

Garland Independent School District

Board of Trustees

Regular Meeting

Tuesday, March 31, 2026

Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance — **Matthew Folds, Austin Academy** 5
- III. Public Forum: Members of the public who wish to make comments must complete the Public Comment Participation Request Form online no later than 4:00PM the day before the meeting date indicated in the posting notice. Comments may be read aloud at the meeting by a designated speaker; or the requestor may come in person to the meeting and deliver comments themselves. In addition, comments must be limited to issues that can be presented in a public forum and directly related to the posted agenda topics. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels, in accordance with the Texas Open Meetings Act and Board policy. For more information about public forum procedures, please review the Public Forum Procedures at the following link:
<https://garlandisd.net/about/board-trustees/public-forum-procedures>.
- IV. Information Items
 - A. Evidence of Excellence
 - 1. Recognize Girls Powerlifting Four-Time State Champion A'Ja Bostic — **Jose Mata** 6
 - 2. Recognize 2026 National Merit Finalist — **Jose Mata** 8
 - 3. Recognize TMEA All-State Band and Choir Students — **Joseph Figarelli**
 - B. Introduction of District Administrators — **Dr. Gradyne Brown**
 - C. Receive Intruder Detection Audit Report for March 2026 — **Mark Quinn** 9
- V. Discussion Items
 - A. Trustees' Report 10
 - 1. Trustee attendance at recent district and community events
 - 2. Announcement of upcoming district and community events
 - 3. Recognition of outstanding performance by district staff and students
 - 4. Recognition of new programs and special activities
 - 5. Message from Board President
 - B. Superintendent's Report 16

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VI. Consent Agenda - Consider approval of	
A. Human Resources Report — Dr. Gradyne Brown	18
B. Board Meeting Minutes — Mechelle Hogan	27
C. Consider Approval of Aerial Easement and Right-of-Way at Hillside Academy for Excellence Between Garland ISD and Oncor Electric Delivery Company LLC – Javier Fernandez	36
D. Consider Approval of Budget Transfers and Amendments to the General Fund, Debt Services Fund and Student Nutrition Services Fund for the 25-26 School Year – Elisa Cordova-Long	42
E. Consider Approval of Modification to Region 10 Education Service Center Multi-Region Purchasing Cooperative Agreement – Mark Booker, Jennifer Miller	47
F. Consider approval of NAACP Resolution for Use of a District Facility – Dr. Ramona Morin & Dr. Lakisha Culpepper	62
G. Consider Approval of Noon Exchange Club Resolution for Use of a District Facility – Dr. Ramona Morin & Dr. Lakisha Culpepper	64
H. Consider Approval of Low Attendance Day Waiver – Angela Daniels & Dr. Babetta Hemphill	66
I. Consider Approval of Missed School Days Waiver — Angela Daniels & Dr. Babetta Hemphill	74
J. New Bids	
1. Contract#113-26 - Consider Approval of Purchase of Technology Ticket System - Mark Booker, Tim Fears	79
2. Contract#215-26-01 - Consider Approval of Purchase of Maintenance General Trades Merchandise and Services – Mark Booker, Dr. Jennifer DuPlessis	80
3. Contract#310-25-08 - Consider Approval of Purchase of Professional Staff Development, Consultant Services, and Materials – Mark Booker, Coleman Bruman	83
K. Modification to Awarded Bids	
1. Contract#7-26 — Consider Approval of Modification to Fuel Quoting – Mark Booker, Tim Logan	86
2. Contract#23-26 — Consider Approval of Modification to Fuel Servicing — Mark Booker, Tim Logan	87
VII. Action Item (Non Consent)	
A. Consider Approval of Board Resolution for One Reading for policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local — Lisa Ray	88
B. Consider Approval of Local Policy Changes Based on District of Innovation Adoption: DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local — Lisa Ray	91
VIII. Executive Session: Executive session will be held for purposes permitted by Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.	

A. Pursuant to Texas Government Code 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.

1. Discussion and deliberation regarding TEA's Intruder Detection Audits.

B. Pursuant to Texas Government Code Section Section 551.072, deliberations about Real Property: A governmental body may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

1. Discussion regarding the sale of the following property: 1350 E. Brand Road, Garland, Texas 75044.

C. Pursuant to Texas Government Code Section 551.087, deliberation Regarding Economic Development Negotiations: A governmental body to conduct an open meeting: (1) to discuss or deliberate regarding commercial or financial information that the governmental body has received from a business prospect that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations; or (2) to deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1).

D. Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.

1. Consideration and deliberation regarding administrative recommendations with regard to professional and administrative contracts.

2. Consideration and deliberation regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

3. Hear, Consider and Deliberate on Level III Employee Grievance Appeal of Dr. Michael White.

E. Pursuant to Texas Government Code Section 551.071, private consultation with the Board's attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.

1. Consultation and deliberation regarding the procedures for conducting a Level III hearing pursuant to Board Policy DGBA(LOCAL).

IX. Reconvene from Executive Session for action relative to items considered during Executive Session

A. Consideration and possible action regarding Delegation of authority to the Superintendent to negotiate the sale and final terms of the sale agreement of 1350 E. Brand Road, Garland, Texas 75044.

B. Consideration and possible action regarding administrative recommendations with regard to professional and administrative contracts.

C. Consideration and possible action regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

D. Consider, Discuss and Take Action on Level III Employee Grievance Appeal of Dr. Michael White.

X. Adjournment



BOARD OF TRUSTEES AGENDA

Date: 3/31/26

Presented By: Jason Wheeler, Exec. Dir. of Communications

Subject: Student Pledges – March 2026

Information Item

Executive Summary:

A student leader from Austin Academy for Excellence will be reading the pledges at the Tuesday, March 31 Garland ISD School Board meeting. Matthew Folds, Eighth Grader, will be their representative at the meeting.

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: 03/31/26

Presented By: Jose Mata, Director of Communications & Marketing

Subject: Evidence of Excellence March 2026 - South Garland HS Powerlifting State Champion

Information Item

Executive Summary:

Tonight, we would like to recognize an exceptional student-athlete from South Garland High School who has made history for both her school and Garland ISD through her remarkable achievements in powerlifting.

A’Ja Bostic, a senior at South Garland High School, has become the Girls Powerlifting State Champion, earning the first-ever state title in the sport for her school and for Garland ISD. With this victory, A’Ja is now a **four-time state champion**, an extraordinary accomplishment that places her among the most decorated athletes in district history.

Her performance at the state meet was nothing short of dominant, as she broke all four state records with a 550-pound squat, a 325-pound bench press, and a 530-pound deadlift, for an incredible combined total of 1,405 pounds. This total ranks second all-time in Texas girls powerlifting history, placing her among the greatest competitors the state has ever seen.

A’Ja’s accomplishment is the result of years of dedication, discipline, and relentless work ethic. Throughout her career, she has consistently set the standard for excellence while representing South Garland High School with pride, determination, and strength.

We are proud to recognize A’Ja Bostic for her historic achievement and for representing South Garland High School and Garland ISD with unmatched excellence.

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



HISTORY
MAKER
2026

HISTORY
MAKER
2026

2026
THSWPA
2026



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: 03/31/26

Presented By: Jose Mata, Director of Communications & Marketing

Subject: Evidence of Excellence March 2026 - National Merit Finalists

Information Item

Executive Summary:

Garland ISD is proud to announce that nine exceptional high school seniors have been named **Finalists in the prestigious National Merit Scholarship Program**. This remarkable honor places these students among the highest-achieving seniors in the nation and recognizes their outstanding academic performance, dedication, and commitment to excellence.

Being named a National Merit Finalist is a significant accomplishment and reflects not only the hard work of these students, but also the support of their families, teachers, counselors, and campus leaders. Their success highlights the strong academic opportunities available across Garland ISD and the culture of excellence that continues to define our district.

Please join us in celebrating the following **2026 National Merit Finalists**:

Garland HS

Samuel Halpin
Grey Hough
Ethan Lin

Thomas Rodgers

Theophilus Saw
Khang Vu
Aletheia Yu

Sachse HS

Michelle Chung
Andrew Owe

Please join us in congratulating these outstanding students on this incredible accomplishment.

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Quinn, Director of Security

Subject: Receive Intruder Detection Audit Report for March 2026

Information Item

Executive Summary:

The top priority of Garland ISD and the State of Texas is keeping students and staff safe every day. The Texas School Safety Center recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked. The audit provides us with an opportunity to create a safer learning environment for our students and staff.

We are working closely with our district's School Safety & Security Committee to ensure that we are training all our staff and securing our doors for the protection of everyone at our campuses. The support from the state in conducting the Intruder Detection Audits is just one of the many actions we are taking to ensure our schools are safe. We know that this work does not end, and we appreciate the Board's support.

We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee. Garland ISD is committed to providing a safe and secure learning environment for our students and staff.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Dr. Ricardo López, Superintendent

Subject: Trustees' Report

Discussion Item

Executive Summary:

Trustees report to other trustees, the administrative staff and the public of activities that impact the Board's governance of the District. Trustees may report on the following subjects:

1. Trustee attendance at recent district and community events.
2. Announcement of upcoming district and community events.
3. Recognition of outstanding performance by district staff and students.
4. Recognition of new programs and special activities.
5. Message from Board President.

Administrative Recommendations:

Provided for your information and discussion.

March 30, 2026 - April 5, 2026

March 2026

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2026

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Monday, March 30

11:30am - 1:00pm **Garland Chamber Luncheon: State of DART Luncheon** (Dallas College Garland Center (675 W Walnut St, Garland, TX 75040, United States))

Tuesday, March 31

9:00am - 12:00pm **Leadership Garland ISD Graduation (GRCTC; - Lecture Hall)**

5:00pm - 8:00pm **Board Meeting (Board Room)** ↻

Wednesday, April 1

Thursday, April 2

Friday, April 3

Saturday, April 4

Sunday, April 5

Easter Day (United States)

April 6, 2026 - April 12, 2026

April 2026

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Monday, April 6

Tuesday, April 7

4:30pm - 7:30pm Special Meeting: Team of Eight Training
(Boardroom) - Mechelle Hogan

Wednesday, April 8

11:30am - 1:00pm Rowlett Chamber of Commerce (Rowlett
Community Center) - Ricardo Lopez

Thursday, April 9

Friday, April 10

Saturday, April 11

Sunday, April 12

April 13, 2026 - April 19, 2026

April 2026							May 2026							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
				1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	
26	27	28	29	30			24	25	26	27	28	29	30	
							31							

Monday, April 13

Tuesday, April 14

4:30pm - 5:30pm Board Bond Special Meeting (Boardroom) ↻

5:30pm - 6:30pm Finance, Facilities and Operations Committee Meeting (Board Room) - Mechelle Hogan ↻

6:30pm - 8:30pm Academic and District Affairs Committee Meeting (Board Room) - Mechelle Hogan ↻

Wednesday, April 15

10:00am - 11:30am Council of PTAs Meeting (Harris Hill: Garland/Rowlett Room)

Thursday, April 16

Friday, April 17

Saturday, April 18

Sunday, April 19

April 20, 2026 - April 26, 2026

April 2026							May 2026							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
				1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	
26	27	28	29	30			24	25	26	27	28	29	30	
							31							

Monday, April 20

Tuesday, April 21

11:30am - 12:30pm Safety & Security Meeting (Harris Hill Board Room; , 501 S. Jupiter Rd., Garland 75042) - Alice Jordan

Wednesday, April 22

Administrative Professionals Day (United States)

Thursday, April 23

4:30pm - 5:30pm Save the Date: (Spring 2026) Garland ISD Resident Match Day (Harris Hill Building (Boardroom)) - Kim Chatman

Friday, April 24

7:00am - 2:00pm GEF Golf Tournament (Firewheel Golf Park (600 W Campbell Rd, Garland, TX 75044-2506)) - Lisa Cox

Saturday, April 25

6:00pm - 9:00pm GAABSE Gala (Acacia Collective | Coffee, Coworking & Community Space in Rowlett, TX (8601 Liberty Grove Rd, Rowlett, TX 75089, United States)) - GISD Board of Trustees

Sunday, April 26

April 27, 2026 - May 3, 2026

April 2026							May 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30			24	25	26	27	28	29	30
							31						

Monday, April 27

Tuesday, April 28

5:00pm - 8:00pm Board Meeting (Board Room) 

Wednesday, April 29

11:00am - 1:00pm Senior Summit: Club 10 (Curtis Culwell Center (4999 Naaman Forest Blvd, Garland, TX 75040-2734, United States)) - Sarai Houston

Thursday, April 30

Friday, May 1

Saturday, May 2

12:00am HEB Excellence in Education Awards Ceremony 
(Marriott Marquis Houston (1777 Walker St, Houston, TX 77010, United States))

Sunday, May 3

< 12:00am HEB Excellence in Education Awards Ceremony
(Marriott Marquis Houston (1777 Walker St, Houston, TX 77010, United States))



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Dr. Ricardo López, Superintendent

Subject: Superintendent's Report

Discussion Item

Executive Summary:

Dr. López will provide an update on District and community events.

Administrative Recommendations:

Provided for your information and discussion.



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Dr. Ricardo López, Superintendent

Subject: Future Agenda Items

Discussion Item

Executive Summary:

Trustees may submit items to be placed on future Board Meeting agendas.

Administrative Recommendations:

For discussion.



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Dr. Gradyne Brown, Assistant Superintendent Human Resources

Subject: Consider Approval of Human Resources Report

Consent Agenda

Executive Summary:

Please see attached recommendations for new personnel, terminations, and resignations for the 2025-2026 school year.

Administrative Recommendations:

Administration recommends approval.

Financial Impact and Funding Source:

N/A

March 2026
Administrative Transfers

Administrative - Transfers to Date: 10

Current: 1

Total: 11

Administrative Appointments/Transfers

Job Title	Last Name	First Name	Exp	Current Position	Degree	New Campus/Department	Effective Date
DIRECTOR IMPACT SYSTEM PERFORMANCE TITLE IV	Pearce	Kenneth	24	ASSISTANT DIRECTOR STUDENT SERVICES TITLE I	M.ED	Human Resources	2/23/26

**March 2026
Professional New Hires List**

New Hires to Date: 801
Current: 3
Total: 804

School/Dept.	Last Name	First Name	Exp	College	Degree	Job Title	Effective Date	Notes
Abbett Elementary School	Cook	Peggy	17	Texas Woman's University	BA	Teacher	7/30/2026	Finish Year Only during 2025-2026, returning for 2026-2027
Abbett Elementary School	Kammerer	Bailey	0	Tarleton State University	BS	Teacher	3/23/2026	
Heather Glen Montclair Elementary School	Nava	Crystal	7	University of Texas at El Paso	BS	Teacher	3/2/2026	
				Grand Canyon University	M. ED			

**March 2026
Resignation and Retirement List - Paraprofessionals**

Approved to Date: 83					
Current: 28					
Total: 111					
<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Abbott Elementary School	Vera, Lorraine	Aide/Office	3 years with GISD	Resignation/Personal	3/17/2026
Bradfield Elementary School	Lopez, Karen	Aide/PE	30 years/27 with GISD	Retirement/TRS	5/26/2026
Bussey Middle School	Kelley, Kami	Aide/SPED ALE	6 years with GISD	Contract Abandonment	3/3/2026
Coyle Technology Center for Math Science	Lopez, Ana	Aide/SPED ALE	12 years with GISD	Termination	3/2/2026
Davis Elementary School	Rodriguez Gutierrez, Susana	Aide/Office	4 years with GISD	Expiration Employment Authorization	2/26/2026
Ethridge Elementary School	Reese, Shariece	Aide/SPED ABC	2 years with GISD	Resignation/Health Reasons	2/20/2026
Harris Hill - Health Services	Melara, Sabrina	Aide/Clnic Floater	1 year with GISD	Resignation/Personal	3/20/2026
Harris Hill - Purchasing	Lopez, Alicia	Buyer	17 years with GISD	Retirement/TRS	6/29/2026
Harris Hill - RAAD	Wheatley, Kelly	Assessment Office Specialist	22 years with GISD	Retirement/TRS	6/29/2026
Keeley Elementary School	Fajardo, Wilson	Aide/SPED FBE	11 years with GISD	Resignation/Professional Development	3/2/2026
Kimberlin Academy for Excellence	Pruitt, Holli	Aide/SPED ALE	10 years with GISD	Resignation/Health Reasons	3/31/2026
Liberty Grove Elementary School	Collins, Coltyn	Aide/PE	2 years with GISD	Resignation/Personal	2/13/2026
Luna Elementary School	Garcia, Victoria	Aide/PE	3 years/2 with GISD	Resignation/Career Change	2/23/2026
Luna Elementary School	Malone, Ciara	Aide/Prekindergarten	3 years with GISD	Resignation/Relocation	5/26/2026
MD Williams Elementary	Hernandez, Tanya	Aide/Office	1 year with GISD	Resignation/Career Change	2/27/2026
North Garland High School	Graves, Chequentia	Aide/SPED ALE	11 years with GISD	Resignation/Career Change	3/22/2026
Professional Development Center	Cruz, Jordan	Secretary Athletics	3 years with GISD	Resignation/Personal	3/13/2026
Roach Elementary School	Rodriguez, Iris	Aide/SPED CBSE IDEA B	6 years with GISD	Resignation/Other	3/13/2026
Roach Elementary School	Tatum, Janet	Secretary Principal	31 years with GISD	Retirement/TRS	6/5/2026
Rowlett Elementary School	Madrid, Gabriela	Aide/Office	3 years with GISD	Resignation/Relocation	5/26/2026
Shorehaven Elementary School	Cromer, Donna	Aide/SPED ALE	1 year with GISD	Resignation/Career Change	3/20/2026
South Garland High School	Gonzalez Medrano, Daniela	Accounting Clerk	2 years with GISD	Resignation/Personal	6/1/2026
Southgate STEM Elementary	Rodriguez, Bianca	Aide/Bilingual ESL Pre K	1 year with GISD	Resignation/Personal	5/26/2026
Spring Creek Elementary School	Duran, Cristian	Campus Technology Assistant	1 year with GISD	Resignation/Career Change	3/27/2026
Student Nutrition Services	Segars, Susan	Office Manager	34 years with GISD	Retirement/TRS	6/29/2026
Walnut Glen Academy for Excellence	Buchanan, Micah	Aide/PE	1 year with GISD	Resignation/Other	3/13/2026
Weaver Elementary School	Guandique, Brenda	Aide/SPED ECSE	2 years with GISD	Other/Professional Development	2/27/2026
Weaver Elementary School	Sheffield, Tyree	Aide/PE	1 year with GISD	Resignation/Personal	5/26/2026

