

Regular Meeting

Notice is hereby given that on Tuesday, November 18, 2025, the Board of Education of the Fort Worth Independent School District will hold a Regular Meeting beginning at 5:30 PM at the Fort Worth Independent School District Service Center 7060 Camp Bowie Boulevard. This meeting will be streamed and archived on [Fort Worth ISD's Live YouTube channel](#), and on the [FWISD Video on Demand](#) site. The subjects to be discussed or considered or upon which any formal action may be taken are listed on the agenda which is made a part of this notice. Items do not have to be taken in the order shown on this meeting notice.

The Guidelines for Public Comment are on the [Board of Education Webpage](#) and include information regarding meeting decorum. Individuals may sign-up for public comment calling 817-814-1920 by 4:00 PM the day of the meeting and may sign-up at the meeting location until 5:20 PM. Individuals may send public comment by written statement via email to boardmeetings-publiccomment@fwisd.org by 12:00 PM the day of the meeting. Written statements will be shared with the Board of Trustees prior to the meeting and will not be read aloud during the meeting.

Those who need a sign language interpreter, please call 817-814-1920 by 12 PM Monday, November 17, 2025.

FORT WORTH INDEPENDENT SCHOOL DISTRICT REGULAR MEETING

Page

1. **5:30 PM - CALL REGULAR MEETING TO ORDER - BOARD ROOM**
2. **PLEDGES, VISION, AND MISSION**
Led by O.D. Wyatt HS - JROTC Cadets
3. **RECOGNITIONS**
 - A. Recognition of Student Greeters
 - B. Native American Heritage Month
4. **PUBLIC COMMENT**
5. **CALL TO ORDER PUBLIC HEARING ON CAMPUS TARGETED IMPROVEMENT PLANS**
6. **PUBLIC COMMENT ON CAMPUS TARGETED IMPROVEMENT PLANS**

7. CLOSE PUBLIC HEARING ON CAMPUS TARGETED IMPROVEMENT PLANS

8. SUPERINTENDENT REPORT

9 - 32

[Superintendent Report November-2025.pdf](#) 

9. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

10. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
 - 1. TEA Commissioner's Letter dated November 6, 2025 Regarding Appointment of Board of Managers and Conservator Due to Campus Performance Ratings and Possible Actions
 - 2. Superintendent's Evaluation/Contract

- B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including but Not Limited to Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)
 - 1. Superintendent's Evaluation/Contract

- C. Security Implementation (Texas Government Code §551.076)
 - 1. Intruder Audit Findings and Corrective Action

- D. Real Property (Texas Government Code §551.072)

11. CONSENT AGENDA ITEMS

(Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)

- A. Approve Lone Star Governance Goals and Superintendent Constraints 33 - 46
[LSG Goals-Superintendent Constraints.docx](#) 
[LSG-Goals-Constraints 2025 DRAFT.pdf](#) 

Dr. Karen Molinar, Superintendent

- B. Approve Board of Education Minutes 47 - 63
[Meeting Minutes - October 14, 2025.pdf](#) 
[Meeting Minutes - October 21, 2025.pdf](#) 
[Meeting Minutes - October 28, 2025.pdf](#) 

Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- C. Approval of the Outside Employment for District Administrators - H.B. 3372 64 - 65
[Outside Employment Approval Nov 2025.docx](#) 
- D. Approve First Reading for Revisions to Board Policy DCD(LOCAL) 66 - 71
[Consent Item - DCD \(LOCAL\).docx](#)  [DCD\(LOCAL\) - Redlined.pdf](#) 
- E. Approve First Reading - TASB Policy Update 126 (Policies include: CJ(LOCAL), CJA(LOCAL), CLE(LOCAL), CQB(LOCAL), CQD(LOCAL), CSA(LOCAL), DBD(LOCAL), DEC(LOCAL), DFBB(LOCAL), DGBA(LOCAL), DH(LOCAL), EEP(LOCAL), EFA(LOCAL), EHBAF(LOCAL), EIA(LOCAL), FA(LOCAL), FEF(LOCAL), FFB(LOCAL), FFF(LOCAL), FFG(LOCAL), FNG(LOCAL), FO(LOCAL), GF(LOCAL), GKA(LOCAL)) 72 - 171
 CJ(LOCAL): Contracted Services
 CJA(LOCAL): Contracted Services - Background Checks and Required Reporting
 CLE(LOCAL): Buildings, Grounds, and Equipment Management - Required Displays
 CQB(LOCAL): Technology Resources - Cybersecurity
 CQD(LOCAL): Technology Resources - Artificial Intelligence
 CSA(LOCAL): Facility Standards - Safety and Security
 DBD(LOCAL): Employment Requirements and Restrictions - Conflict of

Interest

DEC(LOCAL): Compensation and Benefits - Leaves and Absences

DFBB(LOCAL): Term Contracts - Nonrenewal

DGBA(LOCAL): Personnel - Management Relations - Employee Complaints/Grievances

DH(LOCAL): Employee Standards of Conduct

EEP(LOCAL): Instructional Arrangements - Lesson Plans

EFA(LOCAL): Instructional Resources - Instructional Materials

EHBAF(LOCAL): Special Education - Video/Audio Monitoring

EIA(LOCAL): Academic Achievement - Grading/Progress Reports to Parents

FA(LOCAL): Parent Rights and Responsibilities

FEF(LOCAL): Attendance - Released Time

FFB(LOCAL): Student Welfare - Crisis Intervention

FFF(LOCAL): Student Welfare - Student Safety

FFG(LOCAL): Student Welfare - Child Abuse and Neglect

FNG(LOCAL): Student Rights and Responsibilities - Student and Parent Complaints/Grievances

FO(LOCAL): Student Discipline

GF(LOCAL): Public Complaints

GKA(LOCAL): Community Relations - Conduct on School Premises

[Consent Item - TASB Update 126.docx](#)  [TASB Update 126 Summary.pdf](#)  [TASB 126 - Redlined Policies.pdf](#) 

Business and Finance, Kellie Spencer, Deputy Superintendent

- | | | |
|----|--|-----------|
| F. | Approve the Quarterly Investment Report for the Period July 1, 2025 - September 30, 2025
Quarterly Investment Report 7-1-25 - 9-30-25.docx 
Quarterly Investment Report.pdf  | 172 - 186 |
| G. | Annual Comprehensive Financial Report For The Year Ended June 30, 2025
Agenda Item Comprehensive Financial Report.docx  | 187 |
| H. | Approve Budget Amendment For Period Ending October 31, 2025 | 188 - 191 |

[Consent - Budget Amendment 10.31.25.docx](#) 

[Budget Amendment October 31, 2025 Final.pdf](#) 

[Budget Amendment History October 31 2025 Final.pdf](#) 

[Budget Amendment October 31, 2025 Explanations Final.pdf](#) 

Learning and Leading Division, Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

- I. Approve Memorandum of Understanding Between the University of Texas at Arlington and Fort Worth Independent School District to Have Interns Complete Internship Hours with the H.E.L.P. Program 192 - 199
[UTA MOU - Board Agenda.docx](#)  [UTA MOU Interns HELP.pdf](#) 
- J. Approve P-TECH Model Memorandum of Understanding between Fort Worth Independent School District and the City of Fort Worth 200 - 209
[City of Fort Worth - Water.docx](#) 
[City of Fort Worth P-TECH Water MOU.pdf](#) 

Talent Management, Woodrow Bailey III, Chief Talent Officer

- K. Approve Payment of Teacher Incentive Allotment Designation Fee 210 - 212
[TIA Designation Fee with TEA.docx](#) 
[2025 TIA Fees Payment Guide.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

Capital Improvement Program, Carl Alfred, Senior Officer

- L. Approve Authorization to Enter into a Contract for JOC Hazmat Abatement Services for Forest Oak Middle School in Conjunction with the 2021 Capital Improvement Program 213 - 214
[Forest Oak MS Abatement.docx](#) 
- M. Approve Authorization to Enter into a Contract with a Construction Manager At Risk for Pre-construction Services for Elementary School #3 Replacement at Worth Heights Site Project in Conjunction with the 2021 Capital Improvement 215 - 216

Program

[CMAR Pre-Construction Services Worth Heights.docx](#) 

Maintenance and Operations, David Guerra, Executive Director

- N. Approve Elevator Modernizations at Daggett Elementary School, William James Middle School, Meadowbrook Elementary School, and Young Men’s Leadership Academy 217 - 222
[Elevator Modernizations.docx](#) 
[Elevator Modernizations Proposal.pdf](#) 

Technology, Dr. Eric Upchurch, Chief Technology Officer

- O. Approve Purchase of Contract Endpoint Security and Incident Detection and Response Services 223 - 226
[Security, Incident and Response Services.docx](#)  [Q-18671.pdf](#) 

12. ACTION AGENDA ITEMS

- A. Item(s) Removed from Consent Agenda
- B. Consider Possible Action Related to TEA Commissioner's Letter dated November 6, 2025 Regarding Appointment of Board of Managers and Conservator Due to Campus Performance Ratings
- C. Consider Possible Action on Superintendent's Evaluation/Contract

Lone Star Governance, Board of Education

- D. Approve Board Operating Procedures First Reading 227 - 251
[Board Operating Procedures Manual First Reading.docx](#) 
[Board Operating Procedures Manual REDLINED.pdf](#) 

Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- E. Approve Proposed Termination of Certain Probationary Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- F. Approve Proposed Termination of Certain Term Contract

Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code

- G. Approve Proposed Termination of Certain Continuing Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- H. Consider and Take Action to Void the Contract of Certain Employees for Lack of Texas Educator Certification Pursuant to Chapter 21 of the Texas Education Code

Transformation, Innovation and Accountability, Nancy Sticksel, Associate Superintendent

- I. Approve the 2025-2026 Targeted Improvement Plans and Turnaround Plans 252 - 253
[2025-2026 Targeted Improvement Plans.docx](#) 

Learning and Leading Division, Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

- J. Approve the Ratification of a Purchase of Additional Math Instructional Materials and Teacher Edition Materials 254 - 260
[Ratification Purchase of Math Materials.docx](#)  [Quote 00501474.pdf](#) 
[Quote 00500232.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

Capital Improvement Program, Carl Alfred, Senior Officer

- K. Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amount for Meadowbrook Middle School in Conjunction with the 2021 Capital Improvement Program 261 - 262
[AE - Meadowbrook MS.docx](#) 
- L. Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amount for Jean McClung Middle School in Conjunction with the 2021 Capital Improvement Program 263 - 264
[AE - Jean McClung MS.docx](#) 

- M. Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amount for Daggett Montessori School in Conjunction with the 2021 Capital Improvement Program 265 - 266
[AE - Daggett Montessori.docx](#) 

Transportation, Nathan Graf, Executive Director

- N. Approve Continuation of Fuel Supply and Storage Management Services Agreement 267 - 269
[Corpay 25-26.docx](#)  [Scope of Work - Fleetcor-Corpay 25-26.pdf](#) 

13. ADJOURN

Superintendent's Report

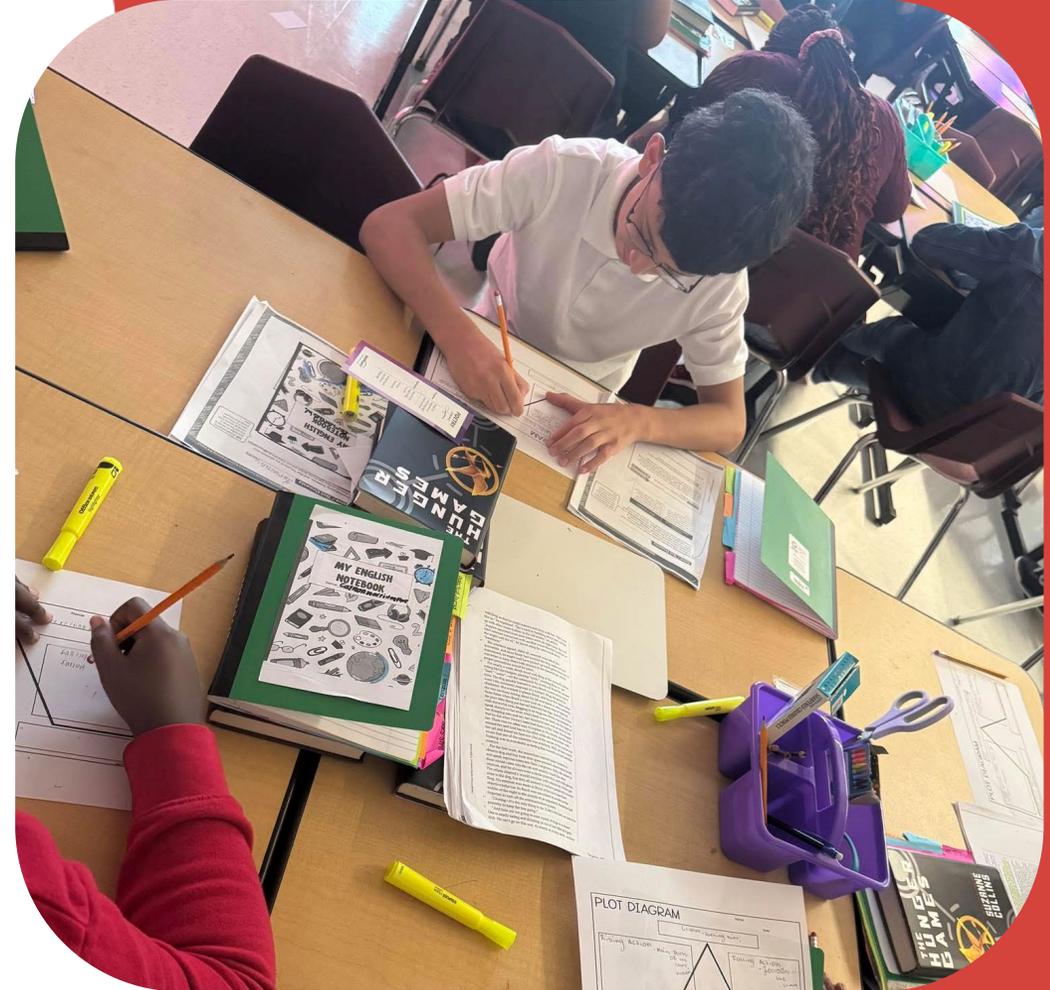
Strategic Priority Update

Dr. Karen C. Molinar, Superintendent
Tuesday, November 18, 2025



Six Week Assessments

As we implement the new Instructional Framework and Planning Calendars, we are closely monitoring student performance data.



1 Student Academic Excellence

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Reading Grades 3-5 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
3rd Grade Reading English & Spanish Combined	Average Percent Score	28.19%	38.09%	49.70%
	Approaches Grade Level	25.13%	44.93%	66.95%
	Meets Grade Level	9.82%	20.67%	40.29%
	Masters Grade Level	3.51%	7.37%	19.85%
4th Grade Reading English & Spanish Combined	Average Percent Score	36.70%	37.04%	58.25%
	Approaches Grade Level	54.27%	51.14%	85.70%
	Meets Grade Level	22.77%	13.43%	57.48%
	Masters Grade Level	9.02%	1.97%	23.15%
5th Grade Reading English & Spanish Combined	Average Percent Score	36.28%	48.56%	52.95%
	Approaches Grade Level	42.29%	56.28%	65.59%
	Meets Grade Level	22.74%	35.36%	41.09%
	Masters Grade Level	9.54%	12.91%	19.18%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Reading Grades 6-8 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Reading	Average Percent Score	53.39%	38.82%	53.76%
	Approaches Grade Level	82.34%	46.71%	74.84%
	Meets Grade Level	56.12%	16.63%	47.05%
	Masters Grade Level	26.49%	2.31%	17.75%
7th Grade Reading	Average Percent Score	47.06%	40.89%	47.57%
	Approaches Grade Level	50.08%	45.70%	60.38%
	Meets Grade Level	27.66%	14.05%	32.06%
	Masters Grade Level	17.58%	0.96%	5.78%
8th Grade Reading	Average Percent Score	37.58%	35.62%	43.99%
	Approaches Grade Level	55.49%	44.70%	63.06%
	Meets Grade Level	21.76%	10.29%	27.32%
	Masters Grade Level	9.06%	0.22%	5.94%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

English End of Course All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
English I	Average Percent Score	49.43%	60.40%	44.97%
	Approaches Grade Level	64.66%	75.93%	53.75%
	Meets Grade Level	41.69%	58.48%	29.68%
	Masters Grade Level	8.32%	13.91%	1.58%
English II	Average Percent Score	46.49%	60.76%	51.45%
	Approaches Grade Level	56.51%	76.87%	66.42%
	Meets Grade Level	40.01%	62.54%	42.56%
	Masters Grade Level	4.32%	8.62%	1.89%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Grades 3-5 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
3rd Grade Math	Average Percent Score	53.75%	40.67%	65.75%
	Approaches Grade Level	61.14%	41.44%	81.58%
	Meets Grade Level	48.82%	29.40%	60.77%
	Masters Grade Level	22.83%	10.99%	43.36%
4th Grade Math	Average Percent Score	56.52%	47.98%	58.89%
	Approaches Grade Level	73.48%	53.27%	68.04%
	Meets Grade Level	45.52%	41.44%	48.05%
	Masters Grade Level	20.61%	18.18%	26.47%
5th Grade Math	Average Percent Score	57.65%	57.54%	54.02%
	Approaches Grade Level	73.20%	72.89%	69.98%
	Meets Grade Level	52.21%	45.48%	39.49%
	Masters Grade Level	30.80%	22.22%	17.31%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Grades 6-8 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Math	Average Percent Score	31.34%	30.18%	46.04%
	Approaches Grade Level	38.97%	32.95%	66.62%
	Meets Grade Level	13.09%	12.57%	26.46%
	Masters Grade Level	2.53%	4.10%	7.58%
7th Grade Math	Average Percent Score	36.19%	39.54%	41.04%
	Approaches Grade Level	30.91%	43.98%	52.99%
	Meets Grade Level	11.27%	18.10%	26.60%
	Masters Grade Level	0.87%	4.43%	4.73%
8th Grade Math	Average Percent Score	39.57%	42.00%	39.50%
	Approaches Grade Level	43.02%	59.95%	50.55%
	Meets Grade Level	22.99%	28.14%	23.51%
	Masters Grade Level	4.20%	7.30%	4.83%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Advanced / Accelerated All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Advanced Math	Average Percent Score	45.74%	45.57%	63.11%
	Approaches Grade Level	67.71%	62.71%	88.10%
	Meets Grade Level	25.78%	34.90%	59.41%
	Masters Grade Level	3.97%	12.41%	26.11%
6th Grade Accelerated Math	Average Percent Score	76.11%	78.17%	68.59%
	Approaches Grade Level	96.04%	96.33%	97.35%
	Meets Grade Level	89.21%	85.67%	83.44%
	Masters Grade Level	47.12%	64.33%	28.48%
7th Grade Advanced Math	Average Percent Score	51.88%	55.63%	53.21%
	Approaches Grade Level	76.72%	82.74%	75.68%
	Meets Grade Level	47.61%	52.10%	49.22%
	Masters Grade Level	13.26%	19.11%	11.38%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math End of Course All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
Pre-Algebra	Average Percent Score	50.69%	65.78%	57.98%
	Approaches Grade Level	79.24%	90.62%	85.05%
	Meets Grade Level	33.33%	73.96%	61.22%
	Masters Grade Level	7.10%	38.54%	22.43%
Algebra I	Average Percent Score	39.30%	51.20%	51.47%
	Approaches Grade Level	53.79%	79.22%	69.15%
	Meets Grade Level	23.88%	36.56%	43.94%
	Masters Grade Level	9.03%	24.99%	26.74%
Honors Algebra	Average Percent Score	57.29%	58.53%	60.93%
	Approaches Grade Level	87.42%	83.72%	88.40%
	Meets Grade Level	55.19%	59.13%	56.64%
	Masters Grade Level	28.19%	30.15%	45.25%

STAAR Writing Performance

May 2025 STAAR Breakdown of Percentage of Zero Scores for ECRs and SCRs

STAAR RLA	Number of Testers	<u>ECR</u> Percent with 0 score	<u>SCR</u> Percent with 0 score
Grade 3 Spanish	830	63%	68%
Grade 3 English	4,179	62%	41%
Grade 4 Spanish	597	44%	35%
Grade 4 English	4,347	51%	34%
Grade 5 Spanish	488	44%	19%
Grade 5 English	4,475	50%	19%
Grade 6	4,461	39%	32%
Grade 7	4,399	45%	24%
Grade 8	3,584	46%	49%
English I	7,584	49%	40%
English II	6,560	49%	37%
Total	41,504	49%	35%

Recalibrating
For Writing
Success



1 Student Academic Excellence

Writing Constructed Response Performance

Six-Week Assessments

All Levels	“0” Score	“1” Score	“2” Score	Blank (No Response)
English Language Arts	36.81%	29.61%	27.30%	6.28%
Science	33.17%	29.70%	28.62%	8.52%
Social Studies	29.27%	30.11%	33.04%	7.59%

ELA Extended Response	“0” Score	“1” Score	“2” Score	Blank (No Response)
3rd Grade Eng/Span	50.63%	29.09%	15.13%	5.15%
4th Grade Eng/Span	34.32%	35.44%	27.73%	2.51%
5th Grade Eng/Span	43.45%	29.69%	23.13%	3.73%
6th Grade	43.04%	27.30%	21.00%	8.66%
7th Grade	26.59%	26.45%	35.57%	11.39%
8th Grade	35.10%	34.47%	27.00%	3.43%
English I	31.64%	27.70%	31.80%	8.86%
English II	29.68%	26.76%	37.02%	6.54%

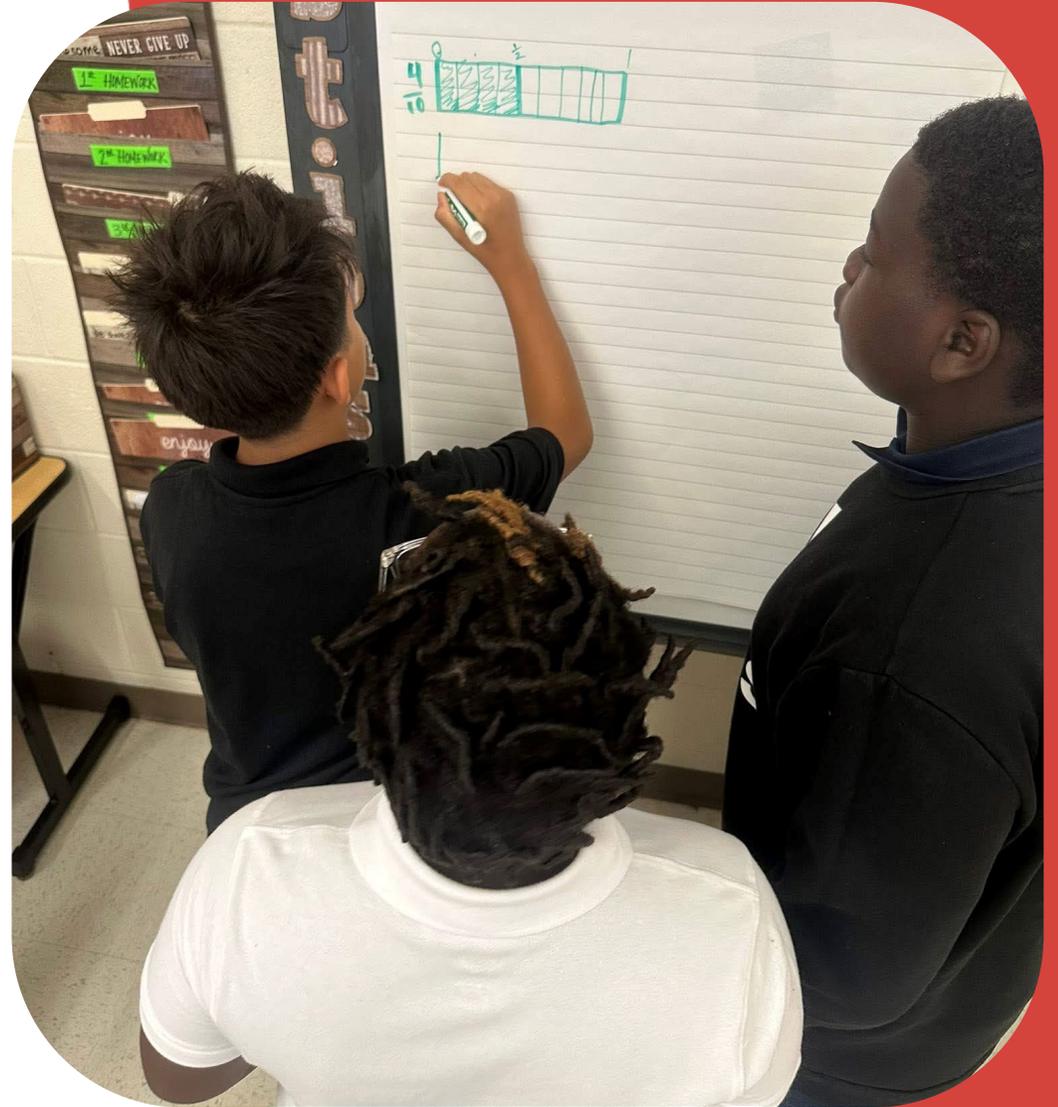


ACCELERATING CAMPUS EXCELLENCE

FORT WORTH ISD

Fort Worth ISD's Accelerating Campus Excellence (ACE) schools are focused on transforming historically low-performing campuses into high-achieving learning environments.

The **Resource Campus Initiative** has been rebranded as ACE or Accelerating Campus Excellence Initiative.



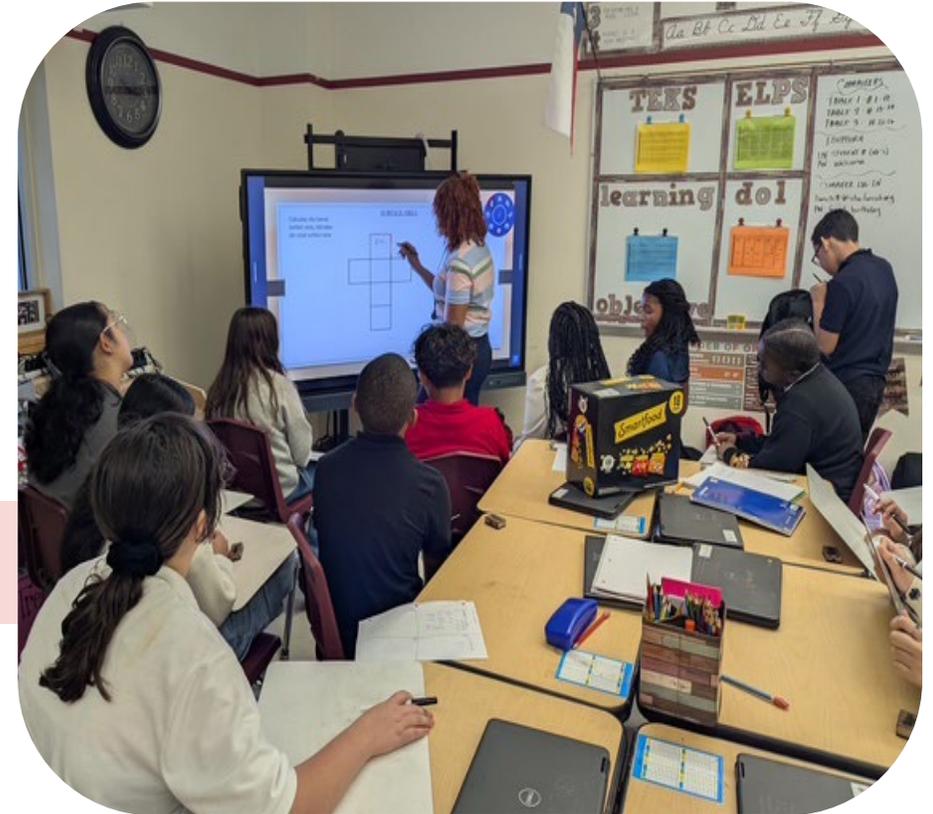
School Actions Timeline

Status	Campus	2025-2026	2026-2027
U4	Western Hills ES / Western Hills Prim (Paired)	ADSY	<p>Resource Campus</p> 
U3	Clifford Davis ES	ADSY	
U3 / U2	Eastern Hills ES / West Handley ES (Consolidated)	ADSY	
U4	William James MS	ADSY	
U3	Morningside MS	ADSY	
U3	Wedgwood MS	ADSY	

Multi-Year Unacceptable Count: 2-year count (U2), 3-year count (U3), 4-year count (U4)

The Additional Days School Year (ADSY) calendar extends the school year to June 30.

- Accelerating Campus Excellence (ACE) has been implemented at over forty campuses, impacting more than 50,000 students.
- According to the TEA 2023 Annual Report, ACE campuses see substantial progress in accountability ratings, often transforming from F-rated to B-rated schools in a single year.
- Accelerating Campus Excellence (ACE) Restart Model improves student outcomes by:
 - ✓ incentivizing the most impactful teachers to serve on highest-need campuses,
 - ✓ implementing evidence-based academic programming, and
 - ✓ extending learning time.



What happens to current school staff?

In accordance with ACE model requirements, instructional staff must reapply and meet Teacher Incentive Allotment designation requirements if applicable. Custodial, safety and child nutrition staff may continue in their roles at all ACE campuses.

How are we going to make sure the best teachers are at ACE Campuses?

ACE campuses will have a competitive teacher salary schedule plus additional incentives providing a funding structure to match the level of transformation required. **The District will launch a targeted recruitment plan starting this school year (2025-2026) in order to meet staffing goals.**



3 Employee Effectiveness and Retention

ACE Staff Expectations

- Work 187 + 25 Days
- Participate in a minimum of 2 hours of Professional Development a week (does not include extra duty pay)
- Maintain no more than 10 absences, excluding approved FMLA leave
- Engage in data-driven planning and follow the instructional framework and planning calendar with fidelity
- Communicate and collaborate with parents, including utilizing planning periods when necessary
- Maintain professionalism during the 2025-2026 school year



3 Employee Effectiveness and Retention

ACE Instructional Staff Criteria for Consideration

- Have at least 2 years of certified teaching experience by May 2026
- Have no written reprimands in personnel file
- Evidence of commitment to student, campus and community
- Applicants must submit verifiable student achievement data demonstrating a track record of accelerating achievement/growth
- Recognized or above Teacher Incentive Allotment (TIA) designation (current TIA teachers only)

Staff must reapply to be considered.



3 Employee
Effectiveness
and Retention

Proposed ACE Salary Schedule

Teacher Assignment	Current * Average Base	New Base Salary Elementary & Middle
Category One: STAAR Tested	\$ 73,576.00	\$ 100,000.00
Category Two: Non-STAAR, Core	\$ 72,063.00	\$ 100,000.00
Category Three: Non-Tested	\$ 75,190.00	\$ 91,000.00
Category Four: Student Support	\$ 76,110.00	\$ 88,000.00



**Teacher
Incentive
Allotment**

STAAR assessments are administered for: grades 3 - 8 mathematics, grades 3 - 8 reading language arts (RLA), elementary and middle school science (administered in grades 5 and 8, respectively), grade 8 social studies, and Algebra I, English I, English II, Biology, and U.S. History.

**Current Average Base salary is the average of the current teacher salaries for ACE schools.*

Proposed ACE Salary Schedule

Teacher Salary Scenario

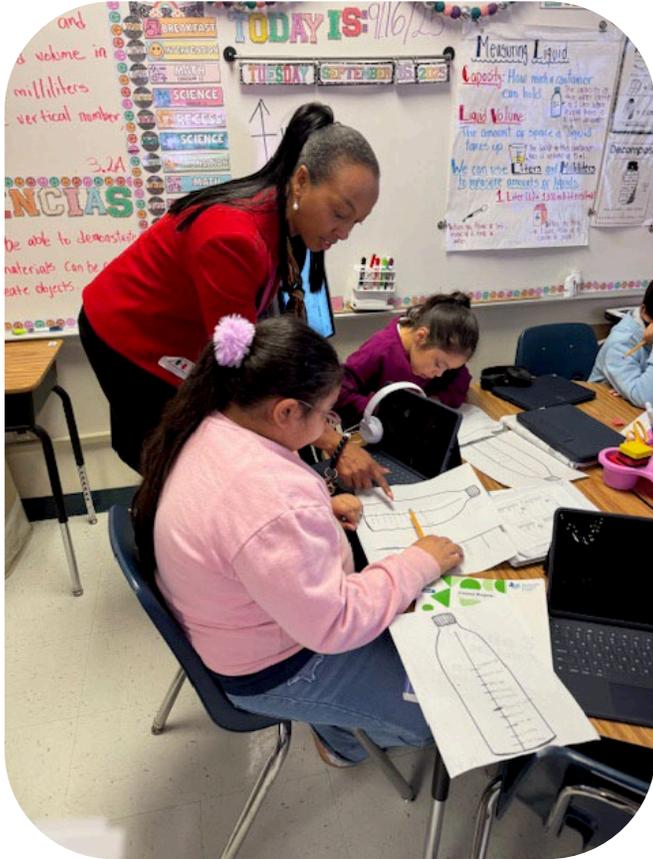
Category	Current 2025-2026	Projected 2026-2027
Position	3 rd Grade Reading/ELA	3 rd Grade Reading/ELA
Experience	10 years	11 years
TIA Designation	Master Teacher	Master Teacher
Contract Days	187 Days	187 + 25 ADSY Days
Base Salary	\$72,005	\$100,000
TIA Allotment	\$24,188 (July 2025)	\$24,000 (July 2026)
Total Compensation	\$96,193	\$124,000
Difference		+ \$27,807

Current 2025-2026 daily rate is \$385.05 @ 25 additional days = \$9,626.25

Current 2025-2026 base salary plus 25 days = \$81,631.25



Timeline & Next Steps



Nov	ACE Principal Positions Posted on FWISD.org
Nov – Dec	Informational Meetings for Staff
Dec - Jan	2026-2027 Academic Calendars Presented to the Board
Jan	Compensation Plan Presented to the Board
Jan	Selected ACE Principals Announced
Jan	ACE Teaching Positions Posted
Feb	Red Carpet Recruiting Event
March	Parent and Community Meetings

District Support Initiative: ACE Schools

Fort Worth ISD's Accelerating Campus Excellence (ACE) schools are designed to put the most effective teachers in front of students who need them the most. **It's about fairness, opportunity, and making sure no child is left behind because of the school they attend.**



2 Student & Family Engagement

2026-2027 ADSY Calendar Option Feedback Survey



ADSY campus families we want to hear from you!

Please share your feedback on the proposed 2026-2027 ADSY Calendar.

The survey will be shared with ADSY campus families in ParentSquare to complete by December 1.

Video Placeholder

PARENT-TEACHER CONFERENCES

or ADSY Day at Select Campuses

Tuesday, November 11





fwisd.org/choices

GOLD SEAL

Programs and Schools of Choice



2 Student & Family Engagement

Initial Choices Applications Count	2025-2026		2024-2025	
	Day of Expo	Count	Count	% Change
	Day of Expo	786	520	+ 51.2%
	Day 2	899	616	+ 45.9%
	Day 3	1,044	877	+19.0%
	Three-Day Total	2,729	2,013	+ 35.6%

Fort Worth

INDEPENDENT SCHOOL DISTRICT

MISSION

*Preparing ALL students for success
in college, career, and community leadership.*

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE LONE STAR GOVERNANCE GOALS AND SUPERINTENDENT CONSTRAINTS

EXECUTIVE SUMMARY:

The Fort Worth ISD Board of Trustees and Superintendent work collaboratively to implement the Lone Star Governance (LSG) Framework to focus on one primary objective: Improving Student Outcomes. The intention of LSG is to provide a continuous improvement model for governing teams. The Board and Superintendent worked with a Lone Star Governance Coach to develop student outcome goals, superintendent constraints and progress measures that are aligned with District priorities.

RECOMMENDATION:

Approve Lone Star Governance Goals and Superintendent Constraints

STRATEGIC PRIORITY:

1 - Student Academic Excellence

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

All Fort Worth ISD Schools, Communities, and Stakeholders

INFORMATION SOURCE:

Board of Education

Lone Star Governance

Student Outcome Goals Superintendent Constraints

Draft as of November 12, 2025



Student Outcome Goal 1 Early Childhood Literacy

Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR English Language Arts and Reading (ELAR) will increase from 38% to 53% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
41%	44%	47%	50%	53%

Goal Progress Measures		
Six-Week Tests	MAP Growth Grades K-3	Benchmark
3rd grade students that score meets grade level or above on ELAR six weeks assessments	K-3rd grade students that meet or exceed grade level norms on MAP Reading EOY assessments	3rd grade students that score meets grade level or above on ELAR benchmark assessments

Student Outcome Goal 2

Early Childhood Math

Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 35% to 50% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
37%	39%	43%	46%	50%

Goal Progress Measures		
Six-Week Tests	MAP Growth Grades K-3	Benchmark
3rd grade students that score meets grade level or above on Math six weeks assessments	K-3rd grade students that meet or exceed grade level norms on MAP Math EOY assessments	3rd grade students that score meets grade level or above on Math benchmark assessments

Student Outcome Goal 3

College, Career and Military Readiness (CCMR)

Goal 3: The percentage of graduates that meet the criteria for CCMR Outcomes Bonuses will increase from 19% to 47% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
24%	28%	33%	40%	47%

Goal Progress Measures		
Texas Success Initiative Assessment (TSIA)	Industry Based Certification (IBC)	College Applications
10th through 12th grade students scoring at or above the college ready standard on TSIA2 by assessment	10th through 12th grade students on track to complete a Program of Study and earn an associated IBC	12th grade students completing 3 or more college applications

81% Met CCMR Criteria (Class of 2023)

19% Qualified for Funding (Class of 2023) \$1.4 M Total Funding Accessed



CCMR in Accountability

CCMR in Outcomes Bonuses

College Ready



- Meets Texas Success Initiative (TSI) Criteria
- or
- Earns dual course credits
- or
- Meets criteria on AP/IB exams
- or
- Earns an associate degree
- or
- Qualifies for OnRamps course credits

Meets TSI Criteria (college prep courses not applicable)

AND

- Enrolls at a postsecondary educational institution immediately following high school
- or
- Earns an associate degree

Career Ready



- Earns an Industry-based certification (IBC)
- or
- Graduates with completed IEP and workforce readiness
- or
- Graduates with an advanced degree plan and received special education services
- or
- Earns a level I or level II certificate

Meets TSI Criteria (college prep courses not applicable)

AND

- Earns an IBC
- or
- Earns a level I or level II certificate

Military Ready



Enlists in the U.S. Armed Forces (Not Applicable—Temporarily Suspended)

Enlists in the U.S. Armed Forces (Not Applicable—Temporarily Suspended)

Student Outcome Goal 4

End of Course English Language Arts and Reading (ELAR)

Goal 4: By the end of 9 grade, the percent of students that score meets grade level or above on STAAR English I EOC will increase from 40% to 50%.

Annual Targets				
2026	2027	2028	2029	2030
42%	44%	46%	48%	50%

Goal Progress Measures		
Six Week Tests	Benchmark	Extended Constructed Responses
9th grade students that score meets grade level or above on ELAR six weeks assessments	9th grade students that score meets grade level or above on ELAR benchmark assessments	6th through 9th grade students that score '0' on extended constructed responses (ECR) on their relevant grade level assessment (decrease)

Student Outcome Goal 5 End of Course Algebra I

Goal 5: For first-time testers, the percent of students that score meets grade level or above on STAAR Algebra I EOC will increase from 27% to 46% by 2030.

Remove and replace with new goal (see Goal 6).

Annual Targets				
2026	2027	2028	2029	2030
30%	33%	37%	41%	46%

Goal Progress Measures		
Six Week Tests	Benchmark	Grades 6-8 Algebra
9th grade students that score meets grade level or above on Math six weeks assessments	7th through 9th grade students that score meets grade level or above on Algebra I benchmark assessments	6th through 8th grade students enrolled in Algebra I and meet grade level or above on the Algebra I EOC

Student Outcome Goal 6 State Accountability

Goal 6: The percentage/ number of F-rated campuses will decrease from 9% to 0% by 2030.

New Goal Added

Annual Targets				
2026	2027	2028	2029	2030
9% /11	7%	5%	3%	0%

Goal Progress Measures

Multi-Year Unacceptable	D-rated Campuses	F-rated Campuses
students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>multi-year unacceptable</u> campuses	students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>D-rated</u> campuses	students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>F-rated</u> campuses

Superintendent Guardrails (Constraint)

~~Guardrail 1: Student Academic Excellence~~

~~The Superintendent will not allow the percentage of D and F campuses to increase.~~

Changed to a Goal

~~Progress Measure: Annual number and percentage of D and F campuses.~~

Guardrail 1: Employee Effectiveness and Retention

The Superintendent will not allow the District to operate without a system designed to recruit, employ, develop and retain highly effective and qualified staff.

Highly Effective as defined by state performance standards for student growth.

Highly Qualified as defined by state certification standards.

Progress Measure Options

1. Percentage of teachers and **campus administrators** retained after one year. (Could also look at 2 and 3 years)
2. Percentage of TIA designated teachers.
3. ~~Percentage of substitute assignments filled with a degreed substitute teacher.~~ (Remove)
4. ~~Percentage of employees that leave the District (retirement, resignation or termination).~~ (Remove)
5. Average number of days from job posting to an accepted offer; from accepted offer to completion of onboarding process.

