

**IOLA INDEPENDENT SCHOOL DISTRICT
CALLED BOARD MEETING**

August 11, 2025

5:00 P.M.

IOLA INDEPENDENT SCHOOL DISTRICT
NOTICE OF CALLED SCHOOL BOARD MEETING

August 11, 2025

Monday: 5:00 p.m.

IOLA ISD ELEMENTARY CAFETERIA

AGENDA

The subjects to be discussed or considered, or upon which any formal action may be taken, are as follows:
(Items do not have to be taken in the same order as shown on this meeting notice.)

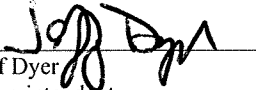
1. Call to order
2. Invocation
3. Public Forum
4. Campus and administrative report
 - a. elementary report
 - b. high school report
 - c. superintendent report
5. Consideration of proposed tax rate for the 2025-2026 school year
6. Consideration of proposed budget for the 2025-2026 school year
7. Consideration of teacher appraisers and professional development and appraisal system calendar for the 2025-2026 school year
8. Consideration and/or action to approve an Agreement for the Purchase of Attendance Credit (Option 3 Agreement) and to delegate contractual authority to the Superintendent.
For the 2025-2026 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.
9. Consideration of updating the Faculty and Student Handbook for 2025-2026 school year
10. Consideration of 2025-2026 pay increases for support staff
11. Consideration of purchasing an elementary cafeteria replacement unit
12. Consideration of Prohibition on DEI Duties
13. Consideration of Prohibiting ASSISTANCE WITH SOCIAL TRANSITIONING
14. Consideration of BOARD MEETINGS POLICY AMENDMENTS

15. Personnel

16. Closed Session: Texas Government Code Sections 551.071 (Attorney Consultation), 551.074 (Personnel Matters), 551.082 (Student Discipline Matters), 551.072 (Purchase of Real Property) 551.076 (Student Safety) 551.087 (Deliberations regarding Economic Development Negotiations)

17. Adjourn

This notice was posted and filed in compliance with the Open Meetings Law on August 7, 2025 at 3:00 p.m.



Jeff Dyer
Superintendent

IOLA INDEPENDENT SCHOOL DISTRICT
NOTICE OF CALLED MEETING

Notice is hereby given that on the 11TH of August, 2025 the Board of Trustees of the Iola School District will hold a public hearing located at Iola ISD Elementary Cafeteria, Iola, Texas 77861. The subjects to be discussed are listed on the agenda which is attached to the made a part of this Notice.

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed session of the Board of Trustees is required, then such closed or session as authorized by the Texas Open Meeting Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- 551.071 Private consultation with the board's secretary.
- 551.072 Discussing purchase, exchange, lease, or value of real property.
- 551.073 Discussing negotiated contracts for prospective gifts or donations.
- 551.074 Discussing personnel or to hear complaints against personnel.
- 551.075 To confer with employees of the school district to receive information or to ask questions.
- 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
- 551.082 Considering discipline of the public school child, or complaint or charge against personnel.
- 551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives follow, in consultation with representatives of employees groups.
- 551.084 Excluding witnesses from a hearing.
- 551.087 Deliberations regarding Economic development negotiations

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

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

On this 7th of August, 2025 original copy was posted on the front window in the School District Administration Building at 3:00 p.m. on said date.



Jeff Dyer, Superintendent
For the Board of Education

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees

From: Jeff Dyer, Superintendent

DATE: August 11, 2025

SUBJECT: Public Forum (Item 3)

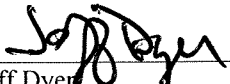
At regular meetings the Board shall allot up to 30 minutes to hear persons who desire to make comments to the Board. Persons who wish to participate in this portion of the meeting shall sign up as they arrive indicating the topics about which they wish to speak.

Public participation is limited to the designated open forum portion of a meeting. At all other times during Board meetings, the audience shall not enter into discussion or debate on matters being considered by the Board. **No presentation shall exceed 5 minutes.**

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board may not deliberate, discuss, or make any decision on any subject not on the agenda.

