before the third business day after the date the incident is reported
**Answer: Yes**

A parent or guardian of the alleged bully within a reasonable amount of time after the incident
**Answer: Yes**

**30. Has your district's board of trustees adopted a policy that establishes the actions a student should take to obtain assistance and intervention in response to bullying?**
*Reference: TEC §37.0832(c)(5)*

**Answer: Yes**

**31. Has your district's board of trustees adopted a policy that sets out the available counseling options for:**
*Reference: TEC §37.0832(c)(6)*

A student who is a victim of or a witness to bullying
**Answer: Yes**

A student who engages in bullying
**Answer: Yes**

**32. Has your district's board of trustees adopted a policy that establishes procedures for reporting an incident of bullying that includes the following:**
*Reference: TEC §37.0832(c)(7)*

Procedures for a student to anonymously report an incident of bullying
**Answer: Yes**

Investigating a reported incident of bullying
**Answer: Yes**

Determining whether the reported incident of bullying occurred
**Answer: Yes**

**33. Has your district's board of trustees adopted a policy that prohibits the imposition of a disciplinary measure on a student who, after an investigation, is found to be a victim of bullying, on the basis of that student's use of reasonable self-defense in response to the bullying?**
*Reference: TEC §37.0832(c)(8)*

**Answer: Yes**

**Section 8**
**Active Threat Exercise**

**34a. Did your district conduct an active threat exercise, including an active shooter simulation during this audit cycle (2023-2026)?**
*Reference: 19 Texas Administrative Code §103.1211(a)(b)*

**Answer: Yes**

**34b. Did your district invite the following groups to participate or be part of active threat exercises?**

Students
**Answer: No**

Staff
**Answer: Yes**

**34c. Prior to conducting an active threat exercise, including an active shooter simulation, did your district provide adequate notice of the exercise to the following?**
*Reference: TEC §37.1141(a)(1)*

Staff likely to be part of the exercise
**Answer: Yes**

**34d. Did the active threat exercise notice include the following elements?**
*Reference: TEC §37.1141(a)(1)(A)(B)(C)*

The date on which the exercise was scheduled to occur
**Answer: Yes**

The content, form, and tone of the exercise
**Answer: Yes**

Whether the exercise would include a live simulation that mimics or appears to be an actual shooting incident
**Answer: Yes**

**35a. Did your district announce the active threat exercise to students and faculty before the start of the exercise?**
*Reference: TEC §37.1141(a)(2)*

**Answer: Yes**

**35b. Did your district announce that the active threat exercise would include a live simulation that mimics or appears to be an actual threat, such as a shooting incident?**
*Reference: TEC §37.1141(a)(2)*

**Answer: Yes**

**36. Did your district notify first responder organizations that would likely respond in the event of a false report or alarm of the exercise?**
*Reference: TEC §37.1141(a)(3)*

**Answer: Yes**

**37. Did your district create a safe zone around the area in which the exercise was conducted to keep out actual firearms, ammunition, and other weapons, other than firearms, ammunition, or other weapons carried by a peace officer, school resource officer, or school marshal or any other person authorized by the district to carry those items on school grounds?**
*Reference: TEC §37.1141(a)(4)*

**Answer: Yes**

**38. Did your district ensure the content of the exercise was:**
*Reference: TEC §37.1141(a)(5)(A)(B)(C)*

Age appropriate and developmentally appropriate
**Answer: Yes**

Developed by a team of school administrators, teachers, school-based mental health professionals, and law enforcement officers, with input from parents and students
**Answer: Yes**

**39a. Did your district conduct an after-action review of the active threat exercise to determine if key planning objectives were achieved?**
*Reference: 19 Texas Administrative Code §103.1211(c)(6)*

**Answer: Yes**

**39b. At the conclusion of the after-action review did the findings indicate the following?**
*Reference: 19 Texas Administrative Code §103.1211(c)(6)(A)(B)(C)*

Incident command and control structures work as intended in accordance with the district's multi-hazard emergency operations plan
**Answer: Yes**

Two-way communications work as intended with emergency first responders, in accordance with the district's multi-hazard emergency operations plan
**Answer: No**

Emergency notification systems work as intended (e.g., voice calls, text messages, and email notifications)
**Answer: Yes**