Guardrail 1: Employee Effectiveness and Retention

The Superintendent will not allow the District to operate without a system designed to recruit, employ, develop and retain highly effective and qualified staff.

Progress Measure Options

1. Percentage of teachers and **campus administrators** retained after one year. (Could also look at 2 and 3 years)

Rationale: The measure of attrition rates helps districts identify "hot spots" within a district by tracking, monitoring and examining teacher retention on a school-by school basis. The data can be used to show that continuity of teaching staff within a school has a positive effect on student achievement.

2. Percentage of TIA designated teachers.

Rationale: The Teacher Incentive Allotment (TIA) was established to attract and retain highly effective teachers in hard-to-staff schools by providing outstanding teachers an accessible pathway to a six-figure salary.

~~3. Percentage of substitute assignments filled with a degreed substitute teacher. (Remove)~~

~~Rationale: Increasing the number of substitutes with a college degree improves the students' experience when a teacher is absent.~~

~~4. Percentage of employees that leave the District (retirement, resignation or termination). (Remove)~~

~~Rationale: These measures may serve as indicators of district policies, administrative procedures and regulations, and management effectiveness. They also may be measures of workforce satisfaction and organizational climate.~~

5. Average number of days from job posting to an accepted offer; from accepted offer to completion of onboarding process. Rationale: This measure is an indication of the efficiency of the hiring process.

Superintendent Guardrails (Constraint)

Extracurricular Activities
Strategic Priority Alignment
2.1 Athletics, Fine Arts, JROTC
2.2 Fort Worth After School

Guardrail 2: Student and Family Engagement

The Superintendent will not allow the District to operate without implementing strategies to mitigate barriers to student engagement in extracurricular activities.

Progress Measure Options

1. Percentage of students that are enrolled in Visual Performing Arts (Fine Arts) courses. (All, Secondary Only)
2. Student participation rates for Fort Worth After School. (spots filled / total spots)

Guardrail 3: Operational Alignment and Efficiency

The Superintendent will not allow the District to operate without a budget process that allocates resources in alignment with the District's strategic priorities.

Progress Measure Options

1. Percentage of the budget that is allocated to Strategic Priority 1 – Student Academic Excellence.
2. Percentage of the budget that is not directly aligned to at least one of the District's strategic priorities.

Superintendent Guardrails (Constraint)

New Guardrail Added

Guardrail 4: Operational Efficiency

The Superintendent will not allow the District to operate without implementing strategies to monitor and improve operational efficiency.

Progress Measure Options

1. On-time bus transportation percentage
2. Average of submit days to close for maintenance service requests
3. Average resolution time for technology service requests

Operational Efficiency

Strategic Priority Alignment

4.2 Bus Transportation (on-time)

4.3 Maintenance Service Requests

4.4 Technology Service Requests

Fort Worth

INDEPENDENT SCHOOL DISTRICT

MISSION

*Preparing ALL students for success
in college, career, and community leadership.*

**BOARD WORKSHOP MINUTES
FORT WORTH ISD BOARD OF EDUCATION**

The Board of Education of the Fort Worth Independent School District held a Workshop meeting on October 14, 2025.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

**MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT**

Notice is hereby given on October 14, 2025, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:30 p.m. at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public-school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082

FORT WORTH ISD | Meeting Minutes

7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on October 8, 2025, at 3:00 p.m.

/s/ Patti Ramón
Executive Assistant
Board of Education

RETURN OF THE MEETING OCTOBER 14, 2025

I, Patti Ramón of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on October 8, 2025, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on October 8, 2025.

/s/ Patti Ramón
Executive Assistant
Board of Education

The following Board Members were present:

Roxanne Martinez, School Board President, District 9
Tobi Jackson, First Vice President, District 2
Dr. Michael Ryan, Second Vice President, District 7 ***Video Conference***
Anael Luebanos, School Board Secretary, District 8 ***Arrived at 5:36 p.m.***
Dr. Camille Rodriguez, Trustee, District 1
Quinton Phillips, Trustee, District 3
Wallace Bridges, Trustee, District 4
Kevin Lynch, Trustee, District 5 ***Arrived at 5:36 p.m.***
Anne Darr, Trustee, District 6

The following administrators were present:

Dr. Karen C. Molinar, Superintendent
Dr. Lisa Inzar, Special Assistant to the Superintendent
Mohammed Choudhury, Deputy Superintendent Curriculum & Instruction
Kellie Spencer, Deputy Superintendent District Operations
Tierney Tinnin, Chief of Communications & Community Partnerships
Woodrow Bailey, Chief Talent Officer
Eric Upchurch, Chief of Technology
Sid Pounds, Assistant General Counsel

1. **5:30 PM – CALL REGULAR MEETING TO ORDER – BOARD ROOM**

School Board President Roxanne Martinez, called the meeting to order at 5:32 p.m.

2. **PUBLIC COMMENT**

Public Speakers:

1. Daniel Bennett
2. Scott Blanco Davis

3 **LONE STAR GOVERNANCE**

Board conducted a workshop on Lone Star Governance on Goals & Constraints.

This training was conducted by Ben Mackey.

A. Goals & Constraints Review

Dr. Karen Molinar, Superintendent, presented the Student Outcome Goals & Superintendent Constraints.

Trustees Dr. Camille Rodriguez, Kevin Lynch, Quinton Phillips, Anne Darr, Anael Luebanos, Dr. Michael Ryan, Roxanne Martinez, Tobi Jackson and Wallace Bridges asked questions.

Superintendent, Dr. Karen Molinar, Deputy Superintendent, Mohammed Choudhury and Lone Star Governance Coach, Ben Mackey provided responses.

B. Superintendent Evaluation Review Process

Trustees Kevin Lynch, Quinton Phillips, Anne Darr, Anael Luebanos, Wallace Bridges made comments.

C. Lone Star Governance Self-Assessment

Trustee Kevin Lynch, Quinton Phillips, Anne Darr, Anael Luebanos, Wallace Bridges made comments.

D. Board Operating Procedures Review

Ben Mackey presented Operating Procedures

Trustees Kevin Lynch, Anne Darr, Quinton Phillips, Dr. Michael Ryan and Dr. Camille Rodriguez asked questions or made comments.

Dr. Karen Molinar, Ben Mackey and Board Counsel, Cynthia Rincon provided responses.

1. ADJOURN

The meeting was adjourned at 9:19 P.M.

/s/ Patti Ramón
Board of Education

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>.

Anael Luebanos
School Board Secretary
Fort Worth Independent School District

**SPECIAL MEETING MINUTES
FORT WORTH ISD BOARD OF EDUCATION**

The Board of Education of the Fort Worth Independent School District held a Special meeting on October 21, 2025.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

**MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT**

Notice is hereby given on October 21, 2025, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:30 p.m. at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public-school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082

FORT WORTH ISD | Meeting Minutes

- 7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on October 15, 2025, at 3:00 p.m.

/s/ Patti Ramón
Executive Assistant
Board of Education

RETURN OF THE MEETING OCTOBER 21, 2025

I, Patti Ramón of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on October 15, 2025, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on October 15, 2025.

/s/ Patti Ramón
Executive Assistant
Board of Education

The following Board Members were present:

Tobi Jackson, First Vice President, District 2
Dr. Michael Ryan, Second Vice President, District 7
Anael Luebanos, School Board Secretary, District 8
Dr. Camille Rodriguez, Trustee, District 1
Wallace Bridges, Trustee, District 4
Kevin Lynch, Trustee, District 5
Anne Darr, Trustee, District 6

The following Board Member were absent:

Roxanne Martinez, School Board President, District 9
Quinton Phillips, Trustee, District 3

The following administrators were present:

Dr. Karen C. Molinar, Superintendent
Dr. Lisa Inzar, Special Assistant to the Superintendent
Woodrow Bailey, Chief Talent Officer
Sid Pounds, Assistant General Counsel

1. 5:30 PM – CALL REGULAR MEETING TO ORDER – BOARD ROOM

School Board 1st Vice President, Tobi Jackson, called the meeting to order at 5:33 p.m.

2. PUBLIC COMMENT

Public Speakers:
Laurie George

3. LEVEL III GRIEVANCES

- A. Consider the Level III Grievance of Parents C. Kamo and T. Kamo (Convene in Closed Session, if Necessary)
 - 1. Presentation by Complainant(s) and/or Representative(s)
 - 2. Presentation by District Representative
 - 3. Questions from the Board

- B. Consider the Level III Grievance of Laurie Gourdet (Convene in Closed Session, if Necessary)
 - 1. Presentation by Complainant(s) and/or Representative(s)
 - 2. Presentation by District Representative
 - 3. Questions from the Board

- C. Consider the Level III Grievance of Andrea Tucker (Convene in Closed Session, if Necessary)
 - 1. Presentation by Complainant(s) and/or Representative(s)
 - 2. Presentation by District Representative
 - 3. Questions from the Board

Agenda Item 3.C. no longer needs to be addressed by the board.

The Board moved to closed session at 5:39 p.m.

4. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
- B. Hear a Complaint or Charge Against an Officer or Employee (Texas Government Code §551.074)

The meeting was reconvened in open session at 8:36 p.m.

5. ACTION AGENDA ITEMS

- A. Board Deliberation and Render Decision, if any, on the Level III Grievance of Parents C. Kamo and T. Kamo (In Open Session)

Trustee Kevin Lynch made a comment.

Trustee Lynch moved to uphold the Level II decision.

Trustee Wallace Bridges seconded the motion.

Trustee Dr. Michael Ryan will abstain.

Yes: Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Kevin Lynch, Tobi Jackson and Wallace Bridges.

Abstain: Dr. Michael Ryan

Carried: 6-0

- B. Board Deliberation and Render Decision, if any, on the Level III Grievance of Laurie Gourdet (In Open Session)

Trustee Anne Darr moved to uphold the Level II decision.

Trustee Tobi Jackson seconded the motion.

Yes: Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Kevin Lynch, Tobi Jackson and Wallace Bridges.

Carried: 7-0

4. ADJOURN

The meeting was adjourned at 8:37 P.M.

/s/ Patti Ramón
Board of Education

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>.

Anael Luebanos
School Board Secretary
Fort Worth Independent School District

**REGULAR MEETING MINUTES
FORT WORTH ISD BOARD OF EDUCATION**

The Board of Education of the Fort Worth Independent School District held a Regular meeting on October 28, 2025.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

**MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT**

Notice is hereby given on October 28, 2025, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:30 p.m. at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public-school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082

FORT WORTH ISD | Meeting Minutes

7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on October 22, 2025, at 4:10p.m.

/s/ Patti Ramón
Executive Assistant
Board of Education

RETURN OF THE MEETING October 28, 2025

I, Patti Ramón of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on October 22, 2025, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on October 22, 2025.

/s/ Patti Ramón
Executive Assistant
Board of Education

The following Board Members were present:

Roxanne Martinez, School Board President, District 9
Tobi Jackson, First Vice President, District 2
Dr. Michael Ryan, Second Vice President, District 7
Anael Luebanos, School Board Secretary, District 8
Dr. Camille Rodriguez, Trustee, District 1
Quinton Phillips, Trustee, District 3
Wallace Bridges, Trustee, District 4
Anne Darr, Trustee, District 6

The following Board Members were absent:

Kevin Lynch, Trustee, District 5

The following administrators were present:

Dr. Karen C. Molinar, Superintendent
Dr. Lisa Inzar, Special Assistant to the Superintendent
Mohammed Choudhury, Deputy Superintendent - Curriculum and Instruction
Dr. Priscila Dilley, Chief of Schools
Kellie Spencer, Deputy Superintendent Operations
Woodrow Bailey, Chief Talent Officer
Tierney Tinnin, Chief of Communications

Sid Pounds, Assistant General Counsel

1. **5:30 PM – CALL REGULAR MEETING TO ORDER – BOARD ROOM**

School Board President, Roxanne Martinez, called the meeting to order at 5:32 pm.

2. **PLEDGES, VISION, AND MISSION**

Pledges, Vision and Mission statements were led by Eastern Hills High School JROTC Cadets.

3. **RECOGNITIONS**

Tierney Tinnin, Chief of Communications and Community Partnership, led the recognitions.

- A. Recognition of Student Greeters
- B. Future Business Leaders of America (FBLA) and Health Occupations Students of America (HOSA)
- C. District VI Future Farmers of America (FFA)
- D. Family, Career & Community Leaders of America (FCCLA)
- E. SkillsUSA
- F. Texas Association of Future Educators (TAFE)

4. **PUBLIC COMMENT**

Public Speakers:

Heather Tolksdorf	Steven Poole	Jose Estrada
Ayesha Rushdan	Bob Willoughby	Liz Conville
Michael McDermott	Christian Alvarez	Amanda Inay
Daniel Bennett	Gabe Moreno	Lynn McGuff
Brad Ballard	Alexia Moreno	Dayna Torres
Scott Blanco Davis	Kelly Moreno	Guadalupe Lynch
Eric Crile		

5. **REPORT**

- A. Public Notice of Federal Grant Applications Submitted between July 1, 2025, through September 30, 2025

- B. Board Committee Report
- C. Emergent Bilingual Program Evaluation for 2024-2025

6. **SUPERINTENDENT REPORT**

- A. Strategic Priority Update-Superintendent Report October 2025
Superintendent Dr. Karen Molinar, presented the *Strategic Priority Update*
- B. Visual and Performing Arts-State of the Arts 2025
Visual and Performing Arts Director, Jesse Cannon II, present the *State of the Arts 2025* presentation.

Trustees Anne Darr, Dr. Michael Ryan and Superintendent Dr. Karen Molinar made comments.

- C. College, Career and Military Readiness-CCMR 10-28-2025
Deputy Superintendent of Curriculum & instruction, Mohammed Choudhury, presented the *College, Career and Military Readiness* presentation.

Trustees Anne Darr, Anael Luebanos and Dr. Michael Ryan made comments.

7. **COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITEIS AND ANNOUNCEMENTS**

Trustees Tobi Jackson, Anne Darr, Anael Luebanos and Superintendent Dr. Karen Molinar made comments.

The meeting was recessed to Executive Session at 8:27 P.M.

8. **EXECUTIVE SESSION**

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
- B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including but Not Limited to Action Items Related to the

Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)

C. Security Implementation (Texas Government Code §551.076)

1. Intruder Audit Findings and Corrective Action

D. Real Property (Texas Government Code §551.072)

Meeting was reconvened in open session at 11:13 P.M.

9. CONSENT AGENDA ITEMS

(Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)

A. Approve Board Quarterly Self-Evaluation

B. Board of Education Meeting Minutes

C. Approval of the Outside Employment for District Administrators - H.B. 3372

D. Approve Second Reading for Revisions to Board Policy CO(LOCAL)

E. Approve Second Reading for Revisions to Board Policy DFBB (LOCAL)

F. Approve Board Appointments to the Local School Library Advisory Council (SLAC)

G. Approve the Purchase of Jersey Tactical Ballistic Shields, Breaching Tools and Bags

H. Approve Amendment to the 2025 Leadership Academy Network Performance Contract

I. Approve Budget Amendment For Period Ending September 30, 2025

J. Approve an Interlocal Agreement between the City of Richardson and the District for Procurement Card

FORT WORTH ISD | Meeting Minutes

- K. Approve the Memorandum of Understanding Between Texas Tech University and Fort Worth Independent School District to Evaluate Strategic Staffing Initiatives
- L. Approve Interlocal Agreement Between Tarrant County College District and Fort Worth Independent School District Related to Data Sharing Agreement
- M. Approve the Memorandum of Understanding Between the University of Texas at Arlington (UTA) and Fort Worth Independent School District to Establish Direct/Automatic Admission of Eligible Students to UTA
- N. Approve the Proposed Course Changes for the 2026-2027 School Year
- O. Approve the Agreement for 2026 Graduation Services
- P. Approve an Increase to the Educational Professional Services Agreement with Teach for America
- Q. Approve Authorization to Enter into a Contract with a Construction Manager At Risk for Pre-Construction Services for Applied Learning Academy Additions/Renovations Project in Conjunction with the 2021 Capital Improvement Program
- R. Approve Hardware Refresh for all Virtual Servers and Virtual Desktops Environment
- S. Approve Settlement of Cause No. 2024-004288-2 FWISD vs. Tuyen Le, Alan Pham, ET AL, County Court at Law No. 2, Tarrant County, Texas
- T. Approve Interlocal Agreement with City of Fort Worth Regarding the Use of Certain Outdoor School Facilities
- U. Approve Authorization to Negotiate and Enter a Lease Agreement with City of Fort Worth for the Use of S.S. Dillow Elementary School Property to Operate as a City Park

Moved by Tobi Jackson, First Vice President, District 2

Seconded by Dr. Michael Ryan, Trustee, District 6, to approve 13. CONSENT AGENDA ITEMS (Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.).

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, Roxanne Martinez, Tobi Jackson, and Wallace Bridges

Carried: 8-0

10. **ACTION**

- A. Item(s) Removed from Consent Agenda

No items were removed from Consent.

- B. Approve Proposed Termination of Certain Probationary Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code

No action taken

- C. Approve Proposed Termination of Certain Term Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code

No action taken

- D. Approve Proposed Termination of Certain Continuing Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code

No action taken

- E. Consider and Take Action to Void the Contract of Certain Employees for Lack of Texas Educator Certification Pursuant to Chapter 21 of the Texas Education Code

No action taken

- F. Approve Ratification of Interlocal Agreement for the School Resource Officer Program for 2025-2026

Moved by: Anael Luebanos

Seconded by: Anne Darr

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, Roxanne Martinez, Tobi Jackson, and Wallace Bridges

Carried 8-0

- G. Consider and Approve an Order Authorizing the Issuance of "Fort Worth Independent School District Unlimited Tax Refunding Bonds, Series 2025A" in an Amount not to Exceed \$141,830,000; Levying a Continuing Direct Annual Ad Valorem Tax for the Payment of Such Bonds; and Resolving Other Matters Incident and Related Thereto, Including Delegating Certain Matters Relating to the Sale and Issuance of the Bonds to Authorized District Officials within Specified Parameters.

Trustee Dr. Camille Rodriguez asked questions.

Kellie Spencer, Deputy Superintendent, Business and Finance, provided responses.

Moved by: Anne Darr
Seconded by: Anael Luebanos

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, Roxanne Martinez, Tobi Jackson, and Wallace Bridges

Carried 8-0

H. Approve Asbestos Abatement and Demolition of S.S. Dillow Elementary

Moved by: Tobi Jackson
Seconded by: Dr. Michael Ryan

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, Roxanne Martinez, Tobi Jackson, and Wallace Bridges

Carried 8-0

11. ADJOURN

The meeting was adjourned at 11:17 P.M.

/s/ Patti Ramón
Board of Education

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>.

Anael Luebanos
School Board Secretary
Fort Worth Independent School District

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
November 18, 2025

TOPIC: APPROVE OUTSIDE EMPLOYMENT FOR DISTRICT ADMINISTRATORS (H.B. 3372)

EXECUTIVE SUMMARY:

During the 89th Texas Legislative Session, the Texas Legislature passed [H.B. 3372](#), which created Texas Education Code Section 11.006: Prohibited Activities by Administrators. This new law prohibits District administrators from receiving any financial benefit for the performance of personal services for certain entities, including:

1. Any business entity that does business with the administrator's employing district (Fort Worth ISD);
2. An education business providing curriculum or administration services to any ISD; or
3. Another ISD, Education Service Center, or Open Enrollment Charter School.

For services provided under sections 2 and 3 indicated above, an administrator can avoid a penalty by obtaining approval from the District's Board of Trustees. To qualify for the exception, the contract or agreement must be presented to the District's Board of Trustees, and the Board must determine that:

1. The contract will not harm the district;
2. The contract does not present a conflict of interest; and
3. The services to be performed by the administrator will be performed entirely during the administrator's own time.

The District staff members listed below have submitted a request for the Board to review and approve their outside employment in accordance with Texas Education Code Section 11.006.

RECOMMENDATION:

Approve the outside employment for the following District administrators:

Employee
Kelley, Christine

STRATEGIC PRIORITY:

3 - Employee Effectiveness and Retention

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Not Applicable

INFORMATION SOURCE:
Dr. Karen Molinar, Superintendent

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: FIRST READING – REVISIONS TO BOARD POLICY DCD (LOCAL) – EMPLOYMENT PRACTICES: AT-WILL EMPLOYMENT

EXECUTIVE SUMMARY:

Board Policy DCD (LOCAL) addresses the District’s employment practices for at-will employment, including provisions related to the appeal process for termination of at-will employees. The District is recommending the board amend its DCD policy to align with the TASB Update 126 changes to employee grievance processes. The recommended changes would remove the three level grievance process designated specifically for at-will employee termination appeals. By eliminating this policy language, appeals related to termination of an at-will employee will be processed under board policy DGBA, which addresses all other employee grievances.

RECOMMENDATION:

Approve Revisions to Board Policy DCD(LOCAL) – EMPLOYMENT PRACTICES: AT-WILL EMPLOYMENT

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Asst. General Counsel

At-Will Employment	The District is committed to dealing with its employees fairly and ethically while maintaining efficiency and productivity. The District shall adhere to the common-law doctrine of at-will employment.
Benefits	At-will employees shall be eligible to receive the benefits specified by Board policy and law.
Authority of Superintendent	<p>The Board delegates to the Superintendent or designee authority for the selection and employment of all personnel employed in positions below executive director or the equivalent. The Board also delegates to the Superintendent or designee the authority to assign, discipline, and terminate from employment all employees who serve on an at-will basis. [See DC and DK]</p> <p>The Superintendent or designee shall be authorized to accept the resignation of an at-will employee at any time. [See DFE]</p>
Prior Review Required	Circumstances warranting a suspension without pay, demotion, or termination of employment shall be discussed with, and the documentation reviewed by, the employee relations staff and the office of legal services, and shall be approved by the chief of human capital management or designee, prior to forwarding a recommendation and the implementation of the disciplinary action.
Performance Evaluation and Discipline	<p>Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with Board policy. [See DN]</p> <p>Through a careful review process, the Superintendent intends to maintain objectivity, fairness, and consistency in the District's discipline processes.</p> <p>No prior disciplinary action shall be a prerequisite for another disciplinary action, including termination of employment.</p> <p>In the exercise of discipline, the District's values of honesty, ethical behavior, and mutual respect should guide both the content and presentation of the discipline.</p> <p>Poor job performance or job-related misconduct may result in disciplinary action up to and including termination of employment. Various types of disciplinary action may be taken in order to help an employee assume responsibility for correcting his or her poor job performance or inappropriate behavior. The alternatives available, from counseling to termination of employment, shall be dependent on the severity or recurring nature of the violation and/or the employee's problem behavior. Misconduct deemed sufficiently serious, including criminal and ethical misconduct, may result in an employee's immediate termination of employment.</p>

Progressive Discipline

No prior disciplinary action shall be a prerequisite for another disciplinary action, including termination of employment.

Progressive discipline, when appropriate, shall be used as follows:

- Counseling: Meeting privately with an employee to discuss performance or behavior problems when they first arise. (pre- or nondisciplinary action).
- Level I, Oral Warning: First level of discipline. Discussion of the poor performance and/or inappropriate behavior, expectations, or consequences.
- Level II, Written Warning: Second level of discipline. Written summary of issues, improvement expected, and warning of further disciplinary action.
- *Level III, Suspension Without Pay: The nature and severity of the problem(s) provide the basis for the length of the suspension without pay.
- *Level IV, Demotion: An involuntary assignment to a lower pay grade or an involuntary reduction in pay, usually five percent, until satisfactory performance is achieved or inappropriate behavior is corrected.
- *Level V, Termination of Employment.

*Requires prior review before implementing.

Suspensions

Any at-will employee may be suspended at any time by the Superintendent or designee. Such suspension may be either with or without pay.

Suspensions with pay are nondisciplinary administrative measures taken in order to facilitate the investigation of allegations or questions raised concerning an employee's conduct or for other reasons deemed appropriate by the Superintendent or designee.

Termination of Employment

At-will employees may be terminated at any time for no reason or for any reason not prohibited by law, as determined by the Superintendent or designee, or the needs of the District. **A terminated employee may appeal the dismissal in accordance with DGBA(LOCAL).**

Definitions

~~The following definitions of terms shall apply:~~

~~"Representative" shall mean any person or organization selected by the employee to represent him or her in the complaint process so long as that representative does not claim the right to strike. The employee may designate a representative through written notice to~~

~~the District at any level of the process. If the employee designates a representative with fewer than 24 hours' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing for 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.~~

~~"Days" shall mean District working days based on the District's 240-day calendar. In calculating timelines under this policy, the day a document is filed is "day zero." The following working day is "day one."~~

Review Process

~~An employee who has been suspended without pay, demoted, or terminated from employment may, within ten working days, request in writing a review of the action through the human capital management division. The request must be accompanied by all relevant documentation. An employee may have a representative during this review process, at his or her own expense.~~

Level I

~~The human capital management division shall forward the written request for review and all documentation to the administrator who is in the direct line of authority to the employee's immediate supervisor. However, the Superintendent or designee reserves the right to assign a designee to hear the grievance at any level of this process. The administrator shall hold a conference with the employee within ten working days after receipt of the request for review. The decision shall be communicated in writing to the employee within ten working days after the conference.~~

Level II

~~If the employee did not receive the relief requested, the employee may request a review in writing no later than ten working days after receipt of the decision by the Level One administrator. The request must be presented to the human capital management division with all previous documentation. The human capital management division shall forward the written request for review and all documentation to the District's review board.~~

~~This board shall be composed of the Level Two administrator and two individuals appointed by the Superintendent or designee. The human capital management division shall convene the review board within ten working days after receipt of the request and facilitate the review. The review board shall render a written decision within ten working days after the conclusion of the review.~~

Level III

~~If the employee did not receive the relief requested, the employee may appeal the decision to the Board of Trustees.~~

~~The appeal must be received in writing no later than ten working days after the Level Two decision by the District's review board.~~

~~The request for review must be presented to the human capital management division with all previous documentation.~~

~~The Superintendent or designee shall provide the Board the written request for review and all documentation. Any employee shall have the right to present an issue to the Board for consideration.~~

~~The Superintendent or designee shall inform the employee of the date, time, and place of the Board meeting at which the review of documents will be on the agenda for presentation to the Board.~~

~~The Superintendent or designee shall provide the Board the record of the Level Two complaint. The employee may request a copy of the Level Two record.~~

~~The Level Two record shall include:~~

- ~~1. The Level One record.~~
- ~~2. The written response issued at Level Two and any attachments.~~
- ~~3. All other documents relied upon by the administration in reaching the Level Two decision.~~

~~The Board shall not consider documentation not previously submitted or issues not previously presented.~~

~~The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act or 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 the administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint 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 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 grievance but shall not be required to rule thereon. The Board may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. Announcing a decision in the employee's presence constitutes communication of the decision. If the~~

~~Board does not make a decision regarding the complaint by the end of the next scheduled meeting, the lack of response by the Board upholds the administrative decision at Level Two.~~

~~The filing of any appeal or grievance concerning the termination of an employee shall not extend the employee's employment.~~

~~If an employee's termination of employment is the result of direct action of the Superintendent, a written appeal of the termination may be made to the Board. The employee must file the written appeal within ten working days with the employee relations department in the human capital management division.~~

Back Pay

~~If during review it is determined that a suspension without pay, demotion, or termination of employment should not have been imposed, the employee shall be paid for the days of suspension without pay, demotion, or termination, less days assessed for disciplinary or other reasons.~~

Termination by Conduct

An employee of the District who is absent from his or her workplace for four consecutive workdays, without authorized leave or proof of incapacity, shall be deemed to have effectively abandoned his or her position with the District.

The principal or department head shall be authorized to document the employee's unauthorized absence and initiate paperwork recommending the employee's termination of employment with the District and to forward the recommendation to the human capital management division.

Once initiated, the termination of employment may not be withdrawn without consent of the Superintendent or designee.

ADOPTED:

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: FIRST READING – TASB POLICY UPDATE 126

EXECUTIVE SUMMARY:

The Texas Association of School Boards (TASB) periodically recommends changes to our local policies. TASB is a trusted source of local policy advisement for Texas school districts. LEGAL policies reflect the legal context, inform local decision-making, and are not adopted by the board but simply reviewed. LOCAL must not conflict with the LEGAL policies and should reflect the practices of the district and the intentions of the board, and may only be changed by board action (add, delete, or revise). TASB's Update 126 recommends significant changes to a number of board policies (see list below). Many of these recommended policy changes come as a result of new state laws passed during the most recent Texas Legislative Session. A brief summary of each proposed local change follows this sheet.

List of LOCAL Policies recommended for revision:

CJ(LOCAL): CONTRACTED SERVICES

CJA(LOCAL): CONTRACTED SERVICES - BACKGROUND CHECKS AND REQUIRED REPORTING

CLE(LOCAL): BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT - REQUIRED DISPLAYS

CQB(LOCAL): TECHNOLOGY RESOURCES - CYBERSECURITY

CQD(LOCAL): TECHNOLOGY RESOURCES - ARTIFICIAL INTELLIGENCE

CSA(LOCAL): FACILITY STANDARDS - SAFETY AND SECURITY

DBD(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS - CONFLICT OF INTEREST

DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

DFBB(LOCAL): TERM CONTRACTS - NONRENEWAL

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

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

EEL(LOCAL): INSTRUCTIONAL ARRANGEMENTS - LESSON PLANS

EFA(LOCAL): INSTRUCTIONAL RESOURCES - INSTRUCTIONAL MATERIALS

EHBAF(LOCAL): SPECIAL EDUCATION - VIDEO/AUDIO MONITORING

EIA(LOCAL): ACADEMIC ACHIEVEMENT - GRADING/PROGRESS REPORTS TO PARENTS

FA(LOCAL): PARENT RIGHTS AND RESPONSIBILITIES

FEF(LOCAL): ATTENDANCE - RELEASED TIME

FFB(LOCAL): STUDENT WELFARE - CRISIS INTERVENTION

FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY

FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT

FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FO(LOCAL): STUDENT DISCIPLINE

GF(LOCAL): PUBLIC COMPLAINTS

FORM B – NON-PURCHASE

GKA(LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES

RECOMMENDATION:

Approve First Reading - Revisions to Board Policies in accordance with TASB Update 126.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Asst. General Counsel

TASB Policy Manual Update 126

Explanatory Notes

Fort Worth ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

Please note:

Changes at Update 126 are based almost exclusively on legislation from the 89th Regular Legislative Session. Please note that documents provided in the legal framework are not adopted by the board.

Unless otherwise noted, references to legislative bills throughout these explanatory notes refer to Senate Bills (SB), House Bills (HB), or House Concurrent Resolutions (HCR) from the 89th Regular Legislative Session. All referenced bills have already gone into effect unless otherwise noted.

AE(LEGAL)

EDUCATIONAL PHILOSOPHY

HB 2 updated the existing goals of education and added an additional two.

AF(LEGAL)

INNOVATION DISTRICTS

The ability for a district to exempt itself from certain laws through a District of Innovation plan was impacted by SB 12, HB 2, and HB 6. SB 571 amended and redesignated the requirements related to termination of a district's designation as a District of Innovation.

AG(LEGAL)

HOME-RULE DISTRICTS

SB 571 amended the language at Education Code 12.0271 and redesignated material from Education Code 22.085 and 22.092. Changes to the legal framework have been made accordingly.

AIA(LEGAL)

ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

An Appeal and Revision section has been added to reflect changes in 19 Administrative Code 97.1002.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

A section addressing the Performance of Students Receiving Special Education Services has been added to reflect changes from HB 2.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

The section on Intervention Programs has been amended to reflect changes from HB 2.

AIE(LEGAL)

ACCOUNTABILITY: INVESTIGATIONS

SB 571 added a reason the commissioner is authorized to conduct a special investigation.

B(LEGAL)

LOCAL GOVERNANCE

The section B table of contents has been revised to add the new code BT, Prohibition on Diversity, Equity, and Inclusion Activities.

BBA(LEGAL)

BOARD MEMBERS: ELIGIBILITY/QUALIFICATIONS

Registration as a Sex Offender has been added under Ineligibility in response to HB 3629, which prohibits an individual who must register as a sex offender from serving as a trustee.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

BBB(LLEGAL) BOARD MEMBERS: ELECTIONS

The board may adopt a resolution to change the length of terms of trustees no later than December 31, 2030, and may change its election date to the November uniform election date in accordance with HB 3546.

BBBA(LLEGAL) ELECTIONS: CONDUCTING ELECTIONS

Electioneering may not be conducted within 20 feet of a parking space designated for curbside voting in accordance with HB 521.

BBD(LLEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION

Revisions throughout are due to adopted amendments to 19 Administrative Code 61.1 related to board member training.

BBE(LLEGAL) BOARD MEMBERS: AUTHORITY

A section relating to access to information by board members under the Public Information Act has been added pursuant to HB 4310.

BE(LLEGAL) BOARD MEETINGS

SB 413 requires the recording of all board meetings. SB 413 also added language regarding inclusion in board meeting minutes of each board member's vote on any item and a requirement to post on the district's website any resolution adopted by the board. HB 1522 changed the required posting time for board agendas from 72 hours to 3 business days.

BEC(LLEGAL) BOARD MEETINGS: CLOSED MEETINGS

Trustees may now address matters of cybersecurity and critical infrastructure facilities in closed meetings, in accordance with HB 3112.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

BED(LLEGAL) BOARD MEETINGS: PUBLIC PARTICIPATION

HB 5238 amended the offense of disruption of a meeting to include virtual meetings and electronic disturbances like hacking.

BF(LLEGAL) BOARD POLICIES

A Compliance section has been added pursuant to SB 12's requirement that districts must implement and comply with policies the district is required to adopt.

BJA(LLEGAL) SUPERINTENDENT: QUALIFICATIONS AND DUTIES

Provisions regarding required certifications to TEA have been added to this policy. Information on the do-not-hire registry are in accordance with HB 2. SB 12 requires board approval of the superintendent's certification relating to diversity, equity, and inclusion prohibitions. A section on Testimony Before the SBOE has also been added pursuant to SB 12.

BJB(LLEGAL) SUPERINTENDENT: RECRUITMENT AND APPOINTMENT

Notice of vacant positions must now be posted five, rather than 10, school days before the date on which a district fills the position according to HB 2.

BT(LLEGAL) PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION ACTIVITIES

This new policy code addresses SB 12's prohibition on diversity, equity, and inclusion activities. Definitions and prohibited activities and certification requirements are included.

C(LLEGAL) BUSINESS AND SUPPORT SERVICES

The section C table of contents has been updated to reflect revised subtopics for CJA, now named Background Checks and Required Reporting, and CLE, now named Required Displayed. A new code CQD, on Artificial Intelligence, has also been added.

CBA(LLEGAL) STATE AND FEDERAL REVENUE SOURCES: STATE

A section has been included to reflect that HB 2 added an allotment for basic costs of \$106 for each student. At New Instructional Facility Allotment, HB 2 and HB 120 add a renovated portion of an instructional facility to the definition of a new instructional facility.

CCA(LLEGAL) LOCAL REVENUE SOURCES: BOND ISSUES

HB 103, HB 3526, and SB 843 all relate to bond databases. Extensive revisions throughout comport with these new laws. HB 4395 required the addition of an Electronic Submission and Delivery subsection under Attorney General Review and Approval.

CCG(LLEGAL) LOCAL REVENUE SOURCES: AD VALOREM TAXES

HB 1522 requires specific notices to be provided when the board will discuss or adopt the budget, and HB 1453 allows districts to approve an interest and sinking (I & S) rate that exceeds the rate to maintain the

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

same level of maintenance and operations revenue and pay debt service under specific conditions. Sections have been added to address these requirements. A deletion at Voter-Approval Tax Rate is due to HB 2. SB 1502 restricts a district's ability to approve disaster pennies. At Proposition, SB 1025 requires a proposition that increases a tax to include the statement "THIS IS A TAX INCREASE."

CCGA(LLEGAL) AD VALOREM TAXES: EXEMPTIONS AND PAYMENTS

Contingent on a constitutional amendment, SB 4 will raise the homestead exemption to \$140,000. SB 23, also contingent on a constitutional amendment, raises the disabled and elderly exemption to \$60,000. HB 2742 amends the requirements around split payments for districts that collect their own taxes and eliminates Tax Code 31.04(c). Other revisions have been made for clarity.

CCGB(LLEGAL) AD VALOREM TAXES: ECONOMIC DEVELOPMENT

SB 2900 repealed the JETI Oversight Committee, so related language in the Governor Action on Application section has been removed. HB 1620 repealed Tax Code 313.007, which was found in the Texas Economic Development Act section.

CE(LLEGAL) ANNUAL OPERATING BUDGET

Language at Authorized Expenditures has been updated to reflect changes from HB 2.

CFEA(LLEGAL) PAYROLL PROCEDURES: SALARY DEDUCTIONS AND REDUCTIONS

The Professional or Other Dues section has been amended to address HB 2 changes for salary deductions.

CH(LLEGAL) PURCHASING AND ACQUISITION

SB 1173 changes the competitive procurement threshold from \$50,000 to \$100,000.

CHE(LLEGAL) PURCHASING AND ACQUISITION: VENDOR DISCLOSURES AND CONTRACTS

HB 210 creates a criminal offense for a vendor to bid or contract with the district if it has a close relationship with a trustee. A new section called Prohibited Activities by Vendors has been created to reflect this change. SB 33 adds to the prohibition against using taxpayer resource transactions for abortion-related expenses.

CHF(LLEGAL) PURCHASING AND ACQUISITION: PAYMENT PROCEDURES

Language has been added to reflect an exception to the Exception for bona fide disputes between a district and vendor for purposes of prompt payment in construction projects, in accordance with HB 3005.

CJ(LLEGAL) CONTRACTED SERVICES

A section on Severance Pay has been added to address HB 762, which restricts severance agreements for independent contractors. The provisions also apply to employees, as reflected in policy DEA.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

CJ(LOCAL) CONTRACTED SERVICES

Recommended new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or diversity, equity, and inclusion (DEI) duties under SB 12. Violations will result in termination of the contract.

CJA(LEGAL) CONTRACTED SERVICES: BACKGROUND CHECKS AND REQUIRED REPORTING

The subtopic of this code, previously Criminal History, has been renamed Background Checks and Required Reporting. SB 571 transferred Education Code 22.085 to Chapter 22A and redesignated it as 22A.157. That change is reflected at Disqualifying Conviction and District Responsibility to Ensure Compliance. Extensive new sections on Requirement to Report Service Provider Misconduct and Consent for Release of Records and Preservice Affidavit have been added pursuant to SB 571.

CJA(LOCAL) CONTRACTED SERVICES: BACKGROUND CHECKS AND REQUIRED REPORTING

The subtopic name has been adjusted to Background Checks and Required Reporting to more accurately describe the contents of the legal framework at this code. No changes have been made to the local text, and the district has not been charged for this revision.

CK(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT

SB 57 changes at the Responsibilities subsection under Safety and Security Committee reflect the need to recommend accommodations for a student with an IEP or 504 plan. Additional changes from SB 57 are reflected in the Meetings subsection. HB 33 and HB 121 both speak to Sheriff-Led School Safety Meetings, which apply differently depending on the size of the county. A section about Public Information Officer for Emergency Communications has been added based on new requirements in HB 33. A clerical error in a citation as well as codes that were redesignated during the legislative session have been corrected.

CKA(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT: SAFETY AND SECURITY AUDITS AND MONITORING

Revisions throughout are in compliance with HB 33, HB 2, and HB 121.

CKC(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

At Emergency Response Map and Walk-Through, the requirement to provide a map to the Department of Public Safety has been included in compliance with HB 121. Changes in the Emergency Operations Plan section are due to changes from HB 33, HB 131, SB 57, and HB 121. SB 57 made significant changes to Education Code 37.1086, as reflected in the Recommendations and Guidelines for Individuals with Disabilities or Impairments section. The requirement to provide information to parents about safe firearm storage three times per year pursuant to HB 121 is in the Safe Firearm Storage section. At Confidential Information under the Texas Disaster Act, the language has been amended to reflect changes from HB 132.

CKD(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY MEDICAL EQUIPMENT AND PROCEDURES

The Automated External Defibrillators section has been amended to include, amongst other changes, an Inspection subsection that is required under SB 865. The Cardiac Emergency Response Plan has also been amended to meet the requirements of that bill. A section on Airway Clearance Devices has been added pursuant to HB 549.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

CKE(LLEGAL) SAFETY PROGRAM/RISK MANAGEMENT: SECURITY PERSONNEL

Retired and reserve police officers are addressed in the Armed Security Officer Required section pursuant to HB 1458. Language regarding the expiration and renewal of good cause exceptions to the armed security officer requirement is included from HB 121. HB 121 also necessitated additional language in the Alternative Standard section.

CKEA(LLEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Language has been added pursuant to HB 33, which requires law enforcement agencies to have a Public Information Officer for Emergency Communications. Reserve police officers, as allowed in HB 1458, are similarly addressed in a new section. In accordance with HB 33, an Active Shooter Incident subsection has been added under Required Policies, along with a section requiring Access to a Breaching Tool and Ballistic Shield. A section on Donation of Surplus Law Enforcement Equipment to a School District has been included pursuant to HB 1851. Law enforcement agencies are authorized to acquire and possess epinephrine delivery systems, and that section has been updated due to changes in SB 1619. HB 4504 from the 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citations throughout.

