

The Board of Trustees Splendor Independent School District Notice of Regular Meeting



A Regular Meeting of the Board of Trustees of Splendor Independent School District will be held July 20, 2026 beginning at 6:00 PM in the Greenleaf Elementary, 24050 Bright Sunshine, Splendor, Texas 77372.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. **Call to Order**
- II. **Audience**
- III. **Closed Session from 6:00 to 7:00 PM**
 - A. Safety - Section 551.076
 1. Three-Year Safety Audit Review
 - B. Personnel - Section 551.074
 1. Resignation(s)/Retirement(s)/New Hire(s)
 - C. Real Estate - Section 551.072
 - D. Consultation with Attorney - Section 551.071
- IV. **Reconvene from Closed Session 7:00 PM**
- V. **Board Protocol, Invocation, Pledge & Good Things**
 - A. Board Leadership Guidelines & Code of Ethics
 - B. Invocation
 - C. U.S. & State of Texas Pledge of Allegiance
 - D. Good Things
- VI. **Strategic Direction Review**
- VII. **Board Recognitions**
 - A. Elementary Dual Language Student Recognition - Itzil Welch and Susy Ramos
- VIII. **2025 Bond Updates**
- IX. **Superintendent's Report**
 - A. Strategic Direction Presentation
- X. **Informational Items**
 - A. Future Ready Early Release Eligibility
 - B. OnRamps
 - C. Special Education Annual Report
- XI. **Administrative Presentations**
 - A. Next Level Annual Report
- XII. **Consent Agenda**
 - A. Determine and Approve Any Consent Agenda Items
 - B. Approve Board Meeting Minutes
 1. Minutes - Regular Board Meeting, June 15, 2026
 2. Minutes - Budget Workshop, June 25, 2026.
 - C. Approve Employee Request for Consulting Services Pursuant to House Bill 3372.
 - D. Approve OnRamps Interlocal Agreement.
 - E. Approve updates to the Splendor ISD Sick Leave Bank Policies and Procedures.
 - F. Receipt and First Reading of TASB Local Policy Update 127.

XIII. Action and/or Discussion Items

- A. Consider Approval of the Award of Request for Proposals (RFP) 26-07 for Wastewater & Water Services to Water Works Utilities Inc.
- B. Consider Approval of the 3-Year Comprehensive Safety and Security Audit.

XIV. Closed Session Items

XV. Possible Action Arising from Closed Session

XVI. Possible Agenda Items for Next Meeting

XVII. Adjourn

Closed meeting will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act, including but not limited to the sections and purposes listed in item III. Closed Session.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on July 14, 2026, at 4:30 pm.

Dustin Bromley, Ed. D., Superintendent of Schools

Splendora Independent School District
Governance Team Guidelines & Operating Procedures

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Introduction

Governance Team Guidelines & Operating Procedures (hereinafter referred to as ‘the document’) defines the “partnership” between the superintendent and board members to a great extent. It clarifies expectations for one another, as well as responsibilities for practices and issues that are anticipated to occur on a frequent basis. It does not attempt to cover all potential scenarios as the document is meant to be a brief reference guide for each member of the team. Just like a partnership in the business world, each individual wants to know what he or she is responsible for accomplishing in order for the organization to be successful.

The ***Governance Team*** in Splendor ISD will operate more effectively and efficiently if the expectations for “how we will function as a team” are clearly defined. ***Governance Team Guidelines & Operating Procedures*** is based on practice, not theory. It is also a “living document” in that it should be reviewed annually and modifications should be made at the pleasure of the Governance Team and the needs of the district. A good time to review this document is after each school board election as it is an excellent tool for new board member orientation.

The update and development of ***Governance Team Guidelines & Operating Procedures*** assures a common understanding among members of the Governance Team and provides an excellent foundation for new Board member orientation as it provides district and Board member responsibilities. Additionally, the document will describe the mode of operation of the Governance Team to new, district level administrative staff. The document should be reviewed periodically to ensure it accurately reflects the expectations of the Governance Team and that its contents reflect actual practices of the team and individual members.

Governance Team Members

Dr. Dustin Bromley	Superintendent
Allen Wells	President
Dan Muirhead	Vice President
Jennifer Stewart	Secretary
Kim Klepcyk	Assistant Secretary
Jason Sessum	Member
Travis “Doc” Jones	Member
Jacqueline Canada	Member

Board Organization, Duties, and Responsibilities

Organization

At the first meeting following school board elections, an agenda item will be placed to disband the present Board and select new officers. Nominations and voting must take place in open session.

The Board shall elect a President, Vice-President, Secretary, and an Assistant Secretary, who shall be members of the Board. Officers shall be elected by plurality vote of the members present and voting. Board officers shall serve for a term of one year or until a successor is elected. Officers may succeed themselves in office. A vacancy among officers of the Board shall be filled by a majority action of the Board.

Typically the selection of officers will follow the outline below:

- Motion made, seconded, and passed to disband the current board and appoint the Superintendent as temporary chairperson.
- The Superintendent then asks the Board for nominations for the office of Board President.
- After nominations have ceased, the Superintendent then calls for the vote, with the selection being made by majority vote of those members present.
- The Superintendent then turns the chair to the newly elected President. The President then conducts the election of the Vice-President using the same nominating and voting process. The same procedure is then used for the Secretary position and then the Assistant Secretary position.

Duties

President:

The legal duties and powers of the Board President are described in detail in policy BDAA Legal. He/she also has the right to discuss, make motions and resolutions, and vote on all matters coming before the Board. The Board President also appoints all Board committees, unless otherwise provided by policy or Board consensus.

Vice-President:

The Board Vice-President shall act in the capacity and perform the duties of the Board President in the event of the absence or incapacity of the president and will perform other duties as prescribed by the Board.

Secretary:

The Secretary of the Board shall keep or cause to be kept, an accurate record of the proceedings of each board meeting and will send, or cause to be sent, notices of board meetings. In the absence of the President and Vice-President of the Board, the Secretary shall call the meeting to order and conduct the election of a president pro tem. The Secretary will also perform other duties as directed by the Board.

Assistant Secretary:

The Assistant Secretary of the Board shall act in the capacity and perform the duties of the Secretary of the Board in the event of the Secretary's absence.

Responsibilities

In addition to the responsibilities of Board Officers listed above, Policy BAA Legal provides an overview of key Board responsibilities. Key responsibilities are briefly described as follows:

- Review and adopt the district's vision and mission statements (August)
- Conduct an annual evaluation of the superintendent (January)
- Conduct an annual board self-evaluation (May)
- Approve district goals (March)
- Review and adopt the annual district budget (June)

SISD related policies:

(BEC Legal)

(BDAA Local)

Board Essential Roles (See insert on next page)

Board Meetings

Board Meeting

Meeting Day of the Week/Times

- A. Regular meetings of the Board shall normally be held on the third Monday of each month at 6:00 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Agenda

- A. In consultation with the board president, the superintendent shall prepare the agenda for all board meetings. The deadline for including board agenda items for regular meetings will be the fifth business day prior to the board meeting. On request in writing of any board member, an agenda item may be included on the board agenda. If the agenda item has been acted upon within the previous twelve months, two board members are needed to request that it be placed on another board agenda.
- B. The draft agenda may include items from the board agenda calendar as scheduled in advance by the Board of Trustees as well as actions required by law. Before the agenda is finalized, the superintendent will consult with the board president for approval of the final agenda.
- C. The consent agenda may include items listed below and action may be taken with a single vote without discussion. Placement of items on the consent agenda will be done at the discretion of the superintendent and board president. At the board meeting, any board member may ask questions or discuss a consent agenda item by asking the board president to remove it from the consent agenda for the purpose of giving the item individual consideration. The board president will allow discussion on any item requested for removal from the consent agenda by a board member.

Examples of Consent Agenda Items

1. Minutes of regular and special board meetings
2. Acceptance of financial reports
3. Routine bid recommendations in alignment with district policy
4. Approval of personnel contracts that comply with district policy
5. Requests to use district facilities
6. Routine, non-controversial items

7. Board policy updates

The above items are examples only. Not all topics listed may be included as part of the consent agenda.

SISD related policies:

BE (LEGAL)	BE (LOCAL)	BJA (LOCAL)
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Items Eligible for Executive Session

- A. 551.071. Consultation with attorney. A governmental body may conduct a private consultation with its attorney when the government body seeks advice about pending or contemplated litigation, a settlement offer, or any of the appropriate exceptions listed for an executive session. Example: Discussing a real estate transaction with an attorney.
- B. 551.072. Deliberation regarding real property. A governmental body may conduct a closed meeting (executive session) 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.
- C. 551.074. Personnel matters. An executive session may be conducted to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee. Also, to hear a complaint or charge against an employee unless the employee who is the subject of the charge or complaint requests an open meeting or hearing to hear the complaint.
- D. 551.076. Deliberation regarding security devices. A governmental body may deliberate the deployment of security personnel or devices in an executive session.
- E. 551.0821. Personally identifiable information about public school student. Deliberation concerning a student in which personally identifiable information is discussed will be held in executive session – even if the student’s name is not mentioned in the deliberation.
- F. 551.084. Exclusion of witness from hearing. A governmental body that is conducting a hearing may exclude a witness from the hearing while another witness is testifying.

- G. 551.073. Prospective gift. The governmental body may conduct an executive session to deliberate a negotiated contract for a prospective gift or donation if deliberation in an open session would have a detrimental effect.
- H. Ed. Code 39.030. The Board of Trustees shall conduct an executive session to discuss or adopt individual assessment instruments or assessment instrument items.
- I. 418.183. Emergency management – homeland security. Issues related to 418.175 in the Government Code are exempted from the open meeting requirement; however, a tape recording of the proceedings should be made.
- J. 551.087. Economic development. Deliberations concerning the offer of financial incentives for companies to locate in the school district may be held in executive session.

SISD related policies:

BEC (LEGAL)	DCE (LEGAL)	GF (LEGAL)
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Notice of Meetings

Members of the Board shall be given notice of regular and special meetings on Thursday prior to regularly scheduled Monday Board Meetings. Notice for special meetings will be at least 72 hours prior to the scheduled time of the meeting and at least two hours prior to the time of an emergency meeting.

The district shall provide special notice of each meeting to any news media that has requested notification. When an emergency meeting is called or an emergency item is added to an agenda, the district shall notify any news media that have previously requested special notice of all meetings. (BE Legal)

Executive Session/Closed Meetings

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, as provided by law. (BEC Legal)

For each closed meeting, except for consultations with its attorney, the board shall keep a certified agenda of the proceedings. The presiding officer and secretary shall certify that the agenda is a true and correct record of the proceedings. (BEC Legal) Board members must limit discussion to those items specified in the closed session.

No voting or polling of members is allowed in closed session. A final decision, or vote must take place in an open meeting. (BEC Legal)

No board member or other participant in a closed meeting shall, without lawful authority, disclose to a member of the public any deliberations made in a closed session.

Board Meetings/Audience Participation

Participants must have signed up prior to Board Meeting start time. At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting. At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting. Participation is limited to three minutes to make comments to the Board, unless the participant requires the use of a translator, in which case participation is limited to six minutes. The Board will only consider complaints that remain unresolved after being addressed through proper administrative channels and when they have been placed on the agenda. The Board of Trustees shall not deliberate, respond, or make decisions regarding any subject that is not included on the agenda that is posted.

Board Member Preparation for Meetings

- A. The Superintendent will ensure that all information needed for informed decision-making is supplied to each Board member in agenda information delivered four days prior to the regular board meeting. The agenda and support materials will be provided electronically unless a request is made for a written copy. If a written copy is requested, Board members are asked to discuss delivery options at the time of the request.
- B. Each Board member will prepare for the Board meeting by studying the agenda and support materials and asking clarifying questions of the Superintendent at least one day in advance of the meeting if possible. While it is likely that questions often result as part of the discussion of an agenda item, when a Board member knows that he/she will have a specific question it is appreciated if that question is asked prior to the meeting.

Board Member Questions Concerning the Agenda

- A. Board members are encouraged to ask for information from the Superintendent at least one day prior to the Board meeting. This will allow time for appropriate research, if needed.
- B. Any questions about agenda items or requests for additional information prior to the board meeting will be directed to the Superintendent. The Superintendent or his/her designee for that particular agenda item will respond to the Board member and an electronic copy of the question and response will be provided to all Board members.
- C. The Superintendent will determine if the information requested is readily available or will require additional time to gather or research. If additional time is needed the

Superintendent and the Board member will agree upon an appropriate time frame in which the information will be provided.

- D. If a written summary or report is requested, the Superintendent will present a copy of it to each Board member.
- E. Even when information about agenda items is provided in advance or Board members receive answers to specific questions prior to the Board meeting; they are not prohibited from discussing or asking additional questions during the Board meeting.
- F. Board members seeking information during the Board meeting should ensure that the question pertains to agenda items.

Exhibiting Professionalism and Courtesy in Board Meetings

Board members shall observe and adhere to parliamentary procedures according to *Robert's Rules of Order, Newly Revised* and the Board President will ensure that discussion is related to the agenda item being addressed.

The Board President may recognize Board members prior to comments being given about an agenda item, particularly if several members wish to speak to the item.

Professional courtesy will be extended to all members of the Governance Team, school district staff, and visitors to the Board meeting.

Communication

Governance Team Communication

- A. The Superintendent will communicate with each Board member via weekly reports (emails) that will include information such as:
 - 1. District events
 - 2. Progress reports on Board goals and directives
 - 3. Follow-up reports in answer to Board member questions
 - 4. Information or reports requested by a Board member
 - 5. General program updates
- B. The Superintendent will communicate requested information to all Board members in as timely a manner as possible without interfering with the regular conduct of district business.

- C. The Superintendent will meet with the Board President as needed, or communicate by telephone or electronic means to inform him/her of district issues that may need to come before the Board for discussion or action.
- D. Board member phone calls to the Superintendent will be returned during the same day if at all possible.
- E. Board members may communicate with other individual members for purposes of asking questions, clarifying information, or socializing under circumstances that do not conflict with or circumvent the Texas Open Meetings Act.
- F. Board members may not communicate with other individual members for purposes of soliciting votes in support of or opposition to items of business that may come before the Board.
- G. Board members who wish to share information relevant to district business or issues before the Board will relay the information to the Superintendent for distribution to all members in his/her weekly reports.

Splendora ISD related policies: BE (LEGAL)	BJA (LOCAL)
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Board Member Requests for Information Not Related to Meeting Agendas

- A. Board members will contact the Superintendent to request information about the school district or Board of Trustee business.
- B. The Superintendent, at his/her discretion, may refer the Board member to a staff person with direct knowledge about the information requested.
- C. The Superintendent will determine if the information requested is readily available or additional time is needed to gather information or research the issue.
- D. If the information is available, the Superintendent will provide it to the requesting Board member.
- E. If a written response is provided, a copy of the information will be provided to each Board member.

- F. If the Superintendent determines that the request is unreasonable and will divert staff time or attention from Board priorities, the Superintendent or the requesting Board member may ask the Board President to place the request on a meeting agenda. The requesting Board member may then ask if a majority of the Board wishes to direct the Superintendent to generate a report to include the requested information.

Board Member Contact with Campuses

- A. Board members are encouraged to attend as many school events as their time and schedule permits.
- B. Board members will notify the Superintendent before visiting any campus and will follow all established campus procedures. Board members shall not interfere with instructional time or assume a supervisory role during such visits.
- C. Board members will check in with the principal's office when he/she arrive at a campus during the school day, as per guidelines for all visitors to campuses.
- D. Board members will not go into classrooms or other areas on campus for the purposes of conducting personnel evaluations or investigations.
- E. Board members may not give direction to any staff or student except when immediate safety or liability is an issue.
- F. While Board members have no authority when not at the board table, as individuals, it is sometimes difficult for staff members to see them as ordinary parents, therefore;
 - a. When visiting with teachers of their own children, Board members should make it clear that they are acting as parents rather than as a member of the Board.
 - b. Board members will not request or accept extraordinary consideration for themselves or their children.
- G. Board members will not ask district employees for extraordinary consideration for anyone.

Splendora ISD related policies:

GKA (LEGAL))

BBF (LOCAL)

Response by Board Members to Community Member or Employee Complaints

- A. Listen briefly and respectfully; remain impartial

- B. Ask if the complainant has followed the complaint procedure (following the “chain of command”) outlined in district policy
- C. Remind the complainant of the Board’s responsibility to remain impartial regarding complaints that may ultimately be brought to the Board on appeal.
- D. If the complainant does not know the district’s complaint procedures or “chain of command,” the Board member should provide the following information:
 - a. The complainant must first discuss the problem with the authority closest to the problem. In most cases this is the immediate supervisor if it is an employee or the principal if it is a campus issue.
 - b. If the complainant is not satisfied with the resolution, he/she may file a formal grievance according to procedures outlined in policy for students and parents, employees, or community members.
 - c. If the complainant is not satisfied with the resolution offered through the formal complaint process, the complainant may appeal to the next level of authority as outlined in policy.
 - d. When all levels of administrative appeal have been exhausted without satisfaction by the complainant, he/she may appeal the complaint to the Board of Trustees according to procedures outlined in policy. The Board President will place the complaint on the agenda for presentation to and discussion by the Board.
 - e. The Board may uphold the decision of the Superintendent or designee regarding the complaint, overturn it, offer an alternative solution, or the Board may take no action.
 - f. Complaints regarding an individual will be heard in closed session unless specific law or local policy provides otherwise.
- E. Board members should inform the Superintendent of all relevant complaints from staff and community. If requested by the Board member forwarding the request, the Superintendent will notify the individual Board member as to the resolution of the complaint.

SISD related policies:

DGBA (LOCAL) FNG (LOCAL) GF (LOCAL) BBF (LOCAL)

Communicating with the Community and/or Personnel

- A. Board members are encouraged to participate in community activities. When doing so, Board members may choose to provide information and/or respond to questions based on the following:
 - a. Relay information about district goals or other district information the Board member is comfortable providing
 - b. Interact in a positive manner
 - c. Listen politely and respectfully to comments
 - d. Refer questions about specific district activities to the Superintendent when they do not know the answers or if the individual wants detailed information.
- B. The Board of Trustees encourages community input, however, it will not respond to anonymous calls or letters unless they involve the safety and security of students and/or employees. If the anonymous communication refers to a significant issue, the Board member will contact the Superintendent to inform him/her of its' content.
- C. Signed letters addressed to the Board or a Board member will be forwarded to the Superintendent for inclusion in the weekly information provided to the Board.
- D. The Board will communicate to the community collectively through district communication strategies authorized by the Board in policy or the district communication plan.

SISD related policies: BBF (LOCAL)

Communicating with the Media

- A. The Superintendent and the Board President shall act as spokespersons for the Board of Trustees to the media on all school district related issues. Generally speaking, questions concerning district operations should be referred to the Superintendent and questions regarding board policy or actions taken by the Board should be referred to the Board President. This practice will promote a single “position statement” which can be clearly understood by the public as opposed to potentially having multiple statements on an issue.
- B. A Board member who receives a call from the media requesting information, comments, or an interview regarding district related issues will direct them to the Superintendent and/or Board President, depending on the nature of the questions.

- C. Board members retain the right to speak to the media as individuals but are strongly encouraged to direct all media inquiries to the Superintendent and/or Board President.
- D. When speaking to a media representative, a Board member should clarify when speaking as an individual rather than as a spokesperson for the Board of Trustees. When speaking as an individual, the Board member will remind the media representative of the position or action of the Board of Trustees as a body – if the Board has taken action on the issue.

SISD related policies:

BJA (LOCAL) BDAB (LOCAL)

Evaluation of the Superintendent

Updating the Superintendent Evaluation Instrument

After district goals are identified and priorities of the Board are established for the next school year, the Governance Team should review the content of the Superintendent's evaluation instrument to ensure proper alignment. This will ensure that the Board and Superintendent have an understanding of the challenges and priorities that are going to be emphasized in the coming year and that appropriate evaluation indicators may be developed. The evaluation instrument shall be based on the Superintendent's job description, student performance, and Governance Team priorities. The document evaluating the performance of the Superintendent is confidential.

Objectives of the Superintendent Evaluation Process

Based on law and board policy the following objectives are associated with the superintendent evaluation process:

- Clarify to the Superintendent his or her role and priorities, as seen by the Board
- Clarify to Board members the Superintendent's role, according to the Board's written criteria, as expressed in the Superintendent's job description and the district's goals and priorities
- Foster an early understanding among new Board members of the evaluation process and the Superintendent's current performance objectives and priorities
- Develop and sustain a harmonious working relationship between the Board and the Superintendent
- Include indicators on the evaluation instrument that reflect high expectations and outstanding Governance for the day-to-day operations of the school district
- Ensure fairness and objectivity in the evaluation process

The superintendent evaluation process and evaluation instrument will be provided to Board members with agenda items for the meeting in which the evaluation is to be conducted.

SISD related policies:

BJA (LEGAL)

BJCD (EXHIBIT)

BJCD (LOCAL)

BJCD (LEGAL)

New Board Member Orientation & Governance Team Training

Reporting Requirements

The minutes of the last regular meeting of the Board held during a calendar year must reflect whether each Trustee has met or is delinquent in meeting the training required to be completed as of the date of the meeting. *Education Code 11.159*

Training Requirements

New Board members shall receive a district orientation session within 60 days before or after their election or appointment and an orientation to the Texas Education Code within the first 120 days of election or appointment. Texas Education Code orientation sessions are offered through the Regional Education Service Center. New Board members are also encouraged to attend the TASB Summer Governance Conference, if possible. New Board members will also be trained on parliamentary procedures according to *Robert's Rules of Order, Newly Revised*. Once a year all Board members will receive a review of parliamentary procedures according to *Robert's Rules of Order, Newly Revised*.

All Board members shall receive an update session following each session of the Texas Legislature and the entire Board and Superintendent shall annually participate in a team building session. The lengths of these trainings are not specified, but are usually at least three hours.

In addition to the orientation and team building training, all Board members shall receive additional continuing education on an annual basis. To the extent possible, the entire Board shall participate in continuing education programs together. In the first year of service, Board members shall receive at least ten hours of continuing education in fulfillment of assessed needs in addition to required orientations and team building training. Within 90 days of election or appointment, new board members should receive one (1) hour of Open Meetings Training provided by the Attorney General's Office.

After the first year of service Board members shall receive at least five hours of continuing education annually in fulfillment of assessed needs. This of course is in addition to required

team building training and a Texas Education Code update if a session of the Texas Legislature has been held that year.

The Board President shall receive continuing education related to Governance duties of the Board President as some portion of the annual requirement.

SISD related policies: BBD (LEGAL) BBD (EXHIBIT)
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Professional Development for Board Members

Board members and the Superintendent are encouraged to seek and attend relevant opportunities for professional development in addition to required training activities. Membership in state and national organizations and attendance at conventions, conferences, clinics, and workshops provide opportunities to learn about best practices and bring new ideas back to Splendora ISD.

Subscriptions to school board newsletter services, journals, and other written works are also efficient ways to learn examples of new or best practices.

Board members wishing to participate or attend professional development activities that are not planned for the entire Board should contact the Superintendent and Board President. If either should have a question as to the appropriateness of the request, the matter shall be brought to the Board as an agenda item for consideration.

Board Member Reimbursement for Expenses

Professional development for Board members is encouraged and reimbursement for travel and related expenses should be included in the district's budget each year. Utilize policy BBG (LOCAL) for Board member reimbursement when attending meetings, workshops, and conventions as an official representative of the Board.

SISD related policies: BBG (LOCAL) BBG (LEGAL)
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Board Member Ethics & Vendor Influence

In addition to Splendora ISD Board Member Ethics, BBF (LOCAL) attached, Board members will comply with state required annual Conflict of Interest reports outlined in BBFA (LEGAL), if applicable. The Conflict of Interest form is provided by the Texas Ethics Commission and applies to any Board member when he or she, or any member of the family, receives more than \$2,500 per year from a business that contracts with the school district, or when a Board member, or member of his or her family, receives \$250 or more in aggregate gifts from a business that contracts with the school district.

Board members may be a reference as to the professionalism and quality of a potential vendor for the school district, but he or she should communicate to the vendor and school district personnel that their personal knowledge of the vendor should not be represented as individual preference or support. Vendor selection is based on school district business practices and guidelines, state law, and district policy.

Board members should not request assistance, information, or school district equipment from school district employees for the purpose of personal or professional gain or on behalf of a friend or relative.

SISD related policies:

BBF (LOCAL)

BBFA (LEGAL)

Gov't Code 171.004

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

**Equity
In Attitude**

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

**Trustworthiness
In Stewardship**

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

**Honor
In Conduct**

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

**Integrity
Of Character**

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

**Commitment
To Service**

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

**Student-Centered
Focus**

- I will be continuously guided by what is best for all students of the District.

SPLENDORA ISD - STRATEGIC DIRECTION *why we exist*

VISION Connected by Purpose, Driven by Excellence

MISSION Cultivating Exceptional People

BELIEFS - <i>why we act</i>
<u>Student Focused</u> : We believe <i>the greatest outcomes result when students come first.</i>
<u>Relationships</u> : We believe <i>positive relationships create conditions for students to be advocates in their education.</i>
<u>Servant Leaders</u> : We believe <i>servant leaders and critical thinkers strengthen our community.</i>
<u>Learning</u> : We believe <i>students deserve high-quality, engaging learning experiences that honor the potential in each student.</i>
<u>Future Ready</u> : We believe <i>every student should be resilient, innovative, and demonstrate initiative.</i>

LEARNER PROFILE

The Splendora ISD Learner Profile creates an educational environment where every student is empowered to become a self-motivated, adaptive learner, critical thinker, and productive citizen.

STRATEGIC PRIORITIES

1. Student Outcomes: Academic
2. Student Outcomes: Future Ready
3. Community Engagement and Partnership
4. Professional Learning and Quality Staff
5. Fiscal and Operational System
6. Safety and Well-Being



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Elementary Dual Language Student Recognition

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Student Outcomes

BACKGROUND INFORMATION:

Recognize and present the Splendoria ISD 2025–2026 graduating 5th Grade Dual Language cohort, celebrating their successful completion of the elementary Dual Language program and their achievement of earning a high school Spanish Language Other Than English (LOTE) credit.

ADMINISTRATIVE RECOMMENDATION: None

ATTACHMENTS: None

BUDGET INFORMATION: None

RESOURCE PERSONNEL:

- Hilda Susy Ramos, Coordinator of Bilingual Programs
- Itzil Welch, Director of Multilingual Programs, Title III & World Languages (LOTE)

RECOMMENDED MOTION: None



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Future Ready Early Release Eligibility

Informational Item

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Priority 2: Student Outcomes Future Ready

BACKGROUND INFORMATION: N/A

ADMINISTRATIVE RECOMMENDATION:

ATTACHMENTS: N/A

[Presentation](#)

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: Mrs. Lori Wright, Director of Secondary Teaching & Learning; Mr. Adam Lira, Director of CTE; Dr. Kristy Dietrich, Deputy Superintendent of Academics

RECOMMENDED MOTION: N/A



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: OnRamps

Informational Item

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Priority 2: Student Outcomes Future Ready

BACKGROUND INFORMATION: N/A

ADMINISTRATIVE RECOMMENDATION:

ATTACHMENTS: ☐ Splendoria_ISD_OnRamps_Strategic_Partnership

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: Mrs. Lori Wright, Director of Secondary Teaching & Learning; Mr. Adam Lira, Director of CTE; Dr. Kristy Dietrich, Deputy Superintendent of Academics

RECOMMENDED MOTION:

Approve [OnRamps Interlocal Agreement](#)

**Interlocal Agreement
Between
The University of Texas at Austin
and
Splendora ISD**

FOR THE 2026-2027 ONRAMPS PROGRAM

This Interlocal Agreement (Agreement) with an Effective Date of June 1, 2026, is entered on the Effective Date by and between Contracting Parties on pursuant to the authority granted in and in compliance with Chapter 791 of the Texas Government Code.

Contracting Parties:

Receiving Party: Splendora ISD (“SISD”)
23419 FM 2090
Splendora, TX 77372

Performing Party: The University of Texas at Austin (“UT Austin”)
OnRamps
2616 Wichita St, Ste 101
Austin, TX 78712

WHEREAS, UT Austin and SISD are collaborating to offer high school students the opportunity to enroll in college courses while attending high school and simultaneously receive academic credits from UT Austin and their SISD high school(s).

WHEREAS, students will be able to participate in dual enrollment, distance education courses called OnRamps.

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

1. Interlocal

The Texas Interlocal Cooperation Act, Government Code, §791.001, *et seq.* allows local governments and institutions of higher learning to contract with each other for governmental functions and services, including all or part of a function in which the Parties are mutually interested. This Agreement constitutes an “interlocal contract” within the meaning of and as authorized by the Texas Interlocal Cooperation Act. The purpose of the Agreement is to provide “governmental functions or services,” as therein defined. Each party represents it has authority to enter into the Agreement and does so by action of its governing body. To the extent any party pays for the performance of governmental functions or services, the party will make those payments from current revenues available to that party.

2. Nature of OnRamps

UT Austin and SISD enter into this Agreement to implement OnRamps by offering distance college courses through a dual-enrollment model, as well as high school teacher training and professional learning. OnRamps offers high school students the opportunity to earn high school credits from SISD and college credits from UT Austin through a distance education college course.

SISD and UT Austin will share the responsibility to implement OnRamps. By entering into this Agreement for the delivery of distance college courses, SISD becomes an active participant in ensuring the effectiveness and quality of the implementation of OnRamps at SISD.

3. Fees and Payments

Enrollment Fees:

The cost of the OnRamps course materials, technical support and course implementation support outlined in this Agreement for SISD will be defined on a per-student, per-course basis. The maximum 2026-2027 fee is \$60.10 per credit hour, or \$180.30 for each three-hour course, per student.

SISD is paying a subsidized rate. Subject to available funding, during the 2026-2027 school year, the fee of \$180.30 per three-hour course per student is subsidized to \$149. Enrollment cost subsidies are paid for by OnRamps and applicable state appropriations. Private, parochial, and out-of-state schools are not eligible for the subsidized rate.

UT Austin may opt into the Financial Aid for Swift Transfer program annually which allows eligible students to enroll in OnRamps courses at no cost. UT Austin will determine opt in status annually in accordance with rules stated by Texas Higher Education Coordinating Board.

The OnRamps enrollment fee is assessed for each student registered in each OnRamps course on the enrollment census date which will be determined and communicated on or before June 1, 2026, including FAST opt-in status. The enrollment fee includes access to all course materials, technology tools, and credit eligibility evaluation. Refunds will not be given at the end of a course for any reason, including if a student does not earn or accept college credit in the course.

Professional Learning and Development (PLD) Fee:

The cost of OnRamps professional learning and development will be assessed on a per-teacher basis according to the fee schedule in Exhibit C, for teachers who are implementing one or more OnRamps courses at the beginning of the academic year. This fee includes professional learning and development services, course materials, technology tools, and technical assistance required for implementation during the entire term of this agreement, including Summer Professional Learning Institute (PLI), academic year PLIs, virtual conferences, learning modules, communities of practice, professional development assignments, and access to individual virtual coaching.

The Professional Learning and Development fee does not include lodging, transportation, or teacher substitute cost. If a PLI is held in person, a lodging fee may be charged in addition to the PLD fee.

SISD is responsible for paying within 30 days of receipt of any undisputed invoice.

All checks should be made payable to The University of Texas at Austin. Payments should be mailed and/or delivered to:

The University of Texas at Austin
OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712

4. Scope of Work and Responsibilities

Responsibilities to implement OnRamps dual enrollment courses will be shared by SISD and OnRamps. SISD is an active participant in ensuring the effectiveness and quality of OnRamps implementation at its facilities. The Parties agree to provide the following, collectively referred to as the “Services.”

4.1 Responsibilities of OnRamps

Enrollment and Records

- A. Provide an online registration process for high school students to enroll in OnRamps courses (as listed in Exhibit A fully incorporated by this reference) through the OnRamps student information system (OnRamps Portal).
- B. Maintain, as part of routine educational effectiveness evaluation at UT Austin, OnRamps student educational records, including registration, enrollment, orientation, and course evaluation data for purposes of administration, implementation, and improvement, including official reporting to UT Austin and SISD. OnRamps engages in additional data sharing with UT Austin departments as defined in the data sharing agreement between Parties, attached and incorporated herein.
- C. Record grades on UT Austin transcripts for students who earn and accept college credit for the distance college course.
- D. Support documentation of distance college course credit, including enrollment and non-enrollment confirmation letters and assistance in securing official transcripts.

Course Curriculum, Instruction, and Grading

- E. Provide UT Austin faculty and academic staff to develop and define college-level course materials and curriculum and assume oversight of distance college courses.
- F. Deliver instructional materials via distance education. All college course-related materials are developed by UT Austin faculty and academic staff or selected from open educational resources and will be available to the student through unique login in Canvas Learning Management System (Canvas LMS).

