



Conroe Independent School District Board of Trustees
Official Notice and Agenda
Regular Meeting
6:00 PM Tuesday, October 21, 2025

A Regular Meeting of the Board of Trustees of the Conroe Independent School District will be held Tuesday, October 21, 2025, beginning at 6:00 PM in the Deane L Sadler Administration Building located at 3205 West Davis, Conroe, TX 77304. The meeting may be accessed virtually at http://tiny.conroeisd.net/R78KV*

One or more board members will be, or may be, attending by videoconference call in compliance with the Texas Open Meetings Act.

Subjects to be discussed or considered, or upon which any formal action may be taken, are as listed below. Items do not have to be taken in the order shown on this meeting notice.

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2.	Litigation Update	
B.	To Consider the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of Public Employees(s)/Officer(s), including board governance, and/or to hear complaints or charges against public employees(s)/public official(s). Texas Government Code §551.074)	
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XIII.	Adjourn	

Posted in compliance with the Texas Open Meetings Act: _____ at _____.

*** Virtual Link**

Any meeting not live-streamed will be made available via recording per Tex. Gov't Code Section 551.128(b-2), (b-4)

**** Closed Session Authorization during Meeting**

The Board of Trustees may conduct a closed or executive meeting or session under the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting. The Board of Trustees may convene in closed or executive session or meeting as authorized by the Texas Open Meetings Act, under the following Texas Government Code Sections:

§551.071 – For a private consultation with the Board's attorney on any or all subjects or matters authorized by law including board governance;

§551.072 – To discuss the purchase, exchange, lease, or value of real property;

§551.073 – To consider a negotiated contract for prospective gifts or donations;

§551.074 – To consider the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employee(s)/officer(s) including board governance, and/or to hear complaints or charges against public employee(s)/public official(s).

§551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices;

§551.082 – To consider the discipline of a public school child or children or to hear a complaint for an employee against another employee;

§551.0821 – For a matter regarding a public school student if personally identifiable information about the student will be revealed by the deliberation;

§551.084 – To exclude any witness or witnesses from a hearing during the examination of another witness

§551.089 – Deliberation regarding security devices or security audits

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

- a) the open meeting covered by this notice upon the reconvening of the public meeting; or
- b) at a subsequent public meeting of the Board upon notice thereof as the Board shall determine.

Citizen Participation

Recommendation:

That the Conroe Independent School District Board of Trustees accept as information the presentations made by citizens, as submitted and recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Citizens will have the opportunity to address the Board in accordance with Board Policy BED.

Board Policy: BED

Submitted and Recommended by:

Dr. David Vinson
Superintendent of Schools

Consider and Approve Minutes

Recommendation:

That the Conroe Independent School District Board of Trustees approve the minutes of recent board meetings listed below, as submitted and recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Attached are the minutes from the September 16, 2025, Regular Board Meeting. These minutes will become official upon approval.

Policy Reference: Legal and Local Board Policy BE

Submitted and Recommended by:

Dr. David Vinson
Superintendent of Schools

**Conroe Independent School District
Board of Trustees Regular Board Meeting
September 16, 2025**

OPENING

A regular meeting of the Conroe Independent School District Board of Trustees was held Tuesday, September 16, 2025, in the Board Room of the Deane L. Sadler Administration Building located at 3205 W. Davis, Conroe, TX 77304. Interim Superintendent Dr. Ted Landry and a quorum of the Board of Trustees attended the meeting: Misty Odenweller, Nicole May, Tiffany Nelson, Lindsay Dawson, Melissa Dungan, Melissa Semmler, and Marianne Horton. Board President Misty Odenweller called the meeting to order at 6:00 p.m. Trustee Nelson led the invocation. Trustee Horton led the pledges.

SPECIAL RECOGNITION

The Board of Trustees recognized the following:

A – Read for a Better Life Initiative

Presented by Interim Superintendent Dr. Ted Landry, the annual Read for a Better Life Initiative promotes a culture of reading by calling to action all adults within the CISD community to devote 30 minutes a day to reading aloud to children of all ages.

CITIZEN PARTICIPATION

The following citizens registered and addressed the Board of Trustees:

Virginia Arenz	Raeanna Loginov	Kary Freemyer
Katherine Rodriguez	Kristen Brown	Tina Orebaugh
Joshua Swartz	Michelle Nuckolls	Jennifer Leveille
Ellen Munter	Diane Daniels	Susan Hajji
Lynne Walters	Destinee Milton	P.J. GoedHals
Deborah Leiber	Robert LaBelle	Steven Powell
Rebecca Smith	Susan Scruggs	Jonathan Hullihan
Mark Brooks	Rebecca Rosenberg	Bella Mathes
Jerry Nash	Angela Lackey	Jeff Zedlar
Jonathan Neal	Emily Nazar	Arthur Erb

CONSENT AGENDA

The following item was removed from the Consent Agenda and tabled until the September 18, 2025, Special Meeting.

- Consider and Adopt Resolution for Compliance with S.B. 12 (89th Texas Legislature, R.S.)

Motion #7050

Tiffany Nelson, seconded by Lindsay Dawson, moved: That the Board of Trustees approve the following items on the consent agenda as presented:

- Consider and Approve Minutes
- Consider and Approve Amendment to the Budget
- Receive Human Resources Department Report and Consider and Approve Employment of Professional Personnel
- Texas Teacher Evaluation and Support System (T-TESS) Appraisers
- Consider and Adopt "Read for a Better Life" Resolution

- Consider and Approve the Adjustment to the 2025-2026 Student Code of Conduct
- Consider and Adopt Resolution Approving the District's Investment Program
- Consider and Adopt Resolution Approving the Sources of Instruction Relating to Investment Responsibilities
- Consider and Adopt Resolution Designating the District's Investment Officers
- Consider and Adopt Resolution Approving the List of Qualified Investment Brokers
- Consider and Award Request for Proposal RFP#25-06-03 - Bus Routing and Scheduling Software Vendor and Authorize the Superintendent to Make Purchases in accordance with Board Policy CH Purchasing and Acquisition

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

ADMINISTRATION

A - Receive an Update from the Attendance Boundary Committee Regarding Attendance Zones for Grand Oaks Junior High and Kacy Arnold Elementary

Assistant Superintendent Chris McCord provided the Board of Trustees with an update regarding attendance zones and the establishment of the Attendance Boundary Committee for Grand Oaks Junior High and Kacy Arnold Elementary.

B - S.B. 10 Update

Interim Superintendent Dr. Ted Landry shared a brief update on S.B. 10 regarding the district's compliance with state law and guidance from the Attorney General.

TEACHING AND LEARNING

A - Receive Information Regarding the Instructional Materials Selection Process for Mathematics Grades K through 12

The agenda item was tabled until the October 21, 2025 Regular Board Meeting.

PLANNING AND CONSTRUCTION

A. Consider and Approve the Guaranteed Maximum Price Amendment for the Wilkinson, Patterson, Bozman, Stewart, Cryar, and Grangerland Renovations Project and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents

Motion #7051

Nicole May, seconded by Melissa Semmler, moved: That the Board of Trustees approve the Guaranteed Maximum Price Amendment for the Wilkinson, Patterson, Bozman, Stewart, Cryar, and Grangerland Renovations Project and Authorize the Interim Superintendent to Complete Negotiations and Execute the Contract Documents AS presented by Easy Foster, Executive Director of Planning and Construction.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

BUSINESS / FINANCE

- A. Consider and Approve Order Authorizing the Issuance, Sale, and Delivery of Conroe Independent School District Unlimited Tax School Building Bonds, Series 2026; Setting Certain Parameters for the Bonds; Authorizing a Pricing Officer to Approve the Terms Thereof; Levying a Tax and Providing for the Security and Payment of Such Bonds; and Enacting Other Provisions Related Thereto

Motion #7052

Melissa Dungan, seconded by Tiffany Nelson, moved: That the Board of Trustees approve the Order Authorizing the Issuance, Sale, and Delivery of Conroe Independent School District Unlimited Tax School Building Bonds, Series 2026; Setting Certain Parameters for the Bonds; Authorizing a Pricing Officer to Approve the Terms Thereof; Levying a Tax and Providing for the Security and Payment of Such Bonds; and Enacting Other Provisions Related Thereto as presented by Karen Garza, Chief Financial Officer.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

- B - Consider and Approve Order Authorizing the Issuance, Sale, and Delivery of Conroe Independent School District Unlimited Tax Refunding Bonds, Series 2025, in One or More Series; Authorizing a Pricing Officer to Approve the Amount, the Interest Rates, Price, Redemption Provisions, and Terms Thereof and Certain Other Procedures and Provisions Related Thereto; and Containing Other Matters Related Thereto

Motion #7053

Lindsay Dawson, seconded by Melissa Semmler, moved: That the Board of Trustees approve Order Authorizing the Issuance, Sale, and Delivery of Conroe Independent School District Unlimited Tax Refunding Bonds, Series 2025, in One or More Series; Authorizing a Pricing Officer to Approve the Amount, the Interest Rates, Price, Redemption Provisions, and Terms Thereof and Certain Other Procedures and Provisions Related Thereto; and Containing Other Matters Related Thereto as presented by Karen Garza, Chief Financial Officer.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay

Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

C - Receive Information Regarding District Legal Expenses

The Board of Trustees accepted the District Legal Expenses Report for information as presented by Mrs. Karen Garza, Chief Financial Officer.

D - Consideration and Action on Possibly Hiring a Law Firm to be the General Counsel for the School Board and District

Motion #7054

Tiffany Nelson, seconded by Marianne Horton, moved: That the Board of Trustees approve to engage O'Hanlon, Demerath, and Castillo to serve as General Counsel for Conroe ISD.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

The Open Session recessed at 8:24 p.m. for a break and reconvened at 8:42 p.m.

BOARD POLICY ACTION ITEMS

A. Discuss and Possibly Adopt Revisions to Board Policy BF (Local)

Motion #7055

Lindsay Dawson, seconded by Melissa Dungan, moved: That the Board of Trustees adopt Board Policy BF Local as presented.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B. Discuss and Possibly Adopt Revisions to Board Policy DC (Local)

Motion #7056

Lindsay Dawson, seconded by Nicole May, moved: That the Board of Trustees adopt Board Policy DC Local as presented.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay

Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

C. Discuss and Possibly Adopt Revisions to Board Policy DP (Local)

Motion #7057

Lindsay Dawson, seconded by Melissa Semmler, moved: That the Board of Trustees add the following language to Board Policy DP Local, and the Superintendent will put in “appropriate processes and procedures.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7058

Tiffany Nelson, seconded by Marianne Horton, moved: That the Board of Trustees remove the following language from Board Policy DP Local, “All Chaplains are subject to final approval by the Board.”

Carried by a vote of 6-1.

Nicole May: Yay
Lindsay Dawson: No
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7059

Tiffany Nelson, seconded by Nicole May, moved: That the Board of Trustees add the following language to Board Policy DP Local, under Responsibilities, to include that chaplains are to be available to any student and employee who may seek such chaplain's help or care.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7060

Lindsay Dawson, seconded by Marianne Horton, moved: That the Board of Trustees add the following language to Board Policy DP Local, that a chaplain will “not take the place of a certified school counselor.”

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7061

Lindsay Dawson, seconded by Tiffany Nelson, moved: That the Board of Trustees add the following language to Board Policy DP Local: For purposes of this policy, a chaplain shall be “certified from a reputable and established organization and maintain an ecclesiastical endorsement from his or her faith group.”

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

D. Discuss and Possibly Adopt Revisions to Board Policy EFA (Local)

Motion #7062

Melissa Dungan, seconded by Tiffany Nelson, moved: That the Board of Trustees remove from Board Policy EFA Local under Superintendent Authority “Superintendent shall develop policies.”

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7063

Marianne Horton, seconded by Melissa Semmler, moved: That the Board of Trustees reinstate in Board Policy EFA Local the “Superintendent or his designee shall ensure the professional staff select the instructional materials in accordance with district policy.”

Failed by a vote of 5-2.

Nicole May: No
Lindsay Dawson: No
Melissa Semmler: Yay
Melissa Dungan: No
Tiffany Nelson: No
Marianne Horton: Yay
Misty Odenweller: No

Motion #7064

Melissa Dungan, seconded by Tiffany Lindsay Dawson, moved: That the Board of Trustees strike the previous Motion #7062 voted upon from Board Policy EFA Local under Superintendent Authority "Superintendent shall develop policies" reverting back to the original language as presented in the BoardBook.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

Motion #7065

Tiffany Nelson, seconded by Melissa Dungan, moved: That the Board of Trustees accept Board Policy EFA Local with the only revision being to give staff the ability to correct typographical errors in EFA as presented in the BoardBook.

Carried by a vote of 5-2.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: No
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: No
Misty Odenweller: Yay

E. Discuss and Possibly Adopt Revisions to Board Policy EFB (Local)

Motion #7066

Tiffany Nelson, seconded by Lindsay Dawson, moved: That the Board of Trustees adopt Board Policy EFB Local as presented.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

F. Discuss and Possibly Adopt Revisions to Board Policy EHBAG (Local)

Motion #7067

Lindsay Dawson, seconded by Tiffany Nelson, moved: That the Board of Trustees call the vote on Board Policy EHBAG Local as presented.

Carried by a vote of 5-2.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: No
Melissa Dungan: Yay
Tiffany Nelson: Yay

Marianne Horton: No
Misty Odenweller: Yay

Motion #7068

Melissa Dungan, seconded by Nicole, moved: That the Board of Trustees approve Board Policy EHBAG Local as presented.

Carried by a vote of 5-2.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: No
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: No
Misty Odenweller: Yay

G. Discuss and Possibly Adopt Revisions to Board Policy FFB (Local)

(Local Policy FFB was moved under Board Policy Discussion Items as a first read)

H. Discuss and Possibly Adopt Revisions to Board Policy FNAA (Local)

Motion #7069

Melissa Dungan, seconded by Lindsay Dawson, moved: That the Board of Trustees adopt Board Policy FNAA Local as presented.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

I. Discuss and Possibly Adopt Revisions to Board Policy GKDA (Local)

Motion #7070

Tiffany Nelson, seconded by Melissa Dungan, moved: That the Board of Trustees adopt Board Policy GKDA Local as presented.

Carried unanimously by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

BOARD POLICY DISCUSSION ITEMS

All policies presented before the board for discussion only. No action was taken.

- A. Discuss Revisions to Board Policy BED (Local)
- B. Discuss Revisions to Board Policy DF (Local)
- C. Discuss Revisions to Board Policy DGBA (Local)
- D. Discuss Revisions to Board Policy EA (Local)
- E. Discuss Revisions to Board Policy EMB (Local)

- F. Discuss Revisions to Board Policy FA (Local)
- G. Discuss Revisions to Board Policy FFB (Local)
- H. Discuss Revisions to Board Policy FL (Local)
- I. Discuss Revisions to Board Policy FM (Local)
- J. Discuss Revisions to Board Policy FNG (Local)
- K. Discuss Revisions to Board Policy GF (Local)

CLOSED SESSION

The Open Session recessed at 10:04 p.m.

- A. Discussion of Superintendent's Recommendation to Propose Termination for Good Cause and Authorize Notice Proposing Mid-Contract Termination of Employment Contract of Angela Galler (Texas Government Code §551.074)
- B. Discussion regarding Purchase of Real Property (Texas Government Code §551.072)
- C. Discussion with Legal Counsel regarding legal issues surrounding CISD Implementation of: 1. S.B. 12 (89th Texas Legislature) 2. School Board Policy (Texas Government Code §551.071)
- D. Conduct Board Hearing on FNG (Local) Level 3 Grievance Appeal (Texas Government Code §551.082)
- E. Discussion regarding Superintendent's Term Employment Contract (Texas Government Code §551.074)

The Open Session reconvened at 12:13 a.m.

ACTION ON CLOSED SESSION ITEM

A. Discussion and Possible Action on Superintendent's Recommendation to Propose Termination for Good Cause and Authorize Notice Proposing Mid-Contract Termination of Employment Contract of Angela Galler Motion #7071

Melissa Dungan, seconded by Tiffany Nelson, moved: that the Board of Trustees Propose Termination for Good Cause and Authorize Notice Proposing Mid-Contract Termination of Employment Contract of Angela Galler according to Texas Government Code §551.074.

Carried by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay
Marianne Horton: Yay
Misty Odenweller: Yay

B. Discussion and Possible Action on Real Estate Purchase Motion #7072

Melissa Dungan, seconded by Melissa Semmler, moved: that the Board of Trustees approve the Superintendent to negotiate purchase on the proposed property.

Carried by a vote of 7-0.

Nicole May: Yay
Lindsay Dawson: Yay
Melissa Semmler: Yay
Melissa Dungan: Yay
Tiffany Nelson: Yay

Marianne Horton: Yay
Misty Odenweller: Yay

C. Discussion of and Possible Action Regarding Term Employment Contract, and Compensation for Superintendent of Schools

No action was taken

D. Discussion and Possible Action Concerning FNG (Local) Level 3 Grievance Appeal

No action was taken

TAKE REQUESTS FROM TRUSTEES REGARDING FUTURE BOARD AGENDA ITEMS

Trustee Tiffany Nelson suggests an amendment to Local Policy CY on the use of the CISD Logo.

ADJOURN

President Odenweller adjourned the meeting at 12:16 a.m.

Approved: October 21, 2025, by:

President, Board of Trustees

Secretary, Board of Trustees

CONSIDER AND APPROVE AMENDMENTS TO THE 2025-2026 BUDGET

OVERVIEW

Per Texas Education Code §44.006, school district budgets must be formally amended by the Board of Trustees when changes are made to functional expenditure categories or to add new programs.

RECOMMENDATION

Administration recommends that the Board of Trustees approve the budget amendment for the 2025–2026 fiscal year as presented.

CONTACT PERSON(S)

Karen Garza, CFO

Amendment to the 2025-2026 Budget

Recommendation: That the Conroe Independent School District Board of Trustees approve an amendment to the 2025-2026 Official Budget, as reflected in the summary below and detailed in the following pages, as submitted by Karen Garza, Chief Financial Officer, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Revenues:

	<i>Current Budget</i>	<i>Amendment</i>	<i>Amended Budget</i>
<u>General Fund</u>	\$ 761,830,862.00	\$ -	\$ 761,830,862.00
Campus Donations	-	58,179.20	58,179.20
Total Revenue Increase, General Funds	761,830,862.00	58,179.20	761,889,041.20
<u>All Other Funds</u>			
Phone Free Schools Grant Program	-	507,781.00	507,781.00
Teacher Training Reimbursement	-	7,480.53	7,480.53
State Board of Education-Approved Instructional Materials Entitlement	-	2,624,920.00	2,624,920.00
State-Developed Open Education Resource Entitlement	-	1,312,460.00	1,312,460.00
Total Revenue Increase, All Funds	<u>\$ 761,830,862.00</u>	<u>\$ 4,510,820.73</u>	<u>\$ 766,341,682.73</u>

Appropriations:

<u>General Fund</u>	\$ 766,680,263.29	\$ -	\$ 766,680,263.29
Campus Donations	-	58,179.20	58,179.20
Total Appropriation Increase, General Funds	766,680,263.29	58,179.20	766,738,442.49
<u>All Other Funds</u>			
Phone Free Schools Grant Program	-	507,781.00	507,781.00
Teacher Training Reimbursement	170,501.74	7,480.53	177,982.27
State Board of Education-Approved Instructional Materials Entitlement	5,425,236.00	2,624,920.00	8,050,156.00
State-Developed Open Education Resource Entitlement	-	1,312,460.00	1,312,460.00
Total Appropriation Increase, All Funds	<u>\$ 772,276,001.03</u>	<u>\$ 4,510,820.73</u>	<u>\$ 776,786,821.76</u>

In the General Fund, adjustments include campus donations from Grand Oaks High School, Birnham Woods Elementary School, and Sam Houston Elementary School.

Increases requested for All Other Funds account for new or revised state, federal and local grant allocations and the debt service fund.

Policy Reference: Legal and Local Board Policy CE

Recommended by:

Submitted by:

Dr. David Vinson
Superintendent of Schools

Karen Garza
Chief Financial Officer

October 21, 2025

Budget Amendment Executive Summary

The budget amendment for the month of October includes both budget amendments and budget transfers.

Budget Amendment

The budget amendment for the month of October totals \$4,510,820.73 in revenues and \$4,510,820.73 in appropriations. The budget amendment is broken down into two categories, 1) General Fund (the district's operating fund), and 2) All Other Funds.

- 1) The budget amendment in the General Fund for the month of October includes activity fund donations totaling \$58,179.20.

- Birnham Woods Elementary (\$30,138.10 for Interactive Playground)
- Sam Houston Elementary (\$16,847.10 for Shade Structure)
- Grand Oaks High School (\$11,194 for Golf Cart)

- 2) The budget amendment in All Other Funds of \$4,452,641.53 includes amounts for new or revised state, federal and local grant allocations. Revised funding may be due to federal reallocations, roll forward and maximum entitlements. The roll forward is the unspent portion of the previous year's federal allocation. The maximum entitlement is the final distribution of total unallocated funding by the federal government.

The budget amendment contains funding for the 2025-2026 Phone Free Schools Grant Program in the amount of \$507,781. This grant was offered to help school systems comply with House Bill 1481, which mandates that students cannot use personal communication devices during the school day. The grant funding can be used to help schools purchase secure storage solutions and implement the infrastructure needed to enforce the ban on personal communication devices. An increase of \$7,480.53 was received for the Teacher Training Reimbursement fund. As part of an incentive program enacted by the Texas Legislature, the Texas Education Agency subsidizes teacher training by up to \$450 per teacher for teachers in grades 6-12 who attend approved AP or IB teacher-training workshops. To qualify, a teacher must be assigned to teach an AP or IB course or a course specifically designed to prepare students for success in a future AP or IB course. Also included in the amendment are fiscal year 2026 entitlements for the SBOE-Approved Instructional Materials Entitlement totaling \$2,624,920 and the State-Developed Open Education Resource Entitlement totaling \$1,312,460.

Budget Transfers

Budget transfers consist of funds transferred within the same fund but changing functions. These transfers are found within the General Fund and All Other Funds. The total amount of all transfers is \$219,019.17. Approximately 85% or \$185,246.17 of the transfers is found in the general fund. The remaining \$33,773.00 is located within the District's grant funds.

PENTAMATION ENTERPRISES INC.
 DATE: 10/08/2025
 TIME: 16:04:27

CONROE INDEPENDENT SCHOOL DISTRICT
 PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 1
 MODULE NUM: DBUDRPT1

MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
NONE	00			
OTHER USES	8900			
		.00	.00	.00
		.00	.00	.00
INSTRUCTION	11			
TOTAL PAYROLL	6100			
		469,146,100.11	-28,475.00	469,117,625.11
CONTRACTED SERVICES	6200			
		3,111,624.69	.00	3,111,624.69
SUPPLIES AND MATERIALS	6300			
		32,824,656.93	4,260,930.17	37,085,587.10
OTHER OPERATING EXPEND	6400			
		1,401,601.16	7,480.53	1,409,081.69
CAPITAL OUTLAY	6600			
		311,990.69	11,194.00	323,184.69
		506,795,973.58	4,251,129.70	511,047,103.28
MEDIA SERVICES	12			
TOTAL PAYROLL	6100			
		6,974,878.44	.00	6,974,878.44
CONTRACTED SERVICES	6200			
		81,399.50	.00	81,399.50
SUPPLIES AND MATERIALS	6300			
		739,622.20	.00	739,622.20
OTHER OPERATING EXPEND	6400			
		31,069.00	.00	31,069.00
CAPITAL OUTLAY	6600			
		1,554.19	.00	1,554.19
		7,828,523.33	.00	7,828,523.33
CURR & INST STAFF DEV	13			
TOTAL PAYROLL	6100			
		22,850,484.26	32,623.00	22,883,107.26
CONTRACTED SERVICES	6200			
		248,532.66	.00	248,532.66
SUPPLIES AND MATERIALS	6300			
		781,273.91	3,500.00	784,773.91
OTHER OPERATING EXPEND	6400			
		244,512.80	2,500.00	247,012.80
CAPITAL OUTLAY	6600			
		.00	.00	.00
		24,124,803.63	38,623.00	24,163,426.63
INSTRUCTIONAL ADMIN	21			
TOTAL PAYROLL	6100			
		8,858,322.75	.00	8,858,322.75

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CONROE INDEPENDENT SCHOOL DISTRICT
PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 2
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MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
INSTRUCTIONAL ADMIN	21			
CONTRACTED SERVICES	6200	220,109.00	.00	220,109.00
SUPPLIES AND MATERIALS	6300	792,794.51	-3,500.00	789,294.51
OTHER OPERATING EXPEND	6400	352,171.35	-750.00	351,421.35
CAPITAL OUTLAY	6600	.00	.00	.00
		10,223,397.61	-4,250.00	10,219,147.61
SCHL ADMINISTRATION	23			
TOTAL PAYROLL	6100	46,270,782.00	.00	46,270,782.00
CONTRACTED SERVICES	6200	38,861.27	.00	38,861.27
SUPPLIES AND MATERIALS	6300	309,644.84	.00	309,644.84
OTHER OPERATING EXPEND	6400	142,994.64	503.00	143,497.64
CAPITAL OUTLAY	6600	75.00	.00	75.00
		46,762,357.75	503.00	46,762,860.75
GUIDANCE & COUNSELING	31			
TOTAL PAYROLL	6100	35,101,123.87	.00	35,101,123.87
CONTRACTED SERVICES	6200	812,185.74	.00	812,185.74
SUPPLIES AND MATERIALS	6300	1,283,984.79	-206.67	1,283,778.12
OTHER OPERATING EXPEND	6400	126,550.78	273.00	126,823.78
CAPITAL OUTLAY	6600	.00	.00	.00
		37,323,845.18	66.33	37,323,911.51
SOCIAL WORK	32			
TOTAL PAYROLL	6100	1,547,427.88	.00	1,547,427.88
CONTRACTED SERVICES	6200	480,596.00	.00	480,596.00
SUPPLIES AND MATERIALS	6300	62,600.14	.00	62,600.14
OTHER OPERATING EXPEND	6400	28,979.05	.00	28,979.05
		2,119,603.07	.00	2,119,603.07

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CONROE INDEPENDENT SCHOOL DISTRICT
PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 3
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MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
HEALTH 33				
TOTAL PAYROLL	6100			
		9,561,847.52	.00	9,561,847.52
CONTRACTED SERVICES	6200	327,896.62	.00	327,896.62
SUPPLIES AND MATERIALS	6300	205,217.67	.00	205,217.67
OTHER OPERATING EXPEND	6400	10,454.00	.00	10,454.00
CAPITAL OUTLAY	6600	.00	.00	.00
		10,105,415.81	.00	10,105,415.81
STUDENT TRANS 34				
TOTAL PAYROLL	6100			
		28,515,388.00	.00	28,515,388.00
CONTRACTED SERVICES	6200	966,649.90	.00	966,649.90
SUPPLIES AND MATERIALS	6300	4,966,951.95	.00	4,966,951.95
OTHER OPERATING EXPEND	6400	1,131,415.23	.00	1,131,415.23
CAPITAL OUTLAY	6600	1,272,591.50	.00	1,272,591.50
		36,852,996.58	.00	36,852,996.58
CHILD NUTRITION 35				
TOTAL PAYROLL	6100			
		10,430,000.00	.00	10,430,000.00
CONTRACTED SERVICES	6200	1,237,514.64	.00	1,237,514.64
SUPPLIES AND MATERIALS	6300	24,495,061.94	.00	24,495,061.94
OTHER OPERATING EXPEND	6400	41,364.42	.00	41,364.42
CAPITAL OUTLAY	6600	1,411,498.30	.00	1,411,498.30
		37,615,439.30	.00	37,615,439.30
COCURR ACTIVITIES 36				
TOTAL PAYROLL	6100			
		8,597,647.21	.00	8,597,647.21
CONTRACTED SERVICES	6200	1,145,609.32	.00	1,145,609.32
SUPPLIES AND MATERIALS	6300	1,867,624.91	75,000.00	1,942,624.91
OTHER OPERATING EXPEND	6400	4,159,295.58	10,000.00	4,169,295.58

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CONROE INDEPENDENT SCHOOL DISTRICT
PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 4
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MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
COCURR ACTIVITIES	36			
CAPITAL OUTLAY	6600	11,000.00	.00	11,000.00
		15,781,177.02	85,000.00	15,866,177.02
GENERAL ADMIN	41			
TOTAL PAYROLL	6100	9,240,519.50	.00	9,240,519.50
CONTRACTED SERVICES	6200	1,757,895.83	.00	1,757,895.83
SUPPLIES AND MATERIALS	6300	739,405.25	.00	739,405.25
OTHER OPERATING EXPEND	6400	1,194,764.66	.00	1,194,764.66
DEBT SERVICE	6500	.00	.00	.00
CAPITAL OUTLAY	6600	60,242.00	.00	60,242.00
		12,992,827.24	.00	12,992,827.24
MAINTENANCE & OPERATIONS	51			
TOTAL PAYROLL	6100	40,718,103.00	.00	40,718,103.00
CONTRACTED SERVICES	6200	30,982,381.08	.00	30,982,381.08
SUPPLIES AND MATERIALS	6300	7,693,222.50	.00	7,693,222.50
OTHER OPERATING EXPEND	6400	5,103,219.99	.00	5,103,219.99
CAPITAL OUTLAY	6600	3,184,359.67	46,985.20	3,231,344.87
		87,681,286.24	46,985.20	87,728,271.44
SECURITY	52			
TOTAL PAYROLL	6100	11,026,986.00	.00	11,026,986.00
CONTRACTED SERVICES	6200	307,878.06	.00	307,878.06
SUPPLIES AND MATERIALS	6300	500,669.31	93,913.50	594,582.81
OTHER OPERATING EXPEND	6400	53,834.63	.00	53,834.63
CAPITAL OUTLAY	6600	178,113.50	.00	178,113.50
		12,067,481.50	93,913.50	12,161,395.00
TECHNOLOGY	53			
TOTAL PAYROLL	6100	5,631,067.00	.00	5,631,067.00

PENTAMATION ENTERPRISES INC.
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CONROE INDEPENDENT SCHOOL DISTRICT
 PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 5
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MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
TECHNOLOGY 53				
CONTRACTED SERVICES	6200	3,755,524.62	.00	3,755,524.62
SUPPLIES AND MATERIALS	6300	1,632,979.14	.00	1,632,979.14
OTHER OPERATING EXPEND	6400	38,000.00	.00	38,000.00
DEBT SERVICE	6500	214,655.40	.00	214,655.40
CAPITAL OUTLAY	6600	96,885.00	.00	96,885.00
		11,369,111.16	.00	11,369,111.16
COMMUNITY SERVICES 61				
TOTAL PAYROLL	6100	665,146.67	.00	665,146.67
CONTRACTED SERVICES	6200	12,000.00	.00	12,000.00
SUPPLIES AND MATERIALS	6300	158,109.66	.00	158,109.66
OTHER OPERATING EXPEND	6400	37,046.69	-1,150.00	35,896.69
		872,303.02	-1,150.00	871,153.02
DEBT SERVICES 71				
DEBT SERVICE	6500	180,115,485.00	.00	180,115,485.00
		180,115,485.00	.00	180,115,485.00
FACILITIES ACQ 81				
CONTRACTED SERVICES	6200	3,067,422.09	.00	3,067,422.09
SUPPLIES AND MATERIALS	6300	25,198,111.98	.00	25,198,111.98
OTHER OPERATING EXPEND	6400	.00	.00	.00
CAPITAL OUTLAY	6600	672,216,771.76	.00	672,216,771.76
		700,482,305.83	.00	700,482,305.83
OTHER INTERGOVERNMENTAL 99				
CONTRACTED SERVICES	6200	5,617,658.00	.00	5,617,658.00
		5,617,658.00	.00	5,617,658.00
DO NOT USE ZZ				
CAPITAL OUTLAY	6600	.00	.00	.00
		.00	.00	.00