**March 2026
Resignation and Retirement List - Professionals**

Approved to Date: 140

Current: 181

Total: 321

School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
Abbett Elementary School	Cardell, Allison	Teacher/4th Gr.	5 years/2 with GISD	Resignation/Moving Out of State	3/20/2026
Abbett Elementary School	Fernandez Salinas, Luis	Teacher/Music	3 years with GISD	Resignation/Other	5/27/2026
Abbott Elementary School	Rodriguez Reyna, Nallely	Teacher/Bilingual 1st Gr.	3 years with GISD	Resignation/Other	5/27/2026
Abbott Elementary School	Torres, Maria	Teacher/Bilingual 2nd Gr.	3 years with GISD	Resignation/Other	5/27/2026
Alternative Education Center	Gray, Kia	Safe Schools Intervention Specialist	3 years with GISD	Other	6/26/2026
Alternative Education Center	Moreno, Raul	Teacher/Technology Education	2 years with GISD	Expiration Employment Authorization	5/27/2026
Armstrong Elementary School	Chavez, Linda	Campus Facilitator IDEA B	38 years/30 with GISD	Retirement/TRS	6/8/2026
Armstrong Elementary School	Korinek, Brianna	Teacher/Kindergarten	4 years/2 with GISD	Resignation/Personal	5/27/2026
Back Elementary School	Anderson, Crystal	Teacher/SPED ABC	2 years with GISD	Resignation/Other	5/27/2026
Back Elementary School	Walker, Vondajai	Teacher/4th Gr.	2 years with GISD	End of Assignment	5/27/2026
Beaver Technology Center for Math & Science	Jones, Kandyce	Teacher/SPED ABC	2 years with GISD	Resignation/Other	5/27/2026
Beaver Technology Center for Math & Science	Martin, Sandra	Teacher/Bilingual 4th Gr.	3 years with GISD	Resignation/Other	5/27/2026
BH Freeman at Golden Meadows Elementary	Aguirre, Sandra	Teacher/PreK Dual Language	3 years with GISD	Resignation/Other	5/27/2026
BH Freeman at Golden Meadows Elementary	James, Brittney	Teacher/SPED ALE	2 years with GISD	Resignation/Other	5/27/2026
BH Freeman at Golden Meadows Elementary	Miranda, Isaura	Teacher/PreK ESL	3 years with GISD	Resignation/Other	5/27/2026
BH Freeman at Golden Meadows Elementary	Trochez Godoy, Andrea	Teacher/4th Gr.	4 years with GISD	Resignation/Other	5/27/2026
Bradfield Elementary School	Cabrera Mendoza, Elvira	Teacher/Bilingual 2nd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Bradfield Elementary School	Ruiz-Robles, Maria	Teacher/2nd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Bradfield Elementary School	Velasquez, Paola	Teacher/3rd Gr. Bilingual	3 years with GISD	Resignation/Other	5/27/2026
Bullock Elementary School	Retamal, Ana	Teacher/Bilingual 1st Gr.	11 years/10 with GISD	Resignation/Relocation	5/27/2026
Bullock Elementary School	Urdaz Rios, Iven	Teacher/Bilingual Kindergarten	3 years with GISD	Resignation/Other	5/27/2026
Bussey Middle School	Fulker, Mark	Teacher/Science 7 8/Coach	3 years/2 with GISD	End of Assignment	5/27/2026
Bussey Middle School	Mayfield, Taylor	Teacher/Reading 6	2 years with GISD	Resignation/Personal	5/27/2026
Bussey Middle School	Munoz, Maria	Teacher Math 6	3 years with GISD	Resignation/Other	5/27/2026
Bussey Middle School	Rovinsky, Jacqueline	Teacher/Reading 7 8	4 years with GISD	Resignation/Health Reasons	5/27/2026
Bussey Middle School	White, Derdrick	Teacher/PE/Coach	1 year with GISD	Resignation/Other Texas School	5/29/2026
Bussey Middle School	Whitlow, Taylor	Teacher/Science 7 8	3 years with GISD	Resignation/Other	5/27/2026
Caldwell Elementary School	Carone, Gisele	Teacher/1st Gr.	2 years with GISD	Resignation/Other	5/27/2026
Caldwell Elementary School	Davis-Rowel, Davina	Counselor	27 years/7 with GISD	Resignation/Not Working	5/27/2026
Caldwell Elementary School	Estrada, Juan	Teacher/Bilingual 5th Gr.	20 years/1 with GISD	Resignation/Other Texas School	5/27/2026
Caldwell Elementary School	Hayes, Lafonda	Teacher/2nd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Caldwell Elementary School	Medina Servin, Gustavo	Teacher/Bilingual 4th Gr.	1 year with GISD	Resignation/Personal	5/27/2026
Caldwell Elementary School	Napier, Kathleen	Teacher/5th Gr.	11 years/1 with GISD	Resignation/Other Texas School	5/27/2026
Caldwell Elementary School	Riles, Lanola	School Nurse	12 years with GISD	Other	2/27/2026
Caldwell Elementary School	Rodela-Lira	Teacher/3rd Gr.	2 years with GISD	Other	5/27/2026
Caldwell Elementary School	Vazquez-Rios, Alberto	Teacher/Bilingual 5th Gr.	10 years/6 with GISD	Resignation/Career Change	5/27/2026
Carver Elementary School	De Jesus, Amy	Teacher/Bilingual Kindergarten	3 years with GISD	Resignation/Other	5/27/2026
Carver Elementary School	Smith, Samira	Teacher/Bilingual 3rd Gr.	4 years with GISD	Resignation/Health Reasons	3/5/2026
Carver Elementary School	Valencia, Luisa	Teacher/Bilingual 2nd Gr.	3 years with GISD	Resignation/Other	5/27/2026

**March 2026
Resignation and Retirement List - Professionals**

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Classical Center at Brandenburg Middle School	Bachelder, Tammy	Teacher/Math 6	3 years with GISD	Resignation/Other	5/27/2026
Classical Center at Brandenburg Middle School	Fikes, Julie	Teacher/Dyslexia	40 years/38 with GISD	Retirement/TRS	5/27/2026
Classical Center at Brandenburg Middle School	Howard, Ta'Cola	Teacher/ESL	1 year with GISD	Resignation/Moving out of State	3/20/2026
Classical Center at Brandenburg Middle School	Kim, Megan	Teacher/Gymnastics/Coach	2 years with GISD	Resignation/Other	6/27/2026
Classical Center at Brandenburg Middle School	Woodfin, Khabion	Teacher/Math 7 8	2 years with GISD	Resignation/Other	5/27/2026
Club Hill STEM Elementary School	Cook, Judith	Teacher/1st Gr.	20 years with GISD	Retirement/TRS	5/28/2026
Club Hill STEM Elementary School	Cox, Kayleigh	Teacher/3rd Gr.	4 years with GISD	Resignation/Relocation	5/27/2026
Club Hill STEM Elementary School	Mebane, Juliana	Teacher/5th Gr.	2 years/1 with GISD	Resignation/Relocation	5/27/2026
Club Hill STEM Elementary School	Moore, Kathleen	Teacher/5th Gr.	16 years/13 with GISD	Resignation/Personal	5/27/2026
Club Hill STEM Elementary School	Parker, Frances	Teacher/4th Gr.	18 years/1 with GISD	End of Assignment	5/27/2026
Club Hill STEM Elementary School	Simmons, Caroline	Teacher/4th Gr.	1 year with GISD	Resignation/Relocation	5/27/2026
Cooper Elementary School	Hungerford, Shelley	Teacher/PE	27 years/3 with GISD	Retirement/TRS	5/27/2026
Cooper Elementary School	Williams, Cheyenne	Teacher/ 2nd Gr.	1 year with GISD	Resignation/Personal	5/27/2026
Couch Elementary School	Arana, Gerado	Teacher/Bilingual 1st Gr.	19 years with GISD	Resignation/Career Change	5/27/2026
Couch Elementary School	Camarata, Julie	Teacher/4th Gr.	1 year with GISD	Resignation/Unsatisfied with Job	5/27/2026
Couch Elementary School	Ellis, Marissa	Teacher/2nd Gr.	3 years with GISD	Resignation/Other	5/27/2026
Couch Elementary School	Lugo Acosta, Maria	Teacher/3rd Gr.	2 years with GISD	Expiration Employment Authorization	3/4/2026
Couch Elementary School	Sauceda, Sylvia	Teacher/Bilingual 3rd Gr.	20 years/7 with GISD	Resignation/Career Change	5/27/2026
Coyle Middle School	Harris, Michael	Teacher/English 7 8	2 years with GISD	Resignation/Personal	5/27/2026
Coyle Middle School	Walker, Robert	Teacher/Math 7 8	2 years with GISD	Resignation/Other	3/13/2026
Curtis Culwell Center	Allen, Lisa	Event Coordinator	4 years with GISD	Resignation/Personal	3/27/2026
Curtis Culwell Center	Hernandez, Erika	Event Coordinator	2 years with GISD	Other	3/1/2026
Daugherty Elementary School	Peralta, Tanya	Teacher/Bilingual 1st Gr.	3 years with GISD	Resignation/Other	5/27/2026
Davis Elementary School	Paul, Janice	Teacher/SPED Content Mastery Inclusion	3 years with GISD	Resignation/Career Change	5/27/2026
Dorsey Elementary School	Balderas Martinez, Maria	Teacher/Bilingual 2nd Gr.	6 years with GISD	Resignation/Other	5/27/2026
Dorsey Elementary School	Cantrell, Antonina	Teacher/2nd Gr.	10 years/1 with GISD	Resignation/Personal	5/27/2026
Dorsey Elementary School	Schnurr, Allison	Teacher/PE	13 years with GISD	Resignation/Career Change	5/27/2026
Ethridge Elementary School	Gonzalez, J	Teacher/Bilingual 4th Gr.	12 years/8 with GISD	Resignation/Relocation	5/27/2026
Garland High School	Westbrook, James	Teacher/Theater Drama	29 years/3 with GISD	Retirement/TRS	5/29/2026
Giddens-Steadham Elementary School	Camacho, Maria	Teacher/Bilingual Kindergarten	15 years/6 with GISD	Resignation/Career Change	5/27/2026
Giddens-Steadham Elementary School	Dillard, Juanita	Teacher/4th Gr.	2 years with GISD	Resignation/Personal	5/27/2026
Giddens-Steadham Elementary School	Lawson, Katrina	Teacher/4th Gr.	15 years with GISD	End of Assignment	5/27/2026
Giddens-Steadham Elementary School	McCartey-Thomas, Yashica	Teacher/5th Gr. ESL	5 years/3 with GISD	Resignation/Other	5/27/2026
Gilbreath-Reed Career and Technical Center	Bauer, Amy	Teacher/Marketing	33 years/31 with GISD	Retirement/TRS	5/29/2026
Gilbreath-Reed Career and Technical Center	Schneider, Brandy	Principal	31 years/28 with GISD	Retirement/TRS	6/29/2026
Handley STEM Elementary	Gonzalez, Maritza	Teacher/Bilingual 4th Gr.	3 years with GISD	Resignation/Other	5/27/2026
Handley STEM Elementary	Joubert, Jordan	Teacher/2nd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Handley STEM Elementary	McBride, Kimberly	Teacher/SPED ABC	3 years with GISD	Resignation/Other	5/27/2026
Handley STEM Elementary	Posteal, Raven	Teacher/3rd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Handley STEM Elementary	Shapiro, Trinity	Teacher/1st Gr.	3 years with GISD	Resignation/Other Texas School	5/27/2026
Handley STEM Elementary	Webb, Taylor	Teacher/3rd Gr.	3 years with GISD	Resignation/Moving out of State	5/27/2026
Harris Hill - Special Education	Padilla, Magdalena	Diagnostician	38 years/28 with GISD	Retirement/TRS	6/3/2026

**March 2026
Resignation and Retirement List - Professionals**

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Heather Glen Montclair Elementary School	Edwards, Willie	Teacher/Kindergarten	2 years with GISD	Other	5/27/2026
Heather Glen Montclair Elementary School	Garfias, Adana	Teacher/3rd Gr.	3 years with GISD	Resignation/Relocation	2/20/2026
Heather Glen Montclair Elementary School	Newson, Jamiela	Teacher/5th Gr.	3 years with GISD	Other	5/27/2026
Heather Glen Montclair Elementary School	Quantrell, Quinton	Teacher/SPED BA	2 years with GISD	Resignation/Other	5/27/2026
Herfurth Elementary School	Ed, Megan	Teacher/Montessori Primary	7 years/5 with GISD	Resignation/Moving Out of State	5/27/2026
Houston Middle School	Ashu, Bianca	Teacher/Science	10 years/8 with GISD	Resignation/Career Change	5/27/2026
Houston Middle School	Bonner, Alliyson	Teacher/Scoemce 7 8	3 years with GISD	Resignation/Personal	5/27/2026
Houston Middle School	Booker, LaPrincessa	Teacher PE 6 8/Coach	6 years with GISD	Resignation/Other	5/29/2026
Houston Middle School	McHenry, Dalicia	Teacher/ESL	11 years/3 with GISD	Resignation/Career Change	5/27/2026
Houston Middle School	Dotson, Jeremy	Teacher/Social Studies 6/Coach	2 years with GISD	Resignation/Other	5/29/2026
Hudson Middle School	Sechrist, Andrew	Teacher/English 6	2 years with GISD	Resignation/Personal	5/27/2026
Hudson Middle School	Sotelo, Kimberly	Teacher/Reading 8	2 years with GISD	Resignation/Personal	5/27/2026
Hudson Middle School	Williams, Melinda	Teacher Math 7 8	17 years/10 with GISD	Resignation/Professional Development	5/27/2026
Jackson Technology Center	Milton, Regina	Teacher/Art	26 years with GISD	Retirement/TRS	5/27/2026
Jackson Technology Center	Tran, Phi	Nurse	3 years with GISD	Resignation/Career Change	3/20/2026
Keeley Elementary School	Monsivais, Michelle	Teacher/SPED ABC	2 years with GISD	Resignation/Other Texas School	5/27/2026
Lakeview Centennial Hlgh School	Flack, Erin	Teacher/English	4 years with GISD	Resignation/Personal	5/27/2026
Lakeview Centennial Hlgh School	Parker, Brandie	Teacher/Spanish	19 years/4 with GISD	Resignation/Relocation	6/8/2026
Lakeview Centennial Hlgh School	Paul, Sonya	Counselor	31 years/7 with GISD	Deceased	2/19/2026
Lakeview Centennial Hlgh School	Young, Joycelyn	Teacher/Mathematics	12 years/1 with GISD	Resignation/Health Reasons	5/27/2026
Liberty Grove Elementary School	Arnold, Keshonda	Teacher/SPED ECSE	3 years with GISD	Other	5/27/2026
Liberty Grove Elementary School	Estrada, Makenzie	Teacher/3rd Gr.	6 years with GISD	Other	5/27/2026
Liberty Grove Elementary School	Jacobs, Michaela	Teacher/5th Gr.	7 years/3 with GISD	Resignation/Personal	5/27/2026
Liberty Grove Elementary School	Winn, Victoria	Teacher/2nd Gr.	2 years with GISD	Resignation/Other	5/27/2026
Lister Elementary School	Fazal, Salma	Teacher/1st Gr.	2 years with GISD	Resignation/Other	5/27/2026
Lister Elementary School	Hikel, Laura	Teacher/2nd Gr.	4 years with GISD	Resignation/Personal	5/27/2026
Lister Elementary School	Gaddy, Macy	Teacher/Art	2 years with GISD	Resignation/Other	5/27/2026
Lister Elementary School	Jones, Shandra	Teacher/2nd Gr.	3 years with GISD	Resignation/Other	5/27/2026
Lister Elementary School	Molina, Sarina	Teacher/1st Gr.	3 years with GISD	Resignation/Other	5/27/2026
Lister Elementary School	Myles, Samantha	Teacher/SPED ABC	5 years/3 with GISD	Resignation/Other	5/27/2026
Luna Elementary School	Manderscheid, Jeneilann	Teacher/Montessori Primary	2 years with GISD	Resignation/Other	5/27/2026
Luna Elementary School	Neely, Jean	Teacher/2nd Gr.	20 years/4 with GISD	Resignation/Personal	5/27/2026
Lyles Collegiate Intermediate	Appolon, Josephine	Teacher/SPED Content Mastery Inclusion	2 years with GISD	Resignation/Other	5/27/2026
Lyles Collegiate Intermediate	Conley, Dont'e	Teacher/Math 7 8	3 years/2 with GISD	Resignation/Personal	5/27/2026
Lyles Collegiate Intermediate	Guerrero, Gisell	Teacher/Social Studies 7 8	1 year with GISD	Resignation/Personal	5/27/2026
Lyles Collegiate Intermediate	Lopez, Ana	Teacher/ESL	7 years with GISD	Finish Year Only	5/27/2026
Lyles Collegiate Intermediate	Rox, Matthew	Teacher/Social Studies/Coach	2 years with GISD	Resignation/Career Change	5/29/2026
Lyles Collegiate Intermediate	Wilson, Raven	Teacher/Social Studies 7 8 Coach	1 year with GISD	Other	2/9/2026
M.D. Williams Elementary School	Diaz, Ysilia	Teacher/Prekindergarten Bilingual	17 years/11 with GISD	Retirement/TRS	5/27/2026
Memorial Pathway Academy	Caracheo Flores, Jennifer	Teacher/ESL ELAR Newcomer MS	2 years with GISD	Resignation/Personal	5/27/2026
Memorial Pathway Academy	Dinh, Tram	Teacher/Newcomer ESL English	2 years with GISD	Resignation/Personal	5/27/2026
Memorial Pathway Academy	Ha, Ngoc	Teacher/ESL Social Studies Newcomer	3 Years with GISD	Resignation/Career Change	5/27/2026

**March 2026
Resignation and Retirement List - Professionals**

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Memorial Pathway Academy	Nickerson, Katrena	Teacher/ESL ELAR Newcomer MS	2 years with GISD	Resignation/Other	5/27/2026
Memorial Pathway Academy	Zerouali, Souad	Teacher/SEL Science Newcomer MS	3 years with GISD	Resignation/Professional Development	5/27/2026
Naaman Forest High School	Daniels, Michael	Teacher/Social Studies	3 years with GISD	Resignation/Professional Development	5/27/2026
Naaman Forest High School	Draper, Renee	Teacher/Science	4 years with GISD	Resignation/Professional Development	5/27/2026
Naaman Forest High School	Hamilton, Ardelle	Teacher/Science	19 years/13 with GISD	Retirement/TRS	6/3/2026
Naaman Forest High School	Herrera, Jacob	Teacher/English/Coach	2 years with GISD	Resignation/Professional Development	6/8/2026
Naaman Forest High School	Jones, Darrian	Teacher/English/Coach	2 years with GISD	Resignation/Professional Development	6/8/2026
Naaman Forest High School	Lambert, Jessica	Teacher/Business Education/Coach	5 years with GISD	Resignation/Professional Development	6/8/2026
Naaman Forest High School	Pierre, Turrell	Teacher/Mathematics	6 years/4 with GISD	Resignation/Professional Development	5/27/2026
Naaman Forest High School	Robinson, Bryson	Teacher/Marketing/Coach	2 years with GISD	Resignation/Professional Development	6/8/2026
Northlake Elementary School	Alexander, Nicholas	Teacher/4th Gr.	3 years with GISD	Expiration Employment Authorization	5/27/2026
Northlake Elementary School	Escamilla Torres, Hortencia	Teacher/Bilingual 1st Gr.	2 years with GISD	Other	5/27/2026
Northlake Elementary School	Lopez, Kinsey	Teacher/Kindergarten	3 years with GISD	Resignation/Other Texas School	5/27/2026
Northlake Elementary School	Morales, Jaqueline	Teacher/1st Gr.	3 years with GISD	Other	5/27/2026
O'Banion Middle School	Neville, Dawn	Teacher/SPED ALE	2 years with GISD	Resignation/Other	5/27/2026
Parsons Prekindergarten School	Newbolt, Angela	Teacher/ESL Pre K Early Childhood	3 years with GISD	Resignation/Other	5/27/2026
Pearson Elementary School	Medina, Erika	Teacher/2nd Gr.	3 years with GISD	Resignation/Personal	5/27/2026
Pearson Elementary School	Paris, Kennedy	Support Teacher Title 1	6 years/1 with GISD	Resignation/Health Reasons	2/17/2026
Pearson Elementary School	Spencer, Leatrice	Teacher/Kindergarten	2 years with GISD	Resignation/Personal	5/27/2026
Professional Development Center	Perry, Amy	Facilitator Instructional Design ELAR	25 years/12 with GISD	Resignation/Moving Out of State	6/8/2026
Roach Elementary School	Mullins, Mary	Teacher/Art	7 years with GISD	Resignation/Relocation	5/27/2026
Rowlett Elementary School	Luna, Ashley	Teacher Apprentice	1 year with GISD	Resignation/Career Change	5/26/2026
Rowlett Elementary School	Nemeth, Kathleen	Teacher/Dyslexia	30 years/11 with GISD	Retirement/TRS	5/27/2026
Rowlett Elementary School	Ramon, Marissa	Teacher/2nd Gr.	6 years/5 with GISD	Resignation/Relocation	5/27/2026
Rowlett High School	Lew, Austin	Teacher/Mathematics	3 years with GISD	Resignation/Other	5/27/2026
Sachse High School	Bush, Thomas	Teacher/Mathematics	17 years/3 with GISD	Retirement/TRS	5/27/2026
Sachse High School	Jones, Maria	School Nurse	18 years with GISD	Resignation/Personal	3/13/2026
Sachse High School	King, Ryan	Teacher/Assistant Band Director	4 years/1 with GISD	Resignation/Personal	6/8/2026
Sachse High School	Perry, Samuel	Teacher/Mathematics	6 years/4 with GISD	Resignation/Not Working	5/27/2026
Sellers Middle School	Cantu, Charles	Teacher/Dual Language	2 years with GISD	Resignation/Other	5/27/2026
Sellers Middle School	Ugwu, Ugomma	Teacher/English 7 8	3 years with GISD	Resignation/Other	5/27/2026
Sewell Elementary School	Hoover, Melinda	Principal	29 years/5 with GISD	Resignation/Personal	6/23/2026
Shorehaven Elementary School	Reza, Rafael	Teacher/SPED ALE	3 years with GISD	Resignation/Relocation	5/27/2026
Shugart Elementary School	Bach, Lindsey	Teacher/1st Gr.	24 years/11 with GISD	Resignation/Other Texas School	5/27/2026
South Garland High School	Carter, Allison	Teacher/Math EOC	2 years with GISD	Resignation/Personal	5/27/2026
South Garland High School	Carter, Zacchaeus	Teacher/PE Coach	3 years with GISD	Expiration Employment Authorization	6/8/2026
South Garland High School	Cody, Nancy	Diagnostician	49 years with GISD	Retirement/TRS	5/31/2026
South Garland High School	Hurd, Jack	Teacher/Social Studies/Coach	2 years with GISD	Resignation/Personal	6/8/2026
South Garland High School	Jones, Sean	Teacher/Social Studies/Coach	3 years with GISD	Resignation/Other	6/8/2026
South Garland High School	McCullar, Jammal	Teacher/Social Studies/Coach	2 years with GISD	End of Assignment	6/8/2026
South Garland High School	Tillman, AJ	Teacher/ESL	3 years with GISD	Resignation/Other	5/27/2026
Southgate STEM Elementary	Araujo, Jennifer	Teacher/Bilingual Kindergarten	2 years with GISD	Resignation/Other	5/27/2026