- G. Administer OnRamps distance college courses via a dual enrollment model. UT Austin faculty and academic course staff ensure comparability of distance college courses to campus-based courses and are approved by UT Austin Department Chairs and supported by Deans. All OnRamps students register for semester- or year-long courses.
 - a. Semester-long and year-long course college enrollment information
 - i. Students must complete a series of required assignments and summative assessments as published in the college syllabus that are designed, designated, and evaluated by UT Austin faculty and college Instructors of Record to earn college credit.
 - ii. Students must earn a passing grade (D- or above) on the designated portion of the course determined by the UT Austin Instructor of Record to earn college credit in the OnRamps distance college course.
 - iii. Students who earn a passing grade (D- or above) in the college course may accept or decline their college credit.
 - iv. College credits earned and accepted by students are reported to the University Registrar for official transcription.
 - v. Students who accept college credit will have an official UT Austin academic record and eligibility to order a transcript showing the letter grade earned in the course.
- H. Provide technology and support services necessary for teaching and learning in OnRamps:
 - a. Maintain servers operated by or hosted on OnRamps's web-based Canvas LMS.
 - b. Provide access and training on the Canvas LMS for every OnRamps student to access course content and instructional experiences.
 - c. Provide online and phone-based technical support to OnRamps teachers, students, and UT Austin faculty using the curriculum when that support is not provided through Canvas LMS.
 - d. Provide access to teleconference functions in Canvas LMS or other commensurate distance technology with consultants available to students for writing consultation related to distance college course writing assignments in Rhetoric courses.
 - e. Provide online access to pertinent student policies including the Academic Integrity process and policies, Family Educational Rights and Privacy Act (FERPA) Policy, accommodations, registration procedures, and college credit and transferability information.
 - f. Provide a student orientation module in Canvas LMS for all OnRamps courses that details OnRamps enrollment, student academic integrity, and FERPA rights.
 - g. Provide information regarding course curriculum and grading through the online syllabus for each course.
 - h. Provide information in the OnRamps Portal or through email notifications related to distance college course enrollment activities, including registration, credit status, and official transcript requests.
 - i. Provide information on procedures for submitting and resolving complaints, grade appeals, information requests, and other inquiries related to participation in OnRamps.

- j. Provide students with appropriate access to academic advising and counseling resources and supports.

Professional Development and Support

- I. Deliver professional learning to SISD teachers who implement the OnRamps course. Teachers implementing an OnRamps course are required to participate in and complete all OnRamps professional learning and development program components.
 - a. 2026 Summer PLI will be delivered by OnRamps using distance education and virtual learning technologies. Summer PLI is required for all OnRamps high school teachers.
 - b. Academic year PLIs will consist of two one-day PLIs for new and returning participating teachers delivered virtually during the fall and spring semesters. SISD teachers are required to participate in and fully complete the one-day workshop during each semester in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year.
 - c. Virtual conferences for implementing SISD new and returning teachers held up to eight times per year.
 - d. SISD teacher participants will be credited with continuing professional education hours for the hours of documented attendance.
- J. Deliver professional learning and development opportunities specific to administrative and counselor roles and functions to SISD administrators and high school counselors.
- K. Deliver in-person or virtual presentations and/or workshops to SISD staff and community members regarding the OnRamps program overview, implementation, and strategies for success based on advance scheduling and availability of OnRamps staff.
- L. OnRamps will hire and assign a designated qualified course lead for each course offered. The designated course lead will serve as the content expert and point of contact and support for the high school teacher.
- M. Provide ongoing, one-on-one feedback and guidance to the high school teacher.
- N. Provide virtual coaching access to each OnRamps high school teacher to support course implementation and enhance their professional practice.

Institutional Effectiveness

- O. Provide feedback regarding course implementation to UT Austin faculty and academic staff, as well as SISD high school teachers and administrators. OnRamps will provide updates through regularly identified reporting schedules to the identified SISD Main Contact and, as needed, regarding the status of OnRamps course and professional learning and development implementation, based on regular review of data, including communication with the OnRamps SISD high school teacher(s) and student performance and engagement data.
 - a. OnRamps staff will inform SISD administration of any serious concerns regarding SISD or campus implementation of the OnRamps course pertaining to quality and fidelity. If SISD implementation of the OnRamps course is deemed unsatisfactory, OnRamps reserves the right to deny the opportunity to offer the OnRamps course in the future or to require a replacement high school teacher.

- b. A SISD high school teacher deemed by OnRamps to be unsatisfactorily implementing the course will be given the opportunity to bring course implementation into alignment with OnRamps expectations and be provided individual coaching and support as available through the course staff, OnRamps PLIs, a community of practice, and ongoing communication. Should the high school teacher's implementation of OnRamps continue to be unsatisfactory or without improvement in OnRamps' sole discretion, OnRamps will notify SISD, who will use its best efforts to identify an alternate high school teacher, and SISD will work with OnRamps to continue implementation of the course with the alternate high school teacher. OnRamps reserves the right to deny any unsatisfactorily performing teacher the opportunity to offer the course in the future.
- c. Should OnRamps deem an OnRamps SISD high school teacher as not compatible with or not in the best interest of the OnRamps in OnRamps' sole discretion, OnRamps will notify SISD who will work with OnRamps to continue the course through an alternate teacher.
- d. Any person performing Services under this Agreement on behalf of OnRamps must be actively employed or eligible for employment by UT Austin and may not be on administrative or medical leave. UT Austin must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If UT Austin becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, a representative of OnRamps must inform the SISD district contact.

Location Student Participation, and Extended Student Absences

- P. OnRamps dual enrollment instruction will occur in the facilities of the high school campus with the designated high school Instructor who has completed OnRamps professional learning institute requirements.
- Q. All students in the class must be high school students enrolled in the OnRamps course.
- R. When the student is unable to attend school in the designated high school facility with a qualified and selected OnRamps high school Instructor, the student may continue in the online distance college course based on criteria provided in the Implementation Manual.

4.2 Responsibilities of SISD [subject to SISD policies and applicable law]

- A. Implement one or more OnRamps courses in accordance with this Agreement, the OnRamps Implementation Manual, and the OnRamps Technical Manual, which will be provided by OnRamps to District and are hereby incorporated by reference.
 - a. Assign a(n) SISD contact responsible for overseeing implementation of OnRamps high school course(s) and participating in meetings designated for SISD administration with OnRamps staff.
 - i. This SISD contact will provide up-to-date contact information for SISD and its campus administration. In the event there is a change in administration at SISD or at its campuses, the SISD contact will update the OnRamps Portal.

- ii. This SISDcontact will communicate registration timelines for campus administration and ensure required professional learning for a campus counselor focused on advising students and monitoring aspects of the implementation of OnRamps respective to their role.
- b. OnRamps syllabi and course content may not be used to satisfy the requirements for third party evaluation, including Advanced Placement (AP) curriculum.
- c. In the case of Introduction to Rhetoric: Reading, Writing and Research and Reading and Writing the Rhetoric of American Identities, the UT Austin Department of Rhetoric and Writing:
 - i. Prohibits the OnRamps courses from being offered as an AP English course.
 - ii. Requires a cap of 25 students per section with a limit of two (2) sections per teacher for a maximum of 50 students. Alternatively, a teacher may have 60 students distributed in three (3) or more sections. With approval, the cap of 60 students may be exceeded in exceptional circumstances at OnRamps' sole discretion.
- B. Recruit high school teacher(s) with appropriate qualifications to teach the OnRamps course(s), consistent with SISD policies.
 - a. Minimum requirements for all OnRamps SISD high school teachers include:
 - i. One (1) or more years of teaching experience in the relevant course or a higher-level course (e.g., calculus for pre-calculus).
 - ii. Completed annual OnRamps teacher application.
 - iii. Obtain a UT EID in order to access Canvas LMS, the OnRamps Portal, and other systems required for implementation of OnRamps. OnRamps will provide the designated OnRamps teacher privileged access to student information and other systems through the UT EID. OnRamps may suspend, terminate, or revoke OnRamps teacher access to its systems through the EID affiliation at OnRamps' sole discretion. The EID affiliation with OnRamps will be revoked if this agreement is terminated or if an OnRamps SISD high school teacher can no longer implement the course.
 - iv. Successful completion of required tasks before the start of Summer PLI, including, but not limited to, completion of FERPA training module provided by OnRamps. Tasks will be determined and shared by the OnRamps professional learning and development staff in advance of Summer PLI. SISD high school teachers approved on a conditional basis may be required to complete additional tasks. Any high school teacher who does not complete the required self-directed or Summer PLI tasks may not be eligible to implement an OnRamps course. The decision to admit or deny such teacher and any accompanying conditions will be determined by the Director of Instructional Innovation and Implementation and Executive Director at their discretion.
 - v. Attendance and successful completion of Summer PLI, all required academic year PLIs, monthly virtual conferences or learning modules, and professional development assignments.

1. OnRamps SISD high school teachers must participate in the entire Summer PLI and complete all assigned work including pre-, during, and post-PLI.
 2. SISD teachers are required to participate in and fully complete both academic year PLIs in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year. Each Fall and Spring PLI will provide six hours of continuing professional education hours, not to exceed eight hours.
 3. Instructors teaching spring-only courses will have a one-hour virtual learning event held in December to reinforce learning from the summer.
- vi. Review communication from OnRamps course staff in weekly newsletters and respond accordingly to routine requests.
 - vii. Adhere to guidelines regarding OnRamps course content intellectual property. SISD is responsible for informing teachers that they do not have a license to use any OnRamps provided materials outside of the scope of this agreement.
 - viii. Deliver OnRamps instructional materials through the OnRamps instance of Canvas LMS or designated platforms as specified in the OnRamps Technology Manual.
- b. Additional requirements for OnRamps returning SISD teachers include:
 - i. Successful implementation of OnRamps course during the previous academic year according to requirements under section D below.
- C. Ensure OnRamps SISD high school teachers and students have the necessary resources to implement OnRamps with fidelity, including, but not limited to:
- a. Daily access to the OnRamps Portal and Canvas LMS. Participating SISD campuses will work with the OnRamps support team to ensure their campus and students can fully access the OnRamps Portal and Canvas LMS.
 - b. Access to computer, internet, and URLs in approved allow lists, as specified by OnRamps, and adhere to requirements outlined in the most recent OnRamps Technology Manual.
 - c. Scheduled access to technology that meets the specifications defined by OnRamps for each course. This includes regular in-class and out-of-class, one-to-one (1:1) access to computers and the internet to view materials and complete and submit assignments, quizzes, tests, and exams, and the following technology for specific course implementation (as applicable).
 - d. Graphing calculators or graphing calculator functions as specified in the most recent OnRamps Technology Manual.
 - e. Audio/visual projection and/or whiteboard.
 - f. Copy/scanning services to duplicate some course materials and distribute to students in the OnRamps course and upload assignments.
 - g. Required lab materials for BIO 106M, CH 104M, CH 104N, GEO 302E, and PHY 102M.
 - h. The Biology and Chemistry course(s) must be offered in a lab setting that meets the Texas Education Agency standard with minimal viable components including an eyewash station, vent hood, and equipment required for student

implementation of the lab course including use and disposal of the required chemical list.

- D. Ensure OnRamps SISD high school teachers implement OnRamps with fidelity, including the following requirements:
 - a. Adhere to Texas Administrative and Education Code, including the Educators' Code of Ethics (19 TAC Chapter 247).
 - b. Ensure students complete the OnRamps registration process and student orientation, including creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - c. Administer and facilitate OnRamps-required assignments and assessments without alteration through the OnRamps instance of Canvas LMS.
 - d. Use Canvas LMS to assign and grade high school work as specified by OnRamps.
 - e. Participate in professional learning and development activities, including Summer PLI, academic year PLIs, video conferences, learning modules, communities of practices and uploads of classroom video, and ongoing opportunities during each semester in which they teach the OnRamps course. To facilitate teacher participation in the academic year PLIs, SISD agrees to pay the cost of substitute teachers for the days the teacher will attend the academic year PLIs.
 - f. Maintain regular communication via email, phone, video web conferencing, etc. with OnRamps course staff regarding the success and challenges of implementation, responding in a timely manner to requests for information.
 - g. Notify OnRamps of SISD high school teacher absences of five or more consecutive class days or of teacher resignations using the provided form in the case when the teacher cannot self-report.
- E. Ensure students register for OnRamps courses to meet OnRamps requirements, including:
 - a. Recruit, advise, and approve students to participate in OnRamps courses.
 - b. Designate employee(s) responsible for providing academic advising to students enrolled in OnRamps courses prior to the start of the course.
 - c. Ensure students enrolled in OnRamps meet the minimum academic requirements for each course as shown in Exhibit A.
 - d. Ensure students complete the OnRamps registration process and student orientation, which includes creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - e. The student and, if the student is under 18 years of age at the time of registration, the student's parent or guardian shall acknowledge and consent the student is enrolling in a college course with the opportunity to earn college credit.
- F. Ensure accuracy of OnRamps student information, including:
 - a. Ensure student rosters accurately reflect students enrolled in OnRamps courses on the OnRamps census dates in fall and spring.
 - b. Submit student state IDs and educationally disadvantaged status in accordance with the communicated timeline.

- c. Submit high school grades in accordance with the data sharing agreement schedule.
- G. Any person performing Services under this Agreement on behalf of SISD must be actively employed or eligible for employment by SISD and may not be on administrative leave. SISD must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If SISD becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, the district contact, who oversees the OnRamps program, must inform OnRamps within 24 business hours and provide information about the incident as it pertains to OnRamps students and implementation.

5. Summer PLI Teacher Registration and Attendance

- A. SISD high school teachers are required to register for Summer PLI **two weeks prior** to the start of the selected synchronous Summer PLI session. Late registration will be accommodated at the discretion of the Executive Director or designee.
- B. New OnRamps SISD high school teachers must complete all components of Summer PLI including prerequisite self-directed modules, synchronous sessions, and compliance modules. New OnRamps high school teachers are defined as those who are implementing an OnRamps course for the first time or for the first time after more than one year of absence.
 - a. The SISD teacher assigned to the course **must** successfully complete the New Instructor Summer PLI experience at least once, in its entirety, before implementing an OnRamps course for the first time. If the teacher continues to offer the course in subsequent years, they are required to attend the Returning Instructor Summer PLI for each subsequent year they implement that course. If a teacher is assigned to implement a new OnRamps course in addition to their current OnRamps course, the instructor must complete the New Instructor Summer PLI for the new course.
- C. Cancellation policy:
 - a. If a high school teacher registers for Summer PLI and is unable to attend, the teacher must communicate this change to the OnRamps Professional Learning and Development team via OnRamps Support in writing at least one week prior to the start of the Summer PLI session for which the Instructor is registered. The district contact may coordinate with OnRamps to identify an appropriate replacement.
 - b. Teachers who miss more than 20% of Summer PLI may be required to complete additional activities during the academic year to maintain eligibility to implement the OnRamps course.
 - c. If a high school teacher attends Summer PLI, and the course for which the teacher is trained is not offered for the school year, SISD materials provided to SISD for the course must be returned to OnRamps within 30 days.

6. Educational Records and Data Sharing

- A. SISD and OnRamps create, maintain, and manage their own educational records for students and teachers. OnRamps maintains all educational records created as a result of OnRamps consistent with FERPA, as well as applicable UT Austin policy defined in Appendix C, Chapter 9 of the General Catalog of UT Austin, subchapter 9-100 through

9-400, and any applicable law. In order to provide OnRamps and related services to SISD and for SISD's accountability reporting purposes, OnRamps requires specific student information from SISD. All such records are provided the same security as those outlined in this section 6.C, section 7, and the Data Sharing Agreement, and will not be sold or shared with external sources except as allowed by law. See Exhibit B Data Sharing Agreement which sets terms and conditions for the exchange by the Parties of data needed to support OnRamps.

- B. Following UT Austin's Institutional Review Board standards and policy, as applicable, OnRamps may obtain and maintain data and/or feedback about student and teacher experiences with OnRamps for the purpose of understanding outcomes and OnRamps improvements.
- C. For legitimate educational interests, OnRamps will facilitate the exchange of information among institutions, OnRamps high school teachers, OnRamps faculty and staff, and SISD contacts 1) pertaining to students' progress toward the opportunity to earn college credit; 2) to verify student accommodations under IDEA and/or Section 504; 3) to facilitate early intervention and support student success; 4) pertaining to whether college credit is earned, accepted, and/or declined; 5) to facilitate accurate recordkeeping; and 6) to address academic integrity issues. If either party obtains access to SISD and/or UT Austin records or record systems protected under FERPA, each party agrees to adhere to the provisions of FERPA. While in possession of FERPA records and data, only persons authorized to access the student data related to OnRamps will be granted access consistent with FERPA.

7. Governmental Function, Immunity, Record Protection, and Criminal History

The Parties agree that the performance of this Agreement is for the purpose of performing governmental functions and that, in all things related to this Agreement, Parties are performing governmental functions as defined by the Texas Interlocal Cooperation Act. Nothing herein or in the performance of this Agreement shall be construed as a waiver of sovereign/governmental immunity or similar rights. Parties agree that neither party waives any immunity or defense that would otherwise be available to it pursuant to the Texas Tort Claims Act or other applicable statutes, laws, rules or regulations against claims arising from the exercise of its powers or functions. No provision of this Agreement that imposes an obligation or restriction on SISD or UT Austin not otherwise permitted by applicable law shall be enforceable. Records relating to this Agreement may be subject to disclosure pursuant to the Texas Public Information Act, Section 552.001 et. seq. of the Texas Government Code.

Each party agrees that if it received information or records concerning any student, it shall not disclose the same except as permitted by the Family Educational Rights and Privacy Act a/k/a FERPA (20 U.S.C. 1232(g)). FERPA is specifically referenced in the Texas Public Information Act as an exception to records that are subject to disclosure to the public (Texas Government Code 552.001 et seq.).

8. Indemnity

The Parties expressly agree that, except as provided herein, no party shall have the right to seek indemnification or contribution from the other party for any losses, costs, expenses, or damages directly or indirectly arising, in whole or part, from this Agreement.

9. Term and Termination

This Agreement is effective on June 1, 2026, no matter the date fully executed by both Parties and covers a period beginning June 1, 2026 and ending August 31, 2027. This Agreement cannot be renewed or extended.

Either party may, without penalty, terminate this Agreement at the end of any budget period of such party during the term if funds required to fulfill this Agreement have not been appropriated, and with written notice to the other party. Such notice shall be effective thirty (30) calendar days from the date of receipt.

Either party may terminate this Agreement without cause upon thirty (30) days' advance written notice of termination to the other party. SISD agrees any amounts owed for Services rendered through the termination date and properly invoiced will be promptly paid upon notice of termination and in accordance with the provisions of Chapter 2251, Texas Government Code.

10. Ownership of Intellectual Property

UT Austin and OnRamps shall solely own all intellectual property rights in or relating to OnRamps, including all written materials, study guides, course materials, syllabi, and assessments prepared under OnRamps ("Materials"). Intellectual property rights means any rights or titles to inventions, discoveries, concepts, methods, processes, data, trade secrets, branding, trademarks, copyrights, computer programs and related documentation, or works of authorship fixed in a medium of expression of any kind whether or not patentable, copyrightable, or eligible for registration as a trademark, as well as applications for any such rights. There are no implied licenses; SISD agrees and understands that it may not copy, modify, share, distribute, or display any Materials without the prior written permission of UT Austin and OnRamps.

11. Contractual Relationship

Nothing contained herein shall be construed as creating an employer/employee relationship, a partnership, a joint venture or joint obligations between the Parties. Each party retains the right to conduct its business as it sees fit. The Parties shall, at all times, be deemed independent contractors/entities.

12. Notice to Parties

Except as otherwise provided by this Section, notices, consents, approvals, demands, requests or other communications provided or permitted under this Agreement, will be in writing and will be sent via certified mail, hand delivery, overnight courier, facsimile transmission (to the extent a facsimile number is set forth below), or email (to the extent an email address is set forth below) as provided below, and notice will be deemed given 1) if delivered by certified mail, when deposited, postage prepaid, in the United States mail, or 2) if delivered by hand,

overnight courier, facsimile (to the extent a facsimile number is set forth below) or email (to the extent an email address is set forth below), when received:

SISD at:

Lori Wright
Splendora ISD
23419 FM 2090
Splendora, TX 77372

UT Austin at:

The University of Texas at Austin
Business Contracts Office
1616 Guadalupe St, Ste 3.304
Mail Code D9900
Austin, TX 78701
Attn: Business Contracts Administrator

With a copy to:

OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712
Email: sp.contracts@austin.utexas.edu

or such other address as later provided by a party through written notice to the other party.

13. Venue; Governing Law

This Agreement, all of its terms and conditions, all rights and obligations of the Parties, and all claims arising out of or relating to this Agreement, will be construed, interpreted and applied in accordance with, governed by and enforced under, the laws of the State of Texas.

14. Mutual Negotiation

This Agreement has been prepared at the joint request, direction, and construction of the Parties, at arms' length, and shall be construed without favor to any party.

15. Amendment and Assignment

Any changes to this Agreement may only be made by mutual written agreement of the Parties. This Agreement may not be assigned by either party without the express written consent of the other party. Any attempt to assign without such consent shall be void, and shall be deemed a material breach of this Agreement.

16. Entire Agreement; Modifications

This Agreement supersedes all prior agreements, written or oral, between Performing Party and Receiving Party and will constitute the entire agreement and understanding between the parties with respect to its subject matter. This Agreement and each of its provisions will be

binding on the parties, and may not be waived, modified, amended or altered, except by a writing signed by Receiving Party and Performing Party.

17. State Auditor's Office

Contracting Parties understand acceptance of funds under this Agreement constitutes acceptance of authority of the Texas State Auditor's Office or any successor agency (Auditor), to conduct an audit or investigation in connection with those funds (ref. Sections 51.9335(c), 73.115(c) and 74.008(c), Education Code). Contracting Parties agree to cooperate with Auditor in the conduct of the audit or investigation, including providing all records requested. Contracting Parties will include this provision in all contracts with permitted subcontractors.

18. Severability

If any one or more of the provisions of this Agreement will for any reason be held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality or unenforceability will not affect any other provision, and this Agreement will be construed as if the invalid, illegal, or unenforceable provisions had never been included.

19. Survival

A party shall remain obligated to the other party under all clauses of this Agreement that expressly or by their nature extend beyond the expiration or termination of this Agreement.

20. Cybersecurity Training Program

During the term and any renewal of this Agreement, each party shall comply with Texas Government Code Chapter 2054 concerning cybersecurity for state agencies and local government, and to the extent applicable verify compliance to the other party.

21. Access by Individuals with Disabilities

Performing Party represents and warrants (**EIR Accessibility Warranty**) the electronic and information resources and all associated information, documentation, and support Performing Party provides to Receiving Party under this Agreement (**EIRs**) comply with applicable requirements set forth in [1 TAC Chapter 213](#) and [1 TAC Section 206.70](#) (ref. [Subchapter M, Chapter 2054, Texas Government Code](#)). To the extent Performing Party becomes aware the EIRs, or any portion thereof, do not comply with the EIR Accessibility Warranty, then Performing Party represents and warrants it will, at no cost to Receiving Party, either 1) perform all necessary remediation to make EIRs satisfy the EIR Accessibility Warranty or 2) replace the EIRs with new EIRs that satisfy the EIR Accessibility Warranty. If Performing Party is unable to do so, Receiving Party may terminate this Agreement and, within thirty (30) days after termination, Performing Party will refund to Receiving Party all amounts Receiving Party paid under this Agreement.

Performing Party will provide all assistance and cooperation necessary for the performance of accessibility testing conducted by Receiving Party or Receiving Party's third party testing resources as required by [1 TAC Section 213.38\(g\)](#).

22. Payment of Debt or Delinquency to the State

Pursuant to [Sections 2107.008](#) and [2252.903](#), *Government Code*, any payments owing to Performing Party under this Agreement may be applied directly toward any debt or delinquency Performing Party owes the State of Texas or any agency of the State of Texas, regardless of when it arises, until paid in full.

23. Signatory Representations

Receiving Party represents and warrants that it has all necessary power and has received all necessary approvals to execute and deliver this Agreement, and the individual executing this Agreement on behalf of Receiving Party has been duly authorized to act for and bind Receiving Party.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives as shown below.

Receiving Party
Splendora ISD

Performing Party
The University of Texas at Austin

Signature:

Signature:

Name: Dr. Dustin Bromley

Name:

Title: Superintendent

Title:

Date:

Date:

Exhibit A
OnRamps Courses

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Foundations of Arts and Entertainment Technologies	AET 304	3	050	N/A	Graphic Design recommended	Audio/Video Production II (13008600)
Introductory Biology I + Lab for Introduction to Biology I	BIO 311C BIO 106M	3 lecture 1 lab	030	BIOL 1306 BIOL 1106	Biology + Chemistry	Scientific Research and Design I, II or III (13037200, 13037210, or 13037220)
Principles of Chemistry I (Lecture) + Introduction to Chemical Practices I (Lab)	CH 301 CH 104M	3 lecture 1 lab	030	CHEM 1311 CHEM 1111	Algebra I	Chemistry (03040000)
Principles of Chemistry II (Lecture)+ Introduction to Chemical Practices II (Lab)	CH 302 CH 104N	3 lecture 1 lab	030	CHEM 1312 CHEM 1112	OnRamps Chemistry I + Lab, AP Chemistry or equivalent	Scientific Research and Design I, II or III (13037200, 13037210 or 13037220)
College Algebra	M 301	3	N/A	MATH 1314	Algebra I required, Geometry recommended	Algebra II (03100600)
Computer Science: Thriving in Our Digital World	C S 303E	3	093	N/A	Algebra I	Computer Science I (03580200)
Introduction to Economics	ECO 304K	3	080	ECON 2302	Algebra II recommended (or concurrent enrollment)	Economics with Emphasis on the Free Enterprise System and Its Benefits (03310300)
Earth, Wind, and Fire: An Introduction to Geoscience	GEO 302E	3	030	N/A	Biology or IPC required, Chemistry recommended (or concurrent enrollment)	Earth Systems Science (03060150)

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Mechanics, Heat, and Sound + Lab for Mechanics, Heat, and Sound	PHY 302K PHY 102M	3 lecture 1 lab	030	PHYS 1301 PHYS 1101	Algebra I and Geometry required, Algebra II or Precalculus recommended	Physics (03050000)
Electromagnetism, Optics, and Nuclear Physics	PHY 302L	3	030	PHYS 1302	TEKS-based Physics, Algebra II and Geometry required; Physics I (OnRamps or Honors/AP/DC) or Precalculus recommended	Scientific Research and Design I, II or III (13037200, 3037210 or 13037220)
Discovery Precalculus: Preparation for Calculus	M 305G	3	020	MATH 2312	Algebra II and Geometry	Precalculus (03101100)
Introduction to Rhetoric: Reading, Writing, and Research	RHE 306	3	010	ENGL 1301	English I and II	English III (03220300) English IV (03220400)
Reading and Writing the Rhetoric of American Identities	RHE 309J	3	010	ENGL 1302	English I and II	English III (03220300) English IV (03220400)
Elementary Statistical Methods	SDS 301	3	020	MATH 1342	Algebra I required, Algebra II recommended	Statistics (03102530)
Issues and Policies in American Government	GOV 312L	3	070	GOVT 2302	U.S. History (or concurrent enrollment)	U.S. Government (03330100)
United States, 1492-1865	HIS 315K	3	060	HIST 1301	English I and English II (or concurrent enrollment)	U.S. History (03340100)
United States Since 1865	HIS 315L	3	060	HIST 1302	English I and English II (or concurrent enrollment)	U.S. History (03340100)

Exhibit B
Data Sharing Agreement

DATA SHARING AGREEMENT
BY AND BETWEEN
Splendora ISD
AND
ONRAMPS
AT THE UNIVERSITY OF TEXAS AT AUSTIN

Pursuant to this Data Sharing Agreement and underlying Interlocal, Splendora ISD agrees to provide individual student-level data to OnRamps at The University of Texas at Austin (UT Austin) for the purpose of implementing, billing, and evaluating the OnRamps dual enrollment program and informing OnRamps students of academic opportunities at UT Austin. SISD hereby appoints OnRamps as a legitimate educational official of SISD in accordance with the Family Educational Rights and Privacy Act (FERPA). Likewise, OnRamps hereby appoints SISD as a legitimate educational official of OnRamps in accordance with FERPA. OnRamps agrees to provide individual student-level data to SISD for the purpose of evaluation, accountability, and student record-keeping. The terms of this Data Sharing Agreement are in effect until August 31, 2027 unless terminated in writing by one or both Parties.

1. Data type and exchange timeline

SISD Designee for Student Data and OnRamps will coordinate data exchange for all OnRamps participants for the 2026-2027 academic year, as follows:

Responsible Party	Time Period	Type of Data
OnRamps	August 2026 – July 2027	Throughout the academic year OnRamps will provide information about student enrollments and performance through OnRamps Portal. Access to the OnRamps Portal will be limited to pre-identified campus and SISD personnel who must obtain a UT Electronic Identification and password in order to access the portal. The following enrollment and performance data is provided throughout the academic year, as information becomes available. ● Course enrollments ● Interim Course Performance ● Final letter grade ● Credit decision (credit accepted or declined) ● University transcript grade ● Student qualifying status for Financial Aid for Swift Transfer (FAST)

		• Student qualifying status for accommodations under IDEA or Section 504 • Student orientation completion status
OnRamps	August 2026 – May 2027	Throughout the year, OnRamps will provide information about student engagement and performance through the OnRamps Data Dashboard. Access to the OnRamps Data Dashboard will be limited to one representative from SISD, Personnel who are granted access to the OnRamps Data Dashboard may be required to complete additional steps to ensure security requirements are met.
SISD	September 2026 – May 2027	SISD will provide Student State IDs for all enrolled students. This 10-digit numeric data element TX-UNIQUE-STUDENT-ID in the Texas Education Data Standards (TEDS) is used for data reporting and invoicing purposes, including identifying students as FAST eligible and CCMR accountability. Using the Student State IDs, the Texas Higher Education Coordinating Board (THECB) and Texas Education Agency (TEA) identifies students who are eligible the FAST program. District-level data may be exchanged for the purpose of identifying students as eligible for the FAST program based on their current year educationally disadvantaged status. • TEA-assigned TX-UNIQUE-STUDENT-ID (StudentUnique ID) • Current year status as educationally disadvantaged (code 01, 02, or 99 in the PEIMS data element “EconomicDisadvantage”)
SISD	May 2027 – July 2027	In order for OnRamps to engage in ongoing learning about student experiences, high school grades are exchanged. • High school grade in OnRamps course, semester 1 • High school grade in OnRamps course, semester 2 • High school grade in OnRamps course, cumulative

2. Data protection

All data will be exchanged using secure systems and in an encrypted, password protected electronic format by SISD and OnRamps.

OnRamps endeavors that in all reports, electronic or otherwise, derived from information made available under this Data Sharing Agreement, all data shall be aggregated in such a way that no individual will be identified directly or by deduction. OnRamps further endeavors that the data elements will not be released to a third party without written parental or student (as applicable) consent.

While in possession of this data, both Parties shall permit access only to employees and contractors authorized to assist in the implementation or evaluation of OnRamps or other UT Austin program to have access to the data. Both Parties agree to store the data in an encrypted format, in a secure area and to prevent unauthorized access.

UT Austin will return to SISD and/or destroy all personally identifiable data when the study is complete.

3. Information shared with TEA

- Rosters of individual students, including student state ID, for students who complete an OnRamps course for the purpose of calculating state accountability and other required state performance reporting and metrics.

4. Information shared with THECB

- Rosters of individual students, including student state ID, for all students enrolled in an OnRamps course at fall or spring census to determine student eligibility for Financial Aid for Swift Transfer (FAST).

5. Data and Information shared with Districts that opt-in for Teacher Incentive Allotment (TIA)

- Districts may elect to implement OnRamps pre- and post-assessments for the purpose of Teacher Incentive Allotment (TIA) program participation. Districts that opt to use OnRamps developed assessments will exchange data with OnRamps for this purpose.

Exhibit C
OnRamps Teacher Professional Learning and Development Fee Schedule

Pursuant to Section 3, the following per-teacher fee will be assessed at the beginning of the academic year. A professional learning and development fee will be assessed for teachers who are implementing one or more OnRamps courses . Individual situations not described below will be evaluated on a case-by-case basis.

OnRamps teachers may only implement a maximum of two unique 3-hour courses in the same semester.