CKEB(LLEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

Language at Board Regulations has been revised to reflect that uniformed school marshals may now open carry a firearm on campus pursuant to SB 870. HB 4504 from the 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citations throughout.

CL(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT

HB 2 creates a requirement for districts to report facility usage to TEA.

CLB(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: MAINTENANCE

A section on Fire Safety Inspection Reports has been included to reflect that SB 1177 requires fire safety inspections to include inspections of automated external defibrillators (AEDs) and that fire safety reports be filed at the campus level.

CLE(LLEGAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: REQUIRED DISPLAYS

The subtopic name has been adjusted to Required Displays to more accurately describe the contents at this code. A section heading for Flags has been added for clarity. SB 10's requirements regarding conspicuously displaying the Ten Commandments have been added.

CLE(LOCAL) BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: REQUIRED DISPLAYS

The subtopic name has been adjusted to Required Displays to more accurately describe the contents of the legal framework at this code. No changes have been made to the local text, and the district has not been charged for this revision.

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

19 Administrative Code 67.1003(i), which became effective June 8, 2025, relates to district entitlement to state aid regardless of whether the district uses the amount provided during the school year, and has been included here. Extensive additions regarding open education resource instructional materials has

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

been added pursuant to 19 Administrative Code 67.1004, which also became effective June 8, 2025. SB 13 allows instructional material and technology allotment funds to be used for costs associated with complying with Education Code 33.023, which is set out more fully in EFB, and is referenced here. Beginning in the 2026-27 school year, districts may not adopt or use instructional material included on the list of rejected instructional materials maintained by the SBOE, and that has been included at Prohibited Expenditures. New provisions regarding commissioner's rules relating to the Instructional Materials and Technology Allotment have been added in accordance with 19 Administrative Code 67.1001, which became effective June 8, 2025. Changes at Requisitions, Use, and Distribution have been made pursuant to HB 2.

CNA(LEGAL) TRANSPORTATION MANAGEMENT: STUDENT TRANSPORTATION

A section on Special Transportation Services has been added after HB 2 amended Education Code 48.151(g).

CNC(LEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

School buses are required to be equipped with three-point seat belts by 2029 in accordance with SB 546. Language to that effect has been added, including required reports that must be submitted to TEA if a board determines that the district's budget does not permit the district to purchase a bus equipped with the required seat belts.

COB(LEGAL) FOOD AND NUTRITION MANAGEMENT: FREE AND REDUCED-PRICE MEALS

SB 314 applies beginning with the 2026-27 school year, which necessitated a section on Prohibition on Certain Additives.

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

SB 12 creates a deadline for updating board information online and adds annual updating to TEA. Those changes are reflected in the Required Trustee Information subsection. Rule changes also necessitated an update to a citation in the Required Website Postings section. Additional required postings listed come from SB 12 and SB 13.

CQB(LEGAL) TECHNOLOGY RESOURCES: CYBERSECURITY

HB 150 moves cybersecurity duties from the Department of Information Resources (DIR) to Texas Cyber Command. Both HB 150 and HB 1500 amend the requirements relating to training. HB 1500 also changes who takes cybersecurity training. HB 150 provides a definition of "cybersecurity incident." Finally, HB 5331 affects contracts for cybersecurity insurance.

CQB(LOCAL) TECHNOLOGY RESOURCES: CYBERSECURITY

Recommended revisions comply with HB 150, which moves cybersecurity training requirements from the Department of Information Resources to the Texas Cyber Command and includes details about notifications for cybersecurity incidents in addition to security breaches.

CQD(LEGAL) TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

This new code includes information relating to artificial intelligence (AI) based on new laws from SB 1964 (regulating the use of AI by governmental entities), HB 149 (regulating the use of AI), and HB 150 and HB 1500 (addressing training related to AI).

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

CQD(Local)

TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

This new recommended policy addresses artificial intelligence training requirements based on HB 150 and HB 1500.

CRD(Legal)

INSURANCE AND ANNUITIES MANAGEMENT: HEALTH AND LIFE INSURANCE

Qualifying districts that discontinued participation in TRS-ActiveCare may elect to participate based on HB 3126.

CS(Legal)

FACILITY STANDARDS

The date of the International Energy Conservation Code is no longer relevant and has been removed.

CSA(Legal)

FACILITY STANDARDS: SAFETY AND SECURITY

HB 121 puts an expiration date on the HB 3 good cause exception relating to Safety and Security Requirements for Facilities, so the requirement to renew the exception at least every five years has been included, in addition to a subsection on Security Review. The requirement to have at least one breaching tool and one ballistic shield available for use at each campus has also been included. SB 1620 necessitated a citation adjustment.

SB 8 from the Second Special Session becomes effective December 4, 2025. In addition to providing definitions, it requires districts to designate each multiple-occupancy private space for use only by individuals of one sex and to take every reasonable step to ensure an individual does not enter the wrong private space. SB 8 also provides for investigations by the attorney general, private causes of action, and civil penalties.

CSA(Local)

FACILITY STANDARDS: SAFETY AND SECURITY

SB 8 from the Second Special Session prompted the inclusion of a section on Designation and Use of Private Spaces. The superintendent is directed to designate private spaces in accordance with law and to develop regulations to ensure compliance.

CV(Legal)

FACILITIES CONSTRUCTION

The procurement threshold for contracts has increased to \$100,000. HB 1620 required a citation adjustment. SB 687 adds land surveyors to the statute pertaining to architects and engineers.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

DBA(LLEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

Under Notice to Parents, HB 2 requires the superintendent to use, if available, the model notice provided by TEA. HB 2 also prohibits using a District of Innovation plan to exempt from the notice requirement. Teacher certification requirements were impacted heavily by HB 2, which required additional language at Professional Personnel. HB 2 also impacted the School District Teaching Permit section. SB 865 amends the requirement for cardiopulmonary resuscitation (CPR) certifications, which has been updated at CPR and AED Certification.

DBAA(LLEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: PRE-EMPLOYMENT REVIEWS

Revisions throughout are due to SB 571. New language reflects additional offenses included in the crimes prohibiting employment with the district and removes the victim age requirement.

DBD(LLEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CONFLICT OF INTEREST

A section on Personal Services Performed by Administrators, often referred to as "moonlighting," has been added to reflect changes from HB 3372.

DBD(LOCAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CONFLICT OF INTEREST

A new recommended section on Personal Services Performed by an Administrator includes language relating to administrator work from HB 3372.

DC(LLEGAL) EMPLOYMENT PRACTICES

HB 2 amends Education Code 11.1513 to change the requirement for posting of vacancies from 10 days to five days. HB 2 also requires an employment policy relating to daily rate of pay, which is found in DEC(LOCAL).

DEA(LLEGAL) COMPENSATION AND BENEFITS: COMPENSATION PLAN

The Increase in Basic Allotment and Maintenance of Salary sections have been deleted after HB 2 repealed those provisions. A section on Severance Pay has been added based on HB 762. Under TRS Surcharge for Rehired Retirees, the No Recovery of Costs subsection has been deleted pursuant to HB 2. The Temporary Exception subsection has been deleted as that provision has expired.

DEAA(LLEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

Extensive revisions throughout this policy reflect changes from HB 2.

DEC(LLEGAL) COMPENSATION AND BENEFITS: LEAVES AND ABSENCES

A subsection addressing the option for classroom teachers to use noncurrent use of Family Medical Leave has been added pursuant to HB 2. A section on Daily Rate of Pay has also been added pursuant to HB 2.

DEC(LOCAL) COMPENSATION AND BENEFITS: LEAVES AND ABSENCES

HB 2 prompted recommended revisions to include Daily Rate of Pay under the Definitions section, as well as a section regarding Concurrent Use of Paid Leave during Family and Medical Leave for classroom teachers.

Explanatory Notes

TASB Localized Policy Manual Update 126

-

DF(LEGAL) TERMINATION OF EMPLOYMENT

SB 12 adds sanctions through the State Board for Educator Certification for encouraging a child to withhold evidence. SB 571 renumbered the provisions regarding the do-not-hire registry and expanded the misconduct included. SB 571 also changes the offenses requiring termination, which is reflected here. Based on SB 12, sections addressing Prohibition on DEI and Prohibited Classroom Instruction have also been included.

DFBA(LEGAL) TERM CONTRACTS: SUSPENSION/TERMINATION DURING CONTRACT

SB 571 renumbered the statute and changed timelines for principals to report misconduct to the superintendent.

DFBB(LOCAL) TERM CONTRACTS: NONRENEWAL

Based on SB 12, engaging or assigning diversity, equity, and inclusion duties, as well as instructional activities prohibited by law, are recommended for inclusion in the list of reasons a term contract employee may be nonrenewed. The item related to disability and the ability to perform the essential functions of the job has been amended for clarity. Other revisions reflected at Notice of Proposed Nonrenewal are included as provided by district administration.

DFD(LEGAL) TERMINATION OF EMPLOYMENT: HEARINGS BEFORE HEARING EXAMINER

A section on Dismissal of hearings before a hearing examiner has been included to reflect changes in HB 2.

DFE(LEGAL) TERMINATION OF EMPLOYMENT: RESIGNATION

Under Contract Abandonment, a subsection on Sanctions Prohibited has been included pursuant to HB 2. The Good Cause subsection has been removed as the rule it is based on conflicts with provisions in HB 2. Revisions in the Mitigating Factors section are due to rule changes found in 19 Administrative Code 249.17 that were published on May 18, 2025. Revisions in Required Report to SBEC, Investigation, and Report by Principal are due to SB 571.

DG(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES

In response to SB 11, new provisions are included to address the option of a board to adopt a policy designating a time for prayer and reading of the Bible or other religious text. The new law requires the board to take a vote on whether to permit this activity within six months of the legislation's effective date. Since the law was effective on September 1, the board would need to take a vote prior to March 1, 2026. [See also FNA(LEGAL), below.]

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

Also, a section on Right to Engage in Religious Speech or Prayer has been included pursuant to SB 965.

DGA(LLEGAL) EMPLOYEE RIGHTS AND PRIVILEGES: FREEDOM OF ASSOCIATION

HB 2 tasks TEA with providing services for a classroom teacher and prohibits districts from interfering.

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

All of the revisions in this policy reflect applicable changes from SB 12. Substantially similar revisions are being made to the grievance policies at FNG, regarding student and parent complaints, and GF, regarding public complaints.

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

We recommend for your consideration this revised policy regarding employee complaints, which includes revisions prompted by the applicable portions of SB 12.

•

DGC(LLEGAL) EMPLOYEE RIGHTS AND PRIVILEGES: IMMUNITY

SB 920 necessitated a revision related to immunities under Administration of Medication. HB 6 led to the addition of the section on Immunity for Disciplinary Actions.

DH(LLEGAL) EMPLOYEE STANDARDS OF CONDUCT

Provisions regarding Duty to Report have always been in FFG(LLEGAL) but have been duplicated here to ensure prominent placement and understanding. Sections on Retaliation Against Grievant and Social Transitioning have been included pursuant to SB 12. In the Low-THC Cannabis section, storage has been added pursuant to HB 46.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The recommended revision to the text at Weapons Prohibited – Exceptions reflects changes under SB 706 regarding reciprocity with a handgun license from another state. Sections on Prohibited Classroom Instruction or Activities; Prohibited Diversity, Equity, and Inclusion Duties; and Social Transitioning are recommended for inclusion pursuant to SB 12. At Relationships with Students, the recommended revision addresses the requirement under SB 571 regarding notice of suspected misconduct by an educator or district service provider.

Explanatory Notes

TASB Localized Policy Manual Update 126

DHB(LLEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO STATE BOARD FOR EDUCATOR CERTIFICATION

Substantial revisions throughout this code are required pursuant to SB 571. Revisions relating to Solicitation of a Romantic Relationship are due to rule changes at 19 Administrative Code 249.3.

DHC(LLEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO TEXAS EDUCATION AGENCY

Substantial revisions throughout reflect changes from SB 571.

DMA(LLEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

Revisions at Cybersecurity are due to HB 150. A new section on Artificial Intelligence Training is included in accordance with HB 3512. A new section for Mathematics Achievement Academies is included to reflect changes in HB 2. Information relating to CPR has been included pursuant to SB 865.

DP(LLEGAL) PERSONNEL POSITIONS

Changes relating to school psychologists result from HB 2598. All other revisions are due to SB 571.

EA(LLEGAL) INSTRUCTIONAL GOALS AND OBJECTIVES

Revisions at College, Career, and Military Readiness Plans as well as at Website Posting are due to HB 2.

EEP(LLEGAL) INSTRUCTIONAL ARRANGEMENTS: LESSON PLANS

This new legal framework document contains the SB 12 legal requirements for Disclosure of Instructional Plans.

EEP(LOCAL) INSTRUCTIONAL ARRANGEMENTS: LESSON PLANS

This new local policy includes recommended language from SB 12 on instructional plans and course syllabi.

EFA(LLEGAL) INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

A subsection on Notice of Entitlement to Review Materials has been added pursuant to SB 12. Provisions at Parent Request for Instructional Material Review, including Mandatory Review on Petition by Group of Parents, have been added based on a new rule at 19 Administrative Code 67.69.

EFA(LOCAL) INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

In accordance with SB 12, a section on Parent Request for Instructional Material Review is recommended for inclusion. The policy requires the superintendent to develop administrative regulations to ensure that parents or guardians can request review of instructional materials individually or through a petition process with other parents.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

EFB(LLEGAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

The School Library section has been deleted based on the 5th Circuit decision in *Little v. Llano County* and new provisions in SB 13 related to removal of library materials during challenges. The remaining revisions regarding the procurement of library materials are also in response to SB 13.

EHA(LLEGAL) CURRICULUM DESIGN: BASIC INSTRUCTIONAL PROGRAM

Changes to Videotape or Recording to include "or contractor" are from SB 12.

EHAA(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

A subsection on Parent Consent within the Human Sexuality Instruction section has been added due to SB 12. A cross-reference to EEP(LLEGAL) has been added at Scope and Sequence and Instructional Materials for clarity after SB 12 revisions.

EHAC(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

A change relating to substituting AP courses has been added at Personal Financial Literacy, pursuant to HB 27. Nutrition and Wellness information has also been included, based on SB 25.

EHB(LLEGAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

Removal of the definitions of dyslexia and related disorders and changes at Screening, Testing, and Identification and at Talking Book Program Notification are all based on HB 2.

EHBA(LLEGAL) SPECIAL PROGRAMS: SPECIAL EDUCATION

HB 2 prompted new language related to specialized technical assistance at Interventions and Sanctions as well as the removal of a parenthetical at State-Supported Living Center referring to state schools.

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

SB 2 prompted the addition of a Students Not Enrolled in District section, which contains full and individual initial evaluation requirements. The language at Psychological Examinations was repealed by HB 2 and has been removed. A new section at Children with Visual Impairments and revisions at Eligibility and Reevaluations and at Visual and Auditory Impairments are also due to HB 2.

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

Language at Intellectual Disability and Developmental Delay Information has been added as a result of HB 1188. All other revisions have been made pursuant to HB 2.

EHBAC(LLEGAL) SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT

HB 2 prompted revisions at Residential Placement as well as at Grant for Community-Based Support Services.

EHBAF(LLEGAL) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

The term "contractor" has been added at Parent Consent Not Required due to SB 12. The definition of "self-contained" has been deleted and that term has been replaced with "special educational classroom"

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

throughout in accordance with HB 2. A definition of “special education classroom or other special education setting” has been added.

EHBAF(Local) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

The enclosed revisions are recommended to update language regarding special education classrooms in accordance with HB 2 and to update the timeframe for reporting suspected misconduct or child abuse as required by SB 571.

•

EHBC(Legal) SPECIAL PROGRAMS: COMPENSATORY SERVICES AND INTENSIVE PROGRAMS

The Use subsection under Compensatory Education Allotment has been deleted due to HB 2, which repealed Education Code 48.104(k). The provision on Virtual School Network has also been deleted, as it was repealed by SB 569. Amendments at At-Risk Student are due to SB 991. The Accelerated Instruction Program section has been deleted due to the repeal of Education Code 28.006(g) and (g-1) by HB 2.

EHBCA(Legal) COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

HB 2 prompted the addition of language at High-Impact Tutoring Providers.

EHBE(Legal) SPECIAL PROGRAMS: BILINGUAL EDUCATION/ESL

Revisions at Exceptions and Waivers under the Bilingual and ESL Programs section are due to HB 2.

EHBF(Legal) SPECIAL PROGRAMS: CAREER AND TECHNICAL EDUCATION

Revisions at Certification Subsidy are due to HB 2. A section on Applied Sciences Pathway Program has been added pursuant to HB 20.

EHBG(Legal) SPECIAL PROGRAMS: PREKINDERGARTEN

Revisions throughout are due to HB 2.

EBH(Legal) SPECIAL PROGRAMS: OTHER SPECIAL POPULATIONS

Revisions throughout are pursuant to HB 2.

EBK(Legal) SPECIAL PROGRAMS: OTHER INSTRUCTIONAL INITIATIVES

A section on Gifted and Talented Week has been added pursuant to HCR 64.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

EHDD(LLEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

A note referencing the Texas Virtual School Network (TXVSN) has been removed pursuant to a repeal by SB 569. Language added at the FAST Program section is from HB 2, and other revisions to that section are due to SB 1786.

EHDE(LLEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: DISTANCE LEARNING

Substantial additions to this legal framework document have been made related to Virtual and Hybrid Courses due to SB 569. Provisions related to the TXVSN have been removed, also due to SB 569.

EIA(LLEGAL) ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS

SB 12 prompted amended language at Progress Reports and Conferences.

EIA(LOCAL) ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS

Recommended revisions reflect the SB 12 requirement that each parent of a student be afforded the opportunity for at least two in-person conferences with the student's teacher per year.

EIF(LLEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

SB 2314 prompted amendments at High School Diploma as well as an additional section on Direct Admissions Data Sharing Election. Revisions in the Endorsements section are due to HB 2.

EK(LLEGAL) TESTING PROGRAMS

Amended language at Benchmark Assessment Instruments is due to terminology changes found in SB 1418. College Preparation Assessments revisions were prompted by HB 2.

EKB(LLEGAL) TESTING PROGRAMS: STATE ASSESSMENT

Revisions at Accountability Testing are due to rule changes found at 19 Administrative Code 101.4002.

EKC(LLEGAL) TESTING PROGRAMS: READING ASSESSMENT

Substantial revisions throughout are due to HB 2.

EKD(LLEGAL) TESTING PROGRAMS: MATHEMATICS ASSESSMENT

The Mathematics Diagnosis section has been removed since Education Code 28.007 was repealed by HB 2. A section on Mathematics Instruments has been added based on the same bill.

EL(LLEGAL) CAMPUS OR PROGRAM CHARTERS

The Failure to Discharge or Refuse to Hire section has been amended based on SB 571.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

EMB(LLEGAL) MISCELLANEOUS INSTRUCTIONAL POLICIES: TEACHING ABOUT CONTROVERSIAL ISSUES

Revisions throughout are due to SB 12.

F(LLEGAL) STUDENTS

The section F table of contents has been revised to update the subtopic name for policy code FOB from Out-of-School Suspension to Suspension since that code now houses provisions on in-school and out-of-school suspension. In addition, the subtopic for policy code FNCE has been updated from Personal Telecommunications/Electronic Devices to Personal Communication Devices/Electronic Devices.

FA(LLEGAL) PARENT RIGHTS AND RESPONSIBILITIES

A section on Right to Select School has been added pursuant to HB 2495. A statement prohibiting boards from adopting rules or policy regulating home schools has been added due to HB 2674. All other revisions have been made because of SB 12, including the addition of a Policy on Parental Engagement section. A district's policy on parental engagement must provide for an internet portal through which parents may submit comments to administrators and the board, require the board to prioritize public comments by presenting those comments at the beginning of the meeting, and require board meetings to be held outside of typical work hours.

FA(LOCAL) PARENT RIGHTS AND RESPONSIBILITIES

This new local policy is recommended for inclusion in the district's manual to address the SB 12 requirement to establish a parent portal on the district's website, through which parents may submit comments to administrators or the board.

FD(LLEGAL) ADMISSIONS

A section on Parental Child Safety Placement has been added pursuant to SB 226. The section on Foreign Military Force Parent has been added due to HB 2757.

FEA(LLEGAL) ATTENDANCE: COMPULSORY ATTENDANCE

Revisions and citation changes at Accelerated, Intervention, and Compensatory Programs are due to HB 2. Under Excused Absences for Compulsory Attendance Determinations, attending a released time course has been added pursuant to SB 1049. SB 207 made clear that Health-Care Appointments includes appointments with mental health professionals, which has been added. HB 367 added specific requirements relating to Serious or Life-Threatening Illness and the form that the district must use for this purpose.

FEB(LLEGAL) ATTENDANCE: ATTENDANCE ACCOUNTING

A new section on Emergency or Crisis has been added pursuant to SB 569.

FED(LLEGAL) ATTENDANCE: ATTENDANCE ENFORCEMENT

HB 4504 from the 2023 88th Regular Legislative Session necessitated an update to the Code of Criminal Procedure citation relating to expunction of records.

FEF(LLEGAL) ATTENDANCE: RELEASED TIME

This new legal framework document reflects the requirements around released time courses in SB 1049.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

FEF(LOCAL) ATTENDANCE: RELEASED TIME

This local policy is recommended for inclusion in the district's manual to reflect SB 1049 requirements regarding released time courses.

FFA(LLEGAL) STUDENT WELFARE: WELLNESS AND HEALTH SERVICES

Substantial revisions throughout are due to SB 12.

FFAC(LLEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

SB 9 permits employees, including nurses, to administer nonprescription medication to a student without receiving additional documentation from that student's health care provider if the parent consents. Revisions at Administering Medication reflect those changes. SB 1619 required adding a definition of epinephrine delivery system and replacing "epinephrine auto-injector" with "epinephrine delivery system" throughout the policy. New Concussion Response Policy and Academic Accommodations sections were added in response to SB 2398. A citation error has been corrected at Maintenance and Administration of Medication for Respiratory Distress.

FFB(LLEGAL) STUDENT WELFARE: CRISIS INTERVENTION

A new item 6 at Threat Assessment and Safe and Supportive Schools Team has been added due to HB 2. Revisions to the General Team Composition subsection under Membership have been made pursuant to HB 6. All other revisions are due to HB 121.

FFB(LOCAL) STUDENT WELFARE: CRISIS INTERVENTION

As required by HB 2, a provision is recommended for inclusion addressing the required notification that must be provided to teaching staff when a threat is made against the campus.

FFEA(LLEGAL) COUNSELING AND MENTAL HEALTH: COUNSELING

Additional text at Higher Education Counseling has been included due to HB 2. The citation adjustment at Automatic Admission is due to rule redesignation to 19 Administrative Code 78.2001.

FFEB(LLEGAL) COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

Changes have been made at Consent to Examinations, Tests, and Treatment and a cross-reference to materials regarding parental consent for psychological and psychiatric exams, tests, and treatment has been added in response to changes made by SB 12.

FFF(LLEGAL) STUDENT WELFARE: STUDENT SAFETY

A section on Notice of Suspected Criminal Offense has been added due to SB 12. All other revisions and additions have been made pursuant to SB 571.

FFF(LOCAL) STUDENT WELFARE: STUDENT SAFETY

HB 2 prompted recommended revisions to this local policy regarding notifying a parent of a student with whom an employee or service provider is alleged to have engaged in misconduct.

FFG(LLEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Definition changes are due to HB 1106, HB 1151, and SB 571. Reports of suspected abuse or neglect must now be made within 24, rather than 48, hours pursuant to SB 571. SB 571 additionally defined the law enforcement agencies to which such a report may be made at Abuse and Neglect Involving School Personnel and Those Responsible for Care. A section on Civil Liability has been included due to HB

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

4623. Citation changes at SBEC Disciplinary Action have been made pursuant to SB 571. The new 24 hour reporting requirement from SB 571 is also reflected in the Reporting Policy section.

FFG(LOCAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

A recommended change at Reporting Child Abuse or Neglect reflects that SB 571 requires reporting within 24 hours of learning of the facts giving rise to suspicion of abuse or neglect of a child. The revision to item 1 at Making a Report also comes from SB 571.

FFH(LLEGAL) STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

A section on Civil Liability has been added pursuant to HB 4623.

FL(LLEGAL) STUDENT RECORDS

A section on Vital Statistics Records has been added due to changes in HB 229. Under Disclosure with Consent, a reference to FFA has been added for clarity in light of SB 12 requirements. SB 12 also prompted changes relating to Access by Parents. A new section on My Texas Future Admissions Data Sharing has been added to reflect changes in SB 2314. A section on Records Requests Under Education Savings Account Program has been added pursuant to SB 2.

FM(LLEGAL) STUDENT ACTIVITIES

A cross-reference to FFAC has been included to ensure clarity around the rules surrounding concussions from SB 2398. Revisions in Parental Notice and Consent are due to SB 12. SB 401 prompted additional information at Participation by Homeschooled Students.

Please note: Information and a survey was emailed to districts in July regarding homeschool student participation in UIL activities. Districts that responded they were opting out of permitting homeschool students to participate in UIL activities received a draft of FD(LOCAL) with that opt-out language; a cross reference to FD(LOCAL) was placed at FM(LOCAL) for those same districts. Please contact your policy consultant if you have questions.

FNA(LLEGAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION

The word "encouraged" has been deleted under Prayer at School Activities pursuant to SB 11. A section on Designated Time for Prayer and Religious Reading has been included in alignment with SB 11.

In response to SB 11, new provisions are included to address the option of a board to adopt a policy designating a time for prayer and reading of the Bible or other religious text. The new law requires the board to take a vote on whether to permit this activity within six months of the legislation's effective date. Since the law was effective on September 1, the board would need to take a vote prior to March 1, 2026.

FNAB(LLEGAL) STUDENT EXPRESSION: USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

A section on Student Clubs has been added pursuant to SB 12.

FNCD(LLEGAL) STUDENT CONDUCT: TOBACCO USE AND POSSESSION

Revisions to this code are due to SB 2024.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

FNCE(LEGAL)

**STUDENT CONDUCT: PERSONAL COMMUNICATION
DEVICES/ELECTRONIC DEVICES**

Extensive revisions throughout are due to HB 1481. In addition, the subtopic for this policy code has been updated from Personal Telecommunications/Electronic Devices to Personal Communication Devices/Electronic Devices.

FNCG(LEGAL)

STUDENT CONDUCT: WEAPONS

SB 1596 repealed short-barrel firearms as a prohibited weapon in the Penal Code, so that provision has been deleted.

FNG(LEGAL)

**STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT
COMPLAINTS/GRIEVANCES**

A section on Notice to Teacher or Employee has been added pursuant to HB 2. The provisions at Disruption have been removed at this code but remain in BED(LEGAL). All other revisions are due to SB 12.

FNG(LOCAL)

**STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT
COMPLAINTS/GRIEVANCES**

We recommend for your consideration this revised student and parent complaint policy, which includes revisions prompted by the applicable portions of SB 12.

•

FO(LEGAL)

STUDENT DISCIPLINE

Requirements relating to discipline for first-time vape offenses and information about parental involvement policies for school disciplinary placements have been added pursuant to HB 6. A section on Determination of Antisemitism has been added due to SB 326. Substantial revisions in the section on Campus Behavior Coordinators and the Parent Involvement Policy are due to HB 6. A section called No Restriction of Recess or Physical Activity has been added pursuant to SB 25. Inclusion of contractors in Videotapes and Recordings is due to SB 12.

Explanatory Notes

TASB Localized Policy Manual Update 126

Fort Worth ISD

FO(LOCAL) STUDENT DISCIPLINE

Minor edits are recommended to the language regarding Video and Audio Monitoring that make such monitoring permissive and clarify what should happen when video and audio recording equipment is in use.

FOA(LEGAL) STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

Extensive revisions throughout this legal framework are due to HB 6.

FOB(LEGAL) STUDENT DISCIPLINE: SUSPENSION

Revisions throughout are due to HB 6, including changes regarding both in- and out-of-school suspension, necessitating a change to the policy subtopic name.

FOC(LEGAL) STUDENT DISCIPLINE: PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING

HB 1422 changed the victim age relating to the crime of voyeurism from younger than 14 to younger than 18. All other revisions are pursuant to HB 6.

FOD(LEGAL) STUDENT DISCIPLINE: EXPULSION

The section on Consideration of Virtual Education as Alternative to Expulsion is included pursuant to SB 569. All other revisions are due to HB 6.

FODA(LEGAL) EXPULSION: JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM

A citation adjustment has been made at Court-Ordered Placement after HB 6 repealed Education Code 37.007(d).

FOE(LEGAL) STUDENT DISCIPLINE: EMERGENCY AND ALTERNATIVE PLACEMENT

A subsection called Single Incident has been added under Emergency Placements due to changes from HB 6.

FOF(LEGAL) STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

HB 6 amended Education Code 37.001(b-1), and a slight revision under ARD Committee Required has been made as a result.

FP(LEGAL) STUDENT FEES, FINES, AND CHARGES

The section on TXVSN has been retitled Hybrid or Virtual Course with language revised in accordance with SB 569. Attorney general guidance regarding Authorized Fees has also been added.

GBA(LEGAL) PUBLIC INFORMATION PROGRAM: ACCESS TO PUBLIC INFORMATION

In the Information That Must Be Disclosed section, a subsection on Personal Services Contract has been added pursuant to HB 3372. A citation at Student Victim Information has been revised based on SB 571. Employee Victims has been amended based on revisions in SB 2601. Language has been added at Cybersecurity Information pursuant to HB 3112. HB 150 Cyber Command revisions prompted language and citation changes in the Texas VIRT Information section. SB 1540 adds election officials to the list of individuals who have the option to restrict access to some personal information. Additional language is included in Board Member and Employee Personnel Information due to SB 370.

Explanatory Notes
TASB Localized Policy Manual Update 126

Fort Worth ISD

GBAA(LLEGAL) ACCESS TO PUBLIC INFORMATION: REQUESTS FOR INFORMATION

Changes throughout are due to HB 4219.

GC(LLEGAL) PUBLIC NOTICES

A section on Digital Newspaper has been added due to SB 1062.

GF(LLEGAL) PUBLIC COMPLAINTS

Revisions throughout are the result of SB 12.

GF(LOCAL) PUBLIC COMPLAINTS

We recommend for your consideration this revised public complaint policy, which includes revisions prompted by the applicable portions of SB 12.

GKA(LLEGAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Additional language at Refusal of Entry or Ejection of Unauthorized Persons has been included pursuant to SB 2929.

GKA(LOCAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Language regarding handguns is recommended for revision due to SB 706.

GNB(LLEGAL) RELATIONS WITH EDUCATIONAL ENTITIES: REGIONAL EDUCATION SERVICE CENTERS

The revisions relating to special education service group and dyslexia are due to HB 2.

GRAA(LLEGAL) STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

Citation revisions are due to HB 6 and to correct a formatting issue.

Employment Assistance Prohibited

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.

[See also DC for prohibitions relating to employees.]

Prohibited Classroom Instruction or Activities

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

Prohibition on Diversity, Equity, and Inclusion

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

[See BT(LEGAL)]

CONTRACTED SERVICES
~~CRIMINAL HISTORY~~BACKGROUND CHECKS AND REQUIRED REPORT-
ING

CJA
(LOCAL)

Emergencies

In an emergency due to a health or safety concern, a reasonably unforeseeable situation, or other exigent circumstance, the District employee who is in charge of the facility shall be authorized to determine whether an employee of a contracting or subcontracting entity who does not have the required criminal history record information (CHRI) review or who has a disqualifying conviction will be permitted to enter a District facility.

If allowed to enter the facility, the employee of the contracting or subcontracting entity shall be accompanied by a District employee at all times.

The U.S. and Texas flags shall be prominently displayed in each classroom to which a student is assigned during the time that the pledges of allegiance to those flags are recited.

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.

Coordinator The Superintendent shall designate a cybersecurity coordinator. 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 Texas Cyber Command](#); 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 and Cybersecurity Incident Notifications Upon discovering or receiving notification of a breach of system security or a [security](#) [cybersecurity](#) incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities [and provide any other notices](#) 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.

Training

The Board delegates to the Superintendent the authority to:

1. Determine the artificial intelligence (AI) 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 AI training requirements.

Use in District

Employees and students shall be permitted to explore AI and implement its use in and out of the classroom in accordance with policy and administrative regulations. The use of AI shall only be as a support tool to enhance student outcomes and shall never take the place of teacher and student decision-making. Any use of AI must comply with law, policy, and administrative regulations relating to student and employee privacy and data security.

A student shall only use AI tools with teacher permission and shall be expected to produce original work and properly credit sources, including AI tools used in creating the work. Students who use AI tools to deceptively harm, bully, or harass others shall be disciplined in accordance with the Student Code of Conduct and policy. [See EIA(LOCAL), FFH, FFI, and the FO series]

**Building Access
Control**

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

**Designation and Use
of Private Spaces**

The Board shall ensure that the Superintendent, or appropriate staff as determined by the Superintendent, designates private spaces in accordance with law.

The Superintendent shall develop administrative regulations to ensure compliance with law and policy regarding the use of private spaces in District facilities.

Key Control

The security of school-owned buildings and properties shall be maintained at all times. Locks and other security devices shall be maintained in proper working order. A system to account for all keys at each campus and safeguard against entrance by unauthorized persons shall be established.

**Protection of School
Property**

Each employee shall safeguard and protect the properties of the District. Care shall be taken to ensure that doors and windows are locked at the close of each day. Employees and students shall be instructed in the proper use and care of furniture, equipment, textbooks, and supplies.

**Use of the Building
Outside Regular
Hours**

The principal is responsible for all employees who remain in the building after the closing hours for the building. Building personnel should be discouraged, for safety reasons, from remaining in the building late in the afternoon. Returning to the building at night, on Saturdays, Sundays, or holidays should also be discouraged.

When the building is closed and secured, the electronic monitoring equipment shall be activated.

Building personnel who must return to the building at night, on Saturdays, Sundays, or holidays shall obtain the permission of the principal. Before entering, the employee must call the security office giving proper identification, and upon leaving the building, must call and inform the security office.

Students shall never be allowed to have keys to District buildings and shall not be allowed in buildings after hours without supervision.

The building principal shall have full responsibility for building security. Building security includes:

1. Management of the building keys — the principal is responsible for all keys. The keys are to be stored in an orderly manner in a metal cabinet designed for keys, issued to building personnel by a record system, and returned at the end of the year or at any time personnel resign or transfer. Keys are to be duplicated only on written instructions to the maintenance department. Keys made by others are forbidden, and if found, must be taken up and a written reprimand placed in the personnel file of the employee. Master keys are to be issued only to essential personnel.
2. Opening and closing of the building — the principal is responsible for the proper opening and closing of the building. The principal must instruct the head custodian to open the building at the time desired and close, lock, and secure the building at the end of the day. These instructions should be furnished to the head custodian in writing.

Note: For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

Definitions

Conflict of Interest

The public's trust requires that employees avoid even the appearance of a conflict between their professional responsibilities and their personal business interests. An employee shall not have a personal financial interest, business interest, or any other obligation that in any way creates a conflict with the proper discharge of assigned duties and responsibilities.

Conflict of interest occurs when an employee allows the possibility of direct or indirect personal gain to influence the employee's judgment or actions in the performance of duties and responsibilities. In the discharge of assigned tasks or functions, an employee shall avoid even the perception of conflict of interest and improper practices. An employee's conduct shall be on a fair, impartial, and impersonal basis to ensure high ethical and professional standards. An employee shall act in a manner that is above reproach and always in the best interest of the District.

Compensation

To be compensated shall mean to receive money, a service, or another thing of value, or to receive a financial benefit in return for or in connection with a service provided.

Supervisory Relationships

Supervisors at all levels shall avoid any conflict of interest as it relates to subordinates, by rank or classification, especially with subordinates within any supervisor's chain of command.

The authority of a supervisor over a subordinate is a responsibility entrusted to that supervisor by the Superintendent and the Board. That extended responsibility demands that every decision made by the supervisor be totally objective, impeccably fair, and above all, devoid of any favorable or unfavorable actions due to any relationship between the supervisor and the subordinate.

A supervisor shall not enter into or continue a business relationship with an employee within his or her chain of command.

An employee shall not perform any personal work at any time for supervisory personnel within the same chain of command as the employee.

Supervisory personnel shall not use their positions, directly or indirectly, to harass, intimidate, oppress, or influence any employee to perform personal work at any time for any person or group.

Furthermore, and of paramount importance, the Superintendent and the Superintendent's cabinet, by virtue of their high level ad-

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

ministrative rank, shall not utilize the services of any District employee. Other members of the Superintendent's executive staff, with the approval of the Superintendent, may utilize the services of an employee who is not within the same chain of command.

Disclosure —
General Standard

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Specific Disclosures
Substantial Interest

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent.

Interest in Property

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

Annual Financial
Management
Report

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.

[See BBFA]

Gifts

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]

Endorsements

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

Sales

An employee shall not use his or her position with the District to attempt to sell products or services.

**Nonschool
Employment**

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

The full-time position held by an employee of the District shall take precedence over any other occupational interest of the employee. No full-time employee of the District shall engage in any occupation during the contract or work year that is incompatible or presents a conflict of interest with his or her employment with the District.

An employee shall not perform any personal work during regular business hours, except while on approved personal leave. The use of any District facilities or property, equipment, or resources for personal business or gain is strictly prohibited.

An employee of the District shall not accept other employment or compensation that could reasonably be expected to impair the employee's independence of judgment in the performance of official duties.

Prohibiting outside employment is reasonably related to the legitimate interest of the Board that public school employees devote their professional energies and efforts to the education of children. Prior to an administrator or supervisor engaging in any employment that may present a conflict of interest with his or her employment with the District, the administrator or supervisor shall obtain written approval from a cabinet member or the Superintendent.

Other employees who wish to accept outside employment or engage in activities for profit shall not allow such employment to interfere with the performance of their duties for the District as their time, interest, and responsiveness must be dedicated substantially to the school system. Outside employment activities shall be the responsibility of the employee. However, if a conflict of interest or incompatibility exists, or if it is determined that such employment interferes with the duties and proper performance of an employee's regular assignment, the employee shall be required to discontinue the outside employment activities. If the employee continues the outside/secondary employment, disciplinary action up to and including termination of employment with the District may result.

Outside
Professional
Services

Professional personnel such as teachers, counselors, coaches, and the like, shall not privately tutor students for pay or provide other services to students for pay at the campus to which the employee is assigned, except:

1. During the summer months, or
2. For District-sponsored initiatives such as mentoring, tutoring programs, or athletic clinics as approved by UIL, when school is not in regular session.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

Appropriate administrative approval must be obtained.

**Personal Services
Performed by an
Administrator**

An administrator, as defined in law, shall not receive any financial benefit for the performance of personal services except as permitted by and in accordance with law.

An administrator, other than a Superintendent or an assistant superintendent, who wishes to seek Board approval to perform personal services permitted by law shall submit that request to the Superintendent in accordance with administrative regulations.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy. [See DEC(REGULATION)]

Definitions

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a current son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, current parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent, grandchild, and spouse’s grandparent.

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

Family Emergency

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

Leave Day

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

School Year

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

Daily Rate of Pay

The “daily rate” of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee’s annual salary by the number of duty days in the employee’s contract year.

Paid Time Off

The term “paid time off” (PTO) shall be defined as a bank of days in which the District pools an employee’s state personal leave, state sick leave, local personal leave, and local sick leave for the employee to use as needed.

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

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Availability

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

State Leave Proration

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

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

Medical Certification

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

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

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

Reasons for Use of PTO

PTO shall include leave taken for nondiscretionary and discretionary purposes.