**March 2026
Resignation and Retirement List - Professionals**

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Southgate STEM Elementary	Muniz, Ysatis	Teacher/Art	3 years with GISD	End of Assignment	5/27/2026
Southgate STEM Elementary	Velasquez Vasquez, Rebeca	Teacher/Bilingual 1st Gr.	2 years with GISD	Resignation/Other	5/27/2026
Spring Creek Elementary	Diwa, Maria	Teacher/2nd Gr.	21 years with GISD	Retirement/TRS	5/27/2026
Spring Creek Elementary	Grijalva, Alejandra	Teacher/4th Gr.	3 years with GISD	Resignation/Career Change	5/27/2026
Spring Creek Elementary	Hernandez, Pamela	Teacher/Bilingual 2nd Gr.	2 years with GISD	Resignation/Personal	5/27/2026
Spring Creek Elementary	Lipscomb, Dasia	Teacher/Prekindergarten	3 years with GISD	Resignation/Other Texas School	5/27/2026
Spring Creek Elementary	McNabb, Charlene	Teacher/SPED CBSE IDEA B	3 years with GISD	Other	5/27/2026
Weaver Elementary School	Conerly, Amahya	Teacher/5th Gr.	1 year with GISD	End of Assignment	5/27/2026
Weaver Elementary School	Kell, Rachel	Teacher/SPED CBSE IDEA B	3 years with GISD	Resignation/Relocation	5/27/2026
Weaver Elementary School	Milne, Lisa	Teacher/4th Gr.	23 years/8 with GISD	Retirement/TRS	5/27/2026
Webb Middle School	Alcocer-Cejin, Kristina	Teacher/Math 6	3 years with GISD	Resignation/Other	5/27/2026
Webb Middle School	Caldwell, Savannah	Teacher/Science 7 8	2 years with GISD	Resignation/Personal	5/27/2026
Webb Middle School	Confey, Conner	Teacher/Math 6	3 years with GISD	Resignation/Other	5/27/2026
Webb Middle School	Dillard, Trevor	Teacher/PE/Coach	5 years with GISD	Resignation/Other	5/29/2026
Webb Middle School	Gooding, Linda	Teacher/Social Studies 7 8	11 years/7 with GISD	Resignation/Personal	5/27/2026
Webb Middle School	Howard, Lisa	Teacher/Science 7 8	28 years/5 with GISD	Resignation/Relocation	5/27/2026
Webb Middle School	Wilson, Dari	Teacher/Science 6	13 years with GISD	Retirement/TRS	5/27/2026



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mechelle Hogan, Board Service Manager

Subject: Consider Approval of Minutes of Board Meetings

Action Item

Executive Summary:

Minutes from board meetings are submitted for review and approval.

Administrative Recommendations:

Administration recommends approval.

Recommended Motion for Action Items:

I move to approve the Board Meeting Minutes.

Financial Impact and Funding Source:

N/A if does not apply

Garland Independent School District
Board of Trustees
Minutes of Regular Board Meeting
February 24, 2026

Trustees Present: Johnny Beach, Wesley Johnson, James Miller, Larry Glick
Trustees Absent: Linda Griffin, Daphne Stanley, Robert Selders
Administrators Present: Dr. Ricardo López, Dr. Ida Perales, Dr. Jason Adams, Darrell Dodds, Lisa Ray

1. Mr. Beach, President, called the meeting to order at 5:00 p.m. and announced that a quorum was present, that the meeting was duly called, and that the notice of the meeting was posted for the time and in the manner as required by law. South Garland High School Student Leader Malaiya Osborne led the audience in the Pledges of Allegiance to the U.S. and Texas flags.
2. President Beach called for the Public Hearing for the 2024-2025 Annual Performance Report to commence at 5:02 p.m. Veronica Salgado Joyner presented the Annual Performance Report. There were no Trustee comments. Citizen Robert Duckworth spoke during the public comment portion of the Public Hearing. Dr. Ricardo López responded to the citizen. After all comments, Mr. Beach called for a motion to close the hearing at 5:16 p.m.
3. Gabriel Swallow, Lucero Cazares-Rodriguez and Robert Duckworth addressed the Board during the Public Forum portion of the meeting.
4. The following Information Items were presented:
 - Evidence of Excellence
 - PTA Reflections State-Level Competition Students
 - Special Recognition
 - Leadership Garland Class 45
 - City of Garland, City of Rowlett and City of Sachse Leadership and Staff
 - Intruder Detection Audit Report for February 2026
5. Trustees were given an opportunity to share during the Trustees Report on the following subjects:
 - Trustee attendance at recent district and community events
 - Announcement of upcoming district and community events
 - Recognition of outstanding performance by district staff and students
 - Recognition of new programs and special activities
 - Discuss future meeting dates
 - Message from Board President
6. Superintendent Dr. Ricardo López provided a report on recent events.
7. There were no future agenda items requested.
8. On a blanket motion by Mr. Johnson and a second by Mr. Glick, the Consent Agenda to include the following agenda items were unanimously approved. The votes are as

follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye; (4-0) with Mrs. Griffin, Mrs. Stanley and Mr. Selders noted as absent from the meeting.

- Human Resources Report
 - Board Meeting Minutes
 - District of Innovation Updated Plan with Proposed & Removed Amendments
 - Library Resources
 - Budget Transfers and Amendments to the General Fund, Debt Services Fund and Student Nutrition Services Fund for the 25-26 School Year
 - East Texas A&M University and Garland ISD Teacher Residency Program Agreement
 - HB2 Delayed Compliance Plan for Teacher Certification
 - Resolution Allowing Compensation for Staff Members Due to Time Missed During Inclement Weather Days
 - University of North Texas and Garland ISD Teacher Residency Program Agreement
 - Mutual Aid Agreement for Complex Emergency Response and Investigation Planning with Department of Public Safety (DPS) and Dallas County
 - Naming of the Rowlett High School Baseball Concession Stand to Archer's Snack Shack
 - New Bids
 - Contract#68-26-02 - Consider Approval of Purchase of Charter Transportation Services
 - Contract#141-27 — Consider Approval of Purchase of Commodity Processing for Student Nutrition Services (SNS)
 - Modification to Awarded Bids
 - Contract#341-21-01 - Consider Approval of Modification to Translation and Interpretation Services
 - Consider Approval of Modification to Translation and Interpretation Services
9. On a motion by Mr. Miller and second by Mr. Glick, new bid Contract# 344-26 - Consider Approval of Purchase of Library Books and Materials Catalog was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye (4-0) with Mrs. Griffin, Mr. Selders and Mrs. Stanley noted as absent from the meeting.
10. On a motion by Mr. Miller and second by Mr. Glick, new bid Contract# 344-26-04 - Consider Approval of Purchase of Library Books and Materials Catalog was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye; (4-0) with Mrs. Griffin, Mrs. Stanley and Mr. Selders noted as absent from the meeting.
11. On a motion by Mr. Johnson and second by Mr. Miller, the TASB Update 126 Local Policies were unanimously approved with the following amendment to Policy CJ(LOCAL) " for services rendered to the district" added to the end of the first bullet point of the *Prohibition on Diversity, Equity and Inclusion* subheading. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye (4-0) with Mrs. Griffin, Mrs. Stanley and Mr. Selders noted as absent from the meeting.
12. On a motion by Mr. Miller and second by Mr. Glick, the Board unanimously approved the rejection of the Resolution Regarding a Period of Prayer and Reading of Religious Text

During the School Day. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye (4-0) with Mrs. Griffin, Mrs. Stanley and Mr. Selders noted as absent from the meeting. Superintendent Dr. Ricardo López provided comments regarding the rejection of the Resolution Regarding a Period of Prayer and Reading of Religious Text During the School Day citing the existing practices.

13. On a motion by Mr. Johnson and second by Mr. Glick, the Joint Elections Contract with Dallas County Elections Department was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Miller-Aye; Mr. Glick-Aye (4-0) with Mrs. Griffin, Mrs. Stanley and Mr. Selders noted as absent from the meeting.
14. Mr. Beach stated that the Board would move into executive session at 6:30 p.m. for purposes permitted in Texas Open Meetings Act, Texas Government Code 551.001 et seq. Pursuant to Texas Government Code 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices: 1. Discussion and deliberation regarding TEA's Intruder Detection Audits; Pursuant to Texas Government Code Section 551.071, private consultation with the Board's attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter; and Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee. The Board reconvened in open session at 6:41 p.m. Mr. Beach certified that nothing was discussed by the Board in executive session that is not permitted under the Texas Open Meetings Act.
15. There was no action necessary due to Executive Session discussions.
16. The meeting adjourned at 6:41 p.m.

Johnny Beach, President
Board of Trustees

Daphne Stanley, Secretary
Board of Trustees

Garland Independent School District
Board of Trustees
Minutes of Board Bond Special Board Meeting
March 10, 2026

Trustees Present: Johnny Beach, Robert Selders, Wesley Johnson, James Miller,
Daphne Stanley, Larry Glick
Trustees Virtual: Linda Griffin
Administrators Present: Dr. Ricardo López, Dr. Ida Perales, Darrell Dodds, Dr. Jason
Adams, Lisa Ray

1. President Beach, called the meeting to order at 4:30 p.m. and announced that a quorum was present, that the meeting was duly called, and that the notice of the meeting was posted for the time and in the manner as required by law and that Trustee Linda Griffin was participating virtually.
2. No citizens addressed the Board of Trustees during the Public Forum portion of the meeting.
3. Dr. Ricardo López gave a brief Superintendent's Message.
4. The following Information Items were presented:
 - Bond 2023 Program Summary Update-Javier Fernandez
 - Bond 2023 Gilbreath-Reed Career and Technical Center Additions Schematic Design – Javier Fernandez
5. On a motion by Mr. Miller and second by Mr. Glick, Contract#510-02-2.3 for the Recommended Guaranteed Maximum Price (GMP) #1 for Roof Replacement for South Garland High School and North Garland High School Renovations was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Selders-Aye; Mr. Miller-Aye; Mr. Glick-Aye; Mrs. Stanley-Aye; Mrs. Griffin (7-0) with Mrs. Griffin noted as voting virtually.
6. On a motion by Mr. Selders and second by Mrs. Stanley, Contract#510-02-2.4 for Recommended Guaranteed Maximum Price (GMP) for Elementary School Renovations for Northlake Elementary School, Rowlett Elementary School and Toler Elementary School was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Selders-Aye; Mr. Miller-Aye; Mr. Glick-Aye; Mrs. Stanley-Aye; Mrs. Griffin (7-0) with Mrs. Griffin noted as voting virtually.
7. On a motion by Mr. Johnson and second by Mr. Glick, Contract#510-03-3.4 for Recommendation to Award Middle School Renovations/Additions at Austin Academy for Excellence, Jackson Technology Center for Math and Science, and Sam Houston Middle School was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr. Selders-Aye; Mr. Miller-Aye; Mr. Glick-Aye; Mrs. Stanley-Aye; Mrs. Griffin (7-0) with Mrs. Griffin noted as voting virtually.
8. On a motion by Mr. Miller and second by Mr. Selders, Contract#510-26-01 for Recommendation to Award Teacher Laptops, Related Equipment and Services was unanimously approved. The votes are as follows: Mr. Beach-Aye; Mr. Johnson-Aye; Mr.

Selders-Aye; Mr. Miller-Aye; Mr. Glick-Aye; Mrs. Stanley-Aye; Mrs. Griffin (7-0) with Mrs. Griffin noted as voting virtually.

9. There was no Executive Session.

10. The meeting adjourned at 5:46 p.m.

Johnny Beach, President
Board of Trustees

Daphne Stanley, Secretary
Board of Trustees

Garland Independent School District
Board of Trustees
Finance, Facilities and Operations Committee Meeting Minutes
March 10, 2026

Trustees Present: Johnny Beach, Robert Selders, Wesley Johnson, James Miller, Daphne Stanley, Larry Glick
Trustees Virtual: Linda Griffin
Administrators Present: Dr. Ricardo López, Dr. Ida Perales, Darrell Dodds, Dr. Jason Adams, Lisa Ray

1. Mr. Miller, committee chairperson, called the meeting to order at 5:58 p.m. announcing that the meeting was duly called, and that the notice of the meeting was posted for the time and in the manner as required by law and that Trustee Linda Griffin was participating virtually.
2. There were no comments during the Public Forum portion of the meeting.
3. Dr. Ricardo López provided a brief message.
4. Darrell Dodds presented 2026-2027 Budget Highlights as a discussion item.
5. The following Information items were presented:
 - Board of Trustee Contract Renewal Report for March 2026
 - January 2026 Monthly Financials
 - January 2026 Tax Report
6. The following items will be presented for Action at the March 2026 Regular Meeting:
 1. Consider Approval of Aerial Easement and Right-of-Way at Hillside Academy for Excellence Between Garland ISD and Oncor Electric Delivery Company LLC – Javier Fernandez
 2. Consider Approval of Budget Transfers and Amendments to the General Fund, Debt Services Fund and Student Nutrition Services Fund for the 25-26 School Year – Elisa Cordova-Long
 3. Consider Approval of the 2026 - 2027 Salary Schedule and Compensation Information Handbook – Dr. Gradyne Brown **(PULLED)**
 4. Consider Approval of Modification to Region 10 Education Service Center Multi-Region Purchasing Cooperative Agreement – Mark Booker, Jennifer Miller
 5. New Bids
 - Contract#113-26 - Consider Approval of Purchase of Technology Ticket System - Mark Booker, Tim Fears
 - Contract#215-26-01 - Consider Approval of Purchase of Maintenance General Trades Merchandise and Services – Mark Booker, Dr. Jennifer DuPlessis
 - Contract#310-25-08 - Consider Approval of Purchase of Professional Staff Development, Consultant Services, and Materials – Mark Booker, Coleman Bruman

6. Modification to Awarded Bids
 - Contract#7-26 - Consider Approval of Modification to Fuel Quoting – Mark Booker, Tim Logan
 - Contract#23-26 - Consider Approval of Modification to Fuel Servicing - Mark Booker, Tim Logan
7. There was no Executive Session.
8. The meeting adjourned at 7:10 p.m.

Johnny Beach, President
Board of Trustees

Daphne Stanley, Secretary
Board of Trustees

Garland Independent School District
Board of Trustees
Academic and District Affairs Committee Meeting Minutes
March 10, 2026

Trustees Present: Johnny Beach, Robert Selders, Wesley Johnson, James Miller, Daphne Stanley, Larry Glick
Trustees Virtual: Linda Griffin
Administrators Present: Dr. Ricardo López, Dr. Ida Perales, Darrell Dodds, Dr. Jason Adams, Lisa Ray

1. Mr. Johnson, Committee Chairperson, called the meeting to order at 7:19 p.m. announcing that the meeting was duly called, and that the notice of the meeting was posted for the time and in the manner as required by law and that Trustee Linda Griffin was participating virtually.
2. No citizens addressed the Board during the Public Forum portion of the meeting.
3. Dr. López provided a brief message.
4. The following item was presented as an Information Item:
 - Priority Campus Improvement Analysis – Dr. Michael Arreola and Kim Marsh
5. The following items were presented for Action at the March 2026 Regular Meeting:
 1. Consider approval of NAACP Resolution for Use of a District Facility – Dr. Ramona Morin & Dr. Lakisha Culpepper
 2. Consider Approval of Noon Exchange Club Resolution for Use of a District Facility – Dr. Ramona Morin & Dr. Lakisha Culpepper
 3. Consider Approval of Missed School Days Waiver and Low Attendance Day Waiver – Angela Daniels & Dr. Babetta Hemphill
6. There was no Executive Session.
7. The meeting adjourned at 8:29 p.m.

Johnny Beach, President
Board of Trustees

Daphne Stanley, Secretary
Board of Trustees



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Javier Fernandez, Director of Facilities Planning and Construction Services

Subject: Consider Approval of Aerial Easement and Right-of-Way at Hillside Academy for Excellence Between Garland ISD and Oncor Electric Delivery Company LLC

Consent Agenda

Executive Summary:

Oncor Electric Delivery Company LLC requests an Aerial Easement and Right-of-Way due to the fact that they will be upgrading their existing electrical lines which will include replacing poles that are in the road right-of-way. The cross arms and wires at the top of the poles will overhang the property slightly on a tract of land situated at Hillside Academy for Excellence, 600 Keen Drive, Garland, TX 75041, which is owned by Garland Independent School District.

Reviewed and approved by Javier Fernandez, Director of Facilities Planning and Construction Services, Dr. Jennifer DuPlessis, Executive Director of Facilities and Maintenance, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation to approve the Aerial Easement and Right-of-Way at Hillside Academy for Excellence between Garland ISD and Oncor Electric Delivery Company LLC, which meets the goals of Garland Independent School District.

Recommended Motion for Action Items:

Move to approve the Aerial Easement and Right-of-Way at Hillside Academy for Excellence between Garland ISD and the Oncor Electric Delivery Company LLC as presented to the Board of Trustees.

