Policy Review 2025-26

D & E Policy Review | Feb. 17, 2026

This Evening's Agenda

- Review A-C Policy Feedback
- D & E Policy Group Discussions

A-C Policy Review Review

- 60 Policies Reviewed Between 4 Groups
- 16 Policies w/ Suggestions or Questions

So, let's take a look…

AE: Educational Philosophy

Vision Statement

“Cultivating Learners. Inspiring Leaders. Building a Community of Excellence.”

Feedback

Could we change “cultivating” to “developing”?

Background

- In 2022-23, Strategic Planning Committee (50-plus) met over several months
- Created new vision, mission, and belief statements
- Based on feedback collected from hundreds of stakeholders
- Approved by Board in July 2023

AE: Educational Philosophy

Suggestion

- Not make changes through Policy Review process
- Provide Board with feedback ahead of any future revisiting of the district's vision statement or other core documents

BBB: Board Members – Elections

Election Date

"General election of Board members shall be on the May uniform election date."

Feedback

- Board has changed May election date has changed to November
- Would it make more sense to have board in place before a new school year begins?

Background

- Board made election date change in November 2025
- Trustees discussed timing of on-boarding new members mid school year

BBB: Board Members – Elections

Suggestion

Revise policy to reflect new November election date:

"General election of Board members shall be on the November uniform election date."

BBE: Board Members – Authority

Visits to District Facilities

"Board members must notify the campus principal, or primary administrator by District email in advance of visits to the campus when the Board member is not attending a scheduled event or attending in his or her role as a parent or guardian."

Feedback

- Confusion over the phrasing "is not attending a scheduled event"
- Question: "Are campus events mandatory for board members?"

BBE: Board Members – Authority

Background

Concerns around board members abusing authority or status to access schools

Suggestion

Revise verbiage for clarity:

"Board members must notify the campus principal or primary administrator by District email in advance of visits to the campus *if the Board member is visiting for a purpose other than a scheduled event or* in his or her role as a parent or guardian."

BDD: Board Internal Organization – Attorney

Feedback

- Add requirement at “Outside Counsel” that expenses for any outside counsel be made public at each subsequent board meeting
- Provides accountability

Considerations

- Reporting logistics
- Information is available as part of financial reporting
- Questions: How should they be reported? All outside counsel spending?

Suggestion

Add verbiage to reflect committee’s preferences

BJCF: Superintendent – Nonrenewal

Reasons

Policy includes list of 27 reasons a superintendent's contract could be non-renewed

Feedback

- At No. 14, change "Disability, not otherwise protected by law, that prevents…" to "Disability, a medically documented condition that, after reasonable accommodation, prevents…"
- At No. 15, change "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 Superintendent's effectiveness in the District."

BJCF: Superintendent – Nonrenewal

Feedback (cont.)

- At No. 17, remove “or maintain good rapport”
- Remove No. 20 – “Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.” (citing vagueness and free speech)
- At No. 27, change “Any reason constituting good cause for terminating the contract during its term” to “Documented, objective performance deficiencies that materially impair execution of essential contractual duties.”

BJCF: Superintendent – Nonrenewal

Background

- Standard, TASB-recommended policy
- Mirrors policy of majority of neighboring districts
- Takes into account Commissioner opinions and general best practices
- Aligns with DFBB (LOCAL)
- TASB update coming soon

Suggestion

- Leave policy as-is
- Provide Board with feedback for future consideration

BQA: Planning and Decision-Making Process – District-Level

Feedback

- At “Meetings,” add “with committee input” after “The chairperson of the committee shall set its agenda…”
- At “Community Members,” change “The committee shall include two community members…” to “The committee shall include *at least* two community members…”
- Clarify what defines “staff development of a Districtwide nature”

Suggestions

- Incorporate recommended revisions

BQB: Planning and Decision-Making Process – Campus-Level

Feedback

At “Meetings,” add reference to making an agenda and minutes available upon request

Suggestion

“All meetings shall be held outside the regular instructional day and shall be advertised in public, *with the meeting agenda and minutes available upon request*.”