Nondiscretionary Use

Nondiscretionary use of PTO shall be for:

1. An employee's own illness or injury that prevents the employee from fulfilling the employee's assigned duties;
2. Care of the employee's newborn child, adoption of a child by the employee, or placement of a child with the employee for foster care when the leave is taken in the first year after the birth, adoption, or placement;
3. Illness or death of a member of the employee's immediate family; and
4. The reasons allowed for use of state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Discretionary Use	Discretionary use of PTO is at the individual employee's discretion, subject to this policy.
<i>Scheduled PTO</i>	To minimize the effect of an employee's absence on the educational program and District operations, the Board shall require an employee to schedule PTO taken for discretionary purposes.
Local Leave	<p>Each employee who contributes to the Teacher Retirement System of Texas (TRS) (other than a substitute employee, a part-time employee without benefits, or a temporary employee) shall earn five, six, or seven paid local leave days, respectively, each school year, based on the number of months of service normally required for the employee's position in accordance with administrative regulations.</p> <p>Local leave shall accumulate without limit.</p> <p>Local leave shall be used in accordance with administrative regulations addressing PTO.</p>
PTO Designation	Although an employee may take PTO for nondiscretionary or discretionary reasons in accordance with this policy, the District shall maintain separate records of state personal leave, state sick leave, local personal leave, and local sick leave for purposes of accumulation and the order of use determined by each employee.
Bereavement Leave	An employee shall be granted two days of bereavement leave upon the death of a member of the employee's immediate family. Such leave shall be taken with no loss of pay or other paid leave. Substitute and temporary employees shall not be eligible for this benefit.
Sick Leave Program	After all available paid leave days and any applicable compensatory time have been exhausted, an employee shall be eligible to apply for additional leave days through the District's sick leave program (SLP). The District shall grant leave days from the SLP in accordance with the Board-approved bylaws.
Family and Medical Leave	<p>The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.</p> <p>Concurrent Use of Paid Leave</p> <p>FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, except as provided below.</p> <p>Note:— See DECA(LEGAL) for provisions addressing Twelve-Month FMLA Exception Period</p> <p>A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.</p> <p>For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured in accordance with administrative regulations. [See DEC(REGULATION)]</p>

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Combined Leave for Spouses	When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.
Intermittent or Reduced Schedule Leave	The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.
Certification of Leave	When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.
Fitness-for-Duty Certification	In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.
Leave at the End of Semester	When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.
Local Pregnancy / Parenting / Adoption Leave	<p>The District shall grant a leave of absence for a maximum of six consecutive calendar weeks to any District employee, other than a substitute or temporary employee, who suffers a disability caused by pregnancy or childbirth or who adopts and cares for a child up to two years of age.</p> <p>The District shall require the employee to use paid leave and any applicable compensatory time concurrently with local pregnancy/parenting/adoption leave.</p> <p>If an employee who has been employed by the District for one year has insufficient available paid leave to cover the entire leave of absence, the District shall grant additional paid leave for this purpose, to a maximum of 20 consecutive leave days, subject to deduction of the daily rate of a substitute for the employee's position for each additional leave day taken, whether or not a substitute is employed.</p>
Temporary Disability Leave	<p>Any District employee, other than a substitute or temporary employee, shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p> <p>An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.</p>

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

**Workers'
Compensation**

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

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

Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

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

Absences for court appearances related to an employee's personal business without a valid subpoena shall be deducted from the employee's leave balance or shall be taken as leave without pay.

**Neutral Absence
Control**

If an employee does not return to work within 180 calendar days of being on an approved leave of absence, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. When an employee has exhausted all available paid leave, the employee shall remain on unpaid leave during the ADA consideration period. If terminated, the employee may apply for reemployment with the District.

Reasons

The recommendation to the Board and its decision not to renew a contract under this policy shall not be based on an employee's exercise of Constitutional rights or based unlawfully on an employee's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for proposed nonrenewal of an employee's term contract shall be:

1. Failure to correct deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to comply with Board policies or administrative regulations.
7. Excessive absences.
8. Conducting personal business during school hours when it results in neglect of duties.
9. Reduction in force because of financial exigency. [See DFFA]
10. Reduction in force because of a program change. [See DFFB]
11. The employee is not retained at a campus in accordance with the provisions of a campus turnaround plan. [See AIC]
12. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
13. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
14. Failure to meet the District's standards of professional conduct.
15. Failure to report any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime

involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

16. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
17. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
18. Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job, [with or without reasonable accommodation](#).
19. Any activity, school-connected or otherwise, that, because of publicity given it, or knowledge of it among students, faculty, or the community, impairs or diminishes the employee's effectiveness in the District.
20. Any breach by the employee of an employment contract or any reason specified in the employee's employment contract.
21. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues.
22. A significant lack of student progress attributable to the educator.
23. Behavior that presents a danger of physical harm to a student or to other individuals.
24. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
25. Use of profanity in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
26. Falsification of records or other documents related to the District's activities, or presenting or using such documents with knowledge that the documents are false.
27. Falsification or omission of required information on an employment application.
28. Misrepresentation of facts to a supervisor or other District official in the conduct of District business.

29. Failure to fulfill requirements for state licensure or certification, including passing certification or licensing examinations required by state or federal law or by the District, for the employee's assignment.
30. Failure to maintain licensing and certification requirements, including the completion of required continuing education hours, for the employee's assignment.
31. Failure to complete certification or permit renewal requirements, or failure to fulfill the requirements of a deficiency plan, under an Emergency Permit or a Temporary Classroom Assignment Permit.
32. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
33. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
34. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]
35. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.
- ~~34-36.~~ Engaging in behavior that is inappropriate or disruptive in the workplace.
- ~~35-37.~~ Discourteous treatment of others.
- ~~36-38.~~ Misuse or misappropriation of District/school monies and/or property.
- ~~37-39.~~ Possession of unauthorized firearms, weapons, or any other inappropriate item.
- ~~38-40.~~ Theft.
- ~~39-41.~~ Giving or accepting gifts, money, or favors in exchange for some benefit to one's self or others.
- ~~40-42.~~ Sexual, racial, ethnic, or religious harassment in the workplace and/or while conducting District or school business. [See DIA]
- ~~41-43.~~ Knowingly making or publishing false statements concerning any employee or supervisor of the District.

- ~~42.44~~. Knowingly making a false accusation of child abuse or sexual harassment.
- ~~43.45~~. Altering or tampering with time cards, attendance rosters, insurance records, or any other District documents or records.
- ~~44.46~~. Abuse of or unauthorized access to information contained in District files regardless of whether the files are kept manually or in any electronic medium.
- ~~45.47~~. Any other reason the Board deems to be good cause, including any action or omission by an employee whose performance or conduct is detrimental to students or other employees or the District's interests.

Recommendations
from Administration

Administrative recommendations for renewal or proposed nonrenewal of term contracts shall be submitted to the Superintendent. A recommendation for proposed nonrenewal shall be supported by any relevant documentation. The final decision on the administrative recommendation to the Board on each employee's contract rests with the Superintendent.

Superintendent's
Recommendation

The Superintendent shall prepare lists of employees whose contracts are recommended for renewal or proposed nonrenewal by the Board. Supporting documentation, if any, and reasons for the recommendation shall be submitted for each employee recommended for proposed nonrenewal.

The Board shall consider such information, as appropriate, in support of recommendations for proposed nonrenewal and shall then act on all recommendations.

Notice of Proposed
Nonrenewal

After the Board votes to propose nonrenewal, the Superintendent or designee shall deliver written notice of proposed nonrenewal in accordance with law.

If the notice of proposed nonrenewal does not contain a statement of the reason or all the reasons for the proposed action, and the employee requests a hearing, the District shall give the employee notice of all reasons for the proposed nonrenewal at a reasonable time before the hearing.

The initial notice or any subsequent notice shall contain the hearing procedures.

Request for Hearing

If the employee desires a hearing after receiving the notice of proposed nonrenewal, the employee shall file a written request with the commissioner of education, and provide the Board a copy of the request, not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

Hearing Procedures

The hearing shall be conducted by an independent hearing examiner in accordance with the process described at DFD.

Board Decision

Following the hearing, the Board shall take appropriate action in accordance with DFD.

No Hearing

If the employee fails to request a hearing, the Board shall take the appropriate action and notify the employee in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

Note: For procedures for suspension or dismissal of employees on contracts not governed by Chapter 21 of the Education Code, see DCE.

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Employee complaints 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 process: [has been followed](#):

1. Complaints alleging discrimination, including violations of Title IX (gender), Title VII (sex, race, color, religion, national origin), ADEA (age), or Section 504 (disability), shall be submitted in accordance with ~~the DIA series~~.
2. Complaints alleging certain forms of harassment, including harassment by a supervisor and violation of Title VII, shall be submitted in accordance with ~~the DIA series~~.
3. Complaints concerning retaliation ~~relating~~[related](#) to discrimination and harassment shall be submitted in accordance with ~~the DIA series~~.
4. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
5. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
6. Complaints 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 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.
- ~~8. Complaints arising from a suspension of pay, demotion, or termination from employment of an at-will employee shall be submitted in accordance with DCD.~~

Notice to Employees Notice to Employees Guiding Principles

Informal Process

The District shall inform employees of this policy through appropriate District publications [and on the District's website](#).

The Board encourages employees to discuss their concerns with their supervisor, principal, or other appropriate [campus or District 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.

~~Direct
Communication with
Board Members~~
~~Employees shall not
be prohibited from
communicating with
a member of the
Board regarding
District operations~~
~~Formal Process
communication
between an
employee and a
Board member
would be
inappropriate
because of a
pending hearing or
appeal related to the
employee~~
Filing
Deadlines

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

If an employee has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the employee must file a complaint within 15 business days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

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

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

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.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue
Informal Process

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

Notice of Complaint	A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.
Freedom from Retaliation	Neither the Board nor any District employee shall unlawfully retaliate against an employee for bringing a concern or complaint in violation of law .
Whistleblower Complaints	Whistleblower complaints 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. [See DG]
Complaints Against Supervisors	Complaints alleging a violation of law by a supervisor may be made to the Superintendent or designee . Complaints alleging a violation of law by the Superintendent may be submitted directly to the Board or Board's designee.
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.
General Provisions Filing	Complaints and appeals submitted pursuant to this policy shall be submitted in writing. [See DGBA(EXHIBIT) for methods of filing the complaint.] Complaints and appeals submitted pursuant to this policy shall be submitted in writing. [See DGBA(EXHIBIT) for methods of filing the complaint.]
Scheduling Conferences Hearings	The District shall make reasonable attempts to schedule conferences hearings at a mutually agreeable time. If the employee fails to appear at a scheduled conference hearing, the District may hold the conference hearing and issue a decision in the employee's absence.

Response At Levels One and Two, "response"Decision	A "decision" shall mean a written communication to the employee and from the employee's designee as noted on the written complaint 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 appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.
Definitions	The following definitions of terms shall apply: decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.
Days	"Days" shall mean District business days, based on the District's 240-day calendar 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." A decision 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 decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.
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 the employee in the complaint 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, by virtual meeting , or by telephone conference call. If the employee designates a representative with fewer than 24 hours three business 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	Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from any an event or series of events that have been or could have been addressed in a previous complaint.

	<p>When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the District may consolidate the complaints.</p>
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the employee, at any point during the complaint process. The employee may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice. Such appeal shall be limited to the issue of timeliness.</p>
Costs Incurred	<p>Costs Incurredrelated events shall be consolidated.</p> <p>Each party shall pay its own costs incurred in the course of the complaint.</p>
Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted in writing on a form provided by the District. [See DGBA(EXHIBIT)]</p> <p>The complaint or appeal must be signed or acknowledged by the employee or representative on the employee's behalf.</p> <p>Copies of any documents that support the complaint should be submittedincluded with the complaint form. If the employee does not have copies of these documents, theycopies may be presented at the Level One conferencehearing. 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 conferencehearing, the employee may supplement the record with additional documents or include additional claims.</p>
Record	<p>A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the employee who filed the complaint, documents determined relevant by District personnel, and the decision.</p>
Remand	<p>A complaint or appeal form that is incomplete in any material aspect mayshall be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.re-filed, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.</p> <p>If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.</p>

**Assignment of
Hearing Officer**

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the employee mutually agree, all deadlines shall be suspended during an investigation.

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 is discussed. The employee shall notify all attendees present that an audio recording is taking place.

Complaint Levels

Level One

~~Complaint forms must be filed within 15 days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.~~

~~If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the employee within 15 days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

~~Absent extenuating circumstances, the administrator shall provide the employee a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator~~At Level One, the appropriate hearing officer shall hold a hearing with the employee within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Level Two

If the employee did not receive the relief requested at Level One or if the time for a ~~response~~decision has expired, the employee may

~~submit a request for a~~request a hearing at Level Two ~~grievance to~~
appeal the Level One decision.

The appeal notice ~~shall~~must be ~~submitted~~filed in writing. ~~[See~~
~~DGBA (EXHIBIT)]~~ The appeal must be submitted within ten, on a
form provided by the District, within 20 calendar days of the date of
the ~~written~~ Level One ~~response~~decision or, if no ~~response was~~
~~received, within ten~~decision has been communicated to the
employee, within 20 calendar days of the Level One
~~response~~decision deadline.

~~The employee may request~~After receiving notice of the appeal, the
Level One hearing officer shall prepare and forward a record of the
Level One complaint to the Level Two hearing officer and provide a
copy of the Level One record to the employee.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~Any other documents submitted by the employee at Level One.
3. ~~The~~If the complaint is against a District employee, the written response of the District employee, if any.
- ~~3.4.~~ The decision issued at Level One and any attachments.
- ~~4.5.~~ All other documents relied upon by the Level One ~~administra-~~
~~tor~~hearing officer in reaching the Level One decision.

The ~~Level Two administrator shall schedule a conference within~~
~~15~~hearing officer shall hold a hearing within 10 calendar days after
the appeal notice is filed. The ~~conference shall be limited to the is-~~
~~ssues 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 Level Two administrator may set reasonable time~~
~~limits for the conference~~hearing officer may set reasonable time
limits for the hearing.

The ~~Level Two administrator~~hearing officer shall provide the em-
ployee a ~~written response~~decision within ~~ten~~20 calendar days fol-
lowing the ~~conference. The written response shall set forth the ba-~~
~~sis of the decision~~hearing. In reaching a decision, the ~~Level Two~~
~~administrator~~hearing officer may consider the Level One record,
any additional information provided ~~at~~prior to the Level Two ~~confer-~~
~~ence~~hearing, and any other relevant documents or information the
~~Level Two administrator~~hearing officer believes will help resolve
the complaint.

Level Three

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

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

The appeal notice ~~shall~~must be ~~submitted~~filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~Level Two ~~response~~decision or, if no ~~response was received, within ten~~decision has been communicated to the employee, within 20 calendar days of the Level Two ~~response~~decision deadline. ~~[See DGBA(EXHIBIT)]~~

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

~~The Superintendent or designee shall inform the employee of the date, time, and place of the Board~~After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the employee whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The Superintendent or designee~~At least five business days before the Board or Board committee meeting, the Superintendent shall provide the employee a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent 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~~Any other documents submitted by the employee at Level Two.
- ~~3.4.~~ 4. The decision issued at Level Two and any attachments.
- ~~4.5.~~ 5. All other documents relied upon by the administration in reaching the Level Two decision.

~~The Board shall not consider documentation not previously submitted or issues not previously presented.~~

~~The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]~~

The employee may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, 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 and may request that the administration provide an explanation for the decisions at the preceding levels.~~ members.

In addition to any other record of the ~~Board~~ meeting required by law, the Board or Board committee 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~~ members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It ~~may give notice of its~~ shall make a decision orally or in writing 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~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The employee shall be provided a decision in accordance with this policy and state law.

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.

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, [DCE](#), 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. A District employee who holds a ~~Texas~~ handgun license [in accordance with state law](#) 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
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]

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.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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.

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.

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.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

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]

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~~ a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. [See FFF]

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

Tobacco and Nicotine Products and E-Cigarettes

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also

prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

**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.

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:

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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.

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

Dress and Grooming

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.

**Instructional Plan
and Course Syllabus**

Prior to the beginning of each semester, each teacher shall provide a copy of the teacher's instructional plan or course syllabus for each class for which the teacher provides instruction.

The teacher shall provide this information to the District administration and the parent of each student enrolled in the teacher's class. Additional copies of the instructional plan or course syllabus shall be made available to a parent of a student enrolled upon that parent's request.

District Website

The Superintendent shall develop administrative procedures for the posting of the instructional plans and course syllabi for each class offered in the District on the District's website.

Note: For information related to the accounting of instructional materials, as this term is defined by state law and rule, see CMD.

For information related to the selection process of library materials, see EFB.

The District shall provide instructional materials designed to teach the Texas Essential Knowledge and Skills and further the District's educational mission. Although the Superintendent shall ensure that professional staff select instructional materials in accordance with District policy and administrative regulations, the ultimate authority for determining and approving the curriculum and instructional program of the District lies with the Board.

Objectives

In this policy, "instructional materials" may include textbooks, supplementary resources for classroom use, and any other instructional resources, including electronic resources, used for formal or informal teaching and learning purposes. The primary objectives of instructional materials are to implement, enrich, and support the District's educational program.

Selection

Instructional materials that are textbooks and related supplemental materials, which may include items from the list of resources adopted by the State Board of Education, shall be chosen in accordance with administrative regulations and the objectives above.

The Board shall rely on District professional staff to select and acquire instructional materials that:

1. Enrich and support the curriculum consistent with the general educational goals of the state and District, the aims and objectives of individual schools and specific courses, and the District and campus improvement plans.
2. Are appropriate for the subject area and for the age, ability level, learning styles, interests, and social and emotional development of the students for whom they are selected.
3. Meet high standards for artistic quality, literary style, authenticity, educational significance, factual content, physical format, presentation, readability, and technical quality.
4. Present various sides of controversial issues so that students have an opportunity to develop, under guidance, skills in critical analysis and in making informed judgments in their daily lives. [See also EMB regarding instruction about controversial issues.]
5. Promote literacy.

District professional staff may select additional instructional materials in accordance with administrative regulations and the criteria above.

Administrators, teachers, other District personnel, parents, and community members, as appropriate, may recommend instructional materials for selection. Gifts of instructional materials shall be evaluated according to these criteria and accepted or rejected in accordance with CDC(LOCAL).

Selection of instructional materials is an ongoing process that includes the removal of materials no longer appropriate and the periodic replacement or repair of materials that still have educational value.

Parent Request for Instructional Material Review

The Superintendent shall develop administrative regulations to ensure compliance with state law and rules that a parent or guardian of a District student may request an instructional materials review for a subject area in the grade level in which their student is enrolled on the basis of the following:

1. The material is not aligned with District-adopted materials; or
2. The material does not have the appropriate rigor for the grade level for the subject area in which the instructional material is used.

The regulations shall also address procedures for submitting a parent petition to review instructional materials, the appeal process if a petition for review is denied, criteria for reviewing any appeal, and timelines for each step in the process.

Reconsideration of Instructional Materials

A District employee or a parent or guardian of a District student may request reconsideration of instructional material used in the District's educational program on the basis that the instructional material fails to meet the standards set forth in this policy.

Guiding Principles

The following principles shall guide the Board and staff in responding to a request for reconsideration of instructional materials:

1. A complainant may raise an objection to an instructional material used in a school's educational program, despite the fact that the professional staff selecting the materials were qualified to make the selection, followed the proper procedure, and adhered to the objectives for instructional materials set out in this policy.
2. A parent's ability to exercise control over instruction extends only to his or her own child as set forth in Education Code Chapter 26.

3. Access to a challenged material shall not be restricted during the reconsideration process, except the District may deny access to a child if requested by the child's parent.

The major criterion for the final decision on challenged instructional materials is the appropriateness of the material for its intended educational use. No challenged instructional material shall be removed solely because of the ideas expressed therein.

Informal
Reconsideration

When the District or a campus receives an objection to the appropriateness of an instructional material, the appropriate administrator shall try to resolve the matter informally. The administrator shall explain the selection process and discuss the intended educational purpose for the instructional material. If appropriate, the administrator may offer a concerned parent an alternative instructional material to be used by that parent's child in place of the challenged material.

If the complainant wishes to make a formal challenge, the administrator shall provide the complainant a copy of this policy and a form to request a formal reconsideration of the instructional material.

Formal Request for
Reconsideration

A complainant shall make any formal request to reconsider an instructional material on the form provided by the District and shall submit the completed and signed form to the principal. Upon receipt of the form, the principal shall appoint a reconsideration committee.

The reconsideration committee shall include at least one member of the instructional staff who has experience using the challenged material with students or is familiar with the challenged material's content. Other members of the committee may include District-level staff, secondary-level students, parents, and any other appropriate individuals.

All members of the committee shall review the challenged instructional material in its entirety. As soon as reasonably possible, the committee shall meet and determine whether the challenged material conforms to the principles of selection set out in this policy and whether the challenged material will continue to be used in the educational program. The committee shall prepare a written report of its findings. The Superintendent, other appropriate administrators, and the complainant shall receive copies of the report.

*Frequency of
Review*

After an instructional material has been reviewed through formal reconsideration, it shall not be reviewed again until it is evaluated in the periodic local selection process.

Appeal

The complainant may appeal the decision of the reconsideration committee in accordance with appropriate complaint policies, starting at the appropriate level. [See DGBA, FNG, and GF]

Note: Unless otherwise noted, the terms “video recording,” “video surveillance,” and “video monitoring” shall also include any associated audio recordings. In addition, the term “classroom” shall also include other special education settings subject to video and audio recording required by law.

To promote student safety, the District shall comply with requests for video and audio monitoring of certain ~~self-contained~~ special education classrooms as required by law. Regular or continual monitoring of video recordings shall be prohibited. Video recordings shall not be used for teacher evaluation or monitoring or for any purpose other than the promotion of student safety.

The Superintendent or designee is responsible for coordinating the provision of equipment to campuses in compliance with the law.

The Superintendent or designee shall ensure that administrative regulations are developed to implement this policy.

Requests

For Following Year

A parent of a student receiving special education services and whose placement for the following school year will be in a ~~self-contained~~ special education classroom eligible for video surveillance may request in writing that a video camera be placed in the classroom by the end of the current school year or by the ~~tenth~~ 10th business day after the student’s admission, review, and dismissal (ARD) committee determines the student’s placement, whichever is later. If such a request is made, the campus shall begin operation of the camera by the deadlines in law.

For Current Year

Written requests from a parent, assistant principal, principal, staff member, or the Board shall be submitted and processed in accordance with the procedures in law.

Response

As required by law, the District shall provide a response to the requester not later than the seventh business day after receipt of the request.

Notice

Before a camera is activated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be conducted in the classroom.

Installation and Operation

The classroom subject to the request shall begin operation of video surveillance not later than the time frames required in law, except when the District is granted an extension of time.

When the District has installed video cameras in a classroom as required by law, the District shall operate the cameras during the

instructional day at all times when one or more students are in the classroom. For purposes of this policy, the instructional day shall be defined as the portion of a school day during which instruction is taking place in the classroom.

For the school year in which a campus receives a request for video and audio surveillance, the campus shall continue to operate and maintain any video cameras placed in the classroom for as long as the classroom continues to satisfy the requirements in Education Code 29.022(a). However, the campus may discontinue operation of the video camera during the year if the requester withdraws the request in writing and no request is submitted to continue the surveillance. Before a camera is deactivated, the principal shall provide advance written notice to staff on the campus and to parents of the students assigned to or engaging in school activities in the classroom that video and audio surveillance will be discontinued in the classroom and of the opportunity to request continued video and audio surveillance.

Video cameras must be capable of recording video and audio of all areas of the classroom, including a room attached to the classroom used for time out as defined by law. No visual monitoring, other than incidental coverage, shall be conducted of the inside of a bathroom or other area used for changing a student's clothes.

The District shall post notice at the entrance to a classroom in which video cameras are placed stating that video and audio surveillance is conducted in that classroom.

Retention of Recordings

Video recordings shall be retained for at least three months after the date of the recording but may be retained for a longer period in accordance with the District's records management program, or as required by law. [See CPC]

Confidentiality of Recordings

Video recordings made in accordance with this policy shall be confidential and shall only be accessed or viewed by the individuals and in the limited circumstances permitted by law. The following individuals shall have authority to view video recordings to the extent permitted by the Family Educational Rights and Privacy Act (FERPA):

1. A District employee or a parent of a student who is involved in an alleged incident documented by a recording and reported to the District;
2. Appropriate Department of Family and Protective Services (DFPS) personnel as part of an investigation of alleged abuse or neglect of a child;

3. A peace officer, school nurse, District administrator trained in de-escalation and restraint techniques, or Human Capital Management staff member in response to a report of an alleged incident or an investigation of an employee or a report of alleged abuse committed by a student; and
4. Appropriate Texas Education Agency or State Board for Educator Certification personnel or their agents as part of an investigation.

For purposes of this policy, the term “Human Capital Management staff member” shall include the Superintendent, a principal, an assistant principal or other campus administrator, and any supervisory position within the District’s Human Capital Management Division. If an individual listed in items 2-42-4, above, believes that a recording shows a violation of District policy or campus procedures, the individual may allow access to the recording by appropriate legal and Human Capital Management personnel designated by the District for the purpose of determining whether a policy or procedure has been violated.

Any person who suspects that child abuse or neglect has occurred shall report this suspicion as required by law and District policy. [See FFG]

Reporting an Incident

A person alleging that an incident, as defined by law, has occurred in a classroom in which video surveillance is conducted shall file a report on the form provided by the District with the principal as soon as possible after the person suspects the alleged incident. If possible, an incident report form shall be filed within 4824 hours of the facts giving rise to the allegation. The principal shall promptly view, or direct an authorized individual to view, the video surveillance footage to identify the relevant portion of the recording. No later than ten10 District business days after the report is filed, the principal or designee shall respond by notifying the person whether the alleged incident was recorded in the District’s video surveillance footage and shall initiate other steps as required by law, District policy, or local procedures.

Complaints

Complaints related to video and audio recordings under this policy shall be filed in accordance with DGBA, FNG, or GF, as applicable. A complainant who is dissatisfied with the outcome of the District’s complaint process may appeal in writing to the commissioner of education in accordance with Education Code 7.057 and 19 Administrative Code 103.1303. A parent, staff member, or District administrator may request an expedited review in accordance with 19 Administrative Code 103.1303.

Relation to Essential Knowledge and Skills

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses. Each teacher shall be expected to use adopted materials, curriculum, and resources when teaching these objectives.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the designated District objectives.

Guidelines for Grading

The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

The District shall permit a student who meets the criteria detailed in the grading guidelines a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

Re-Teaching and Remediation

Re-teaching shall be defined as another presentation of content and additional strategies, usually to provide an additional opportunity for a student to learn.

Each teacher shall plan for re-teaching while planning the initial instruction, thereby ensuring that alternative instructional strategies are immediately available when needed.

Planning for re-teaching may be written but should not require excessive time or documentation. If initial re-teaching efforts are unsuccessful, the more complex process of remediation may be necessary. Remediation implies analysis of the learning task and further diagnosis of a student's needs, including the identification of deficient prerequisite skills. Remediation may occur in many different situations.

Report Cards

The District shall issue grade reports/report cards as approved by the Superintendent or designee on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.

The District shall provide a parent any relevant information concerning his or her child in order to enhance understanding of the child's ability, effort, success, or progress in the school program. The Superintendent shall design a system of reporting to parents concerning student progress in school, with the goal of improving

mutual understanding, goodwill, and cooperation in the home, the school, and the community.

Interim Reports

Interim progress reports may be issued at the teacher's discretion; however, notice of a student's consistent unsatisfactory performance shall be issued in accordance with law.

Conferences

~~In addition to conferences scheduled on the campus calendar,~~ Each year, the District shall provide at least two opportunities for in-person conferences between each parent and the student's teacher. Additional conferences may be requested by a teacher or parent as needed.

When a parent desires an additional conference with his or her child's teacher to discuss the child's progress, the parent shall contact the school or teacher to schedule a meeting during the teacher's conference period.

A parent shall report to the school office prior to a meeting with a teacher. [See GKC]

Written Notices to Parents

In order to ensure effective communication, any notice required by policy to be sent to the parent or guardian of a student shall be written in the language spoken by the parent or guardian. If the dominant language of the parent or guardian is a language other than English or Spanish, however, such notice shall be written in the dominant language of the parents or guardian only if a suitable translation is available.

Academic Dishonesty

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, and unauthorized communication between students during an examination. The determination that a student has engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, or information from students.

PARENT RIGHTS AND RESPONSIBILITIES

FA
(LOCAL)

Parent Portal

The District shall establish a parent portal on the District's website through which parents may submit comments to campus administrators, District administrators, and the Board.

The Superintendent shall develop administrative regulations related to the portal, including placement on the District or campus websites and how campus or District administrators are to address comments received from parents through the portal.

Release from School

A student shall not be released from school at times other than regular dismissal hours except with the permission of the principal of the school. The teacher shall determine that such permission has been granted before allowing the student to leave.

Exception for
Released Time
Course

For purposes of this policy, a “released time course” shall have the same definition as provided in law.

A student shall be permitted to attend a released time course in accordance with the following requirements:

1. The parent or guardian has provided written consent for the student to attend the released time course;
2. The private entity offering the released time course maintains attendance records and will make those records available to the District;
3. The private entity, parent or guardian, or student assumes responsibility for transportation, including transportation for a student with a disability, to and from the location at which the released course is offered;
4. The private entity assumes liability for the student enrolled in the released time course while the student is under the private entity’s care; and
5. The student is responsible for any school work and assignments issued during the student’s absence from the District.

The District shall be prohibited from using District funds, excluding de minimis costs, to facilitate the student attending a released time course.

A private entity shall be prohibited from offering the released time course on District property unless the use is in accordance with policy GKD.

The District shall not interfere with a parent’s or guardian’s ability to request or access a released time course for the student.

**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 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.

Notification to
Teaching Staff of
Threat

As soon as safe and practicable after an administrator or team receives information regarding a threat against a campus, including a threat made through social media, the appropriate administrator or the team shall immediately provide to each member of the teaching staff, including teacher aides, who may be directly affected by the threat a statement containing the following information:

1. The existence of the threat;
2. The nature of the threat; and
3. Any other pertinent detail to ensure student and staff safety.

The Superintendent shall develop administrative regulations to ensure that the required notice is provided to the teaching staff in accordance with law. The administrative regulations may also address notification of other appropriate employees on the affected campus.

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,

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. 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.
3. 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 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.

For a student the team identifies as 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.

STUDENT WELFARE
CRISIS INTERVENTION

FFB
(LOCAL)

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.

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

For purposes of this policy, misconduct is defined as an ~~educator's~~ individual's alleged abuse or commission of an otherwise unlawful act with a student or involvement in a romantic relationship or soliciting or engaging in sexual contact with a student.

The District shall notify a parent of a student with whom ~~an educator~~ a District employee or a person acting as a service provider for the District is alleged to have engaged in misconduct, informing the parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the ~~educator~~ individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or the State Board for Educator Certification (~~SBEC~~) concerning the alleged misconduct.

**Notice of Suspected
Criminal Offense**

Except as provided by state law regarding child abuse investigations, the District shall notify a parent not later than one business day after the date an employee first suspects that a criminal offense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse and FFH for parental notification requirements regarding prohibited conduct as defined by that policy.]

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 4824 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of ~~educator~~ misconduct with a student, see FFF.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A ~~state or local~~ law enforcement agency, [as defined in law](#);
2. The Child Protective Services (CPS) division of DFPS at 800-252-5400 or the [Texas Abuse Hotline website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers. [See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus principal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

¹ Texas Abuse Hotline website: <http://www.txabusehotline.org>

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints 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 process **has been followed**:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, ~~sexual orientation, gender identity, gender expression,~~ national origin, age, ~~disability, or other protected characteristics [see FFH]~~ or disability shall be submitted in accordance with ~~the FFH series~~.
2. Complaints concerning dating violence shall be submitted in accordance with ~~the FFH series~~.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with ~~the FFH series~~.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints 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 **within the scope of Section 504, including complaints** concerning identification, evaluation, or educational placement of a student with a disability ~~within the scope of Section 504~~, shall be submitted in accordance with FB and the procedural safeguards handbook.
9. Complaints **within the scope of the Individuals with Disabilities Education Act, including complaints** concerning identification, evaluation, educational placement, or discipline of a student with a disability ~~within the scope of the Individuals with Disabilities Education Act~~, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

10. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints 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, unless the complaint 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 [and on the District's website](#).

Guiding Principles
Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other [appropriate campus or District](#) 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
Filing Deadlines

If a student or parent has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the student or parent shall have the later of:

After Informal
Process

- Ninety calendar days to file a complaint from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint; or
- Thirty calendar days to file a complaint from the date on which the District provided information to the student or parent regarding how to file a grievance.

[See Formal Process, below]

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

No Prior Informal
Process

If the student or parent has not engaged in the informal process, the student or parent shall have no more than 60 calendar days from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance to file a complaint using the appropriate forms.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

~~Even after initiating the formal complaint 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 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~~The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, students and parents shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue
Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A com-

plainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

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

General Provisions

Filing

Complaint 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 post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three **business** days after the deadline.

Scheduling
~~Conferences~~Hearings

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

~~Response~~
~~At Levels One and Two,~~
~~"response"~~Decision

A "decision" shall mean a written communication to the ~~student or parent~~complainant 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~~ that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

	<p>Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.</p>
Days	<p>"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."</p>
Representative	<p>"Representative" shall mean any person who or organization that is designated by the student or parentcomplainant to represent the student or parentcomplainant in the complaint process. A student may be represented by an adult at any level of the complaint.</p> <p>The student or parentcomplainant may designate a representative through written notice to the District at any level of this process. If the student or parentThe representative may participate in person or by telephone conference call. If the complainant designates a representative with fewer than three business days' notice to the District before a scheduled conference orhearing, the District may reschedule the conference orhearing 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.</p>
Consolidating Complaints	<p>Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not fileTo promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from anyan event or series of events that have been or could have been addressed in a previous complaint.</p>
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint 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 was dismissed. Such appeal shall be limited to the issue of timelinessrelated events shall be consolidated.</p>
Costs Incurred	<p>Each party shall pay its own costs incurred in the course of the complaint.</p>
Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted in writingon a form provided by the District.</p> <p>Copies of any documents that support the complaint should be attached toincluded with the complaint form. If the student or parent</p>

	<p>complainant does not have copies of these documents, copies may be presented at the Level One conferencehearing. 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 conferencehearing, the complainant may supplement the record with additional documents or include additional claims.</p>
Record	<p>A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.</p>
Remand	<p>A complaint or appeal form that is incomplete in any material aspect mayshall be dismissed but may be refiled with all the required information if the refiling is within the designated time for filingrefiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.</p> <p>If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.</p>
Assignment of Hearing Officer	<p>When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.</p>
Level One	<p>Complaint forms must be filed:</p> <ol style="list-style-type: none">1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and2. With the lowest level administrator who has the authority to remedy the alleged problem. <p>In most circumstances, students and parents shall file Level One complaints with the campus principal.</p> <p>If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.</p> <p>If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint</p>

~~Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator~~
Complaint Levels
Level One
Level Two
Investigation

~~form was received and immediately forward the complaint form to the appropriate administrator.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.~~

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

If the ~~student or parent~~complainant did not receive the relief requested at Level One or if the time for a ~~response~~decision has expired, the ~~student or parent~~complainant may request a ~~conference with the Superintendent or designee~~hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~20 calendar days of the date of the ~~written~~ Level One ~~response~~decision or, if no ~~response was received,~~ ~~within ten~~decision has been communicated to the complainant, within 20 calendar days of the Level One ~~response~~decision deadline.

After receiving notice of the appeal, the Level One ~~administrator-hearing officer~~ shall prepare and forward a record of the Level One complaint to the Level Two ~~administrator~~. ~~The student or parent may request~~hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. ~~All~~Any other documents submitted by the ~~student or parent-complainant~~ at Level One.
3. ~~The~~if the complaint is against a District employee, the written response of the District employee, if any.

~~3.4.~~ The decision issued at Level One and any attachments.

~~4.5.~~ All other documents relied upon by the Level One ~~administra-~~
~~tor~~hearing officer in reaching the Level One decision.

The ~~Superintendent or designee shall schedule a conference~~
~~within ten~~hearing officer shall hold a hearing within 10 calendar
days after the appeal notice is filed. The ~~conference shall be lim-~~
~~ited to the issues and documents considered at Level One. At the~~
~~conference, the student or parent may provide information con-~~
~~cerning any documents or information relied upon by the adminis-~~
~~tration for the Level One decision. The Superintendent or designee~~
~~may set reasonable time limits for the conference~~hearing officer
may set reasonable time limits for the hearing.

The ~~Superintendent or designee~~hearing officer shall provide the
~~student or parent a written response within ten~~complainant a deci-
sion within 20 calendar days following the ~~conference. The written~~
~~response shall set forth the basis of the decision~~hearing. In reach-
ing a decision, the ~~Superintendent or designee~~hearing officer may
consider the Level One record, any additional information provided
at prior to the Level Two ~~conference~~hearing, and any other relevant
documents or information the ~~Superintendent or designee~~hearing
officer believes will help resolve the complaint.

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

Level Three

If the ~~student or parent~~complainant did not receive the relief re-
quested at Level Two or if the time for a ~~response~~decision has ex-
pired, the ~~student or parent~~complainant may appeal the decision to
the Board.

The appeal notice must be filed in writing, on a form provided by
the District, within ~~ten~~20 calendar days of the date of the ~~written~~
Level Two ~~response~~decision or, if no ~~response was received,~~
~~within ten~~decision has been communicated to the complainant,
within 20 calendar days of the Level Two ~~response~~decision dead-
line.

~~The Superintendent or designee shall inform the student or parent~~
~~of the date, time, and place of the Board~~Unless the Board dele-
gates a committee in accordance with law, the Board shall hear the
appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee
shall hold a meeting to discuss the complaint no later than 60 cal-
endar days after the date on which the Level Two decision was
made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The 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.~~ At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant 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~~ Any other documents submitted by the complainant at Level Two.
- ~~3.4.~~ 4. The decision issued at Level Two and any attachments.
- ~~4.5.~~ 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 intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.~~

~~The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]~~

~~The~~ complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the ~~student or parent~~ complainant and administration to each make a presentation and provide rebuttal and an opportunity for question-

ing by ~~the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.~~ ~~members.~~

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

The Board ~~or Board committee~~ shall then consider the complaint. It ~~may give notice of its~~ shall make a decision ~~orally or in writing 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~~ no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

When approved, the District Student Code of Conduct shall constitute an extension of Board policy. Violation of conduct provisions contained in this document shall result in disciplinary action.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others upon request.

At the beginning of the school year, principals or designees shall give verbal instruction on the District Student Code of Conduct to all students.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others. Such revisions shall become effective upon distribution.

Acknowledgment

Each student and parent, upon receipt of the District Student Code of Conduct or any revision, shall sign a statement that they have received and read it. A principal shall document any parent's refusal to sign.

Extracurricular Standards of Behavior

With the approval of the principal and the appropriate chief of schools or designee, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement

that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

Campus Rules and Regulations

Principals and site-based decision-making teams, consistent with District policy, may develop campus rules and regulations as part of a campus student handbook. These rules and regulations shall be approved by the appropriate chief of schools.

The District Student Code of Conduct and campus rules and regulations shall be binding and enforceable upon all students and parents, whether or not they are acknowledged.

“Parent” Defined

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

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.

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

Corporal Punishment

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

Physical Restraint

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury;
2. Obtain possession of a weapon or other dangerous object;
3. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures;
4. Control an irrational student; or
5. Protect property from serious damage.

A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Video and Audio Monitoring

Video and audio recording equipment ~~shall~~may be used for safety purposes to monitor student behavior with the approval of the Superintendent or chief of operations.

Notice

~~The~~When video and audio recording equipment is in use, the District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

District staff and law enforcement officials shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the District and shall be maintained as required by law. A parent of a student who wishes to view a video recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

Supervision

The schools are not responsible for the supervision of students who arrive at school before the designated time in the morning or who are not involved in a supervised activity and remain after the designated time in the afternoon. The principal shall notify students and parents of the time before and after school when the students are not supervised. This shall not affect the authority of a principal or teacher to discipline students for violations of the Student Code of Conduct before and after school.

Disciplinary Records

Records pertaining to student discipline shall be maintained by teachers and principals in accordance with the requirements of law. Such records shall include date and time of the offense, a descriptive statement of the infraction, and the action taken. These records shall be maintained for at least two years. [See FL]

Reversal of Decisions

Should a decision by a teacher or administrator be reversed by the next administrative level, the individual who alters the decision shall notify in writing all persons affected by the ruling within seven working days.

Criminal Offenses

The District shall report to the proper authority for disposition any suspected violation of any criminal statute as prescribed in the Texas Penal Code or municipal ordinance by any individuals (including students) over whom the District has jurisdiction. Any such reporting by school officials shall be in addition to any disciplinary actions imposed by District or campus officials.

Complaint Procedure

~~Members of the public having complaints regarding the District's policies, procedures, or operations may present their complaints or concerns to the Board after following the procedure defined in this policy.~~

Exceptions

~~Public complaints regarding instructional and library resources are addressed at the EF series, and complaints against peace officers at the CKE series. Complaints brought by employees shall be in accordance with DGBA; complaints brought by students and parents, with FNG~~
Complaints

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

Complaints 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 process:

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

Complaints 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, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Informal Process

Level One

~~An individual who has a complaint or concern shall request a conference with the appropriate administrator within ten calendar days of the event or action that is the subject of the complaint. The administrator shall render a written decision within ten calendar days of the conference.~~ 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.

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

Filing Deadlines

If a member of the public has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the individual must file a complaint within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

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

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.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the individual shall file a Level One complaint with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board’s or Board committee’s decision.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

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

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, 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 business days after the deadline.

Scheduling Hearings

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

Decision

A "decision" shall mean a written communication to the complainant from the appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S. Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

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

The complainant 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 complainant designates a representative with fewer than three business days' notice to the District before a scheduled hearing, the District may reschedule the 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

To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from an event or series of related events shall be consolidated.