Financial Impact and Funding Source:

Amount Paid by Grantee: \$10

PT: _____
District: MSQ
WO #: 29437852
ER _____

AERIAL EASEMENT AND RIGHT OF WAY

THE STATE OF TEXAS §
§ **KNOW ALL MEN BY THESE PRESENTS:**
COUNTY OF DALLAS §

That, **Garland Independent School District**, hereinafter called "Grantor," whether one or more, for and in consideration of Ten and NO/100 Dollars (\$10.00) and other valuable consideration to Grantor in hand paid by **Oncor Electric Delivery Company LLC, a Delaware limited liability company**, 1616 Woodall Rodgers Freeway, Dallas, Texas 75202-1234, hereinafter referred to as "Company," has granted, sold and conveyed and by these presents does grant, sell and convey unto said Company, its successors and assigns, an aerial easement and right-of-way for overhead electric power and communications lines, each consisting of variable number of wires and cables over and across all that certain tract(s) of land located in Dallas County, Texas, more particularly described as follows:

SEE EXHIBIT "A" (ATTACHED)

Grantor recognizes that the general course of said lines or the metes and bounds description as above described, is based on preliminary surveys only, and Grantor hereby agrees that the easement and right-of-way and its general dimensions hereby granted shall apply to the actual location of said overhead lines when constructed.

Together with the right of ingress and egress over and along the easement and right-of-way and over Grantor's adjacent lands to or from the easement and right-of-way, for the purpose of and with the right to construct, operate, improve, reconstruct, repair, inspect, patrol, maintain and remove such overhead electric power and communications lines as the Company may from time to time find necessary, convenient or desirable, the right to relocate its facilities along the same general direction of said lines, the right to relocate said lines in the same relative position to any adjacent road if and as such road is widened in the future, the right to trim and cut down trees and shrubbery on the easement and right-of-way and Grantor's land adjacent thereto, to the extent, in the sole judgment of the Company, necessary to prevent possible interference with the operation of said overhead lines or to remove possible hazard thereto, and the right to remove or prevent the construction on the easement and right-of-way of any or all buildings, structures and obstructions.

It is understood, however, that Company shall have no right to erect any structures upon the above described easement but may overhang such easement with structures located on property adjacent to Grantor's property.

Grantor reserves the right to use the easement and right-of-way, provided such use shall not include the growing of trees thereon or any other use that may, in the sole judgment of the Company, interfere with the exercise by the Company of the rights hereby granted to it.

TO HAVE AND TO HOLD the above described easement and right-of-way unto the said Company, its successors and assigns, until all of said lines shall be abandoned, and in that event said easement and right-of-way shall cease and all rights herein granted shall terminate and revert to Grantor or Grantor's heirs, successors or assigns; and Grantor hereby binds himself, his heirs, successors, assigns, and legal representatives, to warrant and forever defend the above described aerial easement and right-of-way unto Company, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

EXECUTED this _____ day of _____, A.D. 2026.

Grantor: Garland Independent School District

By: _____

Printed Name: _____

Title: _____

STATE OF _____ §

§

COUNTY OF _____ §

BEFORE ME, the undersigned authority, on this day personally appeared _____, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the same as the act and deed of Garland Independent School District, as the _____ thereof, for the purposes and consideration therein expressed, in the capacity therein stated and that he/she is authorized to do so.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, A.D. 2026.

Notary Public in and for the State of Texas

EXHIBIT "A"

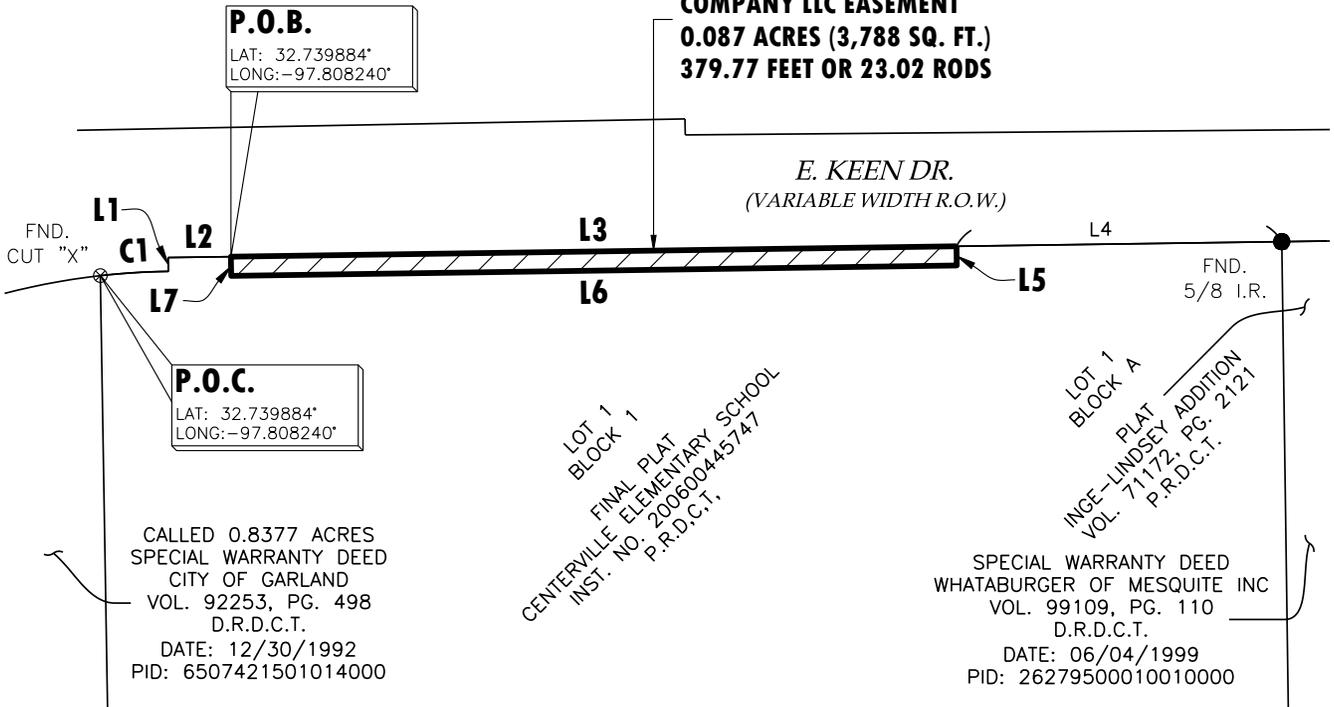
NOTE:

- 1: SURVEYOR HAS MADE NO INVESTIGATION OR INDEPENDENT SEARCH FOR EASEMENTS OF RECORD, ENCUMBRANCES, RESTRICTIVE COVENANTS, OWNERSHIP TITLE EVIDENCE, OR ANY OTHER FACTS THAT AN ACCURATE ABSTRACT OF TITLE MAY DISCLOSE.
- 2: BASIS OF BEARINGS IS TEXAS STATE PLANE COORDINATE SYSTEM (NAD83), NORTH CENTRAL ZONE. (4202)

JOHN W KEEN SURVEY
ABSTRACT NO. 742
DALLAS COUNTY, TEXAS



**ONCOR ELECTRIC DELIVERY
COMPANY LLC EASEMENT**
0.087 ACRES (3,788 SQ. FT.)
379.77 FEET OR 23.02 RODS



CALLLED 0.8377 ACRES
SPECIAL WARRANTY DEED
CITY OF GARLAND
VOL. 92253, PG. 498
D.R.D.C.T.
DATE: 12/30/1992
PID: 6507421501014000

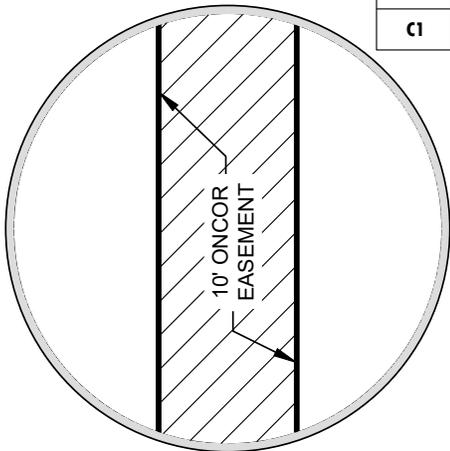
LOT 1
BLOCK 1
FINAL PLAT
CENTERVILLE ELEMENTARY SCHOOL
INST. NO. 200600445747
P.R.D.C.T.

LOT 1
BLOCK A
PLAT
INGE-LINDSEY ADDITION
VOL. 71172, PG. 2121
P.R.D.C.T.
SPECIAL WARRANTY DEED
WHATABURGER OF MESQUITE INC
VOL. 99109, PG. 110
D.R.D.C.T.
DATE: 06/04/1999
PID: 26279500010010000

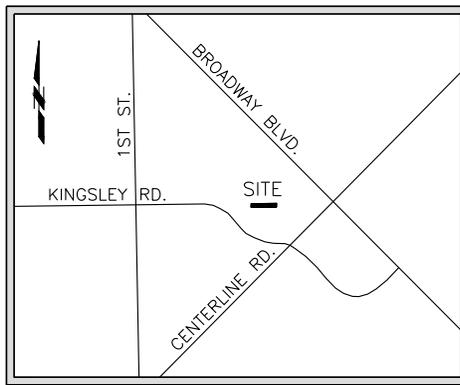
CALLLED 8.463 ACRES
SPECIAL WARRANTY DEED
GARLAND I.S.D.
VOL. 5462, PG. 125
D.R.D.C.T.
DATE: 11/11/1900
PID: 26084400010010000

LINE TABLE		
LINE	DIRECTION	LENGTH
L1	N00°42'54"W	7.21'
L2	N89°11'12"E	32.87'
L3	N89°11'12"E	379.77'
L4	N89°11'12"E	368.33'
L5	S00°48'48"E	10.00'
L6	S89°11'12"W	379.77'
L7	N00°48'48"W	10.00'

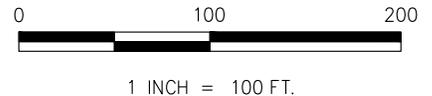
CURVE TABLE					
CURVE	LENGTH	RADIUS	DELTA	CHORD BEARING	CHORD LENGTH
C1	35.66'	360.33'	5°40'13"	N86°25'05"E	35.65'



DEFINED EASEMENT
N.T.S.



VICINITY MAP
N.T.S.



2026MMSQ001
WO29437947
ONCOR ELECTRIC DELIVERY
COMPANY LLC EASEMENT

GARLAND I.S.D.
0.087 ACRES (3,788 SQ. FT.) IN
JOHN W KEEN SURVEY, A-742
DALLAS COUNTY, TEXAS

LEGEND

- PROPERTY/OWNERSHIP D.R.D.C.T. DEED RECORDS, DALLAS COUNTY, TEXAS
- - - ABSTRACT LINE P.R.D.C.T. PLAT RECORDS, DALLAS COUNTY, TEXAS
- ⊗ CUT "x" FOUND
- IRON ROD FOUND
- ONCOR ELECTRIC DELIVERY COMPANY LLC EASEMENT



www.landpoint.net

4100 INTERNATIONAL PLAZA
SUITE 240
FORT WORTH, TX 76109
(817)554-1805
TBPELS REG. NO. 10194220

EXHIBIT "A"

LEGAL DESCRIPTION

Being a 0.087 acre tract of land out of Lot 1, Block 1 of the Final Plat for Centerville elementary school, as recorded under Instrument Number 200600445747, of the Plat Records of Dallas County, Texas, said Lot being owned by Garland I.S.D., and being situated in the John W. Keen Survey, Abstract Number 742, Dallas County, Texas, and being more particularly described by metes and bounds as follows: (all courses herein are based on GPS observations referenced to the Texas State Plane Coordinate System (NAD83), North Central Zone):

COMMENCING at an X cut found at the northwest corner of said Lot 1, at the northeast corner of a called 0.8377 acre tract of land, conveyed by Special Warranty Deed to the city of Garland, as recorded in Volume 92253, Page 498, of the Official Public Records of Dallas County, Texas, and on the south right-of-way of E. Keen Drive, (variable width right-of-way);

THENCE along the south right-of-way line of E. Keen Drive and along the north line of said Lot 1, the following two courses and distances:

Along a curve to the right, having an arc length of 35.66 feet, a radius of 360.33 feet, a delta angle of 50°40'13", a chord bearing of North 86°25'05" East, a distance of 35.65 feet, the end of said curve at an interior corner of said Lot 1;

North 00°42'54" West, a distance of 7.21 feet to an exterior corner of said Lot 1;

North 89°11'12" East, a distance of 32.87 feet to the POINT OF BEGINNING of herein described tract of land;

North 89°11'12" East, a distance of 379.77 feet to a point, from which a 5/8-inch iron rod found at the northeast corner of said Lot 1 and at the northwest corner of Lot 1, Block A, of the Inge-Lindsey addition, as recorded under Volume 71172, page 2121, of the Plat Records of Dallas County, Texas, said Lot being conveyed by Special Warranty Deed to the Whataburger of Masquite INC., as recorded in Volume 92253, Page 498, of the Official Public Records of Dallas County, Texas, bears North 89°11'12" East, a distance 368.33 feet;

THENCE over and across said Lot 1 of the Centerville elementary school, the following courses and distances:

South 00°48'48" East, a distance of 10.00 feet to a point;

South 89°11'12" West, a distance of 379.77 feet to a point;

North 00°48'48" West, a distance of 10.00 feet to the POINT OF BEGINNING of herein described tract of land and containing within these calls 0.110 acres or 4,799 square feet of land.

Oncor Electric Delivery Company, LLC electric line having a length of 379.77 feet or 23.02 rods.

x:\2026\25-1959-10\Working\Plats and Field Notes\Plats\25-1959-10 2026MMSQ001 - Bobtown Road Sub WO 29437947 - GARLAND ISD.dwg

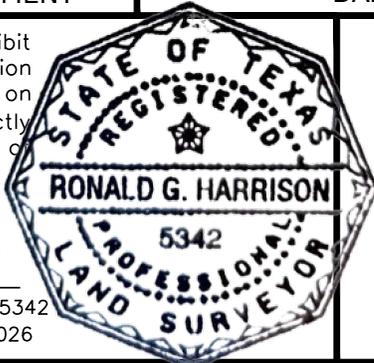


2026MMSQ001
WO29437947
ONCOR ELECTRIC DELIVERY
COMPANY LLC EASEMENT

GARLAND I.S.D.
0.087 ACRES (3,788 SQ. FT.) IN
JOHN W KEEN SURVEY, A-742
DALLAS COUNTY, TEXAS

I, Ronald G. Harrison, certify that this exhibit was prepared under my direct supervision from a survey made on the ground on 09/18/2025 that this plat correctly represents the facts found at the time of said survey.

Ronald G. Harrison State of Texas R.P.L.S. No. 5342
02/18/2026



www.landpoint.net
4100 INTERNATIONAL PLAZA
SUITE 240
FORT WORTH, TX 76109
(817)554-1805
TBPELS REG. NO. 10194220





BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Elisa Cordova-Long, Executive Director of Budget

Subject: Consider Approval of Budget Transfers and Amendments to the General Fund, Debt Services Fund and Student Nutrition Services Fund for the 2025-2026 School Year

Consent Agenda

Executive Summary:

This presentation details the budget transfers and amendments proposed for approval and their respective impact on the General Fund, Student Nutrition Services Fund, and Debt Services Fund.

Section 44.006 of the Texas Education Code requires that the Board of Trustees authorize amendments to the General Fund Budget. This agenda item was reviewed during the Finance, Facilities and Operations Committee Meeting on March 10, 2026. Reviewed and approved by Elisa Cordova-Long, Executive Director of Budget, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to approve the budget transfers and amendments as presented to the Board of Trustees.

Financial Impact and Funding Source:

N/A



Budget Transfers And Amendments
General Fund
Fiscal Year 2025-2026
March 31, 2026

	Original Budget	Revised Budget	Balance Neutral Transfers	Current Amendments Requested	Revenue Amendments Requested	Proposed Amended Budget
Revenue						
57 Local Revenue	\$ 229,990,287	\$ 229,991,662	\$ -	\$ (12,980,129)	\$ 39,835,367	\$ 256,846,900
58 State Revenue	342,260,284	342,260,284		(26,059,258)	20,171,506	336,372,532
59 Federal Revenue	8,000,000	8,000,000				8,000,000
Total Revenues	\$ 580,250,571	\$ 580,251,946	\$ -	\$ (39,039,387)	\$ 60,006,873	\$ 601,219,432
Expenditures						
11 Instruction	\$ 359,899,542	\$ 358,205,749	\$ (861,375)	\$ (18,621,368)	\$ -	\$ 338,723,006
12 Instructional Resources and Media Services	8,996,525	9,091,385	(200,000)	(167,494)		8,723,891
13 Curriculum Development and Instructional Staff Development	15,912,761	15,962,338	(50,667)	(375,111)		15,536,560
21 Instructional Leadership	8,994,026	9,144,238		(608,842)		8,535,396
23 School Leadership	36,516,396	36,377,860	(9,366)	(278,011)		36,090,483
31 Guidance, Counseling and Evaluation	37,943,725	37,275,784	45,341	(1,210,018)		36,111,107
32 Social Work Services	510,841	587,241		-		587,241
33 Health Services	10,115,572	9,983,359		(500,000)		9,483,359
34 Student Transportation	23,188,841	23,778,882	412,380	-		24,191,262
35 Food Service	370,812	609,237		-		609,237
36 Extracurricular Activities	14,186,930	14,233,097	11,440	(43,261)		14,201,276
41 General Administration	20,715,067	20,878,567	40,000	(227,228)		20,691,339
51 Facilities Maintenance & Operations	63,737,518	65,105,881	1,505	(4,192,102)		60,915,284
52 Security and Monitoring Services	16,173,422	16,235,390	60,375	(2,474,298)		13,821,467
53 Data Processing Services	18,051,462	18,240,411		(1,142,065)		17,098,346
61 Community Services	1,471,512	1,480,292	(300)	(27,732)		1,452,260
71 Debt Service - Principal on Long-Term Debt	2,400,144	2,446,344				2,446,344
72 Debt Service Interest on Long-Term Debt	-	-				-
73 Bond Issuance Cost and Fees	-	-	550,667			550,667
81 Facilities Acquisition and Construction	-	4,629				4,629
95 Juvenile Justice Program	35,000	35,000				35,000
99 Other Intergovernmental Charges	1,180,819	1,180,469				1,180,469
Total Expenditures	\$ 640,400,915	\$ 640,856,153	\$ -	\$ (29,867,530)	\$ -	\$ 610,988,623
Excess(Deficiency) Revenues Over(Under) Expenditures	\$ (60,150,344)	\$ (60,604,207)	\$ -	\$ (9,171,857)	\$ 60,006,873	\$ (9,769,191)
Other Financing Sources / (Uses)						
7900 Other Financing Sources	\$ -	\$ 550,667	\$ -	\$ -	\$ -	\$ 550,667
8900 Other Financing Uses	\$ -	\$ 1,555,600	\$ -	\$ -	\$ -	\$ 1,555,600
Total Other Financing Sources / (Uses)	\$ -	\$ (1,004,933)	\$ -	\$ -	\$ -	\$ (1,004,933)
Net Change to Fund Balance	\$ (60,150,344)	\$ (61,609,140)	\$ -	\$ (9,171,857)	\$ 60,006,873	\$ (10,774,124)
Beginning Fund Balance July 1, 2025⁽¹⁾	\$ 181,311,332	\$ 181,311,332				\$ 181,311,332
Projected Ending Fund Balance June 30, 2026	\$ 121,160,988	\$ 119,702,192				\$ 170,537,208

(1) Data from 2024-25 ACFR



Detail of Budget Transfers And Amendments

General Fund
Fiscal Year 2025-2026
March 31, 2026

Revenue - Current	Increase	Decrease	Net
57 Local Revenue	\$ -	\$ 12,980,129	\$ (12,980,129)
58 State Revenue		\$ 26,059,258	(26,059,258)
Total Revenue	\$ -	\$ 39,039,387	\$ (39,039,387)

Notes:
Decrease in Local and State revenue which accounts for the change in values and reduction in student enrollment estimated when developing the budget.