**Note:** The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

**40a. Did your after-action review determine the impact of the active threat exercise?**
*Reference: TEC §37.1141(a)(6)*

**Answer: Yes**

**40b. Please indicate how much you agree or disagree with the following statements regarding the impact of the active threat exercise.**
*Reference: TEC §37.1141(a)(6)*

District stakeholders (e.g., students, staff, or family members of students or staff) feel safe in the event of an emergency
**Answer: Neutral**

District stakeholders (e.g., students, staff, or family members of students or staff) know what to do in the event of an emergency
**Answer: Neutral**

District stakeholders (e.g., students, staff, or family members of students or staff) know who to contact in the event of an emergency
**Answer: Neutral**

**Section 9**
## Additional Safety and Security Information

**41. Did your school district use the funds provided through the school safety allotment under *TEC §48.160* only for the purposes provided by that section?**
*Reference: TEC §37.108(b-1); TEC §48.160*

**Answer: Yes**

**42. Does the student handbook for each campus include information on gang-free zones and the consequences of engaging in organized criminal activity within those zones?**
*Reference: TEC §37.110*

**Answer: Yes**

**43. Does your district have at least one of each of the following available for use at each campus in the event of an active shooter incident?**
*Reference: TEC §37.1171*

Breaching tool
**Answer: Yes**

Ballistic shield
**Answer: Yes**

**44a. Does your district have policies and procedures in place for notification of a bomb threat or terroristic threat relating to a campus or other district facility at which students are present?**
*Reference: TEC §37.113*

**Answer: Yes**

**44b. Do those policies and procedures include notification of the threat as soon as possible to the parent or guardian of, or other person standing in parental relation to, each student who is assigned to the campus or who regularly uses the facility?**
*Reference: TEC §37.113*

**Answer: Yes**

**45. Have the following drills been conducted at all facilities at the minimum frequency stated below?**
*Reference: 19 Texas Administrative Code §103.1209(a)(c)(1-5)*

Secure Drill (One per school year)
**Answer: Yes**

Lockdown Drills (Two per school year; once per semester)
**Answer: Yes**

Evacuation Drill (One per school year)
**Answer: Yes**

Shelter-in-Place for Severe Weather or Shelter-in-Place for Hazmat Drill (One per school year)
**Answer: Yes**

Fire Evacuation Drills (Four per school year; two per semester*)
**Local fire marshal requirements supersede this recommended frequency.*
**Answer: Yes**

**46a. Has your district developed a traumatic injury protocol for school employees and volunteers to follow in the event of a traumatic injury?**
*Reference: TEC §38.030(a)*

**Answer: Yes**

**46b. Does your district make the traumatic injury protocol available annually for school employees and volunteers to follow in the event of a traumatic injury?**
*Reference: TEC §38.030(a)*

**Answer: Yes**

**46c. Does your district provide agency-approved training on the traumatic injury protocol for the following?**
*Reference: TEC §38.030(b)(3)(A)(B)(C)*

Each school district peace officer commissioned under Section 37.081
**Answer: Yes**

All other district or school personnel who may be reasonably expected to use a bleeding control station
**Answer: Yes**

**47a. Does your district have bleeding control stations available to school employees and volunteers for use in the event of a traumatic injury involving blood loss?**
*Reference: TEC §38.030(b)(1)*

**Answer: Yes**

**47b. Are the bleeding control stations stored in easily accessible areas of the campus that are selected by the district's school safety and security committee?**
*Reference: TEC §38.030(b)(2)*

**Answer: Yes**

**47c. Are students enrolled at the campus in grades seven or higher annually offered instruction on the use of a bleeding control station from a school resource officer or other appropriate district or school personnel who have received the training?**
*Reference: TEC §38.030(b)(4)*

**Answer: Yes**

**47d. Do your district bleeding control stations contain all the required materials?**
*Reference: TEC §38.030(d)(1-9)*

**Answer: Yes**

**48. Does your district maintain and inspect your Automated External Defibrillators monthly, according to manufacturer's guidelines?**
*Reference: Health and Safety Code §779.003*

**Answer: Yes**

**49. Has your district adopted and implemented policy regarding the maintenance, administration, and disposal of opioid antagonists at each campus in the district that serves students in grades six through twelve?**
*Reference: TEC §38.222(a)*