Costs Incurred

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

Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted on a form provided by the District.</p> <p>Copies of any documents that support the complaint should be included with the complaint form. If the complainant does not have copies of these documents, copies may be presented at the Level One hearing. After the Level One hearing, the complainant may supplement the record with additional documents or include additional claims.</p>
Record	<p>A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.</p>
Remand	<p>A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.</p> <p>If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.</p>
Assignment of Hearing Officer	<p>When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.</p>
Investigation	<p>The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.</p>
Complaint Levels	<p>At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.</p> <p>The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.</p>
Level One	
Level Two	<p>If the complaint is not resolved, the individual may request a conference with the Superintendent or designee within ten calendar days of receipt of the administrator's decision. Prior to or at the conference with the Superintendent or designee, the individual shall submit a written complaint that includes a statement of the</p>

~~complaint, any evidence in its support, the solution sought, and the date of the conference with the administrator. The Superintendent or designee shall render a written decision to the complainant within ten calendar days of such conference.~~ complainant did not receive the relief requested at Level One or if the time for a decision has expired, the complainant may request a hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level One decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level One decision deadline.

After receiving notice of the appeal, the Level One hearing officer shall prepare and forward a record of the Level One complaint to the Level Two hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. Any other documents submitted by the complainant at Level One.
3. If the complaint is against a District employee, the written response of the District employee, if any.
4. The decision issued at Level One and any attachments.
5. All other documents relied upon by the Level One hearing officer in reaching the Level One decision.

The hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider the Level One record, any additional information provided prior to the Level Two hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

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

Level Three

~~If the outcome of the conference with the Superintendent or designee is not to the individual's satisfaction, the individual may submit to the Superintendent and Board President a written request to be heard and present the matter to the Board. Such a request shall~~

~~be made within ten calendar days after the Superintendent's decision~~complainant did not receive the relief requested at Level Two or if the time for a decision 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, within 20 calendar days of the date of the Level Two decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level Two decision deadline.

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the ~~individual~~complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

~~The presiding officer shall establish a reasonable time limit for complaint presentations. The District shall make an audio record of the Level Three proceeding before the Board. The Board shall hear the individual's complaint and shall then make and communicate its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting.~~

Closed Meeting

~~If the complaint involves concerns or charges regarding an employee, it shall be heard by the Board in closed meeting unless the employee to whom the complaint pertains requests that it be heard in public.~~At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant 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. Any other documents submitted by the complainant at Level Two.

4. The decision issued at Level Two and any attachments.
5. All other documents relied upon by the administration in reaching the Level Two decision.

The complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by Board members.

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

The Board or Board committee shall then consider the complaint. It shall make a decision no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

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.

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, e-cigarettes, or other 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~~ An individual who holds a handgun license holder in accordance with state law 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]

Violence and Abusive Language

No parent of a student, nor any other person acting on behalf of a student, shall be permitted to direct any form of violence or abusive language toward a student, teacher, school administrator, or other District personnel, or cause damage to be inflicted upon the property of any student or District employee. For purposes of this pol-

icy, “abusive language” includes any verbal expression that is used intentionally to be offensive, including but not limited to language with racial, ethnic, religious, social, sexual, moral, or physical implications.

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
November 18, 2025

TOPIC: APPROVE THE QUARTERLY INVESTMENT REPORT FOR THE PERIOD: JULY 1, 2025 – SEPTEMBER 30, 2025.

EXECUTIVE SUMMARY:

A written investment report must be presented to the Fort Worth ISD Board of Education and the Superintendent not less than quarterly reflecting the investment transactions of the District in accordance with CDA (LEGAL). The report for the period July 1, 2025 – September 30, 2025, contains all of the reporting requirements as outlined in Section 2256.023 of the Texas Government Code. Interest earnings for the period July 1, 2025 – September 30, 2025, totaled \$10,441,945. All investments met the District's investment strategies and policies, with the District's primary goal being safety of investments and then liquidity of the investments.

RECOMMENDATION:

Approve The Quarterly Investment Report For The Period: July 1, 2025 – September 30, 2025.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

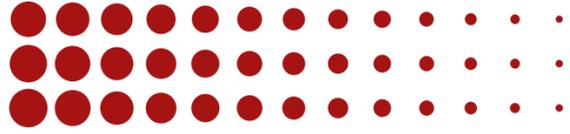
Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Division of Business and Finance

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations



QUARTERLY INVESTMENT REPORT

JULY 1, 2025 - SEPTEMBER 30, 2025

Ms. Maria Chavez
Comptroller

Ms. Tonya D. Wright
Treasurer

FORT WORTH INDEPENDENT SCHOOL DISTRICT
Quarterly Investment Report
07/01/2025- 09/30/2025

Investment Officer's Certification

This report is prepared for the Fort Worth Independent School District (the "District") in accordance with Chapter 2256 of the Public Funds Investment Act (PFIA). Section 2256.005(e) of the PFIA states that "Not less than annually, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by the District's Investment Officers and includes the disclosures required in the PFIA. The investment portfolio complied with the PFIA and the District's approved Investment Policy and Strategy throughout the period. All investment transactions made in the following portfolio during the period were made on behalf of the District and were in full compliance with PFIA and the District's approved Investment Policy.

Total Rate of Return: 4.52%

Interest Earned During the Period: \$ 3,095,312

Interest Earned Fiscal Year to Date: \$10,441,945

Portfolio Name	Face Amount/Shares	Market Value	Book Value	% of Portfolio	YTM @ Cost	Days To Maturity
Campus Activity Fund	7,220,102.10	7,220,102.10	7,220,102.10	0.80	4.35	1
CIP-2017 Bond Fund	10,516,464.98	10,516,464.98	10,516,464.98	1.16	4.37	1
CIP-2021 Bond Fund	548,611,864.01	548,611,864.01	548,611,864.01	60.46	4.37	11
Food Service Fund	31,558,194.50	31,558,194.50	31,558,194.50	3.48	4.35	1
General Operating Fund	289,364,495.76	289,364,495.76	289,364,495.76	31.89	4.31	1
Interest & Sinking Debt Service Fund	15,313,999.28	15,313,999.28	15,313,999.28	1.69	4.25	1
Real Estate Proceeds	3,831,354.94	3,831,354.94	3,831,354.94	0.42	4.33	1
Scholarships	932,208.97	950,766.70	953,443.08	0.11	4.28	88
Total / Average	907,348,684.54	907,367,242.27	907,369,918.65	100.00	4.35	7



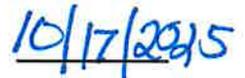
Ms. Maria Chavez, Comptroller



Date



Ms. Tonya D. Wright, Treasurer



Date

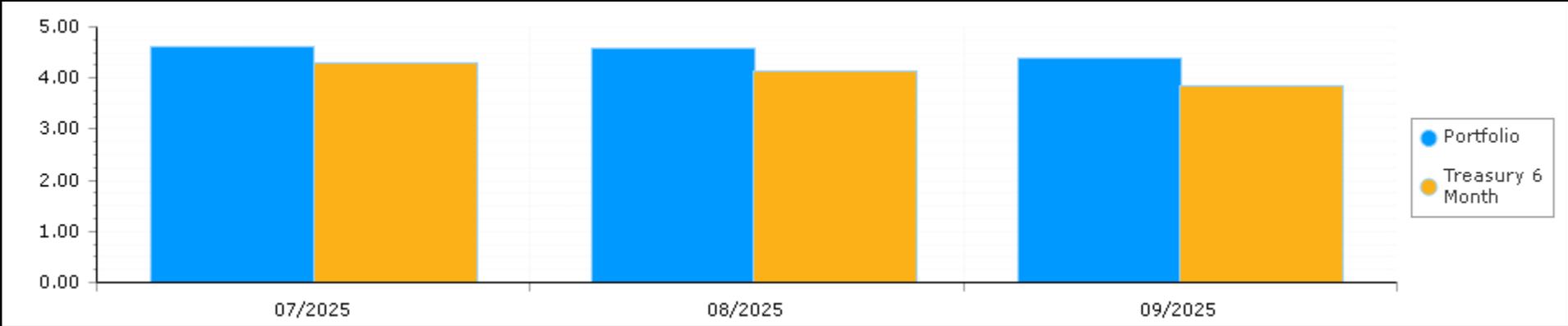
Fort Worth Independent School District Total Rate of Return - Book Value by Month

All Portfolios

Begin Date: 7/31/2025, End Date: 9/30/2025

Month	Beginning BV + Accrued Interest	Interest Earned During Period-BV	Realized Gain/Loss-BV	Investment Income-BV	Average Capital Base-BV	TRR-BV	Annualized TRR-BV	Treasury 6 Month
7/31/2025	1,078,197,069.51	3,937,601.10	0.00	3,937,601.10	1,046,620,211.19	0.38	4.61	4.31
8/31/2025	956,934,181.81	3,409,031.22	0.00	3,409,031.22	914,651,390.49	0.37	4.57	4.12
9/30/2025	874,890,470.35	3,095,312.32	0.00	3,095,312.32	864,323,397.16	0.36	4.38	3.85
Total/Average	1,078,197,069.51	10,441,944.64	0.00	10,441,944.64	939,192,843.69	1.11	4.52	4.09

Annualized TRR-BV



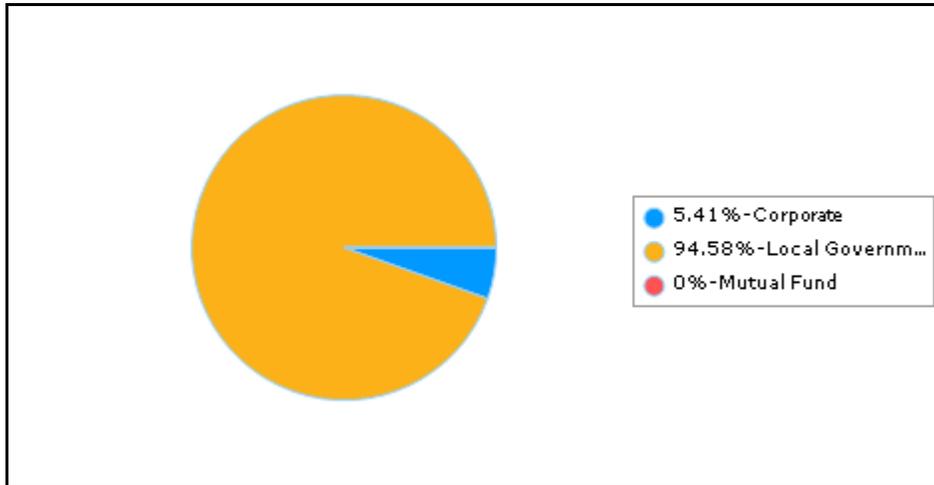
Fort Worth Independent School District Distribution by Security Sector - Book Value All Portfolios

Begin Date: 6/30/2025, End Date: 9/30/2025

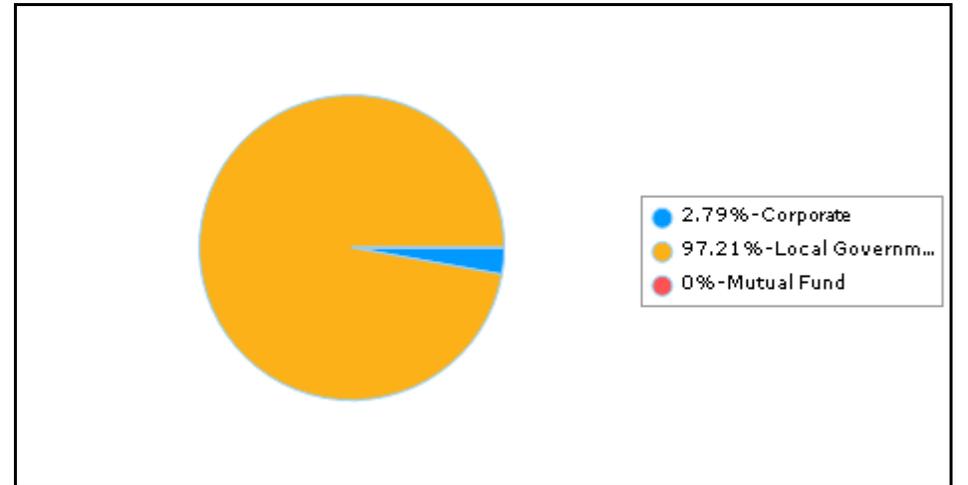
Security Sector Allocation

Security Sector	Book Value 6/30/2025	% of Portfolio 6/30/2025	Book Value 9/30/2025	% of Portfolio 9/30/2025
Corporate	58,315,000.00	5.41	25,315,000.00	2.79
Local Government Investment Pool	1,018,578,001.97	94.58	882,031,472.65	97.21
Mutual Fund	23,446.00	0.00	23,446.00	0.00
Total / Average	1,076,916,447.97	100.00	907,369,918.65	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025



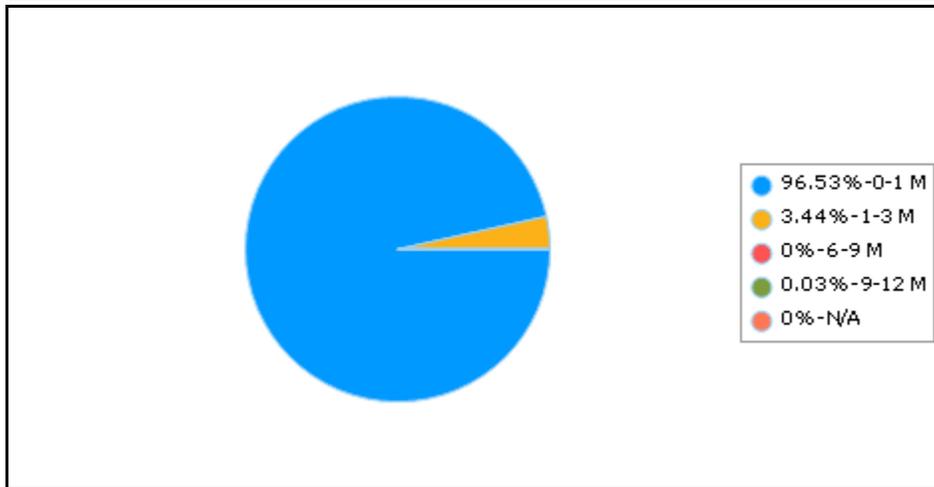
Fort Worth Independent School District Distribution by Maturity Range - Market Value All Portfolios

Begin Date: 6/30/2025, End Date: 9/30/2025

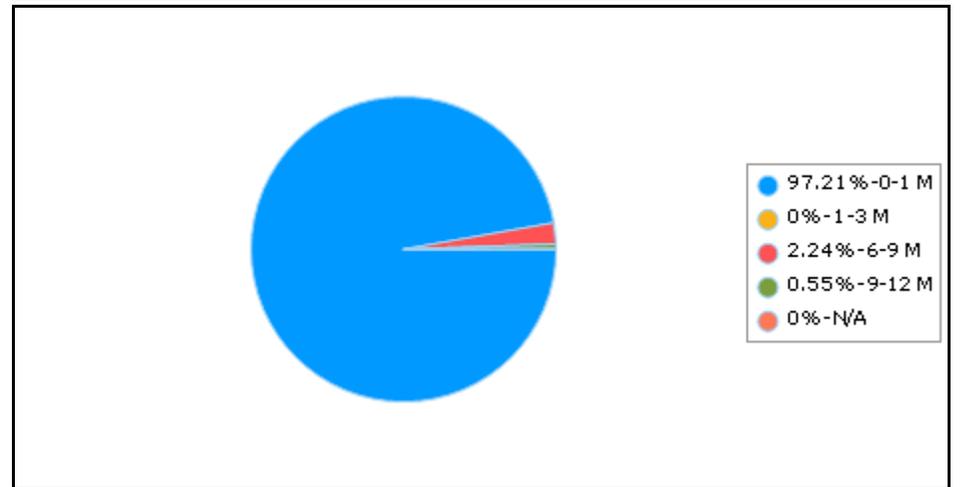
Maturity Range Allocation

Maturity Range	Market Value 6/30/2025	% of Portfolio 6/30/2025	Market Value 9/30/2025	% of Portfolio 9/30/2025
0-1 Month	1,039,578,001.97	96.53	882,031,472.65	97.21
1-3 Months	37,000,000.00	3.44	0.00	0.00
6-9 Months	0.00	0.00	20,315,000.00	2.24
9-12 Months	315,000.00	0.03	5,000,000.00	0.55
N/A	20,592.67	0.00	20,769.62	0.00
Total / Average	1,076,913,594.64	100.00	907,367,242.27	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025



Fort Worth Independent School District Distribution by Security Type - Book Value

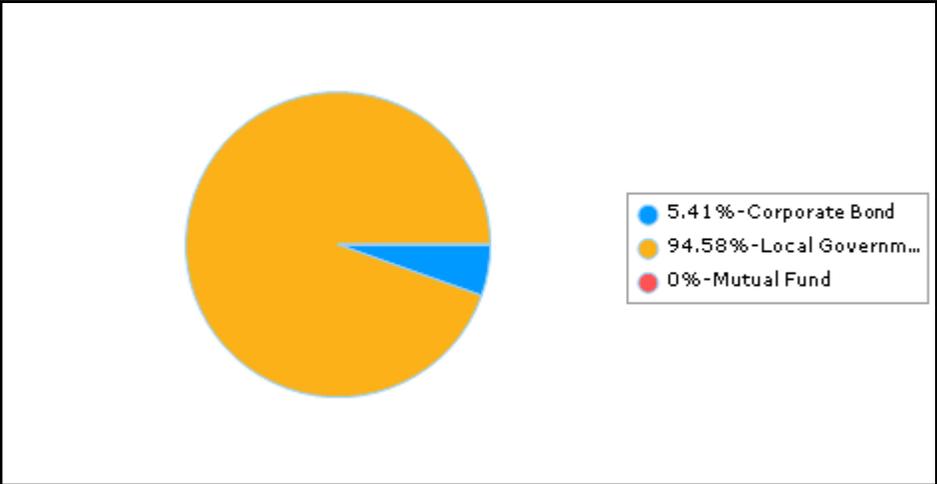
All Portfolios

Begin Date: 6/30/2025, End Date: 9/30/2025

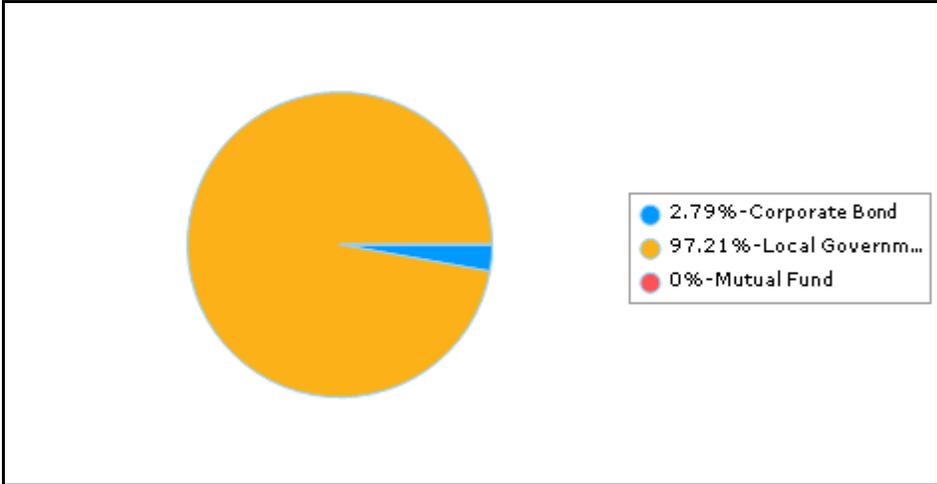
Security Type Allocation

Security Type	Book Value 6/30/2025	% of Portfolio 6/30/2025	Book Value 9/30/2025	% of Portfolio 9/30/2025
Corporate Bond	58,315,000.00	5.41	25,315,000.00	2.79
Local Government Investment Pool	1,018,578,001.97	94.58	882,031,472.65	97.21
Mutual Fund	23,446.00	0.00	23,446.00	0.00
Total / Average	1,076,916,447.97	100.00	907,369,918.65	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025

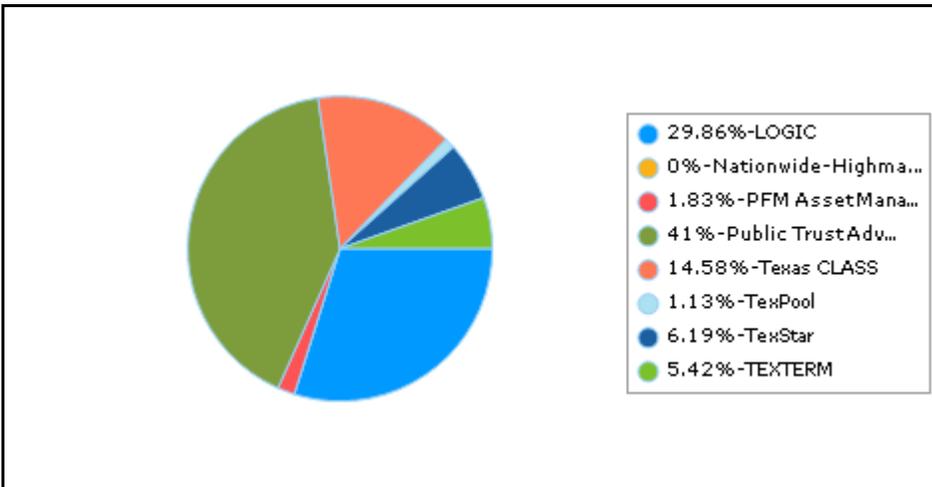


Fort Worth Independent School District Distribution by Issuer - Market Value All Portfolios

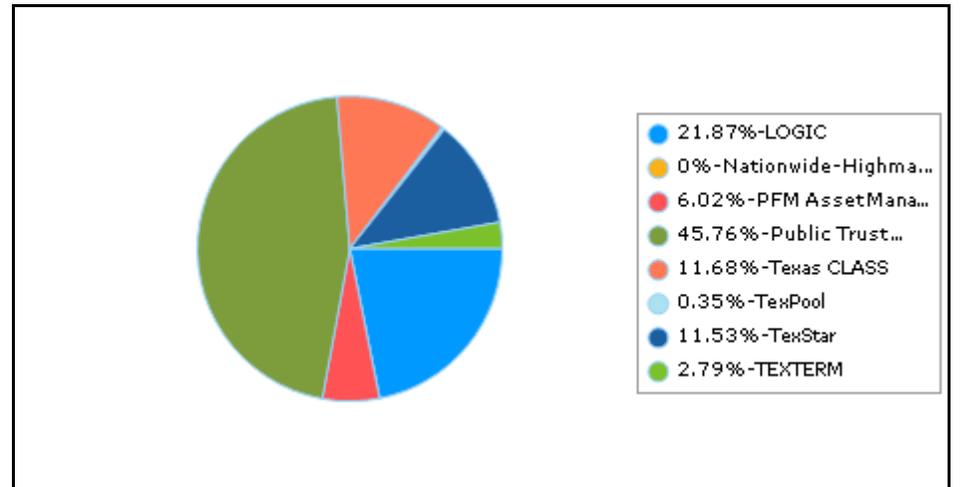
Begin Date: 6/30/2025, End Date: 9/30/2025

Issuer Allocation				
Issuer	Market Value 6/30/2025	% of Portfolio 6/30/2025	Market Value 9/30/2025	% of Portfolio 9/30/2025
LOGIC	321,613,755.59	29.86	198,449,889.38	21.87
Nationwide-Highmark Bond	20,592.67	0.00	20,769.62	0.00
PFM Asset Management	19,659,536.84	1.83	54,619,980.58	6.02
Public Trust Advisors	441,483,247.28	41.00	415,178,329.56	45.76
Texas CLASS	157,044,232.78	14.58	105,941,971.92	11.68
TexPool	12,129,507.47	1.13	3,177,399.39	0.35
TexStar	66,647,722.01	6.19	104,663,901.82	11.53
TEXTERM	58,315,000.00	5.42	25,315,000.00	2.79
Total / Average	1,076,913,594.64	100.00	907,367,242.27	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025



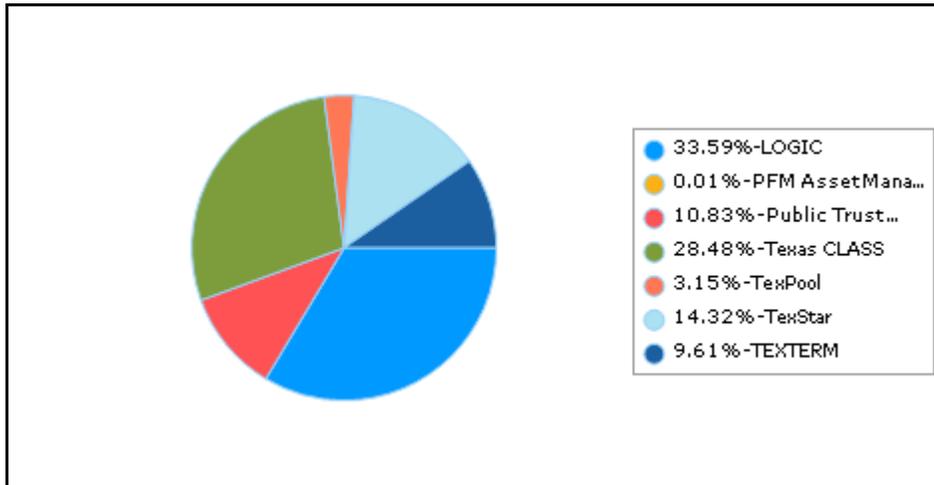
Fort Worth Independent School District Distribution by Issuer - Market Value General Operating Fund

Begin Date: 6/30/2025, End Date: 9/30/2025

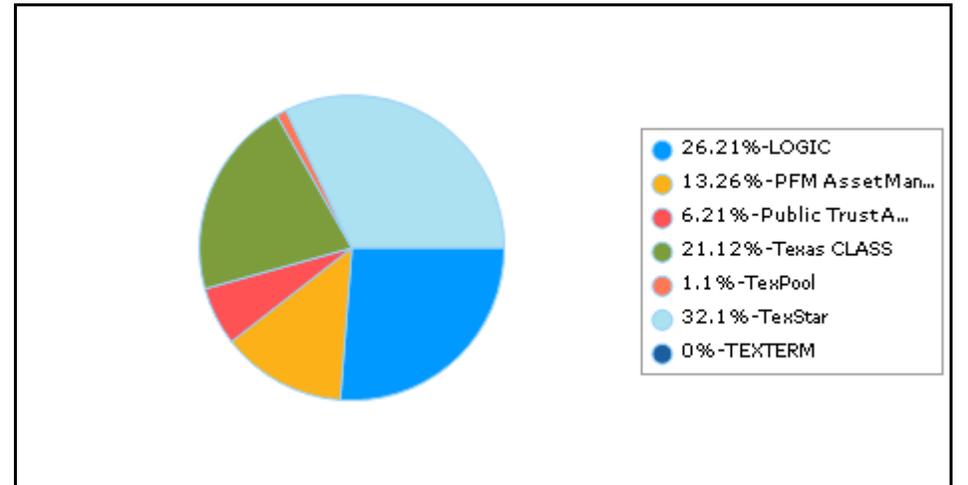
Issuer Allocation

Issuer	Market Value 6/30/2025	% of Portfolio 6/30/2025	Market Value 9/30/2025	% of Portfolio 9/30/2025
LOGIC	129,277,981.11	33.59	75,852,021.31	26.21
PFM Asset Managment	30,577.38	0.01	38,376,797.32	13.26
Public Trust Advisors	41,676,318.37	10.83	17,962,647.87	6.21
Texas CLASS	109,615,118.10	28.48	61,107,765.31	21.12
TexPool	12,129,507.47	3.15	3,177,399.39	1.10
TexStar	55,128,923.34	14.32	92,887,864.56	32.10
TEXTERM	37,000,000.00	9.61	0.00	0.00
Total / Average	384,858,425.77	100.00	289,364,495.76	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025



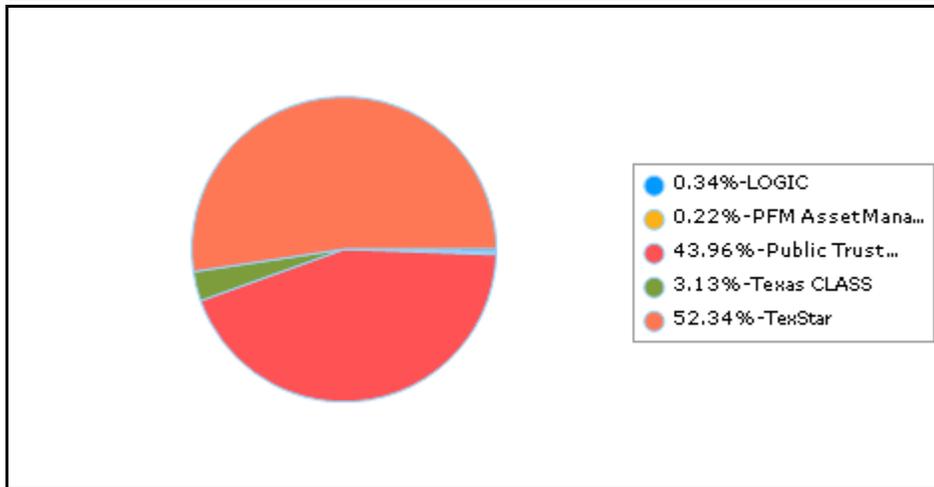
Fort Worth Independent School District Distribution by Issuer - Market Value Interest & Sinking | Debt Service Fund

Begin Date: 6/30/2025, End Date: 9/30/2025

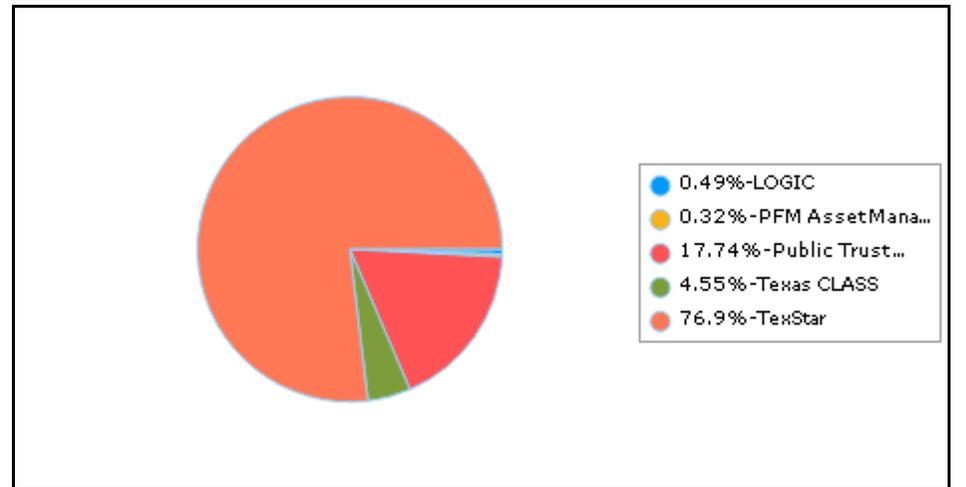
Issuer Allocation

Issuer	Market Value 6/30/2025	% of Portfolio 6/30/2025	Market Value 9/30/2025	% of Portfolio 9/30/2025
LOGIC	74,431.15	0.34	75,255.68	0.49
PFM Asset Managment	49,141.18	0.22	49,689.11	0.32
Public Trust Advisors	9,674,006.74	43.96	2,715,990.22	17.74
Texas CLASS	689,370.85	3.13	697,027.01	4.55
TexStar	11,518,798.67	52.34	11,776,037.26	76.90
Total / Average	22,005,748.59	100.00	15,313,999.28	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025

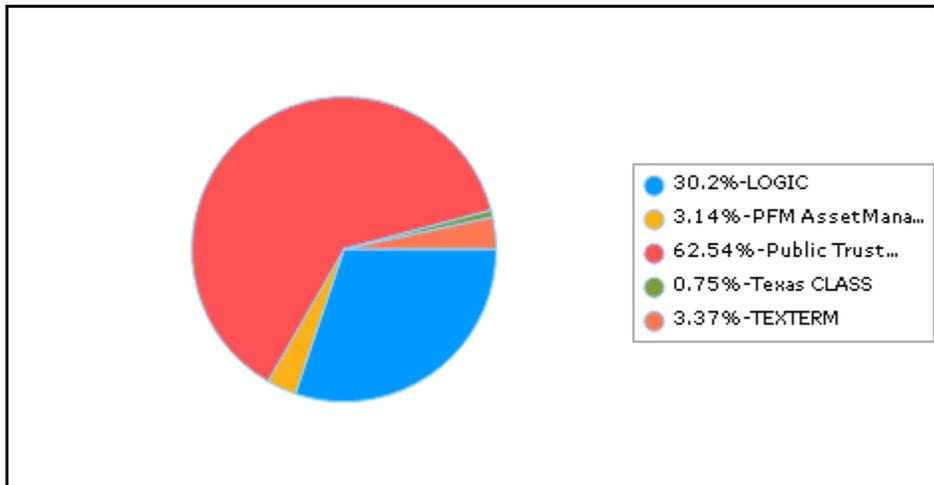


Fort Worth Independent School District Distribution by Issuer - Market Value REPORT GROUP: BOND FUND

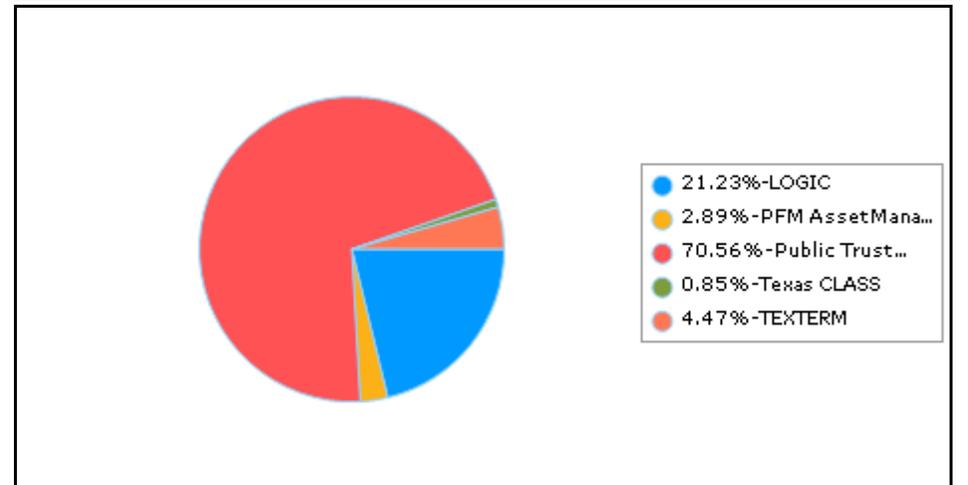
Begin Date: 6/30/2025, End Date: 9/30/2025

Issuer Allocation				
Issuer	Market Value 6/30/2025	% of Portfolio 6/30/2025	Market Value 9/30/2025	% of Portfolio 9/30/2025
LOGIC	188,375,186.75	30.20	118,691,257.45	21.23
PFM Asset Managment	19,571,696.88	3.14	16,185,282.20	2.89
Public Trust Advisors	390,132,922.17	62.54	394,499,691.47	70.56
Texas CLASS	4,699,900.53	0.75	4,752,097.87	0.85
TEXTERM	21,000,000.00	3.37	25,000,000.00	4.47
Total / Average	623,779,706.33	100.00	559,128,328.99	100.00

Portfolio Holdings as of 6/30/2025



Portfolio Holdings as of 9/30/2025



Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios

Date: 9/30/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
Campus Activity Fund								
Texas CLASS LGIP		5/31/2010	7,220,102.10	100.00	7,220,102.10	0.8%	S&P-AA+	1
TXCLASS0005	7,220,102.10	4.35	7,220,102.10	4.35		0.00	NR	0
			7,220,102.10		7,220,102.10	0.8%		1
Sub Total Campus Activity Fund	7,220,102.10	4.35	7,220,102.10	4.35		0.00		0
CIP-2017 Bond Fund								
LOGIC LGIP		5/2/2018	8,374.70	100.00	8,374.70	0%	NR	1
LOGIC13006	8,374.70	4.33	8,374.70	4.33		0.00	NR	0
PFM Asset Managment LGIP		11/23/2022	7,436,019.91	100.00	7,436,019.91	0.82%	NR	1
PFM-1265-05	7,436,019.91	4.38	7,436,019.91	4.38		0.00	NR	0
Texas CLASS LGIP		5/4/2018	3,072,070.37	100.00	3,072,070.37	0.34%	NR	1
TXCLASS0009	3,072,070.37	4.35	3,072,070.37	4.35		0.00	NR	0
			10,516,464.98		10,516,464.98	1.16%		1
Sub Total CIP-2017 Bond Fund	10,516,464.98	4.37	10,516,464.98	4.37		0.00		0
CIP-2021 Bond Fund								
LOGIC LGIP		9/7/2022	118,682,882.75	100.00	118,682,882.75	13.08%	NR	1
LOGIC13008	118,682,882.75	4.33	118,682,882.75	4.33		0.00	NR	0
PFM Asset Managment LGIP		11/23/2022	8,749,262.29	100.00	8,749,262.29	0.96%	NR	1
PFM-1265-06	8,749,262.29	4.38	8,749,262.29	4.38		0.00	NR	0
Public Trust Advisors LGIP		6/5/2023	394,499,691.47	100.00	394,499,691.47	43.48%	NR	1
SPP-0001	394,499,691.47	4.39	394,499,691.47	4.39		0.00	NR	0
Texas CLASS LGIP		2/27/2023	1,680,027.50	100.00	1,680,027.50	0.19%	NR	1
TXCLASS0012	1,680,027.50	4.35	1,680,027.50	4.35		0.00	NR	0
TEXTERM 4.21 7/20/2026		7/24/2025	5,000,000.00	100.00	5,000,000.00	0.55%	NR	293
TEXTERM1265-068	5,000,000.00	4.21	5,000,000.00	4.21	38,591.67	0.00	NR	0.81
TEXTERM 4.29 4/14/2026		7/24/2025	20,000,000.00	100.00	20,000,000.00	2.2%	NR	196
TEXTERM1265-069	20,000,000.00	4.29	20,000,000.00	4.29	157,300.00	0.00	NR	0.54

**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 9/30/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
			548,611,864.01		548,611,864.01	60.46%		11
Sub Total CIP-2021 Bond Fund	548,611,864.01	4.37	548,611,864.01	4.37	195,891.67	0.00		0.03
Food Service Fund								
Texas CLASS LGIP		2/14/2012	31,558,194.50	100.00	31,558,194.50	3.48%	S&P-AA+	1
TXCLASS002	31,558,194.50	4.35	31,558,194.50	4.35		0.00	NR	0
			31,558,194.50		31,558,194.50	3.48%		1
Sub Total Food Service Fund	31,558,194.50	4.35	31,558,194.50	4.35		0.00		0
General Operating Fund								
LOGIC LGIP		4/30/2004	75,852,021.31	100.00	75,852,021.31	8.36%	NR	1
LOGIC13001	75,852,021.31	4.33	75,852,021.31	4.33		0.00	NR	0
PFM Asset Managment LGIP		7/18/2022	38,376,797.32	100.00	38,376,797.32	4.23%	NR	1
PFM-1265-03	38,376,797.32	4.38	38,376,797.32	4.38		0.00	NR	0
Public Trust Advisors LGIP		3/27/2024	17,962,647.87	100.00	17,962,647.87	1.98%	NR	1
SPP-0002	17,962,647.87	4.39	17,962,647.87	4.39		0.00	NR	0
Texas CLASS LGIP		5/31/2010	61,107,765.31	100.00	61,107,765.31	6.73%	S&P-AA+	1
TXCLASS0001	61,107,765.31	4.35	61,107,765.31	4.35		0.00	NR	0
TexPool LGIP		6/30/2010	3,177,399.39	100.00	3,177,399.39	0.35%	S&P-AA+	1
TEXPOOL00001	3,177,399.39	4.25	3,177,399.39	4.25		0.00	NR	0
TexStar LGIP		6/3/2005	92,887,864.56	100.00	92,887,864.56	10.24%	S&P-AA+	1
TEXSTAR11110	92,887,864.56	4.21	92,887,864.56	4.21		0.00	NR	0
			289,364,495.76		289,364,495.76	31.89%		1
Sub Total General Operating Fund	289,364,495.76	4.31	289,364,495.76	4.31		0.00		0
Interest & Sinking Debt Service Fund								
LOGIC LGIP		12/2/2014	75,255.68	100.00	75,255.68	0.01%	NR	1
LOGIC13003	75,255.68	4.33	75,255.68	4.33		0.00	NR	0
PFM Asset Management LGIP		7/21/2022	49,689.11	100.00	49,689.11	0.01%	NR	1
PFM-1265-04	49,689.11	4.38	49,689.11	4.38		0.00	NR	0

**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 9/30/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
Public Trust Advisors LGIP		3/28/2024	2,715,990.22	100.00	2,715,990.22	0.3%	NR	1
SPP-0003	2,715,990.22	4.39	2,715,990.22	4.39		0.00	NR	0
Texas CLASS LGIP		5/31/2010	697,027.01	100.00	697,027.01	0.08%	S&P-AA+	1
TXCLASS0003	697,027.01	4.35	697,027.01	4.35		0.00	NR	0
TexStar LGIP		5/31/2010	11,776,037.26	100.00	11,776,037.26	1.3%	S&P-AA+	1
TEXSTAR33330	11,776,037.26	4.21	11,776,037.26	4.21		0.00	NR	0
Sub Total Interest & Sinking Debt Service Fund	15,313,999.28	4.25	15,313,999.28	4.25	15,313,999.28	1.7%	0.00	1
Real Estate Proceeds								
LOGIC LGIP		11/4/2020	3,831,354.94	100.00	3,831,354.94	0.42%	NR	1
LOGIC13007	3,831,354.94	4.33	3,831,354.94	4.33		0.00	NR	0
Sub Total Real Estate Proceeds	3,831,354.94	4.33	3,831,354.94	4.33	3,831,354.94	0.42%	0.00	1
Scholarships								
Nationwide-Highmark Bond		4/19/2002	23,446.00	9.39	20,769.62	0%	NR	
HIGHMARK857	2,211.89		23,446.00			-2,676.38	NR	
PFM Asset Management LGIP		6/25/2024	8,211.95	100.00	8,211.95	0%	NR	1
PFM-1265-07	8,211.95	4.38	8,211.95	4.38		0.00	NR	0
Texas CLASS LGIP		4/24/2014	606,785.13	100.00	606,785.13	0.07%	S&P-AA+	1
TXCLASS0008	606,785.13	4.35	606,785.13	4.35		0.00	NR	0
TEXTERM 4.15 6/15/2026		6/25/2025	315,000.00	100.00	315,000.00	0.03%	NR	258
TEXTERM1265-08	315,000.00	4.15	315,000.00	4.15	3,449.69	0.00	NR	0.71
Sub Total Scholarships	932,208.97	4.28	953,443.08	4.28	950,766.70	0.1%	-2,676.38	88

**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 9/30/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
			907,369,918.65		907,367,242.27	100.00%		7
TOTAL PORTFOLIO	907,348,684.54	4.35	907,369,918.65	4.35	199,341.36	-2,676.38		0.02

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: ANNUAL COMPREHENSIVE FINANCIAL REPORT FOR THE YEAR ENDED JUNE 30, 2025

EXECUTIVE SUMMARY:

Each year, the Texas Education Agency (TEA) requires school districts to prepare their annual financial statements, have their annual financial statements audited by a licensed independent CPA firm, and submit the resulting audited annual financial and compliance report (AFR) to TEA for review. The annual report is due by no later than 150 days after the close of the fiscal year. The District's fiscal year ended on June 30, 2025. Therefore, the due date for submission of the report to TEA is November 27, 2025.