BOARD PRESIDENT: The presiding officer shall determine whether a person who wishes to address the Board has attempted to solve a matter administratively. If not, the person shall be directed to do so before bringing the matter to the board at a subsequent meeting.

Respectfully submitted,



Jeff Dyer
Superintendent

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees

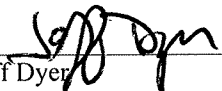
From: Jeff Dyer, Superintendent

DATE: August 11, 2025

SUBJECT: Campus and Administrative report (Item 4)

- a. elementary report
- b. high school report
- c. superintendent report

Respectfully submitted,



Jeff Dyer
Superintendent

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of proposed tax rate for the Iola ISD 2025-2026 school year (Item 5)

Enclosed you will find the 2025-2026 proposed tax rate for your review.

It is recommended that the Board of Trustees approve the 2025-2026 tax rate.

Respectfully submitted,



Jeff Dyer, Superintendent

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The Iola ISD - Chapter 313 will hold a public meeting at 6:00 PM, August 27, 2025 in the Elementary Cafeteria of the Iola ISD at 23830 FM 244 in Iola, Texas. **The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.**

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	\$0.664200/\$100 (proposed rate for maintenance and operations)
School Debt Service Tax	\$0.190200/\$100 (proposed rate to pay bonded indebtedness)
Approved by Local Voters	

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	-0.40 % decrease
Debt Service	-3.34 % decrease
Total Expenditures	1.07 % increase

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	<u>Preceding Tax Year</u>	<u>Current Tax Year</u>
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Total appraised value* of all property	\$1,707,030,079	\$1,902,228,617
Total appraised value* of new property**	\$95,047,350	\$66,833,369
Total taxable value*** of all property	\$899,156,635	\$1,016,306,311
Total taxable value*** of new property**	\$34,204,630	\$21,385,621

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.

** "New property" is defined by Section 26.012(17), Tax Code.

*** "Taxable value" is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$8,107,979

*Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	<u>Maintenance & Operations</u>	<u>Interest & Sinking Fund*</u>	<u>Total</u>	<u>Local Revenue Per Student</u>	<u>State Revenue Per Student</u>
Last Year's Rate	\$0.666900	\$0.196800	\$0.863700	\$9,829	\$5,744
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$0.616040	\$0.086110	\$0.702150	\$7,840	\$6,490
Proposed Rate	\$0.664200	\$0.190200	\$0.854400	\$9,614	\$7,197

*The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both.

The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	<u>Last Year</u>	<u>This Year</u>
Average Market Value of Residences	\$349,471	\$365,802
Average Taxable Value of Residences	\$249,214	\$240,176
Last Year's Rate Versus Proposed Rate per \$100 Value	\$0.863700	\$0.854400
Taxes Due on Average Residence	\$2,152.46	\$2,052.06
Increase (Decrease) in Taxes		\$-100.40

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$0.854411. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of \$0.854411.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

Maintenance and Operations Fund Balance(s)	\$8,731,021
Interest & Sinking Fund Balance(s)	\$2,209,198

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

Visit [Texas.gov/PropertyTaxes](https://www.texas.gov/PropertyTaxes) to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

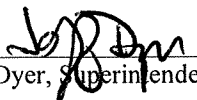
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of proposed budget for the Iola ISD 2025-2026 school year (Item 6)

Mr. Dyer will present the 2025-2026 proposed budget for your review.

It is recommended that the Board of Trustees approve the 2025-2026 proposed budget.

Respectfully submitted,



Jeff Dyer, Superintendent

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees

From: Jeff Dyer, Superintendent

DATE: August 11, 2025

SUBJECT: Consideration of teacher appraisers and professional development and appraisal system calendar for the 2025-2026 school year. (Item 7)

Each year the Board of Trustees must approve appraisers to evaluate teachers. Normally the primary appraiser is the campus principal. Alternate appraisers must also be named in case an employee challenges the principal's appraisal and requests to be appraised by another appraiser. See attached calendar.

It is recommended that the Board of Trustees to approve of teacher appraisers and professional development and appraisal system calendar for the 2025-2026 school year.