**Answer: Yes**

**50. Has your district's board of trustees adopted a policy regarding action to be taken by the administration of a school campus when a visitor is identified as a sex offender?**
*Reference: TEC §38.022(d)*

**Answer: Yes**

**51. Does your district place warning signs at each school about the increased penalties for trafficking of persons in a conspicuous place reasonably likely to be viewed by all school employees and visitors?**
*Reference: TEC §37.086(b)*

**Answer: Yes**

**52. Does your district annually provide or make information available about programs on the dangers of students sharing visual material depicting a minor engaged in sexual conduct, to parents and students in a grade level the district considers appropriate?**
*Reference: TEC §37.218(c)*

**Answer: Yes**

**53. Has your district adopted and implemented a dating violence policy to be included in your district improvement plan?**
*Reference: TEC §37.0831(a)*

**Answer: Yes**

**54. Does your school district require each district employee who regularly interacts with students to complete an evidence-based mental health training program designed to provide instruction regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety?**
*Reference: TEC §22.904(a)*

**Answer: Yes**

**55a. Does your district provide each classroom with silent panic alert technology?**
*Reference: TEC §37.118(a)*

**Answer: Yes**

**55b. Does your district silent panic alert technology allow for immediate contact with the following responders?**
*Reference: TEC §37.118(a)*

District or school emergency services
**Answer: Yes**

Emergency services agencies
**Answer: Yes**

Law enforcement agencies
**Answer: Yes**

Health departments
**Answer: Yes**

Fire departments
**Answer: Yes**

**56a. Is your district located in whole or in part within an Emergency Services District?**
*Reference: TEC §37.117(b)*

**Answer: Yes**

**56b. Did your district provide an accurate map of each district campus and school building to each entity located in whole or in part within the school district?**
*Reference: TEC §37.117(a)(1); TEC §37.117(b)*

Department of Public Safety
**Answer: Yes**

Local law enforcement agencies
**Answer: Yes**

Emergency medical services
**Answer: Yes**

Fire departments
**Answer: Yes**

Emergency Services Districts
**Answer: Yes**

**57. Did your district provide the following entities with an opportunity to conduct a walk-through of each district campus and school building?**
*Reference: TEC §37.117(a)(2)*

Department of Public Safety
**Answer: Yes**

Local law enforcement agencies
**Answer: Yes**

Emergency medical services
**Answer: Yes**

Fire departments
**Answer: Yes**

**58a. Does your district designate a cybersecurity coordinator?**
*Reference: TEC §11.175(d)*

**Answer: Yes**

**58b. Does your district's cybersecurity coordinator complete the following required trainings on an annual basis?**
*Reference: TEC §11.175(h-1)*

Cybersecurity training
**Answer: Yes**

Artificial intelligence training
**Answer: Yes**

**59. Do district employees who use the district's computer system or database to perform at least 25 percent of their job duties complete the following required trainings on an annual basis?**
*Reference: TEC §11.175(h-1); Texas Government Code §2054.5191(a-1); Texas Government Code §2054.5191(b)*

Cybersecurity training
**Answer: Yes**

Artificial intelligence training
**Answer: Yes**

**60a. Does your district provide information and resources on safe gun storage, developed by the Texas School Safety Center and Texas DPS, about *Texas Penal Code 46.13*, and ways in which parents and guardians can effectively prevent children from accessing firearms to the parent or guardian of each student enrolled in the district or school at least three times each school year?**
*Reference: TEC §37.222; Texas Penal Code §46.13(b)(c)(d)(e)*

**Answer: Yes**

**60b. What mechanism are you using to provide information and resources on safe gun storage, developed by the Texas School Safety Center and Texas DPS, about *Texas Penal Code 46.13*, and ways in which parents and guardians can effectively prevent children from accessing firearms to the parent or guardian of each student enrolled in the district or school at least three times each school year?** *(Please select all that apply.)*
*Reference: TEC §37.222; Texas Penal Code §46.13(b)(c)(d)(e)*

**Selected Answer(s):**

**District or campus website**
**District or campus social media accounts**
**District or campus communication platform/app (e.g., parent portals, messaging apps)**
**In-person distribution (e.g., meetings, events, parent-teacher conferences)**
**Student take-home materials (flyers, handouts sent with students)**

