

Public Notice of Regular Meeting

The Board of Trustees Groesbeck ISD

A Regular Meeting of the Board of Trustees of Groesbeck ISD will be held Monday, July 22, 2024, beginning at 6:00 PM in the GISD Administration Office Board Room, 1202 N Ellis, Groesbeck, TX 76642.

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

- I. **CALL TO ORDER**
- II. **INVOCATION**
- III. **PLEDGES TO THE FLAGS**
- IV. **REVIEW DISTRICT MISSION STATEMENT**
- V. **PUBLIC COMMENT (Agenda/Non-Agenda Items)**
- VI. **CONSIDER AND APPROVE CONSENT AGENDA ITEMS**
 - A. Minutes of Previous Board Meeting

Regular Board Meeting
MINUTES
05/20/2024 6:00
p.m.

Present: Aslone Foy, Jim Longbotham, Stephen Bradley, Jason Milstead, Tom Sutton, Angela Crane, Bridgett Jackson-Tatum (6:14).

Others: Anthony Figueroa, Teresa Battrick, Cindy Ensminger, Deana Rand, Melissa Smith, Alex Montoya, Brooke Dodd, Sarah Bush, Kristen Curry, Evan Ditmore, Keither Parker, Rasena Parker, Hollye Black, Kelley Young, Janis Royal, Rebecca Reeves, Jenna Jones, Kevin Devrow, Rayna Kurtz, Allie Verm, Hunter Garner, Kelley Brooks, Chloe Crane, Janae Trojacek.

Aslone Foy called the meeting to order at 6:00 p.m.

Jim Longbotham gave the Invocation.

Stephen Bradley led the Pledges to the Flags.

Angela Crane read the District Mission Statement.

Tom Sutton was recognized for his years of service on the board since October 2015.

Teresa Battrick swore in newly elected board members and appointed board members, Aslone Foy, Jason Milstead, and Sindra McLean.

Reorganization of the Board:

Anthony Figueroa opened nominations for Board President. Jim Longbotham nominated Aslone Foy. Since there were no other nominations, nominations were closed. Aslone Foy is the Board President by acclamation.

Aslone Foy opened nominations for Board Vice President. Stephen Bradley nominated Jim Longbotham. Since there were no other nominations, nominations were closed. Jim Longbotham is the Board Vice President by acclamation.

Aslone Foy opened nominations for Board Secretary. Stephen Bradley nominated Bridgett Jackson-Tatum. Since there were no other nominations, nominations were closed. Bridgett Jackson-Tatum is the Board Secretary by acclamation.

The following FFA students were recognized for competing at the Area 8 Speaking on May 10 in Waco. It's difficult to advance to the Area, and each speaker placed in the top 5.

Rayna Kurtz - 2nd Place Animal Science; Allie Verm - 3rd Place Natural Resources; Hunter Garner - 3rd Place Extemporaneous; Keeley Brooks - 4th Place Soil Stewardship; Chloe Crane - 4th Place Tech and Comm; Janae Trojacek - 5th Place Agribusiness; Shelby Howard - 5th Place Junior Prepared. Groesbeck was also 2nd Place in the Area Speaking Sweepstakes, and Allie Verm was inducted as a 2024-2025 Area VIII Officer.

There were no public comments.

The Public Hearing for Groesbeck ISD's Internet Safety Policy and Children's Internet Protection Act (CIPA) opened at 6:09 p.m., and since there were no comments, it closed at 6:10 p.m.

Motion by Jason Milstead, second by Stephen Bradley to approve the Groesbeck ISD's Internet Safety Policy. Motion carried unanimously.

Cindy Ensminger presented the amendment to the District of Innovation (DOI). Discussed information on teacher openings and filling those positions. The District will continue to recruit and hire certified and qualified teachers, but in the event we have to hire someone with a degree but not a teacher, there are requirements for actively pursuing certification. Motion by Jim Longbotham, second by Stephen Bradley to approve the amendment to the District of Innovation as presented. Motion carried unanimously.

Discussed revision to the 2024-2025 school calendar. High school graduation date to be presented in August. Motion by Angela Crane, second by Sindra McLean to approve the 2024-2025 revised school calendar. Motion carried unanimously.

Sarah Bush presented the second reading of Board Policy Academic Achievement Class Ranking (EIC-LOCAL). This will start with the class of 2028. Discussed classes, weighted, GPA, new students, and conversion. Motion by Jim Longbotham, second by Angela Crane to approve the second reading of EIC(LOCAL) Academic Achievement Class Ranking. Motion carried unanimously.

Jackie Ancelet presented support services for the building's patching and repair of the roof. 12-year warranty, replace with new metal, and seal. Motion by Stephen Bradley, second by Jason Milstead to approve Tremco and the project as presented. Motion carried unanimously.

Discussion of Anthony Figueroa having the authority to hire personnel and issue contracts. Anthony Figueroa stated that this does not include directors or principals. Motion by Jason Milstead, second by Bridgett Jackson-Tatum, to authorize Anthony Figueroa to hire personnel and issue contracts from May 21, 2024, through August 31, 2024. Motion carried unanimously.

Motion by Stephen Bradley, second by Jason Milstead to approve board meeting dates as discussed. Motion carried unanimously.

Motion by Jim Longbotham, second by Sindra McLean to purchase white fleet as presented. Voting For: Aslone Foy, Jim Longbotham, Sindra McLean, Jason Milstead, Angela Crane, Bridgett Jackson-Tatum. Voting Against: Stephen Bradley. Motion passed.

Consent Agenda: Motion by Jason Milstead, second by Stephen Bradley, to approve the consent agenda. Motion carried unanimously.

- A. Minutes of Previous Board Meeting
- B. Budget Report and Amendments
- C. Petroleum Traders Corporation Fuel Contract Extension
- D. Resolution Regarding Wage Payments Associated with Inclement Weather
- E. TEKS Instructional Materials
- F. Alertus Notification Service and Support (5-Years)
- G. Donations
- H. Surplus

Entered Executive Session: 6:40 p.m.

Reconvened: 8:36 p.m.

Motion by Stephen Bradley, second by Jim Longbotham, to approve hires as presented. Motion carried unanimously.

Motion by Stephen Bradley, second by Jason Milstead, to accept resignation as presented. Motion carried unanimously.

Superintendent Comments: Anthony Figueroa comments included the Graduation and student enrollment.

Board President Comments and Reports: Aslone Foy comments included that there would be no board meeting scheduled for June; appointment of 4-5 members into two subcommittees for Facility/Safety: Facilities, bonds, TREs, safety (Board President required to serve) and one for Policy: (Mission/Vision Statements, SOP); and the next board meeting is scheduled for July 15.

Motion by Angela Crane, second by Sindra McLean, to adjourn. Motion carried unanimously.

Adjourned: 8:39 p.m.

Aslone Foy, Board President

Bridgett Jackson-Tatum, Secretary

July 22, 2024

Date Approved

B. Budget Report and Amendments

Board Report
Recap Comparison of Revenue to Budget
Groesbeck ISD
As of June

	<u>Estimated Revenue (Budget)</u>	<u>Revenue Realized Current</u>	<u>Revenue Realized To Date</u>	<u>Revenue Balance</u>	<u>Percent Realized</u>
199 / 4 GENERAL FUND	20,693,505.58	-1,075,220.75	-17,916,140.01	2,777,365.57	86.58%
240 / 4 FOOD SERVICE	1,001,076.32	-58,781.71	-852,710.41	148,365.91	85.18%
511 / 4 DEBT SERVICE	1,143,300.95	-49,566.71	-3,095,227.14	-1,951,926.19	270.73%
Total 5000 Revenues	20,698,420.85	-471,030.03	-20,754,520.62	-56,099.77	100.27%
Total 7000 Revenues	2,139,462.00	-712,539.14	-1,109,556.94	1,029,905.06	51.86%
Total Revenues	22,837,882.85	-1,183,569.17	-21,864,077.56	973,805.29	152.13%

Board Report
Recap Comparison of Expenditures and Encumbrances to Budget
Goesbeck ISD
As of June

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
199 / 4 GENERAL FUND	-20,693,505.58	1,591,167.66	15,714,366.92	1,473,587.93	-3,387,971.00	75.94%
240 / 4 FOOD SERVICE	-1,001,076.32	88,258.96	778,633.66	61,938.49	-134,183.70	77.78%
511 / 4 DEBT SERVICE	-1,143,300.95	.00	1,082,150.95	.00	-61,150.00	94.65%
Total 6000 Expenditures	-22,837,882.85	1,679,426.62	17,575,151.53	1,535,526.42	-3,583,304.70	76.96%
Total 8000 Expenditures	.00	.00	.00	.00	.00	.00%
Total Expenditures	-22,837,882.85	1,679,426.62	17,575,151.53	1,535,526.42	-3,583,304.70	76.96%

End of Report

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 -					
5700 -					
5710 - LOCAL REAL AND PERSONAL PROPER	11,549,190.00	-127,665.79	-10,695,343.16	853,846.84	92.61%
5740 -	283,932.58	-40,404.59	-468,769.38	-184,836.80	165.10%
5750 - REVENUES FROM ENTERPRISE FUNDS	179,000.00	-11,459.00	-185,199.77	-6,199.77	103.46%
Total	12,012,122.58	-179,529.38	-11,349,312.31	662,810.27	94.48%
5800 - STATE REVENUES					
5810 - PER CAPITA AND FOUNDATION REV	4,916,539.00	-77,711.00	-4,488,490.00	428,049.00	91.29%
5830 - STATE REVE FROM STATE AGENCY	953,445.00	-73,494.11	-735,182.81	218,262.19	77.11%
Total STATE REVENUES	5,869,984.00	-151,205.11	-5,223,672.81	646,311.19	88.99%
5900 - FEDERAL REVENUES					
5920 - FEDERAL REVENUE DISTR BY TEA	115,000.00	-7,901.02	-75,095.18	39,904.82	65.30%
5930 - FEDERAL REV DISTR BY GOV AGENC	556,937.00	-24,046.10	-158,502.77	398,434.23	28.46%
Total FEDERAL REVENUES	671,937.00	-31,947.12	-233,597.95	438,339.05	34.76%
7000 -					
7900 -					
7910 -	2,139,462.00	-712,539.14	-1,109,556.94	1,029,905.06	51.86%
Total	2,139,462.00	-712,539.14	-1,109,556.94	1,029,905.06	51.86%
Total Revenue Local-State-Federal	20,693,505.58	-1,075,220.75	-17,916,140.01	2,777,365.57	86.58%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 -						
11 - INSTRUCTION						
6100 - PAYROLL COSTS	-8,040,890.39	.00	6,685,623.97	657,500.40	-1,355,266.42	83.15%
6200 - PROFESSIONAL & CONTRACTED SVCS	-252,893.55	13,579.12	175,327.19	8,656.26	-63,987.24	69.33%
6300 - SUPPLIES & MATERIALS	-197,713.80	9,895.79	124,160.72	3,748.49	-63,657.29	62.80%
6400 -	-72,912.26	10,382.40	49,859.36	6,361.86	-12,670.50	68.38%
Total Function11 INSTRUCTION	-8,564,410.00	33,857.31	7,034,971.24	676,267.01	-1,495,581.45	82.14%
12 - LIBRARY						
6100 - PAYROLL COSTS	-76,780.56	.00	63,749.81	6,341.85	-13,030.75	83.03%
6200 - PROFESSIONAL & CONTRACTED SVCS	-4,948.44	.00	4,088.44	.00	-860.00	82.62%
6300 - SUPPLIES & MATERIALS	-4,000.00	.00	1,249.26	30.00	-2,750.74	31.23%
Total Function12 LIBRARY	-85,729.00	.00	69,087.51	6,371.85	-16,641.49	80.59%
13 - STAFF DEVELOPMENT						
6100 - PAYROLL COSTS	-124,046.52	.00	98,975.28	9,798.19	-25,071.24	79.79%
6200 - PROFESSIONAL & CONTRACTED SVCS	-1,000.00	.00	.00	.00	-1,000.00	-.00%
6400 -	-29,015.48	1,651.61	15,003.16	-91.10	-12,360.71	51.71%
Total Function13 STAFF DEVELOPMENT	-154,062.00	1,651.61	113,978.44	9,707.09	-38,431.95	73.98%
21 - INSTRUCTIONAL LEADERSHIP						
6100 - PAYROLL COSTS	-222,949.00	.00	183,522.34	18,197.77	-39,426.66	82.32%
6200 - PROFESSIONAL & CONTRACTED SVCS	-6,180.00	2,719.35	2,680.78	722.68	-779.87	43.38%
6300 - SUPPLIES & MATERIALS	-7,820.00	1,150.00	385.27	-1,134.00	-6,284.73	4.93%
Total Function21 INSTRUCTIONAL LEADERSHIP	-236,949.00	3,869.35	186,588.39	17,786.45	-46,491.26	78.75%
23 - PRINCIPAL						
6100 - PAYROLL COSTS	-1,032,853.00	.00	785,994.22	71,819.64	-246,858.78	76.10%
6200 - PROFESSIONAL & CONTRACTED SVCS	-18,000.00	6,793.28	10,906.52	2,047.37	-300.20	60.59%
6300 - SUPPLIES & MATERIALS	-4,665.00	.00	2,407.94	.00	-2,257.06	51.62%
6400 -	-10,600.00	3.96	6,399.27	.00	-4,196.77	60.37%
Total Function23 PRINCIPAL	-1,066,118.00	6,797.24	805,707.95	73,867.01	-253,612.81	75.57%
31 - COUNSELING						
6100 - PAYROLL COSTS	-731,338.00	.00	591,332.36	57,420.17	-140,005.64	80.86%
6200 - PROFESSIONAL & CONTRACTED SVCS	-87,062.00	.00	84,483.00	10,950.00	-2,579.00	97.04%
6300 - SUPPLIES & MATERIALS	-5,252.13	7.25	2,806.44	.00	-2,438.44	53.43%
6400 -	-9,597.87	.00	.00	-2,079.63	-9,597.87	-.00%
Total Function31 COUNSELING	-833,250.00	7.25	678,621.80	66,290.54	-154,620.95	81.44%
32 - SOCIAL WORK SERVICES						
6200 - PROFESSIONAL & CONTRACTED SVCS	-20,000.00	.00	20,000.00	.00	.00	100.00%
Total Function32 SOCIAL WORK SERVICES	-20,000.00	.00	20,000.00	.00	.00	100.00%
33 - NURSE / HEALTH						
6100 - PAYROLL COSTS	-145,956.35	.00	122,515.93	12,071.43	-23,440.42	83.94%
6200 - PROFESSIONAL & CONTRACTED SVCS	-1,241.80	.00	1,241.80	391.80	.00	100.00%
6300 - SUPPLIES & MATERIALS	-11,245.85	.00	10,981.83	.00	-264.02	97.65%
6400 -	-62,129.00	37,541.08	22,587.92	1,270.47	-2,000.00	36.36%
Total Function33 NURSE / HEALTH	-220,573.00	37,541.08	157,327.48	13,733.70	-25,704.44	71.33%
34 - TRANSPORTATION						
6100 - PAYROLL COSTS	-653,977.38	.00	585,748.53	65,905.24	-68,228.85	89.57%
6200 - PROFESSIONAL & CONTRACTED SVCS	-114,325.67	16,786.15	83,542.94	37,011.11	-13,996.58	73.07%
6300 - SUPPLIES & MATERIALS	-236,720.85	55,409.65	168,104.31	4,821.30	-13,206.89	71.01%
6400 -	-18,055.45	.00	14,025.95	-12,720.30	-4,029.50	77.68%
6600 -	-60,189.23	.00	60,189.23	60,189.23	.00	100.00%