Instructor Status	Status Description	PLD Fee Assessed
New	The Instructor is implementing the course for the first time in the current academic year or is teaching the same course after a gap of more than one year.	\$550
Returning	The Instructor is implementing the same course for the second consecutive year or more.	\$250
New Additional Course	The Instructor is implementing one course for the first time in the current academic year AND is implementing an additional course or courses for the second consecutive year or more	\$550 No fee is charged for the implementation of the additional course(s).
Returning Additional Course	The Instructor is implementing two or more courses for the second consecutive year or more.	\$250 No fee is charged for the implementation of the additional course(s).

Splendora ISD and UT Austin OnRamps: Cultivating Exceptional People Through Advanced Academics

Cultivating
Exceptional People

Aligned with the
expectations of
leading research
universities.

2026-2027 Interlocal Agreement



The Partnership Promise

Renewing our commitment to deliver distance college courses through a dual-enrollment model right here on the Splendora High School campus.

The Model

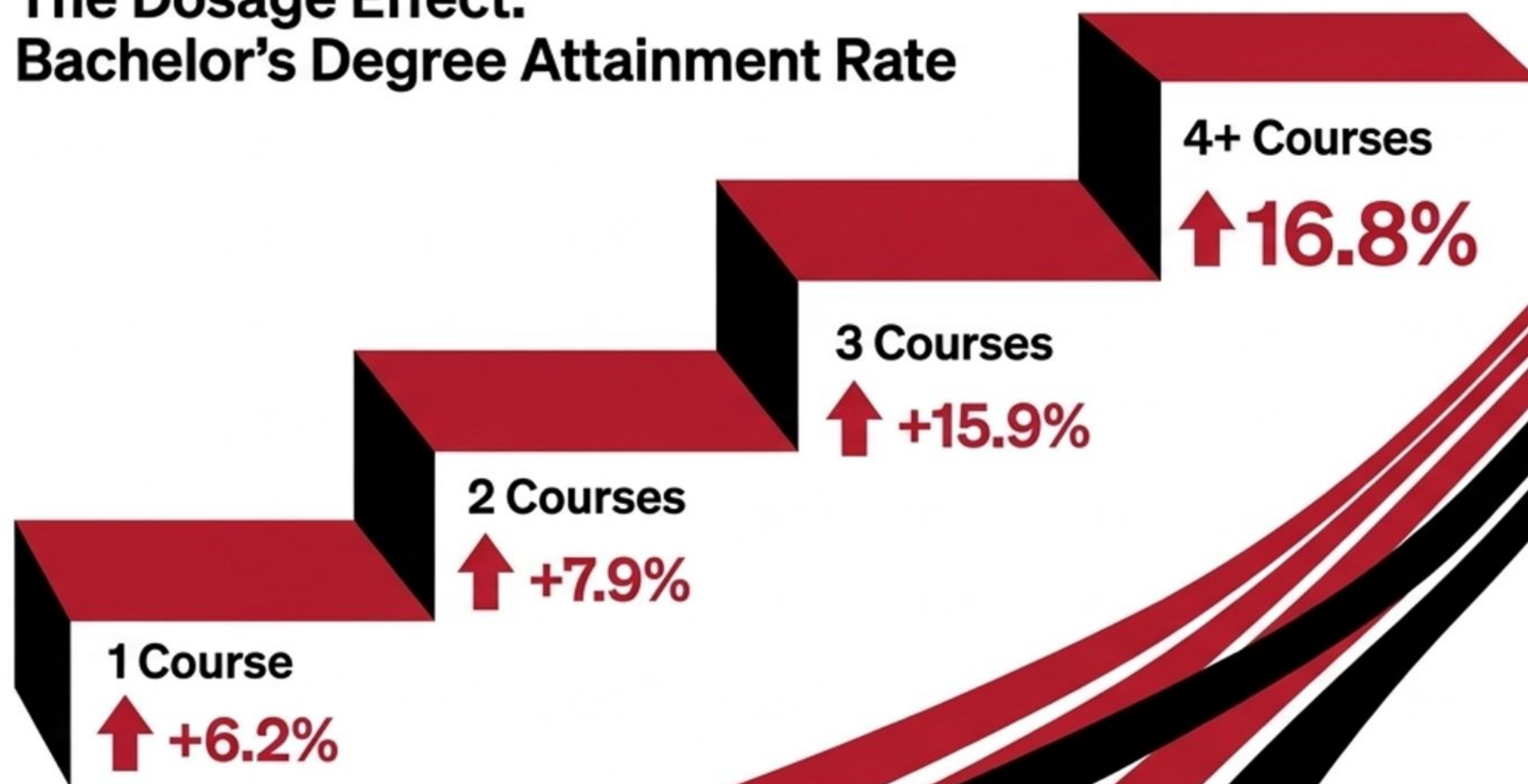
Students earn high school credits from from SISD and college credits from UT Austin simultaneously, evaluated by separate instructors of record.

The Goal

Increasing the number of students who access, engage, and succeed in rigorous higher education experiences without leaving their K12 campus.

University-based dual enrollment drives massive longitudinal gains in college completion

The Dosage Effect: Bachelor's Degree Attainment Rate



Long-Term Credit Accumulation

5 years post-high school, OnRamps participants earn an average of 25.7 more Semester Credit Hours (SCH) than their non-participating peers.

The Distinction

Unlike traditional community-college dual credit, OnRamps students receive direct feedback from UT Austin faculty, explicitly preparing them for the rigor of 4-year research universities.

OnRamps acts as an equity engine for historically underrepresented student populations

Equity Multiplier Matrix

Student Demographic	Baseline BA Attainment Rate	The Equity Multiplier (% Increase)
Black Students	15.9%	+88.7%
Hispanic Students	17.4%	+43.2%
Economically Disadvantaged	16.3%	+48.8%
ESL Students	6.0%	+66.9%

Financial Access



\$0 Cost for Eligible Families. Fully covered by the state's Financial Aid for Swift Transfer (FAST) program for qualifying students.



Deeply Subsidized Rate. For non-FAST students, the maximum \$180.30 UT Austin fee is heavily subsidized down to \$149 per 3-credit course—a fraction of standard university tuition.

The dual-engine course model delivers uncompromising research university rigor

Course Spotlight: GOV 312L - Issues and Policies in American Government

Anatomy of an OnRamps Course

Input & Prerequisites

Prerequisite: U.S. History (03340100).

**No TSI Test
Required**

Removes early
barriers to entry.



The Dual-Engine Core

Taught in-person by a Splendora ISD teacher.
Students earn HS credit for U.S. Government (03330100).

Distance instruction designed by UT Austin faculty.
Credit eligibility is earned by demonstrating readiness
via the first-semester mid-term grade.



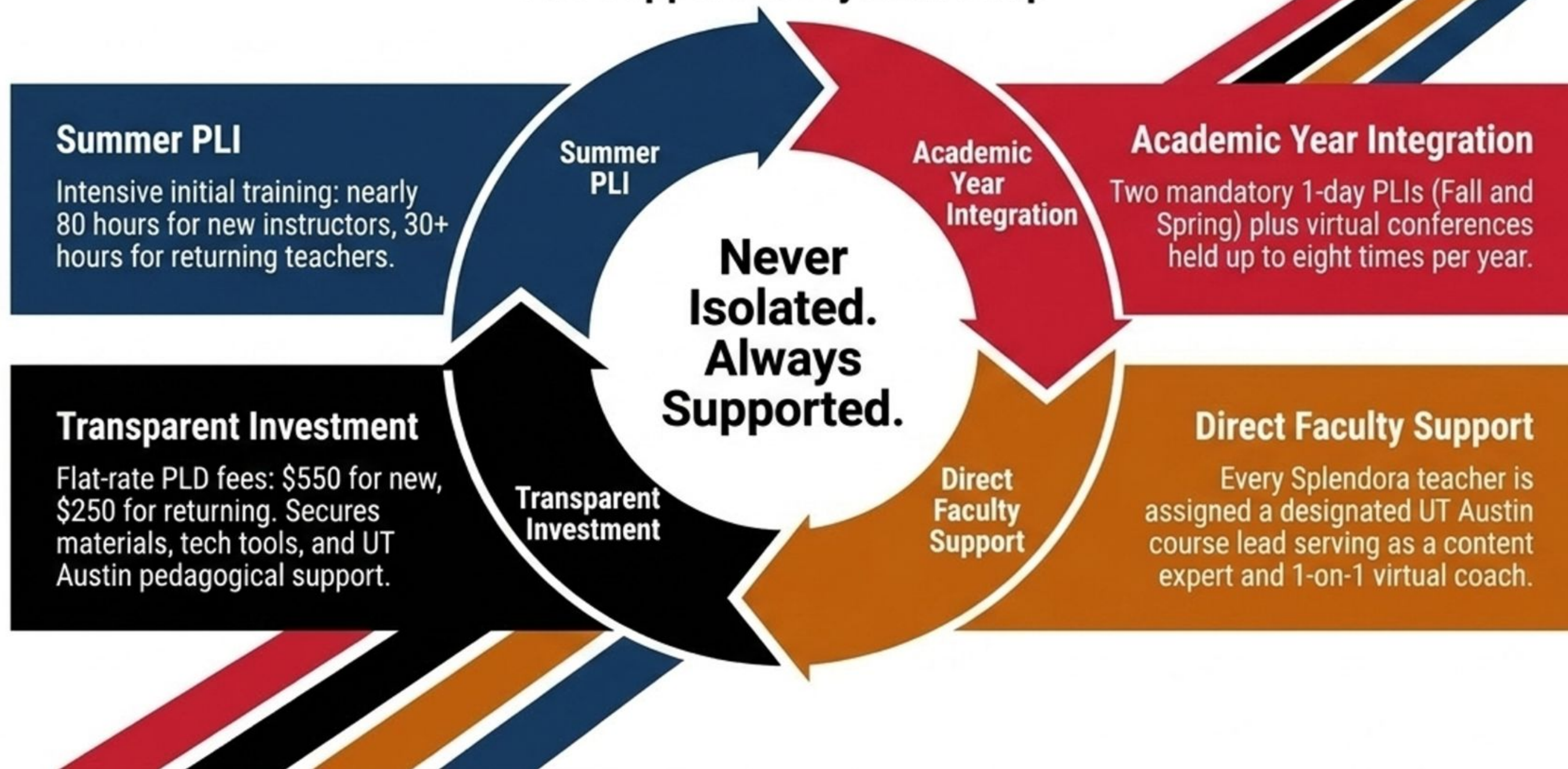
Output & Transfer

3 college credit hours
(TCCNS Equivalency:
GOVT 2302).

If the student earns a D- or
above, they can choose
whether or not to accept
the college credit onto
their official transcript,
eliminating GPA risk.

Comprehensive professional development guarantees instructional fidelity and staff support

The Support Ecosystem Loop



BRINGING THE TIER-1 RESEARCH UNIVERSITY TO SPLENDORA



Cultivating
Exceptional
People.

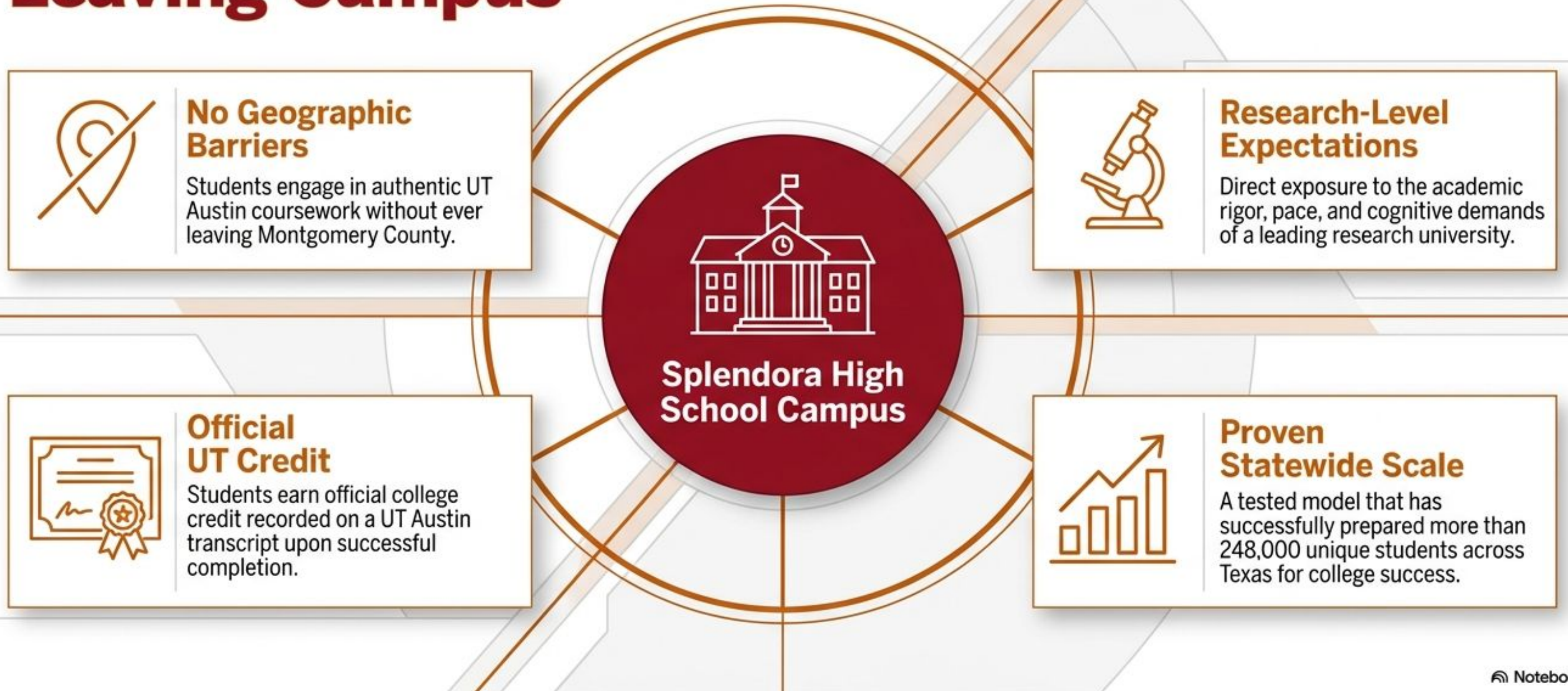
2026-2027 INTERLOCAL AGREEMENT UT Austin OnRamps Dual Enrollment

Raising the bar on dynamic experiences and
advancing student success by lowering
barriers to access.



Leading
Research
University.

The Academic Orbit: A Pipeline to Prestige Without Leaving Campus



Aggressive Accessibility: The Financial Blueprint for Families

Traditional College Pathway



High out-of-pocket costs for standard university tuition, fees, and travel expenses per 3-credit course.

OnRamps Default

\$149

(per 3-hour course)

The standard \$180.30 maximum enrollment fee is subsidized down to \$149 for the 2026-2027 academic year.

Covers all course materials, Canvas LMS technology tools, and credit eligibility evaluation.

OnRamps Eligible

\$0

(Zero-Cost)

Financial Aid for Swift Transfer (FAST) eligible students complete OnRamps courses at **absolutely zero cost** to them or their families.

Anatomy of an OnRamps Credit

Issues and Policies in American Government



The UT Foundation

**3 UT Credit Hours
(GOV 312L)**

Earned through UT Austin upon successful evaluation.



The High School Prerequisite

U.S. History (03340100)

Students must have completed or be concurrently enrolled in high school U.S. History.



The Transfer Bridge

**TCCNS Equivalency: GOVT
2302 (Core Code: 070)**

Seamlessly transfers to Texas public colleges and universities.



The High School Crosswalk

**U.S. Government
(03330100)**

Satisfies local high school graduation requirements simultaneously.

Operational Foundation: Elite Professional Backing for Splendora Teachers

Phase 3: Continuous Elite Backing

Ongoing Virtual Coaching & Collaboration

Supported by an assigned UT Course Lead. Includes two one-day academic year PLIs, video conferences, and communities of practice to refine professional practice.

Phase 1: Summer Immersion

Summer Professional Learning Institute (PLI)

Required intensive virtual training for all OnRamps high school teachers prior to the academic year to master the curriculum and Canvas LMS.

Phase 2: Active Implementation

Course Fidelity & Delivery

High school teachers deliver the curriculum on the Splendora campus, maintaining university-level rigor and instructional pacing.



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Special Education Board Report

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Student Outcomes

BACKGROUND INFORMATION: Senate Bill 568 requires the Board of Trustees to receive periodic updates regarding the implementation and performance of the district's special education program. This informational item provides the Board with an overview of current special education services, program implementation, student outcomes, staffing, compliance activities, and ongoing improvement efforts. The update is intended to keep the Board informed of the district's progress in meeting state requirements and to ensure that students with disabilities receive high-quality educational services and appropriate supports.

ADMINISTRATIVE RECOMMENDATION: N/A

ATTACHMENTS: N/A

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: Shannon Wallace, Executive Director of Special Services;
Carrie Reed, Deputy Superintendent

RECOMMENDED MOTION: N/A



Splendoria ISD, Next Level PRIME Utilization Comparison

<u>Metric</u>	<u>9/1/24 – 6/30/25</u>	<u>9/1/25 – 6/30/26</u>	<u>Change</u>
Total Members	1,608	1,734	+126
Total Claimants	1,057	1,319	+262
Utilization	66%	76%	+10%
Total Employer Service Value	\$985,949	\$2,221,434	+\$1,235,485
Total Savings	\$659,969	\$1,828,434	+\$1,168,465
Primary Care Visits	808	1,350	+542
Preventive Care Visits	196	263	+67
Urgent Care Visits	1,917	2,707	+790
Lab Services	1,427	3,719	+2,292
Weight Loss Visits	278	514	+236
Mental Health Visits	40	70	+30
Health Coach Visits	31	23	-8

Key Highlights:

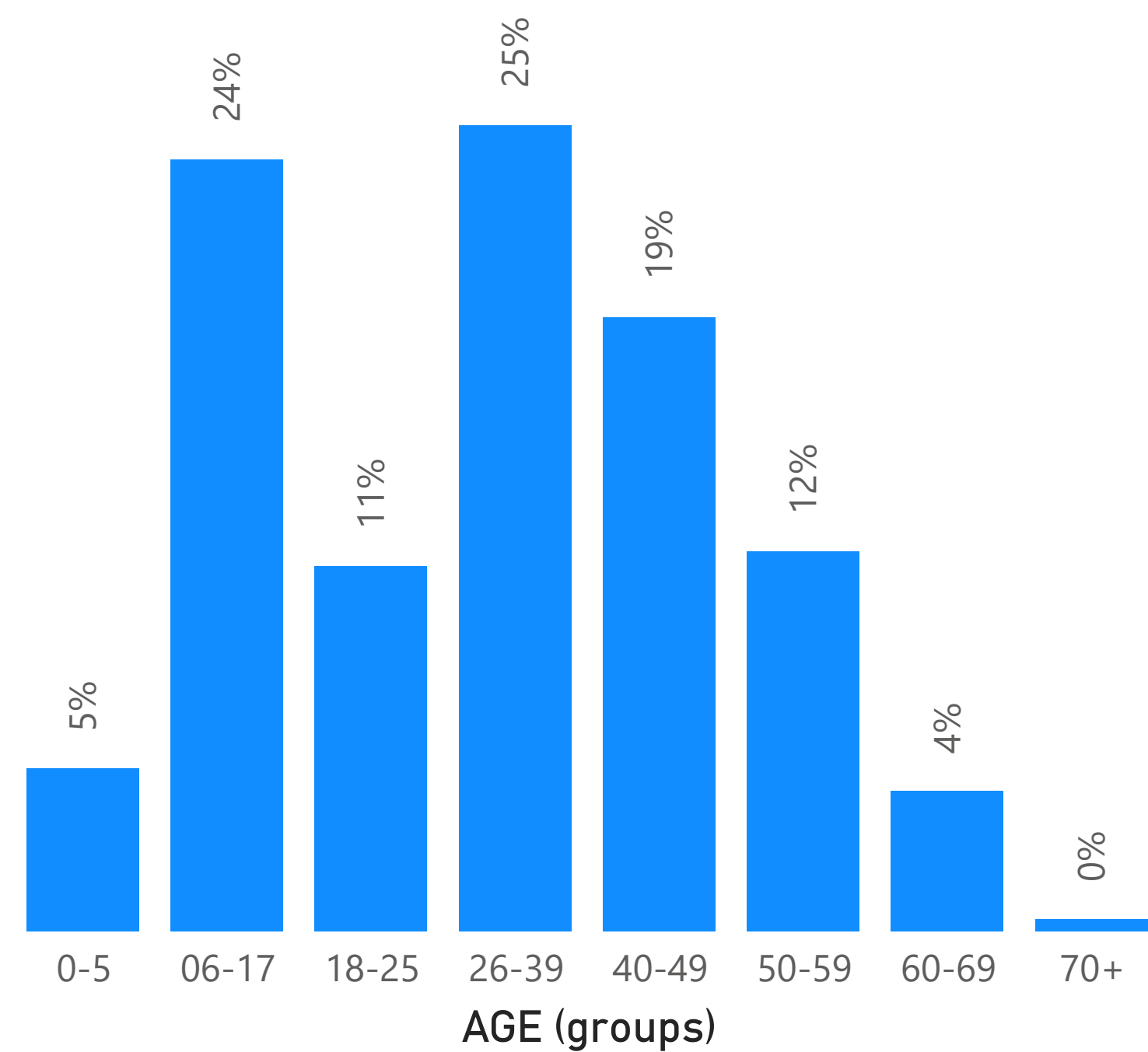
- Total employer service value increased by \$1.2M, reaching over \$2.2M in the 2025 - 2026 contract year
- Total savings increased by \$1.17M, representing a significant increase in value delivered to the district
- Services utilized per claimant increased, indicating that members are engaging with more PRIME services beyond a single point of care
- Lab services experienced the largest growth, increasing by 2,292 services
- Primary care utilization increased by 67%, with visits growing from 808 to 1,350, showing increased engagement with proactive and routine healthcare needs
- Preventive care visits increased by 34%, reinforcing the importance of members accessing preventive services to support long-term health outcomes



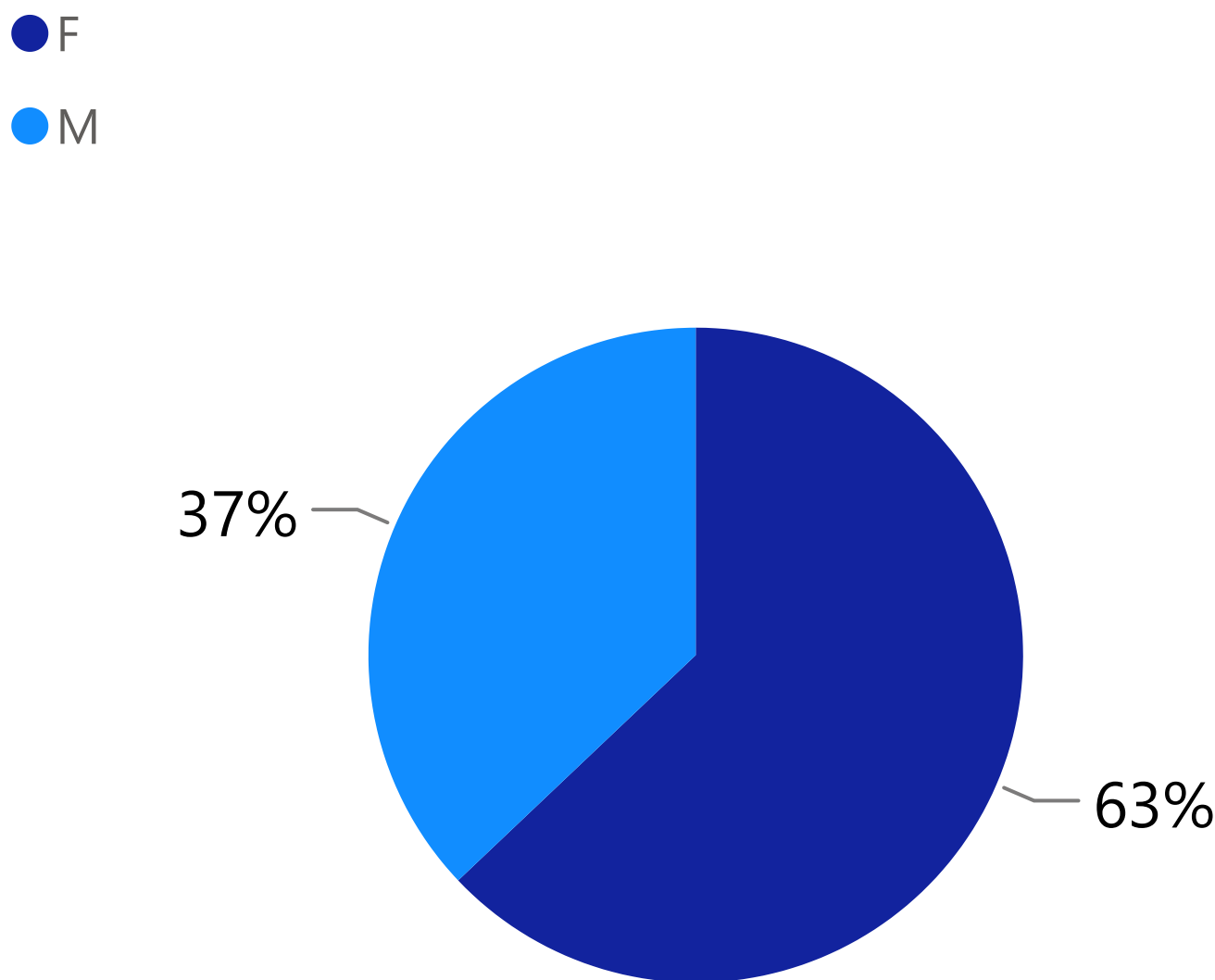
- Urgent care utilization increased by 790 visits, providing members with convenient access to care while helping redirect utilization through the PRIME benefit
- Mental health visits increased by 75%, showing increased awareness and utilization of behavioral health resources
- The increase in utilization across multiple service categories demonstrates broader awareness and usage of PRIME services among members

Average Monthly Members	Total Claimants	Utilization	Net Promoter Score	Response Count
1,734	1,319	76%	94	676