Revenue - VATRE	Increase	Decrease	Net
57 Local Revenue	\$ 39,835,367	\$ -	\$ 39,835,367
58 State Revenue	20,171,506		20,171,506
Total Revenue	\$ 60,006,873	\$ -	\$ 60,006,873

Notes:
Increasing Local and State revenue based on tax approved rate increases.

Budget Transfers Expenditures	Increase	Decrease	Net
11 Instruction	\$ -	\$ 861,375	\$ (861,375)
12 Instructional Resources and Media Services		200,000	(200,000)
13 Curriculum Development and Instructional Staff Development		50,667	(50,667)
23 School Leadership		9,366	(9,366)
31 Guidance, Counseling and Evaluation	45,341		45,341
34 Student Transportation	412,380		412,380
36 Extracurricular Activities	11,440		11,440
41 General Administration	40,000		40,000
51 Facilities Maintenance & Operations	1,505		1,505
52 Security and Monitoring Services	60,375		60,375
61 Community Services		300	(300)
73 Bond Issuance Cost and Fees	\$ 550,667		550,667
Total Expenditures	\$ 1,121,708	\$ 1,121,708	\$ -

Notes:
Cross-functional balance neutral transfers.

Budget Amendments Expenditures	Increase	Decrease	Net
11 Instruction	\$ -	\$ (18,621,368)	\$ 18,621,368
12 Instructional Resources and Media Services		(167,494)	167,494
13 Curriculum Development and Instructional Staff Development		(375,111)	375,111
21 Instructional Leadership		(608,842)	608,842
23 School Leadership		(278,011)	278,011
31 Guidance, Counseling and Evaluation		(1,210,018)	1,210,018
33 Health Services		(500,000)	500,000
36 Extracurricular Activities		(43,261)	43,261
41 General Administration		(227,228)	227,228
51 Facilities Maintenance & Operations		(4,192,102)	4,192,102
52 Security and Monitoring Services		(2,474,298)	2,474,298
53 Data Processing Services		(1,142,065)	1,142,065
61 Community Services		(27,732)	27,732
Total Expenditures	\$ -	\$ (29,867,530)	\$ 29,867,530

Notes:
Various - Decrease due to realigning the expenditure budget



Budget Transfers And Amendments
Student Nutrition Services Fund
Fiscal Year 2025-2026
March 31, 2026

	Original Budget	Revised Budget	Balance Neutral Transfers	Current Amendments Requested	Proposed Amended Budget
Revenue					
57 Local Revenue	\$ 3,035,000	\$ 3,035,000	\$ -	\$ -	\$ 3,035,000
58 State Revenue	185,000	185,000			185,000
59 Federal Revenue	36,711,119	36,711,119			36,711,119
Total Revenues	\$ 39,931,119	\$ 39,931,119	\$ -	\$ -	\$ 39,931,119
Expenditures					
35 Food Service	\$ 44,089,663	\$ 44,089,663	\$ -	\$ -	\$ 44,089,663
Total Expenditures	\$ 44,089,663	\$ 44,089,663	\$ -	\$ -	\$ 44,089,663
Other Financing Sources / (Uses)					
7900 Other Financing Sources	\$ -	\$ -	\$ -	\$ -	\$ -
8900 Other Financing Uses	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Financing Sources / (Uses)	\$ -	\$ -	\$ -	\$ -	\$ -
Net Change to Fund Balance	\$ (4,158,544)	\$ (4,158,544)	\$ -	\$ -	\$ (4,158,544)



Budget Transfers And Amendments
Debt Service Fund
Fiscal Year 2025-2026
March 31, 2026

	Original Budget	Revised Budget	Balance Neutral Transfers	Current Amendments Requested	Proposed Amended Budget
Revenue					
57 Local Revenue	\$ 135,286,739	\$ 135,286,739	\$ -	\$ -	\$ 135,286,739
58 State Revenue	13,000,000	13,000,000			13,000,000
59 Federal Revenue	471,994	471,994			471,994
Total Revenues	\$ 148,758,733	\$ 148,758,733	\$ -	\$ -	\$ 148,758,733
Expenditures					
71 Debt Service - Principal on Long-Term Debt	\$ 99,251,080	\$ 99,251,080	\$ -	\$ -	\$ 99,251,080
72 Debt Service Interest on Long-Term Debt	49,407,653	49,407,653			49,407,653
73 Bond Issuance Cost and Fees	100,000	100,000			100,000
Total Expenditures	\$ 148,758,733	\$ 148,758,733	\$ -	\$ -	\$ 148,758,733
Other Financing Sources / (Uses)					
7900 Other Financing Sources	\$ -	\$ -	\$ -	\$ -	\$ -
8900 Other Financing Uses	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Financing Sources / (Uses)	\$ -	\$ -	\$ -	\$ -	\$ -
Net Change to Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Jennifer Miller, Director of Student Nutrition Services

Subject: Consider Approval of Modification to Region 10 Education Service Center
Multi-Region Purchasing Cooperative Agreement

Consent Agenda

Executive Summary:

This is a modification to the Region 10 Education Service Center Multi-Region Purchasing Cooperative Agreement, previously approved on January 27, 2026, which will now include the addition of Fresh Bread. Reviewed and approved by Jennifer Miller, Director of Student Nutrition Services, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Procurement Method: Interlocal Agreement

The cooperative does not have a participation fee and is similar to the agreements we currently have with other cooperatives.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to approve the modification to Region 10 Education Service Center Multi-Region Purchasing Cooperative Agreement as presented to the Board of Trustees.

Financial Impact and Funding Source:

N/A



ACTION REQUIRED!
Due Date: February 27, 2026

October 10, 2025

Re: Membership and Participation in the Region 10 ESC Multi-Region Purchasing Cooperative, SY 2026-2027

Dear Food Service Director Addressed:

Multi-Region Purchasing Cooperative (hereafter "R10MRPC") requires all Interlocal Agreements (hereafter "Agreement") to be approved by each Recipient Agency's (hereafter "RA") Board of Directors if applicable. Completed Agreements must be submitted with proof of Board approval or authorized signature. The Agreement encompasses membership roles, responsibilities, and bid participation for the agreement term. Region 10 Education Service Center is the "Coordinating Entity and Fiscal Agent" for R10MRPC.

This packet includes the Interlocal Agreement for RAs participating in the School Nutrition Programs that wish to purchase food service products or services through the R10MRPC formally procured and awarded bids. If the RA does not plan to purchase from any of the awarded bids, there is no need to complete this Interlocal Agreement.

The **Interlocal Agreement** (pages 3-11) is a "membership and participation" agreement that commences on July 1st and extends through June 30th of the following calendar year. By signing the Agreement, you agree to the General Provisions of Member Roles and Responsibilities with your bid participation selection(s) indicating your entity's purchasing commitment. Members must provide estimated quantities for each product planned for each bid category selected. This is done through a specialized software created by R10MRPC called "Maestro Forecasting."

The Multi-Region Purchasing Cooperative is fully self-funded through a Vendor Participation Fee. This fee is collected directly from the awarded vendors offering commercial products only. Fees are used to cover expenses related to the administration and operation of R10MRPC and the growth in services and benefits offered to our members. Studies indicate that school districts benefit through cooperative participation with considerable cost savings. While the purchasing power of the R10MRPC is significant, the costs of goods and services continue to rise annually. Studies prove that schools participating in a child nutrition purchasing cooperative receive better pricing and a higher selection of products with higher fill rates. Additional benefits of participating in the R10MRPC include training and technical support for child nutrition programs, compliant solicitations, and high-level customer service.

Thank you for considering participating in the SY 2026-2027 with R10MRPC. If you have any questions, please contact me.

Sincerely,

Keri Warnick
Program Coordinator
Keri.warnick@region10.org
972.348.1448

Enclosures

INTERLOCAL AGREEMENT

The following Interlocal Agreement (pages 3-11) is to be completed by all recipient agencies (RA) that wish to participate in Region 10 ESC Multi-Region Purchasing Cooperative (R10MRPC) and purchase from formally procured bids.

This Interlocal Agreement is a one-year agreement for the school year 2026-2027 (July 1, 2026, through June 30, 2027). If completed, a fully executed copy will be returned to the RA and kept on file with R10MRPC indefinitely.

Each RA wishing to purchase from any procured and awarded bid must complete and sign all required pages. Each RA is asked to consider which bids best fit their needs. R10MRPC requires members to forecast their product and/or service needs through R10MRPC's customized software before all bid renewals and new bids are released.

The fully completed and signed Interlocal Agreement must be approved by your school Board of Trustees or Authorized Representative and returned no later than February 28, 2026. Please note that Interlocal Agreements received after the due date or later after bids have been released may not be approved due to forecasting requirements and procurement regulations.

**Please return pages 3-11 of the completed Agreement to:
Angela McCrary: angela.mccrary@region10.org**

Region 10 Education Service Center
Multi-Region Purchasing Cooperative
SY26-27: INTERLOCAL AGREEMENT

This Interlocal Agreement (hereafter the “Agreement”) is entered into by and between the agencies shown below as contracting parties for a single-year term, per the section entitled “Membership Term” below. The Member Recipient Agency (RA) is responsible for paying vendors’ invoices for goods and services purchased by the RA through the effective termination date. Region 10 ESC is the MRPC “Coordinating Entity and Fiscal Agent.”

Contracting Parties

Region 10 Education Service Center Fiscal Agent/Coordinating Entity	057-950 County District Number	
Garland ISD District/Recipient Agency Name (RA)	00279 RA County District Number	00279 RA ID (WBSCM Operation ID)

STATEMENT OF SERVICE’S TO BE PERFORMED

The Region 10 Multi-Region Purchasing Cooperative (hereafter the “R10MRPC”) organizes and administers the child nutrition cooperative purchasing and commodity processing program for RAs in Texas. Authority for such service is granted by Section 8.053 of the Texas Education Code, Chapter 791 of the Texas Government Code, and Chapter 271, Subchapter F, of the Texas Local Government Code. The goal of MRPC is to obtain substantial savings on food service items through volume purchasing. There is no fee to join R10MRPC.

MEMBERSHIP:

Membership is a single-year term in the R10MRPC. The R10MRPC offers a variety of formally procured bids utilizing the competitive requests for proposals (RFP) method to assist RAs with their fiscal budgetary needs. RAs may commit to any bid(s) that best fits their needs. Members’ bid selection is a commitment to purchase from the R10MRPC awarded vendor(s). Before releasing any formal solicitation or bid renewal, members must provide estimated quantities/forecasts for each product they plan to purchase on each bid selected. Currently, the following formally procured bids are offered:

1. USDA Processed Foods
2. Full-Line Grocery Distributor (to include processed commodities)
3. Manufacturer Direct-to-District Delivery (commercial foods; approval required)
4. Small-wares
5. Kitchen Chemicals & Cleaning Products (products only)
6. Sanitation System & Safety Training (services)
7. Fresh Produce & Raw Meats
8. Fresh Bread
9. Milk Full-Service Delivery
10. Ice Cream Novelties
11. Chips and Snacks
12. Beverages (container)
13. GDSN Connection Software

LIMITATION OF AGREEMENT:

The R10MRPC reviews this Agreement annually to ensure compliance with United States Department of Agriculture (USDA) and Texas Department of Agriculture (TDA) regulations. If, following such review, the R10MRPC discovers that any provision contained herein is not in accordance with USDA and TDA regulations, R10MRPC will have 30 days to make all necessary updates and require that each participating RA sign a new Agreement. If R10MRPC does not amend the provision within the given timeframe, the RA may terminate this agreement on 10 days' written notice to R10MRPC. Child Nutrition Federal Funds are governed by USDA and TDA regulations. EDGAR does not apply to child nutrition federal funds.

GENERAL PROVISIONS:

1. The Parties agree to comply with all applicable federal, state, and local statutes, ordinances, rules, and regulations in connection with the procurement activities and programs contemplated under this Agreement. This Agreement is subject to all applicable present and future valid laws governing such programs.
2. This Agreement shall be governed by the law of the State of Texas and the venue for any dispute resolution shall be in the county where the administrative offices of Region 10 ESC are located, which is currently Dallas County, Texas.
3. The R10MRPC reserves the right, but is not obligated, to add additional members and allow participation. Adding an RA may "materially change the existing contract(s)" and, thereby, require rebidding of said contract(s). Consequently, the RA may not be permitted to participate in those affected contracts to avoid rebidding and negatively impacting the membership in place at the time of the current contract(s) award. The membership of a new RA may become effective upon any new bids, rebids being awarded, new fiscal year, or as permitted at the sole discretion of the R10MRPC.
4. This Agreement and any addenda executed by the parties contains the entire agreement of the Parties hereto concerning the matters covered by its terms, and it may not be modified in any manner without the express written consent of both Parties. Modifications may be required by law or regulation, which shall require action by the R10MRPC and the RA. Failure to act by either party, within a reasonable period, on legally required modifications shall constitute good cause to terminate this Agreement effective upon written notification to the other party.
5. If any term(s) or provision(s) of this Agreement are held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions of this Agreement shall remain in full force and effect.
6. The Executive Director of Region 10 ESC or his or her designee and authorized agent of the member district shall attempt to resolve any disputes that develop under this Agreement. If any dispute is unable to be resolved, both Parties agree to nonbinding mediation before either Party may resort to litigation. The selection of the mediator shall be mutually agreed upon, and the costs for such mediation borne equally between the Parties.

7. No Party to this Agreement waives or relinquishes any immunity or defense on behalf of itself, its trustees, directors, officers, employees, and agents, because of its execution of this Agreement or the performance of the functions and obligations set forth herein.

8. All parts of this Agreement, when executed by both Parties, are binding upon the Parties, and may be changed only by written agreement executed by authorized representatives of the Parties.

9. Per USDA Federal Regulations and TDA Administrator's Reference Manual (ARM) Section 17, the R10MRPC is a Child Nutrition Program (CNP) Operator-Only Cooperative that is categorized as a "for-profit cooperative". Per ARM Section 17, R10MRPC is required to return "unanticipated profits" to the member. This Agreement allows R10MRPC to deduct the cost of services from the collected vendor fees and pay any remaining amount to members regularly. The R10MRPC's "profit margin", for purposes of this Agreement, shall be defined as the revenue received by the R10MRPC through the charging of the vendor fees outlined in the "Membership Fees" section below minus the expenses to the R10MRPC to operate the cooperative. The Coordinating Entity shall retain the profit margin; however, any revenue received more than the profit margin ("unanticipated profit") will be distributed to the R10MRPC's participating members by the Fiscal Agent. R10MRPC is not permitted per state regulations to collect a profit from sales of processed commodities.

R10MRPC adheres to the following rebate system.

- A. R10MRPC will collect all Vendor Participation Fees quarterly.
- B. R10MRPC does not charge a Vendor Fee to any USDA commodity processor.
- C. R10MRPC will utilize a year-end revenue report that details each participating member's generated sales with each awarded vendor.
 - 1) R10MRPC applies an equal percentage of the operational cost to each RFP.
 - 2) Total overhead and expenses are calculated for each RFP based on shared percentage.
 - 3) Total collected revenue is calculated against shared operational costs for each RFP. Any RFP that does not generate enough revenue to cover the shared percentage of expenses is not eligible for a rebate.
 - 4) Any member purchasing USDA commodity foods through our awarded grocery distributor will receive a rebate of collected fees minus the shared expenses.
 - 5) Any member participating in bids that have an excess of fees collected beyond the shared expenses will receive a rebate.
 - 6) Rebate amounts are calculated in October once the Region 10 ESC books are closed.
 - 7) Rebate checks are mailed to each eligible participating member in late November or December. Checks include a letter with instructions about the rebate check and that it must be deposited into the child nutrition fund account.
 - 8) R10MRPC will send out an email notification to each food service director that includes the amount of their rebate.

10. This Agreement and any modification(s) may be executed in separate copies; however, the Agreement must be Board of Trustee approved and physically signed by both participating parties using a "physical signature." Electronic or typed signatures will not be accepted. This Agreement may be exchanged and/or transmitted electronically via fax or scanned email. Proof of Board approval acceptable to R10MRPC must be submitted along with a completed and signed Agreement.

Membership Term. This Agreement shall be for a one-year term unless sooner terminated per the provisions of this Agreement. The conditions outlined in this Agreement shall apply to this single-year term. The Agreement year for each purchasing cooperative program commences July 1st and will extend through June 30th of the following calendar year.

Membership Fees. No membership fee shall be directly charged to participating members of the R10MRPC.

The United States Department of Agriculture (USDA) does not allow federal funds received by ESC Child Nutrition components to be used to support purchasing cooperatives. Therefore, the R10MRPC is a fully self-funded entity through a "Vendor Participation Fee" on all commercial sales. This fee is collected directly from the awarded vendors in the fixed amount of .0085 for every \$1.00 of revenue. R10MRPC "does not charge" any fees to the Commodity Processors. All fees are used to cover expenses related to the administration, direct operation, and growth in services or software programs offered by the Cooperative to the members that benefit their foodservice operation. RAs, even though they may incur these fees indirectly, pay no direct fee to R10MRPC for participation.

The parties agree that the payments under this Agreement and any related exhibits and documents are amounts that fairly compensate the Coordinating Entity for the services or functions to be performed under the Agreement.

Authorization to Participate. The R10MRPC and each RA represent and warrant, by the execution and delivery of the Interlocal Agreement, that they have obtained all requisite authority through governing board action to enter and perform the terms of this Agreement. Proof of Board approval through Board meeting notes is accepted. If your school does not have a Board of Directors, the authorized representative's signature is acceptable.

Cooperation and Access. Each party agrees to cooperate with any reasonable requests for information and records made by the other party. Each party reserves the right to audit the relevant records of the other party during normal business hours. Any breach of this Article shall be considered material and shall make the Agreement subject to termination on ten (10) days' written notice to the RA.

Primary and Secondary Contact. The RA agrees to appoint a primary and secondary contact who shall have express authority to represent and bind the RA, and R10MRPC will not be required to contact any other individual regarding program matters. Any notice to a primary or secondary contact shall be binding upon the RA. The RA reserves the right to change the designated contacts as needed by giving written notice to R10MRPC. Such notice is not effective until actual receipt by R10MRPC.

Defense and Prosecution of Claims. The RA authorizes the Fiscal Agent, only concerning matters arising out of or contemplated by this Agreement: (1) to control the commencement, defense, intervention, or participation in a judicial, administrative, or other governmental proceeding; (2) to represent the R10MRPC in an arbitration, mediation, or any other form of alternative dispute resolution; (3) to represent the R10MRPC in any other appearance necessary to protect the rights of the R10MRPC relating to actions concerning any past or current, including any appearances and actions in litigation, claim or dispute; and (4) to engage legal counsel and appropriate experts that, in the Fiscal Agent's sole discretion, will assist with such defense or prosecution of any action or claim in matters arising out of this Agreement. The RA agrees that any suit brought against R10MRPC, the Fiscal Agent, or a R10MRPC or Fiscal Agent employee or agent may be defended in the name of R10MRPC, Region 10 Education Service Center, or the RA by the

counsel selected by the Fiscal Agent, in its sole discretion, or its designee, on behalf of and at the expense of the R10MRPC as necessary for the prosecution or defense of any litigation or claim. Full cooperation by the RA shall be extended to supplying any information needed or requested by the Fiscal Agent or R10MRPC in such prosecution or defense. Subject to specific revocation, the RA designates the Fiscal Agent to function as a class representative on its behalf in matters arising from this Agreement.

Governance. R10MRPC shall be governed by the Fiscal Agent’s Board of Trustees (hereinafter the “Board”) per applicable law and regulations. Procurement processes and procedures are governed by applicable laws and regulations.