**61a. Has your district's board of trustees adopted, implemented, and ensured the district or school complies with a written policy prohibiting a student using a personal communication device while on school property during the school day?**
*Reference: TEC §37.082(a)*

**Answer: Yes**

**61b. Does your district's personal communication device policy establish disciplinary measures to be imposed for violation of the prohibition?**
*Reference: TEC §37.082(a)*

**Answer: Yes**

AUTHORIZATION SIGNATURE PAGE

The District Audit Survey 2023-2026 has been completed and approved by the following representatives of the Cypress-Fairbanks Independent School District:

Prepared by:

Kathryn O. Vasquez

The Office of Emergency Management

Concurred by:

Eric Mendez, Chief of Police

Approved by:

Julie Hinaman, President, Board of Trustees

Dr. Cleveland Lane, Jr., Vice President, Board of Trustees

Lesley Guilmart, Secretary, Board of Trustees

Kendra Camarena, Board Member

Christine Kalmbach, Board Member

Todd LeCompte, Board Member

Justin Ray, Board Member

Douglas Killian, Superintendent

Date: September 14, 2026

**Signature of person reporting**

× SIGN HERE

clear

Print to PDF

**Once the signatures of the board of trustees and the superintendent have been collected on the signature page, the person reporting will return to the survey to complete the attestation.**

*If you have technical issues or questions about conducting your audit or how to answer questions within the audit survey, contact txssc_audit_info@txstate.edu.*

# District Goals & Guardrails Review

A comprehensive item-by-item comparative analysis of Current Frameworks against Proposed Updates for the 2026–2027 Academic Year.

**DELIBERATION BODY**
Board of Trustees
Facilitator, Julie Hinaman, Board President

**STRUCTURE FORMAT**
Individual Current vs. Proposed Slides

**REVIEW HORIZON**
2026–2027 Implementation

# Strategic Architecture & Review Scope

AGENDA OVERVIEW

### Part 1: Student Outcome Goals (1–5)

Focuses on academic mastery, post-secondary CCMR readiness, on-time graduation, and accelerated K-2 foundational literacy and mathematics growth.

### Part 2: Operational Guardrails (1–5)

Defines executive boundaries for school climate, educator talent, authentic community engagement, fiscal sustainability, and operational excellence.

**Process:** Each goal and guardrail is reviewed on its own slide: first examining the adopted baseline, followed immediately by the proposed update and strategic shifts.

# Goal 1: Academic Performance (Current)

ADOPTED BASELINE

ADOPTED GOAL STATEMENT

The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029.

PERFORMANCE OBJECTIVE 1.1

DPM METRIC

The percentage of eligible students scoring at the Approaches, Meets, and Masters Level on the District Progress Monitoring (DPMs) assessments will increase by 2% at the Approaches Level and 3% at the Meets and Masters Levels each year.

# Goal 1: Academic Performance (Proposed)

2026–2027 PROPOSED

**PROPOSED GOAL STATEMENT (ACCOUNTABILITY INDEX SHIFT)**

The district STAAR/EOC Composite Performance Index Score on state assessments will increase from 54.0 for the 2023-2024 (baseline) school year to 67.3 for the 2028-2029 (target) school year.

**KEY STRATEGIC SHIFTS**

Transitions from fragmented percentage tiers to TEA's unified composite performance index, while embedding targeted sub-population gap closure and an AI-assisted instruction pilot.

### PERFORMANCE OBJECTIVE 1.1

TARGETED GROWTH

Annual +2% Approaches and +3% Meets/Masters on DPMs, with targeted instructional interventions specifically accelerating academic growth and gap closure for historically underperforming student groups.

### PERFORMANCE OBJECTIVE 1.2

NEW AI INITIATIVE

Establish an AI-assisted instruction pilot program, training an initial educator cohort on approved, grade-level appropriate, privacy-vetted AI tools to personalize learning and support student differentiation.

# Goal 2: Post-Secondary Readiness (Current)

ADOPTED BASELINE

ADOPTED GOAL STATEMENT

The percentage of students with the necessary skills and knowledge to succeed in their chosen post-secondary path will increase from 65% to 80% by 2029.

### PO 2.1: INDUSTRY CERTIFICATIONS

The percentage of students who earn a workforce industry certification in eligible CTE courses will increase by 2% each year.