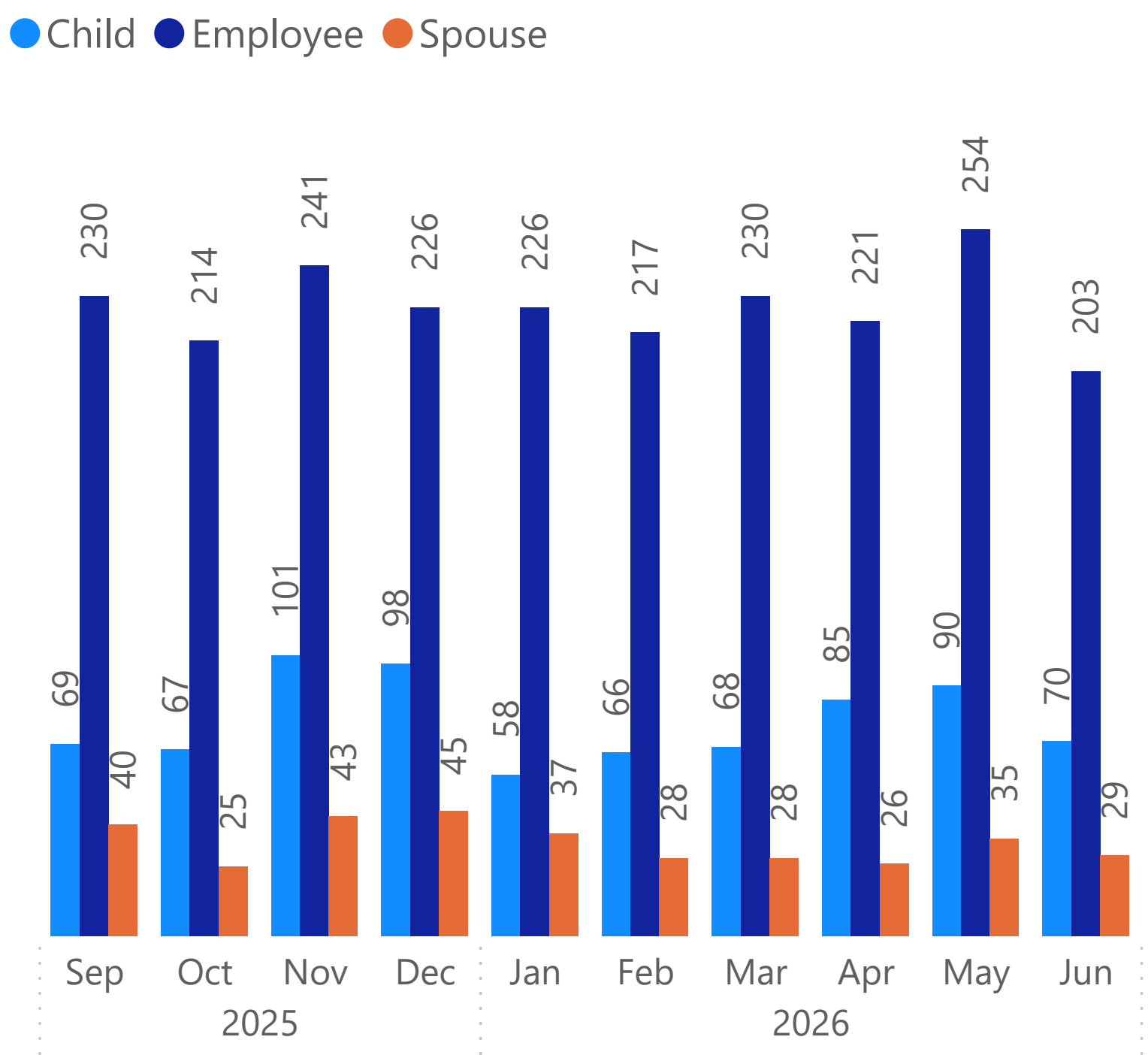
Engagement Rate by Age Group



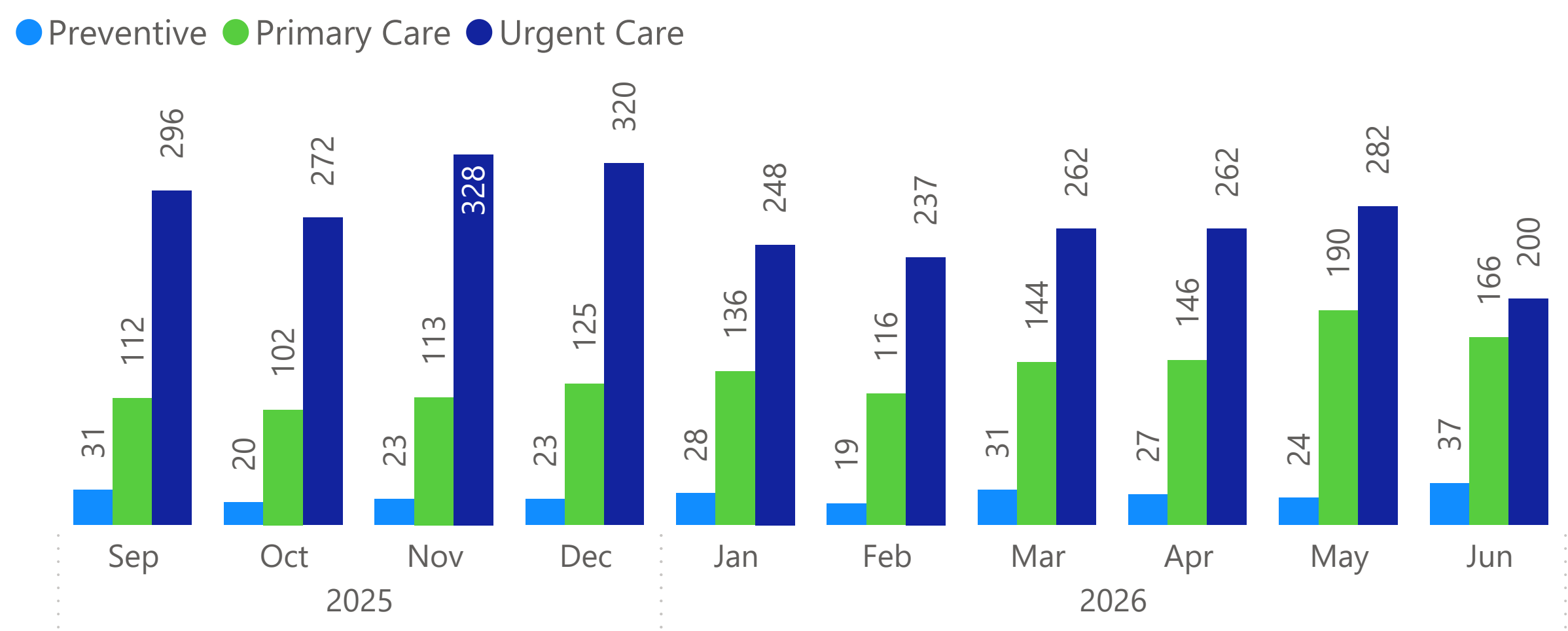
Gender Distribution



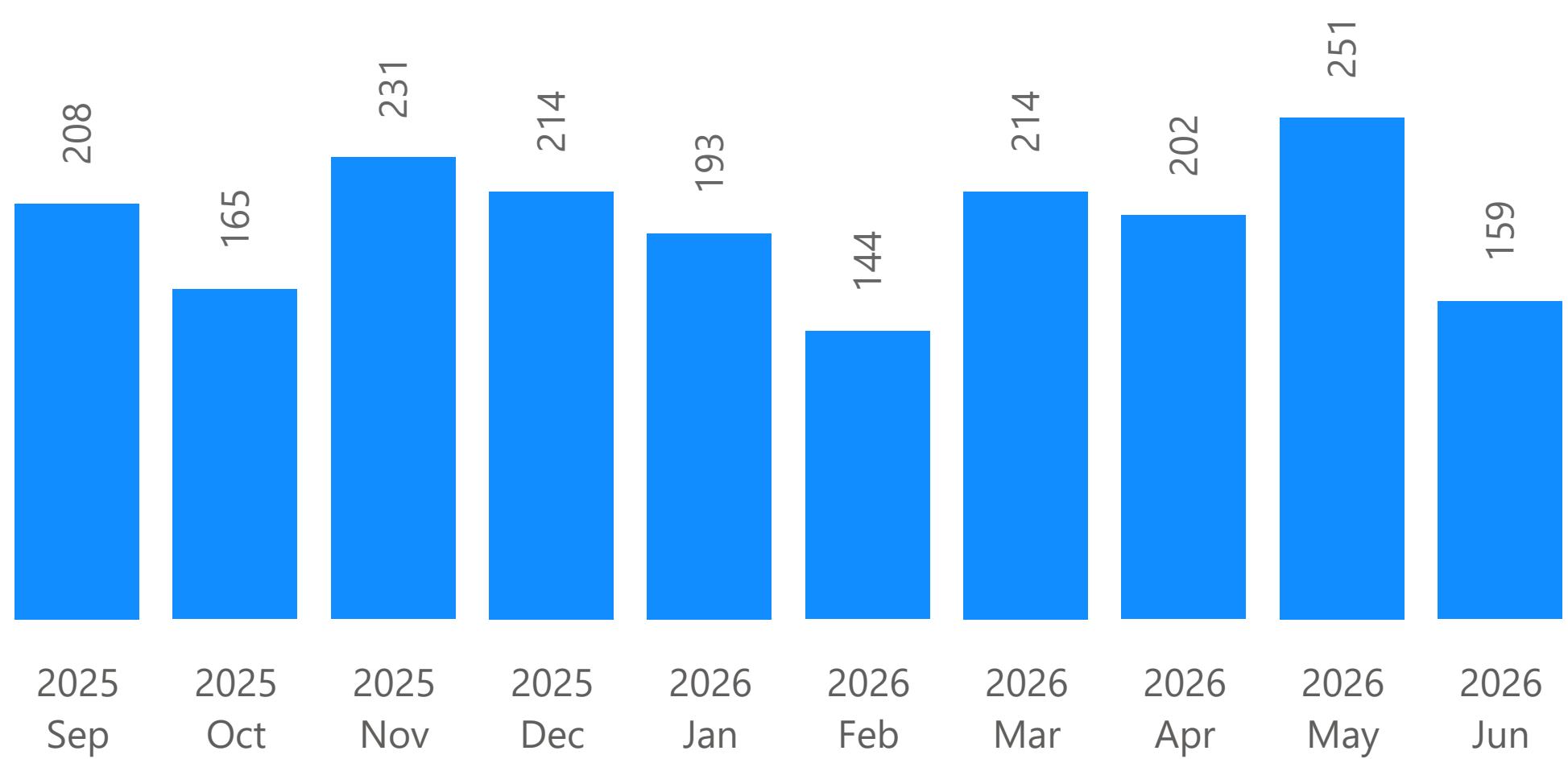
Membership Type



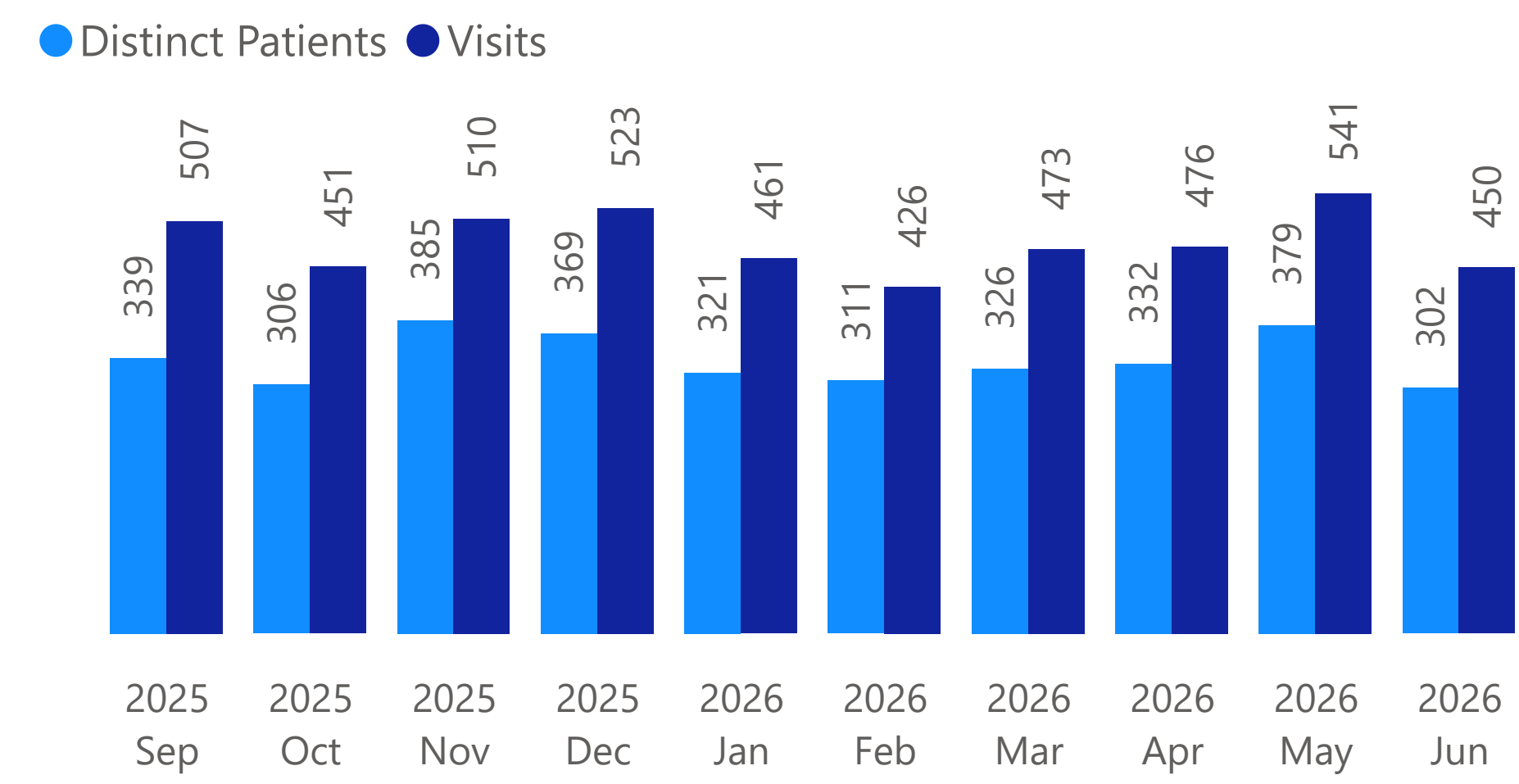
Primary Care and Urgent Care



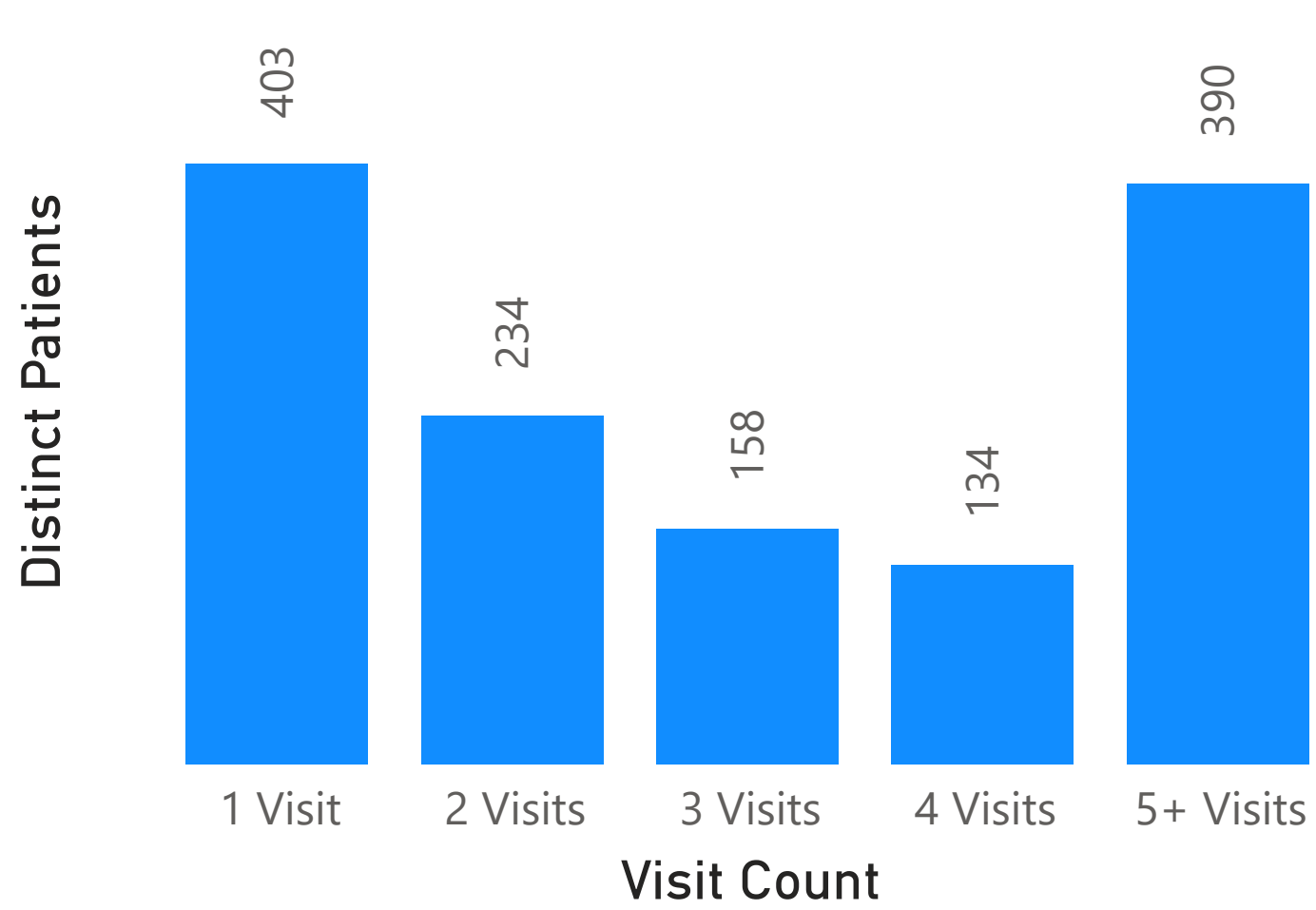
Weekend and After Hours



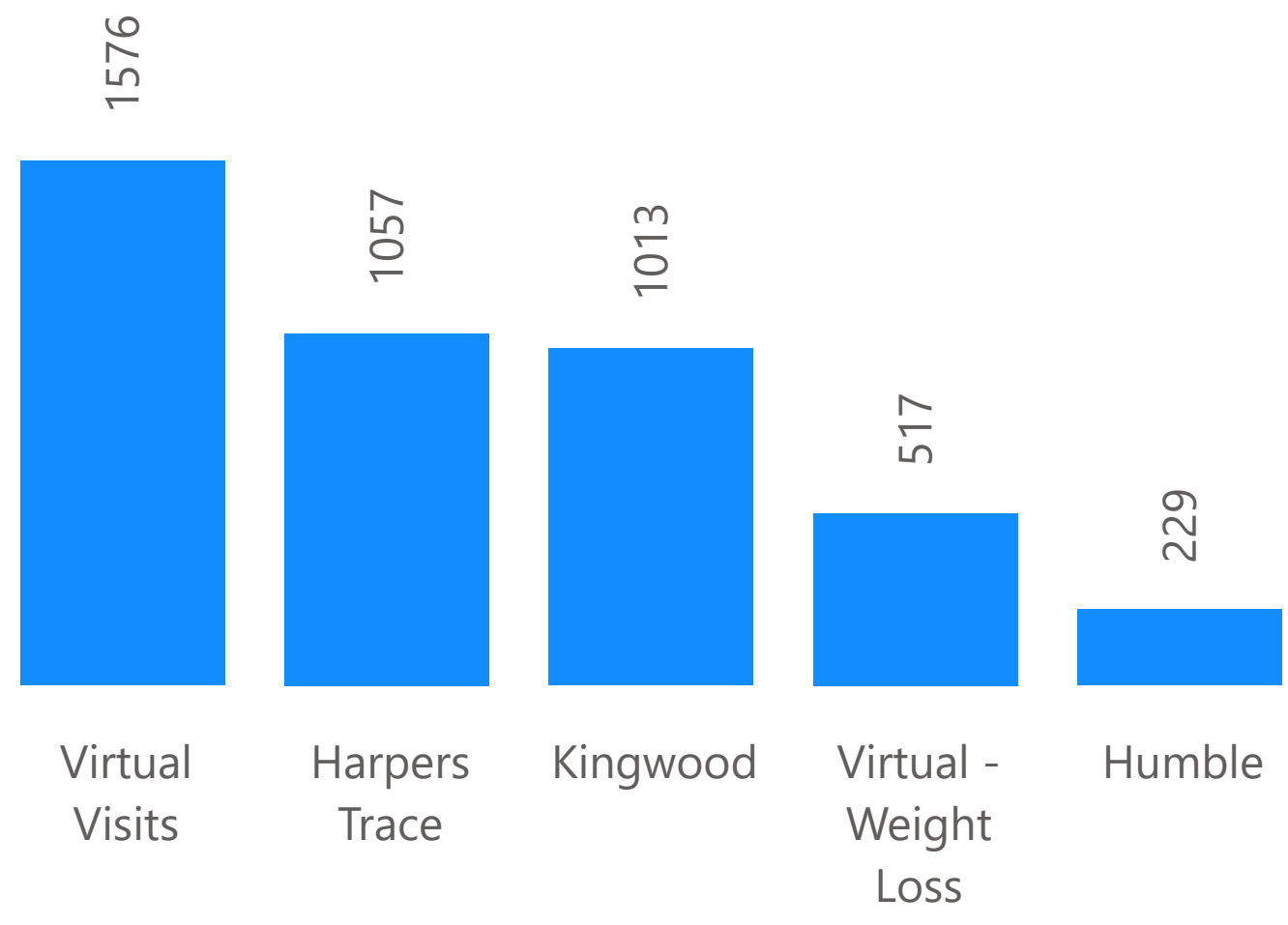
Visits by Month



Repeat Visits



Top 5 Provider Locations by Services



Splendora ISD

Total Employer Service Value

\$2,221,434

Total Cost of Prime

\$393,000

Total Savings

\$1,828,434

Savings vs Self Funded Plan

82.31%

Physician Office Service Value

Category	Distinct Patients	Services	Employer Cost	Employer Savings	Employee Cost	Employee Savings
Urgent Care	1164	2707	\$175	\$473,725	\$25.00	\$67,675
Primary Care	578	1350	\$125	\$168,750	\$25.00	\$33,750
Radiology	241	310	\$75	\$23,250	\$25.00	\$7,750
Preventive	164	263	\$155	\$40,765	\$0.00	\$0
Fracture Care	21	25	\$275	\$6,875	\$75.00	\$1,875
Nurse Visit	7	7	\$0	\$0	\$0.00	\$0
Total	1290	4662		\$713,365		\$111,050

Laboratory Service Value

Cost Group	Distinct Patients	Count	BenchmarkCost	Employer Savings
Chemistry	755	3457	\$124.00	\$428,668
Hematology	217	262	\$124.00	\$32,488
Total	755	3719		\$461,156

Without Your PRIME Membership, Where Would You Have Gone For Care?

13.86%	27.82%	30.57%	27.75%
ER	PCP	Nowhere	Urgent Care

Emergency Room Service Value

Visit Type	Visits Saved	ER_Cost	Employer Savings
ER Visit	375	\$2,750	\$1,031,250
Total	375	\$2,750	\$1,031,250

Prime Additional Services

Category	Distinct Patients	Services	Employer Cost	Employer Savings	Employee Cost	Employee Savings
Weight Loss	137	514	\$0	\$0	\$0	\$0
Mental Health Visit	26	70	\$150	\$10,500	\$75	\$5,250
Health Coach	19	23	\$0	\$0	\$100	\$2,300
Total	167	607		\$10,500		\$7,550

Vaccinations

Count	Employer Savings
135	5,163.05

Top 15 Specialist Referrals

Type	Count
Orthopedic Surgery Referral	20
Psychiatry Referral	16
Colonoscopy Evaluation	12
Dermatology Referral	10
Cologuard	5
Diagnostic Sleep Study	5
Obstetrics/Gynecology Referral	5
Urology Referral	5
Neurology Referral	4
Rheumatology Referral	4
Gastroenterology Referral	3
Cardiology Referral	2
Holter Monitor	2
Ophthalmology Referral	2
Pain Management Referral	2
Total	97

Top 10 Advanced Imaging Referrals

OrderName	Count
Screening Mammogram	17
Right Knee MRI without contrast	6
Left Shoulder MRI without contrast	5
Ultrasound, Pelvic Transvaginal	4
Cervical Spine MRI without contrast	3
Lumbar Spine MRI without contrast	3
Ultrasound, RUQ/Gallbladder	2
Ultrasound, Venous Doppler, Right Lower Extremity	2
Abdomen MRI with and without contrast	1
Computed tomography, heart for calcium scoring	1
Ultrasound, Abdominal; Complete	1
Total	45

Chronic Management Services

Category	Distinct Patients	Services
Hypertension	41	70
Diabetes	18	49
High Cholesterol	22	33
Total	72	152

Splendora ISD

Top 10 Diagnosis	
Diagnosis	Count
Acute upper respiratory infection, unspecified	770
Acute sinusitis, unspecified	167
Influenza due to unidentified influenza virus with other res	133
Anxiety disorder, unspecified	131
Dysuria	86
Urinary tract infection, site not specified	77
Bronchitis, not specified as acute or chronic	76
Person consulting for explanation of examination or test fin	69
Essential (primary) hypertension	64
Allergic rhinitis, unspecified	51
Total	1602

Top 10 Medication	
Medication	Count
Semaglutide/Cyanocobalamin Injection	788
Pseudoeph-Bromphen-DM 30-2-10 MG/5ML Oral Syrup	557
Fluticasone Propionate 50 MCG/ACT Nasal Suspension	278
Ondansetron 4 MG Oral Tablet Disintegrating	223
predniSONE 20 MG Oral Tablet	213
Amoxicillin-Pot Clavulanate 875-125 MG Oral Tablet	179
Oseltamivir Phosphate 75 MG Oral Capsule	160
methyIPREDNISolone 4 MG Oral Tablet Therapy Pack	152
Albuterol Sulfate HFA 108 (90 Base) MCG/ACT Inhalation Aerosol Solution	149
Tirzepatide/Niacinamide	148
Total	2847

Top 10 Mental Health Diagnosis	
Primary_Diagnosis_Descr	Count
Anxiety disorder, unspecified	131
Attention-deficit hyperactivity disorder, unspecified type	27
Major depressive disorder, single episode, moderate	13
Other specified anxiety disorders	5
Bipolar disorder, unspecified	4
Major depressive disorder, recurrent, unspecified	3
Attention and concentration deficit	2
Major depressive disorder, single episode, unspecified	2
Generalized anxiety disorder	1
Major depressive disorder, recurrent, moderate	1
Total	189

Vaccines	
Name	Count
Flucelvax	84
TDVax	12
Boostrix 5-2.5-18.5 Intramuscular Suspension	8
Menveo Intramuscular Solution	8
Kinrix Intramuscular Suspension	3
M-M-R II Injection Solution Reconstituted	3
Prevnar 20 0.5 ML Intramuscular Suspension Prefilled Syringe	3
Varivax 1350 PFU/0.5ML Subcutaneous Injectable	3
Engerix-B 20 MCG/ML Injection Suspension	2
Shingrix 50 MCG/0.5ML Intramuscular Suspension Reconstituted	2
Total	128

Mobile App Utilization

Type	Count
Urgent Care Appointment Scheduled	826
Get in Line Scheduled	499
Virtual Visit Appointment Scheduled	412
Can I Skip a Visit Finished	96
Health Coach Appointment Scheduled	5
Vital Checker Saved	2
Total	1840

**SPLENDORA INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
REGULAR MEETING MINUTES
June 15, 20025
7:00 pm**

The Trustees of the Splendor Independent School District met in the Boardroom at the Splendor ISD Administration, 23419 FM 2090, Splendor, TX, for a regular monthly meeting. It was the District's intent to have, and the meeting did have, a quorum of the Board of Trustees physically present. The meeting was recorded as required by law.

I. Call to Order: Meeting began at 6:01 pm.

ROLL CALL: (1) Jennifer Stewart - Secretary, (2) Dan Muirhead – Vice President, (3) Jacqueline Canada – Member, (4) Jason Sessum - Member, (5) Allen Wells - President, (6) Travis “Doc” Jones - Member, (7) Kimberly Klepcyk - Assistant Secretary, and Dr. Dustin Bromley – Superintendent

Board Member	Present	Absent	Recorder	Presiding
Jacqueline Canada	X			
Travis “Doc” Jones	X			
Kimberly Klepcyk		X		
Dan Muirhead	X			X
Jason Sessum		X		ARRIVED AT 6:15 PM
Jennifer Stewart	X		X	
Allen Wells		X		

II. AUDIENCE - Participants must have signed up prior to the Board Meeting start time. Participants may address the Board on any agenda item. Participation is limited to three minutes to make comments to the Board, unless the participant requires a translator, in which case participation is limited to six minutes. The Board will only consider complaints that remain unresolved after being addressed through proper administrative channels and when they have been placed on the agenda. Please note that the Board of Trustees shall not deliberate, respond, or make decisions regarding any subject that is not included on the agenda that is posted. For further information on these requirements, contact Ruth Garcia, Superintendent Secretary, at 281-689-4441.

No Audience

III. CLOSED SESSION ITEM(S)

“The Board of Trustees will now go into a Closed session. This Closed Session will be held for purposes authorized by the Texas Open Meetings Act, Texas Government Code(s) Personnel - Section 551.074, Real Estate - Section 551.072, Consultation with Attorney - Section 551.071, and Safety - Section 551.076, concerning any and all purposes permitted by the Act. No voting will take place in the closed meeting. Any action the Board wishes to take as part of discussions in closed session will take place after the Board reconvenes in the open meeting. It is now **6:02** pm.

BREAK AT **6:02** pm

BOARD CONVENED TO CLOSED SESSION AT **6:03** pm

BOARD RECONVENED FROM CLOSED SESSION AT **7:20** pm

A. Safety - Section 551.076

B. Personnel - Section 551.074

1. Resignation(s)/Retirement(s)/New Hire(s)

2. Consider renewals, non-renewals, and terminations of contracts for professional personnel, to include the Superintendent' evaluation.

C. Real Estate - Section 551.072

D. Consultations with Attorney - Section 551.071

IV. Reconvene from Closed Session

V. Board Protocol, Invocation, Pledge & Good Things

A. Board Leadership Guidelines & Code of Ethics

B. Invocation by **Jacqueline Canada**.

C. U.S. & State of Texas Pledge of Allegiance

D. Good Things

VI. Strategic Direction Review

VII. Recognitions

A. Recognition - Barry Welch

B. Recognition - Allen Rhoden & Family - R.B. Tullis Award

VIII. 2025 Bond Update

A. Support Service Design Development Presentation - LAN

IX. Superintendent's Report

A. Receive Enrollment Report

X. Informational Items

- A. Public Notice of Intent to Apply for Federal Grant Funds - Mrs. Yvonne Johnson

XI. Administrative Presentations

- A. Teacher Incentive Allotment Update - Mrs. Sarah Crawford

XII. Consent Agenda

- A. Determine and Approve any Consent Agenda Items.
B. Approve Board Meeting Minutes
1. Minutes - Regular Board Meeting - May 18, 2026
2. Minutes - Special Called Meeting - May 27, 2026
3. Minutes - Special Called Meeting - June 02, 2026

I make a motion to approve the reviewed Consent Agenda items **A** through **B**.

A motion was made by **Jeniifer Stewart** and seconded by **Doc Jones** approve the reviewed consent agenda items **A** through **B**.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		PASSES	

XIII. Action and/or Discussion Items

- A. Discussion and possible action to approve the 2026–2027 District Goals.

I make a motion to approve the 2026–2027 District Goals.

A motion was made by **Doc Jones** and seconded by **Jacqueline Canada** to approve the 2026–2027 District Goals.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

- B. Consider Approval of a Contract with Millennium Project Solutions, Inc. for the Peach Creek Elementary Additional Parking Project (#101-001), and Delegate Authority to the Superintendent, or Designee, to Negotiate and Execute a Contract with the Selected Company, or Alternate, if Negotiations Should Fail.

I make a motion to approve a Contract with Millennium Project Solutions, Inc. for the Peach Creek Elementary Additional Parking Project (#101-001), and Delegate Authority to the Superintendent, or Designee, to Negotiate and Execute a Contract with the Selected Company, or Alternate, if Negotiations Should Fail.

A motion was made by **Jacqueline Canada** and seconded by **Jason Sessum** to approve a Contract with Millennium Project Solutions, Inc. for the Peach Creek Elementary Additional Parking Project (#101-001), and Delegate Authority to the Superintendent, or Designee, to negotiate and execute a contract with the Selected Company, or Alternate, if Negotiations Should Fail.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

- C. Consider Approval of the Award of Request for Proposal (RFP) 26-06 for Technology Equipment and Services, Software, Online Learning & Subscriptions.

I make a motion to approve the Award of Request for Proposal (RFP) 26-06 for Technology Equipment and Services, Software, Online Learning & Subscriptions.

A motion was made by **Jennifer Stewart** and seconded by **Jacqueline Canada** to the Award of Request for Proposal (RFP) 26-06 for Technology Equipment and Services, Software, Online Learning & Subscriptions.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				X
Travis "Doc" Jones	X				
Kimberly Klepcyk					
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

- D. Consider Approval of the Property, Windstorm, Auto & Liability Insurance Renewal with Texas Political Subdivisions for the Period of July 1, 2026, through June 30, 2027.

I make a motion to approve the Property, Windstorm, Auto & Liability Insurance Renewal with Texas Political Subdivisions for the Period of July 1, 2026, through June 30, 2027.

A motion was made by **Dan Murhead** and seconded by **Doc Jones** to approve the Property, Windstorm, Auto & Liability Insurance Renewal with Texas Political Subdivisions for the Period of July 1, 2026, through June 30, 2027.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

- E. Consider Approval of the Purchase of the Five-Year Cybersecurity and Digital Safety Service Agreement from LEAF Capital Funding, LLC for Splendora ISD in the amount of \$158,141.55 annually, via PACE Contract#P00406.

I make a motion to approve the Purchase of the Five-Year Cybersecurity and Digital Safety Service Agreement from LEAF Capital Funding, LLC for Splendora ISD in the amount of \$158,141.55 annually, via PACE Contract#P00406.

A motion was made by **Jason Sessum** and seconded by **Jennifer Stewart** to Approve the Purchase of the Five-Year Cybersecurity and Digital Safety Service Agreement from LEAF Capital Funding, LLC for Splendora ISD in the amount of \$158,141.55 annually, via PACE Contract#P00406.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

F. Discuss and Consider Approval of the Design Development Phase Review for the District-Wide Support Services Project (#905-000).

I make a motion to approve the Design Development Phase Review for the District-Wide Support Services Project (#905-000).

A motion was made by **Jacqueline Canada** and seconded by **Doc Jones** to approve the Design Development Phase Review for the District-Wide Support Services Project (#905-000).

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

G. Consider Approval of possible Amendments to the Superintendent's Contract.

I make a motion to approve the Amendments discussed in closed session to the Superintendent's Contract.

A motion was made by **Doc Jones** and seconded by **Jacqueline Canada** to approve the Amendments discussed in closed session to the Superintendent's Contract.

Board Member	Yea	Nay	Abstain	Passes	Absent
Jacqueline Canada	X				
Travis "Doc" Jones	X				
Kimberly Klepcyk					X
Dan Muirhead	X				
Jason Sessum	X				
Jennifer Stewart	X				
Allen Wells					X
Voting Totals	5	0		Passes	

XIV. Returns to Closed Session N/A pm

XV. Possible Action Arising from Closed Session

XVI. Possible Agenda Items for Next Meeting

XVII. Adjourn

Adjournment at **8:09 pm**

President

Secretary

SPLENDORA INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
Budget Workshop Minutes
June 25, 2026
5:30 pm

The Trustees of the Splendor Independent School District met in the Boardroom at the Splendor ISD Administration, 23419 FM 2090, Splendor, TX, for a budget workshop. It was the intent of the District to have, and the workshop did have, a quorum of the Board of Trustees physically present. The meeting was recorded as required by law.

I. Call to Order: Meeting began at **5:39** pm.

ROLL CALL: (1) Jennifer Stewart - Secretary, (2) Dan Muirhead – Vice President, (3) Jacqueline Canada – Member, (4) Jason Sessum - Member, (5) Allen Wells - President, (6) Travis “Doc” Jones - Member, (7) Kimberly Klepcyk - Assistant Secretary, and Dr. Dustin Bromley – Superintendent

Board Member	Present	Absent	Recorder	Presiding	Arrival
Jacqueline Canada	X				
Travis “Doc” Jones	X				
Kimberly Klepcyk		X			@5:43 PM
Dan Muirhead	X				
Jason Sessum		X			
Jennifer Stewart	X		X		
Allen Wells	x				

II. AUDIENCE - Participants must have signed up prior to the Board Meeting start time. Participants may address the Board on any agenda item. Participation is limited to three minutes to make comments to the Board, unless the participant requires a translator, in which case participation is limited to six minutes. The Board will only consider complaints that remain unresolved after being addressed through proper administrative channels and when they have been placed on the agenda. Please note that the Board of Trustees shall not deliberate, respond, or make decisions regarding any subject that is not included on the agenda that is posted. For further information on these requirements, contact Ruth Garcia, Superintendent Secretary, at 281-689-4441.

NO AUDIENCE

III. Board Protocol, Invocation, Pledge & Good Things

- A. Board Leadership Guidelines & Code of Ethics
- B. Invocation
- C. U.S. & State of Texas Pledge of Allegiance
- D. Good Things

IV. Public Hearing

- A. Discuss 2026-2027 Budget and Proposed Tax Rate

V. Consent Agenda

- A. Approve Budget Amendment #7 for Fiscal Year 2025 - 2026.

I make a motion to approve Budget Amendment #7 for the Fiscal Year 2025-2026.

A motion was made by Jennifer Stewart and seconded by Kim Klepcyk to Approve Budget Amendment #7 for Fiscal Year 2025-2026.

Board Member	Yea	Nay	Abstain	Absent	
Travis "Doc" Jones	X				
Kimberly Klepcyk	X				
Dan Muirhead	X				
Jason Sessum				X	
Jennifer Stewart	X				
Allen Wells	X				
Jacqueline Canada	X				
Voting Totals	6	0			PASSES

VI. Action and/or Discussion Items

- A. Consider Adoption of the Fiscal Year 2026-2027 Budget.

I motion to approve the Adoption of the Fiscal Year 2026-2027 Budget.

A motion was made by Jacqueline Canada and seconded by Allen Wells to Approve the Adoption of the Fiscal Year 2026-2027 Budget.