Fund 199 / 4 GENERAL FUND

As of June

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 -						
34 - TRANSPORTATION						
Total Function34 TRANSPORTATION	-1,083,268.58	72,195.80	911,610.96	155,206.58	-99,461.82	84.15%
36 - EXTRACURRICULAR						
6100 - PAYROLL COSTS	-615,784.72	.00	531,326.49	50,966.45	-84,458.23	86.28%
6200 - PROFESSIONAL & CONTRACTED SVCS	-96,146.88	18,878.67	61,572.07	4,911.34	-15,696.14	64.04%
6300 - SUPPLIES & MATERIALS	-140,697.26	28,953.32	99,639.57	7,774.01	-12,104.37	70.82%
6400 -	-158,122.14	9,814.87	105,058.57	2,081.41	-43,248.70	66.44%
6600 -	.00	.00	.00	.00	.00	.00%
Total Function36 EXTRACURRICULAR	-1,010,751.00	57,646.86	797,596.70	65,733.21	-155,507.44	78.91%
41 - GENERAL ADMIN						
6100 - PAYROLL COSTS	-485,057.00	.00	402,452.28	40,432.63	-82,604.72	82.97%
6200 - PROFESSIONAL & CONTRACTED SVCS	-217,945.00	9,162.15	122,100.78	7,189.47	-86,682.07	56.02%
6300 - SUPPLIES & MATERIALS	-22,644.00	20.58	15,134.56	2,069.39	-7,488.86	66.84%
6400 -	-101,101.00	8,792.72	47,619.28	1,452.89	-44,689.00	47.10%
Total Function41 GENERAL ADMIN	-826,747.00	17,975.45	587,306.90	51,144.38	-221,464.65	71.04%
51 - FACILITIES MAINTENANCE						
6100 - PAYROLL COSTS	-1,191,598.00	.00	939,607.08	91,007.69	-251,990.92	78.85%
6200 - PROFESSIONAL & CONTRACTED SVCS	-1,060,859.87	218,952.91	728,794.39	74,979.57	-113,112.57	68.70%
6300 - SUPPLIES & MATERIALS	-209,093.23	41,285.00	166,903.00	4,486.44	-905.23	79.82%
6400 -	-140,052.94	.00	138,477.58	2,424.64	-1,575.36	98.88%
6600 -	-154,177.96	36,534.00	117,643.96	.00	.00	76.30%
Total Function51 FACILITIES MAINTENANCE	-2,755,782.00	296,771.91	2,091,426.01	172,898.34	-367,584.08	75.89%
52 - SECURITY SERVICES						
6200 - PROFESSIONAL & CONTRACTED SVCS	-75,245.00	475.00	48,131.80	.00	-26,638.20	63.97%
6300 - SUPPLIES & MATERIALS	-19,000.00	.00	3,798.00	.00	-15,202.00	19.99%
6400 -	-16,000.00	972.90	8,345.91	878.11	-6,681.19	52.16%
6600 -	-104,110.00	.00	.00	.00	-104,110.00	-.00%
Total Function52 SECURITY SERVICES	-214,355.00	1,447.90	60,275.71	878.11	-152,631.39	28.12%
53 - DATA PROCESSING						
6100 - PAYROLL COSTS	-200,374.93	.00	158,510.14	15,854.48	-41,864.79	79.11%
6200 - PROFESSIONAL & CONTRACTED SVCS	-139,880.90	900.00	119,313.91	4,086.84	-19,666.99	85.30%
6300 - SUPPLIES & MATERIALS	-57,513.00	5,241.55	11,905.71	.00	-40,365.74	20.70%
6400 -	-2,365.00	.00	865.00	.00	-1,500.00	36.58%
6600 -	-47,898.17	.00	47,898.17	.00	.00	100.00%
Total Function53 DATA PROCESSING	-448,032.00	6,141.55	338,492.93	19,941.32	-103,397.52	75.55%
61 - COMMUNITY SERVICES						
6100 - PAYROLL COSTS	-335,482.06	.00	260,840.47	24,995.87	-74,641.59	77.75%
6200 - PROFESSIONAL & CONTRACTED SVCS	-17,853.41	299.87	2,863.94	168.23	-14,689.60	16.04%
6300 - SUPPLIES & MATERIALS	-31,344.45	2,889.42	15,393.65	735.87	-13,061.38	49.11%
6400 -	-6,337.08	.00	2,343.00	.00	-3,994.08	36.97%
Total Function61 COMMUNITY SERVICES	-391,017.00	3,189.29	281,441.06	25,899.97	-106,386.65	71.98%
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-193,000.00	.00	42,946.74	.00	-150,053.26	22.25%
Total Function71 DEBT SERVICE	-193,000.00	.00	42,946.74	.00	-150,053.26	22.25%
81 - FACILITIES ACQUISITION						
6600 -	-2,139,462.00	1,052,075.06	1,087,386.94	.00	.00	50.83%
Total Function81 FACILITIES ACQUISITION	-2,139,462.00	1,052,075.06	1,087,386.94	.00	.00	50.83%

Board Report
Comparison of Expenditures and Encumbrances to Budget
Groesbeck ISD
As of June

Fund 199 / 4 GENERAL FUND

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 -						
99 - APPRAISAL						
6200 - PROFESSIONAL & CONTRACTED SVCS	-450,000.00	.00	449,600.16	117,862.37	-399.84	99.91%
Total Function99 APPRAISAL	-450,000.00	.00	449,600.16	117,862.37	-399.84	99.91%
Total Expenditures	-20,693,505.58	1,591,167.66	15,714,366.92	1,473,587.93	-3,387,971.00	75.94%

Board Report
Comparison of Revenue to Budget
Grosbeck ISD
As of June

Fund 240 / 4 FOOD SERVICE

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 -					
5700 -					
5740 -	.00	.00	-231.17	-231.17	.00%
5750 - REVENUES FROM ENTERPRISE FUNDS	85,464.00	-1,352.81	-108,797.26	-23,333.26	127.30%
Total	85,464.00	-1,352.81	-109,028.43	-23,564.43	127.57%
5800 - STATE REVENUES					
5820 - STATE PROGRAM REV	2,000.00	.00	-3,463.31	-1,463.31	173.17%
5830 - STATE REVE FROM STATE AGENCY	29,536.00	-2,474.57	-24,354.16	5,181.84	82.46%
Total STATE REVENUES	31,536.00	-2,474.57	-27,817.47	3,718.53	88.21%
5900 - FEDERAL REVENUES					
5920 - FEDERAL REVENUE DISTR BY TEA	854,076.32	-54,627.90	-702,077.00	151,999.32	82.20%
5930 - FEDERAL REV DISTR BY GOV AGENC	30,000.00	-326.43	-13,787.51	16,212.49	45.96%
Total FEDERAL REVENUES	884,076.32	-54,954.33	-715,864.51	168,211.81	80.97%
Total Revenue Local-State-Federal	1,001,076.32	-58,781.71	-852,710.41	148,365.91	85.18%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 -						
35 - FOOD SERVICES						
6100 - PAYROLL COSTS	-426,870.96	.00	356,127.28	34,985.54	-70,743.68	83.43%
6200 - PROFESSIONAL & CONTRACTED SVCS	-31,528.43	7,892.45	22,025.89	3,342.08	-1,610.09	69.86%
6300 - SUPPLIES & MATERIALS	-508,212.89	74,116.51	372,323.45	3,732.12	-61,772.93	73.26%
6400 -	-100.00	.00	43.00	.00	-57.00	43.00%
6600 -	-34,364.04	6,250.00	28,114.04	19,878.75	.00	81.81%
Total Function35 FOOD SERVICES	-1,001,076.32	88,258.96	778,633.66	61,938.49	-134,183.70	77.78%
Total Expenditures	-1,001,076.32	88,258.96	778,633.66	61,938.49	-134,183.70	77.78%

Board Report
 Comparison of Revenue to Budget
 Groesbeck ISD
 As of June

Fund 511 / 4 DEBT SERVICE

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 -					
5700 -					
5710 - LOCAL REAL AND PERSONAL PROPER	1,143,300.95	-34,089.84	-2,884,846.83	-1,741,545.88	252.33%
5740 -	.00	-15,476.87	-107,495.31	-107,495.31	.00%
Total	1,143,300.95	-49,566.71	-2,992,342.14	-1,849,041.19	261.73%
5800 - STATE REVENUES					
5820 - STATE PROGRAM REV	.00	.00	-102,885.00	-102,885.00	.00%
Total STATE REVENUES	.00	.00	-102,885.00	-102,885.00	.00%
Total Revenue Local-State-Federal	1,143,300.95	-49,566.71	-3,095,227.14	-1,951,926.19	270.73%

Board Report
Comparison of Expenditures and Encumbrances to Budget
Grosbeck ISD
As of June

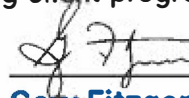
Fund 511 / 4 DEBT SERVICE

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 -						
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-1,143,300.95	.00	1,082,150.95	.00	-61,150.00	94.65%
Total Function71 DEBT SERVICE	-1,143,300.95	.00	1,082,150.95	.00	-61,150.00	94.65%
Total Expenditures	-1,143,300.95	.00	1,082,150.95	.00	-61,150.00	94.65%

- C. Quarterly Investment Report
- D. 2024-2025 T-TESS Appraisers
- E. Low Attendance Waiver
- F. Texas Education Agency (TEA) Waivers for 2024-2025
- G. Claims Administrative Services 3-Year Agreement

Loss Control and Safety Will:

- ✓ Guarantee a minimum of four (4) loss control visits each year to control employee injuries as well as provide a safe work environment for all employees.
- ✓ Provide a written loss control analysis of your claims annually.
- ✓ Implement safety program and loss control recommendations written specifically for our clients with guidelines for reducing employee injuries (safety training of managers and staff included at no additional cost).
- ✓ Include safety publications and videos designed specifically for CAS clients (all at no additional cost).
- ✓ Issue a semi-annual report card for all clients, highlighting client progress and that of the CAS workers' compensation program overall.



Gary Fitzgerald
Vice President of Safety

Claims Service Will:

- ✓ Notify the client before we pay any claim.
- ✓ Contact the employee, within 48 hours, on all lost time injuries.
- ✓ Represent the client at all administrative hearings (this service is included at no additional charge).
- ✓ Provide a 24-hour toll free number to all client personnel to answer questions or assist in claims reporting.
- ✓ Conduct a quarterly meeting with the client to review the status of all lost time injuries.
- ✓ Review every medical bill to ensure that it is lowered to comply with the state's fee schedule.



Melinda Morris
Vice President of Claims

Customer Service Will:

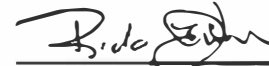
- ✓ Return phone calls promptly, within one day of your or your employee's calls.
- ✓ Distribute publications to assist the client in keeping apprised of changes in the industry and to assist the client with service issues.
- ✓ Assist the client in the operation of your workers' compensation program and facilitate the flow of information.
- ✓ Provide assistance to the client to keep the client's paperwork to a minimum.



Casey Cook
Vice President of Customer Service

CAS Commitment:

- ✓ The managers and staff of CAS proudly honor the tenets of this Service Guarantee.



Rick Fisher
President

INTERLOCAL AGREEMENT AND PLAN FOR WORKERS' COMPENSATION SELF-INSURANCE JOINT FUND

WHEREAS, school districts, as political subdivisions of the State of Texas, are authorized by law to self-insure and to create joint funds for workers' compensation benefits for their employees as a part of the districts' governmental functions;

WHEREAS, certain school districts desire to establish a plan for a self-insurance joint fund to provide workers' compensation benefits for their employees;

WHEREAS, such school districts have determined that a cooperative effort is an efficient and cost-effective means to provide those benefits and serves an important public purpose; and

WHEREAS, such school districts desire to retain a third party administrator to provide the professional services necessary to administer such a plan.

NOW, THEREFORE, in consideration of the provisions of this agreement, the school districts named below hereby establish this Interlocal Agreement and Plan for Workers' Compensation Self-Insurance Joint Fund, effective September 1, 2011 as amended by Participants as shown upon the execution page hereof.

Article 1: Definitions

- 1.1 The following terms and definitions shall apply throughout this Plan.
- 1.2 "Division" means the Department of Insurance Division of Workers Compensation.
- 1.3 "Employee" means a person who is in the service of a Plan Sponsor pursuant to appointment or express contract of hire.

"Employee" does not include a person in the service of a Plan Sponsor who is paid on a piecework basis or on a basis other than by the hour, day, week, month or year; who is a volunteer; an elected official; or a child. Provided, however, a Plan Sponsor may by a majority vote of its governing body include specifically named persons who are volunteers; who are elected officials; or children in a program established to assist children in rendering personal services to a charitable or educational institution pursuant to Texas Family Code § 54.041(b).

- 1.4 "Fixed Costs" means the amount a Plan Sponsor must pay to the Plan Supervisor for the administration of claims, loss control, record keeping and the cost of Excess Insurance, as set forth in the Plan Sponsor Addendum.
- 1.5 "Loss Fund Maximum" means the amount a Plan Sponsor must set aside from available appropriations, other than itemized salary appropriations, in a separate account in the records of the Plan Sponsor for the Plan Sponsor's Self-Insurance liability not covered by Excess Insurance, as set forth in the Plan Sponsor Addendum.
- 1.6 "Plan Sponsor" means each school district that has adopted this Plan by executing a Plan Sponsor Addendum in accordance with this agreement.
- 1.7 "Plan Supervisor" means CAS - Claims Administrative Services, Inc., a Texas corporation, with its principal office located at 501 Shelley Drive, Tyler, Texas 75701.
- 1.8 "Proportionate Contribution" means the total amount a Plan Sponsor must contribute in Fixed Costs and in the Loss Fund Maximum.
- 1.9 "Excess Insurance" as set forth in the original Interlocal Agreement meant an insurance contract between the Plan and a duly qualified insurance company providing coverage to indemnify the Plan for a claim in excess of the single occurrence self-insurance retention maximum from any one Plan Sponsor's employee(s) or total claims that exceed the combined Loss Fund Maximums of all Plan Sponsors, within the aggregate limits of the insurance contract.