Jeff Dyer
Superintendent

IOLA INDEPENDENT SCHOOL DISTRICT

P.O. Box 159, Iola TX 77861
Phone: (936) 394-2361
Secondary Fax: (936) 394-4700
Elementary Fax: (936) 394-2051
Admin Fax: (936) 394-2132



Jeff Dyer
Superintendent

Brian Fowler
Secondary Principal

Hollie Guilbeau
Elementary Principal

Professional Development and Appraisal System Calendar 2025-2026

August 4, 2025	New Teacher Orientation
August 5-12, 2025	Teachers Report for Staff Development/T-TESS Teacher Orientation
August 13, 2025	First Day of Instruction
Sept. 15-26, 2025	Goal-Setting and Professional Development plan (GSPD)
Sept. 29-May 2, 2026	Walkthroughs and Observations with ongoing feedback to support and develop teacher practices
May 8, 2026	Last Day of End of Year Conferences
May 21, 2026	Last Day of Instruction

Primary Appraisers

Secondary Campus	Brian Fowler
Elementary Campus	Hollie Guilbeau

Alternative Appraisers Kristin Sajewski Jamie McDougald, Lauren Sanders, Jeff Dyer

Secondary Campus Kristin Sajewski
Elementary Campus Brian Fowler

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees

From: Jeff Dyer, Superintendent

DATE: August 11, 2025

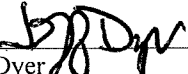
SUBJECT: Consideration and/or action to approve an Agreement for the Purchase of Attendance Credit (Option 3 Agreement) and to delegate contractual authority to the Superintendent. For the 2025-2026 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.
(Item 8)

Mr. Dyer will discuss this agreement and then submit online.

This language MUST be used in Motion:

For the 2025-2026 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.

Respectfully submitted,



Jeff Dyer
Superintendent

Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding)

This agreement is entered into pursuant to the Texas Education Code (TEC), Chapter 49, Subchapters A and D, and rules adopted by the commissioner of education as authorized by the TEC, §49.006. The purpose of this agreement is to enable the district to reduce its local revenue level to a level not to exceed the level established under TEC, §48.257 for the school year.

The school year to which this agreement applies is 2025-2026 (the "school year").

The agreement is for Iola School District ("the district"), with a county-district number of 093-903, to purchase attendance credit from the state for the school year.

The local revenue level in excess of entitlement will be based on the commissioner's estimate of the cost of credit as determined under TEC, §49.153, using the district's projected maintenance and operations tax revenue that exceeds the level established under TEC, §48.257. Provisions in the TEC, §48.257(c), allow districts to offset the reduction of excess local revenue against state aid under Chapter 48, Education Code, that is not described by TEC, §48.266(a)(3) for the school year. A district that is subject to the reduction in excess local revenue agrees to offset its obligations against state aid in accordance with the provisions specified in the TEC, §48.257(c).

When near-final data are available following the close of the school year to which this agreement applies, the district's entitlement under Chapter 48 will be recalculated. If the district's state aid under Chapter 48, Education Code, that is not described by TEC, §48.266(a)(3) is less than the cost of recapture as determined by the commissioner in accordance with the TEC, §49.153, using near-final data, the district will be required to have an election and the recapture balance will be recovered in accordance with TEC, §48.272, by withholding subsequent allocations of state funds or requiring and obtaining a refund.

The actual cost of credit for the school year will be determined by the commissioner in accordance with the TEC, §49.153, when final data on the district's maintenance and operations tax revenue that exceeds the level established under TEC, §48.257 is available.

The cost of purchased attendance credit will be reduced for county appraisal district costs. The reduction will be computed in accordance with the TEC, §49.157. If the reduction exceeds the cost for the school year, the difference will be carried forward and applied to each subsequent year's cost until the total amount of the reduction has been exhausted.

Date: _____

Signature of President, Board of Trustees

Date:

Signature of Secretary, Board of Trustees

Signature of Superintendent

Date:

Typed Name of Superintendent

Date:

Signature of Commissioner of Education or Designee

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

MEMORANDUM

TO: Iola ISD Board of Trustees

From: Jeff Dyer, Superintendent

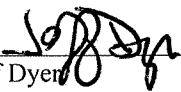
DATE: August 11, 2025

SUBJECT: Consideration of updating the Faculty and Student Handbook for the
2025-2026 school year (Item 9)

Enclosed you will find the proposed updates to the Iola ISD student/faculty handbook.