Board Member	Yea	Nay	Abstain	Absent	
Travis "Doc" Jones	X				
Kimberly Klepcyk	X				
Dan Muirhead	X				
Jason Sessum				X	
Jennifer Stewart	X				
Allen Wells	X				
Jacqueline Canada	X				
Voting Totals	6	0			PASSES

VII. Adjourn

Adjournment at **6:18 pm**

President

Secretary



Splendoria ISD Board of Trustees Agenda Item Information Form

Consent

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Approve Employee Request for Consulting Services Pursuant to House Bill 3372.

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Quality Staff

BACKGROUND INFORMATION:

House Bill 3372, effective September 1, 2025, added Section 11.006 to the Texas Education Code. The law prohibits school district administrators from receiving financial benefit for providing personal services to certain outside entities, including businesses that contract with the district, educational service providers, other districts, or education service centers. An exception is allowed only if the administrator is not a superintendent or assistant superintendent and the proposed contract is presented to and approved by the board of trustees. The board must determine that the contract will not harm the district, does not create a conflict of interest, and will be performed entirely on the employee's personal time.

ADMINISTRATIVE RECOMMENDATION:

The administration recommends that the Board of Trustees approve the employee request and contract as required under HB 3372, finding that the contracts do not present a conflict of interest, will not interfere with employees' duties, and will be performed on personal time in accordance with the law.

ATTACHMENTS:

[Steve Moss](#) - Band Workshops-Chapel Hill ISD, Belton ISD, Lindale ISD, Northeast School Districts (multi district), Region Judging(8,20,21,32)

[Clay Davis](#) - Speaking Engagement- Plemons-Stinnett ISD, Alliance for College and Career Student Success

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: N/A

RECOMMENDED MOTION: Consent



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: OnRamps

Informational Item

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Priority 2: Student Outcomes Future Ready

BACKGROUND INFORMATION: N/A

ADMINISTRATIVE RECOMMENDATION:

ATTACHMENTS: ☐ Splendoria_ISD_OnRamps_Strategic_Partnership

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: Mrs. Lori Wright, Director of Secondary Teaching & Learning; Mr. Adam Lira, Director of CTE; Dr. Kristy Dietrich, Deputy Superintendent of Academics

RECOMMENDED MOTION:

Approve [OnRamps Interlocal Agreement](#)

**Interlocal Agreement
Between
The University of Texas at Austin
and
Splendora ISD**

FOR THE 2026-2027 ONRAMPS PROGRAM

This Interlocal Agreement (Agreement) with an Effective Date of June 1, 2026, is entered on the Effective Date by and between Contracting Parties on pursuant to the authority granted in and in compliance with Chapter 791 of the Texas Government Code.

Contracting Parties:

Receiving Party: Splendora ISD (“SISD”)
23419 FM 2090
Splendora, TX 77372

Performing Party: The University of Texas at Austin (“UT Austin”)
OnRamps
2616 Wichita St, Ste 101
Austin, TX 78712

WHEREAS, UT Austin and SISD are collaborating to offer high school students the opportunity to enroll in college courses while attending high school and simultaneously receive academic credits from UT Austin and their SISD high school(s).

WHEREAS, students will be able to participate in dual enrollment, distance education courses called OnRamps.

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

1. Interlocal

The Texas Interlocal Cooperation Act, Government Code, §791.001, *et seq.* allows local governments and institutions of higher learning to contract with each other for governmental functions and services, including all or part of a function in which the Parties are mutually interested. This Agreement constitutes an “interlocal contract” within the meaning of and as authorized by the Texas Interlocal Cooperation Act. The purpose of the Agreement is to provide “governmental functions or services,” as therein defined. Each party represents it has authority to enter into the Agreement and does so by action of its governing body. To the extent any party pays for the performance of governmental functions or services, the party will make those payments from current revenues available to that party.

2. Nature of OnRamps

UT Austin and SISD enter into this Agreement to implement OnRamps by offering distance college courses through a dual-enrollment model, as well as high school teacher training and professional learning. OnRamps offers high school students the opportunity to earn high school credits from SISD and college credits from UT Austin through a distance education college course.

SISD and UT Austin will share the responsibility to implement OnRamps. By entering into this Agreement for the delivery of distance college courses, SISD becomes an active participant in ensuring the effectiveness and quality of the implementation of OnRamps at SISD.

3. Fees and Payments

Enrollment Fees:

The cost of the OnRamps course materials, technical support and course implementation support outlined in this Agreement for SISD will be defined on a per-student, per-course basis. The maximum 2026-2027 fee is \$60.10 per credit hour, or \$180.30 for each three-hour course, per student.

SISD is paying a subsidized rate. Subject to available funding, during the 2026-2027 school year, the fee of \$180.30 per three-hour course per student is subsidized to \$149. Enrollment cost subsidies are paid for by OnRamps and applicable state appropriations. Private, parochial, and out-of-state schools are not eligible for the subsidized rate.

UT Austin may opt into the Financial Aid for Swift Transfer program annually which allows eligible students to enroll in OnRamps courses at no cost. UT Austin will determine opt in status annually in accordance with rules stated by Texas Higher Education Coordinating Board.

The OnRamps enrollment fee is assessed for each student registered in each OnRamps course on the enrollment census date which will be determined and communicated on or before June 1, 2026, including FAST opt-in status. The enrollment fee includes access to all course materials, technology tools, and credit eligibility evaluation. Refunds will not be given at the end of a course for any reason, including if a student does not earn or accept college credit in the course.

Professional Learning and Development (PLD) Fee:

The cost of OnRamps professional learning and development will be assessed on a per-teacher basis according to the fee schedule in Exhibit C, for teachers who are implementing one or more OnRamps courses at the beginning of the academic year. This fee includes professional learning and development services, course materials, technology tools, and technical assistance required for implementation during the entire term of this agreement, including Summer Professional Learning Institute (PLI), academic year PLIs, virtual conferences, learning modules, communities of practice, professional development assignments, and access to individual virtual coaching.

The Professional Learning and Development fee does not include lodging, transportation, or teacher substitute cost. If a PLI is held in person, a lodging fee may be charged in addition to the PLD fee.

SISD is responsible for paying within 30 days of receipt of any undisputed invoice.

All checks should be made payable to The University of Texas at Austin. Payments should be mailed and/or delivered to:

The University of Texas at Austin
OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712

4. Scope of Work and Responsibilities

Responsibilities to implement OnRamps dual enrollment courses will be shared by SISD and OnRamps. SISD is an active participant in ensuring the effectiveness and quality of OnRamps implementation at its facilities. The Parties agree to provide the following, collectively referred to as the “Services.”

4.1 Responsibilities of OnRamps

Enrollment and Records

- A. Provide an online registration process for high school students to enroll in OnRamps courses (as listed in Exhibit A fully incorporated by this reference) through the OnRamps student information system (OnRamps Portal).
- B. Maintain, as part of routine educational effectiveness evaluation at UT Austin, OnRamps student educational records, including registration, enrollment, orientation, and course evaluation data for purposes of administration, implementation, and improvement, including official reporting to UT Austin and SISD. OnRamps engages in additional data sharing with UT Austin departments as defined in the data sharing agreement between Parties, attached and incorporated herein.
- C. Record grades on UT Austin transcripts for students who earn and accept college credit for the distance college course.
- D. Support documentation of distance college course credit, including enrollment and non-enrollment confirmation letters and assistance in securing official transcripts.

Course Curriculum, Instruction, and Grading

- E. Provide UT Austin faculty and academic staff to develop and define college-level course materials and curriculum and assume oversight of distance college courses.
- F. Deliver instructional materials via distance education. All college course-related materials are developed by UT Austin faculty and academic staff or selected from open educational resources and will be available to the student through unique login in Canvas Learning Management System (Canvas LMS).

- G. Administer OnRamps distance college courses via a dual enrollment model. UT Austin faculty and academic course staff ensure comparability of distance college courses to campus-based courses and are approved by UT Austin Department Chairs and supported by Deans. All OnRamps students register for semester- or year-long courses.
 - a. Semester-long and year-long course college enrollment information
 - i. Students must complete a series of required assignments and summative assessments as published in the college syllabus that are designed, designated, and evaluated by UT Austin faculty and college Instructors of Record to earn college credit.
 - ii. Students must earn a passing grade (D- or above) on the designated portion of the course determined by the UT Austin Instructor of Record to earn college credit in the OnRamps distance college course.
 - iii. Students who earn a passing grade (D- or above) in the college course may accept or decline their college credit.
 - iv. College credits earned and accepted by students are reported to the University Registrar for official transcription.
 - v. Students who accept college credit will have an official UT Austin academic record and eligibility to order a transcript showing the letter grade earned in the course.
- H. Provide technology and support services necessary for teaching and learning in OnRamps:
 - a. Maintain servers operated by or hosted on OnRamps's web-based Canvas LMS.
 - b. Provide access and training on the Canvas LMS for every OnRamps student to access course content and instructional experiences.
 - c. Provide online and phone-based technical support to OnRamps teachers, students, and UT Austin faculty using the curriculum when that support is not provided through Canvas LMS.
 - d. Provide access to teleconference functions in Canvas LMS or other commensurate distance technology with consultants available to students for writing consultation related to distance college course writing assignments in Rhetoric courses.
 - e. Provide online access to pertinent student policies including the Academic Integrity process and policies, Family Educational Rights and Privacy Act (FERPA) Policy, accommodations, registration procedures, and college credit and transferability information.
 - f. Provide a student orientation module in Canvas LMS for all OnRamps courses that details OnRamps enrollment, student academic integrity, and FERPA rights.
 - g. Provide information regarding course curriculum and grading through the online syllabus for each course.
 - h. Provide information in the OnRamps Portal or through email notifications related to distance college course enrollment activities, including registration, credit status, and official transcript requests.
 - i. Provide information on procedures for submitting and resolving complaints, grade appeals, information requests, and other inquiries related to participation in OnRamps.

- j. Provide students with appropriate access to academic advising and counseling resources and supports.

Professional Development and Support

- I. Deliver professional learning to SISD teachers who implement the OnRamps course. Teachers implementing an OnRamps course are required to participate in and complete all OnRamps professional learning and development program components.
 - a. 2026 Summer PLI will be delivered by OnRamps using distance education and virtual learning technologies. Summer PLI is required for all OnRamps high school teachers.
 - b. Academic year PLIs will consist of two one-day PLIs for new and returning participating teachers delivered virtually during the fall and spring semesters. SISD teachers are required to participate in and fully complete the one-day workshop during each semester in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year.
 - c. Virtual conferences for implementing SISD new and returning teachers held up to eight times per year.
 - d. SISD teacher participants will be credited with continuing professional education hours for the hours of documented attendance.
- J. Deliver professional learning and development opportunities specific to administrative and counselor roles and functions to SISD administrators and high school counselors.
- K. Deliver in-person or virtual presentations and/or workshops to SISD staff and community members regarding the OnRamps program overview, implementation, and strategies for success based on advance scheduling and availability of OnRamps staff.
- L. OnRamps will hire and assign a designated qualified course lead for each course offered. The designated course lead will serve as the content expert and point of contact and support for the high school teacher.
- M. Provide ongoing, one-on-one feedback and guidance to the high school teacher.
- N. Provide virtual coaching access to each OnRamps high school teacher to support course implementation and enhance their professional practice.

Institutional Effectiveness

- O. Provide feedback regarding course implementation to UT Austin faculty and academic staff, as well as SISD high school teachers and administrators. OnRamps will provide updates through regularly identified reporting schedules to the identified SISD Main Contact and, as needed, regarding the status of OnRamps course and professional learning and development implementation, based on regular review of data, including communication with the OnRamps SISD high school teacher(s) and student performance and engagement data.
 - a. OnRamps staff will inform SISD administration of any serious concerns regarding SISD or campus implementation of the OnRamps course pertaining to quality and fidelity. If SISD implementation of the OnRamps course is deemed unsatisfactory, OnRamps reserves the right to deny the opportunity to offer the OnRamps course in the future or to require a replacement high school teacher.

- b. A SISD high school teacher deemed by OnRamps to be unsatisfactorily implementing the course will be given the opportunity to bring course implementation into alignment with OnRamps expectations and be provided individual coaching and support as available through the course staff, OnRamps PLIs, a community of practice, and ongoing communication. Should the high school teacher's implementation of OnRamps continue to be unsatisfactory or without improvement in OnRamps' sole discretion, OnRamps will notify SISD, who will use its best efforts to identify an alternate high school teacher, and SISD will work with OnRamps to continue implementation of the course with the alternate high school teacher. OnRamps reserves the right to deny any unsatisfactorily performing teacher the opportunity to offer the course in the future.
- c. Should OnRamps deem an OnRamps SISD high school teacher as not compatible with or not in the best interest of the OnRamps in OnRamps' sole discretion, OnRamps will notify SISD who will work with OnRamps to continue the course through an alternate teacher.
- d. Any person performing Services under this Agreement on behalf of OnRamps must be actively employed or eligible for employment by UT Austin and may not be on administrative or medical leave. UT Austin must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If UT Austin becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, a representative of OnRamps must inform the SISD district contact.

Location Student Participation, and Extended Student Absences

- P. OnRamps dual enrollment instruction will occur in the facilities of the high school campus with the designated high school Instructor who has completed OnRamps professional learning institute requirements.
- Q. All students in the class must be high school students enrolled in the OnRamps course.
- R. When the student is unable to attend school in the designated high school facility with a qualified and selected OnRamps high school Instructor, the student may continue in the online distance college course based on criteria provided in the Implementation Manual.

4.2 Responsibilities of SISD [subject to SISD policies and applicable law]

- A. Implement one or more OnRamps courses in accordance with this Agreement, the OnRamps Implementation Manual, and the OnRamps Technical Manual, which will be provided by OnRamps to District and are hereby incorporated by reference.
 - a. Assign a(n) SISD contact responsible for overseeing implementation of OnRamps high school course(s) and participating in meetings designated for SISD administration with OnRamps staff.
 - i. This SISD contact will provide up-to-date contact information for SISD and its campus administration. In the event there is a change in administration at SISD or at its campuses, the SISD contact will update the OnRamps Portal.

- ii. This SISDcontact will communicate registration timelines for campus administration and ensure required professional learning for a campus counselor focused on advising students and monitoring aspects of the implementation of OnRamps respective to their role.
- b. OnRamps syllabi and course content may not be used to satisfy the requirements for third party evaluation, including Advanced Placement (AP) curriculum.
- c. In the case of Introduction to Rhetoric: Reading, Writing and Research and Reading and Writing the Rhetoric of American Identities, the UT Austin Department of Rhetoric and Writing:
 - i. Prohibits the OnRamps courses from being offered as an AP English course.
 - ii. Requires a cap of 25 students per section with a limit of two (2) sections per teacher for a maximum of 50 students. Alternatively, a teacher may have 60 students distributed in three (3) or more sections. With approval, the cap of 60 students may be exceeded in exceptional circumstances at OnRamps' sole discretion.
- B. Recruit high school teacher(s) with appropriate qualifications to teach the OnRamps course(s), consistent with SISD policies.
 - a. Minimum requirements for all OnRamps SISD high school teachers include:
 - i. One (1) or more years of teaching experience in the relevant course or a higher-level course (e.g., calculus for pre-calculus).
 - ii. Completed annual OnRamps teacher application.
 - iii. Obtain a UT EID in order to access Canvas LMS, the OnRamps Portal, and other systems required for implementation of OnRamps. OnRamps will provide the designated OnRamps teacher privileged access to student information and other systems through the UT EID. OnRamps may suspend, terminate, or revoke OnRamps teacher access to its systems through the EID affiliation at OnRamps' sole discretion. The EID affiliation with OnRamps will be revoked if this agreement is terminated or if an OnRamps SISD high school teacher can no longer implement the course.
 - iv. Successful completion of required tasks before the start of Summer PLI, including, but not limited to, completion of FERPA training module provided by OnRamps. Tasks will be determined and shared by the OnRamps professional learning and development staff in advance of Summer PLI. SISD high school teachers approved on a conditional basis may be required to complete additional tasks. Any high school teacher who does not complete the required self-directed or Summer PLI tasks may not be eligible to implement an OnRamps course. The decision to admit or deny such teacher and any accompanying conditions will be determined by the Director of Instructional Innovation and Implementation and Executive Director at their discretion.
 - v. Attendance and successful completion of Summer PLI, all required academic year PLIs, monthly virtual conferences or learning modules, and professional development assignments.

1. OnRamps SISD high school teachers must participate in the entire Summer PLI and complete all assigned work including pre-, during, and post-PLI.
 2. SISD teachers are required to participate in and fully complete both academic year PLIs in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year. Each Fall and Spring PLI will provide six hours of continuing professional education hours, not to exceed eight hours.
 3. Instructors teaching spring-only courses will have a one-hour virtual learning event held in December to reinforce learning from the summer.
- vi. Review communication from OnRamps course staff in weekly newsletters and respond accordingly to routine requests.
 - vii. Adhere to guidelines regarding OnRamps course content intellectual property. SISD is responsible for informing teachers that they do not have a license to use any OnRamps provided materials outside of the scope of this agreement.
 - viii. Deliver OnRamps instructional materials through the OnRamps instance of Canvas LMS or designated platforms as specified in the OnRamps Technology Manual.
- b. Additional requirements for OnRamps returning SISD teachers include:
 - i. Successful implementation of OnRamps course during the previous academic year according to requirements under section D below.
- C. Ensure OnRamps SISD high school teachers and students have the necessary resources to implement OnRamps with fidelity, including, but not limited to:
- a. Daily access to the OnRamps Portal and Canvas LMS. Participating SISD campuses will work with the OnRamps support team to ensure their campus and students can fully access the OnRamps Portal and Canvas LMS.
 - b. Access to computer, internet, and URLs in approved allow lists, as specified by OnRamps, and adhere to requirements outlined in the most recent OnRamps Technology Manual.
 - c. Scheduled access to technology that meets the specifications defined by OnRamps for each course. This includes regular in-class and out-of-class, one-to-one (1:1) access to computers and the internet to view materials and complete and submit assignments, quizzes, tests, and exams, and the following technology for specific course implementation (as applicable).
 - d. Graphing calculators or graphing calculator functions as specified in the most recent OnRamps Technology Manual.
 - e. Audio/visual projection and/or whiteboard.
 - f. Copy/scanning services to duplicate some course materials and distribute to students in the OnRamps course and upload assignments.
 - g. Required lab materials for BIO 106M, CH 104M, CH 104N, GEO 302E, and PHY 102M.
 - h. The Biology and Chemistry course(s) must be offered in a lab setting that meets the Texas Education Agency standard with minimal viable components including an eyewash station, vent hood, and equipment required for student

implementation of the lab course including use and disposal of the required chemical list.

- D. Ensure OnRamps SISD high school teachers implement OnRamps with fidelity, including the following requirements:
 - a. Adhere to Texas Administrative and Education Code, including the Educators' Code of Ethics (19 TAC Chapter 247).
 - b. Ensure students complete the OnRamps registration process and student orientation, including creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - c. Administer and facilitate OnRamps-required assignments and assessments without alteration through the OnRamps instance of Canvas LMS.
 - d. Use Canvas LMS to assign and grade high school work as specified by OnRamps.
 - e. Participate in professional learning and development activities, including Summer PLI, academic year PLIs, video conferences, learning modules, communities of practices and uploads of classroom video, and ongoing opportunities during each semester in which they teach the OnRamps course. To facilitate teacher participation in the academic year PLIs, SISD agrees to pay the cost of substitute teachers for the days the teacher will attend the academic year PLIs.
 - f. Maintain regular communication via email, phone, video web conferencing, etc. with OnRamps course staff regarding the success and challenges of implementation, responding in a timely manner to requests for information.
 - g. Notify OnRamps of SISD high school teacher absences of five or more consecutive class days or of teacher resignations using the provided form in the case when the teacher cannot self-report.
- E. Ensure students register for OnRamps courses to meet OnRamps requirements, including:
 - a. Recruit, advise, and approve students to participate in OnRamps courses.
 - b. Designate employee(s) responsible for providing academic advising to students enrolled in OnRamps courses prior to the start of the course.
 - c. Ensure students enrolled in OnRamps meet the minimum academic requirements for each course as shown in Exhibit A.
 - d. Ensure students complete the OnRamps registration process and student orientation, which includes creating a UT EID, and creating a profile and registering in the OnRamps Portal, within the first three weeks of school.
 - e. The student and, if the student is under 18 years of age at the time of registration, the student's parent or guardian shall acknowledge and consent the student is enrolling in a college course with the opportunity to earn college credit.
- F. Ensure accuracy of OnRamps student information, including:
 - a. Ensure student rosters accurately reflect students enrolled in OnRamps courses on the OnRamps census dates in fall and spring.
 - b. Submit student state IDs and educationally disadvantaged status in accordance with the communicated timeline.

- c. Submit high school grades in accordance with the data sharing agreement schedule.
- G. Any person performing Services under this Agreement on behalf of SISD must be actively employed or eligible for employment by SISD and may not be on administrative leave. SISD must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If SISD becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, the district contact, who oversees the OnRamps program, must inform OnRamps within 24 business hours and provide information about the incident as it pertains to OnRamps students and implementation.

5. Summer PLI Teacher Registration and Attendance

- A. SISD high school teachers are required to register for Summer PLI **two weeks prior** to the start of the selected synchronous Summer PLI session. Late registration will be accommodated at the discretion of the Executive Director or designee.
- B. New OnRamps SISD high school teachers must complete all components of Summer PLI including prerequisite self-directed modules, synchronous sessions, and compliance modules. New OnRamps high school teachers are defined as those who are implementing an OnRamps course for the first time or for the first time after more than one year of absence.
 - a. The SISD teacher assigned to the course **must** successfully complete the New Instructor Summer PLI experience at least once, in its entirety, before implementing an OnRamps course for the first time. If the teacher continues to offer the course in subsequent years, they are required to attend the Returning Instructor Summer PLI for each subsequent year they implement that course. If a teacher is assigned to implement a new OnRamps course in addition to their current OnRamps course, the instructor must complete the New Instructor Summer PLI for the new course.
- C. Cancellation policy:
 - a. If a high school teacher registers for Summer PLI and is unable to attend, the teacher must communicate this change to the OnRamps Professional Learning and Development team via OnRamps Support in writing at least one week prior to the start of the Summer PLI session for which the Instructor is registered. The district contact may coordinate with OnRamps to identify an appropriate replacement.
 - b. Teachers who miss more than 20% of Summer PLI may be required to complete additional activities during the academic year to maintain eligibility to implement the OnRamps course.
 - c. If a high school teacher attends Summer PLI, and the course for which the teacher is trained is not offered for the school year, SISD materials provided to SISD for the course must be returned to OnRamps within 30 days.

6. Educational Records and Data Sharing

- A. SISD and OnRamps create, maintain, and manage their own educational records for students and teachers. OnRamps maintains all educational records created as a result of OnRamps consistent with FERPA, as well as applicable UT Austin policy defined in Appendix C, Chapter 9 of the General Catalog of UT Austin, subchapter 9-100 through

9-400, and any applicable law. In order to provide OnRamps and related services to SISD and for SISD's accountability reporting purposes, OnRamps requires specific student information from SISD. All such records are provided the same security as those outlined in this section 6.C, section 7, and the Data Sharing Agreement, and will not be sold or shared with external sources except as allowed by law. See Exhibit B Data Sharing Agreement which sets terms and conditions for the exchange by the Parties of data needed to support OnRamps.

- B. Following UT Austin's Institutional Review Board standards and policy, as applicable, OnRamps may obtain and maintain data and/or feedback about student and teacher experiences with OnRamps for the purpose of understanding outcomes and OnRamps improvements.
- C. For legitimate educational interests, OnRamps will facilitate the exchange of information among institutions, OnRamps high school teachers, OnRamps faculty and staff, and SISD contacts 1) pertaining to students' progress toward the opportunity to earn college credit; 2) to verify student accommodations under IDEA and/or Section 504; 3) to facilitate early intervention and support student success; 4) pertaining to whether college credit is earned, accepted, and/or declined; 5) to facilitate accurate recordkeeping; and 6) to address academic integrity issues. If either party obtains access to SISD and/or UT Austin records or record systems protected under FERPA, each party agrees to adhere to the provisions of FERPA. While in possession of FERPA records and data, only persons authorized to access the student data related to OnRamps will be granted access consistent with FERPA.

7. Governmental Function, Immunity, Record Protection, and Criminal History

The Parties agree that the performance of this Agreement is for the purpose of performing governmental functions and that, in all things related to this Agreement, Parties are performing governmental functions as defined by the Texas Interlocal Cooperation Act. Nothing herein or in the performance of this Agreement shall be construed as a waiver of sovereign/governmental immunity or similar rights. Parties agree that neither party waives any immunity or defense that would otherwise be available to it pursuant to the Texas Tort Claims Act or other applicable statutes, laws, rules or regulations against claims arising from the exercise of its powers or functions. No provision of this Agreement that imposes an obligation or restriction on SISD or UT Austin not otherwise permitted by applicable law shall be enforceable. Records relating to this Agreement may be subject to disclosure pursuant to the Texas Public Information Act, Section 552.001 et. seq. of the Texas Government Code.

Each party agrees that if it received information or records concerning any student, it shall not disclose the same except as permitted by the Family Educational Rights and Privacy Act a/k/a FERPA (20 U.S.C. 1232(g)). FERPA is specifically referenced in the Texas Public Information Act as an exception to records that are subject to disclosure to the public (Texas Government Code 552.001 et seq.).

8. Indemnity

The Parties expressly agree that, except as provided herein, no party shall have the right to seek indemnification or contribution from the other party for any losses, costs, expenses, or damages directly or indirectly arising, in whole or part, from this Agreement.

9. Term and Termination

This Agreement is effective on June 1, 2026, no matter the date fully executed by both Parties and covers a period beginning June 1, 2026 and ending August 31, 2027. This Agreement cannot be renewed or extended.

Either party may, without penalty, terminate this Agreement at the end of any budget period of such party during the term if funds required to fulfill this Agreement have not been appropriated, and with written notice to the other party. Such notice shall be effective thirty (30) calendar days from the date of receipt.

Either party may terminate this Agreement without cause upon thirty (30) days' advance written notice of termination to the other party. SISD agrees any amounts owed for Services rendered through the termination date and properly invoiced will be promptly paid upon notice of termination and in accordance with the provisions of Chapter 2251, Texas Government Code.

10. Ownership of Intellectual Property

UT Austin and OnRamps shall solely own all intellectual property rights in or relating to OnRamps, including all written materials, study guides, course materials, syllabi, and assessments prepared under OnRamps ("Materials"). Intellectual property rights means any rights or titles to inventions, discoveries, concepts, methods, processes, data, trade secrets, branding, trademarks, copyrights, computer programs and related documentation, or works of authorship fixed in a medium of expression of any kind whether or not patentable, copyrightable, or eligible for registration as a trademark, as well as applications for any such rights. There are no implied licenses; SISD agrees and understands that it may not copy, modify, share, distribute, or display any Materials without the prior written permission of UT Austin and OnRamps.

11. Contractual Relationship

Nothing contained herein shall be construed as creating an employer/employee relationship, a partnership, a joint venture or joint obligations between the Parties. Each party retains the right to conduct its business as it sees fit. The Parties shall, at all times, be deemed independent contractors/entities.

12. Notice to Parties

Except as otherwise provided by this Section, notices, consents, approvals, demands, requests or other communications provided or permitted under this Agreement, will be in writing and will be sent via certified mail, hand delivery, overnight courier, facsimile transmission (to the extent a facsimile number is set forth below), or email (to the extent an email address is set forth below) as provided below, and notice will be deemed given 1) if delivered by certified mail, when deposited, postage prepaid, in the United States mail, or 2) if delivered by hand,

overnight courier, facsimile (to the extent a facsimile number is set forth below) or email (to the extent an email address is set forth below), when received:

SISD at:

Lori Wright
Splendora ISD
23419 FM 2090
Splendora, TX 77372

UT Austin at:

The University of Texas at Austin
Business Contracts Office
1616 Guadalupe St, Ste 3.304
Mail Code D9900
Austin, TX 78701
Attn: Business Contracts Administrator

With a copy to:

OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712
Email: sp.contracts@austin.utexas.edu

or such other address as later provided by a party through written notice to the other party.

13. Venue; Governing Law

This Agreement, all of its terms and conditions, all rights and obligations of the Parties, and all claims arising out of or relating to this Agreement, will be construed, interpreted and applied in accordance with, governed by and enforced under, the laws of the State of Texas.

14. Mutual Negotiation

This Agreement has been prepared at the joint request, direction, and construction of the Parties, at arms' length, and shall be construed without favor to any party.

15. Amendment and Assignment

Any changes to this Agreement may only be made by mutual written agreement of the Parties. This Agreement may not be assigned by either party without the express written consent of the other party. Any attempt to assign without such consent shall be void, and shall be deemed a material breach of this Agreement.

16. Entire Agreement; Modifications

This Agreement supersedes all prior agreements, written or oral, between Performing Party and Receiving Party and will constitute the entire agreement and understanding between the parties with respect to its subject matter. This Agreement and each of its provisions will be

binding on the parties, and may not be waived, modified, amended or altered, except by a writing signed by Receiving Party and Performing Party.

17. State Auditor's Office

Contracting Parties understand acceptance of funds under this Agreement constitutes acceptance of authority of the Texas State Auditor's Office or any successor agency (Auditor), to conduct an audit or investigation in connection with those funds (ref. Sections 51.9335(c), 73.115(c) and 74.008(c), Education Code). Contracting Parties agree to cooperate with Auditor in the conduct of the audit or investigation, including providing all records requested. Contracting Parties will include this provision in all contracts with permitted subcontractors.

18. Severability

If any one or more of the provisions of this Agreement will for any reason be held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality or unenforceability will not affect any other provision, and this Agreement will be construed as if the invalid, illegal, or unenforceable provisions had never been included.

19. Survival

A party shall remain obligated to the other party under all clauses of this Agreement that expressly or by their nature extend beyond the expiration or termination of this Agreement.

20. Cybersecurity Training Program

During the term and any renewal of this Agreement, each party shall comply with Texas Government Code Chapter 2054 concerning cybersecurity for state agencies and local government, and to the extent applicable verify compliance to the other party.

21. Access by Individuals with Disabilities

Performing Party represents and warrants (**EIR Accessibility Warranty**) the electronic and information resources and all associated information, documentation, and support Performing Party provides to Receiving Party under this Agreement (**EIRs**) comply with applicable requirements set forth in [1 TAC Chapter 213](#) and [1 TAC Section 206.70](#) (ref. [Subchapter M, Chapter 2054, Texas Government Code](#)). To the extent Performing Party becomes aware the EIRs, or any portion thereof, do not comply with the EIR Accessibility Warranty, then Performing Party represents and warrants it will, at no cost to Receiving Party, either 1) perform all necessary remediation to make EIRs satisfy the EIR Accessibility Warranty or 2) replace the EIRs with new EIRs that satisfy the EIR Accessibility Warranty. If Performing Party is unable to do so, Receiving Party may terminate this Agreement and, within thirty (30) days after termination, Performing Party will refund to Receiving Party all amounts Receiving Party paid under this Agreement.

Performing Party will provide all assistance and cooperation necessary for the performance of accessibility testing conducted by Receiving Party or Receiving Party's third party testing resources as required by [1 TAC Section 213.38\(g\)](#).

22. Payment of Debt or Delinquency to the State

Pursuant to [Sections 2107.008](#) and [2252.903](#), *Government Code*, any payments owing to Performing Party under this Agreement may be applied directly toward any debt or delinquency Performing Party owes the State of Texas or any agency of the State of Texas, regardless of when it arises, until paid in full.

23. Signatory Representations

Receiving Party represents and warrants that it has all necessary power and has received all necessary approvals to execute and deliver this Agreement, and the individual executing this Agreement on behalf of Receiving Party has been duly authorized to act for and bind Receiving Party.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives as shown below.