The aggregate limits in past policies have never come into play. The Plan Supervisor and Plan Sponsors desire to lower costs to participants. The Plan Supervisor and Plan Sponsors desire to continue full coverage under this Plan. Participants have agreed that the combined Loss Fund Maximum component will be reduced based on the difference between the Actuary's 95% confidence level of possible ultimate losses and the estimated required reserves with a phased in plan of three years. Participants agree that in the first year there will be a 50% reduction followed by a 25% reduction in the second year and a 25% reduction in the third year. For all future years the Participants will rely upon the Actuarial pick for estimated Ultimate Losses.

- 1.10 "School district" means a school district that is a political subdivision of the State of Texas as defined by law.
- 1.11 "Self-Insurance" means a Plan Sponsor's assumption of liability for the payment of workers' compensation benefits to its employees directly and not through insurance.

Article 2: Self-Insurance Joint Fund

- 2.1 The Plan Sponsors hereby establish this Plan for a Workers' Compensation Self-Insurance Joint Fund pursuant to Texas Labor Code Annotated Ch. 504 (Workers' Compensation Insurance Coverage for Employees of Political Subdivisions) and Texas Government Code Ch. 791 (the Interlocal Cooperation Act).
- 2.2 The Proportionate Contributions of all Plan Sponsors shall be combined into a Self-Insurance Joint Fund. Each Plan Sponsor agrees to make its Proportionate Contribution available to all other Plan Sponsors for the payment of workers' compensation benefits and the administration of this Plan. A Plan Sponsor's Proportionate Contribution may be used for the payment of benefits and the administration of claims of that Plan Sponsor's employees or another Plan Sponsor's employees.
- 2.3 The Plan Sponsors hereby establish a Board of Trustees to supervise the operation of the Plan. The Board of Trustees shall be empowered to take all actions necessary or desirable for the proper administration of the Plan.
- (a) Number, Election and Tenure. The number of Trustees shall be no less than seven (7) members. Each Trustee shall hold office for a two year period and until his or her successor is elected. Elections for Trustees shall be staggered so that no more than one-half of all Trustees are elected each year. Elections shall be held each year at the annual meeting of Plan Sponsors. Trustees whose terms are expiring may be re-elected and may vote for successor Trustees.
- (b) Qualification. Each Plan Sponsor with an annual payroll in excess of \$50 million as of September 1, 2006 that has an employee that is currently serving as a trustee will continue to have an employee elected as a Trustee. The Plan Supervisor shall have two (2) employees that will be nonvoting members serve as trustees. Each Region that has five (5) or more members shall have at least one (1) member serve as a trustee. All Plan Sponsor Trustees must be an employee of a Plan Sponsor in good standing with the fund.
- (c) Annual Meeting. The Plan Sponsors shall hold an annual meeting in January in conjunction with the mid-winter conference of each year. The President of the Board of Trustees shall notify the Plan Sponsors of the time, date and place for the annual meeting.
- (d) Regular and Special Meetings. The Board of Trustees may hold a regular meeting at the Fall Education Seminar for School Boards or special meetings as needed at a time, date and place specified by the President. Special meetings may be held by teleconference.

- (e) Quorum. Seven duly elected Trustees shall constitute a quorum for the transaction of business at any annual, regular or special meeting.
- (f) Manner of Acting. The act of a majority of Trustees present at a meeting at which seven Trustees are present shall be the act of the Board of Trustees, unless the act of a greater number is required by law.
- (g) Vacancies. The Board of Trustees shall fill any vacancy occurring in the Board of Trustees. A Trustee elected to fill a vacancy shall be elected for the unexpired term of his or her predecessor in office.
- (h) Compensation. A Trustee shall not receive any compensation from the Plan for his or her service as a Trustee. An individual who serves as a Trustee may be compensated by the individual's employer for services as a Trustee.
- (i) Informal Action by Trustees. Any actions permitted or required by law to be taken in a meeting may be taken without a meeting if all Trustees sign a written consent setting forth the action taken.
- (j) Resignation and Removal. A Trustee may resign by filing a written resignation with any officer, who shall inform the Board of Trustees of such resignation. The Board of Trustees by majority vote may remove any Trustee when the Board of Trustees in its sole discretion determines removal would be in the best interests of the Plan.
- (k) Officers. The Plan Sponsors shall elect a President, Vice President, and Secretary-Treasurer of the Board of Trustees at the annual meeting. The President shall preside at all meetings of the Board of Trustees and shall perform all duties as the principal executive officer of the Plan. In the President's absence or inability to act, the Vice President shall perform the duties and possess the powers of the President. The Secretary-Treasurer shall provide proper notices of Board meetings, shall maintain minutes of Board meetings, shall in general supervise all financial matters, and shall supervise the maintenance of all books and records of the Plan.

Article 3: Plan Sponsors

- 3.1 Each Plan Sponsor shall retain all power and authority provided by law for a self-insured school district, including but not limited to the following powers:
- (a) to select a Board of Trustees for the Plan as provided in paragraph 2.3;
 - (b) to make rules and regulations and to create forms as may be necessary to the effective administration of the Plan and to the prevention of accidents and injuries;

- (c) to approve or disapprove its employees' claims, to pay or not pay benefits to its employees, and to adjudicate its employees' claims or otherwise handle its employees' claims for workers' compensation benefits;
- (d) to provide that during the time that a Plan Sponsor's employee is receiving weekly compensation benefits, the employee may elect to receive previously accrued sick leave benefits, whether statutory or contractual, in an amount equal to the difference in the weekly payments of compensation the employee was receiving prior to the injury or illness resulting in the claim, with a proportionate deduction in the employee's sick leave balance;
- (e) to retain counsel to prosecute or defend actions in connection with workers' compensation benefits.

3.2 Each Plan Sponsor shall comply with all requirements of the Texas Department of Insurance, Division of Workers Compensation (TDIDWC) applicable to a self-insured school district, including but not limited to the following:

- (a) notifying TDIDWC of the method by which the Plan Sponsor's employees will receive benefits, the approximate number of employees covered, and the estimated amount of payroll;
- (b) notifying the Plan Sponsor's employees of the provision made for benefits and the effective date thereof;
- (c) furnishing executed copies of any documents required by TDIDWC;
- (d) completing and properly filing an Employer's First Report of Injury or Illness with the Plan Supervisor and TDIDWC within eight days after the Plan Sponsor's employee's absence from work more than one day, or after receipt of notice of occupational disease;
- (e) completing and properly filing an Employer's Wage Statement with the Plan Supervisor and the TDIDWC within thirty (30) days of the date of receipt of the notice of injury, if the Plan Sponsor's employee is disabled for at least eight days.

3.3 Each Plan Sponsor shall pay its Proportionate Contribution as provided in its Plan Sponsor Addendum.

3.4 Each Plan Sponsor shall pay any and all taxes, licenses and fees, if any, levied by any governmental authority relating to the actions of the Plan Sponsor or Plan Supervisor under this Plan.

- 3.5 Each Plan Sponsor shall provide annual payroll before October 1 for the previous plan year. Failure to provide actual payroll by the deadline may result in a physical payroll audit. Payment for physical audits may be the responsibility of the Plan Sponsor.
- 3.6 Each of the following events will constitute a default by a Plan Sponsor:
- (a) the failure to pay all or part of the Plan Sponsor's Proportionate Contribution as set forth in its Plan Sponsor Addendum;
 - (b) the failure to comply with a loss control recommendation of the Plan Supervisor;
 - (c) the failure to provide before June 1 estimates of payroll for the next Plan year to the Plan Supervisor;
 - (d) the failure to comply with any lawful requirement of the TDIDWC; and
 - (e) a breach of any obligation of the Plan Sponsor under this Plan.
- 3.7 In the event of default, the Board of Trustees shall provide the Plan Sponsor with written notice specifying the default and advising that if the default is not cured within fifteen days after the notice is received, the Plan Sponsor will be terminated from the Plan. If the default is not cured within such time, the Board of Trustees shall provide the Plan Sponsor with a second written notice advising that the Plan Sponsor has been terminated from the plan, effective thirty days after the date of the second notice. Within such thirty days after the date of the second notice, the Plan Sponsor may deliver a written request for reinstatement to the Plan Supervisor. The Board of Trustees will conduct a reinstatement hearing within fifteen days of the Plan Supervisor's receipt of the written request for reinstatement. The decision of the Board of Trustees on reinstatement shall be final.

Article 4: Plan Supervisor

- 4.1 The Plan Supervisor is CAS - Claims Administrative Services, Inc., a Texas corporation, located at 501 Shelley Drive, Tyler, Texas 75701.
- 4.2 The Plan Supervisor:
- (a) shall be a duly qualified third-party administrator under applicable law;
 - (b) shall develop and employ a system of procedures, forms, computer applications and safety engineering programs designed for the efficient administration of this Plan;
 - (c) shall be the agent for the Plan for investigating, processing and resolving claims of employees of each Plan Sponsor;

- (d) shall administer this Plan in accordance with the instructions of the Board of Trustees and Plan Sponsors;
 - (e) shall provide each Plan Sponsor with a professional safety engineering program, including written guidelines for safety and loss control procedures;
 - (f) shall adjust claims, set reserves, file all reports with the TDIDWC, handle all hearings before the TDIDWC, monitor medical charges, pay medical providers, pay employees benefits, compute statistical data for experience modification, and otherwise administer the Plan;
 - (g) shall provide regular loss runs and an annual summary to each Plan Sponsor stating the name of the Plan Sponsor's employee, the total paid for medical expenses, the total paid for weekly benefits, and the reserve set for the total estimated cost to conclude the claim.
- 4.3 Each Plan Sponsor shall pay its share of Fixed Costs to the Plan Supervisor in the amounts and according to the schedule contained in the Plan Sponsor Addendum.
- 4.4 The Plan Supervisor shall not be liable for a Plan Sponsor's breach of any obligation arising under this Plan or under law, such as, but not limited to, fines levied by any governmental agency that supervises or regulates the handling of claims. The Plan Supervisor shall be liable for any errors, omissions, fines or other breaches of law due solely to the conduct of the Plan Supervisor, its agents, or employees.
- 4.5 The Plan Supervisor shall maintain General Liability, Automobile Liability, Workers' Compensation, Fidelity Bond and/or Crime and Professional Liability insurance coverages each of which with limits acceptable to the Board of Trustees. The Plan Supervisor shall provide certificates of such insurance coverages to the President of the Board of Trustees. The Plan Supervisor shall also provide such certificates to any Plan Sponsor who makes a written request for same.
- 4.6 The parties agree that the services provided by the Plan Supervisor in connection with the Plan require predominantly mental or intellectual, rather than physical or manual skills; that years of education and service are necessary for a practitioner to attain competence as a third party administrator; and the Plan Supervisor belongs to a discipline with widely accepted standards of required study or specified attainments in special knowledge as distinguished from mere skill. Thus, the Plan Sponsors have each determined that the services provided by the Plan Supervisor are "Professional Services" as that term is used in Texas Education Code Annotated § 44.031(f).

Article 5: Plan Administration

- 5.1 The Board of Trustees, with the assistance of the Plan Supervisor, shall establish the Proportionate Contribution of each Plan Sponsor annually based upon the actual loss experience and claims (including reserves for future claims payments) of each Plan Sponsor, the experience rating modification of each Plan Sponsor, the prorata costs or savings to the Plan from the loss experience of all Plan Sponsors, the cost of Excess Insurance, and all reasonable and necessary administrative expenses of the Plan, to maintain as nearly as possible an equitable and reasonable Self-Insurance administration of the Plan as applied to each Plan Sponsor.
- 5.2 The Board of Trustees, with the assistance of the Plan Supervisor, shall obtain Excess Insurance with a duly qualified insurance company to provide coverage to each Plan Sponsor for Self-Insurance liability as follows:
- (a) Excess Insurance shall indemnify the Plan for a claim in excess of the single occurrence self-insurance retention maximum from any one Plan Sponsor's employee(s).
 - (b) Each Plan Sponsor's Loss Fund Maximum shall be combined into a Self-Insurance Joint Fund.
 - (c) Claims less than the self-insured retention from any one employee or occurrence shall be paid first from the Loss Fund Maximum of the Plan Sponsor responsible for the employee or occurrence and then from the Self-Insurance Joint Fund.
 - (d) Claims in excess of the self-insured retention from any one employee or occurrence shall be paid by Excess Insurance up to statutory limits.
 - (e) The Board of Trustees, with the assistance of the Plan Supervisor, shall annually negotiate Excess Insurance coverage with a duly qualified insurance company.
 - (f) All Plan Sponsors agree and acknowledge that the Plan Supervisor is not an insurer or underwriter of the Plan.
- 5.3 Claims shall be administered as follows:
- (a) If a claim is denied, in whole or in part, the Plan Supervisor will give written notice of the denial to the employee within sixty days after the claim is received by the Plan Supervisor. Notice will be transmitted through the Plan Sponsor to the TDIDWC. Notice will include specific reasons for denial and will advise the employee of the procedures for review of the denial.

- (b) The Plan Supervisor will maintain a file on every claim reported by a Plan Sponsor and will make every file available to the Plan Sponsor for review upon reasonable notice during business hours at the Plan Supervisor's office.

5.4 The Plan Supervisor shall make disbursements on behalf of and upon request from each Plan Sponsor according to the following requirements:

- (a) Each Plan Sponsor shall maintain a separate bank account at a financial institution of its choice maintaining a zero balance and signature authority for the Plan Supervisor.
- (b) Each Plan Sponsor shall designate four employees of the Plan Supervisor as authorized drawers on such account.
- (c) Upon approving a disbursement from such account, the Plan Sponsor shall deposit into the account an amount necessary to cover the disbursement and shall instruct the Plan Supervisor to issue a check against the account in the amount of the disbursement.
- (d) The Plan Supervisor will furnish a statement reflecting all disbursements from the Plan Sponsor's account within fifteen days after the end of each month.
- (e) The Plan Sponsor retains all power and authority in the disbursement of benefits to its employees. The Plan Supervisor does not have any discretionary power or authority in the disbursement of benefits, but shall pay or deny benefits based solely upon applicable law and the decision of the Plan Sponsor.

5.5 Each Plan Sponsor's payroll figures will be subject to an audit to determine the Plan Sponsor's Proportionate Contribution.

5.6 The Plan Sponsors, Board of Trustees, and Plan Supervisor agree to cooperate and to exchange any and all information required for the proper administration of this Plan.