Limitations of Liability. The Fiscal Agent, its endorsers, and servicing contractors do not guarantee that the operation or use of R10MRPC services will be uninterrupted or error-free. The Fiscal Agent, its endorsers, and servicing contractors, disclaim all warranties, express or implied, regarding any information, product, or service furnished under this Agreement, including without limitation, any implied warranties of merchantability or fitness for a particular purpose. The Parties agree that regarding all causes of action arising out of or relating to this Agreement, neither Party shall be liable to the other under any circumstances for special, incidental, consequential, or exemplary damages, even if it has been advised of the possibility of such damages.

Notice. Any written notice to the R10MRPC or the Fiscal Agent shall be made by: first class mail, postage prepaid and delivered to the Multi-Region Purchasing Cooperative, Region 10 Education Service Center, 400 E Spring Valley Rd, Richardson, TX 75081-1300; Attn: Keri Warnick (contact person); or emailed to keri.warnick@region10.org with a copy to sue.hayes@region10.org.

Acceptance of USDA Foods Sent for Further Processing. The R10MRPC, through the Fiscal Agent, is granted the right to issue a cooperative bid/proposal (RFP) for the processing of selected USDA commodity foods donated by participating members. The R10MRPC, through the Fiscal Agent, is further granted the right to enter a Contract for Services with the commodity food processor(s) receiving the processing award(s) for agreed-upon processed end-products, to execute a service agreement on behalf of participating members. Participating members will have the right and responsibility to accept the processed end-product(s) for the life of the contract between R10MRPC, through the Fiscal Agent, and the processor for all commodity foods donated to, and for which processing was subsequently procured through, the R10MRPC. Excess commodities may be distributed according to USDA or TDA regulations and guidance.

Payment for Goods. Each Party, paying for any goods or services under this Agreement or related to this Agreement, must pay for such goods and services from available current revenues only.

PARTY ROLES AND RESPONSIBILITIES:

Role of the R10MRPC, through the Fiscal Agent:

1. Provide for the organizational and administrative structure of the program.
2. Provide staff with the time necessary for the efficient operation of the program.
3. The R10MRPC shall coordinate the Competitive Procurement Process for all Awarded Contracts using the Formal Procurement method of Requests for Proposals (RFP).
4. The R10MRPC shall follow the local, State, and Federal procurement guidelines as listed below:

- a. United States Department (USDA) Code of Federal Regulations (2 CFR) parts 200.318-200.327 and Appendix II, along with any other required CFR citations.
 - b. Texas Department of Agriculture's (TDA) Administrator's Reference Manual (ARM) Sections 16 and 17, 17a, 17b, and 17c.
 - c. Requiring Board of Directors' approval of all R10MRPC bid award recommendations.
 - d. Texas Education Code 44.031 relating to purchasing contracts.
 - e. Education Department General Administrative Regulations (EDGAR) as the guidelines pertain to Purchasing Cooperatives' procuring on behalf of its RAs. EDGAR refers to and requires Child Nutrition Food Purchasing Cooperatives to adhere to USDA Federal Regulations located at 2 CFR 200.318-200.327.
 - f. Form 1295 will be required to be filled out and filed with the Texas Ethics Commission by all awarded vendors and will be managed by the Fiscal Agent's Business Office.
5. Send solicitations for the Further Processing of USDA foods to all companies found on the TDA "Approved List of Vendors" without limitations.
 6. Enter into a detailed agreement with distributors that distribute processed end-products containing USDA Foods including language to ensure proper resolution of errors such as data, pricing, product, reports, etc.
 7. Do the following regarding USDA Foods:
 - a. Track and assist RAs with the management of their USDA Processed Foods inventory balances to ensure compliance with TDA and USDA Foods inventory requirements.
 - b. Assist RAs with Sales Verifications of end products sold through a distributor, including but not limited to verification of rebates, discounts, and credits.
 - c. Provide RAs with information on commodity processing, including, but not limited to, anticipated delivery dates, product recalls or production issues, discontinued products, and replacement recommendations.
 - d. Receive quantity requests from RAs for commodity processing through district entries into the online software and prepare appropriate quantity totals by item.
 - e. Provide a delivery schedule, on behalf of each RA, for all selected USDA Foods for Further Processing to each processor and distributor based on information collected from each RA.
 8. The R10MRPC assumes no responsibility for failure of delivery by vendors, however, the R10MRPC will assist all RAs with service and product quality issues to ensure all vendors adhere to the terms and conditions of the awarded contract.
 9. Initiate and implement activities related to the bidding and vendor selection process. Competitive bidding procedures for Texas public schools using Child Nutrition federal funds will be strictly followed.
 10. Provide RAs with procedures for ordering, delivery, and billing.
 11. Mediate problems/concerns between vendors and RAs.
 12. Provide RAs access to all records, reports, and documents to ensure rebates, discounts and other applicable credits will accrue to the RA.
 13. Make available or provide easy access to all procurement documents created and received for each awarded RFP and vendor, as required and in compliance with State Agency Administrative and Procurement Reviews.
 14. Act ethically always and in accordance with all federal, state, and local guidelines.
 15. Create an Advisory Committee to function as liaison between R10MRPC and the membership base if needed, communicate information received from TDA to R10MRPC as necessary, and review sample products to assist in the streamlining of offered bid awards and best products.

Role of the RA:

1. Commit to the General Provisions and Roles and Responsibilities of this Agreement by authorization of its governing body (School Board of Trustees or Authorized Person) and by execution by an approved foodservice employee in the appropriate spaces on page 11 (physical signature copy must be provided to R10MRPC promptly following execution).
2. Designate primary and secondary contacts.
3. Commit to purchasing from each selected bid on the Bid Participations Selection, page 10.
4. Provide an estimated quantity for each of the products planned for purchase using the required online software Maestro Forecasting or as requested by the Program Coordinator during any single-year term of Participation. A RA that does not forecast may place themselves at risk of not being allowed to purchase from the awarded vendor due to material change in contract value based on adding products.
5. Comply with all USDA and TDA regulations.
6. Prepare purchase orders issued to the appropriate vendor from the official award list provided by R10MRPC.
7. Accept shipments of products ordered from vendors per standard purchasing procedures.
8. Address product warranties and product qualities with the manufacturer.
9. Pay vendors' net amount due within agreed-upon terms after receipt of a correct monthly statement.
10. Participate in bid evaluation committees for the bids that the RA is utilizing. Evaluation committee meetings will include, but not be limited to, face-to-face group meetings, online voting, or any other form of participation as requested by the R10MRPC.
11. Act ethically always and in accordance with all Federal, State, and local guidelines, as well as R10MRPC Member Roles. The R10MRPC shares information with participating members that at times is considered confidential and proprietary. Members may be asked to sign Non-Disclosure Agreements and agree to adhere to the terms set forth in those agreements. Future membership in the R10MRPC may be jeopardized based on unethical handling of sensitive R10MRPC and/or vendor information.
12. Attend R10MRPC meetings and training classes to stay informed of the cooperative processes and services offered. Training classes are specific to the "tools" offered by R10MRPC. Attending meetings and classes helps ensure your success as a participating RA in the R10MRPC.
13. Participate in a Member Advisory Committee when offered. The Member Advisory Committee is a small committee of R10MRPC participating members formed every 2 years. The Advisory Committee serves as the liaison for all participating members when a conflict or concern arises regarding R10MRPC if needed and annually reviews all procurement practices by the R10MRPC to ensure compliance in all areas, along with other tasks.
14. The following roles will apply to participating members who commit entitlement dollars for the USDA processed commodity foods:
 - a. The RA shall access the Web Based Supply Chain Management (WBSCM) system on a regular basis to effectively manage USDA Foods entitlement, food requests, and allocations.
 - b. The RA shall track and manage USDA Foods inventory balances to ensure compliance with TDA and USDA Foods inventory requirements, i.e., inventory levels shall not exceed a six (6) month supply at any given time; access processor tracking systems (K12 Foodservice, ProcessorLink, or other) on a regular basis; and report inventory issues to R10MRPC.
 - c. The RA shall conduct Sales Verifications of end-products sold through a distributor, t verification of rebates, discounts, and credits.
 - d. The RA shall maintain copies of the original Label from the product, carton; or a photograph of label as it appears on the original product carton if available.

BID PARTICIPATION SELECTIONS for SY 2026-2027

The following Bid Participation agreement, as an integrated part of the Agreement, is entered into by and between the District/RA, as indicated below, and Region 10 Multi-Region Purchasing Cooperative (R10MRPC) for participation in one or more of the R10MRPC awarded bids. This agreement is a single-term agreement effective July 1, 2026, through June 30, 2027.

The R10MRPC formally procures competitive RFPs (Request for Proposals) on behalf of all participating members. Each member is required to complete this Bid Participation Agreement and forecast all products planned for purchase when required if they wish to utilize the R10MRPC awarded bids during the term of this agreement.

To help the R10MRPC represent the most accurate information to potential bidders, ***please place a check mark to the left of each bid listed below from which you “plan” to purchase during the SY 2026-2027.*** Each RFP is explained on the next page to assist you in the best decision as to which bid(s) best fits your needs. The R10MRPC does not guarantee that any item will be purchased, however, members should seriously consider each selected bid as member forecasting of each product planned on each selected bid is required prior to the release of a new bid or renewal bid.

<input type="checkbox"/>	Full-Line Grocery, NOI/FFS Distributor
<input type="checkbox"/>	USDA Foods For Further Processing
<input type="checkbox"/>	Milk: Full-Service Delivery
<input checked="" type="checkbox"/>	Fresh Bread
<input checked="" type="checkbox"/>	Ice Cream Novelties
<input type="checkbox"/>	Beverages (container)
<input type="checkbox"/>	Manufacturer Direct-to-District (commercial foods) – requires MRPC approval

<input type="checkbox"/>	Chips & Snacks
<input type="checkbox"/>	Fresh Produce & Raw Meat
<input checked="" type="checkbox"/>	Small Wares
<input type="checkbox"/>	Kitchen Chemicals & Cleaning Supplies
<input checked="" type="checkbox"/>	Sanitation Systems & Safety Training
<input type="checkbox"/>	GDSN Connection Software
<input checked="" type="checkbox"/>	Kitchen Equipment Repair Services

Please provide us with your district's main address as listed on your website or in the directory:

Garland ISD

District Name	Campus/Bldg. Name	
501 S. Jupiter Rd.	Garland	TX 75042
Street Number & Name	City	State Zip Code

Interlocal Agreement for SY 2026-2027 Signature and Authorization Form

By signing this page, the RA confirms entering an interlocal agreement with Region 10 Education Service Center, as the Fiscal Agent and Coordinating Entity for the R10MRPC, per all Agreement terms, Membership Roles and Responsibilities, and Bid Participation selection(s) as stated on pages 3-10 and indicated on page 11.

As of July 1, 2026, Garland ISD and the Region 10 Education Service Center/Fiscal Agent
District Name/Recipient Agency (RA)

enter this Interlocal Agreement, including Bid Participation. As the authorized Agent for the Board of Trustees or Authorized Representative of the RA, I hereby execute this Agreement on behalf of RA and intend to be bound by the provisions set forth herein for a single-year term, unless otherwise terminated by either party per the terms outlined in the Agreement. Physical signatures are required, typed or digital signatures will not be accepted.

Garland ISD	10	52,000
District/ Name	ESC Region	2025-2026 Enrollment
68	Dallas	
# Of Participating Campuses	County/Countries in Which Campuses are Located	
Jennifer Miller	X	
Printed Name: Primary Foodservice Contact	Signature: Primary Foodservice Contact	Date Signed
jmmiller@garlandisd.net		972-487-4172
Email: Primary Contact		Phone: Primary Contact
James Oates	joates@garlandisd.net	
Printed Name: Secondary Foodservice Contact	Email: Secondary Foodservice Contact	
972-487-4187		
Phone: Secondary Foodservice Contact		

Board of Director Approval (or authorized rep): Signature Below or Meeting Minutes are acceptable.

Johnny Beach	
Printed Name: Authorized Board Director (or Authorized Representative)	
X	
Signature: Authorized Board Director (or Authorized Representative)	Date Signed



	Keri Warnick
R10MRPC Authorized Signature	R10MRPC Contact Person
Program Coordinator	972-348-1448
Title of Contact Person	Office Phone

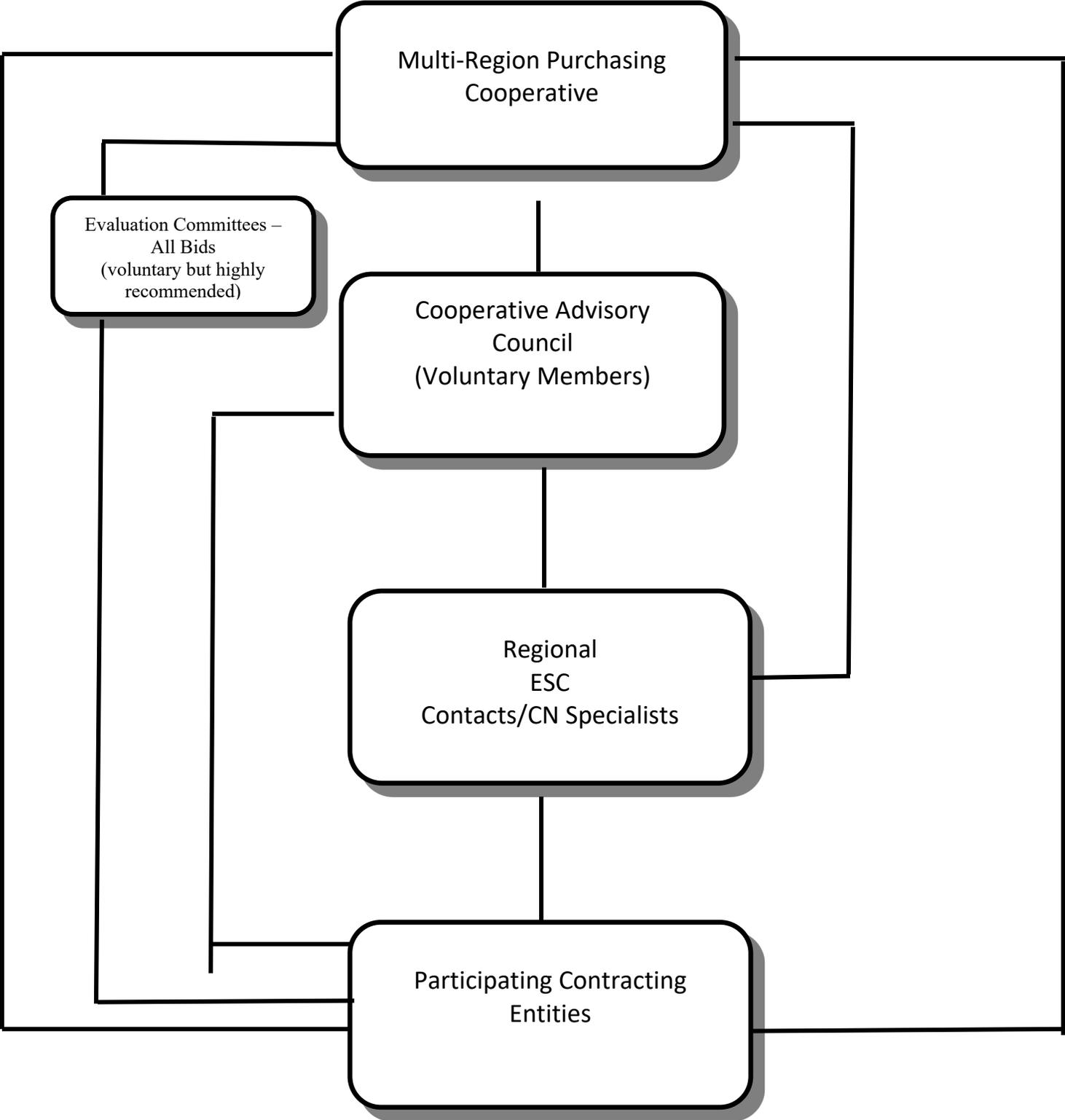
Bids Overview

Each year awarded bids are either renewed, if options are available, or released as new based on factors such as no remaining renewal options, material change in contract value, growth in cooperative membership participation, too many discontinuations or new items to consider, or restructuring of the areas to be serviced in the cooperative. The following is the list of RFPs that will be offered in SY26-27 and information if they will be new or renewed.

Bid Category	Bid Description	Current RFP #	Bid Status for SY26-27	Vendors To Be Renewed	Contract Year in SY26-27
Beverages - Container	Drinks in containers such as Coke, Dr Pepper, Gatorade, Water, that meet Smart Snack and/or used for before or after school events if managed by foodservice	2022-01-12	Renewal	Coca Cola; Dr Pepper; Master's Distribution	5 of 5
Chips & Snacks	Smart Snack approved chips and snacks for a' la carte sales	2022-02-13	Renewal	Master's Distribution	5 of 5
Fresh Bread	Direct delivery from bread vendor to campuses. Fresh bread products	2023-02	Renewal	Bimbo Bakery, Flowers Bakery	4 of 5
Fresh Produce & Raw Meats	Fresh produce and raw meat; produce held to monthly market price	2023-04	Renewal	Brother's Food Service; Farmers Market Ft Worth; R Craig Stephens; Walnut Creek Farms; Hardie's; Freshpoint	4 of 5
Full-Line Grocery, NOI & FFS Distributor	Main-line distributor of commercial foods, processed commodity foods, fresh produce, and non-food foodservice items.	TBD	New		1st
Ice Cream	Frozen Ice Cream novelties, delivered directly from vendor, smart snack compliant	TBD	New Bid		1st

Bid Category	Bid Description	RFP # in SY26-27	Will This Bid Be Renewed?	Vendors To Be Renewed	Contract Year in SY25-26
Kitchen Chemicals & Cleaning Supplies	Kitchen and cafeteria cleaning supplies such as chemicals, mops, gloves, as well as testing kits, etc.	2022-08	Renewal	Complete Supply, Eco Lab, Kirby	5 of 5
Manufacturer Direct-to-District	Direct delivery in bulk quantities to approved RAs of commercial foods only. Must have a loading dock, ability to unload the truck and large storage areas.	TBD	New		1st
Milk - Full-Service Delivery	Milk delivery, rotation and restock of needed products.	2025-01	Renewal	Oak Farms, Gandy's, Hiland	2 of 5
Sanitation Systems & Safety Training	Sanitation System, monthly visit from rep to restock needed sanitation products; staff training and safety training classes available	TBD	New		1st
Small Wares	All types of small wares for foodservice needs	2022-09	Renewal	Ace Mart, Sam Tell & Son, Strategic Equipment	5 of 5
USDA Foods for Further Processing	Processed USDA foods received through direct delivery, distributor, or contracted warehouse	2025-20	New	Multiple processors	1st
Software Services	GDSN Connection Software Service: Connect to product data in the Global Data Synchronization Network (GDSN) through an online software platform.	2024-01	Renewal	inTEAM Associates	3 of 5
Kitchen Equipment Repair Services	Repair services for multiple types of commercial equipment.	2025-02	Renewal	Multiple Vendors	2 of 5

Region 10 Education Service Center
Multi-Region Purchasing Cooperative





BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Ramona Morin, Ed.D., Director of Family and Community Engagement

Subject: Consider Approval of Resolution for Event at Homer B. Johnson Stadium

Action Item

Executive Summary:

The NAACP of Garland has requested the use of Homer B. Johnson Stadium for the back-to-school event. For the Homer B. Johnson Stadium to be used for the event without charge, the Board of Trustees must determine that the use serves the District's public purpose. This resolution serves as a finding of the public purpose and allows the administration to determine necessary controls to ensure the public purpose is carried out.

The event will be held on Saturday, August 8, 2026, from 6:00 am to 1:00 pm.

Administrative Recommendations:

Approval of the Resolution.