It is recommended that the Board of Trustees approve the Iola ISD student/faculty handbook changes.

Respectfully submitted,



Jeff Dyer
Superintendent

Iola ISD Student Dress Code

It is essential that school guidelines be such that an atmosphere of learning is created. In order to promote an orderly and appropriate environment, students shall be required to comply with certain standards for dress and grooming. The dress code teaches hygiene, prevents disruption, and minimizes safety hazards.

This dress code shall apply to all students registered at Iola ISD whenever they are at school or participating in school related activities.

Clothing should be appropriately sized and worn properly. Undergarments shall not be visible.

The following are NOT allowed:

- Sheer or see-through clothing.
- Low-cut necklines or exposed midriffs.
- Pajamas or sleepwear, blankets and pillows.
- Sleeveless tops without an over shirt or jacket, must cover the width of shoulders.
- Dresses, skirts, or shorts must be at least fingertip length, no higher than mid-thigh.
- If campus administration determines that the clothing violates dress code the student must change.
- Holes above the knees of pants.
- Sunglasses inside the building.
- Alcohol, tobacco products, drug related products, gang related items, or anything inappropriate displayed on clothing.
- PK-5: Leggings or yoga pants are permitted as long as the top covers their bottom.
- 6-12: Leggings or yoga pants are NOT permitted.
- Hats, hoods, or head wear is not allowed in the building.
- Houseshoes or roller shoes are NOT permitted. Shoes should be worn at all times and have a hard sole.

Hair should be a natural color, simple, clean, not distracting, and not over the eyes or in the face. Boys hair should not be below the collar of the shirt. Facial hair must be clean and well groomed.

Pants/shorts/skirts must fit at the waist.

Tattoos should be covered.

Boys may have stud earrings in their ears/nose.

Girls may have stud earrings in their nose.

If the campus administrator determines that a student's grooming or clothing is inappropriate or violates the dress code, the student will be given an opportunity to correct the problem at school and return to the classroom. If the problem is not corrected, the student will finish the day in ISS. Repeated or severe offenses may result in more serious disciplinary action in accordance with the Student Code of Conduct.

Tardies and Leave-Early Policy

GRADES 6-12 - For each individual class period during the same semester grading period, the discipline policy for tardiness is as follows: 1st through 4th - warning, 5th - lunch detention, 6 or more may result in more severe disciplinary action administered by the campus principal.

If the student arrives in class the first 20 minutes after the tardy bell, they are considered tardy. After 20 minutes they will be counted absent for that class.

Additionally, if a student leaves class before being in attendance for 20 minutes they will be counted absent.

Student attendance is crucial. Appointments should be scheduled outside of school hours if possible. Except for extenuating circumstances, students will not regularly be released before the end of the school day. Parental consent is required before any student leaves campus for any part of the school day.

Students are not allowed to leave the building without checking out through the HS office. Students will NOT be released from class until a parent/guardian comes in to sign them out. Teachers will not let students out of class because the parent/guardian has sent a text or called to have the student meet them.

We will not be able to release a student with a phone call or an email. Students needing to leave school during the day will bring a note from the parent/guardian to the HS office stating the time to be released and the reason before their first class of the day (the note can be written for personal reasons; however, the absence will be marked unexcused). The student will get an "early dismissal" from the HS office. The student will show the early dismissal slip to the teacher at the appointed time (DON'T give the early dismissal to the teacher, *you* will need it to get out of the building), go to the HS office to sign out, and then meet the parent/guardian. When the student returns to school, he/she must stop by the HS office to get an admit slip, bringing a doctor's note, if that is the case.

Parents/guardians coming in to check out a student must have a form of photo ID that matches the name on their child's account. If the name on the account does not match what is on the ID, we will need permission from the parent/guardian to check the student out and the student's record must be updated to indicate that person has permission to check the student out. We will then call your student from class. Please keep in mind there will be times it will be more difficult to find a student...during lunches and PE classes. If you know the student will need to leave during these times, it will be easier if the student brings a note before school. We will do our best to find your student in a timely manner.