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CONROE INDEPENDENT SCHOOL DISTRICT
PROPOSED EXPENDITURE BUDGET SUMMARY REPORT

PAGE NUMBER: 6
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MAJOR OBJECT DESCRIPTION	MAJOR OBJECT CODE	APPROVED BUDGET	PROPOSED AMENDMENTS	PROPOSED AMENDED BUDGET
TOTAL EXPENSES		1,746,731,990.85	4,510,820.73	1,751,242,811.58

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CONROE INDEPENDENT SCHOOL DISTRICT
PROPOSED BUDGET AMENDMENTS DETAIL LISTING

PAGE NUMBER: 1
MODULE NUM: DBUDRPT1

SELECTION CRITERIA: ALL

MAJOR OBJECT	BUDGET CODE TITLE	AMENDMENT AMOUNT	DESCRIPTION	CONTROL NUMBER	TRANSFER NUMBER	ST
FUNCTION 11						
6300	41061100999110SB-6321	2,624,920.00	AMEND - SBOE APPR INST MA	A5		H
	INSTR - GEN TEXTBOOKS					
	41061100999110ER-6321	1,312,460.00	AMEND - OPEN EDUC RESOURC	A6		H
	INSTR - GEN TEXTBOOKS					
	42961100874990PF-6399	507,781.00	AMEND - PHONE FREE SCHOOL	A4		H
	INSTR - GEN GENERAL SUPPLIES					
	MAJOR OBJECT TOTAL	4,445,161.00				
6400	3972110000111000-6497	1,335.81	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110000311000-6497	1,602.97	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110000511000-6497	1,068.65	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110001111000-6497	1,335.81	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110001411000-6497	801.48	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110001611000-6497	267.16	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	3972110022011000-6497	1,068.65	AMEND - TEACHER TRAINING	A3		H
	INSTR - GEN FEES AND DUES					
	MAJOR OBJECT TOTAL	7,480.53				
6600	199611AF01611000-6639	11,194.00	AMEND - GOHS GOLF CART	A7		H
	INSTR - AF DONATION MISC EQUIP					
	MAJOR OBJECT TOTAL	11,194.00				
	FUNCTION TOTAL	4,463,835.53				
FUNCTION 51						
6600	199651AF10499000-6639	16,847.10	AMEND - SAM HOUS SUNSHADE	A2		H
	MAINT/OPER.-AF DONATION MISC EQUIP					
	199651AF12999000-6639	30,138.10	AMEND - BIRN WOODS PLAYGR	A1		H
	MAINT/OPER - AF DONATION MISC EQUIP					
	MAJOR OBJECT TOTAL	46,985.20				
	FUNCTION TOTAL	46,985.20				
	GRAND TOTAL	4,510,820.73				

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CONROE INDEPENDENT SCHOOL DISTRICT
 PROPOSED BUDGET TRANSFERS DETAIL LISTING

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SELECTION CRITERIA: ALL

MAJOR OBJECT	BUDGET CODE TITLE	AMENDMENT AMOUNT	DESCRIPTION	CONTROL NUMBER	TRANSFER NUMBER	ST
FUNCTION 11						
6100	2116110010630000-6119 INSTR - GEN TEACHERS & OTHER PROF.	-2,944.38	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-3	H
	2116112110630000-6118 INSTR - BILINGUAL EXTRA-DUTY PAY	-2,750.62	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-3	H
	25561100874240PL-6118 INSTR - GEN EXTRA-DUTY PAY	-22,780.00	TSF - STAFF DEV EXTRA DU	OCT 25	T 2-2	H
	MAJOR OBJECT TOTAL	-28,475.00				
6300	1996110007011000-6399 INSTR - GEN GENERAL SUPPLIES	-523.00	TSF - CONFERENCE TRAVEL	OCT 25	T 2-11	H
	1996110013211000-6399 INSTR - GEN GENERAL SUPPLIES	-503.00	TSF - MEMBERSHIP DUES	OCT 25	T 2-12	H
	1996110099811000-6399 INSTR - GEN GENERAL SUPPLIES	-93,913.50	TSF - POLICE SHIELDS,MET	OCT 25	T 2-14	H
	1996110099811000-6399 INSTR - GEN GENERAL SUPPLIES	-75,000.00	TSF - STADIUM SECURITY	OCT 25	T 2-15	H
	1996113101611000-6399 INSTR - BAND GENERAL SUPPLIES	-10,000.00	TSF - BAND TRAVEL	OCT 25	T 2-1	H
	19961133001220PI-6399 INSTR - DESIGN & MULTIMED GENERAL SUPPLIES	206.67	TSF - COUNSELING STAFF S	OCT 25	T 2-6	H
	1996119G00111000-6399 INSTR - NINTH GRADE GENERAL SUPPLIES	-350.00	TSF - CONFERENCE FEES AR	OCT 25	T 2-5	H
	2116110012630000-6399 INSTR - GEN GENERAL SUPPLIES	-4,148.00	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-4	H
	MAJOR OBJECT TOTAL	-184,230.83				
	FUNCTION TOTAL	-212,705.83				
FUNCTION 13						
6100	2116130010630000-6118 INSTR STF DEV - GEN EXTRA-DUTY PAY	2,750.62	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-3	H
	2116130010630000-6118 INSTR STF DEV - GEN EXTRA-DUTY PAY	2,944.38	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-3	H
	2116130012630000-6118 INSTR STF DEV - GEN EXTRA-DUTY PAY	4,148.00	TSF - PROFESSIONAL DEVEL	OCT 25	T 2-4	H
	25561300874240PL-6118 INSTR STF DEV - GEN EXTRA-DUTY PAY	22,780.00	TSF - STAFF DEV EXTRA DU	OCT 25	T 2-2	H
	MAJOR OBJECT TOTAL	32,623.00				
6300	1996130088611TTC-6399 INSTR STF DEV - GEN GENERAL SUPPLIES	2,500.00	TSF - SEC LA MAKER SPACE	OCT 25	T 2-7	H
	1996130088611TTC-6399 INSTR STF DEV - GEN GENERAL SUPPLIES	500.00	TSF - SEC MATMAKER SPACE	OCT 25	T 2-7	H
	1996130088611TTC-6399 INSTR STF DEV - GEN GENERAL SUPPLIES	500.00	TSF - EC MAKER SPACE	OCT 25	T 2-9	H
	MAJOR OBJECT TOTAL	3,500.00				

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PROPOSED BUDGET TRANSFERS DETAIL LISTING

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MAJOR OBJECT	BUDGET CODE TITLE	AMENDMENT AMOUNT	DESCRIPTION	CONTROL NUMBER	TRANSFER NUMBER	ST
FUNCTION 13						
6400	1996130000111000-6411	350.00	TSF - CONFERENCE FEES AR	OCT 25	T 2-5	H
	INSTR STF DEV - GEN TRAVEL - EMPLOYEE ONLY					
	1996130088611TTC-6499	1,000.00	TSF - SNACKS AT JETT TTC	OCT 25	T 2-8	H
	INSTR STF DEV - GEN OTHER OPERATING EXPENSES					
	2116130006830000-6411	1,150.00	TSF - PROF DEV TRAVEL	OCT 25	T 2-13	H
	INSTR STF DEV - GEN TRAVEL - EMPLOYEE ONLY					
	MAJOR OBJECT TOTAL	2,500.00				
	FUNCTION TOTAL	38,623.00				
FUNCTION 21						
6300	1996210287499000-6399	-500.00	TSF - EC MAKER SPACE	OCT 25	T 2-9	H
	INSTR ADMIN - EARLY CHILD GENERAL SUPPLIES					
	1996216987499000-6399	-500.00	TSF - SEC MATMAKER SPACE	OCT 25	T 2-7	H
	INSTR ADMIN - MATH GENERAL SUPPLIES					
	1996217887499000-6399	-2,500.00	TSF - SEC LA MAKER SPACE	OCT 25	T 2-7	H
	INSTR ADMIN - LANG ARTS GENERAL SUPPLIES					
	MAJOR OBJECT TOTAL	-3,500.00				
6400	1996210088699000-6499	250.00	TSF - SNACKS AT JETT TTC	OCT 25	T 2-10	H
	INSTR ADMIN - GEN OTHER OPERATING EXPENSES					
	19962178874990EL-6499	-1,000.00	TSF - SNACKS AT JETT TTC	OCT 25	T 2-8	H
	INSTR ADMIN - LANG ARTS OTHER OPERATING EXPENSES					
	MAJOR OBJECT TOTAL	-750.00				
	FUNCTION TOTAL	-4,250.00				
FUNCTION 23						
6400	1996230013299000-6495	503.00	TSF - MEMBERSHIP DUES	OCT 25	T 2-12	H
	SCHOOL ADMIN-GEN DUES					
	MAJOR OBJECT TOTAL	503.00				
	FUNCTION TOTAL	503.00				
FUNCTION 31						
6300	1996310000199000-6399	-206.67	TSF - COUNSELING STAFF S	OCT 25	T 2-6	H
	GUID/COUNSEL - GEN GENERAL SUPPLIES					
	MAJOR OBJECT TOTAL	-206.67				
6400	1996310007099000-6411	523.00	TSF - CONFERENCE TRAVEL	OCT 25	T 2-11	H
	GUID/COUNSEL - GEN TRAVEL - EMPLOYEE ONLY					
	1996310087999000-6499	-250.00	TSF - SNACKS AT JETT TTC	OCT 25	T 2-10	H
	GUID/COUNSEL - GEN OTHER OPERATING EXPENSES					
	MAJOR OBJECT TOTAL	273.00				
	FUNCTION TOTAL	66.33				

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PROPOSED BUDGET TRANSFERS DETAIL LISTING

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MAJOR OBJECT	BUDGET CODE TITLE	AMENDMENT AMOUNT	DESCRIPTION	CONTROL NUMBER	TRANSFER NUMBER	ST
FUNCTION 36						
6300	1996360099899000-6399 COCURR - GEN GENERAL SUPPLIES	75,000.00	TSF - STADIUM SECURITY	OCT 25	T 2-15	H
	MAJOR OBJECT TOTAL	75,000.00				
6400	1996363101699000-6412 COCURR - BAND TRAVEL STUDENT ONLY	10,000.00	TSF - BAND TRAVEL	OCT 25	T 2-1	H
	MAJOR OBJECT TOTAL	10,000.00				
	FUNCTION TOTAL	85,000.00				
FUNCTION 52						
6300	1996520099899000-6399 SECURITY - GEN GENERAL SUPPLIES	93,913.50	TSF - POLICE SHIELDS,MET	OCT 25	T 2-14	H
	MAJOR OBJECT TOTAL	93,913.50				
	FUNCTION TOTAL	93,913.50				
FUNCTION 61						
6400	211661PT06830000-6411 COMM SVC - PARENT INVOLV TRAVEL - EMPLOYEE ONLY	-1,150.00	TSF - PROF DEV TRAVEL	OCT 25	T 2-13	H
	MAJOR OBJECT TOTAL	-1,150.00				
	FUNCTION TOTAL	-1,150.00				
	GRAND TOTAL	.00				

Receive Human Resources Department Report and Consider Employment of Professional Personnel

Recommendation:

That the Conroe Independent School District Board of Trustees approves the Human Resources report as submitted by Paula Green, Executive Director of Human Resources, and as recommended by Dr. David Vinson, Superintendent of Schools:

Explanation:

As follows, you will find personnel resignations, retirements, employment of professional personnel, and employment of substitute teachers:

Personnel Resignations (*Information Only*)

Glen Loch Elementary School

Jennyffer Ebert, Bilingual Fourth Grade

Grand Oaks High School

Laura Neville, Physical Education

McCullough Junior High School

Tania Shenk, Language Arts

Milam Elementary School

Erika Mead-Garza, Assistant Principal

Mitchell Intermediate School

Lauren Harper, Special Education

Oak Ridge High School – Ninth Grade Campus

Brenda Hill, Science Composition

Patterson Elementary School

Brianna Yates, Special Education-SDC

Powell Elementary School

Julie Williams, Second Grade

Reaves Elementary School

Lacy Perez, Pre-Kindergarten

Special Education Department

Emily Hale, District Special Education Facilitator

Angela Reagan, Transition Specialist

Stockton Junior High School

David Dickerson, Special Education

Student Support Services Department

Sarah Schelstrate, District Instructional Coach

The Woodlands College Park High School

Christopher Combs, JROTC

Travis Intermediate School

Orlimarie Hernandez Ocasio, Positive Behavior Interventions and Support Liaison

Veterans Memorial Intermediate School

Stephanie Burke, Campus Instructional Coach-Elementary/Intermediate Language Arts

Personnel Retirements (*Information Only*)**Bozman Intermediate School**

Christell Marshall, Assistant Principal

Oak Ridge High School

Dean Alvarez, Counselor

Travis Intermediate School

Arleen Stout, Intermediate Bilingual Academic Interventionist

Employment of Professional Personnel**Birnam Woods Elementary School**

Breaunna Gallien, First Grade

Bozman Intermediate School

Isabel Christofferson, Family Engagement Liaison

Campbell Elementary School

Alexandra Day, Pre-Kindergarten

Conroe High School

Careen Carter, Special Education-SDC

Grand Oaks High School

Chasity Pope, Social Studies

Hope Elementary School

Heather Flynn, Speech Language Pathologist

Houston Elementary School

Kirby Bray, Second Grade

Milam Elementary School

De'Joir Gaines, Third Grade

Oak Ridge High School – Ninth Grade Campus

Sarah Lagarrigue, Biology

Powell Elementary School

Kristy Haight, Second Grade

Reaves Elementary School

Alyssa Ramirez, Pre-Kindergarten

Special Education Department

Aliyah Smith, Speech Language Pathologist Assistant

Tough Elementary School

Dusty Osso, First Grade

Travis Intermediate School

Victor Chavez, Bilingual

Employment of Substitute Teachers (*Information Only*)

Collins Adams

Taylor Adams

Victoria Alyo

Angela Archie

Marisol Avalos

Pamela Ball

Esmeralda Barbosa

Breanna Barnhill

Jessica Barrera

Teressa Blackman

Noah Bliss

Kayla Brown

Kendall Brown

Gina Bryan

Shamar Burks

Marilyn Bushay

Paola Cabrera

Michael Calais

Whitney Campbell

Ashley Capilongo

Yehoshua Cardenas Andrade

Madhuri Chamarthy

Raymond Cipriano

Tammy Clark

Emma Contreras

Jesson Cowart

Denise Dean-Smith

Bi-Le' Derouen

Shana Duerr

George Eakin II

Terrell Ellison II

Adriana Falls

Kayla Falterman

Maria Ferrer Zabala

Michelle Fox

Clifford Frand

Shelby Franklin

Jeffrey Fuller

Dora Galdamez
Sally Garcia
Perla Garcia
Heather Gardner
James Geary Jr.
Lisa Gipson
Hunter Gittings
Funda Gozumogullari
Sarah Greenwald
Lauryn Groppell
Aretha Grubbs
Shanaia Hage
Samya Hall
Teri Hargis
Julie Hayer
Nicole Hightower
Savannah Hobbs
Clinton Holden
Patricia Holman
Lillian Hoover
Yasmine Horton
Sondos Hosam Gharib Abdelhady Has
Alesia Howard
Corey Howard
Khadijah Islam
Caleb Jackson
Tara Jadhav
Shari Jobe
Cara Johnson
Monique Keith
Rachel Kersey
Faiza Khan
Meredith Killian
Kevin Knapp
Priscilla Lafauche
Alexandra Lewis
Brinelle Lewis
Karina Lozano Zamudio
Molly Lucas
Julie Lyon
Brenda Macedo
Robin Macellari
Mark Magpusao
Keri Maier
Kelsey Maxwell
Crystal McLennan

Karina Medrano
Donica Merriman
Adrienne Miller
Andrea Miller
Tania Morales Sanchez
Ykeia Morgan
May Morris
Abraham Morrison
Elizabeth Nalley
Karin Neil
Tammy Oakes
Natalya O'Haver
Barbara Outlaw
Josephlyn Pajaron Sol
Nesny Pardo Canonico
Tayci Partridge
Itzel Pedraza
Kennedy Poole
Susan Poppell
Rida Prasla
Evelyn Quiroz
Linda Ratcliff
Suzanne Rippetoe
Stephanie Roberge
Cristina Romero
Bailey Rounsavall
Andrea Ruas Bykowski
Colleen Sager
Gisselle Salas
Juliana Santacoloma Garcia
Marcela Sarmiento Hernandez
Melanie Schmutz
Sarah Scott
Beth Seifer
Aida Serrato
Lauren Shaw
Safia Sheikh
Rebecca Sherrill
Kasprintina Simmons
Kayla Smith
Angeli Spagnoletti
Tiffany Stephens
Jaime Stinnett-McGuire
Jenna Traxler
Swathi Vadlamani
Neysa Varnum

Olga Velasco
Allison Walker
Shelbie Weatherly
Mason Wenzel
Wendy West

Lisa Whittle
Jedidiah Willits
Crystal Wineinger
Kathryn Yarbrow
Briana Zeno

Board Acceptance is requested:

Recommended by:

Submitted by:

Dr. David Vinson
Superintendent of Schools

Paula Green
Executive Director of Human Resources

RECEIVE MONTHLY FINANCIAL STATEMENT & INVESTMENT REPORTS

OVERVIEW

To promote transparency and accountability, the administration submits monthly financial statements and investment reports to the Board of Trustees. The major funds presented in the financial statement include the General Fund, Debt Service Fund & Child Nutrition Fund.

RECOMMENDATION

That the Board of Trustees receive the Monthly Financial Statements and Investment Reports as presented.

CONTACT PERSON(S)

Karen Garza, CFO

CONROE INDEPENDENT SCHOOL DISTRICT
BALANCE SHEET
GENERAL FUND, DEBT SERVICE, CHILD NUTRITION, AND SELF FUNDED
FOR THE MONTH ENDED SEPTEMBER 30, 2025

	General Fund	Debt Service Fund	Child Nutrition Fund	Self Funded Insurance
ASSETS				
Cash and Investments	\$ 259,978,075	\$ 21,701,689	\$ 10,114,566	\$ 194,575
Property Taxes	386,634,182	160,865,466	-	-
Allowance for Uncollectible Taxes	(2,009,597)	(434,635)	-	-
Due From Other Governments	-	-	2,758,824	-
Accrued Interest	16,341	-	-	-
Due From Other Funds	4,600,000	70,760	-	268,017
Sundry Receivables	1,434,572	-	377	-
Inventories, at Cost	3,860,175	-	1,354,748	-
Total Assets	\$ 654,513,748	\$ 182,203,280	\$ 14,228,515	\$ 462,592
LIABILITIES				
Accounts Payable	\$ 217,478	\$ -	\$ 489,511	\$ 3,607,652
Payroll Deductions and Withholdings Payable	3,849,903	-	-	-
Due to Other Funds	70,760	-	-	4,600,000
Due to Other Governments	-	-	-	-
Deferred Revenue	384,263,698	160,017,072	996,198	-
Total Liabilities	388,401,839	160,017,072	1,485,709	8,207,652
FUND BALANCES				
Nonspendable:				
Inventory	3,860,175	-	1,354,748	-
Restricted for:				
Food Service Operations	-	-	11,388,058	-
Debt Service	-	22,186,208	-	-
Committed:	-	-	-	(7,745,060)
Assigned:	-	-	-	-
Unassigned:	262,251,734	-	-	-
Total Fund Balances	266,111,909	22,186,208	12,742,806	(7,745,060)
Total Liabilities and Fund Balances	\$ 654,513,748	\$ 182,203,280	\$ 14,228,515	\$ 462,592

CONROE INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
GENERAL FUND, DEBT SERVICE, CHILD NUTRITION, AND SELF FUNDED
FOR THE MONTH ENDED SEPTEMBER 30, 2025

	General Fund	Debt Service Fund	Child Nutrition Fund
REVENUES			
Local and Intermediate Sources	\$ 1,253,647	\$ 452,392	\$ 11,802
State Program Revenues	83,218,447	-	8,795
Federal Program Revenues	406,861	-	2,745,830
Total Revenues	84,878,955	452,392	2,766,427
EXPENDITURES			
Current:			
Instruction	17,964,995	-	-
Instructional Resources & Media Service	315,199	-	-
Curriculum & Instructional Staff Development	684,534	-	-
Instructional Administration	391,831	-	-
School Administration	1,874,445	-	-
Guidance and Counseling	1,203,696	-	-
Social Work Services	43,157	-	-
Health Services	371,959	-	-
Student (Pupil) Transportation	2,899,339	-	-
Food Services	-	-	2,349,230
Cocurricular/Extracurricular Activities	792,665	-	-
General Administration	718,469	-	-
Plant Maintenance and Operations	8,814,631	-	748
Security and Monitoring Services	479,167	-	-
Data Processing Services	308,716	-	-
Community Services	2,402	-	-
Debt Service	-	4,650	-
Facilities Acquisition and Construction	-	-	-
Other Intergovernmental Charges	1,181,670	-	-
Total Expenditures	38,046,875	4,650	2,349,978
Excess of Revenues Over (Under) Expenditures	46,832,080	447,742	416,449
OTHER FINANCING SOURCES AND (USES)			
Refunding Bonds Issued	-	-	-
Premium or Discount on Issuance of Bonds	-	-	-
Other (Uses), Sources	-	-	-
Payment to Bond Refunding Escrow Agent	-	-	-
Total Other Financing Sources and (Uses)	-	-	-
Net Change in Fund Balances	46,832,080	447,742	416,449
Fund Balance - Beginning	219,279,829	21,738,466	12,326,357
Fund Balance - Ending	\$ 266,111,909	\$ 22,186,208	\$ 12,742,806

Self Funded Insurance	
\$	4,796,048
	-
	-
	4,796,048
	-
	-
	-
	-
	-
	-
	-
	-
	6,035,448
	-
	-
	-
	-
	-
	6,035,448
	(1,239,400)
	-
	-
	-
	-
	-
	(1,239,400)
	(6,505,660)
\$	(7,745,060)

Conroe Independent School District
 Projected Annual Revenues, Expenditures and Fund Balance
 General Funds, Debt Service, and Child Nutrition
 Projected to August 31, 2025

	General Fund			Debt Service			Child Nutrition		
	Amended Budget	Projected To 8-31-25	Variance	Amended Budget	Projected To 8-31-25	Variance	Amended Budget	Projected To 8-31-25	Variance
Revenues									
5700 Local Revenues	\$ 383,247,248	\$ 380,712,924	\$ (2,534,324)	\$ 157,267,209	\$ 154,515,033	\$ (2,752,176)	\$ 9,918,617	\$ 10,394,844	\$ 476,227
5800 State Revenues	355,862,422	356,791,925	929,503	13,188,011	\$ 13,497,314	309,303	-	192,268	192,268
5900 Federal Revenues	3,422,078	2,161,428	(1,260,650)	-	-	-	22,631,383	23,393,263	761,880
Total Revenues	742,531,748	739,666,277	(2,865,471)	170,455,220	168,012,347	(2,442,873)	32,550,000	33,980,375	1,430,375
Expenditures									
6100 Payroll	646,084,299	642,872,267	3,212,032	-	-	-	10,430,000	10,606,802	(176,802)
6200 Contracted Services	38,960,994	36,831,748	2,129,246	-	-	-	3,224,792	2,954,336	270,456
6300 Supplies	26,874,684	25,276,037	1,598,647	-	-	-	25,223,375	20,665,783	4,557,592
6400 Other Operating	14,087,883	13,411,528	676,355	-	-	-	71,208	50,408	20,800
6500 Debt Service	1,072,049	198,243	873,806	176,509,248	188,962,331	(12,453,083)	1,675	-	-
6600 Capital Outlay	3,682,022	2,241,596	1,440,426	-	-	-	2,410,969	156,144	2,254,825
Total Expenditures	730,761,931	720,831,419	9,930,512	176,509,248	188,962,331	(12,453,083)	41,362,019	34,433,473	6,928,546
Other Financing Sources (uses)									
4999 Other Resources (uses)	-	(6,980,344)	(6,980,344)	-	18,944,689	18,944,689	-	-	-
Net Change in Fund Balance	11,769,817	11,854,514	84,697	(6,054,028)	(2,005,295)	4,048,733	(8,812,019)	(453,098)	8,358,921
Fund Balance September 1	165,388,639	165,388,639	-	23,930,808	23,930,808	-	11,279,454	11,279,454	-
Fund Balance August 31	\$ 177,158,456	\$ 177,243,153	\$ 84,697	\$ 17,876,780	\$ 21,925,513	\$ 4,048,733	\$ 2,467,435	\$ 10,826,356	\$ 8,358,921

* Projected

**Self-Funded Health Insurance
Conroe ISD Self-Funded Health Insurance Fund
2025-2026**

	<u>September 25</u>	<u>Total 2025-2026</u>	<u>Average 2025-2026</u>
Revenues			
Premiums:			
District	\$ 2,787,054	\$ 2,787,054	\$ 2,787,054
Employee	1,979,756	1,979,756	1,979,756
Interest	1,826	1,826	1,826
Total Revenues	<u>4,768,636</u>	<u>4,768,636</u>	<u>4,768,636</u>
Expenses			
Claims	5,853,673	5,853,673	\$ 5,853,673
Pharmacy/Stop Loss Rebate	(729,999)	(729,999)	(729,999)
Admin Fees/Stop Loss Prem	899,119	899,119	899,119
Total Expenses	<u>6,022,793</u>	<u>6,022,793</u>	<u>6,022,793</u>
Revenues Over			
(Under) Expenses	<u>\$ (1,254,157)</u>	<u>\$ (1,254,157)</u>	<u>\$ (1,254,157)</u>

Status of 2023 Bond Referendum

As of 9/30/25

Project Description	Original Bond Budget	Budget Adjustments	Adjusted Budget	Funds Expended & Encumbered	Funds Needed to Complete (Estimated)	Expected Completion	% Complete
Timber Mill HS- Conroe	\$ 384,230,000		\$ 384,230,000	\$ 156,571,055	\$ 227,658,945	Aug-27	35.0%
Grand Oaks JHS & Grand Oaks 9th	165,540,000		165,540,000	148,000,979	17,539,021	Aug-27	58.0%
Caney Creek 9th Campus	138,100,000	3,000,000	141,100,000	57,428,270	80,671,730	Aug-27	28.0%
Cartwright JHS	138,100,000		138,100,000	57,835,104	80,264,896	Aug-27	28.0%
Eissler Elementary	59,000,000	(3,000,000)	56,000,000	53,192,914	2,807,086	Aug-25	96.0%
Campbell Elementary	59,000,000	(5,000,000)	54,000,000	51,206,470	2,793,530	Aug-25	96.0%
Fowler Intermediate	63,730,000		63,730,000	32,357,000	31,373,000	Aug-26	33.0%
Arnold Elementary	63,730,000		63,730,000	31,579,111	32,150,889	Aug-26	35.0%
McCullough JHS Addition	50,976,000		50,976,000	45,429,659	5,546,341	Aug-26	8.0%
Hailey Elementary Addition	13,530,000		13,530,000	13,530,000	-	Dec-25	85.0%
Ford Elementary Addition	25,964,000		25,964,000	23,918,229	2,045,771	Dec-25	58.0%
The Woodlands HS Renovations	55,266,000		55,266,000	49,227,420	6,038,580	Aug-26	46.0%
Oak Ridge HS 9th Renovations	23,491,000		23,491,000	21,531,518	1,959,482	Aug-26	27.0%
Knox JHS Renovations	25,593,000		25,593,000	20,302,972	5,290,028	Aug-26	59.0%
Creighton Elementary Renovations	15,012,000		15,012,000	13,644,729	1,367,271	Dec-25	58.0%
San Jacinto Elementary Renovations	12,960,000		12,960,000	30,650	12,929,350	Aug-27	0.0%
Oak Ridge HS Phase II	62,169,000		62,169,000	55,019,441	7,149,559	Aug-26	17.0%
Washington HS Phase I	33,630,000		33,630,000	2,074,390	31,555,610	Aug-26	1.0%
Infrastructure	252,979,000		252,979,000	124,696,730	128,282,270	Aug-27	26.0%
Safety & Security	35,000,000		35,000,000	14,461,263	20,538,737	Aug-27	36.6%
Transportation Centers	10,000,000		10,000,000	10,000,000	-	Aug-25	37.0%
Buses	12,000,000		12,000,000	9,999,407	2,000,593	Aug-25	83%
Technology Infrastructure	70,000,000		70,000,000	14,717,954	55,282,046	Aug-27	21%
Land Purchases	50,000,000		50,000,000	43,926,606	6,073,394	Aug-25	88%
TOTAL PROP A	1,820,000,000	(5,000,000)	1,815,000,000	1,050,681,871	761,318,129		
Technology Devices	40,000,000		40,000,000	6,180,627	33,819,373	Aug-27	15%
TOTAL PROP B	40,000,000	-	40,000,000	6,180,627	33,819,373		
Agriculture Barns	17,000,000	500,000	17,500,000	16,999,351	649	Jun-26	30%
Elementary Gyms	95,877,000		95,877,000	40,272,384	55,604,616	Aug-27	45%
TOTAL PROP C	112,877,000	500,000	113,377,000	57,271,735	55,605,265		
Total of All Propositions	\$ 1,972,877,000	\$ (4,500,000)	\$ 1,968,377,000	\$ 1,114,134,233	\$ 850,742,767		
Contingency	-	4,500,000	4,500,000				
Grand Total	\$ 1,972,877,000		\$ 1,972,877,000				

School Bonds Authorized	\$ 1,972,877,000
School Bonds Sold	\$ 1,195,000,000
Balance to Sell	\$ 777,877,000

GASB 31 Compliance
Conroe I.S.D.
 Effective Interest - Actual Life
 Receipts in Period
 09/01/25 - 09/30/25