Receiving Party
Splendora ISD

Performing Party
The University of Texas at Austin

Signature:

Signature:

Name: Dr. Dustin Bromley

Name:

Title: Superintendent

Title:

Date:

Date:

Exhibit A
OnRamps Courses

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Foundations of Arts and Entertainment Technologies	AET 304	3	050	N/A	Graphic Design recommended	Audio/Video Production II (13008600)
Introductory Biology I + Lab for Introduction to Biology I	BIO 311C BIO 106M	3 lecture 1 lab	030	BIOL 1306 BIOL 1106	Biology + Chemistry	Scientific Research and Design I, II or III (13037200, 13037210, or 13037220)
Principles of Chemistry I (Lecture) + Introduction to Chemical Practices I (Lab)	CH 301 CH 104M	3 lecture 1 lab	030	CHEM 1311 CHEM 1111	Algebra I	Chemistry (03040000)
Principles of Chemistry II (Lecture)+ Introduction to Chemical Practices II (Lab)	CH 302 CH 104N	3 lecture 1 lab	030	CHEM 1312 CHEM 1112	OnRamps Chemistry I + Lab, AP Chemistry or equivalent	Scientific Research and Design I, II or III (13037200, 13037210 or 13037220)
College Algebra	M 301	3	N/A	MATH 1314	Algebra I required, Geometry recommended	Algebra II (03100600)
Computer Science: Thriving in Our Digital World	C S 303E	3	093	N/A	Algebra I	Computer Science I (03580200)
Introduction to Economics	ECO 304K	3	080	ECON 2302	Algebra II recommended (or concurrent enrollment)	Economics with Emphasis on the Free Enterprise System and Its Benefits (03310300)
Earth, Wind, and Fire: An Introduction to Geoscience	GEO 302E	3	030	N/A	Biology or IPC required, Chemistry recommended (or concurrent enrollment)	Earth Systems Science (03060150)

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Mechanics, Heat, and Sound + Lab for Mechanics, Heat, and Sound	PHY 302K PHY 102M	3 lecture 1 lab	030	PHYS 1301 PHYS 1101	Algebra I and Geometry required, Algebra II or Precalculus recommended	Physics (03050000)
Electromagnetism, Optics, and Nuclear Physics	PHY 302L	3	030	PHYS 1302	TEKS-based Physics, Algebra II and Geometry required; Physics I (OnRamps or Honors/AP/DC) or Precalculus recommended	Scientific Research and Design I, II or III (13037200, 3037210 or 13037220)
Discovery Precalculus: Preparation for Calculus	M 305G	3	020	MATH 2312	Algebra II and Geometry	Precalculus (03101100)
Introduction to Rhetoric: Reading, Writing, and Research	RHE 306	3	010	ENGL 1301	English I and II	English III (03220300) English IV (03220400)
Reading and Writing the Rhetoric of American Identities	RHE 309J	3	010	ENGL 1302	English I and II	English III (03220300) English IV (03220400)
Elementary Statistical Methods	SDS 301	3	020	MATH 1342	Algebra I required, Algebra II recommended	Statistics (03102530)
Issues and Policies in American Government	GOV 312L	3	070	GOVT 2302	U.S. History (or concurrent enrollment)	U.S. Government (03330100)
United States, 1492-1865	HIS 315K	3	060	HIST 1301	English I and English II (or concurrent enrollment)	U.S. History (03340100)
United States Since 1865	HIS 315L	3	060	HIST 1302	English I and English II (or concurrent enrollment)	U.S. History (03340100)

Exhibit B
Data Sharing Agreement

DATA SHARING AGREEMENT
BY AND BETWEEN
Splendora ISD
AND
ONRAMPS
AT THE UNIVERSITY OF TEXAS AT AUSTIN

Pursuant to this Data Sharing Agreement and underlying Interlocal, Splendora ISD agrees to provide individual student-level data to OnRamps at The University of Texas at Austin (UT Austin) for the purpose of implementing, billing, and evaluating the OnRamps dual enrollment program and informing OnRamps students of academic opportunities at UT Austin. SISD hereby appoints OnRamps as a legitimate educational official of SISD in accordance with the Family Educational Rights and Privacy Act (FERPA). Likewise, OnRamps hereby appoints SISD as a legitimate educational official of OnRamps in accordance with FERPA. OnRamps agrees to provide individual student-level data to SISD for the purpose of evaluation, accountability, and student record-keeping. The terms of this Data Sharing Agreement are in effect until August 31, 2027 unless terminated in writing by one or both Parties.

1. Data type and exchange timeline

SISD Designee for Student Data and OnRamps will coordinate data exchange for all OnRamps participants for the 2026-2027 academic year, as follows:

Responsible Party	Time Period	Type of Data
OnRamps	August 2026 – July 2027	Throughout the academic year OnRamps will provide information about student enrollments and performance through OnRamps Portal. Access to the OnRamps Portal will be limited to pre-identified campus and SISD personnel who must obtain a UT Electronic Identification and password in order to access the portal. The following enrollment and performance data is provided throughout the academic year, as information becomes available. ● Course enrollments ● Interim Course Performance ● Final letter grade ● Credit decision (credit accepted or declined) ● University transcript grade ● Student qualifying status for Financial Aid for Swift Transfer (FAST)

		• Student qualifying status for accommodations under IDEA or Section 504 • Student orientation completion status
OnRamps	August 2026 – May 2027	Throughout the year, OnRamps will provide information about student engagement and performance through the OnRamps Data Dashboard. Access to the OnRamps Data Dashboard will be limited to one representative from SISD, Personnel who are granted access to the OnRamps Data Dashboard may be required to complete additional steps to ensure security requirements are met.
SISD	September 2026 – May 2027	SISD will provide Student State IDs for all enrolled students. This 10-digit numeric data element TX-UNIQUE-STUDENT-ID in the Texas Education Data Standards (TEDS) is used for data reporting and invoicing purposes, including identifying students as FAST eligible and CCMR accountability. Using the Student State IDs, the Texas Higher Education Coordinating Board (THECB) and Texas Education Agency (TEA) identifies students who are eligible the FAST program. District-level data may be exchanged for the purpose of identifying students as eligible for the FAST program based on their current year educationally disadvantaged status. • TEA-assigned TX-UNIQUE-STUDENT-ID (StudentUnique ID) • Current year status as educationally disadvantaged (code 01, 02, or 99 in the PEIMS data element “EconomicDisadvantage”)
SISD	May 2027 – July 2027	In order for OnRamps to engage in ongoing learning about student experiences, high school grades are exchanged. • High school grade in OnRamps course, semester 1 • High school grade in OnRamps course, semester 2 • High school grade in OnRamps course, cumulative

2. Data protection

All data will be exchanged using secure systems and in an encrypted, password protected electronic format by SISD and OnRamps.

OnRamps endeavors that in all reports, electronic or otherwise, derived from information made available under this Data Sharing Agreement, all data shall be aggregated in such a way that no individual will be identified directly or by deduction. OnRamps further endeavors that the data elements will not be released to a third party without written parental or student (as applicable) consent.

While in possession of this data, both Parties shall permit access only to employees and contractors authorized to assist in the implementation or evaluation of OnRamps or other UT Austin program to have access to the data. Both Parties agree to store the data in an encrypted format, in a secure area and to prevent unauthorized access.

UT Austin will return to SISD and/or destroy all personally identifiable data when the study is complete.

3. Information shared with TEA

- Rosters of individual students, including student state ID, for students who complete an OnRamps course for the purpose of calculating state accountability and other required state performance reporting and metrics.

4. Information shared with THECB

- Rosters of individual students, including student state ID, for all students enrolled in an OnRamps course at fall or spring census to determine student eligibility for Financial Aid for Swift Transfer (FAST).

5. Data and Information shared with Districts that opt-in for Teacher Incentive Allotment (TIA)

- Districts may elect to implement OnRamps pre- and post-assessments for the purpose of Teacher Incentive Allotment (TIA) program participation. Districts that opt to use OnRamps developed assessments will exchange data with OnRamps for this purpose.

Exhibit C
OnRamps Teacher Professional Learning and Development Fee Schedule

Pursuant to Section 3, the following per-teacher fee will be assessed at the beginning of the academic year. A professional learning and development fee will be assessed for teachers who are implementing one or more OnRamps courses . Individual situations not described below will be evaluated on a case-by-case basis.

OnRamps teachers may only implement a maximum of two unique 3-hour courses in the same semester.

Instructor Status	Status Description	PLD Fee Assessed
New	The Instructor is implementing the course for the first time in the current academic year or is teaching the same course after a gap of more than one year.	\$550
Returning	The Instructor is implementing the same course for the second consecutive year or more.	\$250
New Additional Course	The Instructor is implementing one course for the first time in the current academic year AND is implementing an additional course or courses for the second consecutive year or more	\$550 No fee is charged for the implementation of the additional course(s).
Returning Additional Course	The Instructor is implementing two or more courses for the second consecutive year or more.	\$250 No fee is charged for the implementation of the additional course(s).

Splendora ISD and UT Austin OnRamps: Cultivating Exceptional People Through Advanced Academics

Cultivating
Exceptional People

Aligned with the
expectations of
leading research
universities.

2026-2027 Interlocal Agreement



The Partnership Promise

Renewing our commitment to deliver distance college courses through a dual-enrollment model right here on the Splendora High School campus.

The Model

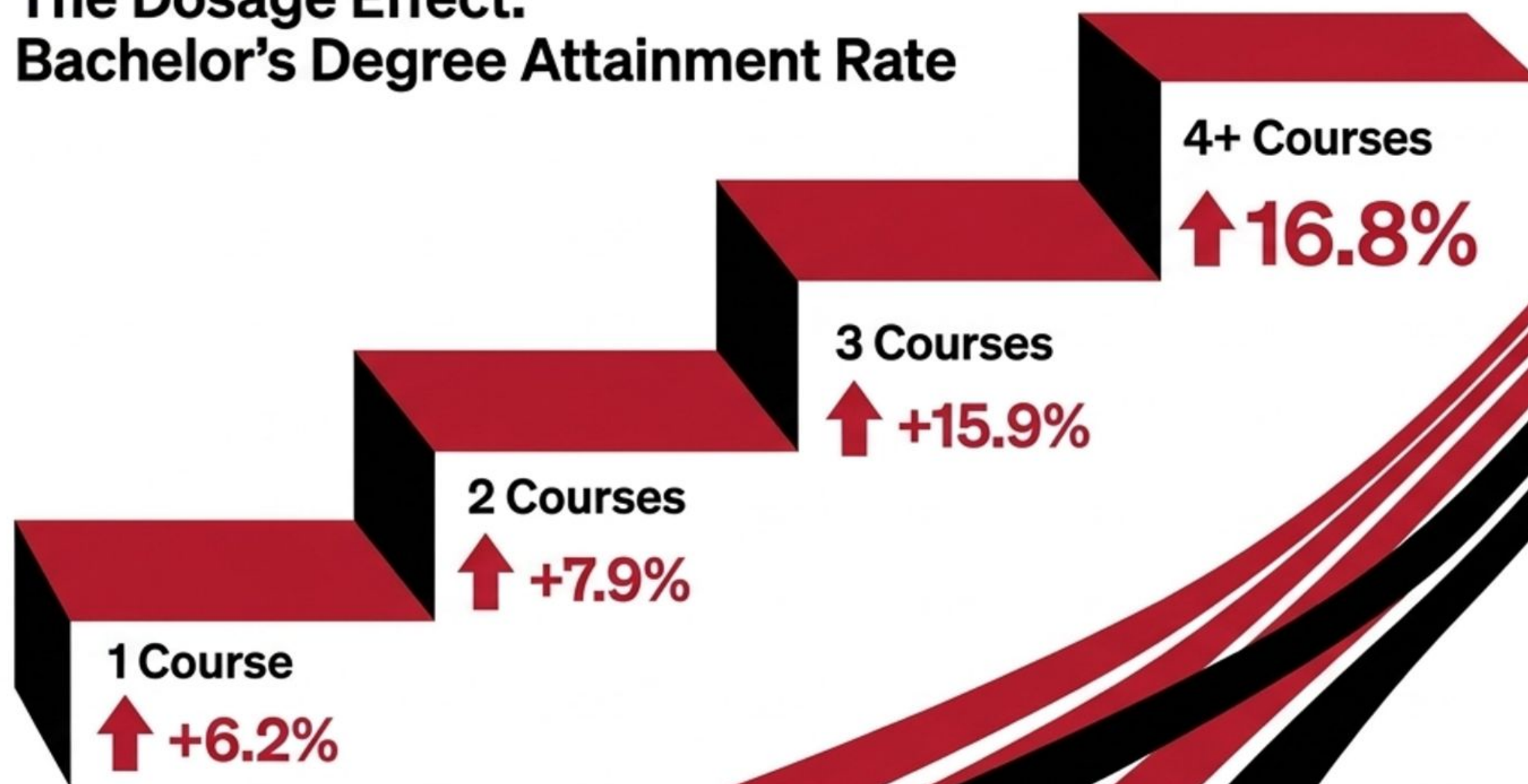
Students earn high school credits from from SISD and college credits from UT Austin simultaneously, evaluated by separate instructors of record.

The Goal

Increasing the number of students who access, engage, and succeed in rigorous higher education experiences without leaving their K12 campus.

University-based dual enrollment drives massive longitudinal gains in college completion

The Dosage Effect: Bachelor's Degree Attainment Rate



Long-Term Credit Accumulation

5 years post-high school, OnRamps participants earn an average of 25.7 more Semester Credit Hours (SCH) than their non-participating peers.

The Distinction

Unlike traditional community-college dual credit, OnRamps students receive direct feedback from UT Austin faculty, explicitly preparing them for the rigor of 4-year research universities.

OnRamps acts as an equity engine for historically underrepresented student populations

Equity Multiplier Matrix

Student Demographic	Baseline BA Attainment Rate	The Equity Multiplier (% Increase)
Black Students	15.9%	+88.7%
Hispanic Students	17.4%	+43.2%
Economically Disadvantaged	16.3%	+48.8%
ESL Students	6.0%	+66.9%

Financial Access



\$0 Cost for Eligible Families. Fully covered by the state's Financial Aid for Swift Transfer (FAST) program for qualifying students.



Deeply Subsidized Rate. For non-FAST students, the maximum \$180.30 UT Austin fee is heavily subsidized down to \$149 per 3-credit course—a fraction of standard university tuition.

The dual-engine course model delivers uncompromising research university rigor

Course Spotlight: GOV 312L - Issues and Policies in American Government

Anatomy of an OnRamps Course

Input & Prerequisites

Prerequisite: U.S. History (03340100).

**No TSI Test
Required**

Removes early
barriers to entry.



The Dual-Engine Core

Taught in-person by a Splendora ISD teacher.
Students earn HS credit for U.S. Government (03330100).

Distance instruction designed by UT Austin faculty.
Credit eligibility is earned by demonstrating readiness
via the first-semester mid-term grade.



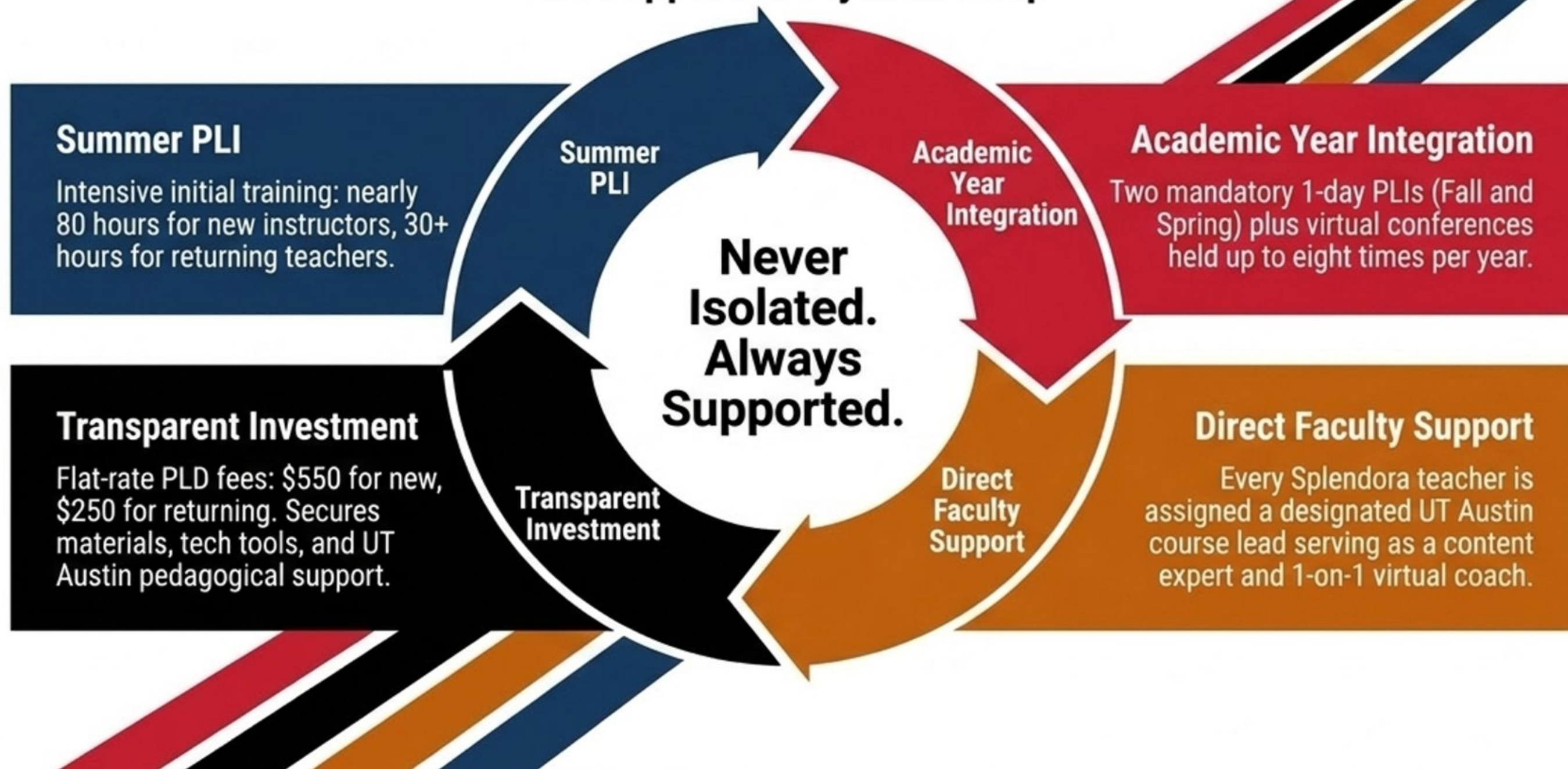
Output & Transfer

3 college credit hours
(TCCNS Equivalency:
GOVT 2302).

If the student earns a D- or
above, they can choose
whether or not to accept
the college credit onto
their official transcript,
eliminating GPA risk.

Comprehensive professional development guarantees instructional fidelity and staff support

The Support Ecosystem Loop



BRINGING THE TIER-1 RESEARCH UNIVERSITY TO SPLENDORA



Cultivating
Exceptional
People.

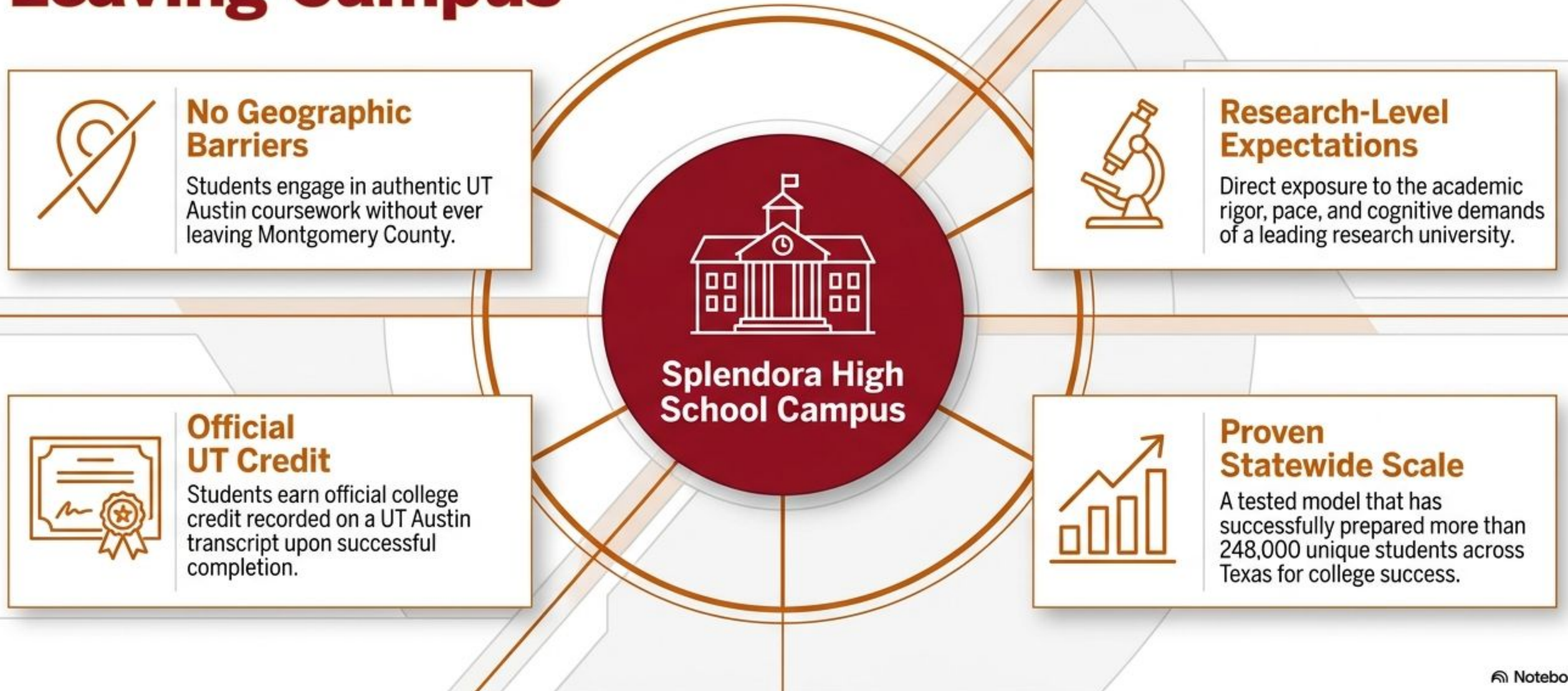
2026-2027 INTERLOCAL AGREEMENT UT Austin OnRamps Dual Enrollment

Raising the bar on dynamic experiences and
advancing student success by lowering
barriers to access.



Leading
Research
University.

The Academic Orbit: A Pipeline to Prestige Without Leaving Campus



Aggressive Accessibility: The Financial Blueprint for Families

Traditional College Pathway



High out-of-pocket costs for standard university tuition, fees, and travel expenses per 3-credit course.

OnRamps Default

\$149

(per 3-hour course)

The standard \$180.30 maximum enrollment fee is subsidized down to \$149 for the 2026-2027 academic year.

Covers all course materials, Canvas LMS technology tools, and credit eligibility evaluation.

OnRamps Eligible

\$0

(Zero-Cost)

Financial Aid for Swift Transfer (FAST) eligible students complete OnRamps courses at **absolutely zero cost** to them or their families.

Anatomy of an OnRamps Credit

Issues and Policies in American Government



The UT Foundation

**3 UT Credit Hours
(GOV 312L)**

Earned through UT Austin upon successful evaluation.



The High School Prerequisite

U.S. History (03340100)

Students must have completed or be concurrently enrolled in high school U.S. History.



The Transfer Bridge

**TCCNS Equivalency: GOVT
2302 (Core Code: 070)**

Seamlessly transfers to Texas public colleges and universities.



The High School Crosswalk

**U.S. Government
(03330100)**

Satisfies local high school graduation requirements simultaneously.

Operational Foundation: Elite Professional Backing for Splendor Teachers

Phase 3: Continuous Elite Backing

Ongoing Virtual Coaching & Collaboration

Supported by an assigned UT Course Lead. Includes two one-day academic year PLIs, video conferences, and communities of practice to refine professional practice.

Phase 1: Summer Immersion

Summer Professional Learning Institute (PLI)

Required intensive virtual training for all OnRamps high school teachers prior to the academic year to master the curriculum and Canvas LMS.

Phase 2: Active Implementation

Course Fidelity & Delivery

High school teachers deliver the curriculum on the Splendor campus, maintaining university-level rigor and instructional pacing.



Splendor ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Approve edits to the Sick Leave Bank Policies and Procedures.

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Professional Learning and Quality Staff

BACKGROUND INFORMATION: N/A

ADMINISTRATIVE RECOMMENDATION: Streamline the process for joining the Sick Leave Bank

ATTACHMENTS: Sick Leave Bank presented July 20, 2026

BUDGET INFORMATION: N/A

RESOURCE PERSONNEL: Dr. William Rhodes, Executive Director of Human Resources

RECOMMENDED MOTION: I move to approve the Sick Leave Bank Policies and Procedures.

SPLENDORA ISD SICK LEAVE BANK

POLICIES AND PROCEDURES

Revised on July 1, 2026

Board Approved on _____

~~Revised on December 6, 2022~~

~~Superintendent Approved on December 7, 2022~~

Planning Committee Members

Yvonne Johnson, CFO

Shane Conklin, Deputy Superintendent of Operations and Relations

Harrison Gillaspy, Principal

Darcas Moody, Transportation

Eric Reimer, Maintenance

TBD, Teacher

Sarah Mason, Librarian

Lauren Brown, Nurse

TBD, Counselor

Richard Shenkir, Paraprofessional

Sideny Goss, Paraprofessionals

Effective ~~04/22/2026~~ 07/___/2026

SPLENDORA ISD SICK LEAVE BANK

The Sick Leave Bank (SLB) is a pool created by an annual allocation of local sick leave days from employees beginning in the 1997-1998 school year. A Sick Leave Bank Committee (SLBC) is responsible for the operation of the program and for granting days to staff members who suffer a catastrophic illness or injury and have exhausted all of their accumulated sick leave, including state and local days.

During the inaugural year of this program, eligible Splendor ISD (SISD) employees were invited to participate voluntarily. Enrollment in the SLB requires each participating employee to contribute one local sick day per year, and the contribution will continue automatically each year unless the employee chooses to rescind his/her membership in the SLB.

I. Membership Guidelines

Eligible employees are those who enrolled in the SLB by September 1, 1997, or those who have been hired subsequent to this date and have enrolled during the **employee's initial thirty-one (31)- day benefits enrollment period.** ~~by September 14 following their hire date (see section B).~~ Eligible employees must meet the following criteria:

- A. Full-time employees who work thirty (30) or more hours per week.
- B. Regular employees who are eligible to receive SISD *health care benefits*, and two (2) paychecks per month on a regular basis for a minimum of ten (10) months annually.
- C. ~~New full-time SISD employees are eligible for membership on September 1 after the completion of one TRS creditable year of employment with SISD. Donation of one day is mandatory for first-year members.~~
C. New full-time SISD employees are eligible to enroll in the Sick Leave Bank during their initial thirty-one (31) day benefits enrollment period following employment with the District. Donation of one (1) local leave day is required upon enrollment.
- D. No one is eligible to draw from the SLB unless he/she *earns state and local leave days* from the SISD on an annual basis for employment services rendered.
- E. New Hires who have prior employment with Splendor ISD will be considered to have no prior credit toward eligibility and may reenroll by donating a local leave day.

F. TRS retirees are not eligible for enrollment in SLB if the district pays TRS penalties due to hiring a retiree.

Waiting Period Upon Enrollment:

Upon initial enrollment in the SLB, there is a 90-workday waiting period before becoming eligible to request days. Ninety work days will be determined by the work calendar to which the employee is assigned.

Special Enrollment Period for the 2026-2027 School Year

Notwithstanding the standard eligibility requirements outlined above, Splendora ISD will offer a one-time Sick Leave Bank enrollment period during the District's annual Open Enrollment window for the 2026-2027 school year.

The enrollment period will be open from **July 27, 2026, through August 20, 2026**. During this period, any current eligible employee of Splendora ISD may elect to enroll in the Sick Leave Bank, regardless of years of service with the District.

Employees who enroll during this special enrollment period must contribute one (1) local leave day as their initial membership contribution. Employees who are uncertain of their current Sick Leave Bank membership status are encouraged to enroll during this period. The Human Resources Department will review existing membership records and ensure that no employee is assessed more than one (1) leave day contribution as a result of duplicate enrollment submissions. If currently enrolled, a 90-workday waiting period will not be assessed.

This special enrollment period is a one-time opportunity for current employees to join the Sick Leave Bank. Following the close of the 2026-2027 Open Enrollment period, enrollment for employees who are not currently members will be available only during the employee's initial thirty-one (31)- day benefits enrollment period upon hire, subject to all other Sick Leave Bank eligibility requirements.

Membership Cancellation Guidelines:

- A. Employees who do not rescind their membership on the proper form will have their eligibility automatically continue and will automatically donate one local leave per year by **October ~~November~~ 1**, if required by the SLBC.
- B. Local leave contributed to the SLB will not be refunded if the member elects to cancel his/her membership. Furthermore, the employee will no longer be considered eligible for future membership in the SLB.

II. Administering the Sick Leave Bank

- A. The Sick Leave Bank will be administered by the Sick Leave Bank Committee.
- B. The SLBC is composed of the following groups, selected by a random, stratified procedure from the master list of employees by the SISD's Human Resources Executive Director. Membership on the committee is at the employee's discretion. Replacements, as needed, are chosen by the same procedure.

Teachers/Librarians/Nurses/Counselors	4
Paraprofessionals	2
Plant Operations/Maintenance/Warehouse	1
Food Service/Transportation	1
Principals	1
CAO	1
CFO	1

11

- C. Both the Chief Financial Officer and the Chief Administrative Officer shall be permanent members of the SLBC. In the absence of the Chief Financial Officer, the Chief Administrative Officer shall be the designated chairperson. Committee members have no authority unless the Executive Director of Human Resources calls an official meeting.
- D. For the SLBC to make a decision on a sick leave request, a quorum of seven (7) members must be present at the meeting.
- E. The Executive Director of Human Resources shall be responsible for receiving written requests for use of the SLB and shall review and forward to the SLBC all requests to draw on the SLB within ten (10) working days of receipt.
- F. The Executive Director of Human Resources is responsible for gathering data, informing the SLBC of pertinent information, maintaining records, calling and conducting meetings, and performing any other duties related to administering the program. The Chief Financial Officer or his/her designee has the exclusive responsibility for calling meetings as needed to conduct official committee business.
- G. A simple majority vote is required for the SLBC to approve a request. For example, four (4) members of the quorum of seven (7) will need to vote "yes" to grant days from the sick leave pool balance.

- H. Voting may be conducted via email or at a called meeting. The Executive Director of Human Resources will be responsible for email correspondence and meeting minutes.
- I. The SLBC shall verify the validity of requests and approve or deny them. The Executive Director of Human Resources will then communicate the SLBC decision to the requesting employee. A new request is required if medical circumstances change.
- J. As chairperson of the committee, the Chief Financial Officer and the Chief Administrative Officer shall be voting ex officio members of the committee and will vote only in the event of a tie in the SLBC.
- K. Sick leave days contributed to the SLB that are not used in a school year shall be carried over to the following school year.

III. Using the Sick Leave Bank

- A. The term catastrophic illness or injury is defined as a personal life-threatening illness or injury of a staff member of a serious nature, i.e., involving the need for extended absence, and generally involving some hospital confinement. Catastrophic injuries and/or catastrophic illnesses will be considered individually on a case-by-case basis. Normal pregnancy and childbirth are not considered to be catastrophic illnesses covered under the SLB.
- B. The SLB may be used only for the member's personal illness. It may not be used by the member to be away from his/her position to assist a family member who is ill.
- C. Members must have exhausted all of their available state and local sick leave before receiving a grant of sick leave days from the SLB.
- D. The maximum number of sick leave days that can be granted to an individual staff member is twenty (20) days per request, with a maximum of sixty (60) days per school year.
- E. The number of days granted in any one school year will not exceed the remaining duty days an SLB member is scheduled to work that year, as specified in the SISD calendar for his/her position.
- F. Sick leave grants from the SLB shall be in units of not more than twenty (20) consecutive working days. At the end of twenty (20) days, the staff member may apply for an extension by submitting an updated statement from the physician on the appropriate form.

- G. In no case will the granting of Local leave days from the SLB cause an SLB member to receive more than his/her annual salary or to extend the number of days the employee is scheduled to work.
- H. If a staff member who returns to duty has not used all of the days granted from the SLB, the unused days will be returned to the SLB.
- I. Leave from the SLB may not be used for disabilities that qualify the member for Workers' Compensation benefits.
- J. An employee can not earn local leave days while being paid from the SLB.
- K. The payment to the employee from the SLB is taxable income.

IV. Filing Application for Sick Leave Bank Days

- A. Application forms for use of the SLB, available in the office of each campus, shall be made on the required form and submitted to the SLBC through the SISD Human Resources Office to the attention of the Executive Director of Human Resources. Applications may be submitted whenever the employee has fifteen (15) or fewer days of sick leave remaining. A receipt of the application, along with a written response from the SLBC approving or denying the request, will be forwarded by the Human Resources Executive Director to the employee.
- B. All requests to draw upon the SLB must be accompanied by the Physician's Statement on the form provided by the SLBC confirming the cause of illness or confinement and certifying the member's inability to perform assigned duties. The physician must personally sign the form. The SLBC will not honor any physician's statement unless it is on the official Physician's Statement Form provided by the SLBC.
- C. The decision of the SLB committee on any application may be appealed in writing within five days of the SLBC decision to the Board's designee committee, consisting of the Assistant Superintendent of Business and Operations and the Assistant Superintendent of Leadership and Culture, who shall hear the appeal in an informal conference. The vote must be unanimous among the Assistant Superintendents to overrule the SLBC's original decision. The decision of the appeals committee is final and NON-APPEALABLE.
- D. An applicant may be required to undergo a medical review by a second physician at the applicant's expense. The physician's report shall be sent directly to the Executive Director of Human Resources before the SLBC may act upon the application for a grant from the SLB.