If a student becomes ill during the school day and the school nurse or other district personnel determines that the student should go home, the nurse will contact the student's parent and document the parent's wishes regarding release from school.

Any senior wishing to leave school early to go to work must coordinate through the school counselor.

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

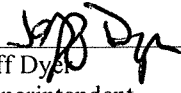
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of 2025-2026 pay increase staff (Item 10)

The revised support staff salary scale is included in the packet.

It is recommended that the Board of Trustees approve the revised support staff salary scale as presented.

Respectfully submitted,



Jeff Dyer
Superintendent

STAFF SALARY INCREASE PROPOSAL

	CURRENT	WITH \$2,000	WITH \$3,000
STAFF SALARIES	\$ 1,029,700.00	\$ 1,095,400.00	\$ 1,127,400.00
COST OF INCREASE		\$ 65,700.00	\$ 97,700.00

Bus Driver Currently employed by District \$3,000

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

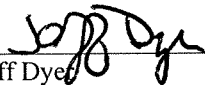
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of purchasing an elementary cafeteria replacement unit (Item 11)

The quote from Air-Tech Brazos Valley is included in the packet

It is recommended that the Board of Trustees approve the purchase from Air-Tech Brazos Valley for elementary cafeteria replacement unit as presented.

Respectfully submitted,



Jeff Dyer
Superintendent

AIR-TECH BRAZOS VALLEY

4889 Elmo Weedon Road
COLLEGE STATION, TEXAS 77845
PH 979-696-6030 FAX 979-696-6134
TACLA49774E

July 24, 2025

TO: Iola ISD

PROJECT: Elementary Cafeteria condensing unit replacement.

We are pleased to offer the following quote:

- Furnish and install one new Trane condensing unit using R-410A refrigerant.
- This will include disconnect and reconnect of the refrigerant piping, control wiring and electrical.
- Replacement of the filter dries.
- Startup and adjustment of refrigerant charge.
- All materials and labor required to install condensing unit.
- Furnish a crane for removal and installation on roof.
- Current lead time ~8 weeks from time of approval and order

Cost: \$71,884.00

All work has been quoted for normal business hours, 8 am – 5 pm, weekdays.

This quote is good for 30 days.

Submitted By: Byron Kay, President

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

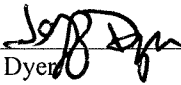
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of Prohibition on DEI Duties (Item 12)

Deliberation and possible action to approve Resolution Adopting Policy to prohibit Diversity, Equity, and Inclusion Duties.

It is recommended that the Board of Trustees approve the Resolution Adopting Policy to prohibit Diversity, Equity, and Inclusion Duties.

Respectfully submitted,



Jeff Dyer
Superintendent



Iola ISD

BOARD OF TRUSTEES RESOLUTION ADOPTING POLICY TO PROHIBIT DIVERSITY, EQUITY, AND INCLUSION DUTIES

WHEREAS, the 89th Legislature passed Senate Bill No. 12 to adopt Texas Education Code § 11.005, which requires school districts to adopt a policy prohibiting employees or contractors from assigning or engaging in diversity, equity, and inclusion duties; and

WHEREAS, the law requires the Board of Trustees to certify compliance with Texas Education Code § 11.005 to the Texas Education Agency not later than September 30, 2025; and,

WHEREAS, the Board of Trustees finds that it is necessary to adopt the policy attached to this Resolution to comply with Texas Education Code § 11.005.

NOW, THEREFORE, IT IS RESOLVED by the Board of Trustees of Iola Independent School District as follows:

1. The Board of Trustees adopts the foregoing recitals as findings of fact.
2. The Board of Trustees approves and adopts the policy prohibiting diversity, equity, and inclusion duties as attached to this Resolution.
3. This policy is effective immediately upon passage.
4. The Board of Trustees directs the Superintendent of Schools or designee to provide this Resolution and the attached policy to the Texas Education Agency within three business days of passage of this Resolution.
5. The Board of Trustees directs the Superintendent of Schools or designee to provide this Resolution and the attached policy to the policy representative at the Texas Association of School Boards for inclusion in the online policy manual's appropriate designation category.