### PO 2.2: ADVANCED COURSEWORK

The percentage of students who complete dual-credit and advanced placement courses will increase by 2% each year.

### PO 2.3: EXTRACURRICULARS

The percentage of students who participate in extracurricular activities (including clubs, JROTC, HOSA, etc.) will increase by 2% each year.

# Goal 2: Post-Secondary Readiness (Proposed)

2026–2027 PROPOSED

**PROPOSED GOAL STATEMENT (CCMR BASELINE FLOOR)**

The percentage of students demonstrating post-secondary readiness (CCMR) on state accountability measures will maintain a minimum performance baseline floor of 80% annually through 2029 while adapting to refreshed TEA standards.

**KEY STRATEGIC SHIFTS**

Locks in an 80% statutory floor during state accountability changes, maintains steady CTE/AP trajectory, and adds an explicit college readiness benchmark metric across both ELAR and Math.

### PO 2.1: WORKFORCE CERTIFICATIONS

MAINTAINED

Increase CTE workforce industry certifications by 2% each year during the state accountability transition.

### PO 2.2: ADVANCED COURSEWORK

MAINTAINED

Increase completion of dual-credit and Advanced Placement (AP) courses by 2% each year.

### PO 2.3: EXTRACURRICULARS

MAINTAINED

Increase extracurricular involvement (clubs, JROTC, HOSA, fine arts, athletics) by 2% each year.

### PO 2.4: COLLEGE READINESS (ELAR/MATH)

NEW METRIC

Achieve a minimum 2 percentage point year-over-year increase in graduating seniors meeting TEA college readiness benchmarks (TSIA2, ACT, SAT, etc.) in both ELAR and Math.

# Goal 3: 4-Year Graduation Rate (Current)

ADOPTED BASELINE

ADOPTED GOAL STATEMENT

The 4-year graduation rate will increase from 92.3% to 95.9% by 2029.

PERFORMANCE OBJECTIVE 3.1

ANNUAL TRAJECTORY

The percentage of students who graduate within four years will increase by 1% each year.

# Goal 3: 4-Year Graduation Rate (Proposed)

2026–2027 PROPOSED

**PROPOSED GOAL STATEMENT**

The 4-year graduation rate will increase from 92.3% to 95.9% by 2029.

**KEY STRATEGIC SHIFTS**

Replaces 1% annual increments with explicit milestone baseline floors (94.4% for 2026, 95.1% for 2027) to mathematically ensure the 95.9% target is reached by 2029.

**PERFORMANCE OBJECTIVE 3.1**

MILESTONE COHORT FLOORS

The 4-year graduation rate will increase from 92.3% to 95.9% by 2029, maintaining a performance baseline floor of 94.4% for the 2026 reporting cycle and pacing toward 95.1% for the 2027 cohort.

# Goal 4: Early Literacy K-2 (Current)

ADOPTED BASELINE

ADOPTED GOAL STATEMENT

The percentage of students in grades K-2 who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029.

PERFORMANCE OBJECTIVE 4.1

OBSERVED GROWTH METRIC

The percentage of students who meet their RIT score or show observed growth on the MAP or mCLASS composite score will increase by 1% each year.

# Goal 4: Early Literacy K-2 (Proposed)

2026–2027 PROPOSED

**PROPOSED GOAL STATEMENT**

The percentage of students in grades K-2 who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029.

**KEY STRATEGIC SHIFTS**

Shifts accountability from flat observed growth (+1%) to rigorous, individualized student growth norms (+4% annually), ensuring below-grade readers accelerate rapidly.

**PERFORMANCE OBJECTIVE 4.1**

ACCELERATED INDIVIDUALIZED NORM (+4%)

The percentage of students who meet or exceed their individualized growth norm will increase by 4% annually from their current baseline in reading.

# Goal 5: Early Mathematics K-2 (Current)

ADOPTED BASELINE

ADOPTED GOAL STATEMENT

The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029.

PERFORMANCE OBJECTIVE 5.1

OBSERVED GROWTH METRIC

The percentage of students who meet their RIT score or show observed growth on the MAP will increase by 1% each year.

# Goal 5: Early Mathematics K-2 (Proposed)

2026–2027 PROPOSED

**PROPOSED GOAL STATEMENT**

The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029.