CUSIP	Invest Number	Security Description	Purchase Date	Sale Date	Valuation Method	Yield Earned	Price Source 09/01/25	Original Princ/Cost	Beginning Unit Price	Par Value On 09/01/25	Reported Value 09/01/25	Purchase Cost	Sales Proceeds	Ending Unit Price	Par Value On 09/30/25	Price Source 09/30/25	Reported Value 09/30/25	Change in Fair Value	Interest	Net Investment Income	S & P Rating	Moody's Rating	Other Rating
3130AWLZ1	23-0006	FHLB 4.75 06/12/26	08/04/23	Open	Fair Value	5.6563	ICE	2,292,296.87	1.006207	2,290,000.00	2,304,214.03	0.00	0.00	1.006964	2,290,000.00	ICE	2,305,947.56	1,733.53	9,064.58	10,798.11			
3130AWTQ3	24-0001	FHLB 4.625 09/11/26	10/03/23	Open	Fair Value	6.0974	ICE	1,781,143.20	1.007464	1,800,000.00	1,813,435.20	0.00	0.00	1.009025	1,800,000.00	ICE	1,816,245.00	2,809.80	6,297.21	9,107.01			
3130AXCP1	24-0002	FHLB 4.875 09/11/26	10/31/23	Open	Fair Value	6.2559	ICE	2,142,425.55	1.009718	2,150,000.00	2,170,893.70	0.00	0.00	1.010861	2,150,000.00	ICE	2,173,351.15	2,457.45	8,734.38	11,191.83			
91282CJK8	24-0003	Treasury Note 4.625 11/15/26	11/16/23	Open	Fair Value	5.1149	ICE	998,320.31	1.009375	1,000,000.00	1,009,375.00	0.00	0.00	1.009805	1,000,000.00	ICE	1,009,805.00	430.00	3,770.38	4,200.38			
3130AXCP1	24-0004	FHLB 4.875 09/11/26	11/30/23	Open	Fair Value	6.2199	ICE	1,211,812.80	1.009718	1,200,000.00	1,211,661.60	0.00	0.00	1.010861	1,200,000.00	ICE	1,213,033.20	1,371.60	4,875.00	6,246.60			
3130AXU63	24-0005	FHLB 4.625 11/17/26	01/17/24	Open	Fair Value	5.1512	ICE	2,940,257.80	1.009749	2,900,000.00	2,928,272.10	0.00	0.00	1.010220	2,900,000.00	ICE	2,929,638.00	1,365.90	11,177.08	12,542.98			
3130AGFPF5	24-0006	FHLB 2.50 06/12/26	01/11/24	Open	Fair Value	5.6658	ICE	2,331,883.89	0.988846	2,430,000.00	2,402,895.78	0.00	0.00	0.991403	2,430,000.00	ICE	2,409,109.29	6,213.51	5,062.50	11,276.01			
91282CKA8	24-0007	Treasury Note 4.125 02/15/27	03/04/24	Open	Fair Value	4.8666	ICE	2,982,539.06	1.005234	3,000,000.00	3,015,002.00	0.00	0.00	1.005859	3,000,000.00	ICE	3,017,577.00	1,875.00	10,088.32	11,963.32			
3133EP6K6	24-0008	FFCB 4.50 03/26/27	04/17/24	Open	Fair Value	5.7758	ICE	3,217,379.75	1.010857	3,250,000.00	3,285,285.25	0.00	0.00	1.011888	3,250,000.00	ICE	3,288,636.00	3,350.75	12,187.50	15,538.25			
3130B0UQ0	24-0009	FHLB 5.00 04/15/27	05/17/24	Open	Fair Value	5.2527	ICE	2,105,670.00	1.003323	2,100,000.00	2,106,978.30	0.00	0.00	1.003542	2,100,000.00	ICE	2,107,438.20	459.90	8,750.00	9,209.90			
91282CHY0	24-0010	Treasury Note 4.625 09/15/26	06/20/24	Open	Fair Value	5.3117	ICE	3,199,750.00	1.007844	3,200,000.00	3,225,100.80	0.00	0.00	1.008406	3,200,000.00	ICE	3,226,899.20	1,798.40	12,171.87	13,970.27			
91282CKV2	24-0011	Treasury Note 4.625 06/15/27	07/02/24	Open	Fair Value	4.3251	ICE	1,931,583.20	1.016250	1,930,000.00	1,961,362.50	0.00	0.00	1.016016	1,930,000.00	ICE	1,960,910.88	-451.62	7,316.60	6,864.98			
91282CJK8	24-0012	Treasury Note 4.625 11/15/26	08/02/24	Open	Fair Value	5.0737	ICE	1,617,312.50	1.009375	1,600,000.00	1,615,000.00	0.00	0.00	1.009805	1,600,000.00	ICE	1,615,688.00	688.00	6,032.61	6,720.61			
91282CKV2	25-0001	Treasury Note 4.625 06/15/27	09/06/24	Open	Fair Value	4.2440	ICE	1,026,914.06	1.016250	1,000,000.00	1,016,250.00	0.00	0.00	1.016016	1,000,000.00	ICE	1,016,016.00	-234.00	3,790.98	3,556.98			
91282CLL3	25-0002	Treasury Note 3.375 09/15/27	09/17/24	Open	Fair Value	3.9043	ICE	2,906,021.48	0.995156	2,910,000.00	2,895,903.96	0.00	0.00	0.995586	2,910,000.00	ICE	2,897,155.26	1,251.30	8,077.23	9,328.53			
91282CLL3	25-0003	Treasury Note 3.375 09/15/27	09/24/24	Open	Fair Value	3.9082	ICE	2,144,205.08	0.995156	2,150,000.00	2,139,585.40	0.00	0.00	0.995586	2,150,000.00	ICE	2,140,509.90	924.50	5,967.71	6,892.21			
91282CKV2	25-0004	Treasury Note 4.625 06/15/27	10/18/24	Open	Fair Value	4.2688	ICE	1,730,679.69	1.016250	1,700,000.00	1,727,625.00	0.00	0.00	1.016016	1,700,000.00	ICE	1,727,227.20	-397.80	6,444.67	6,046.87			
91282CLQ2	25-0005	Treasury Note 3.875 10/15/27	11/07/24	Open	Fair Value	4.0911	ICE	4,116,287.50	1.004922	4,160,000.00	4,180,475.52	0.00	0.00	1.005078	4,160,000.00	ICE	4,181,124.48	648.96	13,213.11	13,862.07			
3133ERE23	25-0006	FFCB 4.32 12/02/27	12/03/24	Open	Fair Value	5.7450	ICE	2,547,450.00	1.003783	2,550,000.00	2,559,646.65	0.00	0.00	1.004960	2,550,000.00	ICE	2,562,648.00	3,001.35	9,029.51	12,030.86			
91282CMB4	25-0007	Treasury Note 4.00 12/15/27	01/03/25	Open	Fair Value	3.6780	ICE	2,844,631.64	1.008633	2,865,000.00	2,889,733.55	0.00	0.00	1.008359	2,865,000.00	ICE	2,888,948.54	-785.01	9,393.44	8,608.43			
91282CMS7	25-0008	Treasury Note 3.875 03/15/28	03/21/25	Open	Fair Value	3.3112	ICE	2,995,664.06	1.006953	3,000,000.00	3,020,859.00	0.00	0.00	1.006484	3,000,000.00	ICE	3,019,452.00	-1,407.00	9,560.67	8,153.67			
91282CHE4	25-0009	Treasury Note 3.625 05/31/28	06/09/25	Open	Fair Value	3.2215	ICE	2,466,106.56	1.000664	2,492,000.00	2,493,654.69	0.00	0.00	1.000313	2,492,000.00	ICE	2,492,780.00	-874.69	7,404.51	6,529.82			
91282CNU1	25-0010	Treasury Note 3.625 08/15/28	08/27/25	Open	Fair Value	2.4555	ICE	3,326,310.00	1.001094	3,328,000.00	3,331,640.83	0.00	0.00	1.000156	3,328,000.00	ICE	3,328,519.17	-3,121.66	9,834.78	6,713.12			
199-Lone Star GOF	AR-0001	State Pool	04/25/00	Open	Fair Value	0.0000	Manual	8,475,341.70	1.000000	1,456.63	1,456.63	0.00	-33,933.83	1.000000	35,390.46	Manual	35,390.46	0.00	0.35	0.35			
6990-Lone Star COP	AR-0012	State Pool	06/26/00	Open	Fair Value	4.4295	Manual	1,490,384.49	1.000000	5,379,974.97	5,379,974.97	0.00	-19,396.12	1.000000	5,399,371.09	Manual	5,399,371.09	0.00	19,589.00	19,589.00			
753-Lone Star COP	AR-0015	State Pool	09/07/00	Open	Fair Value	0.0523	Manual	750,000.00	1.000000	89,470.35	89,470.35	0.00	53,952.17	1.000000	35,518.18	Manual	35,518.18	0.00	21.72	21.72			
240-Lone Star COP	AR-0023	State Pool	08/31/06	Open	Fair Value	4.4295	Manual	2,000,000.00	1.000000	3,764,212.49	3,764,212.49	0.00	-13,569.91	1.000000	3,777,782.40	Manual	3,777,782.40	0.00	13,705.86	13,705.86			
199-TEXPOOL	AR-0026	State Pool	08/26/08	Open	Fair Value	4.3095	Manual	10,000,000.00	1.000000	6,136,033.56	6,136,033.56	0.00	-21,444.09	1.000000	6,157,477.65	Manual	6,157,477.65	0.00	21,736.69	21,736.69			
199-Lone Star COP	AR-0033	State Pool	05/22/13	Open	Fair Value	0.3892	Manual	20,000,000.00	1.000000	73,940,179.36	73,940,179.36	0.00	-47,272,500.36	1.000000	121,212,679.72	Manual	121,212,679.72	0.00	17,948.22	17,948.22			
511-Lone Star COP	AR-0035	State Pool	05/22/13	Open	Fair Value	4.4295	Manual	10,000,000.00	1.000000	20,787,945.93	20,787,945.93	0.00	-74,934.32	1.000000	20,862,880.25	Manual	20,862,880.25	0.00	75,690.90	75,690.90			
199-Texas Class	AR-0039	State Pool	12/16/13	Open	Fair Value	4.3895	Manual	10,000,000.00	1.000000	1,170,502.73	1,170,502.73	0.00	-4,191.55	1.000000	1,174,694.28	Manual	1,174,694.28	0.00	4,223.43	4,223.43			
199-Schwab	AR-0042	TD Ameritrade	02/29/16	Open	Fair Value	0.6365	Manual	3,500,000.00	1.000000	40,343.17	40,343.17	0.00	-410,691.46	1.000000	451,034.63	Manual	451,034.63	0.00	130.65	130.65			
199 Woodforest National Bank	AR-0047	Money Market	05/24/18	Open	Fair Value	4.6064	Manual	30,000,000.00	1.000000	1,003,821.92	1,003,821.92	0.00	230.21	1.000000	1,003,591.71	Manual	1,003,591.71	0.00	3,787.02	3,787.02			
511 Woodforest National Bank	AR-0049	Money Market	05/24/18	Open	Fair Value	0.0000	Manual	20,000,000.00	0.000000	0.00	0.00	0.00	0.00	0.000000	0.00	Manual	0.00	0.00	0.00	0.00			
6999-Lone Star COP	AR-0050	State Pool	10/30/19	Open	Fair Value	1.5131	Manual	20,000,000.00	1.000000	4,837,672.21	4,837,672.21	0.00	1,988,072.81	1.000000	2,849,599.40	Manual	2,849,599.40	0.00	4,110.03	4,110.03			
6190 - Lone Star COP	AR-0051	State Pool	02/06/20	Open	Fair Value	0.0000	Manual	122,500,000.00	0.000000	0.00	0.00	0.00	0.00	0.000000	0.00	Manual	0.00	0.00	0.00	0.00			
6291-Texas Class	AR-0053	State Pool	12/07/20	Open	Fair Value	4.3495	Manual	50,000,000.00	1.000000	2,448,395.14	2,448,395.14	0.00	141,390.35	1.000000	2,307,004.79	Manual	2,307,004.79	0.00	8,217.55	8,217.55			
6392 - Lone Star COP	AR-0054	State Pool	02/08/22	Open	Fair Value	4.4295	Manual	177,000,000.00	1.000000	2,775,462.06	2,775,462.06	0.00	-10,006.24	1.000000	2,785,468.30	Manual	2,785,468.30	0.00	10,105.72	10,105.72			
6492 - Lone Star COP	AR-0055	State Pool	07/07/22	Open	Fair Value	0.0000	Manual	165,070,000.00	0.000000	0.00	0.00	0.00	0.00	0.000000	0.00	Manual	0.00	0.00	0.00	0.00			
6492 - Texas Class	AR-0056	State Pool	08/09/22	Open	Fair Value	4.3895	Manual	50,000,000.00	1.000000	36,247,490.56	36,247,490.56	0.00	-129,801.18	1.000000	36,377,291.74	Manual	36,377,291.74	0.00	130,788.89	130,788.89			
199-Woodforest-IntraFi Network	AR-0057	Money Market	09/01/22	Open	Fair Value	4.4993	Manual	22,574,052.75	1.000000	83,358,031.52	83,358,031.52	0.00	-304,353.49	1.000000	83,662,385.01	Manual	83,662,385.01	0.00	308,310.53	308,310.53			
6990 - Texas Class	AR-0058	State Pool	01/24/24	Open	Fair Value	0.0000	Manual	1,300,000.00	0.000000	0.00	0.00	0.00	0.00	0.000000	0.00	Manual	0.00	0.00	0.00	0.00			
6133 - Lone Star COP - Prop A	AR-0059	State Pool	02/06/24	Open	Fair Value	1.1268	Manual	556,912,000.00	1.000000	146,241,561.14	146,241,561.14	0.00	21,216,204.30	1.000000	125,025,356.84	Manual	125,025,356.84	0.00	124,245.23	124,245.23			
6133 - Lone Star COP - Prop B	AR-0060	State Pool	02/06/24	Open	Fair Value	4.4295	Manual	12,300,000.00	1.000000	6,878,015.79	6,878,015.79	0.00	-24,796.89	1.000000	6,902,812.68	Manual	6,902,812.68	0.00	25,043.52	25,043.52			
6133 - Lone Star COP - Prop C	AR-0061																						

Portfolio Position
Conroe I.S.D.
Effective Interest - Actual Life
Receipts in Period
09/01/25 - 09/30/25

CUSIP		Invest	Security	Purchase	Call	Par Value On	Par Value On	Market Val On	Market Val On	Purchase	Sales	Original	Amor Value On	Amor Value On	
		Number	Description	Date	Date	09/01/25	09/30/25	09/01/25	09/30/25	Cost	Proceeds	Princ/Cost	09/01/25	09/30/25	
1 - 199-GENERAL FUND	3133EP6K6	24-0008	FFCB 4.50 03/26/27	04/17/24	Open	3,250,000.00	3,250,000.00	3,285,285.25	3,288,636.00	0.00	0.00	3,217,379.75	3,232,080.71	3,232,992.89	
	3133ERE23	25-0006	FFCB 4.32 12/02/27	12/03/24	Open	2,550,000.00	2,550,000.00	2,559,646.65	2,562,648.00	0.00	0.00	2,547,450.00	2,548,125.10	2,548,125.10	
	FFCB Total					5,800,000.00	5,800,000.00	5,844,931.90	5,851,284.00	0.00	0.00	5,764,829.75	5,780,138.43	5,781,117.99	
	3130AGFP5	24-0006	FHLB 2.50 06/12/26	01/11/24	Open	2,430,000.00	2,430,000.00	2,402,895.78	2,409,109.29	0.00	0.00	2,331,883.89	2,397,310.96	2,400,753.77	
	3130AWLZ1	23-0006	FHLB 4.75 06/12/26	08/04/23	Open	2,290,000.00	2,290,000.00	2,304,214.03	2,305,947.56	0.00	0.00	2,292,296.87	2,290,654.69	2,290,585.83	
	3130AWTQ3	24-0001	FHLB 4.625 09/11/26	10/03/23	Open	1,800,000.00	1,800,000.00	1,813,435.20	1,816,245.00	0.00	0.00	1,781,143.20	1,793,181.21	1,793,723.33	
	3130AXCP1	24-0004	FHLB 4.875 09/11/26	11/30/23	Open	1,200,000.00	1,200,000.00	1,211,661.60	1,213,033.20	0.00	0.00	1,211,812.80	1,204,555.89	1,204,192.95	
	3130AXCP1	24-0002	FHLB 4.875 09/11/26	10/31/23	Open	2,150,000.00	2,150,000.00	2,170,893.70	2,173,351.15	0.00	0.00	2,142,425.55	2,147,177.45	2,147,401.85	
	3130AXU63	24-0005	FHLB 4.625 11/17/26	01/17/24	Open	2,900,000.00	2,900,000.00	2,928,272.10	2,929,638.00	0.00	0.00	2,940,257.80	2,916,824.92	2,916,629.00	
	3130B0UQ0	24-0009	FHLB 5.00 04/15/27	05/17/24	04/15/27	2,100,000.00	2,100,000.00	2,106,978.30	2,107,438.20	0.00	0.00	2,105,670.00	2,103,308.86	2,103,146.36	
	FHLB Total					14,870,000.00	14,870,000.00	14,938,350.71	14,954,762.40	0.00	0.00	14,805,490.11	14,854,031.98	14,856,433.09	
	199-Woodforest National Bank	AR-0047	Money Market		05/24/18	Open	1,003,821.92	1,003,591.71	1,003,821.92	1,003,591.71	0.00	0.00	30,000,000.00	1,003,821.92	1,003,591.71
	199-Schwab	AR-0042	TD Ameritrade		02/29/16	Open	40,343.17	451,034.63	40,343.17	451,034.63	0.00	0.00	3,500,000.00	40,343.17	451,034.63
	199-Woodforest-IntraFi Network	AR-0057	Money Market		09/01/22	Open	83,358,031.52	83,662,385.01	83,358,031.52	83,662,385.01	0.00	0.00	22,574,052.75	83,358,031.52	83,662,385.01
	Money Market Total						84,402,196.61	85,117,011.35	84,402,196.61	85,117,011.35	0.00	0.00	56,074,052.75	84,402,196.61	85,117,011.35
	199-Lone Star COP	AR-0033	State Pool		05/22/13	Open	73,940,179.36	121,212,679.72	73,940,179.36	121,212,679.72	0.00	0.00	20,000,000.00	73,940,179.36	121,212,679.72
	199-Lone Star COP	AR-0001	State Pool		04/25/00	Open	1,456.63	35,390.46	1,456.63	35,390.46	0.00	0.00	8,475,341.70	1,456.63	35,390.46
	199-TEXPOOL	AR-0026	State Pool		08/26/08	Open	6,136,033.56	6,157,477.65	6,136,033.56	6,157,477.65	0.00	0.00	10,000,000.00	6,136,033.56	6,157,477.65
	199-Texas Class	AR-0039	State Pool		12/16/13	Open	1,170,502.73	1,174,694.28	1,170,502.73	1,174,694.28	0.00	0.00	10,000,000.00	1,170,502.73	1,174,694.28
	State Pool Total						81,248,172.28	128,580,242.11	81,248,172.28	128,580,242.11	0.00	0.00	48,475,341.70	81,248,172.28	128,580,242.11
	91282CHE4	25-0009	Treasury Note 3.625	05/31/28	06/09/25	Open	2,492,000.00	2,492,000.00	2,493,654.69	2,492,780.00	0.00	0.00	2,466,106.56	2,468,014.88	2,468,696.42
	91282CHY0	24-0010	Treasury Note 4.625	09/15/26	06/20/24	Open	3,200,000.00	3,200,000.00	3,225,100.80	3,226,899.20	0.00	0.00	3,199,750.00	3,199,981.37	3,199,982.81
	91282CJK8	24-0012	Treasury Note 4.625	11/15/26	08/02/24	Open	1,600,000.00	1,600,000.00	1,615,000.00	1,615,688.00	0.00	0.00	1,617,312.50	1,609,360.81	1,608,742.87
	91282CJK8	24-0003	Treasury Note 4.625	11/15/26	11/16/23	Open	1,000,000.00	1,000,000.00	1,009,375.00	1,009,805.00	0.00	0.00	998,320.31	999,298.64	999,344.78
	91282CKA8	24-0007	Treasury Note 4.125	02/15/27	03/04/24	Open	3,000,000.00	3,000,000.00	3,015,702.00	3,017,577.00	0.00	0.00	2,982,539.06	2,991,153.03	2,991,638.19
	91282CKV2	24-0011	Treasury Note 4.625	06/15/27	07/02/24	Open	1,930,000.00	1,930,000.00	1,961,362.50	1,960,910.88	0.00	0.00	1,931,583.20	1,931,008.76	1,930,964.23
	91282CKV2	25-0001	Treasury Note 4.625	06/15/27	09/06/24	Open	1,000,000.00	1,000,000.00	1,016,250.00	1,016,016.00	0.00	0.00	1,026,914.06	1,017,667.88	1,016,881.44
	91282CKV2	25-0004	Treasury Note 4.625	06/15/27	10/18/24	Open	1,700,000.00	1,700,000.00	1,727,625.00	1,727,227.20	0.00	0.00	1,730,679.69	1,721,009.26	1,720,076.48
	91282CLL3	25-0002	Treasury Note 3.375	09/15/27	09/17/24	Open	2,910,000.00	2,910,000.00	2,895,903.96	2,897,155.26	0.00	0.00	2,906,021.48	2,907,252.07	2,907,359.39
	91282CLL3	25-0003	Treasury Note 3.375	09/15/27	09/24/24	Open	2,150,000.00	2,150,000.00	2,139,585.40	2,140,509.90	0.00	0.00	2,144,205.08	2,145,977.56	2,146,134.59
	91282CLQ2	25-0005	Treasury Note 3.875	10/15/27	11/07/24	Open	4,160,000.00	4,160,000.00	4,180,475.52	4,181,124.48	0.00	0.00	4,116,287.50	4,127,986.60	4,129,163.85
	91282CMB4	25-0007	Treasury Note 4.00	12/15/27	01/03/25	Open	2,865,000.00	2,865,000.00	2,889,733.55	2,888,948.54	0.00	0.00	2,844,631.64	2,849,033.73	2,849,580.02
	91282CM57	25-0008	Treasury Note 3.875	03/15/28	03/21/25	Open	3,000,000.00	3,000,000.00	3,020,859.00	3,019,452.00	0.00	0.00	2,995,664.06	2,996,294.47	2,996,410.36
	91282CNU1	25-0010	Treasury Note 3.625	08/15/28	08/27/25	Open	3,328,000.00	3,328,000.00	3,331,640.83	3,328,519.17	0.00	0.00	3,326,310.00	3,326,318.21	3,326,367.47
	Treasury Note Total						34,335,000.00	34,335,000.00	34,522,268.25	34,522,612.63	0.00	0.00	34,286,325.14	34,290,357.27	34,291,342.90
	1 - 199-GENERAL FUND Total						220,655,368.89	268,702,253.46	220,955,919.75	269,025,912.49	0.00	0.00	159,406,039.45	220,574,878.57	268,626,147.44
19 - 240 Child Nutrition	240-Lone Star COP	AR-0023	State Pool		08/31/06	Open	3,764,212.49	3,777,782.40	3,764,212.49	3,777,782.40	0.00	0.00	2,000,000.00	3,764,212.49	3,777,782.40
	State Pool Total					3,764,212.49	3,777,782.40	3,764,212.49	3,777,782.40	0.00	0.00	2,000,000.00	3,764,212.49	3,777,782.40	
	19 - 240 Child Nutrition Total					3,764,212.49	3,777,782.40	3,764,212.49	3,777,782.40	0.00	0.00	2,000,000.00	3,764,212.49	3,777,782.40	
2 - 511-DEBT SERVICE	511-Woodforest National Bank	AR-0049	Money Market		05/24/18	Open	0.00	0.00	0.00	0.00	0.00	20,000,000.00	0.00	0.00	
	511-Lone Star COP	AR-0035	State Pool		05/22/13	Open	20,787,945.93	20,862,880.25	20,787,945.93	20,862,880.25	0.00	0.00	10,000,000.00	20,787,945.93	20,862,880.25
	State Pool Total					20,787,945.93	20,862,880.25	20,787,945.93	20,862,880.25	0.00	0.00	10,000,000.00	20,787,945.93	20,862,880.25	
2 - 511-DEBT SERVICE Total					20,787,945.93	20,862,880.25	20,787,945.93	20,862,880.25	0.00	0.00	30,000,000.00	20,787,945.93	20,862,880.25		
40 - 6133-Capital Projects-Prop A	6133 - Lone Star COP - Prop A	AR-0059	State Pool		02/06/24	Open	146,241,561.14	125,025,356.84	146,241,561.14	125,025,356.84	0.00	0.00	556,912,000.00	146,241,561.14	125,025,356.84
	State Pool Total					146,241,561.14	125,025,356.84	146,241,561.14	125,025,356.84	0.00	0.00	556,912,000.00	146,241,561.14	125,025,356.84	
	40 - 6133-Capital Projects-Prop A Total					146,241,561.14	125,025,356.84	146,241,561.14	125,025,356.84	0.00	0.00	556,912,000.00	146,241,561.14	125,025,356.84	
41 - 6133-Capital Projects-Prop B	6133 - Lone Star COP - Prop B	AR-0060	State Pool		02/06/24	Open	6,878,015.79	6,902,812.68	6,878,015.79	6,902,812.68	0.00	0.00	12,300,000.00	6,878,015.79	6,902,812.68
	State Pool Total					6,878,015.79	6,902,812.68	6,878,015.79	6,902,812.68	0.00	0.00	12,300,000.00	6,878,015.79	6,902,812.68	
	41 - 6133-Capital Projects-Prop B Total					6,878,015.79	6,902,812.68	6,878,015.79	6,902,812.68	0.00	0.00	12,300,000.00	6,878,015.79	6,902,812.68	
42 - 6133-Capital Projects-Prop C	6133 - Lone Star COP - Prop C	AR-0061	State Pool		02/06/24	Open	12,339,393.74	7,074,011.16	12,339,393.74	7,074,011.16	0.00	0.00	25,788,000.00	12,339,393.74	7,074,011.16
	State Pool Total					12,339,393.74	7,074,011.16	12,339,393.74	7,074,011.16	0.00	0.00	25,788,000.00	12,339,393.74	7,074,011.16	
	42 - 6133-Capital Projects-Prop C Total					12,339,393.74	7,074,011.16	12,339,393.74	7,074,011.16	0.00	0.00	25,788,000.00	12,339,393.74	7,074,011.16	
37 - 6190 - Capital Projects	6190 - Lone Star COP	AR-0051	State Pool		02/06/20	Open	0.00	0.00	0.00	0.00	0.00	122,500,000.00	0.00	0.00	
	State Pool Total					0.00	0.00	0.00	0.00	0.00	0.00	122,500			

36 - 6999-Capital Maintenance Fund	12 - 6990-Capital projects Total		AR-0050	State Pool	10/30/19	Open	5,379,974.97	5,399,371.09	5,379,974.97	5,399,371.09	0.00	0.00	2,790,384.49	5,379,974.97	5,399,371.09					
	6999-Lone Star COP						4,837,672.21	2,849,599.40	4,837,672.21	2,849,599.40	0.00	0.00	20,000,000.00	4,837,672.21	2,849,599.40					
	State Pool Total						4,837,672.21	2,849,599.40	4,837,672.21	2,849,599.40	0.00	0.00	20,000,000.00	4,837,672.21	2,849,599.40					
14 - 753-Self Funded	36 - 6999-Capital Maintenance Fund Total		AR-0015	State Pool	09/07/00	Open	89,470.35	35,518.18	89,470.35	35,518.18	0.00	0.00	750,000.00	89,470.35	35,518.18					
	753-Lone Star COP						89,470.35	35,518.18	89,470.35	35,518.18	0.00	0.00	750,000.00	89,470.35	35,518.18					
	State Pool Total						89,470.35	35,518.18	89,470.35	35,518.18	0.00	0.00	750,000.00	89,470.35	35,518.18					
Combined Port	14 - 753-Self Funded Total		24-0008	FFCB 4.50	03/26/27	04/17/24	Open	89,470.35	35,518.18	89,470.35	35,518.18	0.00	0.00	750,000.00	89,470.35	35,518.18				
	3133EP6K6							3,250,000.00	3,250,000.00	3,285,285.25	3,288,636.00	0.00	0.00	3,217,379.75	3,232,992.89	3,232,992.89				
	3133EREZ3							2,550,000.00	2,550,000.00	2,559,646.65	2,562,648.00	0.00	0.00	2,547,450.00	2,548,057.72	2,548,125.10				
	FFCB Total		25-0006	FFCB 4.32	12/02/27	12/03/24	Open	5,800,000.00	5,800,000.00	5,844,931.90	5,851,284.00	0.00	0.00	5,764,829.75	5,780,138.43	5,781,117.99				
	3130AGFP5							2,430,000.00	2,430,000.00	2,430,000.00	2,439,109.29	0.00	0.00	2,397,310.96	2,400,753.77	2,400,753.77				
	3130AWLZ1							2,290,000.00	2,290,000.00	2,304,214.03	2,305,947.56	0.00	0.00	2,292,296.87	2,290,654.69	2,290,585.83				
	3130AWTQ3		23-0006	FHLB 2.50	06/12/26	08/04/23	Open	1,800,000.00	1,800,000.00	1,813,435.20	1,816,245.00	0.00	0.00	1,781,143.20	1,793,181.21	1,793,723.33				
	3130AXCP1							1,200,000.00	1,200,000.00	1,211,661.60	1,213,033.20	0.00	0.00	1,211,812.80	1,204,555.89	1,204,192.95				
	3130AXCP1							2,150,000.00	2,150,000.00	2,170,893.70	2,173,351.15	0.00	0.00	2,142,425.55	2,147,177.45	2,147,401.85				
	3130AXU63		24-0005	FHLB 4.625	09/11/26	10/31/23	Open	1,200,000.00	1,200,000.00	1,211,661.60	1,213,033.20	0.00	0.00	1,211,812.80	1,204,555.89	1,204,192.95				
	3130AXU63							2,150,000.00	2,150,000.00	2,170,893.70	2,173,351.15	0.00	0.00	2,142,425.55	2,147,177.45	2,147,401.85				
	3130B0UQ0							2,900,000.00	2,900,000.00	2,928,272.10	2,929,638.00	0.00	0.00	2,940,257.80	2,917,824.92	2,916,629.00				
	3130B0UQ0		24-0009	FHLB 5.00	04/15/27	05/17/24	Open	2,100,000.00	2,100,000.00	2,106,978.30	2,107,438.20	0.00	0.00	2,105,670.00	2,103,308.86	2,103,146.36				
	FHLB Total							14,870,000.00	14,870,000.00	14,938,350.71	14,954,762.40	0.00	0.00	14,805,490.11	14,854,013.98	14,856,433.09				
	199 Woodforest National Bank							1,003,821.92	1,003,591.71	1,003,821.92	1,003,591.71	0.00	0.00	30,000,000.00	1,003,821.92	1,003,591.71				
	199-Schwab		AR-0042	TD Ameritrade	02/29/16	Open	40,343.17	451,034.63	40,343.17	451,034.63	0.00	0.00	3,500,000.00	40,343.17	451,034.63					
	199-Woodforest-IntraFi Network						83,358,031.52	83,662,385.01	83,358,031.52	83,662,385.01	0.00	0.00	22,574,052.75	83,358,031.52	83,662,385.01					
	511 Woodforest National Bank						0.00	0.00	0.00	0.00	0.00	0.00	20,000,000.00	0.00	0.00					
	Money Market Total		AR-0049	Money Market	05/24/18	Open	84,402,196.61	85,117,011.35	84,402,196.61	85,117,011.35	0.00	0.00	76,074,052.75	84,402,196.61	85,117,011.35					
	199-Lone Star COP						73,940,179.36	121,212,679.72	73,940,179.36	121,212,679.72	0.00	0.00	20,000,000.00	73,940,179.36	121,212,679.72					
	199-Lone Star COP						1,456.63	35,390.46	1,456.63	35,390.46	0.00	0.00	8,475,341.70	1,456.63	35,390.46					
	199-TEXPOOL		AR-0026	State Pool	08/26/08	Open	6,136,033.56	6,157,477.65	6,136,033.56	6,157,477.65	0.00	0.00	10,000,000.00	6,136,033.56	6,157,477.65					
	199-Texas Class						1,170,502.73	1,174,694.28	1,170,502.73	1,174,694.28	0.00	0.00	10,000,000.00	1,170,502.73	1,174,694.28					
	240-Lone Star COP						3,764,212.49	3,777,782.40	3,764,212.49	3,777,782.40	0.00	0.00	2,000,000.00	3,764,212.49	3,777,782.40					
	511-Lone Star COP		AR-0035	State Pool	05/31/13	Open	20,787,945.93	20,862,880.25	20,787,945.93	20,862,880.25	0.00	0.00	10,000,000.00	20,787,945.93	20,862,880.25					
	6133 - Lone Star COP - Prop A						146,241,561.14	125,025,356.84	146,241,561.14	125,025,356.84	0.00	0.00	556,912,000.00	146,241,561.14	125,025,356.84					
	6133 - Lone Star COP - Prop B						6,878,015.79	6,902,812.68	6,878,015.79	6,902,812.68	0.00	0.00	12,300,000.00	6,878,015.79	6,902,812.68					
	6133 - Lone Star COP - Prop C		AR-0061	State Pool	02/06/24	Open	12,339,393.74	7,074,011.16	12,339,393.74	7,074,011.16	0.00	0.00	25,788,000.00	12,339,393.74	7,074,011.16					
	6190 - Lone Star COP						0.00	0.00	0.00	0.00	0.00	0.00	122,500,000.00	0.00	0.00					
	6235 - Lone Star COP - Prop A						502,985,104.08	462,284,157.14	502,985,104.08	462,284,157.14	0.00	0.00	558,375,000.00	502,985,104.08	462,284,157.14					
	6235 - Lone Star COP -Prop B		AR-0063	State Pool	02/04/25	Open	10,027,286.77	10,063,437.67	10,027,286.77	10,063,437.67	0.00	0.00	9,775,000.00	10,027,286.77	10,063,437.67					
	6235 - Lone Star COP -Prop C						31,264,300.25	29,823,694.85	31,264,300.25	29,823,694.85	0.00	0.00	31,850,000.00	31,264,300.25	29,823,694.85					
	6291-Texas Class						2,448,395.14	2,307,004.79	2,448,395.14	2,307,004.79	0.00	0.00	50,000,000.00	2,448,395.14	2,307,004.79					
	6392 - Lone Star COP		AR-0054	State Pool	02/08/22	Open	2,775,462.06	2,785,468.30	2,775,462.06	2,785,468.30	0.00	0.00	177,000,000.00	2,775,462.06	2,785,468.30					
	6492 - Lone Star COP						0.00	0.00	0.00	0.00	0.00	0.00	165,070,000.00	0.00	0.00					
	6492 - Texas Class						36,247,490.56	36,377,291.74	36,247,490.56	36,377,291.74	0.00	0.00	50,000,000.00	36,247,490.56	36,377,291.74					
	6990 - Texas Class		AR-0058	State Pool	01/24/24	Open	0.00	0.00	0.00	0.00	0.00	0.00	1,300,000.00	0.00	0.00					
	6990-Lone Star COP						5,379,974.97	5,399,371.09	5,379,974.97	5,399,371.09	0.00	0.00	1,490,384.49	5,379,974.97	5,399,371.09					
	6999-Lone Star COP						4,837,672.21	2,849,599.40	4,837,672.21	2,849,599.40	0.00	0.00	20,000,000.00	4,837,672.21	2,849,599.40					
	753-Lone Star COP		AR-0015	State Pool	09/07/00	Open	89,470.35	35,518.18	89,470.35	35,518.18	0.00	0.00	750,000.00	89,470.35	35,518.18					
	State Pool Total						867,314,457.76	844,148,628.60	867,314,457.76	844,148,628.60	0.00	0.00	1,843,585,726.19	867,314,457.76	844,148,628.60					
	91282CHE4						2,492,000.00	2,492,000.00	2,493,654.69	2,492,780.00	0.00	0.00	2,466,106.56	2,468,014.88	2,468,696.42					
	91282CHY0		24-0010	Treasury Note 4.625	09/15/26	06/20/24	Open	3,200,000.00	3,200,000.00	3,225,100.80	3,226,899.20	0.00	0.00	3,199,750.00	3,199,981.37	3,199,982.81				
	91282CJK8							1,000,000.00	1,000,000.00	1,009,375.00	1,009,805.00	0.00	0.00	998,320.31	999,298.64	999,344.78				
	91282CJK8							1,600,000.00	1,600,000.00	1,615,000.00	1,615,688.00	0.00	0.00	1,617,312.50	1,609,360.81	1,608,742.87				
	91282CKA8		24-0012	Treasury Note 4.625	11/15/26	08/02/24	Open	3,000,000.00	3,000,000.00	3,015,702.00	3,017,577.00	0.00	0.00	2,982,539.06	2,991,153.03	2,991,638.19				
	91282CKV2							1,700,000.00	1,700,000.00	1,727,625.00	1,727,227.20	0.00	0.00	1,730,679.69	1,721,009.26	1,720,076.48				
	91282CKV2							1,930,000.00	1,930,000.00	1,961,362.50	1,960,910.88	0.00	0.00	1,931,583.20	1,931,008.76	1,930,964.23				
	91282CKV2		25-0001	Treasury Note 4.625	06/15/27	09/06/24	Open	1,000,000.00	1,000,000.00	1,016,250.00	1,016,016.00	0.00	0.00	1,026,914.06	1,017,667.88	1,016,881.44				
	91282CLL3							2,910,000.00	2,910,000.00	2,895,903.96	2,897,155.96	0.00	0.00	2,906,021.48	2,907,252.07	2,907,359.39				
	91282CLL3							2,150,000.00	2,150,000.00	2,139,585.40	2,140,509.90	0.00	0.00	2,144,205.08	2,145,977.56	2,146,134.59				
	91282CLQ2		25-0005	Treasury Note 3.875	10/15/27	11/07/24	Open	4,160,000.00	4,160,000.00	4,180,475.52	4,181,124.48	0.00	0.00	4,116,287.50	4,127,986.60	4,129,163.85				
	91282CMB2							2,865,000.00	2,865,000.00	2,889,733.55	2,888,948.54	0.00	0.00	2,844,631.64	2,849,033.73	2,849,580.02				
	91282CMS1							3,000,000.00	3,000,000.00	3,020,859.00	3,019,452.00	0.00	0.00	2,995,664.06	2,996,294.47	2,996,410.36				
	91282CNU1		25-0010	Treasury Note 3.875	03/15/28	03/21/25	Open	3,328,000.00	3,328,000.00	3,331,640.83	3,328,519.17	0.00	0.00	3,326,310.00	3,326,318.21	3,326,367.47				
	Treasury Note Total							34,335,000.00	34,335,000.00	34,522,268.25	34,522,612.63	0.00	0.00	34,286,325.14	34,290,357.27	34,291,342.90				
	Combined Port Total							1,006,721,654.37	984,270,639.95	1,007,022,205.23	984,594,298.98	0.00	0.00	1,974,516,423.94	1,006,641,164.05	984,194,533.93				