- E. Each separate application for a grant from the SLB must include a new physician's statement on the appropriate SLB form.
- F. All requests to draw upon the SLB shall be made within thirty (**30**) days of the staff member's use of his/her last accumulated sick leave day.
- G. In case an SLB member's illness prevents him/her from personally applying for a grant, his/her application may be submitted to the SLBC by his/her authorized agent or a member of his/her family on his/her behalf.
- H. An applicant may submit a request for an extension of an SLB leave grant before the original grant expires by using the regular SLB Request Form accompanied by the newly signed Physician's Statement.

V. Terminating/Suspension Membership in the Sick Leave Bank (Predicated by committee approval)

A member of the SLB will lose the right to use the benefits of the SLB by:

- A. Termination of employment with the SISD.
- B. Suspension without pay *during* the period of suspension.
- C. Any abuse or misuse of the rules of the SLB.
- D. Change in status from full-time to ineligible staff member.

VI. Changes and Amendments

- A. The Superintendent of Schools is authorized to modify the SLB program and any documents required for its implementation for purposes of legality, clarity, and operational efficiency. ***Substantive changes will be submitted to the Board of Trustees for approval.***
- B. Requests for changes or amendments to this document, and any interpretations requested by the SLBC, must be forwarded in writing to the Superintendent of Schools. They will either be considered by the Superintendent or submitted to the Board of Trustees for approval, depending on the nature and complexity of the requested change.

VII. Appeals

The Splendora ISD Board of Trustees reserves the right to discontinue the SLB at any time. Days granted to an employee prior to the date that the program is discontinued will not be affected. Former employees have no claim to any days that may have been contributed from their unused local sick leave days.



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Receipt and First Reading of TASB Local Policy Update 127.

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Pillars 1-7

BACKGROUND INFORMATION:

The update addresses multiple areas of district operations, including accountability and performance reporting, superintendent and personnel policies, fiscal management, purchasing, instructional materials, technology resources and website postings, employee standards of conduct, educator ethics, principal and other personnel position requirements, gifted and talented services, accelerated instruction, parent rights, attendance enforcement, student safety, student activities, and community use of school facilities.

The local policies included in Update 127 require board action and include revisions or changes to BJCF(LOCAL), CAA(LOCAL), DC(LOCAL), DH(LOCAL), DP(LOCAL), DPA(LOCAL), DPB(LOCAL), EHBB(LOCAL), and FFF(LOCAL). Approval of this update will help ensure Splendoria ISD's local policy manual remains current, compliant, and aligned with TASB Policy Service recommendations.

ADMINISTRATIVE RECOMMENDATION:

ATTACHMENTS:

[Update 127 Explanatory Notes](#)

[Update 127](#)

[Comparison 127](#)

BUDGET INFORMATION: NA

RESOURCE PERSONNEL: Dr. Shane Conklin, Deputy Superintendent

RECOMMENDED MOTION: NA



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue font: new text.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes — as in an extensive rewrite — may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact us:

School Districts and Education Service Centers, call 800-580-7529 or email policy.service@tasb.org.

Community Colleges, call 800-580-1488 or email colleges@tasb.org.

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, [with or without reasonable accommodation](#).
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. [Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. \[See EMB\]](#)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

~~27-29.~~ Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District’s financial transactions shall act with integrity and diligence in duties involving the District’s fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — ~~DH~~DHA
- Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District’s investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls
and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.
<i>Protection from Retaliation</i>	Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]
Fraud Investigations	In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.
Response	If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration. If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor. When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds. The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.
Federal Awards Disclosure	In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]
Analysis of Fraud	After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent ~~or designee~~ shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. [For information related to the evaluation of criminal history records, see DBAA.]
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel. The Board retains final authority for the employment of contractual personnel; however, from May 1 to August 31 the Board delegates to the Superintendent final authority to employ contractual personnel other than positions of executive leadership. [See DCA, DCB, DCC, and DCE as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).
	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and ~~DH(EXHIBIT~~ DHA(LEGAL) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See ~~DH~~(~~EXHIBIT~~DHA(~~LEGAL~~))]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see ~~DH~~(EXHIBIT DHA(LEGAL))], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities	An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].
Prohibited Diversity, Equity, and Inclusion Duties	An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly: • Engages in diversity, equity, and inclusion (DEI) duties. • Assigns to another individual DEI duties. [See BT(LEGAL)]
Social Transitioning	An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.
Safety Requirements	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Harassment or Abuse	An employee shall not engage in prohibited harassment, including sexual harassment, of: 1. Other employees. [See DIA] 2. Students. [See FFH; see FFG regarding child abuse and neglect.] While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents. An employee shall report child abuse or neglect as required by law. [See FFG]
Relationships with Students	An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. [See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Tobacco and
Nicotine Products
and E-Cigarettes**

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

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

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PERSONNEL POSITIONS

DP
(LOCAL)

**Principal
Qualifications**

~~In addition to the minimal certification requirement, a principal shall have at least:~~

- ~~1. Working knowledge of curriculum and instruction;~~
- ~~2. The ability to evaluate instructional program and teaching effectiveness;~~
- ~~3. The ability to manage budgets and personnel and to coordinate campus functions;~~
- ~~4. The ability to explain policy, procedures, and data;~~
- ~~5. Strong communications, public relations, and interpersonal skills;~~
- ~~6. Prior experience in instructional leadership roles; and~~
- ~~7. Other qualifications deemed necessary by the Board and included in the job description.~~

School Counselors

~~In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]~~

~~If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.~~

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year. In addition, the District shall conduct universal screening of all students in kindergarten and grade 2 as a part of the identification process. The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. Parental consent shall not be required for universal screening conducted in kindergarten and grade 2. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Selection	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Identification Criteria	
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection Matrix or Threshold System	If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.
Placement Committee	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.
Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students Interdistrict	When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate. [See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Program Evaluation	The District shall annually evaluate the effectiveness of the District’s gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.
Funding	The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District’s program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency’s financial compliance guidance.
Community Awareness	The District shall ensure that information about the District’s gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

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

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

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

For purposes of this policy, misconduct is defined as an individual's **alleged:**

1. **Alleged** abuse or commission of an otherwise unlawful act with a student ~~or involvement in~~;
2. **Involvement in or soliciting** a romantic relationship, or soliciting or engaging in sexual contact, **with a student**;
3. **Engaging in inappropriate communications with a student**; or
- ~~4.~~ **Failing to maintain appropriate boundaries** with a student.

Notice of Suspected Criminal Offense

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

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

(LOCAL) Policies Packet

For your convenience, this file contains *only* the local policies from your school district's TASB update packet.

What is in this packet?

- Instruction sheet for recommended (LOCAL) policies
- Explanatory Notes for recommended (LOCAL) policies
- Clean copies of recommended (LOCAL) policies
- Annotated (redlined) copies of recommended (LOCAL) policy changes

This is not the full update packet.

To retrieve your district's full update packet, log in to Policy Online® and visit My Policy Manual > Local Manual Updates > Numbered Updates.

What is in the full update packet?

The full update packet contains:

- A summary of the overall policy update
- (LEGAL) policies and (EXHIBIT) documents that describe the statutory framework in which your local policies must operate
- Instructions and Explanatory Notes for every policy change, not just the (LOCAL) policies
- Guidance on how to:
 - Present recommended policy changes to the board
 - Keep minutes
 - Notify TASB of board action
 - Maintain your historical record
 - Update your administrative regulations

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Instruction Sheet
TASB Localized Policy Manual Update 127

Splendora ISD

Code	Type	Action To Be Taken	Note
ATTN	(NOTE)	No policy enclosed	See explanatory note
BJCF	(LOCAL)	Replace policy	Revised policy
CAA	(LOCAL)	Replace policy	Revised policy
DC	(LOCAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
DP	(LOCAL)	DELETE policy	See explanatory note
DPA	(LOCAL)	ADD policy	See explanatory note
DPB	(LOCAL)	ADD policy	See explanatory note
EHBB	(LOCAL)	Replace policy	Revised policy
FFF	(LOCAL)	Replace policy	Revised policy

Explanatory Notes

TASB Localized Policy Manual Update 127

Splendora ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

All changes to the legal framework provided in this update are currently effective unless otherwise indicated in the explanatory note for that code.

BJCF(LOCAL)

SUPERINTENDENT: NONRENEWAL

Recommended revisions to this local policy on nonrenewal of a superintendent align with language at DFBB(LOCAL) relating to accommodations of disability and the addition of two nonrenewal reasons included in Update 126 that were related to Senate Bill 12 from the 89th Legislature.

CAA(LOCAL)

FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

A cross-reference in the Note has been updated to reflect changes to the DH series of policies, which are described in more detail below.

DC(LOCAL)

EMPLOYMENT PRACTICES

The cross-reference at Employment Assistance Prohibited has been updated to reflect changes to the DH series of policies. Standard policy language at BJA(LOCAL) notes that the superintendent may delegate responsibilities to other employees of the district but shall remain accountable to the board for the performance of all duties, delegated or otherwise. For this reason, TASB recommends removing "or designee" from the Posting Vacancies section.

DH(LOCAL)

EMPLOYEE STANDARDS OF CONDUCT

The two cross-references to DH(EXHIBIT) have been revised to reflect changes to the DH series of policies, which are described in more detail below.

DP(LOCAL)

PERSONNEL POSITIONS

To accommodate the restructuring of the DP series due to the requirements specific to principals, this local policy is recommended for deletion. Materials regarding principal qualifications have been moved to a new code at DPA(LOCAL), and the language relating to school counselors has been moved to DPB(LOCAL).

DPA(LOCAL)

PERSONNEL POSITIONS: PRINCIPALS

This new code specifically related to principals now houses principal qualification language that was previously at DP(LOCAL). Minor revisions have been made to the text at Qualifications to align with the model job description provided by TASB HR Services. Any posting for a principal position would, at minimum, include the items provided in this list. Other qualifications may be included as provided by the last item in the list.

DPB(LOCAL)

PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

This new policy now houses text relating to school counselors that was previously at DP(LOCAL).

EHBB(LOCAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Recommended changes at Identification Criteria are the result of amendments to 19 Administrative Code 89.1.

FFF(LOCAL)

STUDENT WELFARE: STUDENT SAFETY

The definition of misconduct has been amended to include provisions from Senate Bill 571 from the 89th Legislative Session. The misconduct definition has also been reformatted to improve readability.

Explanatory Notes
TASB Localized Policy Manual Update 127

Splendora ISD

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, with or without reasonable accommodation.
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.
29. Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

**SUPERINTENDENT
NONRENEWAL**

**BJCF
(LOCAL)**

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — DHA
- Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District's investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls
and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
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	law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.
<i>Protection from Retaliation</i>	Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]
Fraud Investigations	In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.
Response	If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration. If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor. When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds. The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.
Federal Awards Disclosure	In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]
Analysis of Fraud	After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. [For information related to the evaluation of criminal history records, see DBAA.]
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel. The Board retains final authority for the employment of contractual personnel; however, from May 1 to August 31 the Board delegates to the Superintendent final authority to employ contractual personnel other than positions of executive leadership. [See DCA, DCB, DCC, and DCE as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).
	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DHA(LEGAL) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DHA(LEGAL)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

**Violations of
Standards of
Conduct**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

**Electronic
Communication**

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see DHA(LEGAL)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities

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

Prohibited Diversity, Equity, and Inclusion Duties

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

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

[See BT(LEGAL)]

Social Transitioning

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

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual.

As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct.

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Tobacco and
Nicotine Products
and E-Cigarettes**

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

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

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year. In addition, the District shall conduct universal screening of all students in kindergarten and grade 2 as a part of the identification process. The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. Parental consent shall not be required for universal screening conducted in kindergarten and grade 2. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Selection	
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
<i>Assessments</i>	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
<i>Matrix or Threshold System</i>	If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.
Placement Committee	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.
Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students Interdistrict	When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate. [See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.
Funding	The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.
Community Awareness	The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

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

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

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

For purposes of this policy, misconduct is defined as an individual's:

1. Alleged abuse or commission of an otherwise unlawful act with a student;
2. Involvement in or soliciting a romantic relationship, or soliciting or engaging in sexual contact, with a student;
3. Engaging in inappropriate communications with a student; or
4. Failing to maintain appropriate boundaries with a student.

**Notice of Suspected
Criminal Offense**

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

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



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue font: new text.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes — as in an extensive rewrite — may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact us:

School Districts and Education Service Centers, call 800-580-7529 or email policy.service@tasb.org.

Community Colleges, call 800-580-1488 or email colleges@tasb.org.

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, [with or without reasonable accommodation](#).
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. [Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. \[See EMB\]](#)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

~~27-29.~~ Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District’s financial transactions shall act with integrity and diligence in duties involving the District’s fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — ~~DH~~DHA
- Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District’s investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls
and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.
<i>Protection from Retaliation</i>	Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]
Fraud Investigations	In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.
Response	If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration. If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor. When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds. The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.
Federal Awards Disclosure	In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]
Analysis of Fraud	After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent ~~or designee~~ shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. [For information related to the evaluation of criminal history records, see DBAA.]
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel. The Board retains final authority for the employment of contractual personnel; however, from May 1 to August 31 the Board delegates to the Superintendent final authority to employ contractual personnel other than positions of executive leadership. [See DCA, DCB, DCC, and DCE as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).
	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and ~~DH(EXHIBIT~~ DHA(LEGAL) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See ~~DH~~(~~EXHIBIT~~DHA(~~LEGAL~~)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see ~~DH~~(EXHIBIT DHA(LEGAL))], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities

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

Prohibited Diversity, Equity, and Inclusion Duties

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

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

[See BT(LEGAL)]

Social Transitioning

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

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual.

As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct.

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Tobacco and
Nicotine Products
and E-Cigarettes**

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

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

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PERSONNEL POSITIONS

DP
(LOCAL)

**Principal
Qualifications**

~~In addition to the minimal certification requirement, a principal shall have at least:~~

- ~~1. Working knowledge of curriculum and instruction;~~
- ~~2. The ability to evaluate instructional program and teaching effectiveness;~~
- ~~3. The ability to manage budgets and personnel and to coordinate campus functions;~~
- ~~4. The ability to explain policy, procedures, and data;~~
- ~~5. Strong communications, public relations, and interpersonal skills;~~
- ~~6. Prior experience in instructional leadership roles; and~~
- ~~7. Other qualifications deemed necessary by the Board and included in the job description.~~

School Counselors

~~In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]~~

~~If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.~~

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year. In addition, the District shall conduct universal screening of all students in kindergarten and grade 2 as a part of the identification process. The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. Parental consent shall not be required for universal screening conducted in kindergarten and grade 2. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Selection	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Identification Criteria	
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection Matrix or Threshold System	If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.
Placement Committee	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.
Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students Interdistrict	When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate. [See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Program Evaluation	The District shall annually evaluate the effectiveness of the District’s gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.
Funding	The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District’s program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency’s financial compliance guidance.
Community Awareness	The District shall ensure that information about the District’s gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

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

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

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

For purposes of this policy, misconduct is defined as an individual's **alleged**:

1. **Alleged** abuse or commission of an otherwise unlawful act with a student ~~or involvement in~~;
2. **Involvement in or soliciting** a romantic relationship, or soliciting or engaging in sexual contact, **with a student**;
3. **Engaging in inappropriate communications with a student**; or
- ~~4.~~ **Failing to maintain appropriate boundaries** with a student.

Notice of Suspected Criminal Offense

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

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

Explanatory Notes

TASB Localized Policy Manual Update 127

Splendora ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

All changes to the legal framework provided in this update are currently effective unless otherwise indicated in the explanatory note for that code.

AIA(LEGAL)

ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions throughout the A-F Performance Ratings section of this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

Citations have been updated in accordance with redesignated Administrative Code rules.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. This legislation repealed some provisions and amended others.

BAA(LEGAL)

BOARD LEGAL STATUS: POWERS AND DUTIES

An obsolete cross-reference has been deleted at Discretionary Powers and Duties.

BJA(LEGAL)

SUPERINTENDENT: QUALIFICATIONS AND DUTIES

A cross-reference has been updated due to recoding material in the DP series of policies.

BJCF(LOCAL)

SUPERINTENDENT: NONRENEWAL

Recommended revisions to this local policy on nonrenewal of a superintendent align with language at DFBB(LOCAL) relating to accommodations of disability and the addition of two nonrenewal reasons included in Update 126 that were related to Senate Bill 12 from the 89th Legislature.

BQA(LEGAL)

PLANNING AND DECISION-MAKING PROCESS: DISTRICT-LEVEL

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

BQB(LEGAL)

PLANNING AND DECISION-MAKING PROCESS: CAMPUS-LEVEL

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

CAA(LOCAL)

FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

A cross-reference in the Note has been updated to reflect changes to the DH series of policies, which are described in more detail below.

CBB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

The Federal Acquisition Regulation has increased the micro-purchase threshold limit to \$15,000 and increased the simplified acquisition threshold to \$350,000. The language under Procurement Methods has been adjusted accordingly.

Explanatory Notes

TASB Localized Policy Manual Update 127

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CE(LEGAL) ANNUAL OPERATING BUDGET

Revisions at Authorized Expenditures are due to House Bill 8 from the Second Special Session of the 89th Legislature. Section 3.006 of the bill amends Education Code 45.105(c-1).

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

Citations in the Required Contract Provisions section relating to Energy Companies have been updated after redesignation of the material by House Bill 4595 and to correct a typographical error.

CKEA(LEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Substantive revisions are due to rule changes. For readability, additional margin notes have been included. A note has been added under the Required Policies section to point the reader to TCOLE model policies and forms available on the TCOLE website.

CKEB(LEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

The citation has been corrected at Fit for Duty Review.

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

19 Administrative Code 67.1001(e) has been amended. On page 4, the list at Permitted Expenditures adds items to implement Senate Bill 13 from the 89th Texas Legislature by updating the allowable expenditures from a district's instructional materials and technology allotment.

CNC(LEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

Language has been added from the Texas Administrative Code. The amended provisions regarding safety standards changed requirements that were once placed on manufacturers of school buses to now be requirements for school districts. The citation to the Transportation Code has been removed, as it is not necessary.

COA(LEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

A citation has been corrected at Procurement Training.

CPC(LEGAL) OFFICE MANAGEMENT: RECORDS MANAGEMENT

13 Administrative Code 7.125 has been repealed, and separate rules for each retention schedule have been adopted. Citations relating to the TSLAC Retention Schedules have been updated accordingly.

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

The Required Website Postings section has been revised to reflect new statutory and rule requirements for postings, and the format has been modified to provide a clear citation to each requirement. The Note preceding the list has been revised to provide information regarding why the requirements are posted in the order that has been chosen by TASB.

D(LEGAL) PERSONNEL

Restructuring of codes in the DH section and the DP section necessitates an update to the D section table of contents.

Explanatory Notes

TASB Localized Policy Manual Update 127

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DC(LEGAL) EMPLOYMENT PRACTICES

A cross-reference in the Employment Policies section has been updated to reflect changes to the DP series of policies.

DC(LOCAL) EMPLOYMENT PRACTICES

The cross-reference at Employment Assistance Prohibited has been updated to reflect changes to the DH series of policies. Standard policy language at BJA(LOCAL) notes that the superintendent may delegate responsibilities to other employees of the district but shall remain accountable to the board for the performance of all duties, delegated or otherwise. For this reason, TASB recommends removing "or designee" from the Posting Vacancies section.

DEAA(LEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

House Bill 2, Article 2.20(b) from the 89th Legislature repealed Education Code 48.114 effective September 1, 2026. TASB has opted to include this repeal with Update 127, as it will be the Update closest in time to the effective date.

DF(LEGAL) TERMINATION OF EMPLOYMENT

The cross-reference at Report to Superintendent has been updated to reflect changes to the DP series of policies. We have also updated the cross-reference at Prohibited Classroom Instruction to reflect policy EMB.

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

The cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DFE(LEGAL) TERMINATION OF EMPLOYMENT: RESIGNATION

The cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DH(LEGAL) EMPLOYEE STANDARDS OF CONDUCT

Because DHA(LEGAL) has been created to focus on educator ethics, the section by that name has been deleted from this code. In addition, the Duty to Report section of this legal framework has been bolstered with additional text around the duty to report child abuse or neglect.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The two cross-references to DH(EXHIBIT) have been revised to reflect changes to the DH series of policies, which are described in more detail below.

DH(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT

This exhibit is being deleted from the manual, and the Educators' Code of Ethics is being recoded to DHA(LEGAL).

DHA(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: EDUCATOR CODE OF ETHICS

This new legal framework has been created to house information relating to the Educators' Code of Ethics. This material has been recoded to clarify that elements 3.8 and 3.9 of the Code of Ethics now form the basis of the reporting requirements for educator misconduct that changed during the 89th Legislature. Prior to Update 127, the Educators' Code of Ethics was housed as an exhibit to the manual at

Explanatory Notes

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DH(EXHIBIT). Because the definitions relating to inappropriate communication and boundaries are from the Code of Ethics, they are now in this new legal framework.

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

The cross-reference at Deadline to Report After Termination or Resignation has been updated to reflect changes to the DP series of policies.

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

The cross-reference at Deadline to Report has been updated to reflect changes to the DP series of policies. A citation has been corrected in the Contents of Report section.

DK(LEGAL) ASSIGNMENT AND SCHEDULES

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DP(LEGAL) PERSONNEL POSITIONS

Material at DP(LEGAL) is being recoded to DPA, regarding principals, and DPB, regarding other personnel positions, as the requirements specific to principals have expanded sufficiently to warrant a separate legal framework.

DP(LOCAL) PERSONNEL POSITIONS

To accommodate the restructuring of the DP series due to the requirements specific to principals, this local policy is recommended for deletion. Materials regarding principal qualifications have been moved to a new code at DPA(LOCAL), and the language relating to school counselors has been moved to DPB(LOCAL).

DPA(LEGAL) PERSONNEL POSITIONS: PRINCIPALS

Information relating to principals previously found at DP has been relocated to this new code. In addition, a note relating to the requirement to report child abuse or neglect has been added so all reporting requirements for principals are housed in one location for clarity.

DPA(LOCAL) PERSONNEL POSITIONS: PRINCIPALS

This new code specifically related to principals now houses principal qualification language that was previously at DP(LOCAL). Minor revisions have been made to the text at Qualifications to align with the model job description provided by TASB HR Services. Any posting for a principal position would, at minimum, include the items provided in this list. Other qualifications may be included as provided by the last item in the list.

DPB(LEGAL) PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

All information previously at DP(LEGAL) that is not related to principals (now at DPA) and substitutes (now at DPC) has been moved to this legal framework. The School Psychological Services section has been amended to reflect changes in 22 Administrative Code 465.38(b)-(c).

Explanatory Notes

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DPB(LOCAL)

PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

This new policy now houses text relating to school counselors that was previously at DP(LOCAL).

DPC(LEGAL)

PERSONNEL POSITIONS: SUBSTITUTE, TEMPORARY, AND PART-TIME POSITIONS

This new legal framework now houses information formerly in DPB(LEGAL) relating to substitute positions.

EB(LEGAL)

SCHOOL YEAR

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

EFA(LEGAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

Substantive revisions are due to amendments to 19 Administrative Code 67.1501 and 67.1502 regarding TEA standards for review of instructional materials. Additional revisions have been made for organization and to margin notes to improve clarity and readability.

EHAC(LEGAL)

BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Changes to this policy regarding course offerings in grades 9-12 were needed after amendments to 19 Administrative Code 74.3. Citations have also been updated to conform with the new amendments.

EHBB(LEGAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Revisions to this legal framework are due to amendments to 19 Administrative Code 89.1.

EHBB(LOCAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Recommended changes at Identification Criteria are the result of amendments to 19 Administrative Code 89.1.

EHBCA(LEGAL)

COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. Please note that the English II end-of-course (EOC) assessment is still a requirement for the 2026 and 2027 graduating classes.

EHDD(LEGAL)

ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

The FAST Program section has been revised due to amendments to 19 Administrative Code 13.503(a)-(b). Deletions throughout are due to repealed provisions from the Administrative Code.

EKB(LEGAL)

TESTING PROGRAMS: STATE ASSESSMENT

Revisions throughout this legal framework are due to changes from House Bill 8 from the Second Special Session of the 89th Legislature.

Explanatory Notes

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FA(LEGAL)

PARENT RIGHTS AND RESPONSIBILITIES

A section prohibiting infringement on parental rights has been added after voters approved Senate Joint Resolution 34 from the 89th Legislature.

FEC(LEGAL)

ATTENDANCE: ATTENDANCE FOR CREDIT

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

FED(LEGAL)

ATTENDANCE: ATTENDANCE ENFORCEMENT

Changes regarding sanctions as they relate to truancy prevention measures are due to revisions at 19 Administrative Code 129.1047.

FFAC(LEGAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

13 Administrative Code 7.125, which contained all the TSLAC retention schedules, was repealed and replaced with 13 Administrative Code 7.126-.137. Each rule now contains a single retention schedule. The Records of Public School Districts schedule is now located at 13 Administrative Code 7.131. The revision at Records in the section on the Maintenance and Administration of Epinephrine Delivery Systems reflects this change. Related revisions also appear in CPC(LEGAL).

FFEB(LEGAL)

COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

The cross-reference in the Exception: Court Order section has been updated to reflect changes to the DP series of policies.

FFF(LOCAL)

STUDENT WELFARE: STUDENT SAFETY

The definition of misconduct has been amended to include provisions from Senate Bill 571 from the 89th Legislative Session. The misconduct definition has also been reformatted to improve readability.

FM(LEGAL)

STUDENT ACTIVITIES

In the Limits on Participation and Practice section, "one activity" has been revised to "two activities" due to amendments to 19 Administrative Code 76.1001(d).

FOA(LEGAL)

STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

At Appeals, a citation error has been corrected, and margin notes have been added to assist with clarity and readability.

GKA(LEGAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

A citation in the Tobacco and E-Cigarettes section has been updated after 20 U.S.C. 7183 was redesignated to 20 U.S.C. 7973.

GKD(LEGAL)

COMMUNITY RELATIONS: NONSCHOOL USE OF SCHOOL FACILITIES

Substantial revisions have been made regarding Facilities Use by Religious Organizations based on Senate Bill 2986 from the 89th Legislature.

Explanatory Notes
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GNC(LEGAL)

**RELATIONS WITH EDUCATIONAL ENTITIES: COLLEGES AND
UNIVERSITIES**

19 Administrative Code 9.141-9.144, 9.146, and 9.147 have been repealed, which led to substantive changes to this legal framework. Provisions that are duplicative of those in EHDD(LEGAL) have been deleted.



Splendora ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Consider Approval of the Award of Request for Proposal (RFP) 26-07 for Wastewater & Water Services

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Fiscal & Operational Systems

BACKGROUND INFORMATION: RFP 26-07 for Wastewater & Water Services was advertised in the Conroe Courier on April 23, 2026, and April 30, 2026. A total of two (2) companies submitted proposals, which were evaluated by the district based on the following criteria:

- Price
- Reputation of Vendor and of Vendor's goods and/or services
- Quality of Vendor's good and/or services
- Extent to which the goods and/or services meet Splendora ISD's needs
- Vendor's past relationship with Splendora ISD
- Total long-term cost to Splendora ISD to acquire Vendor's goods and/or services

The initial contract term will be one (1) year. The District may elect, with mutual agreement of the awarded vendor, to extend the contract up to four (4) additional one-year terms, for a maximum duration of five (5) years.

ADMINISTRATIVE RECOMMENDATION: Administration recommends the Board of Trustees approve Water Works Utility Inc. for the award of RFP 26-07 for Wastewater & Water Services.

ATTACHMENTS: N/A

BUDGET INFORMATION: The costs associated with the Monthly Fee, Permit Fee, Sludge Transfer Line Cleaning, and Lift Station Service/De-ragging will be the responsibility of the Maintenance Department's annual General Fund budget. Funding for any additional repair costs will be identified and appropriated during the fiscal year in which the repairs are determined to be necessary.

RESOURCE PERSONNEL: Eric Reimer, Director of Maintenance, Jennifer Stafford, Director of Purchasing, Yvonne M. Johnson, Chief Financial Officer, and Shane Conklin, Deputy Superintendent of Operations and Employee Relations.

RECOMMENDED MOTION: I move to approve the award of RFP 26-07 for Wastewater & Water Services to Water Works Utility Inc.



Splendora ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: July 20, 2026

AGENDA ITEM NAME: Consider Approval of the 3-Year Comprehensive Safety and Security Audit

STRATEGIC PLAN PILLAR: Fiscal & Operational Systems

BACKGROUND INFORMATION:

Per Texas Education Code Section 37.108, districts must conduct a comprehensive safety audit once every three years. Splendora ISD has completed this mandatory cycle, evaluating all aspects of campus and district safety to establish a fresh 2026 operational baseline. The report outlines key organizational successes alongside targeted compliance areas requiring board action.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends the Board approve the 3-Year Safety and Security Audit Report, authorizing submission of required certifications to the Texas School Safety Center and execution of the remediation roadmaps.

ATTACHMENTS:

- Splendora ISD Safety and Security Audit Final Report 2026
- Safety and Security Audit Summary 2026
- 2023-2026 Audit Survey

BUDGET INFORMATION:

Policy alignments carry no immediate cost. Facility enhancements (fencing, lighting, access control) will be funded via local capital allocations and pending state safety grants.

RESOURCE PERSONNEL:

- Dr. Shane Conklin, Deputy Superintendent of Operations and Employee Relations
- Dianna Archer, Safety Coordinator
- James Hall, SISD Lieutenant
- Eric Reimer, Maintenance Director

RECOMMENDED MOTION:

I move to approve the 3-Year Splendora ISD Comprehensive Safety and Security Audit Report and authorize its official submission to the state.



2023-2026 Audit Survey

The Texas Education Code (TEC) §37.108(c) requires school districts to report the results of their safety and security audits to the district's board of trustees and to the Texas School Safety Center. The district must maintain a copy of the report signed by the district's board of trustees and the superintendent.

Section 10

Audit Survey Signature Page and Summary of Responses

Below is a summary of your audit survey responses. Please review the responses, electronically sign, and select the "Print to PDF" button to print the audit survey responses for the school safety and security committee to review and for the board of trustees and superintendent to review and sign. Those signatures may be collected in the "Required Signatures" box below.

You must return to the audit survey to complete the submission prior to the September 15 deadline. The individual responsible for submitting this report will be required to attest yes or no to the following questions after printing the report:

- The data reported in this survey is accurate.
- A copy of this survey data has been reviewed by the school safety and security committee.
- A copy of this survey data has been reviewed and signed by the district's board of trustees and the superintendent prior to submitting it to the Texas School Safety Center.
- The signed copy of this survey data will be maintained by the school district.

The attestation is on the following page and must be completed prior to submission.

Reference: TEC §37.108(c); TEC §37.108(c)(1); TEC §37.109(b)(4)

Section 1

District Demographics

1. First name of person reporting

Answer: Dianna

2. Last name of person reporting

Answer: Archer

3. Title of person reporting

Answer: Safety Coordinator

4. Contact email for person reporting

Answer: darcher@splendoraisd.org

5. Contact phone number for person reporting (xxx-xxx-xxxx)

Answer: 281-689-4475

6. Name of District Superintendent

Answer: Dustin Bromley

7. Email address of District Superintendent

Answer: dbromley@splendoraisd.org

8. What is the highest grade level your district serves?

Answer: 12

Section 2

Safety and Security Audit Information

9. Were safety and security audits conducted for ALL your district's facilities during the 2023-2026 audit cycle?

Reference: TEC §37.108(b)

Answer: Yes

10a. Did your district receive school safety or security consulting services from an outside consultant (not employed by your district or regional education service center)?

Answer: No

Section 3

Law Enforcement and Non-Law Enforcement Security Personnel

11a. During regular school hours, what type(s) of armed security officers are present across your district's campus(es)? *(Please select all that apply.)*

Reference: TEC §37.0814

Selected Answer(s):

School District Peace Officer (ISD police department officer)

11b. Does the Chief of Police of the school district police department appoint reserve police officers?

Reference: TEC §37.0814(b)(5); TEC §37.0816

Answer: No

11c. Does your district have at least one of the following positions present during regular school hours at *each* district campus?

