

13. Reinvestment of Endowment Income

All endowment gifts given to The University of Texas of the Permian Basin will be accepted in accordance with The U. T. System Gift Acceptance Procedures UTS 138.

13.1 Administrative Policy

A written donative's instrument will be obtained for each new endowment fund established. This instrument will preferably include language encouraged in the Gifts to Establish Endowments section of the Gift Acceptance Procedures.

13.11 Guidelines

13.111 These funds shall never become a part of the Permanent University Fund or the general funds.

13.112 Any person or entity may make additions to the endowment provided that the additions are made subject to the provisions of the donative' instrument.

13.113 If, in the opinion of the Board of Regents, future circumstances change so that the purposes for which the endowment is established become illegal, impracticable or no longer able to be carried out to meet the needs of U. T. Permian Basin, the Board may designate an alternative use for the endowment payout to further the objectives and purposes of the institution, giving consideration to the donors' special interest as evidenced by the original purpose of the endowment.

In cases where no donative's instrument is obtained, the solicitation letter or document sent to the donor or donor(s) may be used as evidence of donative's intent and purposes. Should the donor request or require that the donative's instrument be signed by a representative of the Board (or anyone connected with the institution or the System), the document may be signed by the Vice Chancellor for Development and External Relations or his/her designee(s) only after acceptance of the endowment as provided in the gift acceptance procedures. As a practical matter, the donated assets may be delivered to the U.T. System for custody and investment pending acceptance.

STEM.CE Policy

ANNUAL OPERATING BUDGET

STEM shall operate under an annual operating budget that supports the instructional program and aligns with the goals and performance objectives established for the campus. The School shall be responsible for the development of the annual operating budget. The budget shall be prepared on a fiscal year basis and shall include estimated revenues and proposed expenditures necessary for the operation of the school.

In developing the budget, the School shall consider:

- Projected student enrollment and programmatic needs
- Staffing requirements and compensation structures
- Available local, state, and federal funding sources
- Long-term financial sustainability of the school
- Applicable requirements under state and federal law

AUTHORITY TO APPROVE BUDGET

Notwithstanding any other District policy, and pursuant to the SB 1882 Partnership Agreement (ECISD/UTPB Contract, Article 10, Section 4):

The School shall have initial, final, and sole authority to:

- Approve the annual operating budget
- Amend the budget during the fiscal year
- Allocate and reallocate funds among budget categories
- Approve deficit budgets, if necessary

STEM.CH Policy

PURCHASING AND ACQUISITION

STEM shall have authority to make purchasing decisions for the school in accordance with this policy and the terms of the Partnership Agreement.

For purchases made through the School, procurement authority shall be governed by applicable policies of the University of Texas Permian Basin and the University of Texas System. The UTPB Purchasing Office is the sole authority to obligate institutional funds unless otherwise delegated in accordance with Regents' Rules and institutional procedures. ([The University of Texas Permian Basin](#))

Purchasing for the School shall be governed by the funding source as follows:

Funds Retained by the District

All purchases made using funds that remain under the control of the District shall:

- Follow all applicable ECISD purchasing policies and administrative procedures
- Comply with District approval processes, purchasing thresholds, and documentation requirements
- Be processed through District procurement systems

Funds Transferred to the School

All purchases made using funds transferred to the School shall:

- Follow all applicable purchasing policies and procedures of University of Texas Permian Basin
- Be processed through UTPB procurement systems
- Comply with applicable UT System Regents' Rules and Regulations and institutional procedures
- Be executed only by individuals with delegated purchasing authority

The School shall ensure that all purchases comply with institutional authority requirements, as obligations may only be incurred through authorized purchasing channels. ([The University of Texas Permian Basin](#))

STEM.CLC

**BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: TRAFFIC AND PARKING
CONTROLS**

STEM shall operate under UTPB's Parking Policies located online at:

<https://www.utpb.edu/life-at-utpb/parking-and-transportation/parking-policies>

STEM.CQ, CQB, CQC Policy

TECHNOLOGY RESOURCES

Stem shall be responsible for:

- Providing initial technology equipment for the school
- Establishing and maintaining technological infrastructure
- Providing network services, including internet and phone systems
- Ensuring network security and cybersecurity protection

The Operating Partner shall have authority over the selection, implementation, and management of all technology resources utilized at the school.