**KEY STRATEGIC SHIFTS**

Parallels early literacy by transitioning from flat 1% shifts to an ambitious +4% annual increase in students meeting or exceeding individualized math growth norms.

**PERFORMANCE OBJECTIVE 5.1**

ACCELERATED INDIVIDUALIZED NORM (+4%)

The percentage of students who meet or exceed their individualized growth norm will increase by 4% annually from their current baseline in math.

PART 2: GOVERNANCE CONTROLS

# Operational Guardrails Review

Operational guardrails define the explicit executive boundaries within which the superintendent manages school climate, human capital, community trust, fiscal strength, and infrastructure.

# Guardrail 1: Safe Schools (Current)

ADOPTED BASELINE

ADOPTED GUARDRAIL STATEMENT

The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

### PO 1.1: SAFETY PLAN

Implement the Safe and Supportive Schools Plan.

### PO 1.2: STUDENT ATTENDANCE

Increase the student attendance rate to 95% or show improvement from the prior year.

### PO 1.3: PBIS SYSTEMS

Ensure all campuses fully implement PBIS or another research-based schoolwide behavioral support system.

### PO 1.4: CYBERSECURITY

Expand measures to protect sensitive and confidential data and maintain cybersecurity readiness.

# Guardrail 1: Safe Schools (Proposed)

2026–2027 PROPOSED

**PROPOSED GUARDRAIL STATEMENT**

The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

**KEY STRATEGIC SHIFTS**

Elevates PBIS from campus implementation checkmarks to rigorous Return on Investment (ROI) and fidelity evaluation (TFI) paired directly against behavioral outcomes.

### PO 1.1, 1.2 & 1.4: MAINTAINED FOUNDATIONS

STANDARDS UPHELD

Uphold full execution of Safe & Supportive Schools Plan, maintain 95% attendance target, and reinforce institutional cybersecurity defenses and student data protection protocols.

### PERFORMANCE OBJECTIVE 1.3

PBIS ROI & TFI METRIC

By June 2027, the district will evaluate the return on investment of school-wide PBIS programs by measuring whole-campus implementation consistency (TFI) against student behavioral outcomes, using this data to strengthen campus support or guide alternative frameworks where needed.

# Guardrail 2: Human Capital (Current)

ADOPTED BASELINE

ADOPTED GUARDRAIL STATEMENT

The superintendent shall recruit, develop, and retain highly qualified and effective personnel.

### PO 2.1 & 2.2: HIRING & PAY

Implement teacher/leadership recruitment plan; provide competitive compensation packages for all employees.

### PO 2.3 & 2.4: SUBSTITUTES & PATHWAYS

Increase substitute fill rate to 90% (or +1%); promote 100% of highly qualified teacher pathway candidates.

### PO 2.5 & 2.6: TIA & SPECIAL ED

Increase Teacher Incentive Allotment designations; increase fill rate for special education teachers and paraprofessionals by 2%.

### PO 2.7: TEACHER TURNOVER

Develop a plan to maintain a low teacher turnover rate across all district campuses.

# Guardrail 2: Human Capital (Proposed)

2026–2027 PROPOSED

**PROPOSED GUARDRAIL STATEMENT**

The Superintendent shall recruit, develop, and retain highly qualified and effective personnel.

**KEY STRATEGIC SHIFTS**

Replaces subjective "low turnover" with state benchmark accountability, adjusts candidate placement targets to 95%, and adds an 8th objective on teacher AI professional learning.

### PO 2.4: PATHWAY PLACEMENTS

CALIBRATED TARGET

Hire 95% of highly qualified teacher pathway candidates into teaching positions.

### PO 2.7: TURNOVER BENCHMARK

STATE BENCHMARK

Maintain a teacher turnover rate consistently below the Texas state average.

### PO 2.8: AI PROFESSIONAL LEARNING

NEW OBJECTIVE

Provide educator professional learning on ethical AI integration, instructional design, and admin tools to streamline workloads.

# Guardrail 3: Community Relations (Current)

ADOPTED BASELINE

ADOPTED GUARDRAIL STATEMENT

The superintendent shall foster a culture of trust by providing accurate, timely and interactive communication to all stakeholders and encouraging parents and the community-at-large to be involved in CFISD schools.