Article 6: General Provisions

6.1 A school district may become a Plan Sponsor under the Plan only upon:

- (a) approval of the school district's participation by the Plan's Board of Trustees and Plan Supervisor; and
- (b) the school district's adoption of its Plan Sponsor Addendum by the duly authorized act of the governing body of the school district.

- 6.2 The initial term of this Plan shall be from September 1, 2021 through August 31, 2022. Thereafter, the Plan will automatically renew for successive one year terms unless terminated by action of the Plan's Board of Trustees or as provided in Article 6.3.
- 6.3 After the initial period the Plan Supervisor may resign and terminate its Plan obligations by giving written notice to all Plan Sponsors on or before the first day of July preceding any successive term. After the initial term, a Plan Sponsor also may terminate its participation in the Plan by giving the Plan Supervisor and the Board of Trustees written notice on or before the first day of July preceding any successive term. Such timely termination will be effective at the end of the one year term in which such written notice was given. A Plan Sponsor who attempts to terminate its participation in the plan without giving timely and proper notice of termination, shall be liable to the Plan for all Fixed Cost and all liabilities due under Article 6.4 through the end of the next full successive term.
- 6.4 Upon termination of a Plan Sponsor's participation in the Plan, or upon termination of the Plan, the following shall apply:
- (a) "All liabilities at the time of termination" means all liabilities of the Plan Sponsor or its Loss Fund Maximum for all claims, whether known, unknown, accrued, unaccrued, reported, unreported, fixed, contingent, reserved, unreserved, or under-reserved; the Plan Sponsor's Self-Insurance liability; all liabilities of the Self-Insurance Joint Fund, including any liabilities for benefits for employees of another Plan Sponsor; and any other liabilities of the Plan Sponsor or its Loss Fund Maximum for workers' compensation benefits arising under this Plan; occurring, arising, or existing prior to midnight on the date the Plan Sponsor's participation is voluntarily or involuntarily terminated, or occurring, arising, or existing prior to midnight on the date the Plan is terminated.
 - (b) Each Plan Sponsor's Loss Fund Maximum shall remain obligated after termination to satisfy all liabilities at the time of termination until such Loss Fund Maximum is exhausted or until all liabilities at the time of termination are satisfied, whichever occurs first, as determined by the Board of Trustees for the Plan. Consistent with the provisions of Article 5 of this Plan, each Plan Sponsor's Loss Fund Maximum (whether or not the Plan Sponsor is terminating) shall not be used to pay liabilities of another Plan Sponsor that should be first paid by that Plan Sponsor's Loss Fund Maximum or by Excess Insurance.
 - (c) Each Plan Sponsor shall pay to the Plan Supervisor all Fixed Cost, fees, commitments, and obligations through the date of termination, plus any attorney's fees and collection costs incurred by the Plan Supervisor.
 - (d) Each Plan Sponsor shall receive copies of all claim files and other documents applicable to its employees.

(e) The Plan Supervisor shall continue to administer all claims of a terminating Plan Sponsor that arose during the term of the Plan. The terminating Plan Sponsor shall pay the Plan Supervisor an annual fee of \$600.00 for each claim that remains open or is reopened after the date of termination.

6.5 This agreement supersedes any and all prior oral or written agreements, representations, proposals, or understandings between the parties directly or indirectly relating to a workers' compensation self-insurance joint fund. This Plan and each Plan Sponsor Addendum adopting this Plan constitutes one agreement and the complete agreement between the parties.

6.6 This Plan can be modified only by a writing executed by the Plan Supervisor and a majority of the Board of Trustees.

6.7 Texas law shall govern all aspects of this Plan, including its interpretation and performance.

EXECUTED on the dates shown below but effective as of September 1, 2024.

PLAN SUPERVISOR

PLAN SPONSORS

CAS - CLAIMS ADMINISTRATIVE SERVICES, INC.

Adopt this Agreement and Plan Sponsor Addendum Attached

DATE: _____

DATE _____

(Name of Plan Sponsor)

BY: _____
(Signature)

BY: _____
(Signature)

Rick Fisher, President
(Printed Name)

(Printed Name)

H. Donation

Donation

KOSSE LIONS CLUB ACTIVITIES
PO BOX 187
THORNTON, TX 76687

88-1503
1119 B

1836

DATE 6-6-2024

PENALTY FREE WITH SECURITY



PAY TO ENGE-WASHINGTON \$ 538.55

THE ORDER OF five hundred thirty eight dollars 55/100 DOLLARS

← **Keep
Receipt
ink**

FSB **The Farmers State Bank**
• MAIN OFFICE • • BRANCH OFFICES •
254-739-3272 THORNTON, (254) 348-8400 KOSSE, (254) 375-8203
GROESBECK, TX 78042 FAIRFIELD, (803) 389-7999 MEXIA, (254) 582-8484
WORTHAM, (254) 795-9338 JEWETT, (803) 528-4008

MEMO Lunch charge

LOOK FOR • UD-DETERING • JRES • U • HE SEC • S • D HEAT-REAG • VE • K, DETAILS ON BACK.

VII. REVIEW AND COMMENTS ON THE 2024-2025 EMPLOYEE HANDBOOK

2024-2025 Employee Handbook Changes

Topic	Page #	Description of Change
Table of Contents	1-4 3	<ul style="list-style-type: none"> • Updated page numbers • Edited “Tobacco Products and E-Cigarette Use” to include “and Nicotine”
Probationary Contracts	10	<ul style="list-style-type: none"> • In Local considerations, edited the suggestion about including information on DOI exemptions to the “5 of 8 rule”
Paychecks	17	<ul style="list-style-type: none"> • Added a statement regarding employee’s responsibility to review the accuracy of their pay statements at the end of the first paragraph
Payroll Deductions/ Overpayments	18	<ul style="list-style-type: none"> • Added an explanation of overpayments and the repayment process • Edited the last paragraph to eliminate overpayment schedule
Quarantine Leave for Peace Officers and Emergency Medical Technicians	We don’t have, took out	<ul style="list-style-type: none"> • In Local considerations, addressed the updated CDC guidance which no longer recommends quarantining for COVID and the need for districts to update local policy and regulations • In Local considerations, added a reminder an employee certified as an instructor or emergency medical technician could qualify for the leave
Leave for Police Officers for Illness and Injury	We don’t have, took out	<ul style="list-style-type: none"> • In Local considerations, updated to include emergency services medical personnel or firefighter, as applicable
Harassment of Students	53	<ul style="list-style-type: none"> • Added Policy DF as it pertains to termination of employees for certain offenses against students • In the fourth paragraph, edited list of policy and regulation applicable to this topic • In Local considerations, added reference to Policy DF and edited the provisions related to Title IX
Tobacco and Nicotine Products and E-Cigarette Use	71	<ul style="list-style-type: none"> • Added “and Nicotine” to the topic and to the first paragraph • Added the second paragraph explaining the prohibition of possessing or using nicotine products of any type, including nicotine pouches • In Local considerations, added nicotine products to the list of prohibited products and explained the restrictions and district choices
Asbestos Management Plan	74	<ul style="list-style-type: none"> • Edited policy code • In Local considerations, added reference to changes in Policy Update 122
Leave Requests/ Personal Leave	96	<ul style="list-style-type: none"> • Added information for absences and Frontline

VIII. REVIEW AND COMMENTS ON THE 2024-2025 STUDENT HANDBOOK

IX. CONSIDER AND APPROVE THE 2023-2024 STUDENT CODE OF CONDUCT

Groesbeck Independent School District

Student Code of Conduct

2024–2025 School Year

If you have difficulty accessing the information in this document because of a disability, please contact your child's campus principal.

Contents

Groesbeck Independent School District 1

Student Code of Conduct..... 1

Student Code of Conduct..... 3

 Accessibility 3

 Purpose 3

School District Authority and Jurisdiction..... 4

 Campus Behavior Coordinator..... 4

 Threat Assessment and Safe and Supportive School Team..... 4

 Searches 4

 Reporting Crimes..... 5

 “Parent” Defined 5

 Participating in Graduation Activities..... 5

 Unauthorized Persons 5

Standards for Student Conduct..... 6

General Conduct Violations 6

 Disregard for Authority 6

 Mistreatment of Others 6

 Property Offenses..... 7

 Possession of Prohibited Items..... 8

 Possession of Telecommunications or Other Electronic Devices 9

 Illegal, Prescription, and Over-the-Counter Drugs..... 9

 Misuse of Technology Resources and the Internet..... 9

 Safety Transgressions 10

 Miscellaneous Offenses..... 10

Discipline Management Techniques..... 11

 Students with Disabilities 11

 Techniques 11

 Prohibited Aversive Techniques 12

 Notification..... 13

 Appeals 14

Removal from the School Bus 14

Removal from the Regular Educational Setting 14

 Routine Referral 14

 Formal Removal 14

 Returning a Student to the Classroom 15

Student Code of Conduct

Out-of-School Suspension	15
Misconduct	15
Process	16
Coursework During Suspension	16
Disciplinary Alternative Education Program (DAEP) Placement	17
Discretionary Placement: Misconduct That May Result in DAEP Placement.....	17
Mandatory Placement: Misconduct That Requires DAEP Placement.....	18
Sexual Assault and Campus Assignments	19
Process	19
Length of Placement.....	21
Appeals	21
Restrictions During Placement.....	22
Placement Review	22
Additional Misconduct.....	22
Notice of Criminal Proceedings.....	22
Withdrawal During Process	23
Newly Enrolled Students.....	23
Emergency Placement Procedure	23
Transition Services	24
Placement and/or Expulsion for Certain Offenses	24
Registered Sex Offenders.....	24
Certain Felonies	25
Expulsion	26
Discretionary Expulsion: Misconduct That May Result in Expulsion.....	26
Mandatory Expulsion: Misconduct That Requires Expulsion	29
Under Age Ten.....	30
Process	30
Length of Expulsion	31
Withdrawal During Process	31
Additional Misconduct.....	32
Restrictions During Expulsion	32
Newly Enrolled Students.....	32
Emergency Expulsion Procedures	32
DAEP Placement of Expelled Students.....	32
Transition Services	32
Glossary	33

Student Code of Conduct

Accessibility

If you have difficulty accessing the information in this document because of disability, please contact your child's campus.

Purpose

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

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

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

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

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

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

School District Authority and Jurisdiction

School rules and the district's authority to administer discipline apply whenever the interest of the district is involved, on or off school grounds, in conjunction with or independent of classes and school-sponsored activities.

The district has disciplinary authority over a student:

1. During the regular school day;
2. While the student is traveling on district transportation;
3. During lunch periods in which a student is allowed to leave campus;
4. At any school-related activity, regardless of time or location;
5. For any school-related misconduct, regardless of time or location;
6. When retaliation against a school employee, board member, or volunteer occurs or is threatened, regardless of time or location;
7. When a student engages in cyberbullying, as defined by Education Code 37.0832;
8. When criminal mischief is committed on or off school property or at a school-related event;
9. For certain offenses committed within 300 feet of school property as measured from any point on the school's real property boundary line;
10. For certain offenses committed while on school property or while attending a school-sponsored or school-related activity of another district in Texas;
11. When the student commits a felony, as provided by Education Code 37.006 or 37.0081; and
12. When the student is required to register as a sex offender.

Campus Behavior Coordinator

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

Threat Assessment and Safe and Supportive School Team

The CBC or other appropriate administrator will work closely with the campus threat assessment and safe and supportive school team to implement the district's threat assessment policy and procedures, as required by law, and shall take appropriate disciplinary action in accordance with the Code of Conduct.

Searches

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

Student Code of Conduct

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

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

Reporting Crimes

The principal and other school administrators as appropriate shall report crimes as required by law and shall call local law enforcement when an administrator suspects that a crime has been committed on campus.

“Parent” Defined

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

Participating in Graduation Activities

The district has the right to limit a student’s participation in graduation activities for violating the district’s Code of Conduct.

Participation might include a speaking role, as established by district policy and procedures.

Students eligible to give the opening and closing remarks at graduation shall be notified by the campus principal. Notwithstanding any other eligibility requirements, in order to be considered eligible, a student shall not have engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

The valedictorian and salutatorian may also have speaking roles at graduation. No student shall be eligible to have such a speaking role if he or she engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

Unauthorized Persons

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

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

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

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

Standards for Student Conduct

Each student is expected to:

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

General Conduct Violations

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

Disregard for Authority

Students shall not:

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

Mistreatment of Others

Students shall not:

- Use profanity or vulgar language or make obscene gestures.

Student Code of Conduct

- Fight or scuffle. (For assault, see **DAEP—Placement and/or Expulsion for Certain Offenses**)
- Threaten a district student, employee, or volunteer, including off school property if the conduct causes a substantial disruption to the educational environment.
- Engage in bullying, cyberbullying, harassment, or making hit lists. (See **glossary** for all four terms.)
- Release or threaten to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent.
- Engage in sexual or gender-based harassment or sexual abuse, whether by word, gesture, or any other conduct directed toward another person, including a district student, employee, board member, or volunteer.
- Engage in conduct that constitutes dating violence. (See **glossary**.)
- Engage in inappropriate or indecent exposure of private body parts.
- Participate in hazing. (See **glossary**.)
- Coerce an individual to act through the use or threat of force.
- Commit extortion or blackmail.
- Engage in inappropriate verbal, physical, or sexual conduct directed toward another person, including a district student, employee, or volunteer.
- Record the voice or image of another without the prior consent of the individual being recorded or in any way that disrupts the educational environment or invades the privacy of others.

Property Offenses

Students shall not:

- Damage or vandalize property owned by others. (For felony criminal mischief, see **DAEP—Placement and/or Expulsion for Certain Offenses**)
- Deface or damage school property, including textbooks, technology and electronic resources, lockers, furniture, and other equipment, with graffiti or by other means.
- Steal from students, staff, or the school.
- Commit or assist in a robbery or theft, even if it does not constitute a felony according to the Penal Code. (For felony robbery, aggravated robbery, and theft, see **DAEP— Placement and/or Expulsion for Certain Offenses**)
- Enter, without authorization, district facilities that are not open for operations.

Possession of Prohibited Items

Students shall not possess or use:

- Fireworks of any kind, smoke or stink bombs, or any other pyrotechnic device;
- A razor, box cutter, chain, or any other object used in a way that threatens or inflicts bodily injury to another person;
- A “look-alike” weapon that is intended to be used as a weapon or could reasonably be perceived as a weapon;
- An air gun or BB gun;
- Ammunition;
- A hand instrument designed to cut or stab another by being thrown;
- A firearm silencer or suppressor;
- *A location-restricted knife;
- *A club;
- *A firearm;
- A stun gun;
- Knuckles;
- A pocketknife or any other small knife;
- Mace or pepper spray;
- Pornographic material;
- Tobacco products, cigarettes, e-cigarettes, vapes, and any component, part, or accessory for an e-cigarette device;
 - First Offense - 5 days of ISS
 - Second Offense - 25 days of DAEP placement with 15-day review
 - Third Offense - 45 days of DAEP placement with 30-day review
- Matches or a lighter;
- A laser pointer, unless it is for an approved use; or
- Any articles not generally considered to be weapons, including school supplies, when the principal or designee determines that a danger exists.