Recommended Motion for Action Items:

Financial Impact and Funding Source:

\$2,500.00

Resolution

WHEREAS, the NAACP of Garland desires to use the Homer B. Johnson Stadium for the Back-to-School Rally and Health Fair designed to provide basic back-to-school resources to Garland ISD students.

WHEREAS, the use of the Curtis Culwell Center for the Homer B. Johnson Stadium for the Back-to-School Rally and Health Fair will assist District students school supplies, backpacks, and resources; and

WHEREAS, the Board of Trustees of the Garland Independent School District finds that such expenditures will serve the District’s public purposes of facilitating District students’ education, well-being, and fostering good relationships with the Garland Independent School District community to engender and encourage support within the community for the District’s mission; and

WHEREAS, the Board of Trustees further finds that the District will receive an adequate return for such expenditure and that such expenditure is necessary for the conduct of the public schools of the District;

NOW THEREFORE BE IT RESOLVED BY T H E BOARD OF TRUSTEES that the Superintendent of Schools of the District or his designee is hereby authorized to allow the NAACP of Garland desires to use the Homer B. Johnson Stadium without charge and to create documentation providing the exact terms of the use.

BE IT FURTHER RESOLVED that the Board of Trustees waives the fee requirements for use of the Homer B. Johnson Stadium for the limited purposes outlined herein.

BE IT FURTHER RESOLVED, that the predominant purpose of the expenditure related to the back-to-school event is to accomplish a public purpose, not to benefit private parties, and the District shall retain sufficient control over any expenditure to ensure the public purpose is accomplished.

PASSED AND ADOPTED this _____.

President
Board of Trustees

ATTEST:

Secretary
Board of Trustees



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Ramona Morin, Ed.D., Director of Family and Community Engagement

Subject: Consider Approval of Resolution for Event at the Curtis Culwell

Action Item

Executive Summary:

The Noon Exchange Club of Garland has requested the use of the Curtis Culwell Center for the annual Christmas party. For the Curtis Culwell Center to be used for the event without charge, the Board of Trustees must determine that the use serves the District's public purpose. This resolution serves as a finding of the public purpose and allows the administration to determine necessary controls to ensure the public purpose is carried out.

The event will be held on Wednesday, December 2, 2026, from 7:00 am to 2:00 pm.

Administrative Recommendations:

Approval of the Resolution.

Recommended Motion for Action Items:

Financial Impact and Funding Source:

\$5,980.00

Resolution

WHEREAS, the Noon Exchange Club of Garland desires to use the Curtis Culwell Center for the Noon Exchange Club Children’s Christmas Party designed to provide underprivileged Elementary students with Christmas gifts.

WHEREAS, the use of the Curtis Culwell Center for the Noon Exchange Club Children’s Christmas Party will assist District students with Christmas gifts and a party, providing them with entertainment and gifts that will enhance their Christmas experience; and

WHEREAS, the Board of Trustees of the Garland Independent School District finds that such expenditures will serve the District’s public purposes of facilitating District students’ education, well-being, and fostering good relationships with the Garland Independent School District community to engender and encourage support within the community for the District’s mission; and

WHEREAS, the Board of Trustees further finds that the District will receive an adequate return for such expenditure and that such expenditure is necessary for the conduct of the public schools of the District;

NOW THEREFORE BE IT RESOLVED BY T H E BOARD OF TRUSTEES that the Superintendent of Schools of the District or his designee is hereby authorized to allow the Noon Exchange Club of Garland to use the Curtis Culwell Center without charge and to create documentation providing the exact terms of the use.

BE IT FURTHER RESOLVED that the Board of Trustees waives the fee requirements for use of the Curtis Culwell Center for the limited purposes outlined herein.

BE IT FURTHER RESOLVED, that the predominant purpose of the expenditure related to the Christmas event is to accomplish a public purpose, not to benefit private parties, and the District shall retain sufficient control over any expenditure to ensure the public purpose is accomplished.

PASSED AND ADOPTED this _____.

President
Board of Trustees

ATTEST:

Secretary
Board of Trustees



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Ms. Angela Daniels, Student Engagement Administrator
Dr. Babetta Hemphill, Executive Director of Student Services and School Choice

Subject: Attendance Waiver for Low Attendance

Action Item

Executive Summary:

Presentation of the Low Attendance Waiver

Under Texas Education Code (TEC) §7.056, Waivers and Exemptions,

(a) Except as provided by Subsection (e), a school district may apply to the commissioner for a waiver of a requirement, restriction, or prohibition imposed by this code or rule of the board or commissioner.

(b) The school district must submit an application to the commissioner not later than the 31st day before the district intends to take action requiring a waiver.

Attendance was low throughout the district on January 30, 2026, due to the cold and remaining ice from a storm earlier in the week. We are requesting that the Commissioner waive the low attendance for those days.

Administrative Recommendations:

Administration recommends approval.

Recommended Motion for Action Items:

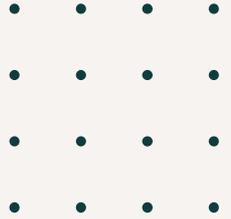
Move to approve the requested Waivers for Low Attendance during the 2025-26 school year.

Financial Impact and Funding Source:

N/A

2025-2026 Attendance Waiver Requests

District Affairs Committee
March 31, 2026



Attendance Waivers

Types of Waivers

Low Attendance

Districts or campuses can request a waiver to excuse any instructional days from ADA and FSP funding calculations that have attendance at least 10 percentage points below the last school year's overall average attendance, for the district or applicable campus due to inclement weather, health, or safety-related issues.

Missed School Day

Districts or campuses can request a waiver for excused absences if instructional days are missed due to inclement weather, health, safety-related, or other issues.

January 26-27, 2026

No Waiver Request

Missed School Days, but no waiver is needed for these days.

Reason

Additional minutes were built into the school year calendar to prevent make up days and absorb the loss of class time.

Things to Know

The temperature was below freezing with ice on the road preventing safe travel for busses and families.



January 28, 2026

Type of Waiver

Missed School Day

Reason

Weather

Things to Know

The temperature was below freezing with ice on the road preventing safe travel for busses and families.



January 29, 2026

Type of Waiver

Missed School Day

Reason

Weather

Things to Know

The temperature was below freezing with ice on the road preventing safe travel for busses and families.



January 30, 2026

Type of Waiver

District Low Attendance Day

Reason

Weather

Things to Know

The temperature was cold on this day and areas around the district had ice patches causing low attendance throughout the district.



Questions





BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Ms. Angela Daniels, Student Engagement Administrator
Dr. Babetta Hemphill, Executive Director of Student Services and School Choice

Subject: Attendance Waivers for Missed School Days

Action Item

Executive Summary:

Presentation of the Low Attendance and Missed School Day Waivers

Under Texas Education Code (TEC) §7.056, Waivers and Exemptions,

(a) Except as provided by Subsection (e), a school district may apply to the commissioner for a waiver of a requirement, restriction, or prohibition imposed by this code or rule of the board or commissioner.

(b) The school district must submit an application to the commissioner not later than the 31st day before the district intends to take action requiring a waiver.

Due to an ice storm and extreme cold conditions, students missed two days of instruction on January 28 and 29, 2026, that were not accounted for in the district's approved instructional calendar. We must request a missed school day waiver to account for the days of missed instruction. Students also missed instruction on January 26 and 27, 2026. Additional minutes were built into the school year calendar to prevent make up days and absorb the loss of instructional time.

Administrative Recommendations:

Administration recommends approval.

Recommended Motion for Action Items:

Move to approve the requested Waiver for Missed School Days on January 28 and 29, 2026, during the 2025-26 school year.



BOARD OF TRUSTEES AGENDA

Financial Impact and Funding Source:

N/A

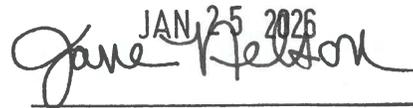


GOVERNOR GREG ABBOTT

January 25, 2026

The Honorable Jane Nelson
Secretary of State
State Capitol, Room 1E.8
Austin, Texas 78701

FILED IN THE OFFICE OF THE
TEXAS SECRETARY OF STATE
2:30 pm O'CLOCK

JAN 25 2026

Secretary of State

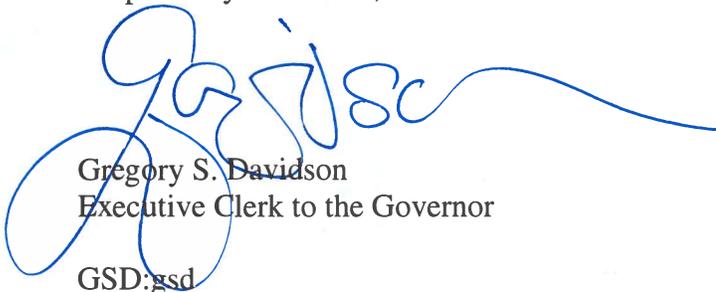
Dear Secretary Nelson:

Pursuant to his powers as Governor of the State of Texas, Greg Abbott has issued the following:

A proclamation declaring a disaster in a number of Texas counties due to severe winter weather that threatens widespread and severe property damage, injury, and loss of life due to prolonged freezing temperatures, heavy snow, and freezing rain statewide.

The original proclamation is attached to this letter of transmittal.

Respectfully submitted,


Gregory S. Davidson
Executive Clerk to the Governor
GSD:gsd

Attachment

PROCLAMATION

BY THE

Governor of the State of Texas

TO ALL TO WHOM THESE PRESENTS SHALL COME:

WHEREAS, I, GREG ABBOTT, Governor of the State of Texas, issued a disaster proclamation on January 22, 2026, certifying under Section 418.014 of the Texas Government Code that the severe winter weather posed an imminent threat of widespread and severe property damage, injury, and loss of life due to prolonged freezing temperatures, heavy snow, and freezing rain statewide; and

WHEREAS, due to the widespread and severe impacts caused by the severe winter weather, a state of disaster continues to exist in those counties;

NOW, THEREFORE, in accordance with the authority vested in me by Section 418.014 of the Texas Government Code, I do hereby amend and renew the aforementioned proclamation and declare a disaster in Anderson, Andrews, Angelina, Archer, Armstrong, Austin, Bailey, Bandera, Bastrop, Baylor, Bell, Bexar, Blanco, Borden, Bosque, Bowie, Brazoria, Brazos, Brewster, Briscoe, Brown, Burleson, Burnet, Caldwell, Callahan, Camp, Carson, Cass, Castro, Chambers, Cherokee, Childress, Clay, Cochran, Coke, Coleman, Collin, Collingsworth, Colorado, Comal, Comanche, Concho, Cooke, Coryell, Cottle, Crane, Crockett, Crosby, Culberson, Dallam, Dallas, Dawson, Deaf Smith, Delta, Denton, Dickens, Donley, Eastland, Ector, Edwards, El Paso, Ellis, Erath, Falls, Fannin, Fayette, Fisher, Floyd, Foard, Fort Bend, Franklin, Freestone, Gaines, Galveston, Garza, Gillespie, Glasscock, Gonzales, Gray, Grayson, Gregg, Grimes, Guadalupe, Hale, Hall, Hamilton, Hansford, Hardeman, Hardin, Harris, Harrison, Hartley, Haskell, Hays, Hemphill, Henderson, Hill, Hockley, Hood, Hopkins, Houston, Howard, Hudspeth, Hunt, Hutchinson, Irion, Jack, Jasper, Jeff Davis, Jefferson, Johnson, Jones, Kaufman, Kendall, Kent, Kerr, Kimble, King, Kinney, Knox, Lamar, Lamb, Lampasas, Lee, Leon, Liberty, Limestone, Lipscomb, Llano, Loving, Lubbock, Lynn, Madison, Marion, Martin, Mason, McCulloch, McLennan, Medina, Menard, Midland, Milam, Mills, Mitchell, Montague, Montgomery, Moore, Morris, Motley, Nacogdoches, Navarro, Newton, Nolan, Ochiltrie, Oldham, Orange, Palo Pinto, Panola, Parker, Parmer, Pecos, Polk, Potter, Presidio, Rains, Randall, Reagan, Real, Red River, Reeves, Roberts, Robertson, Rockwall, Runnels, Rusk, Sabine, San Augustine, San Jacinto, San Saba, Schleicher, Scurry, Shackelford, Shelby, Sherman, Smith, Somervell, Stephens, Sterling, Stonewall, Sutton, Swisher, Tarrant, Taylor, Terrell, Terry, Throckmorton, Titus, Tom Green, Travis, Trinity, Tyler, Upshur, Upton, Uvalde, Val Verde, Van Zandt, Walker, Waller, Ward, Washington, Wheeler, Wichita, Wilbarger, Williamson, Winkler, Wise, Wood, Yoakum, and Young counties.

Pursuant to Section 418.017 of the code, I authorize the use of all available resources of state government and of political subdivisions that are reasonably necessary to cope with this disaster.

Pursuant to Section 418.016 of the code, any regulatory statute prescribing the procedures for conduct of state business or any order or rule of a state agency that would in any way prevent, hinder, or delay necessary action in coping with this disaster shall be suspended upon written approval of the Office of the Governor. However, to the extent that the enforcement of any state statute or administrative rule regarding contracting or procurement would impede any state agency's emergency response that is necessary to protect life or property threatened by this declared disaster, I hereby authorize the suspension of such statutes and rules for the duration of this declared disaster.

FILED IN THE OFFICE OF THE
TEXAS SECRETARY OF STATE
2:30 PM O'CLOCK

JAN 25 2026

In accordance with the statutory requirements, copies of this proclamation shall be filed with the applicable authorities.

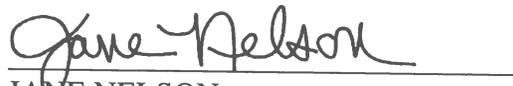


IN TESTIMONY WHEREOF, I have hereunto signed my name and have officially caused the Seal of State to be affixed at my office in the City of Austin, Texas, this the 25th day of January, 2026.



GREG ABBOTT
Governor

ATTESTED BY:



JANE NELSON
Secretary of State

FILED IN THE OFFICE OF THE
TEXAS SECRETARY OF STATE
2:30pm O'CLOCK
JAN 25 2026



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Tim Fears, Interim Executive Director of Technology

Subject: Consider Approval of Purchase of Technology Ticket System (#113-26)

Consent Agenda

Executive Summary:

This award will provide the procurement of the primary technology incident management platform utilized for notifying, tracking, and resolving technology needs across the district. Reviewed and approved by Tim Fears, Interim Executive Director of Technology, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation that the offer for Technology Ticket System from the company SHI Government Solutions, provides the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with one (1) annual renewal option

Recommended Motion for Action Items:

Move to approve contract#113-26 Technology Ticket System as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$155,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Jennifer DuPlessis, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Purchase of Maintenance General Trades Merchandise and Services (#215-26-01)

Consent Agenda

Executive Summary:

This award will provide the Maintenance Department with parts and services needed to support safe, functional district facilities and respond efficiently to work orders. Reviewed and approved by Dr. Jennifer DuPlessis, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Maintenance General Trades Merchandise and Services from the companies listed on Exhibit A, provide the best value to the Garland Independent School District.

New Award - Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#215-26-01 Maintenance General Trades Merchandise and Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$3,000,000

199 - General Fund

Exhibit A
215-26-01 Maintenance General Trades Merchandise and Services
Awarded Suppliers

CABINETS AND HARDWARE SUPPLIES

Craddock Lumber Company

RESTROOM PARTITIONS AND PARTS

Frigelar North America Inc, dba Fissco Supply

PORCELAIN SURFACE WHITEBOARDS

Frigelar North America Inc, dba Fissco Supply

GROUNDKEEPING EQUIPMENT AND PARTS

Four Brothers Outdoor Power

*Richardson Saw and Lawn Mower Company Incorporated
Stone Road Ventures LLC, dba Game Day Rejuvenation

MOTOR AND HYDRAULIC OIL, ANTIFREEZE, CLEANERS

*Purvis Industries LLC

COMPRESSOR EQUIPMENT AND SERVICES

Johnson Supply and Equipment Corporation

HVAC EQUIPMENT, PARTS AND SERVICES

Advantage Water Engineering LLC

Brandon and Clark Inc, dba Control Concepts Dallas

Central Engineering and Supply

Johnson Supply and Equipment Corporation

HVAC Rntl LLC

Reliable Plant Maintenance Inc

Rocklett Restoration LLC, dba Servpro of Rockwall/Rowlett

ELECTRICAL EQUIPMENT, SUPPLIES AND SERVICES

Boyd Operating Company LLC, dba Boyd Electric

Groves Electrical Service

C and P Pump Service Inc

Rocklett Restoration LLC, dba Servpro of Rockwall/Rowlett

FLOOR CLEANING EQUIPMENT AND CUSTODIAL SUPPLIES

Complete Supply Inc

RobotLab Inc

FENCING/WINDSCREEN SUPPLIES

Pioneer Manufacturing Co Inc, dba Pioneer Athletics

LANDSCAPING PLANTS, SUPPLIES AND SERVICES

Landmark Nurseries Inc

Stone Road Ventures LLC, dba Game Day Rejuvenation

The District solicited 1962 suppliers and received 24 responses,
of which 1 was non-responsive.

*Confidential

Exhibit A
215-26-01 Maintenance General Trades Merchandise and Services
Awarded Suppliers

LUMBER

Craddock Lumber Company

ROOFING

Craddock Lumber Company
Texas Roof Management Inc

BLEACHERS EQUIPMENT AND SERVICES

Big Sky Bleacher Repair, dba C & R Seating

BLINDS/DRAPERY SUPPLIES AND SERVICES

Texton Inc

The District solicited 1962 suppliers and received 24 responses,
of which 1 was non-responsive.

*Confidential



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Coleman Bruman, Executive Director Secondary Teaching and Learning

Subject: Consider Approval of Purchase of Professional Staff Development, Consultant Services, and Materials (#310-25-08)

Consent Agenda

Executive Summary:

The Texas Education Agency (TEA) has modified the purchasing module of the Financial Accountability System Resource Guide to permit the use of an “Extended RFP Process”. This process is different from the traditional RFP process as it affords districts the ability to accept, evaluate, and award proposals as they are received throughout the term of the agreement.

The benefits of this process will allow the district to be more responsive to unforeseen and unexpected events that require compliance with purchasing law. Along with the benefits, TEA requires internal controls to ensure the process is used properly.

1. Local policy will dictate which purchases require approval by the Board of Trustees \$150,000 or greater in accordance with CH Local.
2. The standard procurement process should be used when possible.
3. The Purchasing Department, in conjunction with Committee(s), will establish guidelines to ensure all requirements listed in the Financial Accountability System Resource Guide are met. At a minimum, the guidelines below must be established:
 - Establish the categories in which responses will be received,
 - Determine frequency for reviewing and approving responses,
 - Determine the criteria for accepting and rejecting responses,
 - Review existing contracts to ensure the needs cannot be met with an existing contract.

By design of the extended RFP, we are adding additional vendors to continue creating a pool of awarded professional development vendors that have been approved and vetted for Garland ISD campuses and departments. Reviewed and approved by Coleman Bruman, Executive Director Secondary Teaching and Learning, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.