However, due to the recent federal government shutdown, the TEA has extended the submission deadline for the fiscal year 2025 AFR to February 27, 2026. Despite this extension, the District has elected to proceed with presenting the Annual Comprehensive Financial Report (ACFR) at the November board meeting.

The federal single audit report is unable to be issued until the Office of Management and Budget (OMB) releases the final version of the 2025 Compliance Supplement. Therefore, the federal single audit report will be issued separately from the ACFR at a future date and will be presented for Board approval thereafter.

<https://www.fwisd.org/departments/financial-services/financial-required-postings/annual-comprehensive-financial-reports-acfr>

RECOMMENDATION:

Approve Annual Comprehensive Financial Report for the Year Ended June 30, 2025.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

"Not Applicable"

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

District - Wide

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORM B – NON-PURCHASE

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
November 18, 2025**

TOPIC: : APPROVE BUDGET AMENDMENT FOR PERIOD ENDING OCTOBER 31, 2025

EXECUTIVE SUMMARY:

The 2025-2026 General Fund was initially adopted on June 10, 2025. During the month ending October 31, 2025, requests were made by campuses and departments to transfer funds between functions for the General Fund, as reflected on the spreadsheet provided.

All requests are necessary in the normal course of District Operations. Once amendments have Board approval, they will be posted to the General Ledger.

RECOMMENDATION:

Approve Budget Amendment for Period Ending October 31, 2025

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

School(s)/Department(s)

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

2025-2026 General Fund

	Consolidated General Fund 2025-2026 Adopted Budget	Adjustments	Consolidated General Fund 2025-2026 Amended Budget 10/31/2025
REVENUE & OTHER SOURCES			
5700 Local Revenue	\$443,701,450	\$0	\$443,701,450
5800 State Revenue	\$411,329,044	\$0	\$411,329,044
5900 Federal Revenue	\$7,317,250	\$0	\$7,317,250
7900 Other Sources	\$600,000	\$0	\$600,000
Total Revenue & Other Sources	\$862,947,744	\$0	\$862,947,744
EXPENDITURES			
11 Instruction	\$507,305,973	(\$1,042,803)	\$506,263,170
12 Instruction Resources and Media Services	\$11,187,728	(\$35,438)	\$11,152,290
13 Curriculum and Instructional Staff Development	\$10,906,315	(\$88,037)	\$10,818,278
21 Instructional Administration	\$14,566,434	\$2,599	\$14,569,033
23 School Administration	\$52,685,263	(\$11,538)	\$52,673,725
31 Guidance and Counseling Services	\$45,891,970	(\$78,621)	\$45,813,349
32 Social Work Services	\$5,731,260	\$64,320	\$5,795,580
33 Health Services	\$12,444,576	\$150	\$12,444,726
34 Student Transportation	\$22,762,305	(\$290,950)	\$22,471,355
35 Food Services	\$324,581	\$5,500	\$330,081
36 Cocurricular/Extracurricular Activities	\$21,802,742	(\$832,046)	\$20,970,696
41 General Administration	\$25,711,596	\$9,913,306	\$35,624,902
51 Plant Maintenance and Operations	\$98,977,876	(\$8,315,338)	\$90,662,538
52 Security and Monitoring Services	\$18,990,068	\$1,159	\$18,991,227
53 Data Processing Services	\$34,916,039	\$630,305	\$35,546,344
61 Community Services	\$4,288,007	(\$269,017)	\$4,018,990
71 Debt Service	\$2,100,000	\$0	\$2,100,000
81 Facilities Acquisition & Construction	\$7,166,218	\$346,449	\$7,512,667
91 Contracted Instructional Services between Public Schools	\$5,902,208	\$0	\$5,902,208
95 Payments to Juvenile Justice Alt Ed Program	\$30,960	\$0	\$30,960
97 Tax Increment Financing	\$0	\$0	\$0
99 Other Intergovernmental Charges	\$3,187,301	\$0	\$3,187,301
Total Budgeted Expenditures	\$906,879,420	\$0	\$906,879,420
Total Deficit	(\$43,931,676)	\$0	(\$43,931,676)
Beginning Fund Balance (Unaudited)	328,546,390		328,546,390
Fund Balance-Ending (Unaudited)	\$284,614,714	\$0	\$284,614,714

FORT WORTH INDEPENDENT SCHOOL DISTRICT

**SUMMARY OF 2025-2026 BUDGET AMENDMENTS
CONSOLIDATED GENERAL FUND**



	ORIGINAL	ADD/ SUBTRACT	7/22/2025	ADD/ SUBTRACT	7/31/2025	ADD/ SUBTRACT	8/31/2025	ADD/ SUBTRACT	9/30/2025	ADD/ SUBTRACT	10/31/2025
Revenue and Other Sources											
5700 Local Revenue	\$457,911,481	-\$46,456,065	\$411,455,416	\$32,246,034	\$443,701,450		\$443,701,450		\$443,701,450	\$ -	\$443,701,450
5800 State Revenue	\$360,143,391	\$86,290,643	\$446,434,034	(\$35,636,267)	\$410,797,767		\$410,797,767	\$ 531,277	\$411,329,044	\$ -	\$411,329,044
5900 Federal Revenue	\$7,517,250		\$7,517,250	(\$200,000)	\$7,317,250		\$7,317,250	\$ -	\$7,317,250	\$ -	\$7,317,250
7900 Other Sources	\$600,000		\$600,000		\$600,000		\$600,000	\$ -	\$600,000	\$ -	\$600,000
Total Revenue & Other Sources	\$826,172,122	\$39,834,578	\$866,006,700	(\$3,590,233)	\$862,416,467		862,416,467	\$ 531,277	862,947,744	\$ -	862,947,744
Expenditures											
11 Instruction	\$486,260,339	\$25,853,365	\$512,113,704	\$690,946	\$512,804,650		512,804,650	\$(5,498,677)	\$ 507,305,973	\$ (1,042,803)	\$506,263,170
12 Instructional Resources and Media Services	\$10,893,509	\$291,017	\$11,184,526	\$5,712	\$11,190,238		11,190,238	(2,510)	11,187,728	(35,438)	11,152,290
13 Curriculum and Instructional Staff Development	\$10,071,313	\$856,497	\$10,927,810	\$2,651	\$10,930,461		10,930,461	(24,146)	10,906,315	(88,037)	10,818,278
21 Instructional Administration	\$13,569,206	\$498,994	\$14,068,200	\$49,658	\$14,117,858		14,117,858	448,576	14,566,434	2,599	14,569,033
23 School Administration	\$51,682,352	\$1,032,962	\$52,715,314	\$2,400	\$52,717,714		52,717,714	(32,451)	52,685,263	(11,538)	52,673,725
31 Guidance and Counseling Services	\$43,612,794	\$1,114,156	\$44,726,950	\$2,500	\$44,729,450		44,729,450	1,162,520	45,891,970	(78,621)	45,813,349
32 Social Work Services	\$3,643,293	\$87,967	\$3,731,260		\$3,731,260		3,731,260	2,000,000	5,731,260	64,320	5,795,580
33 Health Services	\$12,194,690	\$248,386	\$12,443,076		\$12,443,076		12,443,076	1,500	12,444,576	150	12,444,726
34 Student Transportation	\$22,462,312	\$258,008	\$22,720,320	\$101,985	\$22,822,305		22,822,305	(60,000)	22,762,305	(290,950)	22,471,355
35 Food Services	\$125,385	\$199,839	\$325,224		\$325,224		325,224	(643)	324,581	5,500	330,081
36 Cocurricular/Extracurricular Activities	\$21,466,336	\$232,535	\$21,698,871	\$33,782	\$21,732,653		21,732,653	70,089	21,802,742	(832,046)	20,970,696
41 General Administration	\$25,047,448	\$470,192	\$25,517,640	\$49,901	\$25,567,541		25,567,541	144,055	25,711,596	9,913,306	35,624,902
51 Plant Maintenance and Operations	\$97,181,544	\$898,706	\$98,080,250	\$1,213,652	\$99,293,902		99,293,902	(316,026)	98,977,876	(8,315,338)	90,662,538
52 Security and Monitoring Services	\$18,781,032	\$186,505	\$18,967,537	\$22,531	\$18,990,068		18,990,068	-	18,990,068	1,159	18,991,227
53 Data Processing Services	\$29,925,515	\$269,143	\$30,194,658	\$2,136,768	\$32,331,426		32,331,426	2,584,613	34,916,039	630,305	35,546,344
61 Community Services	\$4,143,198	\$112,980	\$4,256,178	\$30,579	\$4,286,757		4,286,757	1,250	4,288,007	(269,017)	4,018,990
71 Debt Service	\$2,100,000		\$2,100,000		\$2,100,000		2,100,000	-	2,100,000	-	2,100,000
81 Facilities Acquisition & Construction	\$3,365,424	\$17,932	\$3,383,356	\$3,782,862	\$7,166,218		7,166,218	-	7,166,218	346,449	7,512,667
91 Contracted Instructional Services between Public Sch	\$9,987,912		\$9,987,912	(\$4,085,704)	\$5,902,208		5,902,208		5,902,208	-	5,902,208
95 Payments to Juvenile Justice Alt Ed Program	\$30,960		\$30,960		\$30,960		30,960	-	30,960	-	30,960
97 Tax Increment Financing									-		-
99 Other Intergovernmental Charges	\$3,187,301		\$3,187,301		\$3,187,301		3,187,301		3,187,301		3,187,301
Total Budgeted Expenditures	\$869,731,863	\$32,629,184	\$902,361,047	\$4,040,223	\$906,401,270		\$906,401,270	478,150	\$ 906,879,420		\$906,879,420
al Deficit	(\$43,559,741)	\$7,205,394	(\$36,354,347)	(\$7,630,456)	(\$43,984,803)		(\$43,984,803)	\$53,127	(\$43,931,676)		(\$43,931,676)
ginning Fund Balance Unaudited)	\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390
nd Balance - Ending (Unaudited)	\$284,986,649	\$7,205,394	\$292,192,043	(\$7,630,456)	\$284,561,587		\$284,561,587	\$53,127	\$284,614,714		\$284,614,714

Explanations

	October 31, 2025	Increase	Decrease	Net Effect
Function	Expenses			
11	Fund 198 - Staff devices		583,200	
	Fund 196 - Teacher Incentive Allotment designation fee		296,783	
	Fund 199 - Frontline ERP payroll		68,898	
	Campus/Dept. normal course of District operations		93,922	
	Overall effect on Function 11	0	1,042,803	(1,042,803)
12	Campus/Dept. normal course of District operations		35,438	
	Overall effect on Function 12	0	35,438	(35,438)
13	Campus/Dept. normal course of District operations		88,037	
	Overall effect on Function 13	0	88,037	(88,037)
21	Campus/Dept. normal course of District operations	2,599		
	Overall effect on Function 21	2,599	0	2,599
23	Campus/Dept. normal course of District operations		11,538	
	Overall effect on Function 23	0	11,538	(11,538)
31	Campus/Dept. normal course of District operations		78,621	
	Overall effect on Function 31	0	78,621	(78,621)
32	Campus/Dept. normal course of District operations	64,320		
	Overall effect on Function 32	64,320	0	64,320
33	Campus/Dept. normal course of District operations	150		
	Overall effect on Function 33	150	0	150
34	Fund 199 - PEIMS function correction		290,950	
	Overall effect on Function 34	0	290,950	(290,950)
35	Campus/Dept. normal course of District operations	5,500		
	Overall effect on Function 35	5,500	0	5,500
36	Fund 199 - PEIMS Function Correction		832,046	
	Overall effect on Function 36	0	832,046	(832,046)
41	Fund 199 - PEIMS Function Correction	9,865,080		
	Campus/Dept. normal course of District operations	48,226		
	Overall effect on Function 41	9,913,306	0	9,913,306
51	Fund 199 - Campus sewer replacement		120,449	
	Fund 198 - Campus roof replacement		217,086	
	Fund 199 - PEIMS function correction		7,977,803	
	Overall effect on Function 51	0	8,315,338	(8,315,338)
52	Campus/Dept. normal course of District operations	1,159		
	Overall effect on Function 52	1,159	0	1,159
53	Fund 198 - Staff devices	583,200		
	Fund 199 - PEIMS correcton	35,135		
	Campus/Dept. normal course of District operations	11,970		
	Overall effect on Function 53	630,305	0	630,305
61	Fund 199 - PEIMS correcton		269,017	
	Overall effect on Function 61	0	269,017	(269,017)
71	Over all effect on Function 71	0	0	0
81	Fund 199 - Sewer Replacement	120,449		
	Fund 198 - Campus roof replACEMENT	226,000		
	Campus/Dept. normal course of District operations			
	Overall effect on Function 81	346,449	0	346,449
	Total	10,963,788	10,963,788	0

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN THE UNIVERSITY OF TEXAS AT ARLINGTON AND FORT WORTH INDEPENDENT SCHOOL DISTRICT TO HAVE INTERNS COMPLETE INTERNSHIP HOURS WITH THE H.E.L.P. PROGRAM

EXECUTIVE SUMMARY:

This Memorandum of Understanding establishes a new, no-cost partnership with The University of Texas at Arlington to support an internship program for School of Social Work students. The agreement spans one year and is intended to place 1–3 interns per semester within the H.E.L.P. Program to support homeless students. This initiative aligns with the department’s strategic goal to reduce the dropout rate of Other Special Population students in grades 7–12. The internship program is designed to enhance support services for students experiencing homelessness by leveraging the skills and training of social work interns.

Interns will engage in activities such as learning about the McKinney-Vento Act, shadowing Homeless Liaisons, contacting families to confirm eligibility, provide information on available supports, and documenting outreach efforts. Interns will also provide targeted case management for a small caseload of middle and high school students from campuses with the highest rates of homelessness. This includes assessing student needs, setting goals, maintaining regular check-ins, offering counseling, and engagement support. Implementation will begin with intern onboarding and training, followed by active placement each semester. Monitoring will be conducted through regular check-ins with interns and supervisors, documentation reviews, and progress tracking toward student engagement and dropout reduction goals.

RECOMMENDATION:

Approve Memorandum of Understanding between The University of Texas at Arlington and Fort Worth Independent School District to have interns complete internship hours with the H.E.L.P. Program

STRATEGIC PRIORITY:

1 - Student Academic Excellence

PROVIDER(S)/VENDOR(S):

The University of Texas at Arlington

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

District-Wide

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

THE UNIVERSITY OF TEXAS AT ARLINGTON EDUCATIONAL EXPERIENCE AFFILIATION AGREEMENT SOCIAL WORK

This Educational Experience Affiliation Agreement (“Agreement”), effective as of the date of full execution below (“Effective Date”), is between The University of Texas at Arlington, on behalf of its School of Social Work (“University”) and FWISD HELP, a program of the Fort Worth Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district located in Tarrant County, Texas (“Facility”). University and Facility may be collectively referred to as the “Parties” or individually as a “Party.”

Recitals

WHEREAS the Facility operates the following locations, using its personnel to provide social work services: 215 NE 14th St., Fort Worth, TX 76164.

WHEREAS the University provides academic courses in the study of social work and desires from time to time to provide its School of Social Work Students (“**Students**”) with educational experience by utilizing appropriate facilities and personnel of third parties.

WHEREAS the University and the Facility desire to implement an educational experience for Students involving the Students and personnel of the University and personnel of the Facility (“**Program**”).

Agreement

NOW THEREFORE, in consideration of the mutual promises herein, University and Facility agree as follows:

1. PROGRAM DEVELOPMENT.

- a.** University will designate a member of the University faculty (“University Representative”) to coordinate the educational experience of students participating in the Program with the Facility Liaison. University shall give Facility written notice of the name of the University Representative.
- b.** Facility will appoint a person to serve for Facility as a liaison (“Facility Liaison”), by the following procedure:
 - i.** Facility will submit to University the name and professional and academic credentials of the person proposed as Facility Liaison in writing at least thirty (30) days prior to the date the appointment is to become effective;
 - ii.** University will not allow students to participate in the educational experience without an approved Facility Liaison;
 - iii.** No person will act as Facility Liaison without the prior written approval of University; and
 - iv.** In the event the Facility Liaison approved by University later becomes unacceptable or unavailable, University will cease any student educational experiences until the appointment and approval of a new Facility Liaison.
- c.** Facility Liaison and University Representative will design the Program in a manner that is consistent with the curriculum requirements and applicable standards of the accrediting entity for the School of Social Work. The Facility Liaison and University Representative

will revise the Program to continually meet University curriculum requirements and standards of its accrediting or regulatory entities.

- d. The Program will be an integral part of the services provided by Facility. Students will be participating under the direct supervision of University Personnel and/or Facility personnel who are licensed or otherwise qualified to perform such services.

2. TERM AND TERMINATION. This Agreement shall continue in effect for an initial period ending five (5) years after the Effective Date ("Term"). During this term, either Party may, at any time, give the other one ninety (90) days prior written notice of intention to terminate. If such notice is given, this Agreement shall terminate: (a) at the end of such ninety (90) days; or (b) when all students enrolled in the Program at the time such notice is given have completed their respective courses of study under the Program, whichever event occurs last.

3. UNIVERSITY OBLIGATIONS. University will:

- a. Furnish Facility with the names of the Students assigned by University to participate in the Program;
- b. Assure that all Students selected for participation in Program have satisfactorily completed all portions of the University curriculum that are a prerequisite for participation in the Program and assign only those Students;
- c. Develop criteria for the evaluation of the performance of University students participating in the Program and provide those criteria, with appropriate reporting forms, to the Facility personnel and University personnel who are responsible for supervising those students;
- d. Assign grades to students participating in the Program on the basis of the performance evaluations submitted in the reporting forms;
- e. Inform all University Students and personnel participating in the Program that they are required to comply with the rules and regulations of Facility while on the premises of Facility and to comply with the requirements of federal and state laws and regulations regarding the confidentiality of information in records maintained by Facility;
- f. Provide information requested by Facility related to Students participating in the Program unless prohibited by federal or state law; and
- g. Remove a student from the Program when the Facility determines that the student has violated the rules and regulations of the Facility; has disclosed information that is confidential by law; or has engaged in conduct that disrupts the activities carried on by the Facility or threatens the safety of Facility personnel or patients.

4. FACILITY OBLIGATIONS. Except for acts to be performed by University pursuant to the provisions of this Agreement, Facility will furnish the premises, personnel, services, and all other items necessary for the Program. In connection with such Program, Facility will:

- a. Comply with all applicable federal, state, and municipal laws, ordinances, rules, and regulations; comply with all applicable requirements of any accreditation authority; and certify such compliance upon request by University;
- b. Assign appropriate space on Facility premises for offices, lectures, and other non-experience related activities of the Program;
- c. Provide the equipment, supplies, qualified personnel, and supervised access to patients or clients required for the experience-related activities of the Program;

- d.** Obtain and maintain all licenses required for Facility and assure that all Facility personnel are appropriately licensed;
 - e.** Assume sole responsibility for the quality of patient or client care;
 - f.** Provide orientation sessions to inform University students and personnel concerning the rules and regulations of Facility;
 - g.** Permit the authority responsible for accreditation of University's curriculum to inspect the facilities, services, and other items provided by Facility for purposes of the educational experience; and
 - h.** Permit representatives of the accrediting entity for the school or division of University in which students participating in the Program are enrolled to have reasonable access to premises of Facility for purposes related to the accreditation process.
- 5. NOTICES.** All notices under this Agreement shall be in writing and delivered either by personal delivery or by United States certified mail, return receipt requested. Such notices shall be deemed given when received by such party's designated representative.
- 6. ORAL REPRESENTATIONS.** No oral representations of any officer, agent, or employee of Facility or University shall affect or modify any obligations of Facility or University under this Agreement.
- 7. ASSIGNMENT.** This Agreement may not be assigned by either Facility or University without prior written approval of the other party.
- 8. PERFORMANCE.** A delay in or failure of performance of either party that is caused by occurrences beyond the control of either party shall not constitute default of this Agreement or give rise to any claim for damages.
- 9. GOVERNING LAW.** The validity, interpretation, performance, and enforcement of this Agreement shall be governed by the laws of the State of Texas. Venue for any proceeding shall be Tarrant County, Texas.
- 10. FERPA.**
 - a.** For purposes of this Agreement, pursuant to the Family Educational Rights and Privacy Act of 1974 (FERPA), the University hereby designates the Facility as a school official with a legitimate educational interest in the educational records of the Students who participate in the Program to the extent that access to the records are required by the Facility to carry out the Program. Facility agrees to maintain the confidentiality of the educational records in accordance with the provisions of FERPA.
- 11. HIPAA.** If Facility is not a covered entity for purposes of the Health Insurance Portability and Accountability Act (HIPAA) and subject to 45 CFR Parts 160 and 164 ("the HIPAA Privacy Regulation"), Section 11.0 in its entirety is not applicable to this Agreement. If Facility is a covered entity for the purposes of HIPAA and subject to HIPAA Privacy Regulation, the Facility and University agree as follows:
 - a.** To the extent that Students are participating in the Program and if applicable, that

University personnel are providing supervision at the Facility as part of the Program, Students and, if applicable University personnel, shall:

- i.** Be considered part of the Facility’s workforce for HIPAA compliance purposes in accordance with 45 CFR § 164.514, but shall not be construed to be employees of the Facility;
 - ii.** Receive training by the Facility on, and subject to compliance with, all of Facility’s privacy policies adopted pursuant to the Regulations; and
 - iii.** Not disclose any Protected Health Information, as that term is defined by 45 CFR § 160.103, to University which a Student accessed through Program participation, or as applicable University personnel accessed through the provision of supervision at the Facility, that has not first been de-identified as provided in 45 CFR § 164.514(a).
- b.** University will never access or request to access any Protected Health Information held or collected by or on behalf of the Facility, from a Student, or as applicable University personnel, who is acting as a part of the Facility’s workforce as set forth in Section 11.a.i. of this Agreement or any other source, that has not first been de- identified as provided in 45 CFR § 164.514(a).
- c.** No services are being provided to the Facility by University, its Students, or if applicable its University personnel, pursuant to this Agreement and therefore this Agreement does not create a “business associate” relationship as that term is defined in 45 CFR § 160.103.

12. UNIVERSITY INSURANCE.

- a.** University shall require Students be covered by, and provide proof of, professional liability insurance with a limit of \$1,000,000 per claim with an aggregate limit of \$3,000,000. Upon request from Facility, University shall furnish written confirmation of this insurance coverage including the certificate of insurance.
- b.** University, as a Texas state agency, has not acquired Employer’s Liability or Comprehensive General or Public Liability Insurance, but represents it has sufficient resources to self-insure for all claims for which it may be responsible under the Texas Tort Claims Act for property damage, personal injury, and death proximately caused by the wrongful act or omission or negligence of an employee acting within the scope of employment. Liability of a state agency in this regard is limited to money damages in a maximum amount of \$250,000 for each person and \$500,000 for each single occurrence for bodily injury or death and \$100,000 for each single occurrence for injury to or destruction of property.
- c.** Employees of the University are provided Workers’ Compensation coverage under a self-insurance, self-managed program as authorized by the Texas Labor Code, Chapter 503.
- d.** Facility acknowledges that Students are not employees of the University.

13. GENERAL TERMS.

- a.** Students and University personnel will be responsible for their own transportation, meals, and health care while participating in the Program.
- b.** Students are not permitted to drive clients in personal vehicles without the express written permission of UTA, which will only be granted after both the student and the Facility’s

vehicle insurance is verified. Approval must first be obtained by Facility in writing.

- c.** This Agreement constitutes the entire agreement between Facility and University with respect to the subject matter, and no prior or contemporaneous agreement, written or oral, will be effective to vary the terms of those agreements. No amendment to this Agreement shall be effective unless reduced to writing and signed by an authorized representative of each party.
- d.** University and Facility will comply with all applicable federal, state, and local laws, ordinances, and regulations in the performance of this Agreement.
- e.** The Program and all related activities shall be conducted in a manner that does not discriminate against any person on a basis prohibited by applicable law, including but not limited to: race, color, national origin, religion, sex, age, veteran status, or disability.

[Signature Page Follows]

<p>Fort Worth Independent School District</p> <p>Signed by: By: <u>Audrey Thomas</u> 92611C18572B4C8...</p> <p>Name: <u>Audrey Thomas</u></p> <p>Title: <u>Executive Director of Specialized Learning</u></p> <p>Date: <u>10/6/2025</u></p>	<p>The University of Texas at Arlington</p> <p>By: <u>Andrew Hippisley</u> Andrew Hippisley, Ph.D. Vice Provost for Academic Affairs</p> <p>Date: <u>08/15/2025</u></p> <p>Standard Agreement approved by the UTA Office of Legal Affairs. If modified, send to Legal Affairs for review.</p>
--	---

Signed by:
By: Mohammed Choudhury
8129C81585BB455...

Name: Mohammed Choudhury

Title: Deputy Superintendent of Curriculum and Instruction

Date: 10/8/2025

APPROVED AS TO FORM BY
Sarah Sewell
SARAH SEWELL
ASSISTANT UNIVERSITY ATTORNEY
THE UNIVERSITY OF TEXAS AT ARLINGTON

By: _____

Name: Dr. Karen C. Molinar

Title: Superintendent of Schools

Date: _____

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE P-TECH MODEL MEMORANDUM OF UNDERSTANDING BETWEEN FORT WORTH INDEPENDENT SCHOOL DISTRICT AND THE CITY OF FORT WORTH

EXECUTIVE SUMMARY:

This Memorandum of Understanding is to renew the P-TECH Water program at TCC South/FWISD Collegiate High School. This program provides Fort Worth ISD students with the opportunity to earn their high school diploma while pursuing an associate degree while still in high school. The program offers opportunities for the students to obtain both industry-based certifications and work-based learning opportunities during their senior year in high school, leading to sustainable wages and opportunities in our community and beyond. The initial agreement was approved in the 2021 school year.

RECOMMENDATION:

Approve P-TECH model memorandum of understanding between Fort Worth Independent School District and the City of Fort Worth

STRATEGIC PRIORITY:

1 - Student Academic Excellence

PROVIDER(S)/VENDOR(S):

City of Fort Worth

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

TCC South/FWISD Collegiate High School

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

P-TECH MODEL MEMORANDUM OF AGREEMENT

BETWEEN CITY OF FORT WORTH AND FORT WORTH INDEPENDENT SCHOOL DISTRICT

THIS MEMORANDUM OF AGREEMENT (hereinafter referred to as “Agreement”) is made and entered into by and among the City of Fort Worth (hereinafter referred to as the “City”) and the Fort Worth Independent School District (hereinafter referred to as “FWISD”), a political subdivision of the state of Texas and a legally constituted independent school district, and sets forth the roles of the Parties in regard to the implementation of the Pathways to Technology Early College High School (“P-TECH”) model at TCC South/FWISD Collegiate High School (the “Program”). FWISD and the City may be collectively referred to as the “Parties” or individually as a “Party.”

WHEREAS, Chapter 791 of the Texas Government Code authorizes local governments to contract with each other to provide governmental functions and services; and

WHEREAS, the Parties wish to enter into this Agreement to provide local governments with greater efficiency and economy in purchasing products and services; and

WHEREAS, the governing bodies of the Parties, individually and together, do hereby adopt and find the foregoing promises and findings of said governing bodies; and

WHEREAS, each Party paying for the performance of governmental functions or services will make those payments from current revenues available to the paying Party.

NOW, THEREFORE, in consideration of and conditioned upon the mutual covenants and agreements herein, the Parties hereto mutually agree, as follows. This MOU supersedes any and all previous documents, agreements, or MOUs defining the role or scope of involvement the City has in support of this program.

OVERALL SCHOOL MODEL

The Parties agree to collaborate in developing, supporting, and operating TCC South/FWISD Collegiate Energy Technology Early College High School at TCC South Campus (“School”). The School’s mission is to provide all students with an education that begins in grade 9, continues through high school completion with a high school diploma, and culminates in attainment of an associate degree, thus preparing students to succeed in college and/or a career. The program also includes appropriate work-based educational experiences at all grade levels, designed to prepare students for positions in identified fields.

The School is open to students of all backgrounds and abilities, including students who are at risk of dropping out of school as defined by the Public Education Information Management System (PEIMS) and who might not otherwise go to college. This includes students for whom a smooth transition into postsecondary education is problematic, students whose family obligations keep them at home, students for whom the cost of college is prohibitive, students whose enrollment is not based on merit, discipline, attendance, or teacher recommendation, students who are English language learners, and students with disabilities. The primary point of entry is the ninth grade. The School will admit approximately a hundred (100) students in its initial 9th grade class and will grow by approximately one hundred (100) students each year, until the school reaches full capacity of four hundred (400) students.

The School's curricula program is designed to support the academic needs of all students in earning a high school diploma, an associate degree, and the work experience needed to be a highly qualified candidate for career-track employment in the Energy and/or Business field. All college courses offered to students while enrolled in the School will be provided to students free of charge. All TCCD college fees for courses offered to students under this MOU will be defrayed by TCCD scholarships for students.

The Parties will work together to develop, evaluate, and revise the School's Scope & Sequence plan, which will identify specific high school and college courses and work experiences that students will participate in each year as part of their regular school program. The Scope & Sequence plan will serve as a blueprint for curriculum development and programming for students and staff to ensure alignment with workforce needs.

ROLES AND RESPONSIBILITIES

A. City of Fort Worth Responsibilities

1. The City will, within reason, support the implementation of the Overall School Model as outlined herein.
2. As is practicable and allowable with City policy, the City will provide mentoring to participating students. The number of students mentored and the professions of the mentors will be decided collaboratively between the City and the other Program industry participants as the Program progresses. Prior to performing services under this MOU, all mentors must register and clear the required criminal background check as outlined by Voly (FWISD's volunteer database system).
3. The City will work with FWISD and other Program industry participants to outline the key skills students will need to succeed in those positions.
4. The City will assign a resource to manage the City's responsibilities. This resource will, among other duties, coordinate site visits to the City's facilities, recruit and match mentors to students, identify appropriate internship opportunities, and support teachers and faculty in developing appropriate curricula. The City will also provide a resource or resources to participate in the Local Partnership Committee. Under this MOU, the Local Partnership Committee is comprised of representatives from TCC South/FWISD Collegiate High School, the City, and other Program industry participants, as reasonably determined by those parties.
5. The City will help define and will seek to provide opportunities for appropriate workplace experiences (e.g., design projects, visits, speakers, internships, and apprenticeships) to prepare students for the world of work based on the curriculum Scope & Sequence plan. The City will, in good faith and to the extent practicable, make reasonable efforts to offer internship opportunities during the term of this MOU.
6. The City will work with the School's staff, FWISD, and the other Program industry participants to assist the School to develop a coherent Scope & Sequence plan of courses and workplace experiences that enables students to successfully meet the goals outlined in the program model. The City will help identify high-quality occupation-related projects and curriculum that may be incorporated into the academic program.

7. The City will allow the School's staff and students reasonable access to the City facilities to support program activities, including, but not limited to, flexible scheduling, internships, job shadowing, mentoring, and/or other "real-life" work experiences for students.
8. The City does not nor shall be expected to expend any additional funds for participation in this program other than what is incidental to the City's normal cost of business.

B. FWISD/TCC South/FWISD Collegiate High School Responsibilities:

1. FWISD/TCC South/FWISD Collegiate High School will be committed to the full implementation of the Overall School Model as outlined within this MOU.
2. FWISD/TCC South/FWISD Collegiate High School will work with the School's staff and the other Parties to develop a seamless and coherent Scope & Sequence plan of courses and workplace experiences that enables students to successfully meet the goals outlined in the program model. FWISD/TCC South/FWISD Collegiate High School will work to develop a rigorous and engaging curriculum that prepares students for college-level coursework and workplace experiences.
3. FWISD/TCC South/FWISD Collegiate High School will establish a college-like culture for all students at the School, which requires engaging students in college coursework, tutoring and advising, and instruction on key "college knowledge" academic and personal behaviors such as:
 - a. time management;
 - b. collaboration;
 - c. problem-solving;
 - d. leadership;
 - e. study skills;
 - f. communication; and
 - g. tenacity.
4. FWISD/TCC South/FWISD Collegiate High School will help define appropriate workplace experiences (e.g., design projects, job shadowing, internships, and clinical practice) that will support students in gaining key skills needed in the Energy and/or Business field. For any experience on the City's facilities that is closed to the general public, FWISD shall ensure that the students or the students' legal representative, as applicable, sign a waiver releasing the City from any liability related to such experience.
5. FWISD/TCC South/FWISD Collegiate High School will provide a facility to house the School at FWISD Collegiate High School, located at 5301 Campus Dr., Fort Worth, TX 76119. The facility will have sufficient space to support the activities and number of students described in the Overall School Model.
6. FWISD/TCC South/FWISD Collegiate High School will allow the City staff appropriate access to the School to support program activities. This access will also be made available to other appropriate industry leaders and members of leading nonprofit organizations.

7. FWISD/TCC South/FWISD Collegiate High School will ensure that students of all backgrounds and abilities are provided an equal opportunity to attend the School. FWISD/TCC South/FWISD Collegiate High School will ensure that prior academic performance shall not serve to disqualify students during the P-TECH admissions process.
8. FWISD will provide regular operating funds to the School in the same manner consistent with other FWISD schools. FWISD will identify additional funding streams that may be available to the School, including but not limited to federal Perkins program funding.
9. FWISD will support the School's principal in identifying qualified staff to teach in the School.
10. FWISD will provide appropriate and relevant ongoing professional development for the School's principal and staff. FWISD/TCC South/FWISD Collegiate High School will share best practices from other Fort Worth public schools that effectively serve a wide range of high school students in achieving college and career readiness.
11. FWISD will provide the criminal background checks for all mentors under this MOU.

CONFIDENTIALITY OF INFORMATION

- A. FWISD shall not disclose to the City personally identifiable information from student education records pursuant to FERPA and regulations enacted thereunder to disclosures of "directory information" (as defined by FERPA and regulations enacted thereunder) that are compliant with and provided pursuant to 34 C.F.R. § 99.31(a)(1).
- B. Texas Public Information Act ("TPIA"). Both the City and the FWISD are subject to the TPIA. As such, upon receipt of a request under the TPIA, both Parties are required to comply with the requirements of the TPIA. For purposes of the TPIA, "public information" is defined as information that is written, produced, collected, assembled, or maintained under a law or ordinance or in connection with the transaction of official business:
 1. By either Party; or
 2. for either Party and either Party
 - a. owns the information; or
 - b. has a right of access to the information; or
 - c. spends or contributes public money for the purpose of writing, producing, collecting, assembling, or maintaining the information; or
 3. by an individual officer or employee of either party in the officer's or employee's official capacity and the information pertains to official business of either party.

TERM & TERMINATION

A. Term:

This MOU shall begin when it is fully executed and shall continue for one (1) year. Thereafter, this MOU may be renewed for up to two (2) one-year terms, provided that:

1. Not less than thirty (30) days prior to the expiration of the initial term or any renewal term, the Parties have agreed in writing to renew this MOU;
2. Either party is not in default of this MOU; and
3. This MOU has not been terminated.

B. Termination:

This MOU may be terminated immediately at any time, and for any reason, by any of the signing Parties with written notice to the other signatory Parties.

GOVERNING LAW AND VENUE

This MOU is made in Texas and shall be governed by and construed in accordance with the laws of the State of Texas without reference to choice of law principles. In the rare event that any legal action should arise out of or relating to this MOU or the relationship it creates, the Parties agree that such action shall be heard exclusively in Tarrant County, Texas.

MODIFICATION

Any modification or amendment of this MOU must be in writing, approved, and signed by all Parties.

MISCELLANEOUS PROVISIONS

- A. Parties to this MOU warrant that their obligations shall be performed with due diligence in a safe and professional manner and in compliance with any and all applicable statutes, rules and regulations. To the extent required by law, all work shall be performed by individuals duly licensed and authorized by law to perform said work.
- B. At all times, the City shall have the right to suspend or terminate any mentorships or internships of students in the Program. All students in the Program taking part in mentorships or internships at the City or who are otherwise present at their facilities are expected to comply with all policies and procedures, including all safety policies and rules.
- C. In the performance of their obligations under this MOU, Parties to this MOU shall act fairly and in good faith. Where notice, approval, or similar action by any Party hereto is permitted or required by any provision of this MOU, such action shall be in writing and shall not be unreasonably delayed or withheld.
- D. The term "partner" as used herein shall be construed as figurative only and shall not imply or in any way suggest the existence or formation in this MOU of a partnership venture or relationship between the Parties that imposes on them the legal duties or obligations of partners.
- E. The provisions of this MOU are solely for the benefit of the Parties to this MOU. By entering into this MOU, the Parties do not create any obligations, express or implied, other than those set forth herein, and this MOU shall not create any rights in any persons or entities who are not parties to this MOU. No student, parent, or other person or entity who is not a party to this MOU shall be regarded for any purpose as a third-party beneficiary of this MOU or shall have any rights to enforce any provisions of this MOU.

- F. Parties to this MOU shall not discriminate on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity, gender expression, or any other basis prohibited by law.
- G. The Parties to this MOU agree that neither the City nor its representatives shall have any liability hereunder for any special, indirect, incidental, consequential, punitive, or exemplary damages or for any monetary damages of any nature.
- H. This MOU embodies the entire agreement and understanding of the Parties in respect of the subject matter contained herein and supersedes all prior agreements and understandings among the Parties with respect to such subject matter.
- I. Neither party waives any of its governmental immunities by entering into this MOU nor waives any right or remedy available by law to the other.
- J. Notice: All notices, consents, approvals, demands, requests, or other communications provided for or permitted to be given under any of the provisions of this MOU shall be in writing and shall be deemed to have been duly given or served when delivered by delivery or when deposited in the U.S. mail by registered or certified mail, return receipt requested, postage prepaid and addressed as follows:

(1) City of Fort Worth:

Jesica McEachern
Assistant City Manager
City of Fort Worth
100 Fort Worth Trail
Fort Worth, TX 76102

(2) Fort Worth Independent School District:

Karen Molinar
Superintendent
Fort Worth ISD
7060 Camp Bowie Blvd
Fort Worth, TX 76116

With copy to:

Office of Legal Services
Fort Worth ISD
7060 Camp Bowie Blvd
Fort Worth, TX 76116

SIGNATORY CLAUSE

The individuals executing this MOU on behalf of FWISD and the City acknowledge that they are duly authorized to execute this MOU. All Parties hereby acknowledge that they have read, understood, and shall comply with the terms and conditions of this MOU. This MOU shall not become effective until executed by each party. Therefore, the Parties to this MOU shall begin their respective duties only after the last party has signed and dated this MOU.