*For weapons and firearms, see **DAEP—Placement and/or Expulsion for Certain Offenses**. In many circumstances, possession of these items is punishable by mandatory expulsion under federal or state law.

Possession of Telecommunications or Other Electronic Devices

Students shall not:

- Use a telecommunications device, including a cell phone, or other electronic device in violation of district and campus rules.

Illegal, Prescription, and Over-the-Counter Drugs

Students shall not:

- Possess, use, give, or sell alcohol or an illegal drug. (Also see **DAEP Placement and Expulsion** for mandatory and permissive consequences under state law.)
- Possess or sell seeds or pieces of marijuana in less than a usable amount.
- Possess, use, give, or sell paraphernalia related to any prohibited substance. (See **glossary** for “paraphernalia.”)
- Possess, use, abuse, or sell look-alike drugs or attempt to pass items off as drugs or contraband.
- Abuse the student’s own prescription drug, give a prescription drug to another student, or possess or be under the influence of another person’s prescription drug on school property or at a school-related event. (See **glossary** for “abuse.”)
- Abuse over-the-counter drugs. (See **glossary** for “abuse.”)
- Be under the influence of prescription or over-the-counter drugs that cause impairment to body or mind. (See **glossary** for “under the influence.”)
- Have or take prescription drugs or over-the-counter drugs at school other than as provided by district policy.

Misuse of Technology Resources and the Internet

Students shall not:

- Violate policies, rules, or agreements signed by the student or the student’s parent regarding the use of technology resources.
- Attempt to access or circumvent passwords or other security-related information of the district, students, or employees or upload or create computer viruses, including off school property if the conduct causes a substantial disruption to the educational environment.
- Attempt to alter, destroy, or disable district technology resources including, but not limited to, computers and related equipment, district data, the data of others, or other networks connected to the district’s system, including off school property if the conduct causes a substantial disruption to the educational environment.

Student Code of Conduct

- Use the internet or other electronic communications to threaten or harass district students, employees, board members, or volunteers, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.
- Send, post, deliver, or possess electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal, including cyberbullying and "sexting," either on or off school property, if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.
- Use the internet or other electronic communication to engage in or encourage illegal behavior or threaten school safety, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school.

Safety Transgressions

Students shall not:

- Possess published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety.
- Engage in verbal (oral or written) exchanges that threaten the safety of another student, a school employee, or school property.
- Make false accusations or perpetrate hoaxes regarding school safety.
- Engage in any conduct that school officials might reasonably believe will substantially disrupt the school program or incite violence.
- Throw objects that can cause bodily injury or property damage.
- Discharge a fire extinguisher without valid cause.

Miscellaneous Offenses

Students shall not:

- Violate dress and grooming standards as communicated in the Student Handbook.
- Engage in academic dishonesty, which includes cheating or copying the work of another student, plagiarism, and unauthorized communication between students during an examination.
- Gamble.
- Falsify records, passes, or other school-related documents.
- Engage in actions or demonstrations that substantially disrupt or materially interfere with school activities.

Student Code of Conduct

- Repeatedly violate other communicated campus or classroom standards of conduct.

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

Discipline Management Techniques

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

Students with Disabilities

The discipline of students with disabilities is subject to applicable state and federal law in addition to the Code of Conduct. In the event of any conflict, the district shall comply with federal law. For more information regarding discipline of students with disabilities, see policy FOF(LEGAL).

In accordance with the Education Code, a student who receives special education services may not be disciplined for conduct meeting the definition of bullying, cyberbullying, harassment, or making hit lists (see **glossary**) until an Admission, Review, and Dismissal (ARD) committee meeting has been held to review the conduct.

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

Techniques

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

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

Student Code of Conduct

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

Prohibited Aversive Techniques

Aversive techniques are prohibited for use with students and are defined as techniques or interventions intended to reduce the reoccurrence of a behavior by intentionally inflicting significant physical or emotional discomfort or pain. Aversive techniques include:

Student Code of Conduct

- Using techniques designed or likely to cause physical pain, other than corporal punishment as permitted by district policy. [See policy FO(LOCAL).]
- Using techniques designed or likely to cause physical pain by electric shock or any procedure involving pressure points or joint locks.
- Directed release of noxious, toxic, or unpleasant spray, mist, or substance near a student's face.
- Denying adequate sleep, air, food, water, shelter, bedding, physical comfort, supervision, or access to a restroom facility.
- Ridiculing or demeaning a student in a manner that adversely affects or endangers the learning or mental health of the student or constitutes verbal abuse.
- Employing a device, material, or object that immobilizes all four of a student's extremities, including prone or supine floor restraint.
- Impairing the student's breathing, including applying pressure to the student's torso or neck or placing something in, on, or over the student's mouth or nose or covering the student's face.
- Restricting the student's circulation.
- Securing the student to a stationary object while the student is standing or sitting.
- Inhibiting, reducing, or hindering the student's ability to communicate.
- Using chemical restraints.
- Using time-out in a manner that prevents the student from being able to be involved in and progress appropriately in the required curriculum or any applicable individualized education program (IEP) goals, including isolating the student using physical barriers.
- Depriving the student of one or more of the student's senses, unless the technique does not cause the student discomfort or complies with the student's IEP or behavior intervention plan (BIP).

Notification

The CBC shall promptly notify a student's parent by phone or in person of any violation that may result in in-school or out-of-school suspension, placement in a DAEP, placement in a JJAEP, or expulsion. The CBC shall also notify a student's parent if the student is taken into custody by a law enforcement officer under the disciplinary provisions of the Education Code.

A good-faith effort shall be made to provide written notice of the disciplinary action to the student, on the day the action was taken, for delivery to the student's parent. If the parent has not been reached by telephone or in person by 5:00 p.m. of the first business day after the day the disciplinary action was taken, the CBC shall send written notification by U.S. Mail. If the CBC is not able to provide notice to the parent, the principal or designee shall provide the notice.

Student Code of Conduct

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

Appeals

Questions from parents regarding disciplinary measures should be addressed to the teacher, campus administration, or CBC, as appropriate. Appeals or complaints regarding the use of specific discipline management techniques should be addressed in accordance with policy FNG(LOCAL). A copy of the policy may be obtained from the principal's office, the CBC's office, or the central administration office or through Policy Online® at the following address: www.groesbeckisd.net

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

Removal from the School Bus

A bus driver may refer a student to the Transportation Director who will follow up with the principal's office to maintain effective discipline on the bus. The principal or CBC must employ additional discipline management techniques, as appropriate, which can include restricting or revoking a student's bus riding privileges.

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

Removal from the Regular Educational Setting

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

Routine Referral

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

Formal Removal

A teacher may initiate a formal removal from class if:

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

Student Code of Conduct

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

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

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

- Another appropriate classroom.
- ISS.
- Out-of-school suspension.
- DAEP.

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

Returning a Student to the Classroom

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

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

Out-of-School Suspension

Misconduct

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

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

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

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

Student Code of Conduct

- Selling, giving, or delivering to another person or possessing, using, or being under the influence of any amount of marijuana, an alcoholic beverage, or a controlled substance or dangerous drug as defined by federal or state law.

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

Process

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

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

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

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

1. Self-defense (see **glossary**),
2. Intent or lack of intent at the time the student engaged in the conduct,
3. The student's disciplinary history,
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
6. A student's status as homeless.

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

Coursework During Suspension

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

A student removed from the regular classroom to ISS or another setting, other than a DAEP, will have an opportunity before the beginning of the next school year to complete each course the student was enrolled in at the time of removal. The district may provide the opportunity by any method available, including a correspondence course, another distance learning option, or summer school. The district will not charge the student for any method of completion provided by the district.

Disciplinary Alternative Education Program (DAEP) Placement

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

For purposes of DAEP, elementary classification shall be kindergarten–grade 6 and secondary classification shall be grades 7–12.

Summer programs provided by the district shall serve students assigned to a DAEP separately from those students who are not assigned to the program.

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

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

1. Self-defense (see **glossary**),
2. Intent or lack of intent at the time the student engaged in the conduct,
3. The student's disciplinary history,
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
6. A student's status as homeless.

Discretionary Placement: Misconduct That May Result in DAEP Placement

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

Misconduct Identified in State Law

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

- Engaging in bullying that encourages a student to commit or attempt to commit suicide.
- Inciting violence against a student through group bullying.
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent.
- Involvement in a public school fraternity, sorority, or secret society, or gang including participating as a member or pledge, or soliciting another person to become a pledge or member of a public school fraternity, sorority, secret society, or gang. (See **glossary**.)
- Involvement in criminal street gang activity. (See **glossary**.)
- Any criminal mischief, including a felony.

Student Code of Conduct

- Assault (no bodily injury) with threat of imminent bodily injury.
- Assault by offensive or provocative physical contact.

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

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

Mandatory Placement: Misconduct That Requires DAEP Placement

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

- Engages in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school. (See **glossary**.)
- Commits the following offenses on school property, within 300 feet of school property as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:
 - Engages in conduct punishable as a felony.
 - Commits an assault (see **glossary**) under Penal Code 22.01(a)(1).
 - Sells, gives, or delivers to another person or possesses, uses, or is under the influence of a controlled substance or dangerous drug in an amount not constituting a felony offense. (School-related felony drug offenses are addressed in **Expulsion**) (See **glossary** for "under the influence", "controlled substance," and "dangerous drug.")
 - Sells, gives, or delivers to another person or possesses, uses, or is under the influence of marijuana or THC. A student with a valid prescription for low-THC cannabis as authorized by Chapter 487 of the Health and Safety Code does not violate this provision.
 - Sells, gives, or delivers to another person an alcoholic beverage; commits a serious act or offense while under the influence of alcohol; or possesses, uses, or is under the influence of alcohol.
 - Behaves in a manner that contains the elements of an offense relating to abusable volatile chemicals.
 - Sells, gives, or delivers to another person or possesses or uses an e-cigarette.
 - Behaves in a manner that contains the elements of the offense of public lewdness or indecent exposure. (See **glossary**.)

Student Code of Conduct

- Engages in conduct that contains the elements of an offense of harassment against an employee under Penal Code 42.07(a)(1), (2), (3), or (7).
- Engages in expellable conduct and is six to nine years of age.
- Commits a federal firearms violation and is younger than six years of age.
- Engages in conduct that contains the elements of the offense of retaliation against any school employee or volunteer on or off school property. (Committing retaliation in combination with another expellable offense is addressed in **Expulsion**.)
- Engages in conduct punishable as aggravated robbery or a felony listed under Title 5 (see **glossary**) of the Penal Code when the conduct occurs off school property and not at a school-sponsored or school-related event and:
 1. The student receives deferred prosecution (see **glossary**),
 2. A court or jury finds that the student has engaged in delinquent conduct (see **glossary**), or
 3. The superintendent or designee has a reasonable belief (see **glossary**) that the student engaged in the conduct.

Sexual Assault and Campus Assignments

A student shall be transferred to another campus if:

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

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

Process

Removals to a DAEP shall be made by the CBC.

Conference

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

At the conference, the CBC or appropriate administrator shall provide the student:

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

Student Code of Conduct

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

Consideration of Mitigating Factors

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

1. Self-defense (see **glossary**),
2. Intent or lack of intent at the time the student engaged in the conduct,
3. The student's disciplinary history,
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
6. A student's status as homeless.

Placement Order

After the conference, if the student is placed in a DAEP, the CBC shall write a placement order. A copy of the DAEP placement order and information for the parent or person standing in parental relation to the student regarding the process for requesting a full individual and initial evaluation of the student for purposes of special education services shall be sent to the student and the student's parent.

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

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

DAEP at Capacity

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

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

Coursework Notice

The parent or guardian of a student placed in DAEP shall be given written notice of the student's opportunity to complete, at no cost to the student, a foundation curriculum course in

Student Code of Conduct

which the student was enrolled at the time of removal and which is required for graduation. The notice shall include information regarding all methods available for completing the coursework.

Length of Placement

The CBC shall determine the duration of a student's placement in a DAEP.

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

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

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

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

Exceeds One Year

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

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

Exceeds School Year

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

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

1. The student's presence in the regular classroom or campus presents a danger of physical harm to the student or others, or
2. The student has engaged in serious or persistent misbehavior (see **glossary**) that violates the district's Code of Conduct.

Exceeds 60 Days

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

Appeals

Questions from parents regarding disciplinary measures should be addressed to the campus administration.

Student or parent appeals regarding a student's placement in a DAEP should be addressed in accordance with policy FNG(LOCAL). A copy of this policy may be obtained from the principal's

Student Code of Conduct

office, the CBC's office, the central administration office, or through Policy Online® at the following address: www.groesbeckisd.net

Appeals shall begin at the campus level (level one) with the appropriate level of the complaint process; i.e., Level One with the principal and Level Two with superintendent or superintendent designee.

The district shall not delay disciplinary consequences pending the outcome of an appeal. The decision to place a student in a DAEP cannot be appealed beyond the board.

Restrictions During Placement

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

A student placed in a DAEP shall not be provided transportation unless he or she is a student with a disability who is entitled to transportation in accordance with the student's IEP or Section 504 plan.

For seniors who are eligible to graduate and are assigned to a DAEP at the time of graduation, the placement in the program shall continue through graduation, and the student shall not be allowed to participate in the graduation ceremony and related graduation activities.

Placement Review

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

Additional Misconduct

If during the term of placement in a DAEP the student engages in additional misconduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC may enter an additional disciplinary order as a result of those proceedings.

Notice of Criminal Proceedings

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

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

If a student was placed in a DAEP for such conduct, on receiving the notice from the prosecutor, the superintendent or designee shall review the student's placement and schedule a review with

Student Code of Conduct

the student's parent not later than the third day after the superintendent or designee receives notice from the prosecutor. The student may not be returned to the regular classroom pending the review.

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

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

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

Withdrawal During Process

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

Newly Enrolled Students

The district shall continue the DAEP placement of a student who enrolls in the district and was assigned to a DAEP in an open-enrollment charter school or another district including a district in another state.

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

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

Emergency Placement Procedure

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

of the placement, the student shall be given the appropriate conference required for assignment to a DAEP.

Transition Services

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

Placement and/or Expulsion for Certain Offenses

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

Registered Sex Offenders

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

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

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

1. Threatens the safety of other students or teachers,
2. Will be detrimental to the educational process, or
3. Is not in the best interests of the district's students.

Review Committee

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

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

Newly Enrolled Students

If a student enrolls in the district during a mandatory placement as a registered sex offender, the district may count any time already spent by the student in a placement or may require an additional semester in an alternative placement without conducting a review of the placement.