10/7/2025 15:15

Earnings and Yields Summary

Conroe I.S.D.

Effective Interest - Actual Life

Receipts in Period

09/01/25 - 09/30/25

Security Description		09/01/25 09/07/25	09/08/25 09/14/25	09/15/25 09/21/25	09/22/25 09/28/25	09/29/25 09/30/25	09/01/25 09/30/25
Combined Port	FFCB	5,178.3400	5,178.3400	5,178.3400	5,180.5500	1,481.0000	22,196.5700
	FHLB	13,148.4600	13,149.9100	13,151.0000	13,151.0000	3,779.5100	56,379.8800
	Money Market	73,071.6300	72,750.6300	72,783.6400	72,787.0800	20,835.2200	312,228.2000
	State Pool	153,882.8100	193,917.3200	191,356.3100	187,126.3200	45,988.6000	772,271.3600
	Treasury Note	26,537.8700	26,537.8700	26,677.3500	26,677.3500	7,622.1000	114,052.5400
	Port Total	271,819.1100	311,534.0700	309,146.6400	304,922.3000	79,706.4300	1,277,128.5500
Combined Port	FFCB	4.6394	4.6394	4.6394	4.6394	4.6396	4.6394
	FHLB	4.5543	4.5543	4.5544	4.5544	4.5812	4.5561
	Money Market	4.5143	4.4907	4.4784	4.4771	4.4753	4.4891
	State Pool	0.9333	1.2139	1.2568	1.2069	0.9990	1.1391
	Treasury Note	4.0360	4.0360	4.0569	4.0569	4.0569	4.0471
	Port Total	1.4184	1.6702	1.7262	1.6764	1.4839	1.6108

Maturity Aging
Conroe I.S.D.
Effective Interest - Actual Life
Receipts in Period
9/30/2025

	<i>CUSIP</i>	<i>Invest Number</i>	<i>Security Description</i>	<i>Purchase Date</i>	<i>Days to Maturity</i>	<i>Yield Matur</i>
Cash / Money Market	199 Woodforest National Bank	AR-0047	Money Market	05/24/18	0	4.5900
	199-Lone Star COP	AR-0033	State Pool	05/22/13	0	4.3900
	199-Lone Star GOF	AR-0001	State Pool	04/25/00	0	4.3900
	199-Schwab	AR-0042	TD Ameritrade	02/29/16	0	3.9500
	199-TEXPOOL	AR-0026	State Pool	08/26/08	0	4.2500
	199-Texas Class	AR-0039	State Pool	12/16/13	0	4.3500
	199-Woodforest-IntraFi Network	AR-0057	Money Market	09/01/22	0	4.3600
	240-Lone Star COP	AR-0023	State Pool	08/31/06	0	4.3900
	511 Woodforest National Bank	AR-0049	Money Market	05/24/18	0	5.7700
	511-Lone Star COP	AR-0035	State Pool	05/22/13	0	4.3900
	6133 - Lone Star COP - Prop A	AR-0059	State Pool	02/06/24	0	4.3900
	6133 - Lone Star COP - Prop B	AR-0060	State Pool	02/06/24	0	4.3900
	6133 - Lone Star COP - Prop C	AR-0061	State Pool	02/06/24	0	4.3900
	6190 - Lone Star COP	AR-0051	State Pool	02/06/20	0	4.4300
	6235 - Lone Star COP - Prop A	AR-0062	State Pool	02/04/25	0	4.3900
	6235 - Lone Star COP -Prop B	AR-0063	State Pool	02/04/25	0	4.3900
	6235 - Lone Star COP -Prop C	AR-0064	State Pool	02/04/25	0	4.3900
	6291-Texas Class	AR-0053	State Pool	12/07/20	0	4.3500
	6392 - Lone Star COP	AR-0054	State Pool	02/08/22	0	4.3900
	6492 - Lone Star COP	AR-0055	State Pool	07/07/22	0	4.4300
	6492 - Texas Class	AR-0056	State Pool	08/09/22	0	4.3500
	6990 - Texas Class	AR-0058	State Pool	01/24/24	0	4.4400
	6990-Lone Star COP	AR-0012	State Pool	06/26/00	0	4.3900
	6999-Lone Star COP	AR-0050	State Pool	10/30/19	0	4.3900
	753-Lone Star COP	AR-0015	State Pool	09/07/00	0	4.3900
	Cash / Money Market Total				0	4.3847
181 - 364 Days	3130AGFP5	24-0006	FHLB 2.50 06/12/26	01/11/24	252	4.2736
	3130AWLZ1	23-0006	FHLB 4.75 06/12/26	08/04/23	252	4.7122
	3130AWTQ3	24-0001	FHLB 4.625 09/11/26	10/03/23	341	5.0079
	3130AXCP1	24-0004	FHLB 4.875 09/11/26	11/30/23	341	4.4928
	3130AXCP1	24-0002	FHLB 4.875 09/11/26	10/31/23	341	5.0077
	91282CHY0	24-0010	Treasury Note 4.625 09/15/26	06/20/24	350	4.6256
	181 - 364 Days Total				311	4.6798
1 - 4 Years	3130AXU63	24-0005	FHLB 4.625 11/17/26	01/17/24	407	4.0991
	3130B0UQ0	24-0009	FHLB 5.00 04/15/27	05/17/24	555	4.8977
	3133EP6K6	24-0008	FFCB 4.50 03/26/27	04/17/24	536	4.8693
	3133ERE23	25-0006	FFCB 4.32 12/02/27	12/03/24	793	4.3559
	91282CHE4	25-0009	Treasury Note 3.625 05/31/28	06/09/25	974	3.9986
	91282CJK8	24-0003	Treasury Note 4.625 11/15/26	11/16/23	411	4.6857
	91282CJK8	24-0012	Treasury Note 4.625 11/15/26	08/02/24	411	4.1214
	91282CKA8	24-0007	Treasury Note 4.125 02/15/27	03/04/24	503	4.3366
	91282CKV2	25-0001	Treasury Note 4.625 06/15/27	09/06/24	623	3.5947
	91282CKV2	24-0011	Treasury Note 4.625 06/15/27	07/02/24	623	4.5942
	91282CKV2	25-0004	Treasury Note 4.625 06/15/27	10/18/24	623	3.9018
	91282CLL3	25-0002	Treasury Note 3.375 09/15/27	09/17/24	715	3.4234
	91282CLL3	25-0003	Treasury Note 3.375 09/15/27	09/24/24	715	3.4709
	91282CLQ2	25-0005	Treasury Note 3.875 10/15/27	11/07/24	745	4.2586
	91282CMB4	25-0007	Treasury Note 4.00 12/15/27	01/03/25	806	4.2585
	91282CMS7	25-0008	Treasury Note 3.875 03/15/28	03/21/25	897	3.9266
	91282CNU1	25-0010	Treasury Note 3.625 08/15/28	08/27/25	1050	3.6429
	1 - 4 Years Total				696	4.1427
	Investment Total				34	4.3783

Investment Report

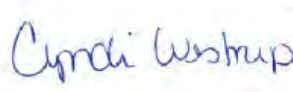
Conroe I.S.D.

09/01/25 - 09/30/25

This report summarizes the investment position of Conroe I.S.D. for the period 09/01/25 to 09/30/25.

	08/31/25	09/30/25
Book Value	1,006,641,164.05	984,194,533.93
Market Value	1,007,022,205.23	984,594,298.98
Par Value	1,006,721,654.37	984,270,639.95
Change in Market Value		23,108.17
Weighted Average Maturity (in Days)	35	34
Weighted Average Yield-to-Maturity of Portfolio	4.4249%	4.3783%
Yield-to-Maturity of 90 Day T-Bill	4.0100%	3.8550%
Accrued Interest		150,936.11
Received and Accrued Interest		1,272,744.20

This report is presented in accordance with the Texas Government Code Title 10 Section 2256.023. The below signed hereby certify that, to the best of their knowledge on the date this report was created, Conroe I.S.D. is in compliance with the provisions of Government Code 2256 and with the stated policies and strategies of Conroe I.S.D..


Cyndi Westrup
 2025.10.07 15:18:25
 -05'00'

RECEIVE REPORT ON COOPERATIVE FEES PAID BY CONROE ISD, 2024-2025

Recommendation:

That the Conroe Independent School District Board of Trustees receive information on cooperative purchasing fees paid by Conroe ISD for fiscal year 2024-2025, as submitted by Mrs. Karen Garza, Chief Financial Officer, Mr. Brian Broussard, Director of Purchasing, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

State law requires that school districts disclose the amounts spent on purchasing cooperative fees on an annual basis. Specifically, it states:

Sec. 44.0331. MANAGEMENT FEES UNDER CERTAIN COOPERATIVE PURCHASING CONTRACTS. (a) A school district that enters into a purchasing contract valued at \$25,000 or more under Section 44.031(a)(5), under Subchapter F, Chapter 271, Local Government Code, or under any other cooperative purchasing program authorized for school districts by law shall document any contract related fee, including any management fee, and the purpose of each fee under the contract. (b) The amount, purpose, and disposition of any fee described by Subsection (a) must be presented in a written report and submitted annually in an open meeting of the board of trustees of the school district. The written report must appear as an agenda item.

The Conroe Independent School District is currently involved with fourteen (14) organizations that provide cooperative purchasing agreements, as follows:

1. **Central Texas Purchasing Alliance (CTPA)** – This alliance is composed exclusively of Texas public school districts (over 250 statewide) and their purchasing representatives and offers various benefits to its members, including but not limited to cost saving opportunities on the purchase of goods and services through shared competitively awarded contracts and the sharing of ideas, information, and resources to create efficiencies and provide professional development opportunities within each district's purchasing organization. Participation in this purchasing alliance currently requires each member district to pay a flat annual administrative fee of \$150.
2. **Harris County Department of Education (Choice Partners Cooperative)** – The Choice Partners Cooperative is a division of Harris County Department of Education (HCDE). Choice Partners is a national purchasing cooperative that offers access to various categories of contracts, including facilities planning, a variety of supplies, food products, technology items, and energy conservation contractors. Fees charged by the cooperative range between two to four percent (2% - 4%) of the cost of purchases by co-op members, which are paid to the cooperative by the vendors.

3. **Houston Galveston Area Council (H-GAC)** – H-GAC Buy is a "Government-to-Government" procurement service available nationwide. Governmental entities have been procuring products and services through H-GAC Buy for over 30 years. Fees charged by the cooperative range between fifteen one-hundredths to three percent (0.15% to 3.0%) of total sales based on product type and quantity and are paid to the cooperative by the vendors.
4. **Sourcewell** –Sourcewell is a service cooperative created by the Minnesota legislature as a local unit of government. Sourcewell is governed by locally elected municipal officials and school board members. As a public agency, all Sourcewell employees are government employees and is governed by a Board of Directors. Sourcewell offers Conroe ISD access to a broad range of product and service categories. Sourcewell Cooperative collects an administrative fee from its member suppliers that varies per contract and ranges between a quarter percent and two percent (0.25% - 2%) of the total purchases made by each cooperative member under each contract.
5. **OMNIA Partners** – OMNIA Partners is a purchasing and supply chain management company that covers both private and public sectors with over a portfolio of over 60,000 suppliers. OMNIA Partners | Public Sector is comprised of two nationally recognized cooperatives, U.S. Communities and National IPA. OMNIA Partners collect an administrative fee from its member supplies that varies per contract and ranges between one percent and four percent (1% - 4%) of the total purchases made by each cooperative member under each contract.
6. **Region 6 Education Service Center – (EPIC 6)** – EPIC 6, sponsored by Region 6 ESC, is located in Huntsville, TX and currently supports over 56 public school districts. Region 6 ESC provides Conroe ISD access to the many staff development services it offers and/or the purchasing cooperatives it sponsors. EPIC 6 currently does assess a 1.5% administrative fees to vendors.
7. **Region 19 Education Service Center (Allied States Cooperative)** – Region 19 ESC is located in El Paso, TX and currently supports over 12 independent school districts and over 8 charter schools. Region 19 ESC provides Conroe ISD access to the many services it offers and/or the purchasing cooperatives it sponsors. Conroe ISD entered into an Interlocal agreement with Region 19 ESC in March 2015. Region 19 ESC currently does not assess any membership or administrative fees to its members.
8. **School Purchasing Alliance (SPA)** – The School Purchasing Alliance is a procurement and support services purchasing cooperative formed by a group of southeast Texas school districts in partnership with Marketplace Alliance as a managing consultant and New Caney ISD as the Lead Agency. The main objective of this Interlocal cooperative is to provide volume purchasing power for specific Child Nutrition products and services to its over 35-member school districts located within the Texas Department of Agriculture (TDA) Region 3 commodity distribution area. The SPA cooperative covers its operating costs by administering a vendor fee of three quarters of a percent (0.75%) of total purchases processed by its member school districts.
9. **Texas Association of School Boards / TASB (BuyBoard)** – This cooperative is open to all state and local governments. The operation is financed by a two percent (2%) service fee collected

from vendors based on purchases made by cooperative members. A sliding scale rate is charged to vendors for single purchase orders over \$25,000. A flat fee of \$400 is charged to the District for purchases of motor vehicles and \$800 for buses.

10. **Texas Comptroller of Public Accounts (CPA) State of Texas CO-OP Purchasing Program** – Created by legislation in 1979, the Texas Procurement and Support Services (TPASS) cooperative purchasing program (State of Texas CO-OP) awards and manages hundreds of statewide contracts on behalf of more than 200 state agencies and 1,700 local government agencies. Contracts include regular state contracts known as the State of Texas CO-OP Purchasing Program and Texas Multiple Award Schedules (TXMAS) contracts, which are Texas-approved versions of federal General Services Administration Contracts. The fee to participate in this program is \$100 per year.
11. **Texas Department of Information Resources (DIR)** – DIR negotiates contracts with major IT hardware, software, and service providers based on the combined buying power of state and local government customers and the public education community. DIR has an administrative fee cap of two percent (2%) for the Cooperative Contracts Program, which is paid directly to DIR by vendors based on volume of purchases.
12. **The Interlocal Purchasing System (TIPS)** – TIPS purchasing cooperative began in 2002 as a small regional cooperative of the Region 8 Education Service Center. Region 8 ESC maintains its role as the Lead Agency for this now national cooperative. All TIPS contracts are awarded by the Region 8 ESC seven-member Board of Directors, and each TIPS vendor has met strict Competitive Bidding Process guidelines established by the administration and TIPS legal team and statute Chapter 44.031 of the Texas Education Code. TIPS does not assess any membership or administrative fees to its members. TIPS also issues rebates to eligible members.
13. **Texas Educational Employers Benefit Cooperative (TEEBC)** – The TEEBC is a non-profit cooperative solely focused on employee benefit programs for Texas educational entities. Conroe ISD joined the TEEBC in June 2017. The TEEBC does not assess any membership or administrative fees to its members.
14. **Region 20 Education Service Center – PACE** - PACE was created by Education Service Center, Region 20 in San Antonio, Texas. PACE is administered by Education Service Center, Region 20. Education Service Center, Region 20 was established by the Texas Legislature in 1967 to assist school districts and charter schools in improving efficiencies and student performance. PACE has an administrative fee cap of one and a half percent (1.5%) that is paid by the vendors.

I. Cooperative Fees Paid in 2024 – 2025 School Year:

Because the District cannot determine the exact amount of rebates or fees that vendors remit to cooperatives, nor what percentage of these fees the vendor may pass on to the District, we cannot

provide exact figures on all fees incurred indirectly by the District in association with each purchasing cooperative. Nevertheless, below is a list of the known fees the District incurred directly as part of participation in the following cooperatives:

ORGANIZATION NAME	FEES PAID
Central Texas Purchasing Alliance (CTPA)	\$150.00
Harris County Dept of Education (Choice Partners)	\$0.00
Houston Galveston Area Council (H-GAC)	\$0.00
Sourcewell	\$0.00
OMNIA Partners	\$0.00
Education Service Center Region 6 (EPIC 6)	\$0.00
Education Service Center Region 19 (Allied States Cooperative)	\$0.00
School Purchasing Alliance (SPA)	\$0.00
Texas Association of School Boards (BuyBoard)	\$0.00
Texas Comptroller of Public Accounts/State of Texas Co-op (CPA)	\$100.00
Texas Department of Information Resources (DIR)	\$0.00
The Interlocal Purchasing Systems (TIPS)	\$0.00
Texas Educational Employers Benefit Cooperative (TEEBC)	\$0.00
Education Service Center Region 20 (PACE)	\$0.00

Policy Reference: Legal and Local Board Policy CH

Recommended by:

Dr. David Vinson
Superintendent of Schools

Submitted by:

Mrs. Karen Garza
Chief Financial Officer

Mr. Brian Broussard
Director of Purchasing

Consider and Approve Texas Teacher Evaluation and Support System (T-TESS) Appraisers

Recommendation:

That the Conroe Independent School District Board of Trustees ratify qualified staff that may serve as a teacher appraiser for the 2025-2026 school year, as submitted by Paula Green, Executive Director of Human Resources, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

The *Texas Teacher Evaluation and Support System* (T-TESS) is currently the State approved instrument designed to evaluate teachers and establish a system of support. In addition to the three-day T-TESS Appraiser Training, T-TESS appraisers must successfully complete a 36-hour *Instructional Leadership Training* (ILD) or a three-day Advancing Educational Leadership (AEL) training. We respectfully submit the following names for your approval.

Policy Reference: Legal and Local DNA

Tara Bleecker

Jill Houser

Board Acceptance is requested:

Recommended by:

Submitted by:

Dr. David Vinson
Superintendent of Schools

Paula Green
Executive Director of Human Resources

Consider and Approve the 2025-2026 District Improvement Plan

Recommendation:

That the Conroe Independent School District Board of Trustees approve the 2025-2026 District Improvement Plan as submitted by Dr. Ted Landry, Deputy Superintendent, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

State law requires all school districts to develop a district improvement plan that is annually evaluated, and revised by the superintendent with the assistance of the district-level planning and decision-making committee, and then presented to and adopted by the board of trustees. The purpose of a district improvement plan is to guide district and campus staff in the improvement of student performance for all student groups in the district for the purpose of meeting the state's standards set out in the Texas Accountability System indicators.

The District Improvement Plan for Conroe ISD was developed in accordance with the state requirements and approved by the District Level Planning and Decision-Making Committee. The District requests the Board's approval of the CISD District Improvement Plan for 2025-2026.

Policy Reference: Legal and Local Board Policy BQ and BQB Legal

Recommended by:

Dr. David Vinson
Superintendent of Schools

Submitted by:

Dr. Ted Landry
Deputy Superintendent

Consider and Approve the 2025-2026 Campus Improvement Plans

Recommendation:

That the Conroe Independent School District Board of Trustees approve the 2025-2026 Campus Improvement Plans as submitted by Dr. Ted Landry, Deputy Superintendent, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

The Campus-Level Planning and Decision-Making Committee of each campus is required to annually assist the principal in developing, reviewing, and revising their school's campus improvement plan (CIP). The purpose of a CIP is to improve student performance for all student populations.

Under state law, a CIP must: (1) assess the academic achievement for all students in the school using the Texas Academic Performance Reports; (2) set the performance objectives based on the Texas Academic Performance Reports, including objectives for special populations; (3) identify how the goals will be met for all students; (4) determine the resources and identify the staff needed to implement the plan; (5) set timelines for reaching the goals; (6) measure progress toward the performance objectives periodically to ensure that the plan is resulting in academic improvement; (7) provide for a program to encourage parental involvement; and (8) include goals and methods for violence prevention and intervention on campus. CIPs must also identify programs and/or services funded through state compensatory education funds and any other state or federal funds used for special programs and services.

Texas law requires the Board of Trustees to annually review each campus's CIP to ensure that the CIP is mutually supportive of the District Improvement Plan and its objectives and supports the state's goals and objectives as set out in Chapter 4 of the Texas Education Code.

Each CIP was reviewed by the Assistant Superintendent who oversees that school. All CIPs are compliant with the requirement of Texas law.

Policy Reference: Legal and Local Board Policy BQ and BQB Legal

Recommended by:

Dr. David Vinson
Superintendent of Schools

Submitted by:

Dr. Ted Landry
Deputy Superintendent

APPROVER ACCESS REQUEST: DR. TED LANDRY, TEXAS EDUCATION AGENCY

OVERVIEW

Request for Approval: Dr. Ted Landry, Deputy Superintendent, "Approval Rights" regarding T.E.A. Administrative Access.

By law, many requirements for "superintendent approval" regarding matters relating to state and federal grants, compliance reporting, and submission of critical district data that drives both funding and compliance.

Traditionally, the Texas Education Agency allows for one person to be granted "Approver Status" to complete literally hundreds of items each year. A request to the Texas Education Agency to allow Dr. Ted Landry "Approval Status" as well.

State law requires that trustees approve this request during a formal board meeting. I am asking that this request would be included in the Consent Agenda. Please let us know if you have any questions or concerns.

RECOMMENDATION

Grant Dr. Ted Landry, Deputy Superintendent, "Approval Rights" regarding T.E.A. Administrative Access

CONTACT PERSON(S)

Dr. David Vinson, Superintendent of Schools

Dr. Ted Landry, Deputy Superintendent

Discuss and Adopt the Mascot and Colors for The Conroe Virtual School

Recommendation:

That the Conroe Independent School District Board of Trustees approve the nomination for the campus mascot and school colors for The Conroe Virtual School as submitted by Andrew Stewart, Executive Director of Communications, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Dr. Jenny Lucas, Principal of The Conroe Virtual School, implemented a mascot selection process. The mascot selection process included solicitation of nominations from staff, students and families for school mascot names.

The final recommendation is:

The Conroe Virtual School Owls
Colors: Navy, Carolina Blue, and White

Recommended by:

Dr. David Vinson
Superintendent of Schools

Submitted by:

Andrew Stewart
Executive Director of Communications

The Conroe Virtual School

School Mascot and Color Information

Oct 21, 2025

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The Conroe Virtual School

Mascot & Color Nominations

- Nominations for potential mascots and preferred colors were opened to current staff, students and families of The Conroe Virtual School in August.
- The nominations were tallied and compared to current color combinations and mascots around the district.

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The Conroe Virtual School

Mascot & Color Recommendation

LOGO / PRIMARY



LOGO / VARIATIONS



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CONROE
INDEPENDENT
SCHOOL DISTRICT

Receive Information and Provide Input for the Development of the 2026-2027 School Calendar

Recommendation:

That the Conroe Independent School District Board of Trustees receive information about and provide input for the development of the 2026-2027 school calendar, as presented by Dr. Hedith Upshaw, Assistant Superintendent, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

The District Level Planning and Decision-Making Committee (Committee) is responsible for developing a school calendar to recommend to the Board of Trustees. The process begins with the Committee developing one or more draft calendars and posting them on the District's website for review by parents, residents, and staff members. The Committee reviews feedback and comments that it receives and then develops a final recommendation. To assist the Committee in the calendar development process, the administration seeks input from the Board of Trustees. The Committee expects to bring a final calendar recommendation to the Board of Trustees in January 2026.

Policy Reference: Legal and Local Board Policy EB

Submitted by:

Dr. David Vinson
Superintendent of Schools

Dr. Hedith Saucedo-Upshaw
*Assistant Superintendent for
Teaching and Learning*



2026-2027 School Calendar Process

School Board Meeting
October 21, 2025

THE CALENDAR PROCESS

- The District Level Planning and Decision-Making (DLPDM) Committee of Conroe ISD is responsible for developing a school calendar to present as a recommendation to the Board of Trustees.
- The DLPDM Committee will develop one or more draft calendars and will receive input on the calendars from the community and the schools. Hopefully these will be up before the Thanksgiving break.
- The calendars will be posted on the CISD website and will be available for review and comment (late November timeframe).
- It is anticipated that the DLPDM Committee will present its recommendation to the Board of Trustees in January 20, 2026.



TIMELINE

- October 15th – Present process to DLPDMC to begin the discussion
- October 21st - Calendar process presented to Board to solicit their feedback and direction
- November 3rd - 11th - Initial Community Survey
- November 12th - Present initial survey results and Draft calendars to the DLPDMC
- November 18th – Calendar process update presented to the Board to solicit their feedback and direction for next steps
- December – No DLPDMC meeting
- December 8th - 17th - Additional Community Survey if needed
- January 14th – DLPDMC considers public feedback and selects a calendar to recommend to the Board for approval
- January 20th – Recommended calendar is presented to the Board for its consideration
- *February 11th - DLPDMC considers additional Board and public feedback and selects a calendar to recommend to the Board for approval
- *February 17th – Recommended calendar is presented to the Board for its consideration

*tentative meeting dates



HIGHLIGHTS

The District of Innovation(DOI) Plan allows the flexibility for the first day of instruction to occur prior to August 25, 2026.

Without a DOI, we will need to start on August 25 or later.

- Calendar must ensure a minimum of 75,600 instructional minutes (420 x 180).
- We build in minutes for the two required make-up days (840 minutes) in case of weather or other emergencies.
- Holidays are not scheduled on days identified by TEA for student assessment.

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THINGS WE HAVE LEARNED...

- Our calendar greatly affects family schedules and the county as a whole
- Had positive feedback on starting midweek.
- Excluding the first week, short weeks (3 days or less) are an attendance challenge
- The week off at Thanksgiving is popular
- People like three weekends in their Winter Break
- December 28 is the common possession change date in divorce decrees
- Spring Break can be moved, we historically go with the majority of Texas universities
- The debate about balanced semesters is ever present

THINGS WE KNOW...

- **172** current days for students (180 days is the state standard), **187** days for teachers
- Staff Development Days or Early Release – End of each semester
- We historically take off for Labor Day (Sept. 4), Martin Luther King Jr. Day (Jan. 15), Good Friday (March 29), and Memorial Day (May 27)
- Our staff development waiver is for up to 2,100 minutes
- Adding 5 minutes to the school day results in two additional school days that may be used for staff development days.