[Signature Page Follows]

ACCEPTED AND AGREED:

<p>CITY OF FORT WORTH:</p> <p>By: _____ Name: Jessica McEachern Title: Assistant City Manager Date: _____</p> <p>APPROVAL RECOMMENDED:</p> <p>By: _____ Name: Christopher Harder Title: Water Director</p> <p>ATTEST:</p> <p>By: _____ Name: Jannette Goodall Title: City Secretary</p>	<p>Contract Compliance Manager: By signing, I acknowledge that I am the person responsible for the monitoring and administration of this contract, including ensuring all performance and reporting requirements.</p> <p>By: _____ Name: Vanessa Hottman Title: Workforce Development Coordinator</p> <p>APPROVED AS TO FORM AND LEGALITY:</p> <p>By: _____ Name: Jessika Williams Title: Assistant City Attorney</p> <p>CONTRACT AUTHORIZATION: M&C: N/A</p>
--	--

FORT WORTH INDEPENDENT SCHOOL DISTRICT

By: _____
Roxanne Martinez, Board President Date

By: _____
Dr. Karen Molinar, Superintendent Date

By: Mohammed Choudhury
Mohammed Choudhury, Deputy Superintendent 10/6/2025 Date

ATTEST BY: _____
Anael Luebanos, School Board Secretary Date

APPROVED AS TO FORM AND LEGALITY

By: [Signature]
Fort Worth ISD Legal Counsel 10/09/2025 Date

FORM D

CRIMINAL BACKGROUND CHECK AND FELONY CONVICTION NOTIFICATION

(a) CRIMINAL BACKGROUND CHECK

The Contractor listed below will obtain history record information that relates to an employee, applicant for employment, or agent of the Contractor ("servant") if the servant has or will have continuing duties related to the contracted services and the duties are or will be performed on school property, or at another location where students are regularly present. The Contractor certifies to FWISD that before beginning work, and at least once per year thereafter, criminal history record information will be obtained. The Contractor shall assume all expenses associated with the background checks and shall immediately remove any servant who was convicted of any felony, or a misdemeanor involving moral turpitude, as defined by Texas law, from FWISD's property or other location where students are regularly present. FWISD shall be the final decider of what constitutes a "location where students are regularly present." Contractor's violation of this section shall constitute a substantial failure.

If the Contractor is the person, owner, or operator of the business entity, Contractor may not self-certify regarding the criminal history record information and its review and must submit original evidence acceptable to the District with this Agreement showing compliance.

(b) FELONY CONVICTION NOTIFICATION

Section 44.034(a) of the Texas Education Code states, "a person or business entity that enters into a contract with a school district must give advance notice to the District if the person or owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony."

Subsection (b) further provides, "a school district may terminate a contract with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a) or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract."

THE FELONY CONVICTION NOTICE IS NOT REQUIRED OF A PUBLICLY HELD CORPORATION

If the Contractor is a publicly held corporation, proceed to Section A, below.

I, the undersigned agent for the Contractor named below, certify that: (1) the information concerning criminal background check and notification of felony convictions has been reviewed by me; (2) the following information furnished is true to the best of my knowledge; and (3) I acknowledge compliance with this section.

Contractor's Name: City of Fort Worth Water

Authorized Company Official's Name: Vanessa Hottman

A. The Contractor is a publicly held corporation; therefore, this reporting requirement is not applicable:

Company Official's Signature: Vanessa Hottman Date: 10/06/2025

B. The Contractor is not owned nor operated by anyone who has been convicted of a felony:

Company Official's Signature: Vanessa Hottman Date: 10/06/2025

C. The Contractor is owned or operated by the following individual(s) who has/have been convicted of a felony:

Name of Felon(s): _____
Details of Conviction(s): _____
Company Official's Signature: _____ Date: _____

Note: Name & Signature of Company Official should be the same as on the Affidavit (Form C)

Contractor is responsible for the performance of the persons, employees, and sub-contractors Contractor assigns to provide services for the Fort Worth ISD pursuant to this RFP on any and all Fort Worth ISD campuses or facilities. Contractor will not assign individuals to provide services at a Fort Worth ISD campus or facility who have a felony conviction or a history of violent, unacceptable, or grossly negligent behavior, without the prior written consent of the Fort Worth ISD Purchasing Department.

Model SB 9 Contractor Certification Form

Criminal History Record Information Review of Certain Contract Employees

Introduction: Chapter 22 of the Texas Education Code requires service contractors to obtain criminal history record information regarding covered employees and to certify to the District that they have done so. Covered employees with disqualifying convictions are prohibited from serving at a school district.

Definitions:

Covered employees: Includes all employees of a contractor (including subcontractors and independent contractors) who have or will have continuing duties related to the service to be performed at the District and have or will have direct contact with students. The District will be the final arbiter of what constitutes direct contact with students.

Disqualifying conviction: One of the following offenses, if at the time of the offense: (a) a felony offense under Title 5, Texas Penal Code; (b) an offense for which a defendant is required to register as a sex offender under Chapter 62, Texas Code of Criminal Procedure; or (c) an equivalent offense under federal law or the laws of another state.

On behalf of City of Fort Worth Water, I, with the contact information provided below:

Individual's Full Name: Vanessa Hottman
Street Address: 100 Fort Worth Trail, Fort Worth, Texas, 76102
Telephone Number: 817-392-8402
Fax Number: Individual's Fax Number
E-Mail Address: Vanessa.hottman@fortworthtexas.gov

Certify that (check one of the following):

- None of Contractor's employees are *covered employees*, as defined above; **OR**
- Some or all of the Contractor's employees are *covered employees*. If this box is selected, I further testify that:
 - Contractor has obtained all required criminal history record information, through the Texas Department of Public Safety, regarding its covered employees.
 - None of the covered employees has a disqualifying conviction.
 - Contractor has taken reasonable steps to ensure that its employees who are not covered employees do not have continuing duties related to the contract services or direct contact with students.

If Contractor receives information that a covered employee has a disqualifying conviction, Contractor will immediately remove the covered employee from contract duties and notify the District in writing within three (3) business days.

Upon request, Contractor will make available for the District's inspection the criminal history record information of any covered employee. If the District objects to the assignment of a covered employee on the basis of the covered employee's criminal history record information, Contractor agrees to discontinue using that covered employee to provide services at the District. The District reserves the right to conduct its own criminal background check of Contractor and its covered employees.

Noncompliance by the Contractor with this certification may be grounds for contract termination.

Vanessa Hottman

10/06/2025

Signature

Date

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
November 18, 2025

TOPIC: APPROVE PAYMENT OF TEACHER INCENTIVE ALLOTMENT DESIGNATION FEE

EXECUTIVE SUMMARY:

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of the House Bill 3 to help attract and retain highly effective teachers at traditionally hard-to-staff schools. TIA provides a pathway to earning a higher income for teachers while remaining in the classroom, allowing them to make a greater difference in the lives of Texas students.

As part of the validation process, the Texas Education Agency requires a Teacher Incentive Allotment Fee in the amount of \$500 per teacher. This fee is held in escrow until mid-September 2026, at which time districts will receive the final TIA allotment amount and reimbursement of fees through the September settle-up process within the Foundation School Program.

RECOMMENDATION:

Approve Payment of Teacher Incentive Allotment Designation Fee

STRATEGIC PRIORITY:

1 - Student Academic Excellence

FUNDING SOURCE:

General Fund (196-199) 196-21-6499-734

COST:

\$300,000.00

PURCHASING MECHANISM:

Sole Source

PROVIDER(S)/VENDOR(S):

Texas Education Agency

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

The Office of Employee Performance and Evaluation

INFORMATION SOURCE:

Woodrow Bailey, Chief Talent Management

TIA Fee Payments in SCOMS

OVERVIEW

The Strategic Compensation Operations Management System (SCOMS) is a TEAL-based web application used for the Teacher Incentive Allotment (TIA). SCOMS allows district users to view, sort, filter, and export annual allotment data and teacher designation records. Districts employing eligible designated teachers will verify and confirm their annual allotment in SCOMS. Beginning in November 2024, districts will pay TIA-related fees in SCOMS.

TIA FEES

Participating districts must pay fees in SCOMS at data submission and system renewal. All fees are reimbursed annually in September.

Teacher Designation Fees

- Due in late November, after the district's data file is accepted
- \$500 per new or higher designation submitted

System Renewal Fees

- Due in mid-April upon submission of renewal application
- \$2,500 for rural districts
- \$10,000 for non-rural districts

Payment Protocols

- Districts may use the original email with amount due as an invoice, if required.
- Fees must be paid online in SCOMS using an ACH electronic check or credit card.
- Credit card transactions are limited to \$10,000 or less.
- TEA cannot accept purchase orders.
- TEA does not complete vendor forms. Fees are state level payment and not a vendor transaction.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE AUTHORIZATION TO ENTER INTO A CONTRACT FOR JOC HAZMAT ABATEMENT SERVICES FOR FOREST OAK MIDDLE SCHOOL IN CONJUNCTION WITH THE 2021 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On July 22, 2025, the Board of Education approved entering into contracts for JOC HAZMAT Abatement Services for the 2021 Capital Improvement Program (RFCSP 25-074).

Sampling work necessary to identify hazardous materials and prepare abatement design documents has been performed at Forest Oak Middle School. It has been confirmed that there is hazardous material that will need abating prior to construction commencing.

The Capital Improvement Program is requesting a not to exceed amount of \$750,000 for this service at Forest Oak Middle School. In accordance with the District Board Policy CVF (Legal), the Board of Education shall approve each job, task, or purchase order that exceeds \$500,000.

RECOMMENDATION:

Approve Authorization to Enter into a Contract for JOC HAZMAT Abatement Services for Forest Oak Middle School in Conjunction with the 2021 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Not to Exceed \$750,000

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 25-074

PROVIDER(S)/VENDOR(S):

Picasso Contractors, LLC

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #045 Forest Oak Middle School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE AUTHORIZATION TO ENTER INTO A CONTRACT WITH A CONSTRUCTION MANAGER AT RISK FOR PRE-CONSTRUCTION SERVICES FOR ELEMENTARY SCHOOL #3 REPLACEMENT AT WORTH HEIGHTS SITE PROJECT IN CONJUNCTION WITH THE 2021 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

Pursuant to the provisions of Texas Government Code Chapter 2269, Subchapter F, The District issued a Request for Qualifications (RFQ) to select, via the two-step process, a Construction Manager-at-Risk (“CMAR”) firm for the Elementary School #3 Replacement at Worth Heights Site Project with the following schedule of events:

Event	Date
First Advertisement	September 9, 2025
Second Advertisement	September 16, 2025
Pre-Proposal Conference	September 17, 2025
Deadline for Questions	September 19, 2025
Deadline to Receive Proposals	September 23, 2025
Issue Step 2 to Short List (Schedule Interviews)	October 1, 2025
Receive Step 2	October 7, 2025
Interview Firms on Short List; Rank Submissions	October 14, 2025

On September 23, 2025, the District received six (6) Statements of Qualifications from the following Firms:

- Cadence McShane – Morales Construction Services JV
- CDI Contractors
- Construction Zone of Texas
- Imperial | Picasso JV
- Satterfield & Pontikes Construction, Inc.
- Waltz – Pennington LLC JV

Step I – The Evaluation Committee evaluated and ranked each Statement of Qualifications submitted in relation to the selection criteria set forth in the RFQ. The top four (4) firms were selected to move on to the Step II process:

- Cadence McShane – Morales Construction Services JV
- Construction Zone of Texas
- Imperial | Picasso JV
- Waltz – Pennington LLC JV

Step II – The second step consisted of a Request for Competitive Sealed Proposal (“CSP”) process where the top four (4) firms from Step I were invited to an interview and requested to provide a base fee, general conditions, and pre-construction fee proposal (“Proposals”). As a result of the interview and specific project evaluation criteria, including but not limited to the project-specific qualifications and total fees as determined to provide the “best value” to the District and ranked as follows:

1. Imperial | Picasso JV
2. Construction Zone of Texas
3. Cadence McShane – Morales Construction Services JV
4. Waltz – Pennington LLC JV

In accordance with Texas Government Code §2269.155, should the first ranked contractor fail or otherwise decline to enter into a contract, the District shall formally end negotiations and proceed into negotiations with the next contractor as ranked until an agreement is reached or contract rebid.

RECOMMENDATION:

Approve Authorization to Enter into a Contract with a Construction Manager at Risk for Pre-Construction Services for Elementary School #3 Replacement at Worth Heights Site Project in Conjunction with the 2021 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Not to Exceed \$45,000

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 26-029

PROVIDER(S)/VENDOR(S):

To be determined

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #184 Worth Heights Elementary School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE ELEVATOR MODERNIZATIONS AT DAGGETT ELEMENTARY SCHOOL, WILLIAM JAMES MIDDLE SCHOOL, MEADOWBROOK ELEMENTARY SCHOOL, AND YOUNG MEN'S LEADERSHIP ACADEMY

EXECUTIVE SUMMARY:

The Maintenance Department is seeking Board approval to modernize the elevator systems at Daggett Elementary School, William James Middle School, Meadowbrook Elementary School, and Young Men's Leadership Academy. This effort is part of a strategic lifecycle replacement plan to support safe and efficient building operations.

The current systems present increasing challenges due to the limited availability of key components, resulting in extended service disruptions that affect daily operations and accessibility. Upgrading the elevators will improve reliability, enhance functionality, and ensure compliance with current safety standards.

RECOMMENDATION:

Approve Elevator Modernizations at Daggett Elementary School, William James Middle School, Meadowbrook Elementary School, and Young Men's Leadership Academy

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

General Fund (196-199)

COST:

\$318,460.00

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: RFP 23-072

PROVIDER(S)/VENDOR(S):

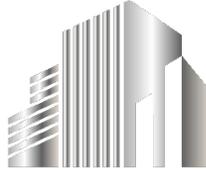
Prestige Elevator Services LLC

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Fort Worth ISD

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations



PRESTIGE ELEVATOR

October 14, 2025

**Fort Worth Independent School District
Various
Fort Worth, TX 76110**

Prestige Elevator Services, LLC.

2515 Tarpley Road, Suite 104
Carrollton, TX 75006
Phone (469) 209-6369
TX. Contractors License No. 20378

We will provide labor and material to furnish and install on the above referenced unit (s) the following:

Locations to be modernized – Dagget ES (2), James MS (1), Meadowbrook ES (1), YMLA 5100 (1)

New **non-proprietary** microprocessor controller on five hydraulic passenger elevators listed above. Work includes the following:

- a) **New Non-Proprietary controller.**
- b) **New solid-state motor starter.**
- c) **New hoist way leveling system.**
- d) **New hoist way terminal limit switches.**
- e) **New machine room, hoist way and car wiring.**
- f) **New traveling cable.**
- g) **Phase I & II fireman’s service operation.**
- h) **Reduced torque door closing feature (“Nudging Operation”).**
- i) **New car operating panel to included new ADA phone, car position indicator, Braille plates, and 2016 Code compliant Fire Service Panel**
- j) **New surface mounted hall pushbutton stations**
- k) **New landing jamb Braille plates.**
- l) **New up and down car lantern for visual and audible signals.**
- m) **New infrared door detection system.**
- n) **New car door operator, car door, header and clutch**
- o) **New submersible hydraulic power unit with new hydraulic oil.**
- p) **Performance & Payment bonds included**

PROPOSED MODERNIZATION SCHEDULE:

- 1) Lead time on equipment is approximately 8-10 weeks from acceptance of contract and receipt of down payment.
- 2) Project duration is anticipated at four (4) weeks per elevator from beginning of work, State inspections excluded.

EXCLUSIONS:

In conjunction with this modernization the following work will be required and is to be performed by building ownership if not currently existing:

- 1) Any associated cutting, patching, and painting of wall surfaces.
- 2) Phone line to elevator machine room.
- 3) New main line or auxiliary disconnects if needed.
- 4) Smoke detectors which are required by code in machine room and hall lobbies. No fire alarm panel work is included in our scope.

BASE PRICE FOR ALL FIVE ELVATORS: \$318,460.00 (Three Hundred Eighteen Thousand Four Hundred Sixty and 00/100 Dollars) tax excluded.

Payment terms: 10% deposit, 40% for upon material delivery to Prestige Warehouse, 10% upon completion of each elevator.

This proposal, including the provisions printed on the pages following, shall be a binding contract between you, or the party identified below for whom you are authorized to contract (collectively referred to herein as “you”), and us when accepted by you through execution of this proposal by you and approved by our authorized representative; or by your authorizing us to perform work for the project and our commencing such work.

CUSTOMER

Approved by Authorized Representative

Date: _____

Signed: _____

Print Name: _____

Title: _____

PRESTIGE ELEVATOR SERVICES

Approved by Authorized Representative

Date: _____

Signed: _____

Print Name: _____

Title: _____

ELEVATOR MODERNIZATION - TERMS AND CONDITIONS

No work, service or liability on the part of Prestige Elevator Services, other than that specifically mentioned herein, is included or intended.

Purchaser shall pay, as an addition to the price stated, a sum equal to the amount of any taxes, including without limitation state sales or use taxes, which may now or hereafter be imposed upon Seller or Purchaser, whether based upon the transfer, use, ownership, possession or otherwise of the equipment herein described.

It is agreed that you shall provide premises safe and suitable in every respect for our workmen to work, and we reserve the right to discontinue our work in the building whenever, in our opinion, this provision is being violated.

In the event that payment is not made as provided herein, Prestige Elevator Services may immediately stop work without prejudice to any other remedy it may have. It is agreed that all parts and materials furnished under this contract can be removed without material injury or damage to the real property, and that we retain title to all parts and materials until final payment in cash is made, with the right to retake possession of same or any part thereof at your sole cost and expense if default is made by you of any terms or provision of this contract, including terms and conditions implied or imposed by law. The provisions contained in this paragraph shall apply without respect to the manner of attachment of the parts or materials to the realty, the acceptance of notes, extension of time for payment, or the sale, mortgage or lease of the premises. Purchaser agrees to save, indemnify and hold Prestige Elevator Services harmless from any claim resulting from removal of said parts and materials.

It is understood, in consideration of our performance of the work enumerated hereunder at the price stated, that you agree to hold and save Prestige Elevator Services harmless from any claims, causes of action, or liabilities of any kinds, nature or description whatsoever, except that Prestige Elevator Services shall remain liable for its negligent acts, limited to the extent of Prestige Elevator Services's comparative fault. Your own responsibility for accidents to persons or properties while riding on or being on or about the aforesaid equipment referred to is in no way affected by this agreement.

We shall not be held responsible or liable for any loss, damage, detention, or delay resulting from causes beyond our reasonable control, including but not limited to accidents, fire, flood, acts of civil or military authorities, insurrections or riots, labor troubles, including any strike or lock out which interferes with the performance of work at the building site or our ability to obtain parts or equipment used in the performance of this agreement. In the event of delay due to any such cause, our performance under this agreement will be postponed without liability to us by such length of time as may be reasonably necessary to compensate for the delay. In no event will we be responsible for special, indirect, incidental or consequential damages.

In the event of default by the Purchaser of any of its obligations hereunder, Purchaser agrees to pay all costs of seller, including reasonable attorney's fees, incurred in the enforcement of any of the Seller's rights hereunder.

All charges under this agreement are due when work is completed and must be paid in full within thirty (30) days of invoice date. A service charge calculated at the rate of 1 ½% per month, or the highest legal contract rate, whichever is less, shall be applicable to delinquent payments.

If any drawings, illustrations or descriptive matter is furnished with this proposal, they are approximate and submitted only to show the general style, arrangement and dimensions of the material offered.

In the event the Purchaser's acceptance is in the form of a purchase order or other kind of document, the provisions, terms and conditions of this proposal shall govern in the event of conflict.

Prestige Elevator Services warrants the work performed under this agreement for a period of ninety (90) days from the date of substantial completion, unless otherwise agreed in writing. Prestige Elevator Services's liability is limited to repair and/or replacement of defective work. It is expressly understood and agreed that under no circumstances shall Prestige Elevator Services be liable for any special, incidental or consequential damages, economic loss, commercial loss, or injuries to persons or damage to property arising from the work performed, from the use or operation of or in any way connected with the equipment or property on which the work was performed by Prestige Elevator Services.

PRESTIGE ELEVATOR SERVICES MAKES NO OTHER WARRANTY, EXPRESS OR IMPLIED, OF ANY KIND, INCLUDING ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE, USAGE, OR TRADE RELATIVE TO ANY PARTS SUPPLIED.

This agreement shall be construed according to the laws of the State of Texas depending upon where the work was performed. In the event of any dispute or claim arising from this contract, the jurisdiction and venue shall be laid in Dallas County, Texas. The prevailing party in any legal action shall be entitled to reasonable attorney's fees.

This proposal is valid 90 days from the date on page 1.

No agent or employee shall have the authority to waive or modify any of the terms of this contract.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE PURCHASE OF CONTRACT ENDPOINT SECURITY AND INCIDENT DETECTION AND RESPONSE SERVICES

EXECUTIVE SUMMARY:

The District currently utilizes endpoint security and incident detection and response services to protect its most critical resources. To expand coverage to all District devices, a Request for Proposal (RFP) was initiated to secure the most cost-effective and comprehensive solution.

The resulting agreement includes the option to renew for up to three (3) additional one-year terms at an annual cost of \$537,274.49, contingent upon mutual agreement and satisfactory vendor performance.

The District will seek Board approval annually for any subsequent renewals within the stated terms. The current approval covers services for one (1) year, with three (3) optional renewal years remaining. The contract renewal period is from January 2, 2026, to January 1, 2027.

RECOMMENDATION:

Approve Purchase of Contract Endpoint Security and Incident Detection and Response Services

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

General Fund (196-199)

COST:

\$516,882.02

PURCHASING MECHANISM:

Cooperative Agreement
DIR-CPO-4920

PROVIDER(S)/VENDOR(S):

GTS Technology Solutions

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

District-Wide

INFORMATION SOURCE:

Dr. Eric Upchurch, Chief Technology Officer



TECHNOLOGY SOLUTIONS

GTS Technology Solutions, Inc.
 9211 Waterford Centre Blvd Suite 275
 Austin, Texas 78758
 Phone: 512.452.0651

QUOTE

Quote Number: **Q-18671**
 Quoted Date: 09/04/2025
 Expiration Date: 12/31/2025
 Account Exec: Jeff Dawson
 Inside Sales Rep: Hannah Brierty
 hannah.brierty@gts-ts.com
 (512) 681-6256
 Terms: NET 30

QUOTE FOR:

Fort Worth Independent School District

Renewal Group 1 (Jan 2, 2026 - Jan 1, 2027)

LINE	ITEM	DESCRIPTION	SPECIFICATIONS	CONTRACT	QTY	PRICE	EXTENDED PRICE
1	CS.FALCOMPON BC.SOLN	CrowdStrike Falcon Complete: Complimentary Cid		DIR-CPO-4920	1	\$ 0.00	\$ 0.00
2	RR.HOS.ENT.EST L	CrowdStrike Essential Support Program		DIR-CPO-4920	1	\$ 15,872.22	\$ 15,872.22
3	NR.PSO.ENT.CR E	CrowdStrike University Training Credit		DIR-CPO-4920	12	\$ 450.00	\$ 5,400.00
4	FC.CS.SOLN.FLE X	CrowdStrike Falcon Complete Flex (Commercial or EU)		DIR-CPO-4920	8500	\$ 46.11	\$ 391,935.00
5	NR.PSO.ENT.CP EV	CrowdStrike Falcon Certification Program Exam Voucher		DIR-CPO-4920	6	\$ 225.00	\$ 1,350.00
6	CS.INSIGHTB.SO LN	CrowdStrike Insight		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
7	CS.PREVENTB.S OLN	CrowdStrike Prevent		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
8	CS.DISCB.SOLN	CrowdStrike Discover		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
9	CS.FALCOMPS.S VC	CrowdStrike Falcon Complete Subscription		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
10	CS.OWB.SVC	CrowdStrike Overwatch		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
11	CS.TG.STD	CrowdStrike Threat Graph Standard		DIR-CPO-4920	8500	\$ 0.00	\$ 0.00

Quote Number:

Q-18671

12	CS.EXPOMANUP .SOLN	CrowdStrike Falcon Exposure Management Upgrade	DIR-CPO-4920	8500	\$ 0.00	\$ 0.00
----	-----------------------	---	--------------	------	---------	---------

Renewal Group 2 (Jan 2, 2026 - Jan 1, 2027)

LINE	ITEM	DESCRIPTION	SPECIFICATIONS	CONTRACT	QTY	PRICE	EXTENDED PRICE
13	CS.IRECONP.SOL N	CrowdStrike Falcon Intelligence Recon + Assigned Analyst Endpoint Enterprise - Up to 5000 endpoints		DIR-CPO-4920	1	\$ 32,399.00	\$ 32,399.00
14	CS.IRECON.SOL N	CrowdStrike Falcon Intelligence Recon Endpoint Enterprise - Up to 5000 endpoints		DIR-CPO-4920	1	\$ 32,445.00	\$ 32,445.00

Students- 23k (Jan 2, 2026 - Jan 1, 2027)

LINE	ITEM	DESCRIPTION	SPECIFICATIONS	CONTRACT	QTY	PRICE	EXTENDED PRICE
15	CS.EPPPRO.SOL N	CrowdStrike Falcon EndpointProtection Pro FlexibleBundle		DIR-CPO-4920	23000	\$ 1.50	\$ 34,500.00
16	CS.PREVENT.SO LN	CrowdStrike Prevent		DIR-CPO-4920	23000	\$ 0.00	\$ 0.00
17	CS.CONRESP.SO LN	CrowdStrike Falcon Control And Respond. 12 Month Term.		DIR-CPO-4920	23000	\$ 0.00	\$ 0.00
18	RR.HOS.ENT.EST L	CrowdStrike Essential Support Program		DIR-CPO-4920	1	\$ 2,980.80	\$ 2,980.80

Prices do NOT include taxes, insurance, shipping, delivery, setup fees, or any cables or cabling services or material unless specifically listed above. If a customer requests expedited or special delivery, causes carrier delays or requests redelivery, customer will be responsible for any additional charges for these services directly billed by the carrier. All prices are subject to change without notice. Supply subject to availability. Dell maintains a strict zero-return policy. Therefore, purchases of incorrect quantity, specifications, items, or configurations are non-refundable and non-returnable. Please ensure that you have reviewed your quote thoroughly.

****This quote does not include the applicable sales tax for our commercial customers****

Sales Total:	\$ 516,882.02
Freight & Misc:	\$ 0.00
Tax Total:	\$ 0.00
Total (USD):	\$ 516,882.02

This includes the same standard renewal plus the student devices added back on. CrowdStrike has extended a one-time promotional discount for the entirety of this quote. Please note that this offer is exclusive to this quote and contingent upon purchasing the entirety of Q-18671.

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
November 18, 2025

TOPIC: APPROVE BOARD OPERATING PROCEDURES FIRST READING

EXECUTIVE SUMMARY:

The Fort Worth ISD is governed locally through a Board of Education Trustees elected by voters within each district. Nine Trustees serve as single-member district representatives. All of the Trustees serve four-year terms voluntarily. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the Board delegate the day-to-day administration of the schools to the Superintendent and the professional staff.

Major responsibilities of the Board:

- to govern and oversee the management of the school District
- to levy and collect taxes
- to set the policies for the FWISD
- to develop and improve the educational system
- to secure adequate financing
- to select the superintendent of schools
- to foster good community relations

Because of the special trust associated with governing the Fort Worth ISD, members of the Board of Education commit to working together to achieve success. This Operating Procedures Manual provides the workings of this Board.

RECOMMENDATION:

Approve Board Operating Procedures Manual Revisions

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

FWISD Board of Trustees

INFORMATION SOURCE:

Board of Education

Board of Trustees

Operating Procedures

Adoption Renewal: [Insert New Date]

Formatted: Font: 14 pt

Deleted: January 30, 2024

Formatted: Font: 14 pt

Welcome

The Fort Worth ISD is governed locally through a Board that is elected by voters within each district. Nine Trustees serve as single-member district representatives and for four-year terms. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. As a policy-making body, the Board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Major responsibilities of the Board:

- to govern and oversee the management of the school District
- to set the policies for the Fort Worth ISD
- to adopt an annual budget and tax rate for each fiscal year
- to select and evaluate the superintendent of schools
- to foster good community relations

Because of the special trust associated with governing the Fort Worth ISD, members of the Board of Education commit to working together to achieve success.

Table of Contents

Welcome	1
Board of Trustees	3
Board Member Ethics	7
Board Meetings	8
Addressing the Board	8
Agenda Creation and Agenda Items	10
Agenda Inquiry and Response Process	10
Board-Adopted Strategic Framework	10
Board Meetings and Board Member Conduct	14
Board Officers and Member Authority	14
Board Officer Elections	15
Standards of Behavior	16
Communications	16
Conflict Resolution	17
Board Member Requests for Information and Communications	17
Concerns and Complaints	17
Media Inquiries	18
Campus Visits	18
Travel	18
Committees	18
Board Development	19
Advocacy	20
Board Evaluation of the Board	20
Superintendent’s Evaluation and Contract	21
Single Member District Maps	21

(New Photo Placeholder)

Board of Trustees

How are Board Members elected? [Policies [BBB\(LEGAL\)](#) and [BBB\(LOCAL\)](#)]

The nine-member FWISD Board of Trustees consists of local citizens who provide an important public service to the Fort Worth community. They serve without monetary compensation. Board elections are held during the May uniform election date of odd numbered years with trustees serving four-year terms. Single-member districts 2, 3, 5 and 6 are held together and single-member districts 1, 4, 7, 8 and 9 are held together on a rotating basis. Each trustee is elected by residents within his/her district of residency by majority vote.

Board of Trustees

	<p><u>Roxanne Martinez</u>, President</p> <p>Roxanne Martinez is a graduate of Diamond Hill-Jarvis High School. She earned a B.S. in Journalism & Communications from the University of Florida and a Graduate Certificate in Marketing Management from the University of Dallas. Roxanne resides in Fort Worth with her husband and two kids, Serenity and Jayson and currently serves as a board member for the Fort Worth Hispanic Chamber of Commerce and on the marketing committee for Girls Inc. of Tarrant County. She also serves as Secretary of the Diamond Hill Jarvis Heritage Foundation. For over a decade, Roxanne and her husband have volunteered as coaches, mentors and board members for the Diamond Hill North Side Youth Association.</p>
	<p><u>Tobi Jackson</u>, First Vice President</p> <p>Tobi Jackson is a parent, educator, and administrator. A lifelong resident of East Fort Worth who attended: Eastern Hills Elementary, Meadowbrook Middle School, and proudly graduated in 1978 from Eastern Hills High School. This FWISD education prepared her for a successful transition into college, where she received a B.A. from The University of Texas at Arlington and an M.S. from the University of North Texas. Coupled with over 3 decades of community service in Tarrant County, Ms. Jackson's focus is firmly planted in sustainable, outcomes driven efforts on behalf of ALL Fort Worth youth. She and husband Bruce have two children, Alexis and Zoie. Alexis is a 2018 graduate of FWISD. Zoie attends The I.M. Terrell VPA/STEM Academy of FWISD.</p>
	<p><u>Dr. Michael Ryan</u>, Second Vice President</p> <p>Michael Ryan, Ed.D. and his wife, Michele, attend High Ridge Church in Benbrook. They have 2 married sons and 5 beautiful grandchildren. Dr. Ryan has served the greater Fort Worth community in multiple capacities including the Fort Worth After School Program and the T.C.U. Education Alumni Council. He attended Fort Worth ISD schools and is a 1969 graduate of Paschal High School. He was awarded Bachelor of Music Education ('74) and Bachelor of Science ('80) degrees from Texas Christian University. He received his M.S. in Education Administration from East Texas State University ('82) and was awarded his doctoral degree with a major in curriculum & instruction and instructional technology from Texas A&M University.</p>
	<p><u>Anael Luebanos</u>, Secretary</p> <p>Anael Luebanos was born in Fort Worth then moved with his family to rural Mexico as a child. His parents knew that he would have more opportunities in the United States so a 15-year old Anael took the bus to Fort Worth to live with relatives. He enrolled at Paschal High School and had to learn English fast. A group of excellent and patient teachers helped him to gain English proficiency. The hard work paid off as he was able to graduate with honors from Paschal High School and attended Texas Wesleyan University, where he received his Bachelor's degree and his MBA. Anael married his high school sweetheart, Anahi, and they have two beautiful children, one who is an elementary student in FWISD.</p>

	<p><u>Dr. Camille Rodriguez, Board Member</u> Dr. Camille Rodriguez, Doctor of Podiatric Medicine, was born and raised on the historic North Side of Fort Worth, Texas. A proud product of FWISD schools, Dr Rodriguez graduated from the Honors Program at Paul Laurence Dunbar High School. She is the first in her family to graduate from a university having graduated with a full academic scholarship from a historically black college, Prairie View A&M University, with a Bachelor’s of Science degree in Biology. She is a life member of Delta Sigma Theta Sorority, Inc and has served on the boards of Artes de la Rosa Cultural Center for the Arts, All Church Home for Children, Ballet Folklorico Azteca de Fort Worth, Inc., and the Fort Worth Symphony Orchestra. She was recently elected a member of Fort Worth Dallas Metroplex Chums, Inc. chapter.</p>
	<p><u>Quinton ‘Q’ Phillips, Board Member</u> Quinton “Q” Phillips is a native of Fort Worth born and raised on the eastside of the city in the Historic Stop Six Community. Quinton has spent over a decade helping to facilitate a cultural diversity and leadership camp for high school students and has now served the Multicultural Alliance for two decades. Quinton is a graduate of The Illustrious Paul Laurence Dunbar High School and a proud alumnus of Prairie View A&M University where he earned a Bachelor’s degree in Social Work. He is also a graduate of Palmer Theological Seminary at Eastern University where he received a Master’s in Theological Studies. Quinton is married to Diondria, and they have two sons, Quinton II and Austin.</p>
	<p><u>Wallace Bridges, Board Member</u> Wallace Bridges is a proven grassroots community leader who has spent his life advocating for the needs and wellbeing of youth across Fort Worth. His work has focused on building community-based mentoring programs that engage our youth and inspire them to become the next generation of impactful leaders our community will need to create positive change. Wallace has also served Fort Worth by volunteering for many community-based organizations. Wallace understood the need for greater parent involvement in our local schools and successfully launched the first PTA organization at Van Zandt-Guinn Elementary School. Through his leadership, the Van Zandt-Guinn Elementary School PTA has grown to over 40 active members and he was elected as the PTA’s first President.</p>
	<p><u>Kevin Lynch, Board Member</u> Kevin Lynch has dedicated his life to making our community a better place. He holds an MBA in Finance from the University of Alabama Birmingham and a bachelor’s degree in Speech Communications from the University of Georgia. Kevin is the founder of the men’s leadership organization F3 Fort Worth, and he co-founded Panther Prep Football. Kevin’s commitment to education extends to his involvement as a mentor at Alice Contreras Elementary and his dedicated work as a mentor with Academy 4 at Westcliff Elementary over the past two years. He and his wife, Stephanie, are the proud parents of five children attending FWISD, and this personal connection to the District fuels his drive to make a positive impact on the educational experience of every student.</p>



District 6

Anne Darr, Board Member

Anne Darr currently serves as the Special Programs Coordinator at the Education Service Center Region 11. She earned her B.S. in Deaf Education in 1989 and her M.Ed. in Educational Administration in 2011, both from Texas Christian University. She has served as an elementary and middle school classroom teacher, an itinerant teacher, a Parent Advisor working with families of deaf/hard-of-hearing children ages birth-three, and a teacher of homebound students. Anne is a writing project trainer for Abydos Literacy and Learning and has presented at conferences and in school districts throughout the state of Texas. As one who is passionate about literacy and the teaching of reading and writing, she actively seeks out new, innovative, hands-on ways to inspire student and teacher learning across the curriculum. Anne and her husband, Rich, a retired educator, have three children, all products of or current students of FWISD.

Board Member Ethics

What are the ethical requirements of board members? [Policy [BBF\(LOCAL\)](#)]

All FWISD board members shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Equity in Attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in Stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

Honor in Conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Integrity of Character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

Commitment to Service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-Centered Focus

- I will be continuously guided by what is best for all students of the District.

Conflicts of Interest

In addition to Board Member ethics outlined in BBF(Local), Board Members will comply with all Conflict of Interest reports outlined in BBFA(Local). The Conflict of Interest form is provided by the Texas Ethics Commission and applies to any Board Member when he or she, or any member of the family, receives more than \$2,500 per year from a business or organization that contracts with the school district, or when a Board Member, or member of the family, receives \$250 or more in aggregate gifts from a business that contracts with the school district.

Formatted: Space Before: Auto, After: Auto, Line spacing: single

To preserve public confidence in the integrity and impartiality of Board decision-making, Trustees shall avoid participation in matters where the Conflict of Interest threshold is met or if significant campaign contributions could reasonably create an appearance of influence or bias.

Formatted: Font: (Default) Arial

Formatted: Font: (Default) Arial

A Trustee shall recuse themselves from deliberation and voting on any item before the Board involving a vendor, contractor, consultant, or organization that (1) would have met the requirements outlined above regarding the Conflict of Interest form or (2) has within the preceding three (3) years, made a campaign contribution of \$250 or more in aggregate to the Trustee's campaign. In such instances, the Trustee shall publicly state the reason for recusal and abstain from participation in discussion or vote on the matter. The Trustee shall physically or virtually step back from the deliberation area, when feasible, to avoid the appearance of influence.

Formatted: Font: (Default) Arial

Formatted: Font: (Default) Arial

Formatted: Font: (Default) Arial, Not Bold

Formatted: Font: (Default) Arial

Formatted: Font: (Default) Arial, Not Bold

Formatted: Font: (Default) Arial

Trustee and Vendor Engagement

Trustees shall refrain from engaging with district vendors about district business unless expressly necessary for the the fulfillment of the project. The Superintendent or designee shall be the point of contact for any vendors who are engaged directly with the Fort Worth ISD. In the situations where the vendor is engaged by the Board itself, the Board President shall operate as the point of contact.

Deleted: ¶

Formatted: Font: (Default) Arial

Outside Organizations Connected to Trustees

Any outside organizations that have an official connection with sitting Trustees shall follow all regular procedures for partnership with Fort Worth ISD. No organizations shall receive preferential treatment based on their connection with an individual trustee.

Formatted: Indent: Left: 0", First line: 0", Line spacing: Multiple 1.08 li

Board Meetings

When does the Board of Trustees meet, and how can the public participate? [Policy [BE\(LOCAL\)](#)]

FWISD Board Workshops are scheduled the second Tuesday of the month and regular Board Meetings the fourth Tuesday of the month (see [FWISD Board Calendar](#)). The meetings are held at the FWISD District Service Center, 7060 West Camp Bowie Boulevard. Meetings begin at 5:30 p.m. and are open to the public. Additional meetings are scheduled on an as-needed basis, and Texas law allows the Board to call an emergency meeting in crisis situations.

Board meeting agendas are posted on the [FWISD website](#), on the [Board of Trustees webpage](#), and at least 72 hours before the board meeting.

In accordance with the Texas Open Meetings Act, the Board may meet privately in closed session to discuss matters related to personnel, student discipline, security, land acquisition, and/or to consult with legal counsel [Policy [BEC\(LEGAL\)](#)]. No action, however, may be taken during a closed session.

The Board of Trustees encourages and invites the public to attend meetings and address the Board.

Addressing the Board

How can the public address the Board? [Policies [BED\(LEGAL\)](#) and [BED\(LOCAL\)](#)]

Addressing the Board at a Regular Board Meeting

When necessary for effective meeting management of the Board meeting 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 non-agenda items, continuing agenda items to a later meeting, providing an expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. See *Board Policy [BED\(LOCAL\)](#) and [Government Code Chapter 551](#)*.

1. Following the posting of the Board meeting agenda, anyone desiring to make a public comment may sign-up by calling 817-814-1956 by 4:00 PM the day of the meeting and may sign-up at the meeting until 5:20 PM. Individuals desiring to make a public comment by written statement may email amanda.coleman@fwisd.org by 12:00 PM the day of the meeting. Written statements will be shared with the Board of Trustees prior to the meeting and will not be read aloud during the Board meeting.
2. Board members may not engage in a verbal exchange about a subject that has not been posted. The Board may reply with the following: (1) a statement of specific factual information given in response to the inquiry; (2) recitation of existing policy in response to the inquiry; or (3) by directing the person to visit with staff about the issue.
3. Participants must specify the agenda item(s) or topic(s) of their comment(s).
4. Participants addressing items on the agenda and topics not specifically listed on the agenda will speak during the public comment portion of the meeting.
5. No presentation shall exceed three (3) minutes unless the speaker receives prior approval for additional time because of the use of a translator. When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the time allotted for each speaker will be two (2) minutes when the number of speakers exceeds twenty (20) persons. The allotted time will begin counting down as soon as the speaker begins speaking. Additional adjustments to the allotted time may be needed, but the time allotted per speaker will never be less than one (1) minute.
6. Participants who require the assistance of a translator are permitted double the allotted time of participants who do not require the assistance of a translator.
7. Participants may not relinquish their time to another speaker.

- 8. Participants and members of the audience are allowed to bring signs during the meeting, but such signs shall be limited to a standard poster board size no larger than 22"x28". Individual signs that when put together form a larger sign need to comply with the 22"x28" size requirement as measured when the signs are put together.
- 9. Speakers should practice normal rules of decorum. Vulgar language and profanity will not be tolerated.
- 10. The Board shall not tolerate disruption of the meeting by members of the audience to include verbal, audio or physical disruptions. 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. *See Board Policy [BED\(LOCAL\)](#).*
- 11. Any employee, parent, or other member of the public is asked to comply with the appropriate grievance policy to have a complaint heard pursuant to the applicable Board policy. *See Board Policies [DGBA](#), [FNG](#), and [GF](#).*

Public Comment specific to items on the agenda will occur before consideration of any item and before closed session. Individuals are permitted to address the Board on any topic provided the procedures listed above are followed.