BR: Reports

Feedback

- Policy needs more clarification as to the process and hierarchy of authority that can handle these issues
- More information needed about GKA

Background

- Adopted in 2023 to address reports of inappropriate behavior
- Attempt to protect teachers, campus staff

Suggestion

Collect additional committee feedback

CDA: Other Revenues – Investments

Investment Authority

The Superintendent or other person or persons designated by Board resolution shall serve as the investment officer of the District. The Board shall also appoint an investment committee consisting of at least three individuals: the Superintendent, the designated investment officer, and at least one additional person as designated by the Board annually. The investment officer and the investment committee shall recommend appropriate legally authorized and adequately secured investments and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. The investment officer shall be bonded or shall be covered under a fidelity insurance policy. All investment transactions except investment pool funds and mutual funds shall be settled only upon majority consent and shall be settled on a delivery versus payment basis.

CDA: Other Revenues – Investments

Feedback

There needs to be a complete revamp of the investment authority policy with safeguards and provisions that protect the district from potential fraud, nepotism, and neglect.

Suggestion

Collect additional committee feedback

CDC: Other Revenues – Gifts and Solicitations

Feedback

Typo – the word “at” missing in first paragraph

Questions

- Who decides the value of a non-monetary gift?
- Are there restrictions for the safe gift-giver giving multiple smaller amounts to avoid thresholds?
- Is there a more rigorous process of accepting substantial gifts?
- More clarification on the 7th consideration guiding the superintendent on gift acceptance should be provided as any gift that is not intended for the entire district would, by its nature, create inequitable funding.

CDC: Other Revenues – Gifts and Solicitations

Suggestion

- Fix typo
- Gather additional committee feedback

CE: Annual Operating Budget

Budget Meeting

The annual public meeting to discuss proposed budget and tax rate shall be conducted as follows…

2. Prior to the beginning of the meeting, the Board may establish time limits for speakers.

Feedback

Policies restricting time limits for speakers should align with overall KISD policy. The wording on this clause is more non-specific here than in other places.

CE: Annual Operating Budget

Suggestion

"Prior to the beginning of the meeting, the Board may establish time limits for speakers, *in accordance with BED (LOCAL).*"

CKE: Safety Program/Risk Management – Security Personnel

Authority and Duties

"A school resource officer shall not be assigned routine classroom discipline or administrative tasks."

Feedback

- Edit to say, "… shall not be assigned *or respond to* routine classroom discipline issues."
- Consider disability awareness training

Suggestion

Collect more committee feedback

CQ: Technology Resources

Internet Safety

"The Superintendent shall develop and implement an internet safety plan designed to: …

5. Educate students about cyberbullying awareness and response and about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms."

Question

How are students educated about cyberbullying, etc.?

CQ: Technology Resources

Background

- K-5 students receive Netsmartz curriculum lessons through Alliance for Children
    - Topics include: inappropriate content, maintaining personal information, handling unwanted requests, and cyberbullying
- 6-12 students receive lessons through Monique Burr Foundation Teen Safety Matters, facilitated by Alliance for Children
    - Topics include: digital dangers, digital citizenship, cyberbullying, online predators

CQC: Technology Resources: Equipment

Model Health and Safety Guidelines

“The Superintendent shall develop regulations that implement these guidelines.”

Feedback

Link to referenced administrative regulation

Suggestion

- Review Policy-AR Referencing Practice
- Looking into logistical solutions

CVA: Facilities Construction: Competitive Bidding

Bid Process

“Bids received after the specified time shall not be considered.”

Feedback

Add, “… unless a majority of designated district employees deem it appropriate to consider due to extenuating circumstances.”