APPLICABLE TECHNOLOGY POLICIES

All technology systems, services, and resources provided and managed by STEM shall:

- Follow all applicable policies and procedures of the University of Texas Permian Basin (UTPB)
- Comply with University of Texas System technology standards, where applicable
- Be administered through UTPB-approved systems, platforms, and security protocols

The District shall not be responsible for the operation or governance of technology systems provided by the Operating Partner, except as otherwise required by law or the Partnership Agreement.

ACCEPTABLE USE

Access to the School's technology resources is a privilege, not a right.

All users, including students and staff, shall:

- Use technology resources only for educational and authorized administrative purposes
- Comply with UTPB acceptable use standards and cybersecurity requirements
- Protect system integrity, data confidentiality, and network security

Users shall not:

- Attempt to bypass security controls
- Access, transmit, or store prohibited or inappropriate content
- Use technology resources for personal, commercial, or unlawful purposes

CYBERSECURITY AND DATA PRIVACY

The Operating Partner shall implement safeguards to:

- Protect student and staff data from unauthorized access
- Ensure compliance with applicable federal and state data privacy laws

- Maintain secure network infrastructure and monitoring systems

In alignment with state requirements, schools must minimize the collection of student data and ensure parental awareness of cybersecurity risks associated with device use. ([Texas Education Agency](#))

STUDENT USE OF TECHNOLOGY

Student access to technology shall be:

- For instructional purposes aligned with academic goals
- Supervised and monitored as appropriate
- Subject to filtering and safety controls

In accordance with state requirements:

- Internet filters shall be implemented to block harmful or inappropriate content
 - Parents shall be provided resources related to online safety and cybersecurity
 - Devices provided to students shall be managed to prevent misuse or safety risks
- ([Texas Education Agency](#))

PERSONAL ELECTRONIC DEVICES

The School shall establish rules governing student use of personal electronic devices on campus, consistent with applicable law.

State law requires school systems to adopt policies regulating or prohibiting student use of personal communication devices during the school day. ([Texas Education Agency](#))

DIGITAL DEVICE HEALTH AND SAFETY

The Operating Partner shall comply with health and safety guidelines for digital device use developed by the Texas Education Agency (TEA) in consultation with the Health and Human Services Commission (HHSC).

EQUIPMENT AND INVENTORY

All technology equipment provided by the Operating Partner shall:

- Remain under the control and inventory of the Operating Partner
- Be maintained, repaired, or replaced in accordance with UTPB procedures
- Be used only for authorized purposes

Procedures shall be established for:

- Distribution and collection of devices
- Loss, theft, or damage reporting
- End-of-year inventory and accountability

MONITORING AND NETWORK MANAGEMENT

The Operating Partner reserves the right to:

- Monitor all use of technology resources
- Access stored data and communications on School systems
- Restrict or revoke access to users who violate policy

Users shall have no expectation of privacy when using School technology resources, except as provided by law.

COMPLIANCE AND ENFORCEMENT

Violations of this policy may result in:

- Suspension or revocation of technology access
- Disciplinary action in accordance with applicable codes of conduct
- Legal consequences, when applicable

STEM.DC POLICY
EMPLOYEMENT PRACTICES

STEM shall have initial and final, non-delegable authority to:

- Hire employees for the school
- Supervise, manage, and assign staff
- Evaluate employee performance
- Develop professional capacity and career advancement opportunities
- Determine compensation, benefits, and employment terms
- Continue or terminate employment
- Establish any other terms or conditions of employment

The District Board of Trustees shall not have authority to make employment decisions for employees of the SB 1882 Partnership campus.

RECRUITMENT AND EMPLOYMENT POSTING

The School shall comply with District employment posting guidelines and recruitment policies.