School Calendar Start Dates Past 17 Years



School Year	Start Date	Day of the Week
2008-2009	August 25th	Monday
2009-2010	August 24th	Monday
2010-2011	August 23rd	Monday
2011-2012	August 22nd	Monday
2012-2013	August 27th	Monday
2013-2014	August 26th	Monday
2014-2015	August 25th	Monday
2016-2017	August 22nd	Monday
2017-2018*	August 16th	Wednesday
2018-2019	August 15th	Wednesday
2019-2020	August 14th	Wednesday
2020-2021	August 12th	Wednesday
2021-2022	August 11th	Wednesday
2022-2023	August 10th	Wednesday
2023-2024	August 9th	Wednesday
2024-2025	August 14th	Wednesday
2025-2026	August 13th	Wednesday
* First year of District of Innovation		



2025-2026 Calendar Highlights and Trends

Highlights and Trends in District Comparisons



2025-2026 Calendar Highlights and Trends

Previous Year's Trends

Highlights and Trends in District Comparisons

- The majority of districts start prior to the 4th Monday in August
- The number of Instructional Days for students average is 171.4
- The number of Teacher Days average is 186.1
- 3 districts have applied for a District of Innovation plan for flexibility in the 187-day requirement for teachers
- Fall and/or Winter week breaks are combined with exchange days
- Variations of staff development/workday options for teachers (i.e., instructional planning days, parent/teacher conference days, exchange days)
- 9 of the 16 comparison school districts have a staff development requirement after the Memorial Day holiday
- Variations in staff development days and week-long breaks are a trend in recruitment practices



2024-2025 Calendar Highlights and Trends

DLPDMC Feedback to Consider - October 15, 2025 Meeting



2024-2025 Calendar Highlights and Trends

Previous Year's Feedback

DLPDMC Feedback to Consider - October 15, 2025 Meeting

- Later start - August 14, 2023 or later
- Offer flexibility in staff development/workday days for teachers (i.e., instructional planning days, parent/teacher conference days, exchange days)
- Move Junior High start and end times due to losing instructional time
- Plan a break each month
- If extending the school day is an option, limit it to only 5 minutes
- Consider childcare implications for Fall and/or Winter week breaks
- Consider moving Spring Break
- Consider a Monday start
- We are losing viable teacher candidates due to neighboring school districts' calendars



2024-2025 Calendar Survey Feedback

DLPDMC Feedback to Consider - October 15, 2025 Meeting



2024-2025 Calendar Survey Feedback

Previous
Year's
Feedback

DLPDMC Feedback to Consider - October 15, 2025 Meeting

- Separate community feedback by grade levels
- Separate staff feedback by grade levels
- Separate student feedback by grade levels
- Can Spring Break be shifted?
- Holiday preference (4-day weekend, 3-day weekend, or a week off)
- Fall and Winter full-week break questions separately in a yes/no format
- Ask teachers separately about exchange days
- Ask more yes/no questions instead of ranking options
- Ask start/end day questions (i.e., August 5 - May 21, August 12 - May 28, or August 24 - June 3)



2025-2026 CALENDAR HIGHLIGHTS

- August 13th start date
- September 1st holiday
- October 10th staff development
- October 13th holiday
- November 3rd & 4th staff development
- December 19th early release
- Winter Break Dec. 22nd - Jan. 5th
- January 6th second semester start
- January 19th holiday
- February 13th staff development
- February 16th holiday
- March 9th - 13th spring break
- April 3rd holiday
- April 6th staff development
- May 22nd early release
- May 22nd last day of school
- 172 days of instruction



CONROE
INDEPENDENT
SCHOOL DISTRICT

2025-2026
School Calendar

APPROVED 1/16/24

August 2025	September 2025	October 2025	November 2025
S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
December 2025	January 2026	February 2026	March 2026
S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
April 2026	May 2026	June 2026	July 2026
S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T U W T H F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Holiday
Early release (Students)
Workday for staff (No students)
Teacher professional learning (No students)
Teacher exchange day (No students)

Report Cards

Individual campuses will report distribution date for report cards after each grading period.

Days of Instruction

	Students	Teachers
1st Semester	83	93
2nd Semester	89	94
Total Days	172	187

Grading Periods

1st Semester	2nd Semester
Grading period	Grading period
1st	1st
2nd	2nd
3rd	3rd
4th	4th
5th	5th
6th	6th
7th	7th
8th	8th
9th	9th
10th	10th
11th	11th
12th	12th

Students

Starting date	Ending date
August 13	May 22
August 4	May 27

Staff

Starting date	Ending date
August 4	May 27

Student Holidays

Labor Day	September 1
Holiday	October 10 - 13
Holiday	November 3 - 4
Thanksgiving	November 24 - 28
Winter Break	Dec. 22 - Jan. 5
Martin Luther King, Jr. Day	Jan. 19
Holiday	February 13
Presidents' Day	February 16
Spring Break	March 9 - 13
Holiday	April 3 - 6
Memorial Day	May 25

Student Early Release

Starting date	Ending date
August 13	May 22
August 4	May 27

Teacher Work Days

Starting date	Ending date
August 4	May 27

Teacher Professional Learning Days

Starting date	Ending date
August 5 - 11	November 4

Teacher Exchange Days (5 days exchanged for professional learning)

Starting date	Ending date
October 10	November 3
February 13	April 6
May 27	

2026-2027 CALENDAR

- Election Day - November 3rd
- Winter Break Holidays
- Spring Holiday - March 26th
- Memorial Day - May 31st



CONROE
INDEPENDENT
SCHOOL DISTRICT

2026-2027 School Calendar

DRAFT 8/25

August 2026						
S	M	TU	W	TH	F	S
					1	
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	TU	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	TU	W	TH	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	TU	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	TU	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027						
S	M	TU	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	TU	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

March 2027						
S	M	TU	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	TU	W	TH	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	TU	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	TU	W	TH	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2027 ⁷⁵						
S	M	TU	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



SCHOOL BOARD FEEDBACK DISCUSSION



THANK YOU

2026-2027 DISTRICT CALENDAR PROCESS TIMELINE

- October 15th – Present process to DLPDMC to begin the discussion
- October 21st - Calendar process presented to Board to solicit their feedback and direction
- November 3rd - 11th - Initial Community Survey
- November 12th - Present initial survey results and Draft calendars to the DLPDMC
- November 18th – Calendar process update presented to the Board to solicit their feedback and direction for next steps
- December – No DLPDMC meeting
- December 8th - 17th - Additional Community Survey if needed
- January 14th – DLPDMC considers public feedback and selects a calendar to recommend to the Board for approval
- January 20th – Recommended calendar is presented to the Board for its consideration
- *February 11th - DLPDMC considers additional Board and public feedback and selects a calendar to recommend to the Board for approval
- *February 17th – Recommended calendar is presented to the Board for its consideration

*tentative meeting dates



**Name the Deputy
Superintendent of Schools**

Recommendation:

Information will be presented at the meeting.

Receive Information Regarding the Instructional Materials Selection Process for Mathematics grades K through 12

Recommendation:

That the Conroe Independent School District Board of Trustees receive information regarding the instructional materials selection process for Mathematics grades K through 12 materials as submitted by Dr. Hedith Upshaw, Assistant Superintendent for Teaching and Learning, and as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

HB 1605 of the 88th Texas Legislature established an expanded process for the State Board of Education (SBOE) to approve High Quality Instructional Materials (HQIM) and added two new instructional materials funding entitlements to assist in the purchase of HQIM. In November 2024, the SBOE approved a short list of materials for Mathematics (K-12). In November 2025, the SBOE will approve additional tier-one and supplemental materials for Mathematics (K-12).

Previously, the SBOE issued Proclamations 2014 and 2015 under which the District adopted primary instructional materials for Math K-12. The District would like to form a committee to review and evaluate the instructional materials from the SBOE's approved list of high-quality instructional materials for possible purchase and implementation in the fall of 2026. The committee will consist of District staff, campus instructional coaches, and teachers from a variety of grade levels and schools. All teachers who will use the instructional materials will be able to review the materials and submit comments and evaluations to the committee for consideration. Additionally, to ensure input from all stakeholders, materials will be available to the public for review and comment, both in-person at the Conroe ISD Textbook and Assessment Center and online through the District website.

The District will share information on the instructional materials selection process and review a proposed adoption timeline.

Policy Reference: EF & EFA Legal and EFA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Submitted by:

Dr. Hedith Saucedo-Upshaw
Assistant Superintendent of Teaching and Learning



DRAFT

Instructional Materials Selection Process for Mathematics grades K through 12

School Board Meeting
October 21, 2025

- As required by Board Policy EFA *Instructional Resources – Instructional Materials*, the District would form a committee to evaluate the quality of the instructional materials and make a recommendation to the Board regarding selection.
 - a representative committee from across the District made up of teachers, campus instructional coaches, and principals, along with other District level staff to review the instructional materials from the state's approved list



- **Additional funding:**
 - Two new entitlements
 - SBOE approved instructional materials, \$40 per student (annually, carries over)
 - OER printing costs, \$20 per student (annually, does not carry over)
- **New list of Approved High Quality Instructional Materials (HQIM)**
 - SBOE approved through the Instructional Materials Review and Approval process (IMRA)
 - In November 2024, the first list was approved
 - In November 2025, an expanded list of Math K-12 tier-1 and supplemental materials will be approve
- **Open Education Resource Instructional Materials (OER)**
 - State-Owned textbooks, currently approved for Math:
 - Bluebonnet Math Kindergarten - Algebra 1



Snapshot of September 2025 new entitlement funds available:

- SBOE Approved HQIM Entitlement (annual/carryover)
 - 2025-2026 \$2,624,920
 - Carryover \$5,324,301
- SBOE, State-Developed OER Entitlement (annual)
 - SY 2025-2026 \$1,312,460
- **Total HB 1605 Funding Available: \$9,261,681**



- **Current IMTA Balance:** ~ \$15.5 million
- **IMTA Recurring Costs:** ~ \$3 million





Current Math Adoption

Current Math Adoption

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- The following materials were adopted in the Proclamations 2014 and 2015.
- K-8th grade was an 8-year purchase made in the 2014-2015 school year, and high school math was an 8-year purchase made in the 2015-2016 school year.
- Initially, the state planned to release new TEKS for K-12 math in 2024, with a proclamation to follow in 2025.
- The state then pivoted on this decision, and it has been decided to make no changes to the current TEKS.
- Due to the pivot in the state's decision, the district's Instructional Materials Committee agreed to purchase the current math adoption for an additional few years.
- One of the key factors in this decision was also influenced by the efforts of prioritizing the adoption process of a new ELAR K-5 curriculum this past year.



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Current Instructional Materials

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Grade Span/Course	Publisher/Item Name
AP Statistics	Stats Modeling the World by Bock; second edition
AP Calculus AB	Calculus of a Single Variable 8th Edition by Larson/ Calculus AP Edition (2017) by William L. Briggs (Author), Lyle Cochran (Author), Bernard Gillett (Author)
AP Calculus BC	Calculus AP Edition, Briggs et al., Copyright 2014
College Prep Math	Beginning and Intermediate Algebra 7th edition by Lial/Hornsby/McGinnis



IMRA Cycles

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The SBOE Established a Multi-Year Plan to Complete Reviews of Instructional Materials



Cycle 2024	Cycle 2025	Cycle 2026	Cycle 2027	Cycle 2028	Cycle 2029	Cycle 2030	Cycle 2031
Materials in classrooms SY 2025-26	Materials in classrooms SY 2026-27	Materials in classrooms SY 2027-28	Materials in classrooms SY 2028-29	Materials in classrooms SY 2029-30	Materials in classrooms SY 2030-31	Materials in classrooms SY 2031-32	Materials in classrooms SY 2032-33
Foundation Subjects - Math K-12 - ELAR K-5 - SLAR K-5	Foundation Subjects - Math K-12 - ELAR K-5 - SLAR K-5	Foundation Subjects - Math K-12 - Math Adv - ELAR K-5 - SLAR K-5	Foundation Subjects - Math K-12 - Math Adv - ELAR K-5 - SLAR K-5	Foundation Subjects - Math K-12 - Math Advanced - ELAR K-12 - SLAR K-5	Foundation Subjects - Math K-12 - Math Advanced - ELAR K-12 - SLAR K-6 - Science K-12 - Social Studies K-12	Foundation Subjects - Math K-12 - Math Advanced - ELAR K-12 - SLAR K-6 - Science K-12 - Social Studies K-12 - Prekindergarten	Foundation Subjects - Math K-12 - Math Advanced - ELAR K-12 - SLAR K-6 - Science K-12 - Social Studies K-12 - Prekindergarten
	Math Supplemental	- Math Supplemental - RLA Supplemental	- Math Supplemental - RLA Supplemental	- Math Supplemental - RLA Supplemental	- Math Supplemental - RLA Supplemental	- Math Supplemental - RLA Supplemental	- Math Supplemental - RLA Supplemental
		Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1)	Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1) - CTE (Batch 2) - CTE (Batch 3) - Languages Other Than English (LOTE)	Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1) - CTE (Batch 2) - CTE (Batch 3) - Languages Other Than English (LOTE) - Religious Literature	Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1) - CTE (Batch 2) - CTE (Batch 3) - Languages Other Than English (LOTE) - Religious Literature	Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1) - CTE (Batch 2) - CTE (Batch 3) - Languages Other Than English (LOTE) - Religious Literature	Enrichment Subjects - Positive Character Traits - Fine Arts - CTE (Batch 1) - CTE (Batch 2) - CTE (Batch 3) - Languages Other Than English (LOTE) - Religious Literature - Physical Education

Each year IMRA reviews will cumulatively expand to include more courses and categories of instructional materials.



In November 2024, the SBOE approved:

- Accelerate Learning, K - Algebra 1*
- Agile Mind, Grades 6 - Geometry
- Cosenza & Associates, Grades 6 - 8, Algebraic Reasoning
- Curriculum Associates, Grades K-2, 6-8**
- Kiddom, Grades K-5, Geometry**
- TEA Bluebonnet Math, Grades K-Algebra 1*
- Some one-offs with a single course

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*Spanish materials currently being reviewed in IMRA 2025

**Spanish materials offered for free with English adoption pending future IMRA review



For curriculum continuity, the feasible options (pending SBOE approval) for Tier-1 curriculum are:

- Texas Bluebonnet Math
 - English approved IMRA 2024
 - Spanish under IMRA Review 2025
- Accelerate Learning Texas STEMscopes Math
 - English approved IMRA 2024
 - Spanish under IMRA review 2025
- Curriculum Associates Texas iReady Classroom
 - Some grade levels approved IMRA 2024
 - Remaining grade levels under IMRA Review 2025
 - Spanish materials available for free pending future IMRA review



For curriculum continuity, the feasible options (pending SBOE approval) for Tier-1 curriculum are:

- SAVVAS EnVision+ Texas Math
 - English under review IMRA 2025
 - Spanish materials available for free pending future IMRA Review
- Kiddom Texas Math
 - K-5 English approved under IMRA 2024
 - Grade 6 under review IMRA 2025
 - Spanish materials available for free pending future IMRA Review



Math 7-12 Possible Options

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Approved under IMRA 2024:

- Accelerate Learning STEMscopes Texas Math, 7-Algebra
- Agile Mind Texas Math, Grades 7-Algebra 2
- Cosenza & Associates Math, Grades 7-8 & Algebraic Reasoning
- TEA Bluebonnet Math, Grades 7-Algebra 1



Math 7-12 Possible Options (continued)

DRAFT

Pending SBOE approval under IMRA 2025:

- TEA Bluebonnet Math, Geometry & Algebra 2
- Curriculum Associates iReady Texas Math, Grades 7-8
- Kiddom Texas Math Grades 7-8, Algebra 1 & Algebra 2
- McGraw Hill Texas Math, Grades 7-PreCalculus
- SAVVAS enVision+ Texas Math, 7-Algebra 2
- Cengage Learning, Math Models with Applications



Recommendation to purchase materials with Instructional Materials & Technology Allotment (IMTA) funds:

- College Prep Mathematics
- AP Statistics
- AP Calculus AB
- AP Calculus BC



Open Education Resource Instructional Material Transition Plan



Proposed 19 TAC §67.1315 requires districts who are adopting or expanding their implementation of SBOE-approved OER materials to create a locally-approved **OER Instructional Material Transition Plan**.

This is the district's plan to ensure:

- **timely communication** with all stakeholders,
- operational and logistics considerations such as **procurement** and **distribution** of print materials,
- development of **aligned master schedules**, including protected planning and instructional time,
- clear **expectations for implementation** and internalization,
- **stakeholder communication** if materials have been modified,
- the maintenance of **instructional flexibility** as required by TEC §28.0027, and
- initial and ongoing **professional learning for teachers** using the materials.

Compliance with this rule is required to access funding allotted under TEC §48.308.



Proposed Implementation Timeline

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Action	Date or Deadline	Person Responsible
Initial T&L Organization Meeting	September 2025	T&L Stakeholders
CISD Board of Trustees informed of the adoption as a board item for information only.	October 2025	Board of Trustees, Assistant Superintendent of T&L, Deputy Superintendent
Application of the Instructional Materials Guiding Coalition members	October - November 2025	Assistant Superintendent of T&L & Executive Director of Communications
Selection of the Instructional Materials Guiding Coalition	November 2025	Assistant Superintendent of T&L & Executive Director of Communications
Sample Request to Publishers for Instructional Materials Warehouse	November - December 2025	Coordinator of Instructional Materials
Public Review of Instructional Materials notification to be placed in local newspaper	December 2025	Legal – Communications Department
Meeting to Review CISD Procedures and RBIS Training for Guiding Coalition (includes campus contacts)	December 16, 2025 (tentative)	Math Coordinators
Preview Teacher Instructional Materials Evaluation Forms and Communicate Instructions to Campus Contacts via email	December 2025	Coordinator of Instructional Materials
Request Campus Materials to be sent to Campus Contacts	December 2025	Coordinator of Instructional Materials
Public Review Evaluation Form Posted	January 5, 2026	Communications Department
Public Review of Instructional Materials and Ancillary Materials Open at Instructional Materials Distribution Center	January 5 - 23, 2026	Coordinator of Instructional Materials
Campuses review materials on campus (publishers eligible for selection are only those who are on the final commissioner's list)	January 5 - 23, 2026	Math Coordinators
Request District Projected Enrollment for Planning Purposes from Assistant Superintendent of Teaching and Learning	January 5, 2026	Coordinator of Instructional Materials
Teacher Instructional Materials Evaluation Forms Sent Out Via Email	January 5, 2026	Executive Director of Communication & Assistant Superintendents

Action	Date or Deadline	Person Responsible
CISD Instructional Materials Showcase (All Teachers, Campus Contacts, and Guiding Coalition members)	January 13, 2026 4:00 - 6:00 p.m. Jett TTC	Coordinator of Instructional Materials
Receive Teacher Instructional Materials Evaluation Forms	Through January 23, 2026	Campus Contacts & Math Coordinators
Contact Vendors for Guiding Coalition Review Presentations	January 23, 2026	Coordinator of Instructional Materials & Director of C&I
Community Reviews Due to Math Department Coordinators. Last day for public review is January 23, 2026. Submit summary of public comment to T&L Department for review by the District Committee.	January 26, 2026	Communications Department to Math Coordinators
Instructional Materials Guiding Coalition Meeting - Review teacher evaluations - Publishers present (includes lunch)	January 27, 2026 @Jett (Ballroom)	Instructional Materials Guiding Coalition / Math Coordinators / Director of C&I
Verify District Instructional Materials Orders (Projected enrollment will need to be updated 2026-2027 allocations are released)	February - March 2026	Coordinator of Instructional Materials & Math Coordinators
CISD Board of Trustees to Consider Instructional Materials Selection Recommendations Guiding Coalition Members Present	February 17, 2026	Board of Trustees
Order Instructional Materials (pending board approval and TEA approves early order)	March - May 2026	Coordinator of Instructional Materials
Guiding Coalition Implementation Plan Day 1	March 3, 2026 (tentative)	Math Coordinators
IMTA Committee Meets for Approval of Purchases	March 30, 2026	IMTA Committee
Guiding Coalition Implementation Plan Day 2	April 14, 2026 (tentative)	Math Coordinators
Guiding Coalition Implementation Plan Day 3	May 11, 2026 (tentative)	Math Coordinators
CISD Board of Trustees to Consider OER required transition plan (if OER instructional materials approved)	May 12, 2026	Board of Trustees
Material is Delivered to Instructional Materials Warehouse	June - July 2026	Coordinator of Instructional Materials
Math K-12 HQIM Institute	July 2026	Math Coordinators





Feedback & Discussion

DRAFT





THANK YOU

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Math K-12 HQIM Institute	July 2026	Math Coordinators



PRESENTATION AND PUBLIC HEARING ON THE 2024-2025 SCHOOL FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS (FIRST) RATING FOR CONROE ISD

OVERVIEW

School districts are rated annually by the state's school financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST). The FIRST report ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes.

RECOMMENDATION

That the Conroe Independent School District Board of Trustees hold a public hearing as required by Texas Education Code §/Chapter 39, Subchapter D for the purpose of sharing the results of the Financial Integrity Rating System (FIRST) Rating.

CONTACT PERSON(S)

Karen Garza, CFO



School Financial Integrity Rating System of Texas Annual Financial Management Report

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**Conroe Independent School
District's FIRST Rating**

Purpose of the FIRST Report

- ❖ **The state's financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices.**
- ❖ **Rating is based upon an analysis of staff and student data reported for the 2023-2024 school year, budgetary and actual financial data for the fiscal year ended August 31, 2024.**

How Ratings are Assessed

**The School FIRST
accountability rating
system assigns four
possible ratings to
Texas school districts.**

A

- **Superior Achievement**
- 90-100 Points

B

- **Above Standard Achievement**
- 80-89 Points

C

- **Meets Standard Achievement**
- 70-79 Points

F

- **Substandard Achievement**
- 0-69 Points

FIRST Report Scoring

Indicator	Points	Critical Indicators	Ceiling Indicators
1	Pass/Fail	✓	
2	Pass/Fail	✓	
3	Pass/Fail	✓	
4	Pass/Fail	✓	✓
5	Pass/Fail		✓
6	Pass/Fail		✓
7	10		
8	10		
9	10		
10	10		
11	10		
12	10		
13	10		
14	10		
15	5		
16	Pass/Fail		✓
17	Pass/Fail		✓
18	10		
19	5		
20	Pass/Fail		✓
21	Pass/Fail		✓
Total	100		

**Conroe Independent School District
received a rating of**

**A = Superior Achievement
23rd Consecutive Year**

Scoring 98 out of 100 possible points

**The “Superior Achievement” rating is the state’s highest,
demonstrating the quality of Conroe ISD’s financial
management and reporting systems.**



Critical Indicators



Indicator Number 1

Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 2

110

Was there an unmodified opinion in the AFR on the financial statements as a whole?

Conroe ISD's Answer

Yes, an Unmodified Opinion is the highest assurance you can receive from the external auditor. (Pass)

Indicator Number 3

Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?

Conroe ISD's Answer

Yes, we were in compliance with all payment terms. (Pass)

Indicator Number 4

111

Did the school district make timely payments to the Teacher Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?

Conroe ISD's Answer

Yes (Pass)

Solvency Indicators

Indicator Number 5

Was the Total Net Position in the Governmental Activities column in the Statement of Net Position greater than zero?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 6

113

Was the average change in fund balance (assigned and unassigned) over the last 3 years less than a 25 percent decrease **or** did the current year fund balance (assigned and unassigned) exceed 75 days of operational expenditures?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 7

Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures?

Conroe ISD's Answer

Yes, the district had sufficient cash & current investments on hand.

Conroe ISD received a 8 out of 10 possible points.

Indicator Number 8

114

Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 9

Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If the district has at least 60 days cash on hand the district automatically passes this indicator.

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 10

115

This indicator is not being evaluated.

Conroe ISD's Answer

10 out of 10 possible points

Indicator Number 11

Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the district's increase of students in membership over the last 5 years was 7% or more, the district automatically passes this indicator.)

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 12

116

What is the correlation between future debt requirements and the district's assessed property value?

Conroe ISD's Answer

10 out of 10 possible points

Indicator Number 13

Was the school district's administrative cost ratio equal to or less than the threshold ratio?

Conroe ISD's Answer

Yes, 10 out of 10 possible points

State's acceptable administrative cost ratio to received a 10 is $\leq 8.55\%$

Conroe ISD's ratio 4%

Indicator Number 14

117

Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If student enrollment increased, the district automatically passes this indicator.)

Conroe ISD's Answer

Yes, 10 out of 10 possible points



Financial Competence Indicators



Indicator Number 15

Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections?

Conroe ISD's Answer

Yes, 5 out of 5 possible points

Indicator Number 16

119

Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?

Conroe ISD's Answer

Yes, (Pass), zero variances

Indicator Number 17

Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern?

Conroe ISD's Answer

We received a clean audit. (Pass)

Indicator Number 18

120

Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds?

Conroe ISD's Answer

We received a clean audit. Received 10 out of 10 possible points.

Indicator Number 19

Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?

Conroe ISD's Answer

Yes. Received 5 out of 5 possible points.

Indicator Number 20

121

Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 21

Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?

Conroe ISD's Answer

Pass

The FIRST report along with the additional required disclosures including the Superintendent's Contract and the Annual Financial Management Report can be found on the District's transparency website.

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<https://www.conroeisd.net/o/cisd/page/financial-transparency>



Thank you

Discuss and Possibly Adopt Revisions to Board Policy BED (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy BED (Local) Board Meetings: Public Participation.

Explanation:

The Administration recommended revisions to Board Policy BED (Local) Board Meetings: Public Participation. The Administration recommends that the updated Local Board Policy BED (Local) be adopted as presented.

Policy Reference: BED Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Limit on Participation	Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.
Public Comment	<u>Parents of students currently enrolled in the District shall be allowed to speak first during the citizenship participation portion of any public board meeting [See BED.]. The District shall make provision to ensure that parents are identified.</u>
Regular Meetings	At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.
Special Meetings	At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.
Procedures	Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Public comment shall occur at the beginning of the meeting. Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed five minutes per meeting.
Meeting Management	When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on nonagenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.
Board's Response	Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.
<u>Complaints Grievances and Concerns</u>	The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution: • Employee <u>complaints grievances</u>: DGBA • Student or parent <u>complaints grievances</u>: FNG • Public <u>complaints grievances</u>: GF
Disruption	The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

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Discuss and Possibly Adopt Revisions to Board Policy DF (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy DF (Local) Termination of Employment.

Explanation:

The Administration recommended revisions to Board Policy DF Termination of Employment. The Administration recommends that the updated Local Board Policy DF (Local) be adopted as presented.

Policy Reference: DF Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Termination of Employment

DF
(Local Policy)

**Board's Designee for
Certain Termination
Actions**

The Superintendent shall serve as the Board's designee to suspend a contract employee without pay, provide written notice that the person's contract is void, and terminate employment as soon as practicable when the District:

1. Receives notice that an individual's certificate has been revoked by the State Board for Educator Certification (SBEC) for reasons that require immediate action by the District; or
2. Becomes aware that a contract employee has been convicted of or has received deferred adjudication for a felony offense.

[See also DFAA, DFBA, and DFCA, as appropriate.]

Prohibited Actions

**Diversity, Equity, and
Inclusion Duties**

District employees and contractors shall be prohibited from intentionally or knowingly engaging in or assigning to another person diversity, equity, and inclusion duties as defined in EMB (Local).

A violation of this prohibition shall be cause for appropriate discipline, including termination. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

**Assistance with Social
Transitioning**

District employees shall be prohibited from assisting a student enrolled in the District with social transitioning as defined in EMB (Local), including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning.

A violation of this prohibition shall be cause for appropriate discipline, including termination. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

Unless required by state or federal law, the fundamental rights granted to parents by their Creator and upheld by the United States Constitution, the Texas Constitution, and the laws of this state, including the right to direct the moral and religious training of the parent's child, make decisions concerning the child's education, and consent to medical, psychiatric, and psychological treatment of the parent's child under Section 151.001, Family Code, may not be infringed on, unless the infringement is: (1) necessary to further a compelling state interest, such as providing life-saving care to a child; and (2) narrowly tailored using the least restrictive means to achieve that compelling state interest. Unless otherwise provided by law, employees shall comply with this section and may not limit parental rights or withhold information from a parent regarding the parent's child.

A violation of this prohibition shall be cause for appropriate discipline, including termination. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

**Student Health Care
Without Parental
Consent**

In accordance with S.B. 12 (89th Texas Legislature, R.S.), an employee or contractor of the district must generally obtain the written consent of a child's parent in the manner required by law before the employee or contractor may: (1) conduct a psychological or psychiatric examination or[,] test, or psychological or psychiatric treatment, unless the examination, test, or treatment is required under Section 38.004 or state or federal law regarding requirements for special education; [or] (2) make or authorize the making of a videotape of a child or record or authorize the recording of a child's voice; (3) unless authorized by other law: (A) disclose a child's health or medical information to any person other than the child's parent; or (B) collect, use, store, or disclose to any person other than the child's parent a child's biometric identifiers; or (4) provide health care services or medication or conduct a medical procedure.

A violation of this prohibition shall be cause for appropriate discipline, including termination. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

**Prohibition of Violation of
Texas Education Code
Section 28.0022**

In accordance with S.B. 12 (89th Texas Legislature, R.S.), an employee or contractor shall not intentionally or knowingly engage in or assigns to another person an act prohibited by Texas Education Code Section 28.0022 or EMB (Local).

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Termination of Employment

DF
(Local Policy)

A violation of this prohibition shall be cause for appropriate discipline, including termination. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

Employee Rights

A contract employ disciplined under this policy must receive adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions.

Policy Notification

The District shall make available a physical and electronic copy of this Policy and procedure to each district or school employee or contractor.

Discuss and Possibly Adopt Revisions to Board Policy DGBA (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy DGBA (Local) Personnel-Management Relations: Employee Complaints/Grievances.

Explanation:

The Administration recommended revisions to Board Policy DGBA Personnel-Management Relations: Employee Complaints/Grievances. The Administration recommends that the updated Local Board Policy DGBA (Local) be adopted as presented.

Policy Reference: DGBA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Complaints

~~In this policy, the terms "complaint" and "grievance" shall have the same meaning.~~

Other Complaint Grievance Process

Employee complaints grievances shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with DGBA after the relevant complaint-grievance process:

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

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Notice to Employees

The District shall inform employees of this policy through appropriate District publications.

Guiding Principles

Informal Process

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

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

Direct Communication With Board Members

Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.

Formal Process

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

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

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

Personnel-Management Relations Employee Complaints/Grievances

DGBA
(Local Policy)

Freedom From Retaliation

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

Whistleblower Complaints Grievances

Whistleblower complaints grievances shall be filed within the time specified by law and may be made to the Superintendent or designee beginning at Level Two. Timelines for the employee and the District set out in this policy may be shortened to allow the Board to make a final decision within 60 calendar days of the initiation of the complaint grievance. [See DG]

**Complaints Grievances
Against Supervisors**

Complaints Grievances alleging a violation of law by a supervisor may be made to the Superintendent or designee. Complaint Grievance forms alleging a violation of law by the Superintendent may be submitted directly to the Board or designee.

General Provisions

Filing

Complaint Grievance forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

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Scheduling Conferences

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

Response

At Levels One and Two, "response" shall mean a written communication to the employee from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

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

Representative

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

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

Consolidating Complaints Grievances

Complaints Grievances arising out of an event or a series of related events shall be addressed in one complaint grievance. Employees shall not file separate or serial complaints grievances arising from any event or series of events that have been or could have been addressed in a previous complaint grievance.

When two or more complaints grievances are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the District may consolidate the complaints grievances.

Untimely Filings

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

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

Costs Incurred

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

Complaint Grievance And
Appeal Forms

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

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

A complaint grievance or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Audio Recording

As provided by law, an employee shall be permitted to make an audio recording of a conference or hearing under this policy at which the substance of the employee's complaint grievance is discussed. The employee shall notify all attendees present that an audio recording is taking place.

Recusal

A District employee or Board member involved in reviewing a grievance must recuse himself or herself from the review process if that employee or Board member is the subject of the grievance. If a Board member files a grievance, he or she shall be prohibited from voting on matters related to that grievance. If the designated administrator at any level of the review process is required to recuse himself or herself, the grievance shall be subject to a higher level of review.

Grievance Record

At each level of the grievance review process, a record shall be created and retained by the District. This record shall include:

1. Documents submitted by the person who filed the grievance or determined relevant by school district personnel; and
2. A written record of the decision, including an explanation of the basis for the decision and an indication of each document that supports the decision.

The person who filed the grievance may supplement the record with additional documents or add additional claims.

Remand

At any time, a grievance may be remanded to a lower level of review to develop a record, including when a grievance is pending before the Board of Trustees.

Personnel-Management Relations Employee Complaints/Grievances

DGBA
(Local Policy)

Decisions Made on the Merits

At each level in the grievance review process, the District shall is-sue a decision on the merits of the concern raised in the grievance, notwithstanding procedural errors or the type of relief requested.