CVA: Facilities Construction: Competitive Bidding

Background

- Procurement law requires firm deadlines
- Bid periods typically two weeks, well advertised
- Can file addendums to extend deadlines

Suggestion

Maintain policy as-is

CW: Naming Facilities

Facilities Dedication Plaques

“Each new facility shall display a dedication plaque, recognizing those Board members and superintendents, along with the primary architect and the primary contractor, involved in the planning, construction, and authorization of District facilities.”

Feedback

Concerns that plaques aren’t a good use of district funds

CW: Naming Facilities

Background

- Estimated Cost: $2,500-4,000
- Cost built into cost of construction
- Those funds come from I&S fund (not general funds)
- Keller ISD does not currently have plans to open new buildings

Suggestion

- Maintain policy as-is
  OR
- Create “optional” language
  (“Each new facility *may* display a dedication plaque…”)

AE	(LOCAL)	Educational Philosophy
AF	(LOCAL)	Innovation Districts
BBB	(LOCAL)	Board Members: Elections
BBD	(LOCAL)	Board Members: Training And Orientation
BBD	(EXHIBIT)	Board Members: Training And Orientation
BBE	(LOCAL)	Board Members: Authority
BBF	(LOCAL)	Board Members: Ethics
BBFA	(LOCAL)	Ethics: Conflict Of Interest Disclosures
BBG	(LOCAL)	Board Members: Compensation And Expenses
BBI	(LOCAL)	Board Members: Technology Resources And Electronic Communications
BDAA	(LOCAL)	Officers And Officials: Duties And Requirements Of Board Officers
BDAE	(LOCAL)	Officers And Officials: Duties And Requirements Of Depository
BDB	(LOCAL)	Board Internal Organization: Board Committees
BDD	(LOCAL)	Board Internal Organization: Attorney
BDF	(LOCAL)	Board Internal Organization: Advisory Committees
BE	(LOCAL)	Board Meetings
BED	(LOCAL)	Board Meetings: Public Participation
BF	(LOCAL)	Board Policies
BJA	(LOCAL)	Superintendent: Qualifications And Duties
BJCD	(LOCAL)	Superintendent: Evaluation
BJCF	(LOCAL)	Superintendent: Nonrenewal
BP	(LOCAL)	Administrative Regulations
BQ	(LOCAL)	Planning And Decision-Making Process
BQA	(LOCAL)	Planning And Decision-Making Process: District-Level
BQB	(LOCAL)	Planning And Decision-Making Process: Campus-Level
BR	(LOCAL)	Reports
CAA	(LOCAL)	Fiscal Management Goals And Objectives: Financial Ethics
CB	(LOCAL)	State And Federal Revenue Sources
CCGA	(LOCAL)	Ad Valorem Taxes: Exemptions And Payments
CDA	(LOCAL)	Other Revenues: Investments
CDC	(LOCAL)	Other Revenues: Gifts And Solicitations
CE	(LOCAL)	Annual Operating Budget
CFB	(LOCAL)	Accounting: Inventories
CFD	(LOCAL)	Accounting: Activity Funds Management
CH	(LOCAL)	Purchasing And Acquisition
CI	(LOCAL)	School Properties Disposal
CJ	(LOCAL)	Contracted Services
CJA	(LOCAL)	Contracted Services: Criminal History
CK	(LOCAL)	Safety Program/Risk Management
CKB	(LOCAL)	Safety Program/Risk Management: Accident Prevention And Reports
CKC	(LOCAL)	Safety Program/Risk Management: Emergency Plans
CKE	(LOCAL)	Safety Program/Risk Management: Security Personnel
CL	(LOCAL)	Buildings, Grounds, And Equipment Management
CLB	(LOCAL)	Buildings, Grounds, And Equipment Management: Maintenance
CLE	(LOCAL)	Buildings, Grounds, And Equipment Management: Flag Displays
CMB	(LOCAL)	Equipment And Supplies Management: Authorized Uses Of Equipment And
CNA	(LOCAL)	Transportation Management: Student Transportation
CNB	(LOCAL)	Transportation Management: District Vehicles
CO	(LOCAL)	Food And Nutrition Management
COA	(LOCAL)	Food And Nutrition Management: Procurement
COB	(LOCAL)	Food And Nutrition Management: Free And Reduced-Price Meals
CPAB	(LOCAL)	Office Communications: Mail And Delivery
CPC	(LOCAL)	Office Management: Records Management
CQ	(LOCAL)	Technology Resources
CQB	(LOCAL)	Technology Resources: Cybersecurity
CQC	(LOCAL)	Technology Resources: Equipment
CRB	(LOCAL)	Insurance And Annuities Management: Liability Insurance
CRD	(LOCAL)	Insurance And Annuities Management: Health And Life Insurance
CRF	(LOCAL)	Insurance And Annuities Management: Unemployment Insurance
CS	(LOCAL)	Facility Standards
CSA	(LOCAL)	Facility Standards: Safety And Security
CV	(LOCAL)	Facilities Construction
CVA	(LOCAL)	Facilities Construction: Competitive Bidding
CVB	(LOCAL)	Facilities Construction: Competitive Sealed Proposals
CW	(LOCAL)	Naming Facilities
CY	(LOCAL)	Intellectual Property