STEM.DF POLICY

TERMINATION OF EMPLOYMENT

STEM Academy adopts the following ECISD Board policy: **DF – Termination of Employment** governing employment practices of employee termination, subject to the roles and responsibilities of the University of Texas Permian Basin and Ector County ISD as set forth in the SB1882 Agreement entered into on May 19, 2026. STEM Academy shall have the initial, final, and sole authority with respect to the hiring, assignment, reassignment, and retention of all personnel and staff who apply for and are selected for assignment to the School. ECISD employees who are selected for positions at STEM Academy shall remain District employees. However, STEM Academy shall have authority to supervise, manage, and rescind the assignment of any District employee at the School. The District will grant any requests from the UT Permian Basin/STEM Academy to rescind the assignment of any District employee or District contractor from the campus within 20 business days of receiving the request, per the terms of the SB 1882 Agreement referenced above.

STEM.DK POLICY ASSIGNMENT AND SCHEDULES

Executive Director's Authority

All personnel at the STEM Academy are employed subject to assignment and reassignment by the Executive Director or designee when determined that the assignment or reassignment is in the best interest of the campus. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with STEM policy DC.

Reassignment by Request

All requests for reassignments are subject to the approval of the Executive Director or designee.

Work Calendars and Schedules

The Executive Director shall determine required work calendars for all employees. Daily time schedules for all employees shall be determined by the Executive Director or designee.

Length of Workday

The length of the workday is directly related to the job to which assigned. Regulations shall outline specifically the length of the workday for each classification of employee of the campus.

Hourly Employee Schedules

All District employees paid on an hourly wage rate shall conform to the calendar controlling the operation for which the service is performed.

Supplemental Duties

The Executive Director or designee may assign supplemental duties to personnel exempt under the Fair Labor Standards Act, as needed. These noncontractual duties may be discontinued at any time for any reason or no reason by either party and must be placed in writing. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty. The employee may be compensated for these assignments.

STEM.DMA POLICY**PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT**

The Executive Director shall recommend the staff professional development.

STEM.EIC POLICY**ACADEMIC ACHIEVEMENT: CLASS RANKING**

The STEM Academy shall apply the class ranking listed in the STEM Course Description guide at: <https://stem.ectorcountysd.org/parents-students/homepage>

STEM.FMG POLICY**STUDENT ACTIVITIES: TRAVEL****Transportation for Student Travel**

Students who participate in school-sponsored trips shall be required to use transportation provided by the District to and from the event, except as otherwise permitted in administrative regulations.

In-State Overnight Trips

Any in-state overnight trips taken by student organizations and other student groups shall require approval from the Executive Director.

Out-of-State Trips

Any out-of-state trips taken by student organizations or other student groups shall require approval from the Executive Director.

STEM.GKD POLICY

COMMUNITY RELATIONS: NONSCHOOL USE OF SCHOOL FACILITIES

This policy is a supplement to, and does not replace or supercede the University of Texas Permian Basin Facility Use Policy. To the extent there is any conflict between the STEM GKD Policy and UTPB Facility Use policy, the terms of the UTPB Facility Use policy will take precedence. The Executive Director or designee is authorized to approve a non-school use of STEM Academy facilities.

The Executive Director shall permit non-school use of designated STEM Academy facilities for educational, recreational, civic, or social activities when these activities do not conflict with School use or UTPB use.

Equal access will be provided to youth groups designated in federal law, including the Boy Scouts, as it provides to other non-school users of campus facilities.

Requests for facility use:

Requests for non-school use of campus facilities shall be considered on a first-come, first-served basis. Approval shall not be granted for any purpose that would damage campus property or to any group that has damaged campus property. The Executive Director or designee shall have authority to cancel a scheduled non-school use if an unexpected conflict arises with a campus activity.

Persons or groups using STEM Academy facilities shall:

1. Conduct business in an orderly manner.
2. Abide by all laws and policies, including but not limited to those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms, and the use of tobacco products or e-cigarettes on School property.
3. Make no alteration, temporary or permanent, to School property without prior written consent from the Executive Director.

All groups using STEM Academy campus facilities shall be responsible for the cost of repairing any damages incurred during use and shall be required to indemnify the School/UTPB for the cost of any such repairs.