Level One

Complaint Grievance forms must be filed:

1. Within ~~15~~ 60 calendar days of the date the employee first knew ~~, or with reasonable diligence should have known, of the decision or action or had reason to know of the facts~~ giving rise to the ~~complaint or~~ grievance; ~~and, or the later of:~~
 - A. 90 calendar days of the date the employee first knew or had reason to know of the facts giving rise to the grievance if the employee engaged in informal attempts to resolve the grievance, or
 - B. 30 calendar days from the date on which the District provided information to the grievant regarding how to file the grievance; and
2. With the principal's or principal's designee's office at the school campus at which the student attends or at which the facts giving rise to the grievance occurred, or, for a grievance that arises from a subject matter unrelated to a campus, with an administrator at the District's central office District's legal office.

In most circumstances, employees on a school campus shall file Level One grievances with the campus principal; other District employees shall file Level One grievances with their immediate supervisor.

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If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee or the grievance arises from subject matter unrelated to a specific campus, the grievance may begin at Level Two following the procedure, including deadlines, for filing the grievance form at Level One.

If the complaint grievance is not filed with the District's legal office appropriate administrator as stated above, the receiving administrator must note the date and time the complaint grievance form was received and immediately forward the complaint grievance form to the legal office appropriate administrator as stated above.

The principal, designee, or other appropriate administrator hearing officer shall investigate as necessary and schedule a conference with the employee within ten calendar days after ~~receipt of the written complaint the date the grievance was initially filed~~. The principal, designee, or other appropriate administrator hearing officer may set reasonable time limits for the conference.

~~Absent extenuating circumstances,~~ The principal, designee, or other appropriate administrator hearing officer shall provide the employee a written response within ten 20 calendar days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the principal, designee, or other appropriate administrator hearing officer may consider information provided at the Level One conference and any other relevant documents or information the administrator hearing officer believes will help resolve the complaint grievance.

Level Two

If the employee did not receive the relief requested at Level One or if the time for a response has expired, the employee may request to appeal the Level One decision. The designated Level Two administrator shall be the Superintendent or the Superintendent's designee at the District's central office.

The appeal notice must be filed in writing, on a form provided by the District's ~~legal office~~, within ten 20 calendar days of the date of the written Level One response or, if no response was received, within ten 20 calendar days of the Level One response deadline.

After receiving notice of the appeal, the Level One principal, designee, or other appropriate administrator

hearing-officer who considered the grievance at Level One shall prepare and forward a record of the Level One complaint grievance to the Level Two administrator hearing-officer and the legal-office. The employee may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint grievance form and any attachments.
2. All other documents submitted by the employee at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator hearing-officer in reaching the Level One decision.

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

The Superintendent or designee Level Two hearing-officer shall provide the employee a written response within ten days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the Superintendent or designee hearing-officer may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee hearing-officer believes will help resolve the complaint grievance.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District's legal-office, within ten 20 calendar days of the date of the written Level Two response or, if no response was received, within ten 20 calendar days of the Level Two response deadline.

The Board may delegate the authority to hear and decide a grievance to a committee of at least three members composed only of members of the Board. For purposes of an appeal to the Commissioner of Education under Texas Education Code § 7.057, a decision by this committee constitutes a decision of the Board.

The legal-office Superintendent or designee shall inform the employee of the date, time, and place of the Board meeting at which the complaint grievance will be on the agenda for presentation to the Board. The Board or its committee must hold a meeting to discuss the grievance not later than the 60th day after the date on which the previous decision on the grievance was made.

The legal-office Superintendent or designee shall provide the Board the record of the Level Two appeal. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.

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4. All other documents relied upon by the administration hearing officer in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration Board of Trustees intends to rely on evidence not included in the Level Two record, the administration Superintendent or designee shall provide the employee a description notice of the nature of the evidence or other information the Board intends to rely on at least three five days before the hearing.

The employee may request that the hearing or meeting at which the meeting will be discussed be open or closed, unless otherwise required by law. If the employee does not make this request, the District Board shall determine whether the complaint grievance will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

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

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

The Board shall then consider the complaint grievance. ~~It The Board shall may make and~~ give notice of its decision orally or in writing ~~at any time up to and including the next regularly scheduled Board meeting not later than the 30th day after the date on which the Board or its committee considers the grievance. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.~~

Report to TEA

The District shall annually submit to TEA a report on grievances filed in the District during the preceding year. For each grievance included on the report, the District shall include the resolution of the grievance and any corrective action taken.

Availability of Policy

The following shall be made available in a prominent location on the District's website and included in the Student Handbook:

- This policy;
- The grievance and appeal forms referenced in this policy;
- The method by which a grievance may be filed electronically.

Appeal To Commissioner

Except as may be provided to the contrary by state or federal law or other District policies, Level Three decisions by the Board may be appealed to the Commissioner of Education.

LEVEL ONE GRIEVANCE
DGBA: EMPLOYEE GRIEVANCE

To file a formal grievance, please complete these forms and submit by hand delivery, fax, email, or U.S. Mail to the campus principal's office, within 60 days of the date the grievant first knew or had reason to know of the facts giving rise to the grievance, or the later of (i) 90 days after the grievant first knew or had reason to know of the facts giving rise to the grievance if the grievant engaged in informal attempts to resolve the grievance, or (ii) 30 days after the District provided information to the grievant regarding how to file the grievance. The District promotes informal resolution of grievances and encourages employees to discuss their concerns with the appropriate teacher, principal, supervisor or other campus administrator who has the authority to address the concerns.

Grievant's Name: _____ Position: _____
Email Address: _____ Telephone: _____
Mailing Address: _____
Date of Incident: _____ Date Grievance Submitted: _____
School/Campus: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____
Address: _____
Email address: _____

Please attach to this form all documents you believe support your grievance. Grievance forms that are incomplete in any material way may be dismissed but may be re-filed with the required information if the grievance form is filed within the designated timelines set forth in Board Policy DGBA.

Grievant's Signature: _____
Date: _____

FOR DISTRICT USE ONLY:

Received By: _____
Date: _____

(if applicable) Form was forwarded to campus principal's office (check one): Yes: ☐ No: ☐
(if applicable) Form was forwarded to central administration office (check one): Yes: ☐ No: ☐

Please state the facts giving rise to your grievance, including the date of occurrence. If possible, include a citation to the statute, policy, or District practice allegedly violated. Please attach all supporting documentation.

Please state any informal attempts to resolve the grievance, if applicable. Include the date(s) the informal resolution attempt was undertaken.

Please state your requested remedy.

FOR DISTRICT USE ONLY:

Assigned Administrator: _____ Schedule Hearing Before: _____

Disposition: _____

Administrator's Signature: _____ Date: _____

LEVEL TWO GRIEVANCE (APPEAL OF LEVEL ONE)
DGBA: EMPLOYEE GRIEVANCE

This appeal form is to be used by grievants who are not satisfied with the decision received at Level One. To appeal a Level One decision, or the lack of a timely response after a Level One conference, to a Level Two hearing, please complete this form and submit by hand delivery, fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level One response. The appeal will be handled in accordance with DGBA.

Grievant's Name: _____ Position: _____
Email Address: _____ Telephone: _____
Mailing Address: _____
Date of Incident: _____ School/Campus: _____
Date of Level One Conference: _____ Level One Administrator: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____
Address: _____
Email address: _____

The District will attach a copy of your grievance form from Level One and all supporting documentation, as well as the response from the District at Level One and all other documents relied upon by the Level One administrator in reaching the Level One decision, as applicable.

Grievant's Signature: _____
Date: _____

FOR DISTRICT USE ONLY:

Received By: _____
Date: _____
(if applicable) Form was forwarded to: _____ Date: _____

[illegible]

Please state your requested remedy.

Assigned Administrator: _____ Schedule Hearing Before: _____

Disposition: _____

Administrator's Signature: _____ Date: _____

LEVEL THREE GRIEVANCE (APPEAL OF LEVEL TWO)
DGBA: EMPLOYEE GRIEVANCE

This appeal form is to be used by grievants who are not satisfied with the decision received at Level Two. To appeal a Level Two decision, or the lack of a timely response after a Level Two conference, to a Level Three hearing, please complete this form and submit by hand delivery fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level Two response. The appeal will be handled in accordance with DGBA. Level Three hearings are held in front of the Board of Trustees or a committee of at least three members composed only of members of the Board.

Grievant's Name: _____ Position: _____

Email Address: _____ Telephone: _____

Mailing Address: _____

Date of Incident: _____ School/Campus: _____

Date of Level One Conference: _____ Level One Administrator: _____

Date of Level Two Conference: _____ Level Two Administrator: _____

Request for Level Three Hearing to be open or closed (*not required*): _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____

Address: _____

Email address: _____

**The District will attach a copy of the Level One record, the notice of appeal from Level One
ot Level Two, the written response issued at Level Two and any attachments, a summary of
all previous oral testimony, and all other documents relied upon by the administration in
reaching the Level Two decision, as applicable.**

Grievant's Signature: _____

Date: _____

FOR DISTRICT USE ONLY:

Received By: _____

Date: _____

(if applicable) Form was forwarded to: _____ Date: _____

Please state your disagreement with the decision received at Level Two.

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on the right side, suggesting it's resting on a surface.

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Please state your requested remedy.

FOR DISTRICT USE ONLY:

Schedule Hearing Before: _____

Discuss and Possibly Adopt Revisions to Board Policy EA (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy EA (Local) Instructional Goals and Objectives.

Explanation:

The Administration recommended revisions to Board Policy Instructional Goals and Objectives. The Administration recommends that the updated Local Board Policy EA (Local) be adopted as presented.

Policy Reference: EA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Availability of
Instructional Plan or
Course Syllabus

At the beginning of each semester, the District shall post on its website an instructional plan or course syllabus for each class offered in the District that semester.

In order for the District to make this required posting, each teacher shall provide a copy of the instructional plan or course syllabus for each class for which the teacher provides instruction to:

1. District administration; and
2. The parent of each student enrolled in the class.

Additionally, each teacher shall provide for additional copies of the instructional plan or course syllabus for each class for which the teacher provides instruction to be made available to a parent of a student enrolled in the class on the parent's request.

Discuss and Possibly Adopt Revisions to Board Policy EMB (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy EMB Miscellaneous Instructional Policies: Teaching About Controversial Issues.

Explanation:

The Administration recommended revisions to Board Policy EMB Miscellaneous Instructional Policies: Teaching About Controversial Issues. The Administration recommends that the updated Local Board Policy EMB be adopted as presented.

Policy Reference: EMB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Subject Person Defined

As used in this policy, "Subject Persons" means those persons who (1) are employed by the District, (2) volunteer time or services on behalf of the District (3) directly interact with District students including contractors, vendors, and other individuals.

The District shall address controversial topics in an impartial and objective manner. Subject Persons Teachers shall not ~~use the classroom to~~ transmit personal beliefs regarding political or sectarian issues. Subject Persons and sStudents and educators shall ensure that, to the extent possible, discussions are conducted fairly and courteously.

~~As used in this policy, "Subject Persons" means those persons who (1) are employed by the District, (2) volunteer time or services on behalf of the District or (3) directly interact with District students.~~

Controversial Selection of Topics

Unless required by state or federal law or the Texas Essential Knowledge and Skills, Subject Persons Teachers shall not be compelled to discuss widely debated and currently controversial issues of public policy or social affairs. However, in the event a Subject Person-teacher chooses to discuss a topic described above or it is required by state or federal law or the Texas Essential Knowledge and Skills, the Subject Person-teacher must explore that topic objectively and in a manner free from political bias. In guiding ~~classroom~~ discussion of controversial issues, Subject Persons-teachers shall comply with the instructional requirements and prohibitions imposed under Texas law and by the District. In addition, the Subject Person-teacher shall be certain that:

1. The issue in question is within the range, knowledge, maturity, Texas Essential Knowledge and Skills for that grade level, and comprehension of the students.
2. The issue is current and educationally significant.
3. The consideration of the issue does not interfere with required instruction.
4. Sufficient relevant information on all aspects of the issue is provided.

If a Subject Person-teacher is unsure about a topic of discussion or about the methods to employ, the Subject Person-teacher may discuss the issue with the principal.

Classroom Discussion

In guiding ~~classroom~~ discussion of controversial issues, Subject Persons-teachers shall:

1. Foster students' critical thinking skills.
2. Encourage discussion based on rational analysis.
3. Create an atmosphere in which students learn to respect others' opinions and disagree courteously.
4. Ensure that multiple viewpoints about the issue are presented by introducing an unexpressed viewpoint when necessary.
5. Avoid any attempt to coerce or persuade students to adopt the teacher's point of view.
6. Comply with the instructional requirements and prohibitions imposed under Texas law.

Holidays or Commemorative Months

In accordance with S.B. 12, (89th Texas Legislature), the District may acknowledge or teach the significance of state and federal holidays or commemorative months only if:

1. The federal or state holiday or commemorative month is established through a Presidential Proclamation, Congressional law or Resolution, Gubernatorial Proclamation, or Texas legislative law or Resolution; and
2. Fits into the themes of history and the stories of this state and the United States of America in accordance with the TEKS under Subchapter A, Chapter 28.

Certain Instructional Requirements and Prohibitions

Except as required by state or federal law, tThe District, including Subject Persons its teachers, and administrators, or any third party, shall not:

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Miscellaneous Instructional Policies:
Teaching About Controversial Issues

EMB
(Local Policy)

1. Require, teach, make part of a course or training, provide guidance or activities, discuss, require an understanding, or otherwise instruct any Subject Persons or students that:
 - a. One race or sex is inherently superior to another race or sex;
 - b. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
 - c. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
 - d. An individual's moral character, standing, or worth is partially or necessarily determined by the individual's race or sex;
 - e. An individual, by virtue of the individual's race or sex, bears responsibility, blame, discomfort, anguish, ~~or~~ guilt, or any other form of psychological distress for actions committed by other members of the same race or sex;
 - f. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race or group to oppress members of another race or group;
 - g. The delivery of slaves and the advent of slavery in the territory that is now the United States constituted the true founding of the United States; ~~or~~
 - h. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality; or
 - i. Make unpatriotic or anti-American sentiments.
2. Teach, instruct, train, introduce, discuss or require an understanding of The 1619 Project, which began as a compilation of essays, poems, and other works originally published in The New York Times Magazine in August 2019 but has become the impetus for the development of resources, programs, and curricula for educators; or
3. Teach, instruct, advocate, promote, or discuss any ideas, beliefs, concepts, theories, principles, rules, thoughts, or impressions that have any connection to, relationship with, refer to, are influenced by, or are otherwise consistent with so-called "Critical Race Theory" or systemic discrimination ideologies, including, but not limited to, those ideologies set forth in this section of this policy, as such ideologies have been understood, developed, taught, interpreted, defined/redefined by individuals, organizations, and others who have created, defined, redefined, interpreted, taught, instructed, advocated, promoted, or discussed or used to understand so-called "Critical Race Theory" or systemic discrimination ideologies. This subsection, along with subsection (1) and (2) above, shall be collectively referred to as "Critical Race Theory or Systemic Discrimination Ideologies" or "CRT/SDI". Critical Race Theory and Systemic Discrimination Ideologies are generally defined as academic frameworks that laws, policies, and institutions create and maintain racial inequality, even when they appear neutral.

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Except as required by state or federal law, no private funding shall be accepted by the District for the purposes of curriculum development, purchase or choice of curricular materials, teacher training, or professional development pertaining to the above topics or Board Policy CH (Local), EFA (Local) or EFB (Local).

Student Lobbying for
Course Credit

In accordance with HB 3979 (87th Texas Legislature), no employee shall require, make part of a course, or award course grading or credit including extra credit for, student work for, affiliation with, or service learning in association with any organization engaged in lobbying for legislation at the local, state or federal level, or in social or public policy advocacy. No employee shall require, make part of a course, or award course grading or credit including extra credit for, political activism, lobbying, or efforts to persuade members of the legislative or executive branch to take specific actions by direct communication at the local, state or federal level, or any practicum or like activity involving social or public policy advocacy.

Instruction on Human
Sexuality

No human sexuality instruction may be provided that is inconsistent with the Texas Essential Knowledge and Skills. In accordance with S.B. 12, (89th Texas Legislature), before a student may be provided with

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human sexuality instruction by a Subject Person, the District must obtain the written consent of the student's parent. A request for written consent under this subsection:

1. May not be included with any other notification or request for written consent provided to the parent, other than the notice, and
2. Must be provided to the parent not later than the 30th day before the date on which the human sexuality instruction begins.

The consent must include:

1. A clear, plain-language summary of the human sexuality curriculum (topics covered, objectives, grade-appropriateness).
2. Identification of whether outside speakers or third-party curriculum providers will be used.
3. Dates and class periods when the instruction will occur.
4. A statement that participation requires written parental consent under S.B. 12.
5. Confirmation that the notice is provided at least 30 days prior to instruction (to comply with subsection (2)).
6. An explanation of the right to review the instructional materials before consenting.
7. A statement of the parent's right to withhold consent without penalty to the student.
8. A reminder that parents may revoke consent at any time by written notice.
9. Clear checkboxes or signature lines for: "I give my consent for my child to participate in human sexuality instruction," or "I do not give my consent for my child to participate," and Space for parent/guardian signature and date.
10. Name and contact information for the administrator or office handling the curriculum (so parents can ask questions or review materials).

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**Pornographic Material
Prohibition**

Pornographic material includes, but not limited to, "Harmful material" as defined by Section 43.24, Penal Code; "indecent content" that portrays sexual or excretory organs or activities in a way that is patently offensive; "profane content" including grossly offensive language that is considered a public nuisance; a library material rated sexually explicit material by the selling library material vendor; "sexually explicit material" as defined by Education Code 33.021; library material containing indecent content or profane content; any material that is pervasively vulgar or educationally unsuitable as referenced in Board of Education v. Pico; any material that refers a person to an Internet website containing pornographic material as described in this section of this Policy, including by use of a link or QR code, as defined by Section 443.001 of the Texas Health and Safety Code, or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL) and EMB(Local)]. The possession, acquisition, and purchase of pornographic library materials is prohibited.

Unless required by state or federal law or the Texas Essential Knowledge and Skills, instructional materials and library materials shall not include pornographic materials. Subject persons shall not instruct, or train any Subject Person to teach, support, or promote Pornographic Material.

**Diversity, Equity, and
Inclusion**

Definitions

In accordance with S.B. 12, (89th Texas Legislature), diversity, equity, and inclusion duties means:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Required any District employee or student to engage in training, orientation, or therapy that presents any form of race or sex stereotyping or blame on the basis of race or sex. (HB 3979, 87th Texas Legislature).
4. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation except: (A) for the purpose of student recruitment efforts by colleges and universities designated as historically

- black colleges and universities in collaboration with school districts or open-enrollment charter schools; or (B) as necessary to comply with state or federal law.
5. Developing or producing Equity Audits based on race, color, ethnicity, gender identity, or sexual orientation, except the District may analyze school-based cause and take steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Texas Education Code Section 39.053.
 6. Establishing offices or employment positions or assignments related to diversity, equity, and inclusion duties.

Inclusion Statement

In accordance with S.B. 12, (89th Texas Legislature), the District may not compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

Prohibition

In accordance with S.B. 12, (89th Texas Legislature), except as required by state or federal law, a school district: (1) may not assign diversity, equity, and inclusion duties to any person; and (2) shall prohibit a district employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district.

Contracting
Clarification

Nothing in this Policy may be construed to limit or prohibit the District from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law.

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**Social and Emotional
Learning Concepts**

Most traditional social and emotional learning (SEL) teachings are consistent with the District's general education goals, particularly concepts relating to the development of self-awareness, individualism, self-reliance, self-motivation, communication, conflict resolution, and interpersonal skills that are vital for academic, professional, and life success.

However, some SEL concepts can be potentially divisive, conflict with District policy, and be inconsistent with the District's education goals. As such, the District, including its Subject Persons, shall not teach, instruct, train or otherwise require any Subject Person or any individual or group, to adopt, support, or otherwise promote SEL concepts that are divisive, conflict with District policy, or are inconsistent with the District's education goals.

For the avoidance of doubt, the District will continue to support and promote the following ideologies and concepts, which are consistent with the positive components of SEL and with the general educational goals of the state and District: individualism; a rejection of victimhood mentality; conflict resolution techniques; aspiration to serve as entrepreneurs and spiritual and community leaders; financial self-sufficiency; importance of the nuclear family; liberty, hard work and perseverance as the basis for a successful society; and the virtues of self-discipline, forgiveness, patience, kindness, determination, hope, thankfulness, reliability, honesty, industry and responsibility.

**Gender Fluidity Identity
and Sexual Orientation**

~~The District, including its Subject Persons, shall not teach, instruct, train or otherwise require any Subject Person or any individual or group, to adopt, support or otherwise promote Gender Fluidity (as defined herein). Additionally, Subject Persons shall not teach, instruct, train, or otherwise require any other Subject Person to teach, instruct, train, or otherwise communicate to any individual or group topics regarding sexual orientation or gender identity.~~

Definitions

For purposes of this policy, "Gender ~~Identity~~Fluidity" means any belief, theory or ideology that:

1. Espouses the view that gender is merely a social construct;
2. Espouses the view that it is possible for a person to be any gender or none (i.e., non-binary);
3. Espouses the view that an individual's biological sex should attempt to be changed to "match" a gender different from that person's biological sex; and

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4. Supports hormone therapy or other medical treatments or procedures to temporarily or permanently alter a person's body so that it "matches" a gender different from that person's biological sex.

Sexual orientation means sexual attraction a person feels toward others, such as attraction to the opposite sex, the same sex, both, or neither, including heterosexual, homosexual – attraction to the same sex, bisexual – attraction to more than one sex, or other orientations (e.g., asexual, pansexual).

Prohibitions

In accordance with S.B. 12, (89th Texas Legislature), the District shall not allow Subject Persons to provide instruction, guidance, activities, or programming regarding sexual orientation or gender identity or fluidity to students enrolled in prekindergarten through 12th grade.

A Subject Person may not use, or permit others to use, any District resource, funds, property, or personnel to adopt, support, or promote Gender Identity Fluidity or sexual orientation as defined herein.

This section may not be construed to:

1. Limit a student's ability to engage in speech or expressive conduct protected by the First Amendment to the United States Constitution or by Section 8, Article I, Texas Constitution, that does not result in material disruption to school activities;
2. Limit the ability of a person who is authorized by the district to provide physical or mental health-related services to provide the services to a student, subject to any required parental consent; or
3. Prohibit an organization whose membership is restricted to one sex and whose mission does not advance a political or social agenda from meeting on a District.

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Social Transitioning

In accordance with S.B. 12, (89th Texas Legislature), social transitioning means a person's transition from the person's biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person's biological sex at birth.

The District shall prohibit any Subject Person from assisting a student enrolled in the district with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning.

Pronoun Usage

The District ~~will not promote, require or encourage~~ shall prohibit the use of pronoun identifiers for students, ~~or any Subject Persons teachers or any other persons~~ in any manner that is inconsistent with the biological sex of such person as listed on:

1. The student's official birth certificate; or
2. If the student's official birth certificate is unobtainable, another government-issued record.

A Subject Person shall not be permitted to require or request a student to use a pronoun to refer to such Subject Person in a manner that is inconsistent with the biological sex of such Subject Person as listed on:

1. The Subject Person's official birth certificate; or
2. If the Subject Person's official birth certificate is unobtainable, another government-issued record.

Prohibited Terms

The District shall not permit its Subject Persons to use the term "Latinx" but shall instead use the terms "Hispanic," "Hispanics," "Latino," "Latinos," "Latina" or "Latinas."

The District shall not permit its Subject Persons to use the term "minor-attracted person" and shall require the use of the term "pedophile" for any reference to sexual acts or attraction to students. Any Instructional Materials that speak to or reference pedophilia should only refer to it as an abhorrent crime.

**Student First
Amendment Rights**

Nothing in this Policy may be construed to affect a student 's rights under the First Amendment to the United States Constitution or Section 8, Article I, Texas Constitution.

**Student or Parent
Concerns**

A parent of a student enrolled in the district or a district employee may report to the board of trustees a suspected violation of the social transitioning section of this ~~gender fluidity and/or pronoun usage~~ policy. The board shall oversee an investigation conducted by the Superintendent for any suspected violation and determine whether the violation occurred. ~~If the board determines that a district employee has violated this policy, the board shall immediately report the violation to the commissioner. Additionally, if the Board determines that a district employee has assisted a student enrolled at the district with social transitioning, the board shall immediately report the violation to the Texas Commissioner of Education.~~

Any other grievances or concerns under this Policy ~~A student or parent with concerns regarding instruction about controversial issues~~ shall be directed to the complaint policy at DGBA (Local), FNG (Local), and GF (Local).

Discipline for Violations

A District employee who knowingly engages in a violation of this Board policy or assigning to another person an act prohibited by this policy shall be cause for appropriate discipline, including termination of District employees and contractors. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.]

Subject Persons, who are not district employees that violate this Board policy may be immediately terminated or removed by the Superintendent or designee. [See CH Local]

Policy Distribution

The District shall make available a copy of this policy to all District Subject Persons.

Superintendent Authority

The Superintendent shall develop policies and procedures to ensure compliance with this Policy. The Superintendent shall certify to the Board of Trustees that the District complies with this Policy not later than February 1, 2026.

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Reference	Title/Topic
Please Note: Text in RED indicates	
1	Subject Person
2	Controversial Topics
3	Controversial Topics

4	Classroom Discussion
5	Holidays or Commemorative Months
6	Certain Instructional Requirements and Prohibitions

7	Certain Instructional Requirements and Prohibitions
8	Certain Instructional Requirements and Prohibitions
9	Certain Instructional Requirements and Prohibitions

10	Certain Instructional Requirements and Prohibitions
11	Student Lobbying for Course Credit

12	Student Lobbying for Course Credit
13	Instruction on Human Sexuality

14	Instruction on Human Sexuality
15	Diversity, Equity, and Inclusion
16	Diversity, Equity, and Inclusion

17	Diversity, Equity, and Inclusion
18	Diversity, Equity, and Inclusion
19	Pornographic Material Prohibition
20	SEL

21	SEL
22	SEL
23	Prohibitions Social Transitioning Pronoun Usage Prohibited
24	Prohibitions Social Transitioning Pronoun Usage Prohibited
25	Prohibitions Social Transitioning Pronoun Usage Prohibited

26	Prohibitions Social Transitioning Pronoun Usage Prohibited
27	Social Transitioning
28	Social Transitioning
29	Social Transitioning
30	Prohibited Terms

31	Prohibited Terms
32	Student or Parent Concerns
33	Student or Parent Concerns
34	Discipline for Violations
35	Superintendent Authority

School Board Policy EMB (Local) as Drafted

There are significant differences between policy and statute.

As used in this policy, “Subject Persons” means those persons who (1) are employed by the District, (2) volunteer time or services on behalf of the District (3)

The District shall address controversial topics in an impartial and objective manner. Subject Persons shall not transmit personal beliefs regarding political or sectarian issues. Subject Persons and students shall ensure that, to the extent possible, discussions are

Unless required by state or federal law, **Subject Persons** shall not be compelled to discuss widely debated and currently controversial issues of public policy or social affairs. However, in the event a **Subject Person** chooses to discuss a topic described above or it is required by state or federal law, the Subject Person must explore that topic objectively and in a manner **free from political bias**. In guiding classroom discussion of controversial issues, **Subject Persons** shall comply with the instructional requirements and prohibitions imposed

In guiding classroom discussion of controversial issues, Subject Persons shall:

1. Foster students' critical thinking skills.
2. Encourage discussion based on rational analysis.
3. Create an atmosphere in which students learn to respect others' opinions and disagree courteously.
4. Ensure that multiple viewpoints about the issue are presented by introducing an unexpressed

In accordance with S.B. 12, (89th Texas Legislature), the District may acknowledge or teach the significance of state and federal holidays or commemorative months only if: 1. The federal or state holiday or commemorative month is established through a Presidential

Except as required by state or federal law, the District, including Subject Persons shall not:

1. Require, teach, make part of a course or training, provide guidance or activities, discuss, require an understanding, or otherwise instruct any Subject Persons or students that:

- a. One race or sex is inherently superior to another race or sex;
- b. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
- c. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
- d. An individual's moral character, standing, or worth is partially or necessarily determined by the individual's race or sex;
- e. An individual, by virtue of the individual's race or sex, bears responsibility, blame, discomfort, anguish, or guilt, or any other form of psychological distress for actions committed by other members of the same race or sex;
- f. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race or group to oppress members of another race or group;
- g. The delivery of slaves and the advent of slavery in the territory that is now the United States constituted the true founding of the United

2. Teach, instruct, train, introduce, discuss or require an understanding of The 1619 Project, which began as a compilation of essays, poems, and other works originally published in The New York Times Magazine in August

3. Teach, instruct, advocate, promote, or discuss any ideas, beliefs, concepts, theories, principles, rules, thoughts, or impressions that have any connection to, relationship with, refer to, are influenced by, or are otherwise consistent with so-called "Critical Race Theory" or systemic discrimination ideologies, including, but not limited to, those ideologies set forth in this section of this policy, as such ideologies have been understood, developed, taught, interpreted, defined/redefined by individuals, organizations, and

No private funding shall be accepted by the District for the purposes of curriculum development, purchase or choice of curricular materials, teacher training, or professional development pertaining to the above topics.

In accordance with HB 3979 (87th Texas Legislature), **no employee** shall require, make part of a course, or award course grading or credit including extra credit for, student work for, affiliation with, or service learning in association with any organization engaged in lobbying for legislation at the local, state or federal level, or in social or public policy advocacy. No employee shall require, make part of a course, or award course grading or credit including extra credit for, political activism, lobbying, or efforts to persuade members of the legislative or

No similar provision in School Board policy.

No human sexuality instruction may be provided that is inconsistent with the Texas Essential Knowledge and Skills. In accordance with S.B. 12, (89th Texas Legislature), before a student may be provided with human sexuality instruction, the District must obtain the written consent of the student's parent. A request for written consent under this subsection: 1. May not be

The consent must include: 1. A clear, plain-language summary of the human sexuality curriculum (topics covered, objectives, grade-appropriateness). 2. Identification of whether outside speakers or third-party curriculum providers will be used. 3. Dates and class periods when the instruction will occur. 4. A statement that participation requires written parental consent under S.B. 12. 5. Confirmation that the notice is provided at least 30 days prior to instruction (to comply with subsection (2)). 6. An explanation of the right to review

In accordance with S.B. 12, (89th Texas Legislature), diversity, equity, and inclusion duties means: 1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws; 2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity; 3. Required any District employee or student to engage in training, orientation, or therapy that presents any form of race or sex stereotyping or blame on the basis of race or sex. 4. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or

In accordance with S.B. 12, (89th Texas Legislature), the District may not compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion

In accordance with S.B. 12, (89th Texas Legislature), except as required by state or federal law, a school district: (1) may not assign diversity, equity, and

Nothing in this Policy may be construed to limit or prohibit the District from contracting with historically underutilized businesses or businesses owned by

Pornographic material includes, but not limited to, “Harmful material” as defined by Section 43.24, Penal Code; “indecent content” that portrays sexual or excretory organs or activities in a way that is patently offensive; “profane content” including grossly offensive language that is considered a public nuisance; a library material rated sexually explicit material by the selling library material vendor; “sexually explicit material” as defined by Education Code 33.021; library material containing indecent content or profane content; any material that is pervasively vulgar or educationally unsuitable as referenced in Board of Education v. Pico; **any material that refers a person to an Internet website**

Most traditional social and emotional learning (SEL) teachings are consistent with the District’s general education goals, particularly concepts relating to the development of self-awareness, individualism, self-reliance, self-motivation, communication, conflict resolution, and interpersonal skills that are vital for academic, professional, and life success.