BOARD OF TRUSTEES AGENDA

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Professional Staff Development, Consultant Services, and Materials from the companies listed on Exhibit A, provide the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#310-25-08 Professional Staff Development, Consultant Services, and Materials as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed the Amount: \$480,000

199 - General Fund

“Exhibit A”

RFP 310-25-08 Professional Staff Development, Consultant Services, and Materials

95 Percent Group

Camp Fire First Texas

CASALWP LLC

Dallas Arboretum and Botanical

Dave Burgess Consulting Inc

Firefly Professional Services Providers LLC

Holpentech Innovations Inc

Jacob K Daggett

Jorge Valenzuela

Just Right Reader Inc

Just Say Yes

Katie Kinder

Lakeshore Equipment CO

Liminex Inc

McGraw-Hill LLC*

Readers 2 Leaders

Results Coaching Global LLC

Rhythm Path LLC

Sandra D Benavidez-Perez

Sandra Mercuri

Savvas Learning Company LLC

School Specialty LLC

The Learning Network DBA The Learning Bridge*

Tracy Hurst

Warren Instructional Network

Y.B. Normal

The district solicited 2965 vendors and received 23 responses

* Denotes New Award



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Tim Logan, Director of Transportation

Subject: Consider Approval of Modification to Fuel Quoting (#7-26)

Consent Agenda

Executive Summary:

The modification of the award will ensure that contracts and payments are in the name of the correct entity. Reviewed and approved by Tim Logan, Director of Transportation, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation to modify the award as listed below:

Change From: SB Fleet Lube, LLC

Change To: Mansfield Services Partners, LLC dba SB Fleet Lube, LLC

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve the modification to contract#7-26 Fuel Quoting as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$850,000

199 - General Fund



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Mark Booker, Executive Director of Purchasing
Tim Logan, Director of Transportation

Subject: Consider Approval of Modification to Fuel Servicing (#23-26)

Consent Agenda

Executive Summary:

The modification of the award will ensure that contracts and payments are in the name of the correct entity. Reviewed and approved by Tim Logan, Director of Transportation, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on March 10, 2026.

Administrative Recommendations:

It is the administration's recommendation to modify the award as listed below:

Change From: SB Fleet Lube, LLC

Change To: Mansfield Services Partners, LLC dba SB Fleet Lube, LLC

Procurement Method: Request for Proposal

Contract Term: One (1) year with four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve the modification to contract#23-26 Fuel Servicing as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$1,900,000

199 - General Fund



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Lisa Ray, General Counsel

Subject: Board Resolution for One Reading for policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local

Action Item

Executive Summary:

Garland ISD recently amended its District of Innovation Plan which the Board of Trustee adopted on February 24, 2026. Accordingly, TASB recommended policy revisions to board policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local to align with the adopted District of Innovation plan.

Administrative Recommendations:

For approval.

Recommended Motion for Action Items:

I move to approve the resolution to allow for one reading for policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local

Financial Impact and Funding Source:

N/A

**BOARD OF TRUSTEES
GARLAND INDEPENDENT SCHOOL DISTRICT
RESOLUTION CONCERNING WAIVING
LOCAL POLICY REQUIREMENT TO FIRST PRESENT
DBA (LOCAL), DGBA (LOCAL), DK (LOCAL), DNA (LOCAL), DNB (LOCAL), EB
(LOCAL), FDA (LOCAL), FNG (LOCAL) AND GF (LOCAL)
AS A DISCUSSION ITEM**

State of Texas

§

County of Dallas

§

§

WHEREAS, the Garland Independent School District Board of Trustees has adopted policies BF (Legal) and (Local) to address matters of law and local discretion regarding how Board Policies are presented for adoption and approval at Garland ISD; and

WHEREAS, the Garland Independent School District Board of Trustees local policy require that proposed policies or revisions to policy shall be first presented to the Board as discussion items; and

WHEREAS, the Garland Independent School District Board of Trustees local policy requires that formal adoption of new or revised local policies shall not occur earlier than the next meeting of the Board after discussion; and

WHEREAS, the proposed local policy changes incorporate relevant changes to the policies affected by the adoption of the amended District of Innovation plan on February 24, 2026.

WHEREAS, Garland Independent School District Board policy BF Local would not allow the District to have two readings of the proposed changes to the relevant policies and the policies have been vetted with the Policy Advisory Group Chair, beforehand; therefore,

NOW, THEREFORE, BE IT RESOLVED,

1. BF (Local) policy require that proposed policies or revisions to policy shall be first presented to the Board as discussion items; and
2. For the sake of efficiency and expediency, the proposed changes to the local polices should be adopted and approved at the board meeting on March 31, 2026 so the local policies align with your District of Innovation plan which was adopted on February 24, 2026.
3. This waiver is just for the adoption of **DBA (LOCAL), DGBA (LOCAL), DK (LOCAL), DNA (LOCAL), DNB (LOCAL), EB (LOCAL), FDA (LOCAL), FNG (LOCAL) AND GF (LOCAL)** for this meeting and will not apply to future versions which may be provided for Board adoption.

PASSED, APPROVED AND ADOPTED BY THE BOARD OF TRUSTEES OF THE GARLAND INDEPENDENT SCHOOL DISTRICT, DALLAS COUNTY, TEXAS on the 31st day of March, 2026.

Garland ISD Board of Trustees

Attest:

Johnny Beach,
Garland ISD Board President

Daphne Stanley
Garland ISD Board Secretary



BOARD OF TRUSTEES AGENDA

Date: March 31, 2026

Presented By: Lisa Ray

Subject: Consider Approval of Local Policy Changes Based on District of Innovation Adoption: DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local

Action Item

Executive Summary:

Garland ISD recently amended its District of Innovation Plan which the Board of Trustee adopted on February 24, 2026. Accordingly, TASB recommended policy revisions to board policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local to align with the adopted District of Innovation plan.

Administrative Recommendations:

For approval

Recommended Motion for Action Items:

I move to approve the TASB recommended changes to policies DBA Local, DGBA Local, DK Local, DNA Local, DNB Local, EB Local, FDA Local, FNG Local and GF Local

Financial Impact and Funding Source:

N/A

PROPOSED REVISIONS: 2.27.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.¹~~

Updating Credentials

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

~~**State Teacher Certification**~~

~~In accordance with the District's Innovation plan, the District shall have the flexibility to hire individuals who are knowledgeable in the subject area and equipped to effectively perform the duties of the position in question, as permitted by law. The District is able to locally certify teachers in areas of high demand to better meet the educational needs of District students. Teachers with industry certifications and qualified experience may be eligible to teach a course through a local teaching certification. In addition, the Superintendent shall have the authority to permit a certified teacher to teach outside his or her certified field(s). [See DK]~~

Social Security Number

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

¹ ~~Innovation Plan: <https://www.garlandisd.net/>~~

PROPOSED POLICY: 2.27.2026

Note: This local policy has been revised in accordance with the District's innovation plan. [See AF(LOCAL)]

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:

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 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.

Notice to Employees

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

Guiding Principles
Informal Process

The Board encourages employees to discuss their concerns with their supervisor, principal, or other appropriate administrator who

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

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 except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.

Formal Process

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

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.

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

**Freedom from
Retaliation**

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

**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. Complaint forms alleging a violation of law by the Superintendent may be submitted directly to the Board or designee.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery in the employee relations department at the Harris Hill administration building or by electronic communication via [email](#).¹ Hand-delivered filings shall be timely filed if received by the appropriate administrator in the human resources department 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 human resources administrator or designated representative no more than three days after the deadline.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

Scheduling Conferences	The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the employee fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the employee's absence.
Response	At Levels One and Two, "response" shall mean a written communication to the employee from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.
Days	"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."
Representative	<p>"Representative" shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent him or her in the complaint process.</p> <p>The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.</p>
Consolidating Complaints	<p>Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.</p> <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> <p>If at any level of the grievance process the employee is granted the relief he or she has requested, the grievance shall be deemed resolved, and a copy of the written resolution shall be provided to the employee. A resolved grievance may not be appealed to the next level of the process and shall be considered closed.</p>
Untimely Filings	All time limits shall be strictly followed unless modified by mutual written consent.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

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 10 days from the date of the written dismissal notice. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

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

Complaint and
Appeal Forms

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

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

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

Audio Recording

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

Level One

Complaint forms must be filed:

1. 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; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

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

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.

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.

The appropriate administrator shall investigate as necessary and schedule a conference with the employee within 10 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 10 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 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 has expired, the employee may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within 10 days of the date of the written Level One response or, if no response was received, within 10 days of the Level One response deadline.

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

The Level One record shall include:

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

The Superintendent or designee shall schedule a conference within 10 days after the appeal notice is filed. The conference shall be strictly limited to the issues and documents considered at Level One. An employee shall not be permitted to seek any relief at Level Two that was not specifically requested on the Level One complaint form. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the employee a written response within 10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within 10 days of the date of the written Level Two response or, if no response was received, within 10 days of the Level Two response deadline.

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

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

The Level Two record shall include:

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

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

The Board shall then consider the complaint. It may give notice of its 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.

¹ Email: grievances@garlandisd.net

PROPOSED REVISIONS: 2.27.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

Superintendent's Authority

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of an individual school or the District at large. 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 policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified. Requests for specific assignment or reassignment shall be considered as long as the transfer does not diminish the effectiveness of an individual school or the District at large.

Campus Assignments

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

~~In accordance with the District's local innovation plan exemption regarding SBEC certification [see DBA], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a career and technical education (CTE) field to teach a CTE course and a qualified individual to teach a dual language course. In addition, the Superintendent shall have the authority to approve the principal's request to assign a certified teacher to teach outside his or her certified field(s). All other teaching assignments shall require certification in accordance with state law. [See DBA]~~

Assignment of Relatives

No employee shall be assigned to a position in which he or she would supervise or would otherwise be directly responsible for the evaluation of a member of his or her immediate family. Employees of the District who are related to one another shall be assigned to different campuses or departments. If two employees marry while serving on the same campus or department, the Superintendent or designee shall transfer one of the employees to another campus or department. The Superintendent may make an exception to this requirement after consulting with the Board.

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

Phase-In Date	This assignment prohibition shall not apply to a person who was employed by the District before June 1, 2017, and is related within the third degree by blood or marriage to another employee serving on the same campus or in the same department. The Superintendent may make an exception to this requirement after consulting with the Board. In all cases, family members shall not be in a direct supervisor/subordinate relationship.
Supervising Relatives	A District employee with supervisory responsibilities shall not supervise persons who are related to the supervisor within the third degree by blood or marriage.
Supplemental Duties	Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.
Work Calendars and Schedules	Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB] Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

⁴Innovation Plan: <https://www.garlandisd.net/>

PROPOSED REVISIONS: 2.27.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

Appraisal System

The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law, ~~the District's innovation plan,~~ and administrative regulations.

~~In accordance with the District's innovation plan, the District is exempt from the provisions in state law requiring the use of state-mandated assessment scores as one of the evaluation measures for teachers.~~

Annual Appraisal

District teachers shall be appraised annually.

Exception

Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.

General Requirements

Components of the appraisal process, such as classroom observations and walk-throughs, shall be conducted more frequently as necessary to ensure that teachers receive appropriate guidance.

The District shall establish an appraisal calendar each year.

T-TESS

Formal Observation

The formal observation for a teacher's appraisal shall be scheduled within a three-week window. The appraiser may conduct the formal observation in time segments of less than 45 minutes, in accordance with state rules.

Second Appraisal

Upon a teacher's request for a second appraiser, the Superintendent or designee shall select the second appraiser.

The formal observation for a second appraisal shall be scheduled within a three-week window.

Scores

The Board shall ensure that the Superintendent or designee establishes procedures regarding how domain scores from first and second T-TESS appraisals will be used.

Less-Than-Annual Evaluations

Eligibility

In addition to meeting the eligibility requirements in state rules to be eligible for less-than-annual evaluations under the T-TESS, a teacher shall:

1. Be employed on a term contract;
2. Have served in the current teaching assignment for at least one year;

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

3. Have served on the current campus for at least one year; and
4. Submit a request annually to his or her supervisor requesting that the teacher receive a waiver from the formal T-TESS appraisal.

A teacher who has retired from the District but who has been re-hired shall be eligible for less-than-annual T-TESS evaluations if the teacher meets all other criteria listed above.

Frequency

Eligible teachers shall be appraised every three years.

During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.

*Annual Review
Process*

In the years in which a T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process that includes the elements listed in state rule.

The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.

Grievances

Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).

⁴ ~~Innovation Plan: <https://www.garlandisd.net/>~~

PROPOSED REVISIONS: 2.27.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

Principals

~~In accordance with the District's innovation plan, the District is exempt from state laws regarding principal appraisal.~~ The District shall appraise campus administrators annually using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law, ~~the District's innovation plan,~~ and administrative regulations.

Other Campus Administrators

The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of a local appraisal system developed in accordance with law and administrative regulations.

Frequency

District principals and other campus administrators shall be appraised annually.

Employment Decisions

When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status.

Exception

Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.

⁴ ~~Innovation Plan: <https://www.garlandisd.net/>~~

PROPOSED REVISIONS: 2.27.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

School Calendar

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

~~School Start Date~~

~~In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.~~

School Closure

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

⁴Innovation Plan: <https://www.garlandisd.net/>

PROPOSED REVISIONS: 2.27.2026

Note: This local policy has been revised in accordance with the District's innovation plan. [See AF(LOCAL)]

Authority

The Superintendent or designee is authorized to accept or reject any nonresident transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

A resident student who becomes a nonresident during the course of a school year shall be permitted to continue in attendance for the remainder of the school year, so long as the student's enrollment does not place the District out of compliance with federal or state law.

Transfer Requests

A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent ~~or designee~~. Transfers shall be granted for one regular school year at a time.

Factors

In approving transfers, the Superintendent ~~or designee~~ shall consider availability of space, compliance with federal court-ordered ethnic balance, instructional staff, and the student's disciplinary history, attendance records, and academic records. Furthermore, resident students will take priority over nonresident transfers.

Transfer Agreements

A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District.

In accordance with the District's innovation plan, the District is exempt from the requirement for transfers to be for a one-year period. Therefore, violation of the terms of the agreement may result in revocation of the agreement during the school year or a transfer request not being approved the following year.

Exceptions

A resident student who becomes a nonresident during the course of a school year may be granted a time extension to remain in District schools as provided below.

Senior Year Privilege

A student who finishes grade 11 as a legal resident of the District and then becomes a nonresident student may complete the senior year in the District, provided the student is projected to have a sufficient number of credits to graduate at the end of the school year. The Superintendent or designee shall, on a case-by-case basis, review a student's eligibility regarding the credits needed for graduation.

ADMISSIONS
INTERDISTRICT TRANSFERS

FDA
(LOCAL)

*Underclassmen
Privilege*

An underclassman who begins the school year as a legal resident of the District and who becomes a nonresident student during the course of a semester shall be permitted to continue in attendance for the remainder of that semester before being withdrawn. The student must complete an out of District transfer form and be accepted to continue their enrollment in the District.

A resident grade 11 student who becomes a nonresident student during the second semester of the junior year and who is permitted to finish the junior year shall not be eligible to remain in the District for the senior year.

*Children or
Grandchildren of
Nonresident
Employees*

A full-time employee who does not reside in the District may request that his or her child or grandchild be admitted into District schools by filing an application with the Superintendent or designee. A transfer shall be granted on a tuition-free basis for as long as the employee continues to be employed by the District, subject to this policy and provisions of the applicable guidelines. Upon the parent's, grandparent's, or guardian's separation from employment from the District for any reason, the transfer shall be revoked, and the student shall no longer be eligible to attend District schools unless the student resides in the District.

A full-time employee may request transfer status for his or her child or grandchild immediately upon employment or any time during the school year. Application timelines and placement of a child of a nonresident employee shall be in accordance with administrative guidelines. A child of a nonresident employee eligible to enroll under this provision shall participate in the choice period under the Freedom of Choice plan. As long as a student is continuously enrolled at a campus, the student may continue to attend the same campus in subsequent grades, even if the campus later becomes closed. Children or grandchildren of nonresident employees must participate in the choice process when transferring from prekindergarten to kindergarten, from fifth to sixth grade, and from eighth to ninth grade.

A school transfer for a child of a nonresident employee shall be decided by the same provisions as all other students.

*Tuition-Based
Programs*

Residency in the District shall not a requirement for a child of a District employee to be eligible for enrollment in any tuition-based program.

Early Admission

A student and his or her parent or legal guardian who live outside the District on the first day of school and who present verifiable documentation that the parent or student will reside within the District prior to the end of the first grading cycle may apply to the Superintendent or designee for permission to begin the school year in

a District school. Satisfactory evidence includes, but is not limited to, a contractual agreement (lease, rental, purchase) for a residence within the District. The Superintendent or designee shall, on a case-by-case basis, review the requests for early admission.

A student granted early admission shall attend the school he or she would have otherwise attended as a new student to the District, provided there is space available for the student under ethnic balance and/or student capacity standards.

UIL Eligibility

When the student and his or her parent or legal guardian do not reside within the District but the student is allowed early admission under this policy, the student shall not be eligible for participation in varsity UIL activities until the student actually moves into the District. Should the move-in occur after school has started, a 15-day waiting period is required before the student can participate in a varsity UIL activity.

False Information

A student who is allowed to enroll or remain in the District based on information that is false or untrue, or based on information that becomes untrue because of changed circumstances, shall be withdrawn immediately upon discovery of the false or untrue information.

Tuition

The Board shall determine annually the amount of tuition to be charged, within statutory limits.

Transportation

The District shall not provide transportation for a nonresident student who transfers into the District from an out of District location.

Appeals

Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

PROPOSED REVISIONS: 2.27.2026

Note: This local policy has been revised in accordance with the District's innovation plan. [See AF(LOCAL)]

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, national origin, age, 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, 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, shall be submitted in accordance with

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EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.

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.

Guiding Principles

Informal Process

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

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

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

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	<p>policy, nor to require a full evidentiary hearing or “mini-trial” at any level.</p>
Freedom from Retaliation	<p>Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.</p>
General Provisions	
Filing	<p>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 days after the deadline.</p>
Scheduling Conferences	<p>The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student’s or parent’s absence.</p>
Response	<p>At Levels One and Two, “response” shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student’s or parent’s email address of record, or sent by U.S. Mail to the student’s or parent’s mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.</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 parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.</p> <p>The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days’ notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District’s counsel. The District may be represented by counsel at any level of the process.</p>

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Consolidating Complaints Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

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

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~~**10** 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 timeliness.

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

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

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

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

Level One

Complaint forms must be filed:

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; and
2. 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.

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.

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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.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ~~ten~~10 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 student or parent a written response within ~~ten~~10 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 believes will help resolve the complaint.

Level Two

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~10 days of the date of the written Level One response or, if no response was received, within ~~ten~~10 days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by

the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~10 days of the date of the written Level Two response or, if no response was received, within ~~ten~~10 days of the Level Two response deadline.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

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.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. 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.

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

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

The Board shall then consider the complaint. It may give notice of its 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.

PROPOSED POLICY: 2.27.2026

Note: This local policy has been revised in accordance with the District's innovation plan. [See AF(LOCAL)]

Complaints

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

Other Complaint Processes

Complaints by residents of the District 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 filed in accordance with the EF series.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be filed 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)]

Guiding Principles

Informal Process

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

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

Formal Process

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

Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual 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

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, 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 days after the deadline.

Scheduling Conferences

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

Response

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

Days

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

Representative

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

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

Consolidating Complaints

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

Untimely Filings

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

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ~~ten~~10 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 timeliness.

Costs Incurred

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

Complaint and Appeal Forms

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

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

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

Level One

Complaint forms must be filed:

1. Within 15 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; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

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.

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.

The appropriate administrator shall investigate as necessary and schedule a conference with the individual within ~~ten~~10 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 individual a written response within ~~ten~~10 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 believes will help resolve the complaint.

Level Two

If the individual did not receive the relief requested at Level One or if the time for a response has expired, he or she may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~10 days of the date of the written Level One response or, if no response was received, within ~~ten~~10 days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The individual may request a copy of the Level One record.

The Level One record shall include:

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

The Superintendent or designee shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the individual may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the individual a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

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

Level Three

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

The appeal notice must be filed in writing, on a form provided by the District, within ~~ten~~10 days of the date of the written Level Two response or, if no response was received, within ~~ten~~10 days of the Level Two response deadline.

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

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The individual may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. 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 individual 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 presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the individual and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint 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 individual or his or her representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its 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.