DBAA	(LOCAL)	Employment Requirements And Restrictions: Pre-Employment Reviews
DBB	(LOCAL)	Employment Requirements And Restrictions: Medical Examinations And Communicable Di
DBD	(LOCAL)	Employment Requirements And Restrictions: Conflict Of Interest
DC	(LOCAL)	Employment Practices
DCA	(LOCAL)	Employment Practices: Probationary Contracts
DCB	(LOCAL)	Employment Practices: Term Contracts
DCC	(LOCAL)	Employment Practices: Continuing Contracts
DCD	(LOCAL)	Employment Practices: At-Will Employment
DCE	(LOCAL)	Employment Practices: Other Types Of Contracts
DEA	(LOCAL)	Compensation And Benefits: Compensation Plan
DEAA	(LOCAL)	Compensation Plan: Incentives And Stipends
DEAB	(LOCAL)	Compensation Plan: Wage And Hour Laws
DEB	(LOCAL)	Compensation And Benefits: Fringe Benefits
DEC	(LOCAL)	Compensation And Benefits: Leaves And Absences
DED	(LOCAL)	Compensation And Benefits: Vacations And Holidays
DEE	(LOCAL)	Compensation And Benefits: Expense Reimbursement
DF	(LOCAL)	Termination Of Employment
DFAA	(LOCAL)	Probationary Contracts: Suspension/Termination During Contract
DFBA	(LOCAL)	Term Contracts: Suspension/Termination During Contract
DFBB	(LOCAL)	Term Contracts: Nonrenewal
DFBB	(EXHIBIT)	Term Contracts: Nonrenewal
DFCA	(LOCAL)	Continuing Contracts: Suspension/Termination
DFD	(LOCAL)	Termination Of Employment: Hearings Before Hearing Examiner
DFE	(LOCAL)	Termination Of Employment: Resignation
DFFA	(LOCAL)	Reduction In Force: Financial Exigency
DFFB	(LOCAL)	Reduction In Force: Program Change
DG	(LOCAL)	Employee Rights And Privileges
DGA	(LOCAL)	Employee Rights And Privileges: Freedom Of Association
DGBA	(LOCAL)	Personnel-Management Relations: Employee Complaints/Grievances
DH	(LOCAL)	Employee Standards Of Conduct
DH	(EXHIBIT)	Employee Standards Of Conduct
DHE	(LOCAL)	Employee Standards Of Conduct: Searches And Alcohol/Drug Testing
DIA	(LOCAL)	Employee Welfare: Freedom From Discrimination, Harassment, And Retaliation
DIA	(EXHIBIT)	Employee Welfare: Freedom From Discrimination, Harassment, And Retaliation
DJ	(LOCAL)	Employee Recognition And Awards
DK	(LOCAL)	Assignment And Schedules