However, some SEL concepts can be potentially divisive, conflict with District policy, and be inconsistent with the District's education goals. As such, the District, including its Subject Persons, shall not teach, instruct,

For the avoidance of doubt, the District will continue to support and promote the following ideologies and concepts, which are consistent with the positive components of SEL and with the general educational goals of the state and District: individualism; a rejection of victimhood mentality; conflict resolution techniques;

For purposes of this policy, "Gender Identity" means any belief, theory or ideology that:

1. Espouses the view that gender is merely a social construct;
2. Espouses the view that it is possible for a person to be any gender or none (i.e., non-binary);
3. Espouses the view that an individual's biological sex

Sexual orientation means sexual attraction a person feels toward others, such as attraction to the opposite sex, the same sex, both, or neither, including heterosexual, homosexual – attraction to the same sex,

In accordance with S.B. 12, (89th Texas Legislature), the District shall not allow Subject Persons to provide instruction, guidance, activities, or programming regarding sexual orientation or gender identity to students enrolled in prekindergarten through 12th

This section may not be construed to: 1. Limit a student's ability to engage in speech or expressive conduct protected by the First Amendment to the United States Constitution or by Section 8, Article I, Texas Constitution, that does not result in material disruption to school activities; 2. Limit the ability of a person who is authorized by the district to provide physical or mental

In accordance with S.B. 12, (89th Texas Legislature), social transitioning means a person's transition from the person's biological sex at birth to the opposite biological

The District shall prohibit any **Subject Person** from assisting a student enrolled in the district with social transitioning, including by providing any information about social transitioning or providing guidelines

The District will prohibit the use of **pronoun identifiers** for students, or any **Subject Persons** in any manner that is inconsistent with the biological sex of such person as listed on:

1. The student's official birth certificate; or
2. If the student's official birth certificate is unobtainable, another government-issued record.

A Subject Person shall not be permitted to require or request a student to use a pronoun to refer to such Subject Person in a manner that is inconsistent with the

The District shall not permit its employees or any third parties to use the term "Latinx" but shall instead use the

The District shall not permit its Subject Persons to use the term “minor-attracted person” and shall require the use of the term “pedophile” for any reference

A parent of a student enrolled in the district or a district employee may report to the board of trustees a suspected violation of the social transitioning section of this policy. The board shall oversee an investigation conducted by the Superintendent for any suspected

Any other concerns shall be directed to the complaint policy at DGBA (Local), FNG (Local), and GF (Local).

A District employee who knowingly engages in a violation of this Board policy or assigning to another person an act prohibited by this policy shall be cause for appropriate discipline, including termination of District employees and contractors. [See DFAA, DFBA, and DFCA for procedures for discipline, including termination, as appropriate.] Subject Persons,

The District shall provide a copy of this policy to all District employees, parents, volunteers, contractors, and any other third parties in direct contact with students.

Legislation

No similar content in statute.

HB 3979 (87th TX Leg.) provides: (h-3) For any **social studies course** in the required curriculum: (1) a **teacher** may not be compelled to discuss a particular current event or widely debated and currently controversial issue of public policy or social affairs; (2) **a teacher** who

HB 3979 (87th TX Leg.) provides: (h-3) For any **social studies course** in the required curriculum: (1) a **teacher** may not be compelled to discuss a particular current event or widely debated and currently controversial issue of public policy or social affairs; (2) **a teacher** who chooses to discuss a topic described by Subdivision (1) shall, to the best of the teacher's ability, strive to explore the topic from diverse and contending perspectives without giving deference to any one perspective.

HB 3979 (87th TX Leg.) provides: (h-3) For any **social studies course** in the required curriculum: (1) a **teacher** may not be compelled to discuss a particular current event or widely debated and currently controversial issue of public policy or social affairs; (2) a **teacher** who chooses to discuss a topic described by Subdivision (1) shall, to the best of the teacher's ability, strive to explore the topic from diverse and contending perspectives without giving deference to any one perspective.

SB 12 (89th TX Leg. R) provides: (e) Nothing in this section may be construed to: (2) A limit or prohibit a school district from acknowledging or teaching the significance of state and federal holidays or **commemorative months** and how those holidays or

House Bill 3979 (87th Legislature, 2021) provides: (4) a **teacher, administrator, or other employee** of a state agency, school district, or open-enrollment charter school may not: (B) require or make part of a **course** the concept that:

House Bill 3979 (87th Legislature, 2021) provides: (i) one race or sex is inherently superior to another race or sex;

(ii) an individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;

(iii) an individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race;

(iv) members of one race or sex cannot and should not attempt to treat others without respect to race or sex;

(v) an individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;

(vi) an individual, by virtue of the individual's race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;

(vii) an individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of the individual's race or sex;

House Bill 3979 (87th Legislature, 2021) provides: (C) require an understanding of The 1619 Project.

No similar content in statute.

(h-4) A state agency, school district, or open-enrollment charter school may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher

(a) For any course or subject, including an innovative course, for a grade level from kindergarten through grade 12: (3) a school district, open-enrollment charter school, or **teacher** may not require, make part of a course, or award a grade or course credit, including extra credit, for a student's:

(A) work for, affiliation with, or service learning in association with any organization engaged in:

(i) lobbying for legislation at the federal, state, or local level, if the student's duties involve directly or indirectly attempting to influence social or public policy or the

(b) Subsection (a)(3) does not apply to a student's participation in:

(1) community charitable projects, such as building community gardens, volunteering at local food banks, or other service projects;

(2) an internship or practicum:

(A) for which the student receives course credit under a career and technology education program or under the P-TECH program established under Section 29.553; and

(B) that does not involve the student directly engaging in lobbying, social policy advocacy, or public policy advocacy; or

SB 12 (89th TX Leg. R) provides: (i-2) Before a student may be provided with human sexuality instruction, a school district must obtain the written consent of the student 's parent. A request for written consent under this subsection:

(1) may not be included with any other notification or request for written consent provided to the parent, other

No consent form details provided in law.

SB 12 (89th TX Leg. R) provides: (a) In this section, "diversity, equity, and inclusion duties" means:

(1) influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;

(2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;

(3) developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation

SB 12 (89th TX Leg. R) provides: (4) compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving

SB 12 (89th TX Leg. R) provides: (b) Except as required by state or federal law, a school district: (1) may not assign diversity, equity, and inclusion duties to any

Nothing in this section may be construed to: (1) limit or prohibit a school district from contracting with historically underutilized businesses or businesses owned by

SB 13 (89th TX Leg. R) provides: (1) "Harmful material" has the meaning assigned by Section 43.24, Penal Code. (2) "Indecent content" means content that portrays sexual or excretory organs or activities in a way that is patently offensive. (3) "Library material" means any book, record, file, or other instrument or document in a school district 's library catalog. The term does not include instructional material, as defined by Section 31.002, or materials procured for the TexShare consortium under Subchapter M, Chapter 441, Government Code. (4) "Profane content" means content that includes grossly offensive language that is considered a public nuisance. HB 900 (88 Tex. Leg. R) provides: (a) In this section, "sexually explicit material" means any communication, language, or material, including a written description, illustration, photographic image, video image, or audio file,

Not in Texas Law; SB 123 (87th Texas Leg.) provides: Each school district and open-enrollment charter school must adopt a character education program that includes the positive character traits and personal skills listed in Subsection (b). In developing or selecting a character education program under this section, a school district shall consult with a committee selected by the district

No similar content in statute.

No similar content in statute.

No similar content in statute.

No similar content in statute.

SB 12 (89th TX Leg. R) provides: (a) A school district, open-enrollment charter school, or district or charter **school employee** may not provide or allow a third party to provide instruction, guidance, activities, or programming regarding sexual orientation or gender

SB 12 (89th TX Leg. R) provides: This section may not be construed to: (1) limit a student 's ability to engage in speech or expressive conduct protected by the First Amendment to the United States Constitution or by Section 8, Article I, Texas Constitution, that does not result in material disruption to school activities; (2) limit the ability of a person who is authorized by the district to

SB 12 (89th TX Leg. R) provides: (a) In this subchapter, "social transitioning" means a person 's transition from the person 's biological sex at birth to the opposite

SB 12 (89th TX Leg. R) provides: (b) The board of trustees of a school district shall adopt a policy prohibiting an **employee of the district** from assisting a student enrolled in the district with social transitioning,

SB 12 (89th TX Leg. R) provides: (b) The board of trustees of a school district shall adopt a policy prohibiting **an employee of the district** from assisting a student enrolled in the district with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning.

No similar content in statute.

No similar content in statute.

SB 12 (89th TX Leg. R) provides: A parent of a student enrolled in the district or a district employee may report to the board of trustees of the district a suspected violation of the policy adopted under Subsection (b). The board shall investigate any suspected violation and

SB 12 (89th TX Leg. R) provides: A parent of a student enrolled in a school district may seek relief for a violation of this subchapter by filing a grievance through the

SB 12 (89th TX Leg. R) provides: (c) A school district shall adopt a policy and procedure for the appropriate discipline, including termination, of a **district employee or contractor** who intentionally or knowingly engages in or assigns to another person **diversity, equity, and inclusion duties**. The district shall provide a physical and electronic copy of the policy and procedure to each

SB 12 (89th TX Leg. R) provides: (c) A school district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district employee or contractor who intentionally or knowingly engages in or

Key Difference

Definition of Subject Person is not included in Statute. Subject Persons is board and applies to many provisions of EMB.

EMB is much broader than the statute. EMB applies to all courses, not just social studies. EMB applies to all Subject Persons and not just teachers.

EMB is much broader than the statute. EMB applies to action by Subject Persons, not just social studies courses or teachers. EMB requires Subject Persons to do more analysis before presenting topics.

EMB is much broader than the statute. EMB applies to action by Subject Persons, not just social studies courses or teachers. EMB requires Subject Persons to do more analysis before presenting topics.

EMB expands on the Statute by providing that months must be recognized certain government entities.

EMB is much broader than the statute. EMB applies to Subject Persons and provides Subject Persons may not: "Require, teach, make part of a course or training, provide guidance or activities, discuss, require an understanding, or otherwise instruct."

The Statute only applies to employees and student courses.

The lists and wording are slightly different between EMB and the Statute. EMB also prohibits Anti-American/unpatriotic.

EMB is much broader in its description of 1619 Project.

EMB is much broader as it also defines CRT, etc.

Nearly identical.

EMB is broader because it applies to all employees, not just teachers.

EMB does not list the exceptions, but they are required by Statute and will be complied with.

Language is very similar. EMB adds instruction must be consistent with TEKS, so goes further than the statute. EMB provides that parents will have 30 days warning, while the statute only requires 14 days warning.

EMB adds additional information about parental consent.

EMB is slightly broader than statute because it specifically excludes DEI Offices or Equity Audits.

Nearly identical.

Nearly identical.

Nearly identical.

EMB generally goes further than state law by stating it applies to all Subject Persons and providing: "Unless required by state or federal law or the Texas Essential Knowledge and Skills, instructional materials and library materials shall not include pornographic materials. Subject persons shall not instruct, or train any Subject Person to teach, support, or promote Pornographic Material."

EMB is broader than statute as it prohibits Subject Persons from many activities related to Gender Identify or sexual orientation. Statute is directed at employees only does not include all resources, funds, etc.

Language is nearly identical.

Language is nearly identical.

EMB is broader because it applies to all Subject Persons, but statute refers to employees.

EMB is much broader than the Statute and applies to all Subject Persons.

Language is nearly identical.

EMB is broader than statute by allowing that ANY violations of EMB be reported through the grievance process.

EMB is broader than state law. State law applies to employees and contracts under the DEI section only. EMB applies to all Subject Persons and all parts of EMB, not just DEI.

Statute says policies related to DEI must be distributed. EMB is much broader than Statute by requiring EMB be widely distributed.

Needs amendment.

Discuss and Possibly Adopt Revisions to Board Policy FA (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy FA (Local) Parent Rights and Responsibilities.

Explanation:

The Administration recommended revisions to Board Policy FA Parent Rights and Responsibilities. The Administration recommends that the updated Local Board Policy FA (Local) be adopted as presented.

Policy Reference: FA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Parental Engagement

Parents of students enrolled in the District may submit comments to campus or District administrators and the Board of Trustees through an online portal made available on the District's website.

Parents of students currently enrolled in the District shall be allowed to speak first during the citizenship participation portion of any public board meeting [See BED.]. The District shall make provision to ensure that parents are identified.

Board meetings shall be held outside of regular business hours. [See BE.]

Discuss and Possibly Adopt Revisions to Board Policy FFB (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy FFB Student Welfare: Crisis Intervention

Explanation:

The Administration recommended revisions to Board Policy FFB Student Welfare: Crisis Intervention. The Administration recommends that the updated Local Board Policy FFB be adopted as presented.

Policy Reference: FFB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

**Threat Assessment And Safe
And Supportive Team**

In compliance with law, the Superintendent shall ensure that a multidisciplinary threat assessment and safe and supportive team is established to serve each campus. The Superintendent shall appoint team members. The Superintendent of the district shall ensure, to the greatest extent practicable, that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, classroom instruction, special education, school administration, school safety and security, emergency management, and law enforcement. The team shall be responsible for developing and implementing a safe and supportive school program at each campus served by the team and shall support the District in implementing its multi-hazard emergency operations plan.

Training

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

Student Reports

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

Employee Confidentiality

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

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

**Imminent Threats Or
Emergencies**

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

**Threat Assessment
Process**

The District shall develop procedures as recommended by the Texas School Safety Center. In accordance with those procedures and Education Code 37, the threat assessment and safe and supportive team shall conduct threat assessments using a process that includes:

1. Identifying individuals, based on referrals, tips, or observations, whose behavior has raised concerns due to threats of violence or exhibition of behavior that is harmful, threatening, or violent.
2. Before an assessment takes place:
 - a. Notifying the parent of or person standing in parental relation to the student regarding the assessment.
 - b. Providing an opportunity for the parent of or person standing in parental relation to the student to participate in the assessment, either in person or remotely.
 - c. Providing an opportunity for the parent of or person standing in parental relation to the student to submit to the team information regarding the student.
3. Conducting an individualized assessment based on reasonably available information to determine whether the individual poses a threat of violence or poses a risk of harm to self or others and the level of risk.
4. After completing a threat assessment of a student, providing to the parent of or person standing in parental relation to the student the team's findings and conclusions regarding the student.
5. Implementing appropriate intervention and monitoring strategies, if the team determines an individual poses a threat of harm to self or others. These strategies may include referral of a student for a mental health assessment and escalation procedures as appropriate.

For a student or other individual the team determines poses a serious risk of violence to self or others, the team shall immediately report to the Superintendent, who shall immediately attempt to contact the student's parent or guardian. Additionally, the Superintendent shall coordinate with law enforcement

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Student Welfare: Crisis Intervention

FFB
(Local Policy)

authorities as necessary and take other appropriate action in accordance with the District's multihazard emergency operations plan.

For a student the team identifies as at risk of suicide, the team shall follow the District's suicide prevention program. If the student at risk of suicide also makes a threat of violence to others, the team shall conduct a threat assessment in addition to actions taken in accordance with the district's suicide prevention program.

For a student the team identifies as using or possessing tobacco, drugs, or alcohol having a substance abuse issue, the team shall follow the District's substance abuse program.

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

As appropriate, the team may refer a student:

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

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

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Guidance To School Community

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

Reports

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

Discuss and Possibly Adopt Revisions to Board Policy FL (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy FL (Local) Student Records.

Explanation:

The Administration recommended revisions to Board Policy FL Student Records. The Administration recommends that the updated Local Board Policy FL (Local) be adopted as presented.

Policy Reference: FL Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Comprehensive System

The Superintendent or designee shall develop and maintain a comprehensive system of student records and reports dealing with all facets of the school program operation and shall ensure through reasonable procedures that records are accessed by authorized persons only, as allowed by this policy. These data and records shall be stored in a safe and secure manner and shall be conveniently retrievable for use by authorized school officials.

Cumulative Record

A cumulative record shall be maintained for each student from entrance into District schools until withdrawal or graduation from the District.

This record shall move with the student from school to school and be maintained at the school where currently enrolled until graduation or withdrawal. Records for nonenrolled students shall be retained for the period of time required by law. No permanent records may be destroyed without explicit permission from the Superintendent. [See CPC]

Custodian Of Records

The District's general counsel is custodian of all records for currently enrolled students. The District's general counsel is the custodian of records for students who have withdrawn or graduated. The student handbook made available to all students and parents shall contain a listing of the addresses of District schools, as well as the Superintendent's business address.

Types Of Education Records

The record custodian shall be responsible for the education records of the District. These records may include:

1. Admissions data, personal and family data, including certification of date of birth.
2. Standardized test data, including intelligence, aptitude, interest, personality, and social adjustment ratings.
3. All achievement records, as determined by tests, recorded grades, and teacher evaluations.
4. All documentation regarding a student's testing history and any accelerated instruction he or she has received, including any accelerated education plan developed for the student.
5. Health services record, including:
 - a. The results of any tuberculin tests required by the District.
 - b. The findings of screening or health appraisal programs the District conducts or provides. [See FFAB]
 - c. Immunization records. [See FFAB]
6. Attendance records.
7. Student questionnaires.
8. Records of teacher, school counselor, or administrative conferences with the student or pertaining to the student.
9. Verified reports of serious or recurrent behavior patterns.
10. Copies of correspondence with parents and others concerned with the student.
11. Records transferred from other districts in which the student was enrolled.
12. Records pertaining to participation in extracurricular activities.
13. Information relating to student participation in special programs such as at risk, ESOL, bilingual, gifted, dyslexia, or special education.
14. Records of fees assessed and paid.
15. Records pertaining to student and parent complaints.
16. Records relating to school library materials the student obtains from a school library.
17. Other records that may contribute to an understanding of the student.

Access By Parents

The District shall make a student's records available to the student's parents, as permitted by law. The records custodian or designee shall use reasonable procedures to verify the requester's identity before disclosing student records containing personally identifiable information.

Records may be reviewed in person during regular school hours without charge upon written request to the records custodian. For in-person viewing, the records custodian or designee shall be available to explain the record and to answer questions. The confidential nature of the student's records shall be

maintained at all times, and records to be viewed shall be restricted to use only in the Superintendent's, principal's, or school counselor's office, or other restricted area designated by the records custodian. The original copy of the record or any document contained in the cumulative record shall not be removed from the school.

Copies of records are available at a per copy cost, payable in advance. Copies of records must be requested in writing. Parents may be denied copies of records if they fail to follow proper procedures or pay the copying charge. If the student qualifies for free or reduced-price lunches and the parents are unable to view the records during regular school hours, upon written request of a parent, one copy of the record shall be provided at no charge.

A parent may continue to have access to his or her child's records under specific circumstances after the student has attained 18 years of age or is attending an institution of postsecondary education. [See FL(LEGAL)]

Access By School Officials

A school official shall be allowed access to student records if he or she has a legitimate educational interest in the records.

For the purposes of this policy, "school officials" shall include:

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1. An employee, Board member, or agent of the District, including an attorney, a consultant, a contractor, a volunteer, a school resource officer, and any outside service provider used by the District to perform institutional services.
2. An employee of a cooperative of which the District is a member or of a facility with which the District contracts for placement of students with disabilities.
3. A contractor retained by a cooperative of which the District is a member or by a facility with which the District contracts for placement of students with disabilities.
4. A parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.
5. A person appointed to serve on a team to support the District's safe and supportive school program.

All contractors provided with student records shall follow the same rules as employees concerning privacy of the records and shall return the records upon completion of the assignment.

A school official has a "legitimate educational interest" in a student's records when he or she is:

1. Working with the student;
2. Considering disciplinary or academic actions, the student's case, or an individualized education program for a student with disabilities;
3. Compiling statistical data;
4. Reviewing an education record to fulfill the official's professional responsibility; or
5. Investigating or evaluating programs.

**Transcripts And Transfers
Of Records**

The District may request transcripts from previously attended schools for students transferring into District schools; however, the ultimate responsibility for obtaining transcripts from sending schools rests with the parent or student, if 18 or older.

For purposes of a student's enrollment or transfer, the District shall promptly forward in accordance with the timeline provided in law education records upon request to officials of other schools or school systems in which the student intends to enroll or enrolls. [See FD(LEGAL), Required Documentation]
The District may return an education record to the school identified as the source of the record.

**Records Responsibility
For Students In Special
Education**

The director of special education shall be responsible for ensuring the confidentiality of any personally identifiable information in records of students in special education.

A current listing of names and positions of persons who have access to records of students in special education is maintained at the special education department offices and the administrative offices on each campus.

**Procedure To Amend
Records**

Within 15 District business days of the record custodian's receipt of a request to amend records, the District shall notify the parents in writing of its decision on the request and, if the request is denied, of their right to a hearing. If a hearing is requested, it shall be held within 10 District business days after the request is received.

Parents shall be notified in advance of the date, time, and place of the hearing. An administrator who is not responsible for the contested records and who does not have a direct interest in the outcome of the hearing shall conduct the hearing. The parents shall be given a full and fair opportunity to present evidence and, at their own expense, may be assisted or represented at the hearing.

The parents shall be notified of the decision in writing within 10 District business days of the hearing. The decision shall be based solely on the evidence presented at the hearing and shall include a summary of the evidence and reasons for the decision. If the decision is to deny the request, the parents shall be informed that they have 30 District business days within which to exercise their right to place in the record a statement commenting on the contested information and/or stating any reason for disagreeing with the District's decision.

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Directory Information

The District shall not release directory information except to military recruiters, to accredited colleges or institutions of higher learning, or to groups that are affiliated with the District and need such information to provide education services to students (PTO/PTA, booster clubs, school photographers, District consultants, advisers, and the like).

Directory information shall include parent's name, parent's email, student's name, student's email, address, telephone number, school attended, photograph, grade level, degrees and honors received, participation in officially recognized activities and sports, and weight and height of members of athletic teams.

Parents may deny the release of directory information by submitting a form that is available on the District's website.

Discuss and Possibly Adopt Revisions to Board Policy FM (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy FM (Local) Student Activities.

Explanation:

The Administration recommended revisions to Board Policy FM Student Activities. The Administration recommends that the updated Local Board Policy FM (Local) be adopted as presented.

Policy Reference: FM Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

**Extracurricular Activity
Absences**

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed in a school year a maximum of ten extracurricular absences not related to post-district competition, a maximum of five absences for post-district competition prior to state, and a maximum of two absences for state competition.

Use of District Facilities

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

School Insignia

School mascots, colors, emblems, logos, and other insignia approved by the Board when a school campus is opened shall not be changed without the approval of the Superintendent. Schools shall adhere to these adopted items when ordering uniforms, materials, or publications for the school.

**Participation in UIL
Activities**

In accordance with Texas Education Code 33.0834, and except as provided below, an interscholastic athletic team sponsored or authorized by the District may not allow a student to compete in an interscholastic athletic competition sponsored or authorized by the District that is designated for the biological sex opposite to the student's biological sex as correctly stated on:

1. The student's official birth certificate; or
2. If the student's official birth certificate is unobtainable, another government-issued record.

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Student Groups

District may authorize or sponsor a student group. Before a student may participate in a student group, the parent or person standing in parental relation to a student enrolled in the District shall provide written consent for participation.

Prohibitions

The District shall not authorize or sponsor a student group based on sexual orientation or gender identity as defined in EMB (Local).

Student groups shall not violate the prohibition on certain topics found in Board Policies EFA (Local), EFB (Local), EMB (Local) and EMI (Local).

**Holidays or
Commemorative
Months**

If the club wants to acknowledge the significance of a federal or state holiday or commemorative month, consistent with Education Code 11.005(e)(2) and EMB (Local), the club acknowledgment should generally meet a three-prong test:

1. It should acknowledge the significance of a federal or state holiday or commemorative month (established through a Presidential Proclamation, Congressional law or Resolution, Gubernatorial Proclamation, or Texas legislative law or Resolution);
2. It should acknowledge how the holiday or month fits into the themes of history and the stories of this state and the United States of America; and
3. It should be consistent with the Texas Essential Knowledge and Skills (TEKS).

Discuss and Possibly Adopt Revisions to Board Policy FNG (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy FNG (Local) Student Rights and Responsibilities: Student and Parent Complaints/Grievances

Explanation:

The Administration recommended revisions to Board Policy FNG Student Rights and Responsibilities: Student and Parent Complaints/Grievances. The Administration recommends that the updated Local Board Policy FNG (Local) be adopted as presented.

Policy Reference: FNG Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Complaints

~~In this policy, the terms "complaint" and "grievance" shall have the same meaning.~~

Other ~~Complaint~~ Grievance Processes

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

1. ~~Complaints~~ Grievances alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with the FFH series.
2. ~~Complaints~~ Grievances concerning dating violence shall be submitted in accordance with the FFH series.
3. ~~Complaints~~ Grievances concerning retaliation related to discrimination and harassment shall be submitted in accordance with the FFH series.
4. ~~Complaints~~ Grievances concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. ~~Complaints~~ Grievances concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. ~~Complaints~~ Grievances concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. ~~Complaints~~ Grievances concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. ~~Complaints~~ Grievances within the scope of Section 504, including ~~complaints~~ grievances concerning identification, evaluation, or educational placement of a student with a disability, shall be submitted in accordance with FB and the procedural safeguards handbook.
9. ~~Complaints~~ Grievances within the scope of the individuals with Disabilities Education Act, including ~~complaints~~ grievances concerning identification, evaluation, educational placement, or discipline of a student with a disability, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. ~~Complaints~~ Grievances concerning instructional resources shall be submitted in accordance with the EF series.
11. ~~Complaints~~ Grievances concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
12. ~~Complaints~~ Grievances concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. ~~Complaints~~ Grievances concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. ~~Complaints~~ Grievances concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

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

Notice to Students And Parents

The District shall inform students and parents of this policy through appropriate District publications. This grievance policy shall be used to address alleged violations of rights guaranteed by Chapter 26 of the Texas Education Code. [See FA]

Guiding Principles

Informal Process

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

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

Formal Process

A student or parent may initiate the formal process described below by timely filing a written ~~complaint~~ grievance on the District's form.

Even after initiating the formal ~~complaint~~ grievance process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal ~~complaint~~ grievance at any time.

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

Freedom From Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student, ~~or~~ parent, or person standing in parental relation for bringing a concern or ~~complaint~~ grievance.

General Provisions

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Filing

~~Complaint~~ Grievance forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

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

Representative

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

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

Consolidating ~~Complaints~~ Grievances

~~Complaints~~ Grievances arising out of an event, or a series of related events shall be addressed in one ~~complaint~~ grievance. A student or parent shall not file separate or serial ~~complaints~~ grievances arising

from any event or series of events that have been or could have been addressed in a previous **complaint grievance**.

Untimely Filings

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

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

Costs Incurred

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

Complaint Grievance And
Appeal Forms

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

Copies of any documents that support the **complaint grievance** should be attached to the **complaint grievance** form. If the student or parent does not have copies of these documents, they may be presented at the Level One conference. ~~After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.~~

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A **complaint grievance** or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiled is within the designated time for filing.

Recusal

A District employee or Board member involved in reviewing a grievance must recuse himself or herself from the review process if that employee or Board member is the subject of the grievance. If a Board member files a grievance, he or she shall be prohibited from voting on matters related to that grievance. If the designated administrator at any level of the review process is required to recuse himself or herself, the grievance shall be subject to a higher level of review.

Grievance Record

At each level of the grievance review process, a record shall be created and retained by the District. This record shall include:

1. Documents submitted by the person who filed the grievance or determined relevant by school district personnel; and
2. A written record of the decision, including an explanation of the basis for the decision and an indication of each document that supports the decision.

The person who filed the grievance may supplement the record with additional documents or add additional claims.

Remand

At any time, a grievance may be remanded to a lower level of review to develop a record, including when a grievance is pending before the Board of Trustees.

Decisions Made on the
Merits

At each level in the grievance review process, the District shall issue a decision on the merits of the concern raised in the grievance, notwithstanding procedural errors or the type of relief requested.

Level One

Complaint Grievance forms must be filed:

1. Within ~~45~~ 60 calendar days of the date the student or parent (or person standing in parental relation) first knew, or with reasonable diligence should have known, of the decision or

~~action or had reason to know of the facts~~ giving rise to the ~~complaint or~~ grievance, ~~or the~~
~~later of:~~

- a. ~~90 calendar days of the date the student or parent (or person standing in parental relation to a student) first knew or had reason to know of the facts giving rise to the grievance if the grievant engaged in informal attempts to resolve the grievance, or~~
 - b. ~~30 calendar days from the date on which the District provided information to the grievant regarding how to file the grievance; and~~
2. With the ~~principal's or principal's designee's office at the school campus at which the student attends or at which the facts giving rise to the grievance occurred, or, for a grievance that arises from a subject matter unrelated to a campus, with an administrator at the District's central office, District's legal office.~~

~~In most circumstances, students and parents shall file Level One grievances with the campus principal.~~

~~If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee or the grievance arises from subject matter unrelated to a specific campus, the grievance may begin at Level Two following the procedure, including deadlines, for filing the grievance form at Level One.~~

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~~If the complaint grievance is not filed with the District's legal office appropriate administrator as stated above, the receiving administrator must note the date and time the complaint grievance form was received and immediately forward the complaint grievance form to the District's legal office appropriate administrator as stated above.~~

~~The Level One hearing officer principal, designee, or other appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten calendar days after the date the grievance was initially filed receipt of the written complaint. The hearing officer principal, designee, or other appropriate administrator may set reasonable time limits for the conference.~~

~~Absent extenuating circumstances, the The hearing officer principal, designee, or other appropriate administrator shall provide the student or parent a written response within ten 20 calendar days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the hearing officer principal, designee, or other appropriate administrator may consider information provided at the Level One conference and any other relevant documents or information the hearing officer principal, designee, or other appropriate administrator believes will help resolve the complaint grievance.~~

Level Two

~~If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the designated Level Two administrator to appeal the Level One decision. The designated Level Two administrator shall be the Superintendent or the Superintendent's designee at the District's central office.~~

~~The appeal notice must be filed in writing, on a form provided by the District's legal office, within ten 20 calendar days of the date of the written Level One response or, if no response was received, within ten 20 calendar days of the Level One response deadline.~~

~~After receiving notice of the appeal, the Level One hearing officer principal, designee, or other appropriate administrator who considered the grievance at Level One shall prepare and forward a record of the Level One complaint grievance to the legal office and the Level Two hearing officer administrator. The student or parent may request a copy of the Level One record.~~

~~The Level One record shall include:~~

1. The original complaint grievance form and any attachments.
2. All other documents submitted by the student or parent at Level One.

3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One **hearing officer** administrator in reaching the Level One decision.

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

The **hearing officer Level Two administrator** shall provide the student or parent a written response within **ten 20 calendar** days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the **hearing officer Level Two administrator** may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the **hearing officer Level Two administrator** believes will help resolve the **complaint grievance**.

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

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Level Three

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

The appeal notice must be filed in writing, on a form provided by the District's **legal office**, within **ten 20 calendar** days of the date of the written Level Two response or, if no response was received, within **ten 20 calendar** days of the Level Two response deadline.

The **legal office Superintendent or designee** shall inform the student or parent of the date, time, and place of the Board meeting at which the **complaint grievance** will be on the agenda for presentation to the Board. The Board or its committee must hold a meeting to discuss the grievance not later than the 60th day after the date on which the previous decision on the grievance was made.

The **legal office Superintendent or designee** shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. A summary of all previous oral testimony.
5. All other documents relied upon by the **Level Two hearing officer administration** in reaching the Level Two decision.

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

The grievant may request that the hearing or meeting at which the grievance will be discussed by open or closed, unless otherwise required by law. If the grievant does not make this request, (The District Board of Trustees shall determine whether the **complaint grievance** will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the **complaint**

grievance and may request that the administration provide an explanation for the decisions at the preceding levels.

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

The Board shall then consider the ~~complaint grievance. If The Board shall may make and~~ give notice of its decision orally or in writing ~~not later than the 30th day after the date on which the Board or its committee considers the grievance at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.~~

Report to TEA

The District shall annually submit to TEA a report on grievances filed in the District during the preceding year. For each grievance included on the report, the District shall include the resolution of the grievance and any corrective action taken.

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Availability of Policy

The following shall be made available in a prominent location on the District's website and included in the Student Handbook:

- This policy;
- The grievance and appeal forms referenced in this policy;
- The method by which a grievance may be filed electronically.