Addressing the Board at a Board Workshop, Special Meeting and Public Hearing

The same guidelines provided above for addressing the Board at a Regular Meeting are to be followed. The only exception is at Board Workshops, Special Meetings, and Public Hearings, public comment shall be limited to items on the agenda posted with notice of the meeting.

During All Meetings of the Board, the Board President will ensure that the following guidelines are followed:

- Requests to address the Board will be accepted on a first come, first served basis.
- Speakers are not allowed to identify students (other than parents who identify their own children), District personnel, or District volunteers by name.

Agenda Creation and Agenda Items

How are the agendas created? [Policy [BE\(LOCAL\)](#)]

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. The deadline for submitting items for inclusion on the agenda is the ~~tenth~~ working day before regular meetings and noon on the third working day before special meetings. Members of the Board shall be given notice of regular and special meetings at least 72 hours prior to the scheduled time of the meeting and at least one hour prior to the time of an emergency meeting.

~~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. The Board President shall not have authority to remove from the agenda a subject requested by Board members through the process outlined below without those Board members' specific authorization.~~

Deleted: fifth

Deleted: 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.

Deleted: 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.

Deleted: a

Deleted: at

Deleted: '

Board Member Addition of Agenda Items

If three board members make a written request to the Superintendent's office to add a particular item to an upcoming agenda, the President will ensure that it is added to an agenda within the next 30 calendar days. Only the members who added the agenda item may remove it with unanimous agreement.

Formatted: Font: Bold

Formatted: Font: Bold

Agenda Inquiry and Response Process

Board Materials Release Timeline and Trustee Questions.

The Superintendent shall ensure that all trustees receive the agenda and all supporting documentation at least ten days in advance of the scheduled meeting. Trustees are expected to review the material sent and compile all questions to send to administration by the fifth calendar day before the meeting. The Superintendent and team will compile responses to Board member questions and provide those answers to all trustees at least two days before the scheduled meeting. All inquiring and responses will be visible in the posted agenda.

Formatted: Font: Not Bold

Board-Adopted Strategic Framework

What guides decisions made by the Board of Trustees? [Policy [AE\(LOCAL\)](#)]

The Board of Trustees has adopted a strong strategic framework to guide all decision-making. Board members will honor the Mission, Vision, and Core Beliefs while meeting District goals through scalable systems that operate with effective change management and system development with a commitment to continuous improvement.

Deleted: How do Board members receive additional information or clarification about agenda items?¶
Board members can access Board Books, where all agenda items and supporting materials are uploaded, at any time. Prior to the posting of the agenda, Trustees will have a four-day period to submit questions and receive responses from Senior Staff. All inquiries and responses will be visible in the posted agenda. ¶

Core Beliefs

We Believe...

- Equal access and opportunity to learn is the right of every student;
- School curricula and instruction must be rigorous, relevant, engaging, and provide students with multiple options and opportunities for the future;
- The ultimate measure of what is taught is what is learned;
- Teachers are our most valuable resource, and the focus of all our efforts is to support teaching and learning;
- Public education requires the active participation of parents and the community to obtain and maintain excellence;
- The FWISD community acknowledges, respects, and appreciates diversity;
- Safe and orderly community and school environments are essential to student health, wellness and academic success; and
- The adequate and equitable provision and distribution of resources, a strong infrastructure that is both effective and efficient, and a system of accountability are essential to ensuring a high-performing educational system.

Mission

Preparing all students for success in college, career, and community leadership.

Vision

Igniting in every child a passion for learning.

District Goals [\[AE\(EXHIBIT\)\]](#) **[Insert Once Finalized]**

The Superintendent shall interpret and implement the Board's student outcome goals and, in consultation with the Board, shall select goal progress measures (GPMs) for each student outcome goal. For any school year during which the Board's student outcome goals are not met, the Superintendent shall make reasonable progress toward meeting the student outcome goals.

Board's Constraints for the Superintendent **[Insert Once Finalized]**

In attaining the Board's student outcome goals, the Superintendent shall not:

The school system shall pursue a "System of Great Schools" theory of action in which the central administration devolves autonomy to schools, empowers parents to make choices, creates performance contracts with campuses, annually evaluates performance of and demand for schools, and makes strategic decisions regarding growing access to high-performing schools and addressing low performers. Campus performance contracts shall require each campus to accomplish the Board's student outcome goals while operating within the Board's other constraints.

The Superintendent shall interpret the Superintendent's constraints and, in consultation with the Board, shall select constraint progress measures (CPMs) for each constraint.

Board Constraints for the Board

The Board shall operate within the Board's role, as defined above, and the Board's operating procedures. The Board, either collectively or through the actions of individual Board members, shall not:

1. Spend less than 50% of time during Board authorized public meetings focused on student outcomes;
2. Give or appear to give operational advice or instructions to District staff; or
3. Behave in a manner that erodes trust and respect among the team of 10.

Board Self-Evaluation

The Board shall conduct formative self-evaluations at least quarterly and, within 45 days prior to conducting the annual evaluation of the Superintendent, shall conduct an annual summative self-evaluation. These evaluations should take place in January, April, July and October. The Board shall self-evaluate using the Quarterly Progress Tracker tool provided by Lone Star Governance.

Superintendent's Evaluation

The Board shall annually evaluate the Superintendent based on the school system's achievement of the Board's student outcome goals and compliance with the Superintendent's constraints. Accomplishment of at least 80 percent of the annual targets for either the student outcome goals (GPM) or of the adopted progress measures (CPM) shall be an automatic indicator of success; below that threshold, the Board's judgment shall be the indicator of success.

Deleted: Goal 1: Early Literacy: Increase the percentage of grade 3 students who score at "meets grade level" or higher on STAAR Reading from 34 percent to 47 percent by 2024.¶
 Goal 2: Early Math: Increase the percentage of grade 3 students who score at "meets grade level" or higher on STAAR Mathematics from 34 percent to 45 percent by 2024.¶
 Goal 3: College and Career Readiness: Increase the percentage of students graduating with a CCMR indicator from 43 percent to 48 percent by 2024.¶

Deleted: <#>Allow teachers to go without a districtwide evidence-based academic and behavioral intervention and support system. ¶
 <#>Allow annual student attendance in Fort Worth ISD to decline below 92.43%. ¶
 <#>Campuses to go without implementing Professional Learning Communities (PLCs) with fidelity at all campuses. ¶

Board Monitoring Calendar [Insert New Calendar once completed](#)

Board Meetings and Board Member Conduct

How are board meetings conducted and what is expected of Board members as they conduct business? [Policy [BE\(LOCAL\)](#)]

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.

Board members are expected to conduct themselves professionally and ethically during all meetings and public forums. While differences of opinion, if respectfully presented, are encouraged and will not be construed as unprofessional or unethical behavior, unprofessional and uncivil behavior will not be considered germane to any motion and will not be tolerated.

Consent Agenda: All action items, if added within the normal window, will begin being placed on the Consent Agenda. These typically include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion. Any items added after the ten-day timeline shall be placed on the agenda as a separate Action item and will not be added to the Consent Agenda.

Removing Items from Consent Agenda: Items shall be removed from the Consent Agenda and placed as a separate Action Item for discussion and action by written request of three trustees, submitted to the Board Office by 5pm the night before the meeting. Items removed in this way will be moved to a separate Action item and be eligible for public deliberation and vote separate from the Consent Agenda. Any single trustee may request an item be removed from the Consent Agenda for the sole purpose of voting against or abstaining from the item by providing a written request to the Board Office by 5pm the night before the meeting. Items removed from the Consent Agenda in this way will not be eligible for deliberation.

Deliberating Motions: The board president will ensure that deliberation is germane to the motion under consideration. Each board member shall be allocated ten minutes of discussion time during each agenda item. The board shall have up to two rounds of discussion per agenda item. The board president will not recognize a member who wishes to be heard for a second time on a motion until all other board members have had an opportunity to speak to the motion.

Voting: Voting shall be by voice vote, a show of hands, or by electronic tally, 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.

Executive Session: The board may only deliberate matters in closed session as permitted by the Open Meetings Act. A vote on a matter deliberated in closed session must be made in open session. Information and opinions shared during closed session must remain confidential. All personnel matters must be conducted in closed session unless specifically required by the Open Meetings Act, and any information that is subject to the attorney-client privilege must be kept confidential.

Formatted: Font: Bold

Deleted: 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

Deleted: For each item listed as part of a consent agenda, the Board shall be furnished with background material.

Deleted: , 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.

Formatted: Font: Bold

Formatted: Font: Bold

Deleted: Deliberation should continue until such time that all board members have had adequate opportunity to deliberate and ask clarifying questions.

Formatted: Font: Bold

Formatted: Font: Bold

Board Officers and Members Authority

What authority do Board officers and members have? [Policies [BDAA\(LOCAL\)](#) and [BBE\(LOCAL\)](#)]

The President shall:

- Preside at all Board meetings unless unable to attend.
- Appoint or provide for the election of all committees and appoint chairpersons unless otherwise directed by the Board.
- Call special meetings of the Board.
- Have the right to discuss, make motions and resolutions, and vote on all matters coming before the Board.
- Sign all legal documents, warrants, vouchers, and reports, as required by statute, state or federal regulations, or Board policy.
- Decide all questions of order in accordance with Robert's Rules of Order, Newly Revised, as modified by Board policy.
- Perform all customary duties of the office and other duties as may be required by law or the Board.
- In the event of the absence or incapacity of the Board Secretary, the Board President shall appoint a Secretary Pro Tempore.

The First Vice President shall:

- Act in the capacity and perform the duties of the Board President in the event of the absence or incapacity of the President.
- Become President only upon being elected to the position.
- Perform other duties as prescribed by the Board.

The Second Vice President shall:

- Act in the capacity and perform the duties of the Board President in the event of the absence or incapacity of the President and the First Vice President.
- Perform other duties as prescribed by the Board.

The Secretary shall:

- Act in the capacity and perform the duties of the presiding officer in the absence of the President and the First and Second Vice Presidents of the Board.
- Countersign all warrants for school money drawn upon the depository by order of the Board.
- Attest to the signature of the President on all contracts and legal documents.
- Perform other functions as may be required by applicable statutes and Board policies.

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 [BBE\(LOCAL\)](#)] A Board member may not exert pressure of any kind on the Superintendent or staff members to bring about the election, promotion, or dismissal of any District employee. If a Board member does attempt to exert pressure, the Superintendent is instructed and obligated to bring the matter to the attention of the Board.

Board Officer Elections

How do board officer elections work? [Policy [BDAA\(LOCAL\)](#)]

At the first regular meeting following each May election, including the time it takes for a runoff election, if necessary, the Board shall elect a President, a First Vice President, a Second Vice President, and a Secretary from within Board membership. Officers shall be elected by majority vote of the members present and voting.

The Superintendent shall serve as chair and shall preside over the meeting during the election of officers until such time as the President is elected.

Board officers may serve for a term of one year or until a successor is elected. Officers may succeed themselves in office. For continuity, officers are encouraged to seek an additional term after their first term, but limit election as Board President to two consecutive years. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.

Standards of Behavior

What are the expectations of board members' standards of behavior? [Policy [BBFA\(LOCAL\)](#)]

- Board members will commit to upholding the Board of Trustees' Code of Ethics. [Policy [BBF\(LOCAL\)](#)]
- Each Board member shall provide to the District in a timely manner information necessary for the District's annual financial management report.
- A Board member shall not use coercive means or promise special treatment in order to influence Board or District decisions, nor use his or her position to seek personal advantage.
- At each regularly scheduled Board meeting, the Board President shall make a statement to remind Board members of the legal conflict of interest requirements, shall request disclosure for any matter under consideration on the agenda for that meeting, and, if required by law, Board members shall then recuse themselves from all discussion and shall abstain from voting on any matter pertaining to such a disclosure.

Communications

What is the protocol for how the Board should communicate? [Policy [BBE\(LOCAL\)](#)]

- The superintendent will update the board members on board-related matters.
- 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.
- 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.
- Certain information disclosed to board members is confidential by law and may not be disclosed to third parties. Board members must not disclose information that is subject to the attorney-client privilege. Board members also should not disclose any information to which they have access by

virtue of their position as board members that has not been made public, if, to do so, would compromise the board or the administration in the conduct of their affairs.

- In the event a board member communicates with the public either electronically or in writing regarding a matter of district business, the member is encouraged to remember that the Public Information Act may require disclosure of such communication.
- Board members are encouraged not to respond to anonymous communications.
- Board members who host Internet sites that include, sponsor or permit postings regarding matters relevant to the district or district business, will include a disclaimer in a form approved by the board's attorney, providing that such postings are not made on behalf of the district.

Conflict Resolution

How are conflicts resolved?

Board members are encouraged to express concerns about another member's performance directly with that member.

If a member is unsuccessful in resolving a concern with a fellow board member, he/she should address the matter with the board president. The board president shall discuss the concern with the board members in question and may moderate a discussion between them.

If, in the board president's judgment, resolution of the concern requires discussion amongst a quorum or more of board members, a meeting must be posted and conducted in accordance with the Open Meetings Act.

The president shall remind the board member whose behavior is in question about the adopted Code of Ethics and Board Operating Procedures and discuss how the board member's behavior does not comply. The discussion also will identify more appropriate alternatives to the behavior, or refer the board member to policies or procedures that outline approved ways to deal with any issue that prompted the behavior.

If the concern involves the board president, a board member may discuss his or her concerns with the board vice president. Board members will not take concerns about fellow board members to the superintendent. Board members will not speak about performance concerns regarding individual board members with anyone other than the board and the board's attorney.

Board Member Requests for Information and Communications with Staff

What is the protocol for Board members to request information? [Policy [BBE\(LOCAL\)](#)]

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. 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.

Concerns and Complaints

How should Board members handle concerns or complaints? [Policy [BBE\(LOCAL\)](#)]

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.

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.

Media Inquiries

How should the Board handle the media? [Policy [GBBA\(LOCAL\)](#)]

The Board President shall be designated as the spokesperson for the Board. News media requests for District information, interviews, comments, or statements shall be directed to the Communications Department. News releases concerning the overall operations of the District, schools, events, initiatives, or activities shall be prepared by the Communications Department. In any situation affecting the District or an individual campus, the Superintendent or designee shall be the official District spokesperson and shall be responsible for all communication with the news media.

Campus Visits

Can Board members visit campuses? [Policy [BBE\(LOCAL\)](#)]

Board members are encouraged to visit campuses as time allows but also recognize that their presence can cause significant disruption. In order to minimize disruption, Board Members wishing to visit campuses in their official capacity, should let the Superintendent's office know at least 24 hours in advance. The Board Member will receive a response that confirms whether or not the campus will be available for a visit. A Board Member visit may be declined if the Superintendent deems it will interfere with the delivery of instruction. 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. A board member shall be escorted by a campus administrator at all times. Board members shall not give directives or feedback to school staff at any point. Any concerns should be directed only to the Superintendent.

If a Board Member is visiting a campus in their unofficial capacity as a parent or a grandparent, then they should follow all regular protocols and refrain from using their district credentials.

Travel

Are Board members required to travel and who pays when they do? [Policy [BBG\(LOCAL\)](#)]

A travel budget for the Board shall be established as part of the annual budget planning process and shall be budgeted in the general fund. Trustees shall be allocated a budget for travel, professional development training, and reasonable expenses associated with attending functions of District-related organizations. Total expenses incurred shall not exceed the budgeted amount for such expenses as adopted by the Board for the fiscal year. Education-related meetings, functions, and activities of, or sponsored by, the following entities are approved for travel at the expense of the District.

Other travel may be approved by the Board President. The Vice President shall be responsible for approving other travel requested by the President. The Board shall have final responsibility in determining compliance.

Committees

What are the current Board committees and how do they function? [Policy [BDB\(LOCAL\)](#)]

The purpose of Board Committees is to assist the Board in doing Board work, defined as those items that fall within the purview of the school board. Each committee should be given a clear charge or deliverable as well as a deadline to complete its work. The President shall appoint members to special committees created by the Board to fulfill those specific assignments, unless otherwise provided by Board action. The function of committees shall be fact-finding, deliberative, and advisory, but not administrative. Special and standing committees shall report their findings to the Board and shall be dissolved upon completion of the assigned task or vote of the Board. All committees shall automatically be dissolved upon completion of their assigned tasks or at the end of each school year, unless otherwise required by law or outlined in BDB (Local) policy.

Deleted: These committees may include District personnel and citizens.

Board Development

What training will Board members receive? [Policies [BBD\(LEGAL\)](#) and [BBD\(LOCAL\)](#), and [BBD\(EXHIBIT\)](#)]

Board members will fulfill the training requirements specified in Board Policies BBD(LEGAL) and BBD(LOCAL). The Board President shall announce the status of each Board member's continuing education credit. The announcement shall be made annually at the last regular Board meeting before the District's uniform election date, whether or not an election is held. The announcement shall be reflected in the meeting minutes and, when necessary, posted on the District's website in accordance with law.

Deleted: Board Committees can be located on the [FWISD Board webpage](#).¹

TRAINING REQUIREMENTS FOR SCHOOL BOARD MEMBERS

Length of Service	Local District Orientation	Intro to TEC	Open Government ³	Cybersecurity	Post-Legislative Update to TEC	Child Abuse Prevention	Evaluating and Improving Student Outcomes (formerly SB 1566)	Team Building	Additional Continuing Education (based on assessed needs)
New Trustees (First Year) ~25 hrs	Local Orientation ² (within 120 days) 3 hrs	(within 120 days) 3 hrs	OMA ³ (within 90 days) 1-2 hrs PIA 1-2 hrs	~1 hr each year	N/A because update is incorporated into Intro to TEC	1 hr every two years	(within 120 days) 3 hrs ² every two years	3 hrs ² each year with all trustees and superintendent	10 hrs first year
Experienced Trustees (After First Year) 9-16 hrs ¹	Can attend, but not required				Sufficient length ~1-2 hrs after each legislative session				5 hrs each year
Providers	School District	ESC	TASB or other registered provider	See Department of Information Resources website	TASB or other registered provider	TASB or other registered provider	TASB or other authorized provider	TASB or other registered provider	TASB or other registered provider

Training Requirements Notes:

¹Required hours after the first year will vary depending on how the Post-Legislative Update, Child Abuse, and Student Achievement and Accountability hours fall for an individual trustee.

²Trustees may receive any training online **except** Local Orientation for new board members, Team Building, and Evaluating and Improving Student Outcomes.

³OMA and PIA training is required (outside of SBOE rule) of all elected officials within 90 days of election or appointment. PIA training may be delegated by district policy.

OMA: Open Meetings Act
 TEC: Texas Education Code
 PIA: Public Information Act
 SBOE: State Board of Education

Board members should be familiar with district policies, especially their duties as defined in policy [BAA\(LEGAL\)](#) and will annually review its Board Operating Procedures and Board Ethics Policy [BBF\(LOCAL\)](#).

Annually, the Board will conduct a self-evaluation using the Lone Star Governance Implementation Integrity Instrument [Policy [BG\(LEGAL\)](#)].

What is Lone Star Governance?

Lone Star Governance (LSG) is an optional, first-of-its-kind training initiative.

Founded on research, LSG is a continuous-improvement model for governing teams—boards in collaboration with their superintendents—who choose to focus intensely on only one primary objective: improving student outcomes.

The purpose of Lone Star Governance is to provide coaching and support, through a continuous-improvement framework, for school governing teams that choose and commit to intensively focus on the objective to improve student outcomes. Lone Star Governance accomplishes this intense focus through tailored coaching aligned to the five pillars of the Texas Framework for School Board Development: Vision, Accountability, Structure, Advocacy, and Unity. In addition to the primary focus on improving student outcomes, Lone Star Governance provides systems for governing legal and fiscal responsibilities.

Advocacy

Is advocacy part of our job? [\[BBD\(EXHIBIT\)\]](#)

The Board promotes the vision and engages the community in developing and fulfilling the vision. The Board advocates on behalf of Texas public school children.

The board:

- Demonstrates its commitment to, and advocates on behalf of, the shared vision and goals by clearly communicating them to the superintendent, staff, and community.
- Regularly reports district progress to families and the community
- Ensures multiple forms of two-way communication will be used to engage, empower, and connect students, families, staff, media, and community with the District.
- Builds collaborative relationships and partnerships with families and community, business, nonprofit, higher-education, education support organizations, and governmental leaders to influence and expand educational opportunities and meet the needs of students.
- Recognizes the respective roles of and provides input and feedback to the legislature, State Board of Education, and the Texas Education Agency to ensure maximum effectiveness and benefit to Texas schoolchildren.
- Promotes school board service by educating the community about the role of a school board and encouraging leadership opportunities within the community.

Board Evaluation of the Board

Who evaluates the Board?

The Board utilizes the Lone Star Governance self-evaluation tool to provide a continuous improvement model, in collaboration with the Superintendent, to focus intensively on one primary objective: Improving Student Outcomes. Lone Star Governance accomplishes this intense focus through the execution of five points of the Texas Framework for School Board Development: Vision, Accountability, Structure, Unity, and Advocacy.

Superintendent’s Evaluation and Contract

How does the Board evaluate the Superintendent? [Policies [BJCD\(LOCAL\)](#)] and [BJC\(LEGAL\)](#)]

Superintendent’s Evaluation

- The Board shall annually evaluate the Superintendent based on the school system’s achievement of the Board’s student outcome goals and compliance with the Superintendent’s constraints. Accomplishment of at least 80 percent of the annual targets for either the student outcome goals (GPM) or of the adopted progress measures (CPM) shall be an automatic indicator of success; below that threshold, the Board’s judgment shall be the indicator of success.
- The Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals. The Board shall furnish the Superintendent with a copy of the completed evaluation and shall discuss its conclusions with the Superintendent in a closed meeting, unless the Superintendent requests that the discussion be open. The Board may at any time conduct and communicate oral evaluations to augment its written evaluations.

Superintendent’s Contract

- A board may employ by contract a superintendent for a term not to exceed five years.

Single-Member District Maps

Access single-member District maps [here](#).

Disclaimer: The purpose of the Board Operating Procedures Manual is to provide Board Members with information about their roles and responsibilities and to highlight Board policies that relate to the functioning of the Board. This manual will be reviewed and updated annually. If any conflict exists between the Board Operating Procedures and current Board Policy as provided by Board action or the [Online Board Policy Manual](#), Board Policy prevails.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE 2025–26 TARGETED IMPROVEMENT PLANS AND TURNAROUND PLANS

EXECUTIVE SUMMARY:

Targeted Improvement Plans (TIPs) and Turnaround Plans (TAPs) are required by the Texas Education Agency (TEA) for campuses identified for School Improvement under either the Federal and/or State accountability systems. Federal Accountability requires TIPs to be developed for campuses identified as Comprehensive Support and Improvement (CSI) under ESSA and TEC §39A.055. TAPs are required for campuses that have failed to exit CSI status for two or more consecutive years, per TEC §39A.057. Under State Accountability rules TIPs must be developed for campuses in their first year of Unacceptable status. TAPs must be written for any campus that has reached a second year of Unacceptable multi-year status. TEA also requires that the campuses receiving LASO Grant or ESF Focus Support Grant funds complete and implement a TIP plan if not already required to by either accountability system. Both TIPs and TAPs must be presented in a public meeting and approved by the Board of Trustees prior to submission to TEA. Plans were developed with stakeholder input and align with the District's Strategic Plan to improve student outcomes at each of these campuses.

The following campuses are submitting TIPs and/or TAPs for the 2025–2026 school year. [Links to each plan](#) will be available on the District's intranet.

TIP:

Amon Carter-Riverside HS
Arlington Heights HS
Dunbar HS
North Side HS
O.D. Wyatt HS
Polytechnic HS
South Hills HS
Southwest HS
Western Hills HS
J.P. Elder MS
Jean McClung MS
Bill J. Elliott ES
Diamond Hill ES
Hazel Harvey Peace ES
Hubbard Heights ES
J.T. Stevens ES
M.L. Phillips ES
R.J. Wilson ES
Sam Rosen ES
W.J. Turner ES

TAP:

Daggett MS
Meadowbrook MS
Monnig MS
Riverside MS
Wedgwood MS
Clifford Davis ES
Eastern Hills ES
Edward J. Briscoe ES
Rufino Mendoza ES
T.A. Sims ES
W.M. Green ES
West Handley ES
Boulevard Heights
Int'L Newcomer Acad

RECOMMENDATION:

Approve 2025–2026 Targeted Improvement Plans and Turnaround Plans

STRATEGIC PRIORITY:

1 - Student Academic Excellence

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Campuses identified by TEA for School Improvement under Federal and State accountability

INFORMATION SOURCE:

Nancy Sticksel, Associate Superintendent of Transformation, Innovation, and Accountability

**ACTION AGENDA ITEM
BOARD MEETING
November 18, 2025**

TOPIC: APPROVE THE RATIFICATION OF A PURCHASE OF ADDITIONAL MATH INSTRUCTIONAL MATERIALS AND TEACHER EDITION MATERIALS

EXECUTIVE SUMMARY:

On May 20, 2025, The Fort Worth Independent School District School Board approved the adoption and subsequent purchase of math instructional materials for the 2025-2026 school year. The District purchased these Texas-developed high-quality instructional materials (HQIM) for math for grades K - 8 and Algebra I. Additional materials for grades K-5 math in English and Spanish were purchased beyond what the Board approved to help meet student and campus needs. In addition to student materials, we also ordered Spanish Teacher Edition materials to help support campuses in their delivery of Spanish math instruction.

RECOMMENDATION:

Approve the Ratification of a Purchase of Additional Math Instructional Materials

STRATEGIC PRIORITY:

1 - Student Academic Excellence

FUNDING SOURCE:

Instructional Materials and Technology Allotment Fund

Additional Details

410-11-6321-200

COST:

\$1,972,640.94	Previously Approved Amount
<u>\$ 23,569.23</u>	Additional Amount
\$1,996,210.17	Total Cost

PURCHASING MECHANISM:

Sole Source
State Board of Education

PROVIDER(S)/VENDOR(S):

Great Minds

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Elementary Campuses

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction



every child
is capable of
greatness

Great Minds Quote

Date: October 29, 2025
 Expiration Date: January 21, 2026
 Prepared By: Cory Puskala
 Email: cory.puskala@greatminds.org

Quote Number: 00501474
 Contact Name: Kimberly Axtell
 Phone: (817) 814-2000
 Email: kimberly.axtell@fwisd.org

Bill to Name: AP Fort Worth ISD
 Bill To: 7060 Camp Bowie Boulevard
 Fort Worth, TX 76116

Ship to Name: Kimberly Axtell
 Ship To: 4200 Lubbock Avenue
 Fort Worth, TX 76115

End User: Fort Worth Independent School District

Make Payment to:
 Great Minds PBC Tax ID: 84-3785772
Mail payment to:
 Great Minds PBC
 P.O. Box 200283
 Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH details are available by visiting this link: <https://digitalsupport.greatminds.org/s/ach-instructions>

Eureka Math - Print	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 1 Teacher Edition	9798894648675	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 2 Teacher Edition	9798894648712	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 3 Teacher Edition	9798894648316	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 4 Teacher Edition	9798894648750	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 5 Teacher Edition	9798894648996	70.00	\$18.34	10.00%	\$1,155.42

Eureka Math - Print	ISBN	Quantity	List Price	Discounts	Total Price
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade K Module 6 Teacher Edition	9798894649030	70.00	\$18.34	10.00%	\$1,155.42
Grade 1					
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 1 Teacher Edition	9798894649078	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 2 Teacher Edition	9798894648798	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 3 Teacher Edition	9798894648361	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 4 Teacher Edition	9798894649115	70.00	\$18.33	10.00%	\$1,154.79
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 5 Teacher Edition	9798894649153	70.00	\$18.34	10.00%	\$1,155.42
Bluebonnet Learning (GM) K-5 Math, Spanish, Grade 1 Module 6 Teacher Edition	9798894649191	70.00	\$18.34	10.00%	\$1,155.42

Print \$15,400.00

Solution Subtotal	\$15,400.00
Discount	(\$1,540.00)
Shipping and Handling	\$1,463.00
*Pre-Tax Solution Total	\$15,323.00
Estimated Sales Tax	\$0.00
Estimated S&H Tax	\$0.00
Total Solution:	\$15,323.00

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

**The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.*



every child
is capable of
greatness

Great Minds Quote

Date: October 29, 2025
 Expiration Date: January 14, 2026
 Prepared By: Cory Puskala
 Email: cory.puskala@greatminds.org

Quote Number: 00500232
 Contact Name: Kimberly Axtell
 Phone: (817) 814-2000
 Email: kimberly.axtell@fwisd.org

Bill to Name: AP Fort Worth ISD
 Bill To: 7060 Camp Bowie Boulevard
 Fort Worth, TX 76116

Ship to Name: Kimberly Axtell
 Ship To: 4200 Lubbock Ave
 Fort Worth, TX 76115

End User: Fort Worth Independent School District

Make Payment to:
 Great Minds PBC Tax ID: 84-3785772
Mail payment to:
 Great Minds PBC
 P.O. Box 200283
 Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH details are available by visiting this link: <https://digitalsupport.greatminds.org/s/ach-instructions>

Eureka Math - Print	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Bluebonnet Learning (GM) K-5 Math, Grade K Module 3 Teacher Edition	9798890721082	10.00	\$12.38	0.00%	\$123.80
Bluebonnet Learning (GM) K-5 Math, Grade K Module 3 Learn SE (1 Year Consumable)	9798890721099	100.00	\$1.45	0.00%	\$145.00
Bluebonnet Learning (GM) K-5 Math, Grade K Module 3 Practice SE (1 Year Consumable)	9798890721105	300.00	\$1.44	0.00%	\$432.00
Bluebonnet Learning (GM) K-5 Math, Grade K Module 3 Succeed SE (1 Year Consumable)	9798890721112	200.00	\$1.45	0.00%	\$290.00

Eureka Math - Print	ISBN	Quantity	List Price	Discounts	Total Price
Bluebonnet Learning (GM) K–5 Math, Grade K Module 4 Practice SE (1 Year Consumable)	9798890721143	200.00	\$1.44	0.00%	\$288.00
Bluebonnet Learning (GM) K–5 Math, Grade K Module 4 Succeed SE (1 Year Consumable)	9798890721150	100.00	\$1.45	0.00%	\$145.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade K Module 3 Learn SE (1 Year Consumable)	9798894648293	100.00	\$1.45	0.00%	\$145.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade K Module 4 Learn SE (1 Year Consumable)	9798894648736	100.00	\$1.45	0.00%	\$145.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade K Module 4 Practice SE (1 Year Consumable)	9798894648729	100.00	\$1.44	0.00%	\$144.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade K Module 4 Succeed SE (1 Year Consumable)	9798894648743	100.00	\$1.45	0.00%	\$145.00
Grade 1					
Bluebonnet Learning (GM) K–5 Math, Grade 1 Module 3 Practice SE (1 Year Consumable)	9798890721358	10.00	\$1.50	0.00%	\$15.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade 1 Module 3 Learn SE (1 Year Consumable)	9798894648347	300.00	\$1.50	0.00%	\$450.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade 1 Module 3 Practice SE (1 Year Consumable)	9798894648330	100.00	\$1.50	0.00%	\$150.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade 1 Module 4 Practice SE (1 Year Consumable)	9798894649085	100.00	\$1.50	0.00%	\$150.00
Bluebonnet Learning (GM) K–5 Math, Spanish, Grade 1 Module 4 Succeed SE (1 Year Consumable)	9798894649108	100.00	\$1.50	0.00%	\$150.00
Grade 2					
Bluebonnet Learning (GM) K–5 Math, Grade 2 Module 4 Teacher Edition	9798890721624	20.00	\$9.90	0.00%	\$198.00
Bluebonnet Learning (GM) K–5 Math, Grade 2 Module 4	9798890721631	600.00	\$1.34	0.00%	\$804.00

Eureka Math - Print	ISBN	Quantity	List Price	Discounts	Total Price
Learn SE (1 Year Consumable)					
Bluebonnet Learning (GM) K-5 Math, Grade 2 Module 4 Succeed SE (1 Year Consumable)	9798890721655	300.00	\$1.33	0.00%	\$399.00
Grade 4					
Bluebonnet Learning (GM) K-5 Math, Grade 4 Module 3 Teacher Edition	9798890722201	20.00	\$11.00	0.00%	\$220.00
Bluebonnet Learning (GM) K-5 Math, Grade 4 Module 4 Teacher Edition	9798890722249	50.00	\$11.00	0.00%	\$550.00
Bluebonnet Learning (GM) K-5 Math, Grade 4 Module 4 Learn SE (1 Year Consumable)	9798890722256	300.00	\$1.45	0.00%	\$435.00
Bluebonnet Learning (GM) K-5 Math, Grade 4 Module 4 Succeed SE (1 Year Consumable)	9798890722270	100.00	\$1.45	0.00%	\$145.00
Grade 5					
Bluebonnet Learning (GM) K-5 Math, Grade 5 Module 3 Teacher Edition	9798890722492	50.00	\$12.38	0.00%	\$619.00
Bluebonnet Learning (GM) K-5 Math, Grade 5 Module 4 Teacher Edition	9798890722539	50.00	\$12.38	0.00%	\$619.00
Bluebonnet Learning (GM) K-5 Math, Grade 5 Module 4 Learn SE (1 Year Consumable)	9798890722546	300.00	\$1.56	0.00%	\$468.00
Bluebonnet Learning (GM) K-5 Math, Grade 5 Module 4 Succeed SE (1 Year Consumable)	9798890722560	100.00	\$1.56	0.00%	\$156.00

Print \$7,530.80

Solution Subtotal	\$7,530.80
Discount	(\$0.00)
Shipping and Handling	\$715.43
*Pre-Tax Solution Total	\$8,246.23
Estimated Sales Tax	\$0.00
Estimated S&H Tax	\$0.00
Total Solution:	\$8,246.23

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

**The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.*

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE INCREASE TO PREVIOUSLY APPROVED ARCHITECTURAL SERVICES, ENGINEERING SERVICES, AND PROFESSIONAL SERVICES AMOUNT FOR MEADOWBROOK MIDDLE SCHOOL IN CONJUNCTION WITH THE 2021 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On December 14, 2021, the Board of Education approved the qualification of firms and authorized the Capital Improvement Program staff to negotiate and award contracts for Architectural, Engineering, and Professional Services for the 2021 Capital Improvement Program. On September 27, 2022, the Board of Education approved ratification of the contracts for Architectural and Engineering Professional Services for the 2021 Capital Improvement Program and projects funded as a result of the 2021 Bond Election.

On July 22, 2025, the Board of Education approved authorization to negotiate with a General Contractor for Construction Services for Meadowbrook Middle School in conjunction with the 2021 Capital Improvement Program. As a result of the construction contract amount, the Architect contract must be amended, and the Architect not-to-exceed amount must be adjusted.

Campus	Current NTE	New NTE
Meadowbrook Middle School	\$2,851,506.75	\$3,564,383.00

RECOMMENDATION:

Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amounts for Meadowbrook Middle School in Conjunction with the 2021 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Not to Exceed \$3,564,383.00

FORT WORTH INDEPENDENT SCHOOL DISTRICT

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 22-041

PROVIDER(S)/VENDOR(S):

Pfluger Architects, Inc.

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #052 Meadowbrook Middle School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE INCREASE TO PREVIOUSLY APPROVED ARCHITECTURAL SERVICES, ENGINEERING SERVICES, AND PROFESSIONAL SERVICES AMOUNT FOR JEAN MCCLUNG MIDDLE SCHOOL IN CONJUNCTION WITH THE 2021 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On December 14, 2021, the Board of Education approved the qualification of firms and authorized the Capital Improvement Program staff to negotiate and award contracts for Architectural, Engineering, and Professional Services for the 2021 Capital Improvement Program. On September 27, 2022, the Board of Education approved ratification of the contracts for Architectural and Engineering Professional Services for the 2021 Capital Improvement Program and projects funded as a result of the 2021 Bond Election.

On April 22, 2025, the Board of Education approved authorization to negotiate with a Construction Manager at Risk for a GMP Amendment(s) for Construction Services for Jean McClung Middle School in conjunction with the 2021 Capital Improvement Program. As a result of the construction contract amount, the Architect contract must be amended, and the Architect not-to-exceed amount must be adjusted.

Campus	Current NTE	New NTE
McClung Middle School	\$1,748,992.99	\$2,186,241.00

RECOMMENDATION:

Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amounts for Jean McClung Middle School in Conjunction with the 2021 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Not to Exceed \$2,186,241.00

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 22-041

PROVIDER(S)/VENDOR(S):

Harrison Kornberg Architects

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #070 Jean McClung Middle School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE INCREASE TO PREVIOUSLY APPROVED ARCHITECTURAL SERVICES, ENGINEERING SERVICES, AND PROFESSIONAL SERVICES AMOUNT FOR DAGGETT MONTESSORI SCHOOL IN CONJUNCTION WITH THE 2021 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On December 14, 2021, the Board of Education approved the qualification of firms and authorized the Capital Improvement Program staff to negotiate and award contracts for Architectural, Engineering, and Professional Services for the 2021 Capital Improvement Program. On September 27, 2022, the Board of Education approved ratification of the contracts for Architectural and Engineering Profession Services for the 2021 Capital Improvement Program and projects funded as a result of the 2021 Bond Election.

On May 28, 2024, the Board of Education approved authorization to negotiate with a Construction Manager at Risk for a GMP Amendment(s) for Construction Services for Daggett Montessori School in conjunction with the 2021 Capital Improvement Program. As a result of the construction contract amount, the Architect contract must be amended, and the Architect not-to-exceed amount must be adjusted.

Campus	Current NTE	New NTE
Daggett Montessori School	\$1,316,874.10	\$1,646,092.00

RECOMMENDATION:

Approve Increase to Previously Approved Architectural Services, Engineering Services, and Professional Services Amounts for Daggett Montessori School in Conjunction with the 2021 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Not to Exceed \$1,646,092.00

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 22-041

PROVIDER(S)/VENDOR(S):

DLR Group, Inc. of Texas

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #194 Daggett Montessori School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

November 18, 2025

TOPIC: APPROVE CONTINUATION OF FUEL SUPPLY AND STORAGE MANAGEMENT SERVICES AGREEMENT

EXECUTIVE SUMMARY:

The District utilizes a fuel supply and storage management service to effectively support its fleet of white and yellow vehicles and equipment. The management service provides fuel supply products and performs fuel card (gas card) services. The management service also offers other fuel services through two (2) subcontractors. One subcontractor provides diesel fuel storage tanks, fuel dispensing equipment, related piping, fuel control terminals (card readers), automatic tank gauging equipment, and electrical wiring of the system already installed and currently in use at Clark and Westside bus lots. The second subcontractor provides the same services but only with propane at the Northside bus lot.

Transportation is seeking board approval from January 1, 2026, through December 31, 2026. This agreement includes an option for renewal for an additional year beyond 2025. Should the District choose to pursue it, approval for the renewal will be requested. The request for approval will seek a maximum amount of \$3,500,000 for the designated period of this approval.

RECOMMENDATION:

Approve Continuation of Fuel Supply and Storage Management Services Agreement

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

General Fund (196-199)

COST:

Not To Exceed \$3,500,000

PURCHASING MECHANISM:

Cooperative Agreement
Omnia Contract #R211101

PROVIDER(S)/VENDOR(S):

Corpay, Inc.

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Career and Technical Education
Transportation
Operations
Safety & Security
Adult ED/Special ED/

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations



July 1, 2025

Mr. Edwin Benson

edwin.benson@corpays.com

Director, Strategic Sales

Corpays, Inc. through its subsidiaries Corpays Technologies Operating Company, LLC and Comdata Inc.

3280 Peachtree Road, Suite 2400

Atlanta, GA 30305

Re: Renewal Award of Contract #R211101

Dear Mr. Benson:

Per official action taken by the Board of Directors of Region 4 Education Service Center on June 24, 2025, Region 4 ESC is pleased to announce that Corpays, Inc. through its subsidiaries Corpays Technologies Operating Company, LLC and Comdata Inc. has been awarded an annual contract renewal for the following, based on the sealed proposal submitted to Region 4 on August 24, 2021, and subsequent performance thereafter:

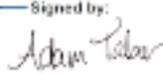
Contract

Fuel Card Services and Related Products

The contract will expire on December 31, 2026, completing the fifth year of a five-year term contract. The contract is available through OMNIA Partners, Public Sector. Your designated OMNIA Partners, Public Sector contact is Christine Dorantes, at (615) 431-8182 or christine.dorantes@omniapartners.com.

The partnership between Corpays, Inc. through its subsidiaries Corpays Technologies Operating Company, LLC and Comdata Inc., Region 4 and OMNIA Partners, Public Sector can be of great help to participating agencies. Please provide copies of this letter to your sales representative(s) to assist in their daily course of business.

Sincerely,

Signed by:


Adam Tabor, MBA, RTSBA
Director, Procurement

DS