### PO 3.1: "CHOOSE CFISD"

Implement a comprehensive marketing plan to celebrate why parents, employees and community should choose CFISD.

### PO 3.2: COMMUNITY ENGAGEMENT

Engage parents, business and community members in CFISD volunteer opportunities and events.

### PO 3.3: STAKEHOLDER FEEDBACK

Implement a comprehensive plan to increase stakeholder input.

### PO 3.4: REVENUE GENERATION

Implement a comprehensive plan to increase revenue.

# Guardrail 3: Community Relations (Proposed)

2026–2027 PROPOSED

**PROPOSED GUARDRAIL STATEMENT**

The superintendent shall foster a culture of trust by providing accurate, timely and interactive communication to all stakeholders and encouraging parents and the community-at-large to be involved in CFISD schools.

**KEY STRATEGIC SHIFTS**

Adds explicit +5% year-over-year metrics for digital marketing inquiries and community volunteer participation, expands stakeholder input loops, and continues non-tax revenue generation.

### PO 3.1: MARKETING & RECRUITMENT

+5% INQUIRIES

Execute an expanded, data-driven marketing and recruitment plan targeting PK/K, transfer, and new-mover audiences, measured by a 5% YoY increase in digital engagement and inquiries, while deploying multi-channel recruitment campaigns to attract and retain staff.

### PO 3.2: VOLUNTEER PARTICIPATION

+5% VOLUNTEERS

Achieve a 5% year-over-year increase in parent, business, and volunteer participation by June 2027 while establishing baseline trend data (based on student enrollment) across all district community events.

### PO 3.3: STAKEHOLDER INPUT

EXPANDED SCOPE

Expand CFISD's comprehensive plan to increase stakeholder input & feedback across parent, staff, student, and community advisory councils.

### PO 3.4: ALTERNATIVE REVENUE

CONTINUED

Implement a comprehensive plan to increase revenue.

# Guardrail 4: Financial Management (Current)

ADOPTED BASELINE

ADOPTED GUARDRAIL STATEMENT

The superintendent shall exercise fiscal responsibility to maintain financial strength and provide the financial resources for the educational program and support needs.

**PO 4.1: OPERATING BUDGET**

Develop and manage an operating budget reflecting District Improvement Plan objectives.

**PO 4.2: FUND BALANCE**

Maintain an appropriate operating fund balance according to board policy.

**PO 4.3: BOND RATINGS**

Maintain underlying bond rating from major rating agencies.

**PO 4.4: 2019 BOND SALES**

Provide funding for facilities, technology, and programs by selling bonds from 2019 referendum.

**PO 4.5: DATA GOVERNANCE**

Develop a data governance framework to improve data quality and access for all stakeholders.

**PO 4.6: ELECTRONIC RECORDS**

Develop district-wide electronic documents environment and automated workflows.

# Guardrail 4: Fiscal Management & Stability (Proposed: 4.1–4.3)

2026–2027 PROPOSED

**PROPOSED GUARDRAIL STATEMENT**

The superintendent shall exercise fiscal responsibility to maintain financial strength and provide the financial resources for the educational program and support needs.

**STRATEGIC RATIONALE (OBJECTIVES 4.1 – 4.3)**

Hedges against acute inflationary pressures, mandates strict adherence to Board-established reserve targets, and upholds top-tier creditworthiness.

### PERFORMANCE OBJECTIVE 4.1: STRUCTURAL REVENUE & INFLATIONARY STABILIZATION

PROACTIVE INFLATION DEFENSE

Evaluate structural revenue models and implement alternative stabilization strategies to manage the operating budget against inflationary impacts while preserving district programs and the objectives of the District Improvement Plan.

### PERFORMANCE OBJECTIVE 4.2: RESERVE FUND SAFEGUARDS

ENFORCED RESERVE SAFEGUARDS

Manage and safeguard the general fund reserve levels through conservative fiscal controls and structural optimization to ensure continuous compliance with Board-mandated operational targets.

### PERFORMANCE OBJECTIVE 4.3: BOND RATINGS

MAINTAINED

Maintain underlying bond rating from major bond rating agencies to ensure optimal borrowing power and taxpayer value.