DK	(EXHIBIT)	Assignment And Schedules
DL	(LOCAL)	Work Load
DLB	(LOCAL)	Work Load: Required Plans And Reports
DMA	(LOCAL)	Professional Development: Required Staff Development
DN	(LOCAL)	Performance Appraisal
DNA	(LOCAL)	Performance Appraisal: Evaluation Of Teachers
DNB	(LOCAL)	Performance Appraisal: Evaluation Of Other Professional Employees
DP	(LOCAL)	Personnel Positions
DPB	(LOCAL)	Personnel Positions: Substitute, Temporary, And Part-Time Positions
EB	(LOCAL)	School Year
EC	(LOCAL)	School Day
EEH	(LOCAL)	Instructional Arrangements: Homebound Instruction
EFA	(LOCAL)	Instructional Resources: Instructional Materials
EFB	(LOCAL)	Instructional Resources: Library Materials
EFB	(EXHIBIT)	Instructional Resources: Library Materials
EH	(LOCAL)	Curriculum Design
EHAA	(LOCAL)	Basic Instructional Program: Required Instruction (All Levels)
EHB	(LOCAL)	Curriculum Design: Special Programs
EHBAA	(LOCAL)	Special Education: Identification, Evaluation, And Eligibility
EHBAF	(LOCAL)	Special Education: Video/Audio Monitoring
EHBB	(LOCAL)	Special Programs: Gifted And Talented Students
EHBCA	(LOCAL)	Compensatory Services And Intensive Programs: Accelerated Instruction
EHBD	(LOCAL)	Special Programs: Federal Title I
EHBE	(LOCAL)	Special Programs: Bilingual Education/Esl
EHDB	(LOCAL)	Alternative Methods For Earning Credit: Credit By Examination With Prior Instruction
EHDC	(LOCAL)	Alternative Methods For Earning Credit: Credit By Examination Without Prior Instruction
EHDD	(LOCAL)	Alternative Methods For Earning Credit: College Course Work/Dual Credit
EHDE	(LOCAL)	Alternative Methods For Earning Credit: Distance Learning
EI	(LOCAL)	Academic Achievement
EIA	(LOCAL)	Academic Achievement: Grading/Progress Reports To Parents
EIC	(LOCAL)	Academic Achievement: Class Ranking
EIE	(LOCAL)	Academic Achievement: Retention And Promotion
EIF	(LOCAL)	Academic Achievement: Graduation
EL	(LOCAL)	Campus Or Program Charters
EMB	(LOCAL)	Miscellaneous Instructional Policies: Teaching About Controversial Issues
EMI	(LOCAL)	Miscellaneous Instructional Policies: Study Of Religion