PASSED, ADOPTED, and APPROVED on the ____ day of _____, 2025,
by the Board of Trustees of Iola Independent School District by the following vote:

For: _____

Against: _____

Abstain: _____

Absent: _____

Alec Pointer
President, Board of Trustees

ATTEST:

Tammy Harvey
Secretary, Board of Trustees

**IOLA ISD
DRAFT POLICY – DISCIPLINE FOR DEI DUTIES**

Definition

The term “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 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; and
4. compelling, requiring, inducing, or soliciting 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.

Assignment of or Engaging in DEI Duties Prohibited

The 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.

Discipline For Assignment of or Engaging in DEI Duties

A District employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties shall be subject to the following discipline guidelines:

[The District will need to determine this for its employees. The following are TBH’s ideas and are not required for the District.]

Contractors

1. A first violation shall result in a written reprimand.
2. A second violation shall result in cessation of the contractor's work, without pay, for a period of three school days.
3. A third violation shall result in termination of the contractor's work for the District.

At-Will Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, without pay, of employment for a period of three school days.
3. A third violation shall result in termination of employment.

Contractual Non-Certified Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, without pay, of employment for a period of three school days.
3. A third violation shall result in termination of employment.

Contractual Certified Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, with pay, of employment for a period of three school days.
3. A third violation shall result in possible termination of employment pursuant to Chapter 21, Texas Education Code.

Procedural Rights Before Discipline

Not later than the third school day after the day on which an employee or contractor is notified of an alleged violation of this policy, the appropriate District administrator shall schedule a hearing with the employee or contractor. At the hearing, the employee or contractor is entitled to written notice of the reasons for the alleged violation removal, an explanation of the basis for the discipline, and an opportunity to respond to the reasons for the removal. The District and the employee or contractor may present documentary evidence and witnesses. The employee or contractor may be represented at the conference by legal counsel. If the employee or contractor intends to be represented by legal counsel, then the employee or contractor should notify the District prior to the date of the conference.

Appeals

[This is TBH's suggestion for the appeal process but DGBA is not required.]

An employee or contractor may appeal a disciplinary decision through Board Policy DGBA(LOCAL) beginning at Level Two.

Copy to Employees and Contractors

The District shall provide a physical and electronic copy of this policy to each District employee prior to the first day of instruction on the District's school calendar.

The District shall provide a physical and electronic copy of this policy to each District contractor prior to the contractor beginning work for the District.

Exemptions

Nothing in this policy may be construed to:

(1) 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;

(2) limit or prohibit the District from acknowledging or teaching the significance of state and federal holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the essential knowledge and skills adopted under Subchapter A, Chapter 28, Texas Education Code;

(3) affect a student's rights under the First Amendment to the United States Constitution or Section 8, Article I, Texas Constitution;

(4) limit or prohibit a the District from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Section 39.053, Texas Education Code; or

(5) apply to:

(A) classroom instruction that is consistent with the essential knowledge and skills adopted by the State Board of Education;

(B) the collection, monitoring, or reporting of data;

(C) a policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or

(D) a student club that is in compliance with the requirements of Section 33.0815, Texas Education Code.

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

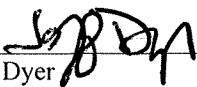
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of Prohibiting Assistance with Social Transitioning.
(Item 13)

Deliberate and possible action to approve Resolution Adopting Policy Prohibiting Assistance with Social Transitioning.

It is recommended that the Board of Trustees approve the Resolution Adopting Policy Prohibiting Assistance with Social Transitioning.

Respectfully submitted,



Jeff Dyer
Superintendent

IOLA ISD
DRAFT POLICY – NO ASSISTANCE WITH SOCIAL TRANSITIONING

Definition

The term “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.

Assisting with Social Transitioning Prohibited

The District 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.

Violations

Report to the Board

A parent of a student enrolled in the District or a District employee may report to the Board a suspected violation of this policy. The Board shall investigate any suspected violation and determine whether the violation occurred. 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 Commissioner of the Texas Education Agency.