Appeal

A student or the student's parent may appeal the placement by requesting a conference between the board or its designee, the student, and the student's parent. The conference is

Student Code of Conduct

limited to the factual question of whether the student is required to register as a sex offender. Any decision of the board or its designee under this section is final and may not be appealed.

Certain Felonies

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

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

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

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

Hearing and Required Findings

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

1. Threatens the safety of other students or teachers,
2. Will be detrimental to the educational process, or
3. Is not in the best interest of the district's students.

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

Length of Placement

The student is subject to the placement until:

1. The student graduates from high school,

Student Code of Conduct

2. The charges are dismissed or reduced to a misdemeanor offense, or
3. The student completes the term of the placement or is assigned to another program.

Placement Review

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

Newly Enrolled Students

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

Expulsion

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

1. Self-defense (see **glossary**),
2. Intent or lack of intent at the time the student engaged in the conduct,
3. The student's disciplinary history,
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
6. A student's status as homeless.

Discretionary Expulsion: Misconduct That May Result in Expulsion

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

Any Location

A student **may** be expelled for:

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

Student Code of Conduct

- Engaging in conduct that contains the elements of one of the following offenses against another student:
 - Aggravated assault.
 - Sexual assault.
 - Aggravated sexual assault.
 - Murder.
 - Capital murder.
 - Criminal attempt to commit murder or capital murder.
 - Aggravated robbery.
- Breach of computer security. (See **glossary**.)
- Engaging in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school.

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

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

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

Within 300 Feet of School

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

- Aggravated assault, sexual assault, or aggravated sexual assault.

Student Code of Conduct

- Arson. (See **glossary**.)
- Murder, capital murder, or criminal attempt to commit murder or capital murder.
- Indecency with a child.
- Aggravated kidnapping.
- Manslaughter.
- Criminally negligent homicide.
- Aggravated robbery.
- Continuous sexual abuse of a young child or disabled individual.
- Felony controlled substance or dangerous drug offenses, not including THC.
- Unlawfully carrying on or about the student's person a handgun or a location-restricted knife, as these terms are defined by state law. (See **glossary**.)
- Possessing, manufacturing, transporting, repairing, or selling a prohibited weapon, as defined by state law. (See **glossary**.)
- Possession of a firearm, as defined by federal law. (See **glossary**.)

Property of Another District

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

While in a DAEP

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

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

Mandatory Expulsion: Misconduct That Requires Expulsion

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

Under Federal Law

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

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

Under the Penal Code

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

Student Code of Conduct

- Criminally negligent homicide.
 - Continuous sexual abuse of a young child or disabled individual.
 - Behavior punishable as a felony that involves selling, giving, or delivering to another person or possessing, using, or being under the influence of a controlled substance or a dangerous drug.
- Engaging in retaliation against a school employee or volunteer combined with one of the above-listed mandatory expulsion offenses.

Under Age Ten

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

Process

If a student is believed to have committed an expellable offense, the CBC or other appropriate administrator shall schedule a hearing within a reasonable time. The student's parent shall be invited in writing to attend the hearing.

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

- Another appropriate classroom.
- ISS.
- Out-of-school suspension.
- DAEP.

Hearing

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

1. Representation by the student's parent or another adult who can provide guidance to the student and who is not an employee of the district,
2. An opportunity to testify and to present evidence and witnesses in the student's defense, and
3. An opportunity to question the witnesses called by the district at the hearing.

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

The board of trustees delegates to the superintendent or superintendent designee authority to conduct hearings and expel students.

Expulsion Order

Before ordering the expulsion, the board or CBC shall take into consideration:

1. Self-defense (see **glossary**),

Student Code of Conduct

2. Intent or lack of intent at the time the student engaged in the conduct,
3. The student's disciplinary history,
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct,
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care), or
6. A student's status as homeless.

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

Not later than the second business day after the hearing, the campus administrator shall deliver to the juvenile court a copy of the expulsion order and the information required by Section 52.04 of the Family Code.

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

Length of Expulsion

The length of an expulsion shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, and statutory requirements.

The duration of a student's expulsion shall be determined on a case-by-case basis. The maximum period of expulsion is one calendar year, except as provided below.

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

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

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

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

Withdrawal During Process

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

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

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

Additional Misconduct

If during the expulsion, the student engages in additional conduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC or the board may issue an additional disciplinary order as a result of those proceedings.

Restrictions During Expulsion

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

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

Newly Enrolled Students

The district shall continue the expulsion of any newly enrolled student expelled from another district or an open-enrollment charter school until the period of the expulsion is completed.

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

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

If a student is expelled by a district in another state for a period that exceeds one year and the district continues the expulsion or places the student in a DAEP, the district shall reduce the period of the expulsion or DAEP placement so that the entire period does not exceed one year, unless after a review it is determined that:

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

Emergency Expulsion Procedures

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

DAEP Placement of Expelled Students

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

Transition Services

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

Glossary

Abuse is improper or excessive use.

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

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

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

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

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

Assault is defined in part by Penal Code 22.01 as intentionally, knowingly, or recklessly causing bodily injury to another; intentionally or knowingly threatening another with imminent bodily injury; or intentionally or knowingly causing physical contact with another that can reasonably be regarded as offensive or provocative.

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

Student Code of Conduct

school district property or information or commits a breach of any other computer, computer network, or computer system.

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

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

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

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

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

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

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

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

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

Student Code of Conduct

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

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

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

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

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

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

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

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

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

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

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

Student Code of Conduct

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

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

Such term does not include an antique firearm.

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

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

Harassment includes:

1. Conduct that meets the definition established in district policies DIA(LOCAL) and FFH(LOCAL);
2. Conduct that threatens to cause harm or bodily injury to another person, including a district student, employee, board member, or volunteer; is sexually intimidating; causes physical damage to the property of another student; subjects another student to physical confinement or restraint; or maliciously and substantially harms another student's physical or emotional health or safety, as defined in Education Code 37.001(b)(2); or
3. Conduct that is punishable as a crime under Penal Code 42.07, including the following types of conduct if carried out with the intent to harass, annoy, alarm, abuse, torment, or embarrass another:
 - a. Initiating communication and, in the course of the communication, making a comment, request, suggestion, or proposal that is obscene, as defined by law;
 - b. Threatening, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property;
 - c. Conveying, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury;
 - d. Causing the telephone of another to ring repeatedly or making repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
 - e. Making a telephone call and intentionally failing to hang up or disengage the connection;
 - f. Knowingly permitting a telephone under the person's control to be used by another to commit an offense under this section;
 - g. Sending repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;

Student Code of Conduct

- h. Publishing on an internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern, as defined by law; or
- i. Making obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.

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

1. Any type of physical brutality;
2. An activity that subjects the student to an unreasonable risk of harm or that adversely affects the student's mental or physical health, such as sleep deprivation, exposure to the elements, confinement to small spaces, calisthenics, or consumption of food, liquids, drugs, or other substances;
3. An activity that induces, causes, or requires the student to perform a duty or task that violates the Penal Code; or

Coercing a student to consume a drug or alcoholic beverage in an amount that would lead a reasonable person to believe the student is intoxicated. **Hit list** is defined in Education Code 37.001(b)(3) as a list of people targeted to be harmed, using a firearm, a knife, or any other object to be used with intent to cause bodily harm.

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

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

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

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

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

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

Student Code of Conduct

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

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

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

Possession means to have an item on one's person or in one's personal property, including, but not limited to:

1. Clothing, purse, or backpack;
2. A private vehicle used for transportation to or from school or school-related activities, including, but not limited to, an automobile, truck, motorcycle, or bicycle;
3. Telecommunications or electronic devices; or
4. Any school property used by the student, including, but not limited to, a locker or desk.

Prohibited weapon under Penal Code 46.05(a) means:

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

Public Lewdness is defined by Penal Code 21.07 as an offense that occurs when a person knowingly engages in an act of sexual intercourse, deviate sexual intercourse, or sexual contact in a public place or, if not in a public place, when the person is reckless about whether another is present who will be offended or alarmed by the act.

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

Reasonable belief is that which an ordinary person of average intelligence and sound mind would believe. Chapter 37 requires certain disciplinary decisions when the superintendent or designee has a reasonable belief that a student engaged in conduct punishable as a felony offense. In forming such a reasonable belief, the superintendent or designee may use all available information and must consider the information furnished in the notice of a student's arrest under Code of Criminal Procedure Article 15.27.

Self-defense is the use of force against another to the degree a person reasonably believes is immediately necessary to protect himself or herself.

Student Code of Conduct

Serious misbehavior means:

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

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

- Behavior that is grounds for permissible expulsion or mandatory DAEP placement.
- Behavior identified by the district as grounds for discretionary DAEP placement.
- Actions or demonstrations that substantially disrupt or materially interfere with school activities.
- Refusal to attempt or complete schoolwork as assigned.
- Insubordination.
- Profanity, vulgar language, or obscene gestures.
- Leaving school grounds without permission.
- Falsification of records, passes, or other school-related documents.
- Refusal to accept discipline assigned by the teacher or principal.

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

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

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

Student Code of Conduct

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

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

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

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

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

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

X. **REVIEW THE 2024-2025 EXTRACURRICULAR GUIDELINES**

XI. **CONSIDER AND APPROVE THE GROESBECK ISD 6-12
ADVANCED MATH PROGRAM GUIDELINES (HB 1416)**

Groesbeck ISD

6-12 Advanced Math Program Guidelines

Overview

In compliance with the Texas Education Code Section 28.029, the GISD 6-12 Advanced Math Program is designed to enable students to enroll in Algebra I by eighth grade. This program aims to identify and support students with the potential for advanced mathematical learning, ensuring they are adequately prepared for high school math courses to include Calculus as a High School Senior.

Eligibility Criteria

Students will be automatically enrolled in the Advanced Math Program if they meet the following criteria:

1. **Statewide Performance:** Achieve at least the 60th percentile on the Grade 5 Mathematics STAAR (State of Texas Assessments of Academic Readiness).
2. **Local Measure:** Rank in the top 40% on the iReady End of Year Benchmark for Grade 5 Mathematics

Parent Request: Only students meeting the above criteria will be placed in the program. Parent requests will not be honored.

Program Structure

This sequence will begin with the Grade 6 cohort for the 2024-2025 school year:

- **Grade 6:** Grade 6 TEKS in addition to $\frac{1}{2}$ of the Grade 7 TEKS
- **Grade 7:** Second $\frac{1}{2}$ of Grade 7 TEKS in addition to all Grade 8 TEKS
- **Grade 8:** Algebra I (will receive High School credit and count toward High School GPA)
- **Grade 9:** Geometry
- **Grade 10:** Algebra II
- **Grade 11:** Pre-Calculus
- **Grade 12:** Calculus

Curriculum

The curriculum is aligned with Texas state standards and focuses on deepening students' understanding of mathematical concepts, enhancing their problem-solving abilities, and preparing them for high school mathematics.

Communication and Notifications

- **Parent Notification:** Parents will receive written notification of their child's placement in Advanced Grade 6 Math no later than 14 days before the first day of instruction for the school year.
- **Parent Meeting:** The High School, Middle School, and Enge Washington Counselors will hold a parent meeting presenting the Advanced Math pathway program. Parents of qualifying students are highly encouraged to attend.
- **Opt-Out Option:** Parents have the option to "Opt Out" and will be required to submit an Opt-Out form.
- **Parent Conference:** Teachers will hold conferences with parents of struggling students after the first progress report. Options for the struggling student will be discussed at that time.

Transition to High School

- **Course Placement:** Coordinating with high school counselors to ensure appropriate placement in high school math courses.
- **Grade 8 Algebra:** will count toward the student's GPA and will receive High School Credit.

Conclusion

The GISD 6-12 School Advanced Math Program is designed to challenge and inspire students, foster a love for mathematics, and prepare them for future academic success. By adhering to these guidelines, we aim to create a supportive and stimulating environment where all students can thrive.

XII. **CONSIDER AND APPROVE THE FIRST READING OF TASB POLICY UPDATE 123:** BBD(LOCAL): BOARD MEMBERS - TRAINING AND ORIENTATION; BBFA(LOCAL): ETHICS - CONFLICT OF INTEREST DISCLOSURES; CCGB(LOCAL): AD VALOREM TAXES - ECONOMIC DEVELOPMENT; CKC(LOCAL): SAFETY PROGRAM/RISK MANAGEMENT - EMERGENCY PLANS; CKED(LOCAL): SECURITY PERSONNEL - OTHER SECURITY ARRANGEMENTS; CQC(LOCAL): TECHNOLOGY RESOURCES – EQUIPMENT; DCE(LOCAL): EMPLOYMENT PRACTICES - OTHER TYPES OF CONTRACTS; DGBA(LOCAL): PERSONNEL-MANAGEMENT RELATIONS - EMPLOYEE COMPLAINTS/GRIEVANCES; EEH(LOCAL): INSTRUCTIONAL ARRANGEMENTS - HOMEBOUND INSTRUCTION; EF(LOCAL): INSTRUCTIONAL RESOURCES; EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS; EFB(LOCAL): INSTRUCTIONAL RESOURCES - LIBRARY MATERIALS; FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT COMPLAINTS/GRIEVANCES; GF(LOCAL): PUBLIC COMPLAINTS

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

Please note:

Unless otherwise noted, references to legislative bills throughout these explanatory notes refer to Senate Bills (SB) or House Bills (HB) from the 88th Legislature, regular and special sessions. All referenced bills have already gone into effect unless otherwise noted.

The Local Policy Overview for Update 123, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online® (TASB login required), provides a general, high-level overview of the changes to the local policies included in the update. **Legal policies provide the legal framework for key areas of district operations and are not adopted by the board.**

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

The Results Driven Accountability (RDA) section of the policy has been deleted. TEA included RDA information in the Accountability Manual starting in 2023 and repealed the RDA information in the Administrative Code. This change aims to streamline information used in academic accountability and RDA systems.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

A citation to the Administrative Code has been included under Student Enrollment and Assignment, Enrollment Provision in Contract, regarding campuses that are closed and repurposed.

As 19 TAC 97.2005 has been repealed, the reference to Results Driven Accountability has been deleted from the section on Special Program Performance Determination.

AIE(LEGAL)

ACCOUNTABILITY: INVESTIGATIONS

The word "accreditation" has been removed as a descriptor for investigations in two places within the policy after an amendment to the Administrative Code, effective January 17, 2024.

BBA(LEGAL)

BOARD MEMBERS: ELIGIBILITY/QUALIFICATIONS

At Intent to Return, language from the Election Code has been included to minimize confusion regarding the specific requirements for establishing an intent to return to the individual's residence after a temporary absence.