FB	(LOCAL)	Equal Educational Opportunity
FB	(EXHIBIT)	Equal Educational Opportunity
FD	(LOCAL)	Admissions
FDA	(LOCAL)	Admissions: Interdistrict Transfers
FDB	(LOCAL)	Admissions: Intradistrict Transfers And Classroom Assignments
FDC	(LOCAL)	Admissions: Homeless Students
FDE	(LOCAL)	Admissions: School Safety Transfers
FEA	(LOCAL)	Attendance: Compulsory Attendance
FEB	(LOCAL)	Attendance: Attendance Accounting
FEC	(LOCAL)	Attendance: Attendance For Credit
FEE	(LOCAL)	Attendance: Open/Closed Campus
FEF	(LOCAL)	Attendance: Released Time
FFA	(LOCAL)	Student Welfare: Wellness And Health Services
FFAA	(LOCAL)	Wellness And Health Services: Physical Examinations
FFAC	(LOCAL)	Wellness And Health Services: Medical Treatment
FFAF	(LOCAL)	Wellness And Health Services: Care Plans
FFB	(LOCAL)	Student Welfare: Crisis Intervention
FFBA	(LOCAL)	Crisis Intervention: Trauma-Informed Care
FFC	(EXHIBIT)	Student Welfare: Student Support Services
FFD	(LOCAL)	Student Welfare: Student Insurance
FFF	(LOCAL)	Student Welfare: Student Safety
FFG	(LOCAL)	Student Welfare: Child Abuse And Neglect
FFH	(LOCAL)	Student Welfare: Freedom From Discrimination, Harassment, And Retaliation
FFH	(EXHIBIT)	Student Welfare: Freedom From Discrimination, Harassment, And Retaliation
FFI	(LOCAL)	Student Welfare: Freedom From Bullying
FI	(LOCAL)	Identification Of Students
FJ	(LOCAL)	Student Fundraising
FL	(LOCAL)	Student Records
FM	(LOCAL)	Student Activities
FMA	(LOCAL)	Student Activities: School-Sponsored Publications
FMG	(LOCAL)	Student Activities: Travel
FMH	(LOCAL)	Student Activities: Commencement
FN	(LOCAL)	Student Rights And Responsibilities
FNA	(LOCAL)	Student Rights And Responsibilities: Student Expression
FNAA	(LOCAL)	Student Expression: Distribution Of Nonschool Literature
FNAB	(LOCAL)	Student Expression: Use Of School Facilities For Nonschool Purposes
FNCA	(LOCAL)	Student Conduct: Dress Code
FNCE	(LOCAL)	Student Conduct: Personal Communication Devices/Electronic Devices
FNE	(LOCAL)	Student Rights And Responsibilities: Pregnant Students
FNF	(LOCAL)	Student Rights And Responsibilities: Investigations And Searches
FNG	(LOCAL)	Student Rights And Responsibilities: Student And Parent Complaints/Grievances
FO	(LOCAL)	Student Discipline
FOB	(LOCAL)	Student Discipline: Out-Of-School Suspension
FOCA	(LOCAL)	Placement In A Disciplinary Alternative Education Setting: Disciplinary Alternative Education Program Operations
FP	(LOCAL)	Student Fees, Fines, And Charges
GB	(LOCAL)	Public Information Program
GBAA	(LOCAL)	Information Access: Requests For Information
GE	(LOCAL)	Relations With Parent Organizations
GF	(LOCAL)	Public Complaints
GKA	(LOCAL)	Community Relations: Conduct On School Premises
GKB	(LOCAL)	Community Relations: Advertising And Fundraising
GKC	(LOCAL)	Community Relations: Visitors
GKD	(LOCAL)	Community Relations: Nonschool Use Of School Facilities
GKDA	(LOCAL)	Nonschool Use Of School Facilities: Distribution Of Nonschool Literature
GKE	(LOCAL)	Community Relations: Business, Civic, And Youth Groups
GKG	(LOCAL)	Community Relations: School Volunteer Program
GRA	(LOCAL)	Relations With Governmental Entities: State And Local Governmental Authorities

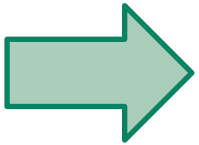
Group Discussions

- Group 1: DBA-DFBB
- Group 2: DFCA-DIA
- Group 3: DJ-EFB
- Group 4: EH-EMI

What Are We Looking For?

- Typos/Grammatical Errors
- Clarity
- Harmony with Law, Other Policies
- Inconsistencies
- Outdated Information
- Alignment with District Priorities
- BUT (as always)…
  It's OK to Have No Changes

Discuss & Record



Additional Reference: www.KellerISD.net/Policy

Next Meeting

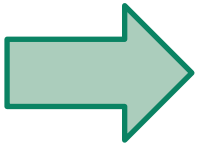
Tuesday, March 24

F & G Series Policies

What Are We Looking For?

- Typos/Grammatical Errors
- Clarity
- Harmony with Law, Other Policies
- Inconsistencies
- Outdated Information
- Alignment with District Priorities
- BUT (as always)…
  It's OK to Have No Changes

Discuss & Record



Additional Reference: www.KellerISD.net/Policy

Thank You!

Next Meeting:
Tuesday, March 24

Policy Review 2025-26

D & E Policy Review | Feb. 17, 2026