# Guardrail 4: Systems, Data & AI Governance (Proposed: 4.4–4.7)

2026–2027 PROPOSED

**OPERATIONAL & TECHNOLOGY INFRASTRUCTURE**

Modernizing institutional operations through automated digital workflows, state-level Ed-Fi data analytics, and disciplined AI privacy governance.

**STRATEGIC RATIONALE (OBJECTIVES 4.4 – 4.7)**

Concludes 2019 bond sales, leverages automated Ed-Fi dashboards to cut manual reporting by 75%, and institutes an enterprise-wide AI Governance Framework.

### PO 4.4: 2019 BOND SALES

DISCONTINUED

No bond sales; officially discontinued as the 2019 Bond authorization cycle concludes.

### PO 4.5: ED-FI ANALYTICS

-75% REPORTING TIME

**Maintain established Ed-Fi compliance and data governance while expanding interactive district analytics to reduce manual reporting time by 75% for dashboard-supported processes.**

### PO 4.6: DIGITAL WORKFLOWS

EXPANDED SCOPE

Expand the district's electronic records environment and automated workflows across all operational departments.

### PO 4.7: AI GOVERNANCE

NEW OBJECTIVE

Establish a district-wide AI Governance Framework to evaluate, implement, and monitor emerging technology innovations that streamline administrative operations while safeguarding student data privacy and ethical standards.

# Guardrail 5: District Operations (Current)

ADOPTED BASELINE

ADOPTED GUARDRAIL STATEMENT

The superintendent shall ensure that facilities and services adequately support the educational program and other operations.

**PO 5.1: BUS ON-TIME RATES**

Maintain morning on-time arrivals at 95% and increase afternoon arrivals to 92%.

**PO 5.2: DRIVER RETENTION**

Maintain an 85% or higher Transportation Department retention rate.

**PO 5.3: BREAKFAST PARTICIPATION**

Increase reimbursable breakfast participation percentage across campuses to 40%.

**PO 5.4: 2019 BOND PROJECTS**

Continue completion of construction and renovation projects approved in 2019 Bond referendum.

**PO 5.5: LONG-RANGE PLAN**

Develop Long-Range Plan addressing projected student enrollment, asset protection, infrastructure, and facility replacement cycles.

# Guardrail 5: District Operations (Proposed)

2026–2027 PROPOSED

**PROPOSED GUARDRAIL STATEMENT**

The superintendent shall ensure that facilities and services adequately support the educational program and other operations.

**KEY STRATEGIC SHIFTS**

Calibrates PM transit metrics under revised dismissal tracking, raises driver retention goal to 90%, finalizes 2019 bond close-out, and activates authorized Long-Range Plan cycles.

### PO 5.1: BUS TRANSIT TARGETS

CALIBRATED

Increase Transportation Department morning on-time arrivals to 95% and increase afternoon on-time arrivals to 80% under the revised district dismissal tracking standards.

### PO 5.2: DRIVER RETENTION

90% TARGET

Maintain a 90% or higher Transportation Department Driver retention rate.

### PO 5.3: BREAKFAST OPTIMIZATION

SITE-LEVEL

Evaluate site-level morning schedules to optimize student participation toward the 40% reimbursable breakfast target.

### PO 5.4: BOND CLOSE-OUT

2019 CLOSE-OUT

Finalize remaining close-out tracking for 2019 Bond referendum projects and evaluate outstanding facility lifecycle data to inform future planning.

### PO 5.5: LONG-RANGE PLAN DIRECTIVES

VOTER DIRECTIVES

Execute authorized Long-Range Plan directives utilizing voter-approved funding pathways to systematically address enrollment, safety, and replacement cycles.

# Board Review Synthesis & Action Items

GOVERNANCE ACTION

### 1. Rigorous Accountability

Transition to TEA's Composite STAAR Index, an 80% CCMR performance floor, and +4% K-2 individualized growth norms to elevate standards across all student groups.

### 2. Cohesive AI Integration

Synchronizes classroom pilot cohorts (Goal 1.2), educator professional learning (Guardrail 2.8), and institutional data privacy policy (Guardrail 4.7).

### 3. Fiscal & Facility Directives

Formally discontinues 2019 bond sales to complete final project close-out while activating voter-approved Long-Range facility asset cycles.

**For Monday**

Recommended Action: Motion to adopt the proposed 2026–2027 Goals, Guardrails, and updated Performance Objectives as presented.