BBB(LEGAL)

ELECTIONS: POST-ELECTION PROCEDURES

HB 5180 added new requirements for public inspection of election records. A reference has been added at Election Records regarding where to find information on public inspection of those records for districts who serve as custodians of their own election records.

BBD(LOCAL)

BOARD MEMBERS: TRAINING AND ORIENTATION

HB 3033 authorizes the attorney general to require trustees to complete training on the Public Information Act if the attorney general finds that there has been a violation of the Act. Language is recommended to make clear that this training after a violation cannot be delegated to the district's Public Information Act coordinator.

BBFA(LOCAL)

ETHICS: CONFLICT OF INTEREST DISCLOSURES

Language is recommended to clarify that a trustee's ethical duty to disclose a financial or other personal interest in board transactions goes beyond the statutory conflicts of interest set out in state and federal law. The added language serves to demonstrate a commitment to avoid undue influence, increase transparency, and avoid the appearance of impropriety in public dealings.

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

CCG(LEGAL)

LOCAL REVENUE SOURCES: AD VALOREM TAXES

HB 3273, effective January 1, 2024, revised the Tax Code and requires a taxing unit, including a school district, to provide specific notice to property owners on its website. These provisions have been included in the Appraisal District Property Tax Database section of the policy.

CCGA(LEGAL)

AD VALOREM TAXES: EXEMPTIONS AND PAYMENTS

This policy has been updated to indicate that a board that adopted an exemption for the 2022 tax year may not reduce the amount or repeal that exemption based on SB 2 from the second special session of the 88th Legislature. [See Homestead, Local Options.]

HB 4559, from the 88th regular session, increased the population range for certain districts to provide that the split payment option does not apply to the district's taxes collected by another taxing unit that has adopted that option. [See Split Payments, In Certain Counties.]

CCGB(LEGAL)

AD VALOREM TAXES: ECONOMIC DEVELOPMENT

HB 4559 increased the population threshold for determining a large municipality for provisions related to the appointment of reinvestment zone board members. [See Tax Increment Financing Act, Large Municipality.]

Substantial changes have also been made based on HB 5 to incorporate the Texas Jobs, Energy, Technology, and Innovation Act.

CCGB(LOCAL)

AD VALOREM TAXES: ECONOMIC DEVELOPMENT

Substantial changes are recommended to remove provisions addressing expired laws related to Tax Code Chapter 313 agreements. If your district consulted with legal counsel to revise this policy, we recommend discussing the proposed revisions with them. If the district's agreements have expired completely, please contact your policy consultant for additional revisions.

CKB(LEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: ACCIDENT PREVENTION AND REPORTS

TEA's amendments to the Administrative Code rules for mandatory school drills necessitated reorganization of definitions and added clarity to several sections of the policy. Changes in this policy also reflect TEA's amendments to the Administrative Code rules related to active threat exercises.

CKC(LOCAL)

SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

A new section on Notice Regarding Violent Activity is recommended to comply with legal requirements. Administrative procedures must be created to align with TEA's model standards.

Provisions regarding individuals authorized to possess firearms for emergency response have been relocated to the appropriate code in the CKE series, as indicated below.

CKED(LEGAL)

SECURITY PERSONNEL: OTHER SECURITY ARRANGEMENTS

The provisions of this policy address commissioned security officers with Level III training under the Department of Public Safety hired through a security services contractor or as a district employee in accordance with the Education Code and the Occupations Code.

CKED(LOCAL)

SECURITY PERSONNEL: OTHER SECURITY ARRANGEMENTS

Provisions regarding individuals authorized to possess firearms for emergency response have been relocated from CKC(LOCAL) to this code.

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

CMD(LLEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

Cross-references throughout this policy have been updated to EFA since policy EF has been separated into EFA (instructional materials) and EFB (library materials).

CPC(LLEGAL) OFFICE MANAGEMENT: RECORDS MANAGEMENT

Edits to this policy at Destruction of Records remove a reference to 13 TAC 7.123(c), which was deleted from Texas State Library and Archives Commission rules, effective March 6, 2024.

CQA(LLEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

HB 3273, effective January 1, 2024, requires school districts to post a notice informing property owners of the property tax database maintained by the appraisal district. Language has been added at item 28 under the section on Other Required Internet Postings.

CQC(LLEGAL) TECHNOLOGY RESOURCES: EQUIPMENT

A section on Guidelines for Use of Digital Devices has been added to address the TEA and Health and Human Services Commission model health and safety guidelines for the use of digital devices, which are required by the Education Code and were issued in October 2023.

CQC(LOCAL) TECHNOLOGY RESOURCES: EQUIPMENT

This new local policy is recommended to meet the legal requirement for the board to adopt a policy for the effective integration of digital devices in the district. The policy language adopts the model health and safety guidelines developed by TEA and the Health and Human Services Commission and clarifies that the superintendent must develop regulations for implementation.

DCE(LOCAL) EMPLOYMENT PRACTICES: OTHER TYPES OF CONTRACTS

Revisions at Termination During Contract Term are recommended to specify that an employee may request a hearing before the board to appeal discharge during the contract period and to differentiate between terminations during and at the end of the contract term.

The Legal Issues in Update 123 memo, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

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

Extensive revisions within the CKE policy series necessitated an update to the cross-reference in the list of other complaint processes.

Also, to accommodate planned restructuring of policy DIA, we have revised the references to that code in this policy to reflect the DIA series. No other changes have been made to this policy.

The Legal Issues in Update 123 memo, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

DHE(LEGAL)

EMPLOYEE STANDARDS OF CONDUCT: SEARCHES AND ALCOHOL/DRUG TESTING

New Department of Transportation rules amend the department's regulated industry drug testing program. The language in the Reports to DPS section has been amended for clarity.

DNA(LEGAL)

PERFORMANCE APPRAISAL: EVALUATION OF TEACHERS

Amendments to the Administrative Code allow districts to begin using the Alternate Domain I rubric as part of the Texas Teacher Evaluation and Support System (T-TESS) beginning with the 2024-25 school year. Language has been updated to reflect this change.

DP(LEGAL)

PERSONNEL POSITIONS

The section on School Psychological Services has been amended to provide additional clarity and to set out the correct title for licensed specialists in school psychology (LSSPs) as indicated in the Administrative Code.

EEH(LOCAL)

INSTRUCTIONAL ARRANGEMENTS: HOMEBOUND INSTRUCTION

TEA's revisions to the *Student Attendance Accounting Handbook (SAAH)* prompted recommended updates to this policy. Students may now receive homebound services for psychological, as well as medical, conditions. The *SAAH* also indicates that the weeks of confinement due to a medical or psychological condition do not need to be consecutive to qualify. The policy language has been updated to reflect this change.

EF(LEGAL)

INSTRUCTIONAL RESOURCES

In order to clarify the differences in requirements for instructional materials and library materials, as well as to accommodate the new library collection development standards, policy EF has been divided into EFA (instructional material) and EFB (library material). The content in EF(LEGAL) has moved to either EFA or EFB, as appropriate.

EF(LOCAL)

INSTRUCTIONAL RESOURCES

As explained at EF(LEGAL), above, this local policy addressing instructional resources is being deleted. New local policies to address instructional materials and library materials separately are included at EFA and EFB.

EFA(LEGAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

Content regarding instructional material review and federally required parental inspection has been moved from EF(LEGAL) to EFA(LEGAL).

EFA(LOCAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

The enclosed policy regarding instructional materials is recommended to coordinate with the policy addressing library materials at EFB(LOCAL). The provisions previously housed at EF(LOCAL) have been moved to this code with the following revisions:

- At Selection, a clarification has been made to reflect that instructional materials must be chosen in accordance with stated objectives and administrative regulations and may include items from the State Board of Education list.
- At Reconsideration of Instructional Materials, the list of individuals who can submit a request for reconsideration has been revised. This change is recommended to align with the list provided in the

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

new EFB(LOCAL), which permits an employee or parent or guardian to submit these requests. If the district would like to expand this list, please contact your policy consultant.

Please review the information at Formal Reconsideration, which specifies who will receive forms requesting the reconsideration of instructional material and who will appoint a reconsideration committee. If the policy needs to identify a different position for these responsibilities, please contact your policy consultant for assistance with revisions.

The Legal Issues in Update 123 memo, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

EFB(LEGAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

EFB(LEGAL) has been revised to incorporate new library collection development standards adopted by the Texas State Library and Archives Commission (TSLAC), effective January 23, 2024. The policy includes a note regarding the Fifth Circuit Court of Appeals enjoinder and the resulting unenforceability of certain statutes related to library material. The TSLAC Library Collection Development Standards are not currently enjoined by the Fifth Circuit Court of Appeals.

EFB(LOCAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

This recommended policy aligns with changes to the Administrative Code and the new collection development standards for school libraries as a result of HB 900. Please review the following information in your policy:

- The location of the form for formal reconsideration;
- The position title for the person responsible for appointing the reconsideration committee; and
- The number of days allocated for appointing the committee, providing the material for review to the committee, and completing the committee's final report.

If any information needs to be updated or if further revisions to the policy are needed, please contact your policy consultant for assistance.

EHBAA(LEGAL) SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

A cross-reference to policy EHB has been included for additional requirements relating to the evaluation and identification process when dyslexia is a suspected disability. [See Determination of Initial Eligibility.]

EHBAB(LEGAL) SPECIAL EDUCATION: ARD COMMITTEE AND INDIVIDUALIZED EDUCATION PROGRAM

The section on Supplemental Special Education Services (SSES) has been revised to reflect amended Administrative Code rules, effective April 18, 2023. The district is required to notify parents of SSES eligibility and related information during an ARD committee meeting.

A provision regarding an IEP supplement for each child who was enrolled in a district's special education program during the 2019-20 school year or the 2020-21 school year has been removed. That requirement expired on September 1, 2023.

EHBE(LEGAL) SPECIAL PROGRAMS: BILINGUAL EDUCATION/ESL

Extensive revisions have been made throughout this policy to reflect amended rules relating to emergent bilingual students.

Explanatory Notes

TASB Localized Policy Manual Update 123

Groesbeck ISD

EHBJ(LLEGAL)

SPECIAL PROGRAMS: INNOVATIVE AND MAGNET PROGRAMS

Changes to this policy stem from amended Administrative Code provisions relating to innovative courses. The amended rules became effective February 18, 2024.

EKB(LLEGAL)

TESTING PROGRAMS: STATE ASSESSMENT

Revisions have been made to remove language that does not require district action to aid in readability and clarity. Citations have also been updated based on rule changes.

FA(LLEGAL)

PARENT RIGHTS AND RESPONSIBILITIES

The cross-reference at Parental Rights relating to teaching materials has been updated to reflect the division of policy EF into EFA and EFB.

FFAC(LLEGAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

A section on Telehealth in Medicaid Covered Services has been added to provide guidance from Administrative Code rules specific to telehealth services authorized as Texas Medicaid covered services.

The section on opioid antagonists has been updated to reflect new rules effective November 1, 2023.

Changes have also been made to the section on epinephrine auto-injectors to reflect amended Administrative Code rules.

Citations throughout have been updated based on rule amendments.

FNG(LLOCAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

Extensive revisions within the CKE policy series necessitated an update to the cross-reference in the list of other complaint processes.

Also, to accommodate planned restructuring of policy FFH, we have revised the references to that code in this policy to reflect the FFH series. No other changes have been made to this policy.

The Legal Issues in Update 123 memo, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

GBA(LLEGAL)

PUBLIC INFORMATION PROGRAM: ACCESS TO PUBLIC INFORMATION

A cross-reference regarding economic development negotiations under Government Code Chapter 403 has been added.

GF(LLEGAL)

PUBLIC COMPLAINTS

The division of policy EF into EFA and EFB necessitated an update to the cross-reference in this policy.

GF(LLOCAL)

PUBLIC COMPLAINTS

Extensive revisions within the CKE policy series necessitated an update to the cross-reference in the list of other complaint processes. No other changes have been made to this policy.

The Legal Issues in Update 123 memo, available with your Update 123 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

Explanatory Notes
TASB Localized Policy Manual Update 123

Groesbeck ISD

GKA(LLEGAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Amendments to the Code of Federal Regulations necessitated changes to the section regarding operation of a small unmanned aircraft system.

GRA(LLEGAL)

RELATIONS WITH GOVERNMENTAL ENTITIES: STATE AND LOCAL GOVERNMENTAL AUTHORITIES

The Definitions section has been revised to reflect amended Administrative Code rules that include school resource officers and contracted police officers in the definition of "school personnel and volunteers."

Language has been added at Notice to School Personnel to provide direction if the superintendent is the individual alleged to have committed child abuse or neglect.

The Students Taken into Custody section has been updated to incorporate appropriate legal citations and improve clarity.

**XIII. CONSIDER AND APPROVE SECOND READING OF POLICY
EIC(LOCAL): ACADEMIC ACHIEVEMENT CLASS RANKING**

PROPOSED REVISIONS

**Consistent
Application for
Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

~~**Note:**—The following provisions shall apply to students in the graduating class of 2021, 2022, and 2023.~~

~~**Calculating Class
Rank**~~

~~Class rank shall be computed by using grade points for all academic courses for all four years (all three years for three-year graduates).~~

~~Exclusions~~

~~The following shall not be used in computing class rank: grades earned in choir or physical education, high school courses taken at the middle school level, classes that receive local credit, and athletics; or grades earned through credit by examination, concurrent enrollment courses, and certain distance learning and correspondence courses, as described below.~~

~~Courses taken through the Texas Virtual School Network (TxVSN) and state-approved correspondence courses taken through Texas Tech University and the University of Texas at Austin shall be included in calculating grade point average (GPA) and determining class rank. All other distance learning and correspondence courses are excluded.~~

~~**Weighted Grade
System**~~

~~The District shall categorize and weight courses as either Advanced or Regular courses.~~

~~Advanced Courses~~

~~Pre-Advanced Placement (AP), AP, dual credit, University Interscholastic League (UIL) independent study courses, and other advanced courses designated in the student handbook shall be categorized and weighted as Advanced courses.~~

~~Regular Courses~~

~~All other courses shall be categorized and weighted as Regular courses.~~

~~Weighted Grade
Point Average~~

~~The following grade average/grade points conversion chart shall be used:~~

~~Regular Courses~~

100	=	5.0 grade points
90–99	=	4.0–4.9 grade points
80–89	=	3.0–3.9 grade points
70–79	=	2.0–2.9 grade points
69 or below	=	0 grade point

Advanced Courses

100	=	6.0 grade points
90–99	=	5.0–5.9 grade points
80–89	=	4.0–4.9 grade points
70–79	=	3.0–3.9 grade points
69 or below	=	0 grade point

~~Transferred Grades~~ When a student transfers semester grades for eligible courses, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District.