Appeal To Commissioner

Except as may be provided to the contrary by state or federal law or other District policies, Level Three decisions by the Board may be appealed to the Commissioner of Education as outlined in Education Code 26A.

LEVEL ONE GRIEVANCE
FNG: PARENT/STUDENT GRIEVANCE

To file a formal grievance, please complete these forms and submit by hand delivery, fax, email, or U.S. Mail to the campus principal's office, within 60 days of the date the grievant first knew or had reason to know of the facts giving rise to the grievance, or the later of (i) 90 days after the grievant first knew or had reason to know of the facts giving rise to the grievance if the grievant engaged in informal attempts to resolve the grievance, or (ii) 30 days after the District provided information to the grievant regarding how to file the grievance. The District promotes informal resolution of grievances and encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns.

Grievant's Name: _____ Student's Name: _____
Email Address: _____ Telephone: _____
Mailing Address: _____
Date of Incident: _____ Date Grievance Submitted: _____
Grade Level: _____ School/Campus: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____
Address: _____
Email address: _____

Please attach to this form all documents you believe support your grievance. Grievance forms that are incomplete in any material way may be dismissed but may be re-filed with the required information if the grievance form is filed within the designated timelines set forth in Board Policy FNG.

Grievant's Signature: _____
Date: _____

FOR DISTRICT USE ONLY:

Received By: _____
Date: _____

(if applicable) Form was forwarded to campus principal's office (check one): Yes: ☐ No: ☐
(if applicable) Form was forwarded to central administration office (check one): Yes: ☐ No: ☐

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Please state any informal attempts to resolve the grievance, if applicable. Include the date(s) the informal resolution attempt was undertaken.

Assigned Administrator: _____ Schedule Hearing Before: _____

Policy Update Page Number 40

LEVEL TWO GRIEVANCE (APPEAL OF LEVEL ONE)
FNG: PARENT/STUDENT GRIEVANCE

This appeal form is to be used by grievants who are not satisfied with the decision received at Level One. To appeal a Level One decision, or the lack of a timely response after a Level One conference, to a Level Two hearing, please complete this form and submit by hand delivery, fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level One response. The appeal will be handled in accordance with FNG.

Grievant's Name: _____ Student's Name: _____
Email Address: _____ Telephone: _____
Mailing Address: _____
Date of Incident: _____ School/Campus: _____
Date of Level One Conference: _____ Level One Administrator: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____
Address: _____
Email address: _____

The District will attach a copy of your grievance form from Level One and all supporting documentation, as well as the response from the District at Level One and all other documents relied upon by the Level One administrator in reaching the Level One decision, as applicable.

Grievant's Signature: _____
Date: _____

FOR DISTRICT USE ONLY:

Received By: _____
Date: _____
(if applicable) Form was forwarded to: _____ Date: _____

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Policy Update Page Number 42

LEVEL THREE GRIEVANCE (APPEAL OF LEVEL TWO)
FNG: PARENT/STUDENT GRIEVANCE

This appeal form is to be used by grievants who are not satisfied with the decision received at Level Two. To appeal a Level Two decision, or the lack of a timely response after a Level Two conference, to a Level Three hearing, please complete this form and submit by hand delivery fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level Two response. The appeal will be handled in accordance with FNG. Level Three hearings are held in front of the Board of Trustees or a committee of at least three members composed only of members of the Board.

Grievant's Name: _____ Student's Name: _____

Email Address: _____ Telephone: _____

Mailing Address: _____

Date of Incident: _____ School/Campus: _____

Date of Level One Conference: _____ Level One Administrator: _____

Date of Level Two Conference: _____ Level Two Administrator: _____

Request for Level Three Hearing to be open or closed (*not required*): _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____

Address: _____

Email address: _____

The District will attach a copy of the Level One record, the notice of appeal from Level One of Level Two, the written response issued at Level Two and any attachments, a summary of all previous oral testimony, and all other documents relied upon by the administration in reaching the Level Two decision, as applicable.

Grievant's Signature: _____

Date: _____

FOR DISTRICT USE ONLY:

Received By: _____

Date: _____

(if applicable) Form was forwarded to: _____ Date: _____

Please state your disagreement with the decision received at Level Two.

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be a standard notebook page.

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Please state your requested remedy.

FOR DISTRICT USE ONLY:

Schedule Hearing Before: _____

Discuss and Possibly Adopt Revisions to Board Policy GF (Local)

Recommendation:

That the Board of Trustees adopt updated Local Board Policy GF (Local) Public Complaints.

Explanation:

The Administration recommended revisions to Board Policy GF Public Complaints.

The Administration recommends that the updated Local Board Policy GF (Local) be adopted as presented.

Policy Reference: GF Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Complaints

~~In this policy, the terms "complaint" and "grievance" shall have the same meaning.~~

Other ~~Complaint~~ Grievance Processes

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

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

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

Guiding Principles

Informal Process

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

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

Formal Process

An individual may initiate the formal process described below by timely filing a written ~~complaint grievance~~ on the District's form.

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

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

Freedom From Retaliation

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

General Provisions

Filing

~~Complaint Grievance~~ forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling Conferences

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

Response

At Levels One and Two, "response" shall mean a written communication to the individual from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to

the individual's email address of record, or sent by U.S. Mail to the individual's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

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

Representative

"Representative" shall mean any person who or organization that is designated by an individual to represent the individual in the complaint grievance process.

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

Consolidating Complaint Grievances

Complaints Grievances arising out of an event, or a series of related events shall be addressed in one complaint grievance. An individual shall not file separate or serial complaints grievances arising from any event or series of events that have been or could have been addressed in a previous complaint grievance. 225

Untimely Filings

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

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

Costs Incurred

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

Complaint Grievance And Appeal Forms

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

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

A complaint grievance or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

Recusal

A District employee or Board member involved in reviewing a grievance must recuse himself or herself from the review process if that employee or Board member is the subject of the grievance. If a Board member files a grievance, he or she shall be prohibited from voting on matters related to that grievance. If the designated administrator at any level of the review process is required to recuse himself or herself, the grievance shall be subject to a higher level of review.

Grievance Record

At each level of the grievance review process, a record shall be created and retained by the District. This record shall include:

1. Documents submitted by the person who filed the grievance or determined relevant by school district personnel; and
2. A written record of the decision, including an explanation of the basis for the decision and an indication of each document that supports the decision.

The person who filed the grievance may supplement the record with additional documents or add additional claims.

Remand

At any time, a grievance may be remanded to a lower level of review to develop a record, including when a grievance is pending before the Board of Trustees.

Decisions Made on the Merits

At each level in the grievance review process, the District shall issue a decision on the merits of the concern raised in the grievance, notwithstanding procedural errors or the type of relief requested.

Level One

Complaint Grievance forms must be filed:

1. Within ~~15~~ 60 calendar days of the date the individual first knew, ~~or with reasonable diligence should have known, of the decision or action or had reason to know of the facts~~ giving rise to the ~~complaint or~~ grievance, ~~or the later of:~~
 - a. 90 calendar days of the date the student or parent (or person standing in parental relation to a student) first knew or had reason to know of the facts giving rise to the grievance if the grievant engaged in informal attempts to resolve the grievance, or
 - b. 30 calendar days from the date on which the District provided information to the grievant regarding how to file the grievance; and
2. With the principal's or principal's designee's office at the school campus at which the facts giving rise to the grievance occurred, or, for a grievance that arises from a subject matter unrelated to a campus, with an administrator at the District's central office. District's legal office.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee or the grievance arises from subject matter unrelated to a campus, the grievance may begin at Level Two following the procedure, including deadlines, for filing the grievance form at Level One.

If the ~~complaint grievance~~ is not filed with the ~~District's legal office~~ appropriate administrator as stated above, the receiving administrator must note the date and time the ~~complaint grievance~~ form was received and immediately forward the ~~complaint grievance~~ form to the ~~District's legal office~~ appropriate administrator as stated above.

The ~~Level One hearing officer~~ principal, designee, or other appropriate administrator shall investigate as necessary and schedule a conference with the individual within ten calendar days after the date the grievance was initially filed receipt of the written complaint. The ~~hearing officer principal, designee, or other appropriate administrator~~ may set reasonable time limits for the conference.

Absent extenuating circumstances, the ~~The hearing officer~~ principal, designee, or other appropriate administrator shall provide the individual a written response within ~~ten~~ 20 calendar days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the ~~hearing officer principal, designee, or other appropriate administrator~~ may consider information provided at the Level One conference and any other relevant documents or information the ~~hearing officer principal, designee, or other appropriate administrator~~ believes will help resolve the ~~complaint grievance~~.

Level Two

If the individual did not receive the relief requested at Level One or if the time for a response has expired, he or she may request a conference with the designated Level Two administrator to appeal the

Level One decision. The designated Level Two administrator shall be the Superintendent or the Superintendent's designee at the District's central office.

The appeal notice must be filed in writing, on a form provided by the District's ~~legal office~~, within ~~ten~~ 20 calendar days of the date of the written Level One response or, if no response was received, within ~~ten~~ 20 calendar days of the Level One response deadline.

After receiving notice of the appeal, the ~~Level One principal, designee, or other appropriate administrator who considered the grievance at Level One~~ shall prepare and forward a record of the Level One ~~complaint grievance~~ to the Level Two ~~administrator hearing officer and legal office~~. The individual may request a copy of the Level One record.

The Level One record shall include:

1. The original ~~complaint grievance~~ form and any attachments.
2. All other documents submitted by the individual at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

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

The ~~Level Two administrator hearing officer~~ shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision, any relief or redress to be provided and information regarding filing an appeal, including the timeline for filing such appeal under this policy and under Texas Education Code § 7.057, as applicable. In reaching a decision, the ~~Level Two administrator hearing officer~~ may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Level Two administrator believes will help resolve the ~~complaint grievance~~.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District's ~~legal office~~, within ~~ten~~ 20 calendar days of the date of the written Level Two response or, if no response was received, within ~~ten~~ 20 calendar days of the Level Two response deadline.

The ~~legal office Superintendent or designee~~ shall inform the individual of the date, time, and place of the Board meeting at which the ~~complaint grievance~~ will be on the agenda for presentation to the Board.

The Board may delegate the authority to hear and decide a grievance to a committee of at least three members composed only of members of the Board. For purposes of an appeal to the Commissioner of Education under Texas Education Code § 7.057, a decision by this committee constitutes a decision of the Board.

The ~~legal office Superintendent or designee~~ shall provide the Board the record of the Level Two appeal. The individual may request a copy of the Level Two record. The Board or its committee must hold a meeting to discuss the grievance not later than the 60th day after the date on which the previous decision on the grievance was made.

The Level Two record shall include:

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1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. A summary of all previous oral testimony.
5. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration Board of Trustees intends to rely on evidence not included in the Level Two record, the administration Superintendent or designee shall provide the individual notice of the nature a description of the evidence or other information the Board intends to rely on at least three five days before the hearing.

The grievant may request that the hearing or meeting at which the grievance will be discussed by open or closed, unless otherwise required by law. If the grievant does not make this request, the District Board of Trustees shall determine whether the complaint grievance will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the individual and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint grievance and may request that the administration provide an explanation for the decisions at the preceding levels. 228

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

The Board shall then consider the complaint grievance. It The Board shall may make and give notice of its decision orally or in writing not later than the 30th day after the date on which the Board or its committee considers the grievance at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Report to TEA

The District shall annually submit to TEA a report on grievances filed in the District during the preceding year. For each grievance included on the report, the District shall include the resolution of the grievance and any corrective action taken.

Availability of Policy

The following shall be made available in a prominent location on the District's website and included in the Student Handbook:

- This policy;
- The grievance and appeal forms referenced in this policy;
- The method by which a grievance may be filed electronically.

Appeal To Commissioner

Except as may be provided to the contrary by state or federal law or other District policies, Level Three decisions by the Board may be appealed to the Commissioner of Education as outlined in Education Code 26A.

LEVEL ONE GRIEVANCE
GF: MEMBERS OF THE PUBLIC

To file a formal grievance, please complete these forms and submit by hand delivery, fax, email, or U.S. Mail to the campus principal's office, within 60 days of the date the grievant first knew or had reason to know of the facts giving rise to the grievance, or the later of (i) 90 days after the grievant first knew or had reason to know of the facts giving rise to the grievance if the grievant engaged in informal attempts to resolve the grievance, or (ii) 30 days after the District provided information to the grievant regarding how to file the grievance. The District promotes informal resolution of grievances and encourages members of the public to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns.

Grievant's Name: _____

Email Address: _____ Telephone: _____

Mailing Address: _____

Date of Incident: _____ Date Grievance Submitted: _____

Grade Level: _____ School/Campus: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____

Address: _____

Email address: _____

Please attach to this form all documents you believe support your grievance. Grievance forms that are incomplete in any material way may be dismissed but may be re-filed with the required information if the grievance form is filed within the designated timelines set forth in Board Policy GF.

Grievant's Signature: _____

Date: _____

FOR DISTRICT USE ONLY:

Received By: _____

Date: _____

(if applicable) Form was forwarded to campus principal's office (check one): Yes: ☐ No: ☐

(if applicable) Form was forwarded to central administration office (check one): Yes: ☐ No: ☐

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Policy Update Page Number 51

LEVEL TWO GRIEVANCE (APPEAL OF LEVEL ONE)
GF: MEMBERS OF THE PUBLIC

This appeal form is to be used by grievants who are not satisfied with the decision received at Level One. To appeal a Level One decision, or the lack of a timely response after a Level One conference, to a Level Two hearing, please complete this form and submit by hand delivery, fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level One response. The appeal will be handled in accordance with GF.

Grievant's Name: _____

Email Address: _____ Telephone: _____

Mailing Address: _____

Date of Incident: _____ School/Campus: _____

Date of Level One Conference: _____ Level One Administrator: _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____

Address: _____

Email address: _____

The District will attach a copy of your grievance form from Level One and all supporting documentation, as well as the response from the District at Level One and all other documents relied upon by the Level One administrator in reaching the Level One decision, as applicable.

Grievant's Signature: _____

Date: _____

FOR DISTRICT USE ONLY:

Received By: _____

Date: _____

(if applicable) Form was forwarded to: _____ Date: _____

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Please state your requested remedy.

Assigned Administrator: _____ Schedule Hearing Before: _____

Disposition: _____

Administrator's Signature: _____ Date: _____

LEVEL THREE GRIEVANCE (APPEAL OF LEVEL TWO)
GF: MEMBERS OF THE PUBLIC

This appeal form is to be used by grievants who are not satisfied with the decision received at Level Two. To appeal a Level Two decision, or the lack of a timely response after a Level Two conference, to a Level Three hearing, please complete this form and submit by hand delivery fax, email, or U.S. Mail to the individual designated on the District's website, within 20 days of the date of the written Level Two response. The appeal will be handled in accordance with GF. Level Three hearings are held in front of the Board of Trustees or a committee of at least three members composed only of members of the Board.

Grievant's Name: _____ Position: _____
Email Address: _____ Telephone: _____
Mailing Address: _____
Date of Incident: _____ School/Campus: _____
Date of Level One Conference: _____ Level One Administrator: _____
Date of Level Two Conference: _____ Level Two Administrator: _____
Request for Level Three Hearing to be open or closed (*not required*): _____

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**If you will be represented in presenting your grievance, please identify your representative.
The identified representative will be contacted for the hearing by the District.**

Representative's Name: _____ Telephone: _____
Address: _____
Email address: _____

**The District will attach a copy of the Level One record, the notice of appeal from Level One
of Level Two, the written response issued at Level Two and any attachments, a summary of
all previous oral testimony, and all other documents relied upon by the administration in
reaching the Level Two decision, as applicable.**

Grievant's Signature: _____
Date: _____

FOR DISTRICT USE ONLY:

Received By: _____
Date: _____
(if applicable) Form was forwarded to: _____ Date: _____

Please state your disagreement with the decision received at Level Two.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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Please state your requested remedy.

FOR DISTRICT USE ONLY:

Schedule Hearing Before: _____

Discuss Revisions to Board Policy BBE (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy BBE (Local)
Board Members: Authority.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy BBE Board Members: Authority. The Administration recommends that the updated Local Board Policy BBE (Local) be adopted as presented.

Policy Reference: BBE Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Board Members: Authority (BBE)

Policy Type: Local Policy

Date Issued: 2019-06-04

Version: 1

Board Authority

The Board has final authority to determine and interpret the policies that govern the schools and, subject to the mandates and limits imposed by state and federal authorities, has complete and full control of the District. An individual Board member has authority only when acting as a member of the Board in a duly called meeting or when delegated specific authority by Board action. Board action shall be taken only in meetings that comply with the Open Meetings Act. [See BE(LEGAL)]

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Transacting Business

When a proposal is presented to the Board, the Board shall hold a discussion and reach a decision. Although there may be dissenting votes, which are a matter of public record, each Board decision shall be an action by the whole Board binding upon each member.

Individual Authority For Committing The Board

Board members as individuals shall not exercise authority over the District, its property, or its employees. Except for appropriate duties and functions of the Board President, an individual member may act on behalf of the Board only with the express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue. [See BDAA]

Individual Access To Information

An individual Board member, acting in his or her official capacity, shall have the right to seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that properly may be withheld from members of the public in accordance with the Public Information Chapter of the Government Code. [See GBA]

Limitations

If a Board member is not acting in his or her official capacity, the Board member has no greater right to District records than a member of the public.

An individual Board member shall not have access to confidential student records unless the member is acting in his or her official capacity and has a legitimate educational interest in the records in accordance with policy FL.

A Board member who is denied access to a record under this provision may ask the Board to determine whether the record should be provided or may file a request under the Public Information Act. [See GBAA]

Requests For Records

An individual Board member shall seek access to records or request copies of records from the Superintendent or other designated custodian of records, who shall respond within the time frames required by law. When a custodian of records other than the Superintendent provides access to records or copies of records to an individual Board member, the provider shall inform the Superintendent of the records provided.

In accordance with law, the District shall track and report any requests under this provision, including the cost of responding to one or more requests by any individual Board member for 200 or more pages of material in a 90-day period.

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Requests For Reports

No individual Board member shall direct or require District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. Directives to the Superintendent or other custodian of records regarding the preparation of reports shall be by Board action.

Confidentiality

At the time a Board member is provided access to records or reports that are confidential or otherwise not subject to public disclosure [see GBA], the Superintendent or other District employee shall advise the Board member of the responsibility to comply with confidentiality requirements and the District's information security controls.

Referring Complaints

If employees, parents, students, or other members of the public bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent or another appropriate administrator, who shall proceed according to the applicable complaint policy. [See (LOCAL) policies at DGBA, FNG, and GF]

When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Board member may request that the issue be placed on the agenda.

Visits To District Facilities

A Board member shall adhere to any posted requirements for visitors to first report to the main office of a District facility, including a school campus. Visits during the school or business day shall not be permitted if their duration or frequency interferes with the delivery of instruction or District operations. [See also GKC]

DATE ISSUED: 2019-06-04

UPDATE: 1

BBE (Local Policy)

238

Discuss Revisions to Board Policy CAA (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy CAA (Local) Fiscal Management Goals and Objectives: Financial Ethics.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy CAA Fiscal Management Goals and Objectives: Financial Ethics. The Administration recommends that the updated Local Board Policy CAA (Local) be adopted as presented.

Policy Reference: CAA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Fiscal Management Goals and Objectives: Financial Ethics (CAA)

Policy Type: Local Policy

Date Issued: 2018-09-28

Version: 1

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members—BBF
 - for employees—DH
- Financial conflicts of interest:
 - for public officials—BBFA
 - for all employees—DBD
 - for vendors—CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District's investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

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Fraud And Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.
3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

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Financial Controls And Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent or designee shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent or designee, the Board President, the District's internal auditor, the District's ethics report line, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to

comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

Protection From Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent or designee shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards Disclosure

As an applicant, recipient, or subrecipient of a Federal award, the District shall promptly disclose, in a timely manner in writing to the federal awarding agency, or pass-through entity, and agency's Office of Inspector General any credible evidence of the commission of all violations of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in Title 18 of the United States Code or a violation of the civil False Claims Act. This applies to potentially affecting a federal grant award (including any activities or subawards thereunder). [See CBB]

Analysis Of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent or designee shall ensure that appropriate administrative

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procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

DATE ISSUED: 2018-09-28

UPDATE: 1

CAA (Local Policy)

Discuss Revisions to Board Policy CDA (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy CDA (Local) Other Revenues: Investments.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy CDA Other Revenues: Investments. The Administration recommends that the updated Local Board Policy CDA (Local) be adopted as presented.

Policy Reference: CDA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Other Revenues: Investments (CDA)

Policy Type: Local Policy

Date Issued: 2019-11-22

Version: 1

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

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Approved Investment Instruments

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

Investment Management

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256. Funds of the District shall be invested in accordance with the Public Funds Investment Act.

Liquidity And Maturity

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 18 months. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed three years from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

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Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds/Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

Operating Funds

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Custodial Funds

Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

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Debt Service Funds

Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

Capital Project Funds

Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.

Proprietary Funds

Investment strategies for proprietary funds shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements. Maturities longer than one year are authorized provided legal limits are not exceeded.

Safekeeping And Custody

The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.

Sellers Of Investments

Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers and of distributors of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).

Soliciting Bids For CDs

In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.

The District shall monitor interest rate risk using weighted average maturity and specific identification.

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Internal Controls

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Collateralization

Collateralization shall be required on two types of investments: certificates of deposit and repurchase agreements. In order to anticipate market changes and provide a level of security for

all funds, the collateralization level for repurchase agreements will be 102 percent of market value of principal and accrued interest.

The District has chosen to limit collateral to those items that are listed as approved investment instruments. The District reserves the right to refuse any collateral it does not consider acceptable.

Collateral shall always be held by an independent third party with whom the District has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) shall be supplied to the District and retained. The District grants the right of collateral substitution, with prior notice and consent of the District.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

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Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

DATE ISSUED: 2019-11-22

UPDATE: 1

CDA (Local Policy)

Discuss Revisions to Board Policy CQB (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy CQB (Local) Technology Resources: Cybersecurity.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy CQB Technology Resources: Cybersecurity. The Administration recommends that the updated Local Board Policy CQB (Local) be adopted as presented.

Policy Reference: CQB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Technology Resources: Cybersecurity (CQB)

Policy Type: Local Policy

Date Issued: 2023-10-30

Version: 1

Plan

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

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Coordinator

The Superintendent shall designate a cybersecurity coordinator who will oversee implementation of the district's cybersecurity plan and required staff training. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency in cybersecurity matters.

Training

The Board delegates to the Superintendent the authority to:

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

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

Security Breach Notifications

Upon discovering or receiving notification of a breach of system security or a security incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

1. Written notice.
2. Email, if the District has email addresses for the affected persons.

3. Conspicuous posting on the District's websites.

4. Publication through broadcast media.

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

DATE ISSUED: 2023-10-30

UPDATE: 1

CQB (Local Policy)

252

Discuss Revisions to Board Policy DH (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy DH (Local) Employee Standards of Conduct.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy DH Employee Standards of Conduct. The Administration recommends that the updated Local Board Policy DH (Local) be adopted as presented.

Policy Reference: DH Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Employee Standards of Conduct (DH)

Policy Type: Local Policy

Date Issued: 2020-02-05

Version: 1

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

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

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

Violations Of Standards Of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

Weapons Prohibited

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

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action. [See CKE]
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use With Students

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

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

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

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

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

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

Personal Use

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

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Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment Or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

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Relationships With Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

As required by law, the District shall notify the parent of a student with whom an **educator employee or person acting as a service provider for the District** is alleged to have engaged in certain misconduct. [See FFF]

Tobacco And E-Cigarettes

An employee shall not smoke or use tobacco products, ~~or~~ e-cigarettes, or nicotine products on District property, in District vehicles, or at school-related activities. An employee may request an exception from this provision for a smoking cessation product. [See also GKA]

Alcohol And Drugs / Notice Of Drug-Free Workplace

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is

convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

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Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

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

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

Notice

Employees shall receive a copy of this policy.

District Investigations

When the District investigates a complaint of misconduct, including but not limited to a complaint of student abuse or any type of sexual harassment, each employee involved, including

the complainant, witnesses, and the accused, shall be expected and required to cooperate with the investigation.

During an investigation, the District may interview an employee privately and take oral and/or written statements. Any employee who fails to cooperate with an investigation or to provide complete and truthful information may be subject to disciplinary action up to and including termination from employment. [See also DIA and FFH]

Arrests, Indictments, Convictions, And Other Adjudications

An employee shall notify the employee's principal or department head in writing within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee.

Dress And Grooming

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An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

DATE ISSUED: 2020-02-05

UPDATE: 1

DH (Local Policy)

Discuss Revisions to Board Policy EHB (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy EHB (Local) Curriculum Design: Special Programs.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy EHB Curriculum Design: Special Programs. The Administration recommends that the updated Local Board Policy EHB (Local) be adopted as presented.

Policy Reference: EHB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Curriculum Design: Special Programs (EHB)

Policy Type: Local Policy

Date Issued: 2023-10-30

Version: 1

Dyslexia And Related Disorders

The District shall comply with all ~~state rules and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test regarding~~ students ~~with for~~ dyslexia and related disorders. This includes the current version of The Dyslexia Handbook.

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In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

DATE ISSUED: 2023-10-30

UPDATE: 1

EHB (Local Policy)

Discuss Revisions to Board Policy EHBB (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy EHBB (Local) Special Programs: Gifted and Talented Students.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy EHBB Special Programs: Gifted and Talented Students. The Administration recommends that the updated Local Board Policy EHBB (Local) be adopted as presented.

Policy Reference: EHBB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Special Programs: Gifted and Talented Students (EHBB)

Policy Type: Local Policy

Date Issued: 2022-06-08

Version: 1

Referral

Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.

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Screening And Identification Process

The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.

The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the ~~identification assessment~~ procedures and services for the program prior to beginning the screening and identification process.

Parental Consent

The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.

Identification Criteria

The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.

Assessments

Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests,

creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.

Selection

A **placement selection** committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.

Notification

The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

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Reassessment

If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.

Transfer Students

Interdistrict

When a student identified as gifted by a previous school district enrolls in the District, the **placement selection** committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.

[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]

Intradistrict

A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.

Furloughs

The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.

In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.

Exit Provisions

The District shall monitor student performance in response to gifted and talented program services. If at any time the ~~placement selection~~ committee or a parent determines ~~it is in the best interest of the student to exit~~ the program ~~is not meeting the student's educational needs~~, the committee shall meet with the parent and student before finalizing an exit decision.

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Appeals

A parent, student, or educator may appeal any final decision of the ~~placement selection~~ committee regarding ~~selection for or exit from services in~~ the gifted and talented program. Appeals shall be made first to the ~~placement selection~~ committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

~~The District's Superintendent or designee shall develop administrative procedures to account for the expenditure of the~~ gifted and talented ~~allotment in alignment with the Texas Education Agency's financial compliance guidance. program shall address effective use of funds for programs and services consistent with the standards in the state plan for gifted and talented students.~~

One hundred percent of state funds allocated for gifted and talented education shall be spent on providing gifted and talented services or enhancing the District's gifted and talented program.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

DATE ISSUED: 2022-06-08

UPDATE: 1

EHBB (Local Policy)

265

Discuss Revisions to Board Policy GKA (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy GKA (Local) Community Relations: Conduct on School Premises.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy GKA Community Relations: Conduct on School Premises. The Administration recommends that the updated Local Board Policy GKA (Local) be adopted as presented.

Policy Reference: GKA Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Community Relations: Conduct on School Premises (GKA)

Policy Type: Local Policy

Date Issued: 2021-01-14

Version: 1

Access To District Property

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

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

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Ejection Or Exclusion Under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

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

Prohibitions

Tobacco And E-Cigarettes

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

Weapons

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

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

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DATE ISSUED: 2021-01-14

UPDATE: 1

GKA (Local Policy)

Discuss Revisions to Board Policy GKB (Local)

Proposal:

That the Board of Trustees consider and discuss revisions to Local Board Policy GKB (Local) Community Relations: Advertising and Fundraising.

Explanation:

The Administration recommends consideration and discussion of the revisions to Board Policy GKB Community Relations: Advertising and Fundraising. The Administration recommends that the updated Local Board Policy GKB (Local) be adopted as presented.

Policy Reference: GKB Local

Recommended by:

Dr. David Vinson
Superintendent of Schools

Conroe ISD (conroe-isd)

Community Relations: Advertising and Fundraising (GKB)

Policy Type: Local Policy

Date Issued: 2019-01-22

Version: 1

Promotional Activities

District facilities shall not be used to advertise, promote, sell tickets, or collect funds for any nonschool-related purpose without prior approval of the Superintendent or designee.

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[For information relating to nonschool use of facilities, see GKD.]

Advertising

For purposes of this policy, "advertising" shall mean a communication designed to attract attention or patronage by the public or school community and communicated through means under the control of the District in exchange for consideration to the District. "Advertising" does not include public recognition of donors or sponsors who have made contributions, financial or otherwise, to the District or school support organizations.

Advertising shall be accepted solely for the purpose of generating revenue for the District and not for the purpose of establishing a forum for communication. The District shall retain final editorial authority to accept or reject submitted advertisements in a manner consistent with the First Amendment. The District shall retain the authority to determine the size and location of any advertising. The District reserves the right to reject advertising that:

1. Is inconsistent with federal or state law, Board policy, District or campus regulations, or curriculum;
2. Is inappropriate in a school setting with a student audience;
3. Advertises products presenting a health hazard;
4. Creates a substantial likelihood of material disruption, including adding to the District's obligations for security and facilities maintenance; or
5. Adds to the District's administrative burden by exposing the District to complaints, controversy, or litigation.

Advertising shall be rejected if not aligned and consistent with district values and in compliance with EMB Local, EFA Local, EFB Local, and EMI Local.

The District shall not accept paid political advertising.

Acceptance of advertising shall not constitute District approval or endorsement of any product, service, organization, or issue referenced in the advertising, nor shall acceptance of advertising from a vendor determine whether the District will purchase goods or services from the vendor through the District's formal procurement process.

[For information relating to school-sponsored publications, see FMA.]

Sponsorships And Donations

If the District or any campus accepts financial or in-kind donations to support District-sponsored activities, the District reserves the right to acknowledge donors through whatever means the District deems appropriate. The District retains full editorial control over its acknowledgment or display of donations, even if donors are permitted to suggest text for the acknowledgment.

DATE ISSUED: 2019-01-22

UPDATE: 1

GKB (Local Policy)

271

Propose Termination for Good Cause and Authorize Notice Proposing Termination of Probationary Employment Contract of Darby Brady

Recommendation:

That the Conroe Independent School District Board of Trustees proposes the termination of Darby Brady's probationary employment contract for good cause and authorizes the Superintendent to notify her of this action as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Texas Education Code §21.104 gives school boards the authority to terminate a probationary contract and discharge an employee from employment at any time for good cause as determined by the board of trustees. Ms. Darby is recommended for termination for failing to honor the terms of her employment contract.

Should the Board accept the Superintendent's recommendation, Ms. Darby will be sent a letter informing her that she has a right to request a hearing from the Commissioner of Education to contest her termination.

Policy Reference: Legal DFAA

Recommended by:

Dr. David Vinson
Superintendent of Schools

Terminate the Term Employment Contract of Angela Galler for Good Cause

Recommendation:

That the Conroe Independent School District Board of Trustees terminate the term employment contract of Angela Galler for good cause as recommended by Dr. David Vinson, Superintendent of Schools.

Explanation:

Texas Education Code §21.211 gives school boards the authority to terminate a term contract and discharge an employee from employment at any time for good cause as determined by the board of trustees. At its meeting on September 16, 2025, the Board of Trustees received the Interim Superintendent's recommendation to terminate the term employment contract of Ms. Angela Galler. Ms. Galler was provided notice of the recommendation and has not requested a hearing to contest the proposed termination in accordance with Texas Education Code Chapter 21.

Policy Reference: Legal DFBA

Recommended by:

Dr. David Vinson
Superintendent of Schools