Parent Complaint

A parent of a student enrolled in the District may seek relief for a violation of this subchapter by filing a grievance through the District’s parent grievance procedure adopted under Texas Education Code § 26.011.

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

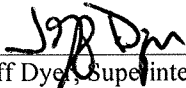
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Consideration of BOARD MEETINGS POLICY AMENDMENTS (Item 14)

Deliberate and possible action to approve Resolution Amending Policies Regarding Board Meetings and Public Comments.

It is recommended that the Board of Trustees approve the Resolution Amending Policies Regarding Board Meetings and Public Comments.

Respectfully submitted,



Jeff Dyer, Superintendent

BOARD MEETINGS

BE
(LOCAL)

Meeting Place and Time	The notice for a Board meeting shall reflect the date, time, and location of the meeting. <u>The Board shall hold all meetings outside of typical work hours.</u>
Regular Meetings	Regular meetings of the Board shall normally be held on the third Monday of each month at 6:30 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.
Special or Emergency Meetings	<p>The Board President shall call special meetings at the Board President's discretion or on request by two members of the Board.</p> <p>The Board President shall call an emergency meeting when it is determined by the Board President or two members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.</p>
Agenda	<p>The deadline for submitting items for inclusion on the agenda is the fourth calendar day before regular meetings and the third calendar day before special meetings.</p> <p>In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. Any Board member may request that a subject be included on the agenda for a meeting, and the Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted by a Board member.</p> <p>Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. In reviewing the preliminary agenda, the Board President shall ensure that any topics the Board or individual Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by a Board member without that Board member's specific authorization.</p>
Notice to Members	Members of the Board shall be given notice of regular and special meetings at least 72 hours <u>3 business days</u> prior to the scheduled time of the meeting and at least one hour prior to the time of an emergency meeting.
Closed Meeting	<p>Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law.</p> <p>The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]</p>

BOARD MEETINGS

BE
(LOCAL)

Order of Business The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members. The Board shall prioritize public comments by presenting those comments at the beginning of each meeting before consideration of any posted agenda items.

Rules of Order The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

Voting Voting shall be by voice vote or show of hands, as directed by the Board President. Any member may abstain from voting, and a member's vote or failure to vote shall be recorded upon that member's request. [See BDAA(LOCAL) for the Board President's voting rights]

Consent Agenda When the agenda is prepared, the Board President shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Minutes Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

The minutes, as approved by the Board, must reflect each member's:

1. Attendance at or absence from the meeting; and
2. Vote on any item that is voted on by the Board.

~~The official minutes of the Board shall be retained on file in the office of the Superintendent and shall be available for examination during regular office hours.~~ The minutes of an open meeting must be accessible to the public in accordance with Section 551.022, Government Code.

The Board shall post on the District's Internet website:

DATE ISSUED: __/__/2025

ADOPTED:

2 of 2

BE(LOCAL)

BOARD MEETINGS

BE
(LOCAL)

1. The minutes of each meeting not later than the 7th day after the date of a meeting at which a quorum of the Board is present and voting; and

Any resolution adopted by the Board not later than the 7th day after the date of the meeting at which the resolution was adopted.

**Discussions and
Limitation**

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

Recordings

The Board shall make a recording of each regular or special meeting. The recording of an open meeting must be accessible to the public in accordance with Section 551.022, Government Code.

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

**Limit on
Participation**

The Board shall prioritize public comments by presenting those comments at the beginning of each meeting before consideration of any posted agenda items.

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
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.

**Complaints and
Concerns**

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:

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

- Employee complaints: DGBA
- Student or parent complaints: FNG
- Public complaints: 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.

**IOLA INDEPENDENT SCHOOL DISTRICT
IOLA, TEXAS**

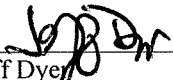
MEMORANDUM

TO: Iola ISD Board of Trustees
From: Jeff Dyer, Superintendent
DATE: August 11, 2025
SUBJECT: Personnel (Item 15)

a. employment:

b. resignation:

Respectfully submitted,



Jeff Dyer
Superintendent