~~Transferred Letter Grades~~ When a student transfers letter semester grades with no numerical equivalent from the sending school, the District shall convert the letter grades to numeric grades in accordance with the following chart, based on the lowest passing grade from the sending school:

Letter Grade	Numeric Equivalent	
	C is lowest passing grade	D is lowest passing grade
A+	98	98
A	95	95
A-	92	92
B+	88	88
B	85	85
B-	83	83
C+	78	79
C	75	77
C-	73	75
D+	69 if one semester; 65 if two semesters	74
D		72
D-		70
F		69 if one semester; 65 if two semesters

Local Graduation Honors

~~For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the third nine-week grading period of the senior year.~~

~~Honor Graduates~~

~~All graduating seniors, including three-year graduates, who have maintained an average of 4.5 or better in all academic subjects and have completed the requirements of the foundation program with the distinguished level of achievement shall be considered honor graduates.~~

~~Valedictorian / Salutatorian~~

~~From among the honor graduates, the students having the highest and second-highest GPA shall be designated as valedictorian and salutatorian, respectively. To be eligible for valedictorian and salutatorian, students shall have been enrolled in the District high school for at least three years. Students sent to the alternative school for disciplinary reasons shall be ineligible for valedictorian and salutatorian.~~

~~Tiebreaker~~

~~If a tie exists for valedictorian, the District shall consider the final numerical average carried to four decimal places, the number of honors-level courses taken, and the total number of grade points earned in honors-level courses.~~

~~If a tie exists after all tiebreakers have been exhausted, co-valedictorians shall be named and no salutatorian shall be honored.~~

Top Ten Percent

~~All students whose GPAs make up the top ten percent of the graduating class and qualify for automatic admission under Education Code 51.803 shall be recognized. Eligibility standards required for the local procedure for determining valedictorian and salutatorian (or other local honor positions) shall not apply to the procedure for determining the top ten percent. The GPA shall be reported on the student's transcript and made available, when requested by the student, in accordance with the application deadline for the college or university. [See EIC(LEGAL)]~~

Note: The following provisions shall apply to students beginning with the graduating class of 2024 through the graduating class of 2027.

Calculating Class Rank

The District shall include in the calculation of class rank semester grades earned in high school credit courses, regardless of weighted category, taken at any grade level, unless excluded below and only in the following courses:

- Up to eight semesters of English language arts, including English I, English II, English III, and English IV or another foundation advanced course meeting the English credit requirement;
- Up to six semesters of mathematics, including Algebra I, Geometry, and Algebra II or another foundation advanced course meeting the mathematics credit requirement;
- Up to six semesters of science, including Biology, Chemistry, or another foundation advanced course meeting the science credit requirement, and Physics or another foundation advanced course meeting the science credit requirement;
- Up to eight semesters of social studies and economics, including World Geography Studies, World History Studies, United States History Studies Since 1877, United States Government, and Economics with emphasis on the free enterprise system and its benefits; and
- Up to four semesters of languages other than English in the same foreign language.

~~The calculation shall include only the first attempt at any course included in the calculation.~~

The class rank calculation shall not include semester grades from a course that is retaken after a passing grade has been earned, and the new grade shall not be recorded on the transcript.

The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude grades earned in:

- Summer school;
- Credit earned in the Fast Track program;
- A distance learning course, unless the course is either assigned to the student by the District or offered as a course option along with traditional District courses;
- A dual credit or concurrent enrollment course taken anywhere other than the District high school;
- Any local credit course;
- Any credit recovery course;
- Any independent study course; or

- Through credit by examination, with or without prior instruction.

Weighted Grade System

Categories

Dual Credit

The District shall categorize and weight eligible courses as Dual Credit, Honors, and Regular in accordance with provisions of this policy and as designated in appropriate District publications.

Eligible dual credit and OnRamps courses shall be categorized and weighted as Dual Credit courses.

Honors

Courses locally designated as honors shall be categorized and weighted as Honors courses.

Regular

All other eligible courses shall be categorized and weighted as Regular courses.

Weighted Numerical Grade Average

The District shall assign weights to semester grades earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

Category	Weight
Dual Credit*	multiplied by 1.2
Honors	multiplied by 1.1
Regular	multiplied by 1.0

***A grade of 60-69 in a dual credit course shall receive high school credit, and grade points shall be assigned as noted above.**

All failing grades shall be multiplied by 1.0.

The District shall record unweighted numerical grades on student transcripts.

Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Regular category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District only if an equivalent course is offered to the same class of students in the District.

Transferred Letter Grades

When a student transfers letter semester grades with no numerical equivalent from the sending school, the District shall convert the

letter grades to numeric grades in accordance with the following chart, based on the lowest passing grade from the sending school:

Letter Grade	Numeric Equivalent	
	C- is lowest passing grade	D- is lowest passing grade
A+	98	98
A	95	95
A-	92	92
B+	88	88
B	85	85
B-	83	83
C+	78	79
C	75	77
C-	73	75
D+	69 if one semester; 65 if two semesters	74
D		72
D-		70
F		69 if one semester; 65 if two semesters

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the third nine-week grading period of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

Valedictorian and
Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been continuously enrolled in the District high school beginning with at least the 31st day of instruction of the student's sophomore year; and
2. Have completed the foundation program with the distinguished level of achievement.

[For eligibility to speak at graduation, see FMH.]

Breaking Ties

In case of a tie in weighted numerical averages after calculation to the sixth decimal place, the District shall apply the following methods, in this order, to determine recognition as valedictorian:

1. Count the number of Dual Credit and Honors courses taken by each student involved in the tie.
2. Calculate a weighted numerical grade average using only Dual Credit and Honors courses taken by each student involved in the tie.

If the tie for valedictorian is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title of valedictorian and no salutatorian shall be honored.

If the tie for salutatorian in weighted GPAs or weighted numerical averages is not broken after calculation to the sixth decimal place, the District shall recognize all students involved in the tie as sharing the honor and title of salutatorian.

Honor Graduates

The District shall designate as honor graduates all students who have:

1. Completed the foundation program with the distinguished level of achievement; and
2. Maintained a weighted numerical grade average of 90 or above in semester grades included in class rank calculation.

Note: The following provision shall apply to students beginning with the graduating class of 2028.

**Calculating Class
Rank**

The District shall include in the calculation of class rank semester grades earned in high school credit courses, regardless of weighted category, taken at any grade level, unless excluded below and only in the following courses:

- All semesters of English language arts, including English I, English II, English III, and English IV or another requirement;
- All semesters of mathematics, including Algebra I, Geometry, and Algebra II or another foundation advanced course meeting the mathematics credit requirement;
- All semesters of science, including Biology, Chemistry, or another foundation advanced course meeting the science credit requirement, and Physics or another foundation advanced course meeting the science credit requirement;
- All semesters of social studies and economics, including World Geography Studies, World History Studies, United States History Studies Since 1877, United States Government, and Economics with emphasis on the free enterprise system and its benefits; and
- Up to four semesters of languages other than English in the same foreign language.
- ~~The calculation shall include only the first attempt at any course included in the calculation.~~

The class rank calculation shall not include semester grades from a course that is retaken after a passing grade has been earned, and the new grade shall not be recorded on the transcript.

The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude grades earned in:

- Summer school
- Credit earned in the Fast Track program;
- A distance learning course, unless the course is either assigned to the student by the District or offered as a course option along with traditional District courses;
- A dual credit or concurrent enrollment course taken anywhere other than the District high school;
- Any local credit course;
- Any credit recovery course;
- Any independent study course; or
- Through credit by examination, with or without prior instruction.

Weighted Grade System

The District shall categorize and weight eligible courses as Dual Credit, Honors, and Regular in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Dual Credit

Eligible dual credit and OnRamps courses shall be categorized and weighted as Dual Credit courses.

Honors

Courses locally designated as honors shall be categorized and weighted as Honors courses.

Regular

All other eligible courses shall be categorized and weighted as Regular courses.

Weighted Numerical
Grade Average

The District shall assign weights to semester grades earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

Category	Weight
Dual Credit*	multiplied by 1.2
Honors	multiplied by 1.1
Regular	multiplied by 1.0

***A grade of 60-69 in a dual credit course shall receive high school credit, and grade points shall be assigned as noted above.**

All failing grades shall be multiplied by 1.0.

The District shall record unweighted numerical grades on student transcripts.

Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Regular category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District only if an equivalent course is offered to the same class of students in the District.

*Transferred
Letter Grades*

When a student transfers letter semester grades with no numerical equivalent from the sending school, the District shall convert the letter grades to numeric grades in accordance with the following chart, based on the lowest passing grade from the sending school:

Letter Grade	Numeric Equivalent	
	C- is lowest passing grade	D- is lowest passing grade
A+	98	98

Letter Grade	Numeric Equivalent	
	A	95
A-	92	92
B+	88	88
B	85	85
B-	83	83
C+	78	79
C	75	77
C-	73	75
D+	69 if one semester; 65 if two semesters	74
D		72
D-		70
F		69 if one semester; 65 if two semesters

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the third nine-week grading period of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been continuously enrolled in the District high school beginning with at least the 31st day of instruction of the student's sophomore year; and

2. Have completed the foundation program with the distinguished level of achievement.

[For eligibility to speak at graduation, see FMH.]

Breaking Ties

In case of a tie in weighted numerical averages after calculation to the sixth decimal place, the District shall apply the following methods, in this order, to determine recognition as valedictorian:

Count the number of Dual Credit and Honors courses taken by each student involved in the tie.

Calculate a weighted numerical grade average using only Dual Credit and Honors courses taken by each student involved in the tie.

If the tie for valedictorian is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title of valedictorian and no salutatorian shall be honored.

If the tie for salutatorian in weighted GPAs or weighted numerical averages is not broken after calculation to the sixth decimal place, the District shall recognize all students involved in the tie as sharing the honor and title of salutatorian.

Honor Graduates

The District shall designate as honor graduates all students who have:

Completed the foundation program with the distinguished level of achievement; and

Maintained a weighted numerical grade average of 90 or above in semester grades included in class rank calculation.

Note: The following provision shall apply to all students, regardless of their graduating class.

Highest-Ranking Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

XIV. CONSIDER AND APPROVAL OF LOCAL POLICIES: DCE (EMPLOYMENT PRACTICES OTHER TYPES OF CONTRACT); EB (SCHOOL YEAR); FDA (ADMISSIONS INTERDISTRICT TRANSFERS); AND DEC: COMPENSATION AND BENEFITS LEAVES AND ABSENCES

PROPOSED REVISIONS

**Non-Chapter 21
Contracts**

Non-Chapter 21 contracts shall be provided for positions included on the list approved by the Board. A non-Chapter 21 contract shall not be governed by Chapter 21 of the Education Code.

~~The District shall employ on non-Chapter 21 contracts, not to be governed by Chapter 21 of the Education Code, the following positions: director of maintenance, director of transportation, director of Kids Kare, and administrative assistant.~~

**Termination During
Contract Term**

In accordance with DCE(LEGAL), an employee may request a hearing before the Board to appeal discharge during the contract period.

An employee whose contract is not reissued at the end of the contract period may appeal in accordance with DGBA(LOCAL).

PROPOSED REVISIONS

Note: ~~This local policy has been revised in accordance with the District's innovation plan.⁴~~

School Calendar

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

~~School Start Date~~

~~In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August. The District shall annually publish the date on which instruction for students shall begin.~~

School Closure

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

⁴ ~~Innovation Plan: <https://www.groesbeckisd.net/>~~

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Authority

The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

A resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester.

Transfer Requests

A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent or designee. Transfers shall be granted for one regular school year at a time.

Factors

In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history and attendance records.

Transfer Agreements

A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District.

In accordance with the District's innovation plan, the District is exempt from **the requirement for state law requiring** transfers to be for a one-year period. Therefore, violation of the terms of the agreement may result in revocation of the agreement during the school year or ~~may result in~~ a transfer request not being approved the following year.

Tuition

If the District charges tuition, the amount shall be set by the Board, within statutory limits.

Waivers

The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian. [See FP]

Nonpayment

The District may initiate withdrawal of students whose tuition payments are delinquent.

Appeals

Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

¹ Innovation Plan: <https://www.groesbeckisd.net/>

PROPOSED REVISIONS

**Leave
Administration**

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

Definitions

The term “immediate family” is defined as:

Immediate Family

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

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

Family Emergency

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

Leave Day

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

School Year

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

Catastrophic Illness
or Injury

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

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

Availability

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

State Leave Proration

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

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

Medical Certification

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

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

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

State Personal Leave

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

Nondiscretionary Use

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

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

Discretionary Use

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

*Request for
Leave*

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

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

Local Leave

Each employee shall earn three paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate without limit.

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

Extended Sick Leave

~~After all available paid leave days and any applicable compensatory time have been exhausted, an employee shall be granted in a school year a maximum of 60 leave days of extended sick leave to be used for the employee's personal illness or injury, including pregnancy-related illness or injury, or for absences related to the illness or injury of a member of the employee's immediate family.~~

~~A written request for extended sick leave must be accompanied by medical certification of the illness or injury.~~

~~The District shall deduct the average daily rate of pay of a substitute for the employee's position for each day of extended sick leave taken, whether or not a substitute is employed.~~

Sick Leave Pool

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

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

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

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

Appeal

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

Family and Medical Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

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

Combined Leave for Spouses

When both spouses are employed by the District, the District shall not limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks, nor shall the District limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

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

Fitness-for-Duty Certification

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

Leave at the End of Semester

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

Temporary Disability Leave

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

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

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

**Workers'
Compensation**

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

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

No Paid Leave
Offset

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

Court Appearances

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

XV. EXECUTIVE SESSION

- A. Deliberations Regarding Security Devices or Security Audits (Tx. Gov't. 551.076)
- B. Review Recommendation for Employment (Tex. Gov't 551.074)
- C. Personnel Resignations, Leave of Absences, or Reassignments (Tex. Gov't 551.074)

XVI. RECONVENE IN OPEN MEETING

XVII. CONSIDER AND APPROVE ANY ACTION ON MATTERS DISCUSSED IN EXECUTIVE SESSION

- A. Approval of Defenders Personnel

XVIII. SUPERINTENDENT COMMENTS

XIX. BOARD PRESIDENT COMMENTS AND REPORTS

XX. ADJOURNMENT

If, during the course of the meeting, the Board may lawfully conduct a closed meeting as to all or part of any item on the agenda, then, in accordance with applicable law, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). The Board shall not conduct a closed meeting unless a quorum of the Board first convenes in an open meeting for which proper notice has been given. Before any closed meeting is conducted, the presiding officer will publicly identify the section or sections of the Open Meetings Act or other applicable law authorizing the closed meeting. All final votes, actions, or decisions regarding any matter deliberated in a closed meeting shall only be taken in open meeting for which proper notice has been given. [See BEC(LEGAL)]

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

For the Board of Trustees