Reference: TEC §37.0814(a)(b)

- **School District Peace Officer** (ISD police department officer)
- **School Resource Officer** (peace officer employed by a law enforcement agency full- or part-time)
- **Commissioned Peace Officer Employed as Security Personnel**
- **Reserve Deputy Sheriff**
- **Reserve Police Officer** (appointed by the Chief of Police of the school district police department)
- **Honorably Retired Officer** who has kept their commission as a peace officer and fulfilled all applicable requirements

Answer: Yes

11f. In your district, is the Chief of Police accountable to and required to report to the superintendent?

Reference: TEC §37.081(f)

Answer: Yes

11g. Are district officers supervised by the Chief of Police or the Chief's designee?

Reference: TEC §37.081(f)

Answer: Yes

11h. Are district officers licensed by the Texas Commission on Law Enforcement (TCOLE)?

Reference: TEC §37.081(f)

Answer: Yes

11i. Have your district's police department and law enforcement agencies, with which it has overlapping jurisdiction, entered a memorandum of understanding that outlines reasonable communication and coordination efforts between the department and the agencies?

Reference: TEC §37.081(g)

Answer: Yes

11j. Has your district's board of trustees determined the scope of the on-duty and off-duty law enforcement activities of school district peace officers and authorized in writing, any off-duty law enforcement activities performed by a school district peace officer?

Reference: TEC §37.081(e)

Answer: Yes

11k. Have the law enforcement and/or security personnel that serve on your campuses completed the required education and training program(s)?

Reference: TEC §37.0812(b); TEC §37.0814(d); Texas Government Code §418.1877(b)(c)(d)

Answer: Yes

11l. Does your district's board of trustees determine the law enforcement duties of peace officers, school resource officers, and/or security personnel?

Reference: TEC §37.081(d)

Answer: Yes

11m. Are your district's law enforcement duties of school district peace officers, school resource officers, or security personnel in the following documents?

Reference: TEC §37.081(d)(1-4)

District improvement plan

Answer: Yes

Student code of conduct

Answer: Yes

Any other campus or district document describing the role of peace officers, school resource officers, or security personnel in the district

Answer: Yes

11n. Do your school district peace officers, school resource officers, and/or security personnel perform law enforcement duties for the school district that include protecting the safety and welfare of any person in the jurisdiction of the peace officer, resource officer, or security personnel?

Reference: TEC §37.081(d-1)(1)

Answer: Yes

11o. Do your district's school district peace officers, school resource officers, and/or security personnel perform law enforcement duties for the school district that include protecting the property of the school district?

Reference: TEC §37.081(d-1)(2)

Answer: Yes

11p. In determining the law enforcement duties, does your district's board of trustees coordinate with district campus behavior coordinators and other district employees to ensure that school district peace officers, school resource officers, and/or security personnel are tasked only with duties related to law enforcement intervention and are not tasked with behavioral or administrative duties better addressed by other district employees?

Reference: TEC §37.081(d-4).

Answer: Yes

Section 4

School Safety and Security Committee

12a. Does your district have a school safety and security committee?

Reference: TEC §37.109(a).

Answer: Yes

12b. To the greatest extent practicable, does your district's school safety and security committee include the following members?

Reference: TEC §37.109(a-1).

One or more representatives of an office of emergency management of a county or city in which the district is located

Answer: Yes

One or more representatives of the local police department or sheriff's office

Answer: Yes

One or more representatives of the district's police department

Answer: Yes

The president of the district's board of trustees

Answer: Yes

A member of the district's board of trustees other than the president

Answer: Yes

The district's superintendent

Answer: Yes

Two or more designees of the district's superintendent, one of whom must be a classroom teacher in the district

Answer: Yes

Two or more designees of the district's superintendent, one of whom must be an administrator of special education in the district

Answer: Yes

Two parents or guardians of students enrolled in the district

Answer: Yes

12c. Did your school safety and security committee participate, on behalf of the district, in developing and implementing emergency plans consistent with the district's multi-hazard emergency operations plan to ensure that the plans reflect specific campus, facility, or support service needs, including recommended accommodations for a student with an individualized education program or a plan created under Section 504, Rehabilitation Act of 1973 (29 U.S.C. Section 794)?

Reference: TEC §37.109(b)(1); 29 U.S.C §794

Answer: Yes

12d. Does your school safety and security committee periodically provide recommendations to the district's board of trustees and district administrators regarding updating the district's multi-hazard emergency operations plan?

Reference: TEC §37.109(b)(2).

Answer: Yes

12e. Did your school safety and security committee provide the district with any campus, facility, or support services information required in connection with a safety and security audit, a safety and security audit report, or another report required to be submitted by the district to the Texas School Safety Center?

Reference: TEC §37.109(b)(3).

Answer: Yes

12f. Did your school safety and security committee consult with local law enforcement agencies on methods to increase law enforcement presence near district campuses?

Reference: TEC §37.109(b)(5).

Answer: Yes

12g. Did your school safety and security committee meet as necessary to provide recommendations, based on communications with campus administrators described by Section 37.1086(a)(2)(C), for updating the district multi-hazard-emergency operations plan required by Section 37.108(a) to include recommended accommodations for a student with an individualized education program or a plan created under Section 504, Rehabilitation Act of 1973 (29 U.S.C. Section 794)?

Reference: TEC §37.108(a); TEC §37.1086(a)(2)(C); TEC §37.109(c); 29 U.S.C. §794

Answer: Yes

13a. Does your school district operate on a year-round system or any other type of alternative schedule?

Answer: No

13c. Did your school safety and security committee meet at least once during each academic semester and at least once during the summer?

Reference: TEC §37.109(c)

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

14a. Does your district partner with an open-enrollment charter school to provide instruction to students?

Answer: No

Section 5

Emergency Management Information

15a. Has your district adopted a multi-hazard emergency operations plan for use in the district's facilities?

Reference: TEC §37.108(a)

Answer: Yes

15b. Is your district's multi-hazard emergency operations plan reviewed at least annually and updated as needed based on recommendations by the district's board of trustees for improvement of the plan?

Reference: TEC §37.108(a)(7)

Answer: Yes

16. Does your district's multi-hazard emergency operations plan include the following regarding your school safety and security committee?

Reference: TEC §37.108(f)(9)

The name of each individual on the committee

Answer: Yes

The date of each committee meeting during the preceding year

Answer: Yes

17. Does your district's multi-hazard emergency operations plan include a policy for responding to an active shooter emergency?

Reference: TEC §37.108(g)

Answer: Yes

18. Does your district's multi-hazard emergency operations plan include provisions for ensuring that students and district personnel with disabilities are provided equal access to safety during a disaster or emergency situation?

Reference: TEC §37.1086(a)(2)(A)(c)

Answer: Yes

19. Does your district's multi-hazard emergency operations plan include provisions for ensuring the safety of students, staff, and spectators during extracurricular activities sponsored or sanctioned by the district?

Reference: TEC §37.108(f)(8)

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

20a. Is there a school district facility located within 1,000 yards of a railroad track, as measured from any point on the school's real property boundary line?

Answer: Yes

20b. Does your district's multi-hazard emergency operations plan include a policy for responding to a train derailment near a district school?

Reference: TEC §37.108(d)

Answer: Yes

21a. Is your district designated as a polling place?

Reference: TEC §37.108(e); Election Code §43.031

Answer: Yes

21b. Does your district's multi-hazard emergency operations plan include a policy for school district property selected for use as a polling place?

Reference: TEC §37.108(e); Election Code §43.031

Answer: Yes

Section 6

Behavioral Threat Assessment, Suicide Prevention, and Trauma-Informed Practices

22a. Has your district's board of trustees established a behavioral threat assessment team to serve each campus of the district?

Reference: TEC §37.115(c)

Answer: Yes

22b. Has your district's board of trustees adopted policies and procedures for the behavioral threat assessment team consistent with the model policies and procedures developed by the Texas School Safety Center?

Reference: TEC §37.115(c)(1).

Answer: Yes

22c. Has your district's board of trustees adopted policies and procedures to require each district campus to establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the team or other appropriate school employee?

Reference: TEC §37.115(c)(5).

Answer: Yes

22d. Has your district's board of trustees adopted policies and procedures that require each district campus to require that, as soon as safe and practicable after an administrator or team for a district campus receives information regarding a threat made against that campus, including through social media, the administrator or team immediately provide to each member of the teaching staff, including teacher's aides, who may be directly affected by the threat notice that includes:

Reference: TEC §37.115(c)(6).

A statement of the existence of the threat

Answer: Yes

The nature of the threat

Answer: Yes

Any other pertinent details to ensure student and staff safety

Answer: Yes

22e. Have all members of the district's behavioral threat assessment team completed behavioral threat assessment training provided by the Texas School Safety Center or a regional Education Service Center?

Reference: TEC §37.115(c)(2).

Answer: Yes

22f. Do members appointed to the behavioral threat assessment team have expertise, to the greatest extent practicable, in the following areas?

Reference: TEC §37.115(d)

Counseling

Answer: Yes

Behavior management

Answer: Yes

Mental health and substance use

Answer: Yes

Classroom instruction

Answer: Yes

Special education

Answer: Yes

School administration

Answer: Yes

School safety and security

Answer: Yes

Emergency management

Answer: Yes

Law enforcement

Answer: Yes

22g. Are materials and information provided to or produced by a team during a threat assessment of a student maintained in the student's school record until the student's 24th birthday?

Reference: TEC §37.115(j-1)

Answer: Yes

23a. Does your district have programming to address suicide that includes:

Reference: TEC §38.351(i)(5)(B)

Suicide prevention

Answer: Yes

Suicide intervention

Answer: Yes

Suicide postvention

Answer: Yes

23b. Does your district employ nurses?

Answer: Yes

23c. Does your district employ social workers?

Answer: No

23d. Does your district provide suicide prevention training to:

Reference: TEC §38.351(g)

School counselors

Answer: Yes

Teachers

Answer: Yes

Nurses

Answer: Yes

Administrators

Answer: Yes

Other staff

Answer: Yes

Law enforcement officers who regularly interact with students

Answer: Yes

23e. Does your district issue student identification cards to students in grade six or higher?

Answer: Yes

23f. Does each student identification card, issued to a student in grade six or higher, have suicide prevention contact information printed on it including the National Suicide Prevention Lifeline and Crisis Text Line; in addition to a local suicide prevention hotline, if available?

Reference: TEC §38.353(1)(A)(B)(2)

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

24a. Has your district adopted and implemented a policy requiring the integration of trauma-informed practices in each school environment?

Reference: TEC §38.036(a)

Answer: Yes

24b. Has the policy requiring the integration of trauma-informed practices been included in the following?

Reference: TEC §38.351(k)(1)(2); TEC §11.252(a)(10).

Annual student handbooks

Answer: Yes

District improvement plan

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

25a. Has your district designated a single person at each campus to serve as the campus behavior coordinator?

Reference: TEC §37.0012(a)(a-1)(b-1).

Answer: Yes

25b. Do you have a school behavioral threat assessment team that serves more than one campus?

Reference: TEC 37.115(d)(2).

Answer: No

Section 7

Bullying Prevention Policies and Procedures

26. Has your district's board of trustees adopted a policy that prohibits the bullying of a student?

Reference: TEC §37.0832(c)(1).

Answer: Yes

27. Has your district's board of trustees adopted a policy that prevents and mediates bullying incidents between students that interfere with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity?

Reference: TEC §37.0832(c)(2)(A)(B)

Answer: Yes

28. Has your district's board of trustees adopted a policy that prohibits retaliation against any person, including a victim, a witness, or another person, who in good faith provides information concerning an incident of bullying?

Reference: TEC §37.0832(c)(3)

Answer: Yes

29. Has your district's board of trustees established a procedure for providing notice of an incident of bullying to the following:

Reference: TEC §37.0832(c)(4)(A)(B)

A parent or guardian of the alleged victim on or before the third business day after the date the incident is reported

Answer: Yes

A parent or guardian of the alleged bully within a reasonable amount of time after the incident

Answer: Yes

30. Has your district's board of trustees adopted a policy that establishes the actions a student should take to obtain assistance and intervention in response to bullying?

Reference: TEC §37.0832(c)(5)

Answer: Yes

31. Has your district's board of trustees adopted a policy that sets out the available counseling options for:

Reference: TEC §37.0832(c)(6).

A student who is a victim of or a witness to bullying.

Answer: Yes

A student who engages in bullying

Answer: Yes

32. Has your district's board of trustees adopted a policy that establishes procedures for reporting an incident of bullying that includes the following:

Reference: TEC §37.0832(c)(7).

Procedures for a student to anonymously report an incident of bullying

Answer: Yes

Investigating a reported incident of bullying

Answer: Yes

Determining whether the reported incident of bullying occurred

Answer: Yes

33. Has your district's board of trustees adopted a policy that prohibits the imposition of a disciplinary measure on a student who, after an investigation, is found to be a victim of bullying, on the basis of that student's use of reasonable self-defense in response to the bullying?

Reference: TEC §37.0832(c)(8).

Answer: Yes

Section 8

Active Threat Exercise

34a. Did your district conduct an active threat exercise, including an active shooter simulation during this audit cycle (2023-2026)?

Reference: 19 Texas Administrative Code §103.1211(a)(b)

Answer: No

Section 9

Additional Safety and Security Information

41. Did your school district use the funds provided through the school safety allotment under TEC §48.160 only for the purposes provided by that section?

Reference: TEC §37.108(b-1); TEC §48.160

Answer: Yes

42. Does the student handbook for each campus include information on gang-free zones and the consequences of engaging in organized criminal activity within those zones?

Reference: TEC §37.110

Answer: Yes

43. Does your district have at least one of each of the following available for use at each campus in the event of an active shooter incident?

Reference: TEC §37.1171

Breaching tool

Answer: No

Ballistic shield

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

44a. Does your district have policies and procedures in place for notification of a bomb threat or terroristic threat relating to a campus or other district facility at which students are present?

Reference: TEC §37.113

Answer: Yes

44b. Do those policies and procedures include notification of the threat as soon as possible to the parent or guardian of, or other person standing in parental relation to, each student who is assigned to the campus or who regularly uses the facility?

Reference: TEC §37.113

Answer: Yes

45. Have the following drills been conducted at all facilities at the minimum frequency stated below?

Reference: 19 Texas Administrative Code §103.1209(a)(c)(1-5)

Secure Drill (One per school year)

Answer: Yes

Lockdown Drills (Two per school year; once per semester)

Answer: Yes

Evacuation Drill (One per school year)

Answer: Yes

Shelter-in-Place for Severe Weather or Shelter-in-Place for Hazmat Drill
(One per school year)

Answer: Yes

Fire Evacuation Drills (Four per school year; two per semester*)

**Local fire marshal requirements supersede this recommended frequency.*

Answer: Yes

46a. Has your district developed a traumatic injury protocol for school employees and volunteers to follow in the event of a traumatic injury?

Reference: TEC §38.030(a)

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

47a. Does your district have bleeding control stations available to school employees and volunteers for use in the event of a traumatic injury involving blood loss?

Reference: TEC §38.030(b)(1)

Answer: Yes

47b. Are the bleeding control stations stored in easily accessible areas of the campus that are selected by the district's school safety and security committee?

Reference: TEC §38.030(b)(2)

Answer: Yes

47c. Are students enrolled at the campus in grades seven or higher annually offered instruction on the use of a bleeding control station from a school resource officer or other appropriate district or school personnel who have received the training?

Reference: TEC §38.030(b)(4)

Answer: Yes

47d. Do your district bleeding control stations contain all the required materials?

Reference: TEC §38.030(d)(1-9)

Answer: Yes

48. Does your district maintain and inspect your Automated External Defibrillators monthly, according to manufacturer's guidelines?

Reference: Health and Safety Code §779.003

Answer: Yes

49. Has your district adopted and implemented policy regarding the maintenance, administration, and disposal of opioid antagonists at each campus in the district that serves students in grades six through twelve?

Reference: TEC §38.222(a)

Answer: Yes

50. Has your district's board of trustees adopted a policy regarding action to be taken by the administration of a school campus when a visitor is identified as a sex offender?

Reference: TEC §38.022(d)

Answer: Yes

51. Does your district place warning signs at each school about the increased penalties for trafficking of persons in a conspicuous place reasonably likely to be viewed by all school employees and visitors?

Reference: TEC §37.086(b)

Answer: Yes

52. Does your district annually provide or make information available about programs on the dangers of students sharing visual material depicting a minor engaged in sexual conduct, to parents and students in a grade level the district considers appropriate?

Reference: TEC §37.218(c)

Answer: Yes

53. Has your district adopted and implemented a dating violence policy to be included in your district improvement plan?

Reference: TEC §37.0831(a).

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

54. Does your school district require each district employee who regularly interacts with students to complete an evidence-based mental health training program designed to provide instruction regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety?

Reference: TEC §22.904(a).

Answer: Yes

55a. Does your district provide each classroom with silent panic alert technology?

Reference: TEC §37.118(a).

Answer: Yes

55b. Does your district silent panic alert technology allow for immediate contact with the following responders?

Reference: TEC §37.118(a)

District or school emergency services

Answer: Yes

Emergency services agencies

Answer: Yes

Law enforcement agencies

Answer: Yes

Health departments

Answer: Yes

Fire departments

Answer: Yes

56a. Is your district located in whole or in part within an Emergency Services District?

Reference: TEC §37.117(b)

Answer: Yes

56b. Did your district provide an accurate map of each district campus and school building to each entity located in whole or in part within the school district?

Reference: TEC §37.117(a)(1); TEC §37.117(b).

Department of Public Safety

Answer: Yes

Local law enforcement agencies

Answer: Yes

Emergency medical services

Answer: Yes

Fire departments

Answer: Yes

Emergency Services Districts

Answer: Yes

57. Did your district provide the following entities with an opportunity to conduct a walk-through of each district campus and school building?

Reference: TEC §37.117(a)(2).

Department of Public Safety

Answer: Yes

Local law enforcement agencies

Answer: Yes

Emergency medical services

Answer: Yes

Fire departments

Answer: Yes

58a. Does your district designate a cybersecurity coordinator?

Reference: TEC §11.175(d)

Answer: Yes

58b. Does your district's cybersecurity coordinator complete the following required trainings on an annual basis?

Reference: TEC §11.175(h-1)

Cybersecurity training

Answer: Yes

Artificial intelligence training

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

59. Do district employees who use the district's computer system or database to perform at least 25 percent of their job duties complete the following required trainings on an annual basis?

Reference: TEC §11.175(h-1); Texas Government Code §2054.5191(a-1); Texas Government Code §2054.5191(b)

Cybersecurity training

Answer: Yes

Artificial intelligence training

Answer: No

Note: The response to the previous question indicates your district **may not be in compliance**. If your response is accurate, please proceed to the next question.

60a. Does your district provide information and resources on safe gun storage, developed by the Texas School Safety Center and Texas DPS, about Texas Penal Code 46.13, and ways in which parents and guardians can effectively prevent children from accessing firearms to the parent or guardian of each student enrolled in the district or school at least three times each school year?

Reference: TEC §37.222; Texas Penal Code §46.13(b)(c)(d)(e).

Answer: Yes

60b. What mechanism are you using to provide information and resources on safe gun storage, developed by the Texas School Safety Center and Texas DPS, about Texas Penal Code 46.13, and ways in which parents and guardians can effectively prevent children from accessing firearms to the parent or guardian of each student enrolled in the district or school at least three times each school year? (Please select all that apply.)

Reference: TEC §37.222; Texas Penal Code §46.13(b)(c)(d)(e).

Selected Answer(s):

District or campus communication platform/app (e.g., parent portals, messaging apps)

61a. Has your district's board of trustees adopted, implemented, and ensured the district or school complies with a written policy prohibiting a student using a personal communication device while on school property during the school day?

Reference: TEC §37.082(a).

Answer: Yes

61b. Does your district's personal communication device policy establish disciplinary measures to be imposed for violation of the prohibition?

Reference: TEC §37.082(a)

Answer: Yes

Required Signatures

Signature of person reporting



Print to PDF

Once the signatures of the board of trustees and the superintendent have been collected on the signature page, the person reporting will return to the survey to complete the attestation.

If you have technical issues or questions about conducting your audit or how to answer questions within the audit survey, contact txssc_audit_info@txstate.edu.

2026 Safety and Security Audit: Summary Board Report

Governing Statutes: Texas Education Code (TEC) § 37.108, Texas Administrative Code (TAC) Chapter 61, & Texas Government Code Chapter 552

Part 1: District Commendations

The field evaluation revealed exceptional performance, proactive leadership, and robust security frameworks across multiple areas of operation. The following commendations highlight where Splendora ISD exceeds baseline security expectations:

1.1 Physical Security & Legislative Compliance

- **State Standards Fulfillment:** The district has achieved comprehensive operational alignment with Texas Administrative Code (TAC) Chapter 61 and House Bill 3 (HB 3) mandates. This includes the successful implementation of secure entry vestibules, "Close and Lock" door policies, perimeter fencing, and exterior door numbering across operational sites.
- **Advanced Medical Readiness:** Through proactive leadership, the district has deployed a robust inventory of life-safety resources across all campuses—including AEDs, Stop the Bleed kits, Narcan, and specialized Evacuation Chairs—complemented by targeted staff certification training.

1.2 Tactical & Law Enforcement Excellence

- **Proactive Field Training:** The Splendora ISD Police Department demonstrated an outstanding commitment to tactical excellence, completing over 390 hours of mandatory and advanced field training (including active attack and incident command structures).
- **Community Presence & Partnership:** Evaluators noted a highly visible, reassuring police presence in daily campus common areas, backed by strong mutual-aid partnerships with the City of Splendora Police and the Montgomery County Sheriff's Office.
- **Specialized Early-Childhood Training:** Officers successfully designed and executed age-appropriate lockdown drill methodologies tailored specifically for Pre-K and Kindergarten students.

1.3 Security Technology Integration

- **Centegix CrisisAlert Deployment:** The Technology and Safety teams achieved a seamless, 100% district-wide launch of the Centegix CrisisAlert system, vastly improving rapid emergency response capabilities.
- **Infrastructure Modernization:** The Technology Department has successfully migrated **50% of the district's physical footprint** to state-of-the-art DNA access control and modern Hanwha video management platforms, closing historical credential vulnerabilities.

1.4 School Climate & Culture

- **Capturing Kids' Hearts:** The district's instructional teams achieved exceptional success implementing the *Capturing Kids' Hearts* framework, earning distinction as a National Showcase District.
- **Staff and Family Trust:** Multi-year survey insights show a highly resilient safety culture, with staff reporting a supportive working environment and parents expressing immense trust in campus visibility and communication practices.

Part 2: Legislative and Statutory Non-Compliance Findings

The following table details the official Texas School Safety Center (TxSSC) audit findings where Splendora ISD was determined to be out of compliance at the time of the field evaluation. These entries provide the board with the raw audit findings, mandatory corrective actions, and the explicit legal or fiscal penalties associated with continued non-compliance.

Finding Code	Focus Area	Detailed Audit Finding	Mandated Corrective Action	Compliance & Safety Implication
Finding 13 C	Safety & Security Committee	The District Safety and Security Committee did not meet during the summer cycle due to staff retirements and role transitions. A corrective meeting is scheduled for Wednesday, June 17, 2026, to restore operational compliance for the current year.	Hold the scheduled June 17, 2026, committee meeting. Establish a formalized, immutable annual calendar for the mandatory three meetings per year (Fall, Spring, Summer) that remains active regardless of personnel transitions or retirement timelines.	Statutory Non-Compliance & TEA Sanctions. Texas Education Code (TEC) § 37.109 mandates that school safety committees meet at least three times per year. Failure to meet this requirement results in a formal non-compliance report to the TxSSC, which can trigger a Texas Education Agency (TEA) investigation and subsequent public reporting of district safety failures.

Finding 19	EOP Extracurricular Annex	The current Emergency Operations Plan (EOP) lacks a specific, dedicated annex discussing Emergency Response for Extracurricular Activities. This component is required for the upcoming school year cycle.	Draft, adopt, and append an Emergency Response for Extra Curricular Activities Annex to the multi-hazard EOP to meet the state submission deadline for the 2026–2027 school year. Ensure this newly required information is systematically integrated into all future EOP review cycles.	EOP Maintenance and State Alignment. While the district's legacy EOP was previously accepted by Region 6 and the TxSSC, state standards are evolving to mandate this specific extracurricular coverage beginning in the 2026–2027 school year. Failure to update the documentation ahead of the new cycle will result in an EOP deficiency citation under TEC § 37.207, which can lead to TEA administrative interventions, up to the appointment of a conservator or a board of managers.
Finding 23 F	Student ID Crisis Information	Audits revealed critical inconsistencies across student identification cards; some cards possessed the mandatory suicide hotline contact details while others did not, primarily caused by communication gaps during campus staff transitions.	Centralize the student ID printing system and implement a mandatory quality-assurance template update that forces the inclusion of the 988 Suicide & Crisis Lifeline information across all campus ID printers before issuance.	Statutory Violation. Texas Health and Safety Code § 161.315 mandates that all student identification cards issued to students in grades 6 through 12 include the 988 Lifeline contact information. Non-compliance violates state education and safety codes, exposing the district to regulatory enforcement actions and increased civil liability in the event of a student crisis.

Finding 24 B	Trauma-Informed Care Planning	State-mandated Trauma-Informed Practices were completely omitted from the official District Improvement Plan (DIP).	Update and amend the District Improvement Plan (DIP) text to explicitly integrate state-mandated Trauma-Informed Practices.	Loss of State Grant Funding. TEC § 11.252 requires the DIP to include specific provisions for student mental health and trauma-informed care. Omission of these provisions results in a failed state-level DIP compliance review, which can halt or restrict access to state academic and security funding streams.
Finding 43	Active Threat Tactical Gear	Breaching tools and ballistic shields are currently absent from individual district campuses. The district has submitted a grant application to acquire these tactical assets, but the timeline remains open.	Monitor and track the progress of the submitted grant application. If grant funding is denied or delayed past the current fiscal quarter, reallocate local emergency capital funds to purchase the required breaching tools and ballistic shields for campus safety personnel.	Physical Security Standard Non-Compliance. Operating without mandatory active-threat response equipment fails to meet state school safety infrastructure standards, exposing the district to regulatory non-compliance citations from the TEA during site audits.

Finding 46 A	Traumatic Injury Protocol	There is no codified, written Traumatic Injury Protocol established for school employees and volunteers to follow during a severe emergency event.	Author and implement a standardized, written Traumatic Injury Protocol. Distribute the protocol to all staff and volunteers, and link it directly to mandatory "Stop the Bleed" training programs.	Regulatory Non-Compliance & Legal Exposure. Failing to maintain a written protocol violates state mandates regarding medical response readiness on public school campuses. This omission subjects the district to significant legal liability claims of gross negligence if a traumatic injury occurs and emergency procedures are undocumented.
Finding 53	Dating Violence Policy	The district's official Dating Violence Protocol was omitted from the text of the District Improvement Plan (DIP).	Incorporate the district's formal Dating Violence Protocol directly into the upcoming revision of the District Improvement Plan (DIP).	DIP Compliance. TEC § 37.0831 mandates that school districts adopt and implement a dating violence policy and integrate it into local plans. Failure to reflect this in the DIP results in an automated compliance failure during TEA audits.

Finding 58 B	Cybersecurity Coordinator Training	The Cybersecurity Coordinator failed to complete the state-mandated annual Artificial Intelligence (AI) safety and awareness training modules.	Enroll the Cybersecurity Coordinator in a state-certified training platform that specifically combines cybersecurity awareness with the newly mandated Artificial Intelligence (AI) safety modules. <i>Approved Technical Solution:</i> Utilize the Texas Municipal League Intergovernmental Risk Pool (TML IRP) Online Learning Center course, or deploy an enterprise solution such as Threatcop's Texas DIR-Aligned Suite or Optiv's Academic CyberBOT platform, ensuring completion within 30 days.	Statutory Violation & Insurance Invalidation. Under Texas Government Code § 2054.5191 and § 2054.5195, local government entities must complete annual certified cybersecurity and AI awareness training. Failure to comply results in a statutory audit violation, disqualifies the district from state technology grant funds, and nullifies the district's cyber liability insurance coverage in the event of a network breach.
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Finding 59	Mass-Staff Cyber & AI Training	District employees who utilize the district's computer networks or databases to perform 25% or more of their baseline job duties failed to complete mandatory annual AI training.	Extract a roster from HR and IT mapping all district personnel meeting the 25% system-use threshold. Mandate enrollment in a Texas Department of Information Resources (DIR) certified curriculum before the conclusion of the summer cycle. <i>Approved Technical Solution:</i> Deploy TML IRP certified video modules or the audio podcast format (Episode 9d) for mass-staff distribution, or utilize automated tracking via KnowBe4/Optiv to manage bulk certifications centrally. Log all completions in the Texas Training Tracking System (TTTS) by the state's hard August 31 compliance deadline.	Systemic State Audit Citation. Failing to train employees meeting the 25% technical threshold constitutes a multi-point regulatory violation of Texas Government Code § 2054.5191, resulting in mandatory non-compliance tracking on the district's permanent record with the DIR and possible administrative state penalties.
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Part 3: Site-Walk Physical Facilities Assessment

The physical facility walkthroughs conducted by campus administrators and the district audit team revealed localized vulnerabilities across instructional and non-instructional properties. To maintain a rigorous structural hierarchy, these items are cataloged below by property type and specific site locations.

3.1 District-Wide Common Vulnerabilities (Applicable to All Campuses)

The following security, technological, and infrastructural gaps were observed universally across all seven operational campuses:

- **Surveillance Infrastructure:** Insufficient overall camera counts across facility footprints, leaving critical blind spots in active zones. Camera naming conventions are inconsistent or improperly mapped within the central management system.
- **Perimeter Fencing:** Playground fencing at elementary facilities is structurally too short to prevent unauthorized access or student egress.
- **Traffic Hazards:** Students must cross operational interior driveways or access roads to travel between primary instructional buildings and playground areas.
- **Logistics & Communications:** Inadequate interior and exterior wayfinding signage. Outdated radio systems prevent seamless district-wide communication. Inadequate or unoptimized parking lot lighting infrastructure.
- **Emergency Readiness:** Minor tracking gaps regarding ongoing AED, CPR, and "Stop the Bleed" training certifications for staff.

3.2 Instructional Campus Specific Vulnerabilities

Greenleaf Elementary

- **Open-Concept Risks:** The campus library features an entirely open-area configuration. Within the makerspace area, emergency access to the library closet must be verified and secured for lockdown safety.
- **Playground Security & ADA Gaps:** Students must cross an active roadway to access the playground area. The perimeter fencing is too low, lacks privacy slats or mesh to shield students from public view, and the main playground entrance fails to meet Americans with Disabilities Act (ADA) accessibility standards. The surrounding grounds lack full perimeter fencing, and targeted playground surveillance cameras are absent.
- **Egress & Infrastructure:** There is no direct, functional access to the music classroom from the cafeteria because the integrated divider wall is structurally too heavy for a single employee to operate during a tactical emergency. Surveillance blind spots persist due to a lack of dedicated parking lot cameras, and automated timers for parking lot illumination require configuration review. Integration between the campus public address (PA) system and the Centegix platform must be verified.

Peach Creek Elementary

- **Open-Concept Risks:** The library features an open-area configuration. The makerspace area requires structural review regarding emergency access to the library closet during an active lockdown incident.

- **Exterior Access Vulnerabilities:** The playground features an insufficient four-foot perimeter fence, which is also the case for the adjacent storm drainage ditch and retention pond, creating an immediate safety hazard. The rear driveway is completely open and lacks an access-control security gate, leaving a secondary access point exposed off Hill and Dale Road.
- **Tactical Operations & Logistics:** There is no functional emergency access to the music room from the cafeteria because the heavy divider wall cannot be quickly deployed by a single staff member during a crisis. The campus surveillance system suffers from camera blind spots, video lag time, and labeling errors. There is a critical deficiency in administrative and visitor parking infrastructure.

Piney Woods Elementary

- **Structural Lifecycle Issues:** The building is showing clear signs of physical aging, including broken flooring tiles that present trip hazards and doors that physically stick when opening or closing.
- **Access Control & Communications:** The campus intercom network is outdated and completely lacks a redundant or backup communications system. Physical security infrastructure requires upgrades, specifically focusing on perimeter fence hardening and the installation of modern crash bars on emergency exit gates.

Timber Lakes Elementary

- **Environmental & Community Risks:** A major water retention pond is located in close proximity to active campus operations. The campus playground operates as a shared space with the local community, resulting in recurring safety hazards when debris, bottles, and smoking materials are left behind by public users.
- **Architectural Vulnerabilities:** The building features extensive interior open areas and numerous classrooms with large exterior glass windows that create line-of-sight exposure. Classrooms managing behavioral programs are co-located with stairs and wide window spaces, presenting unique containment and safety risks.
- **Line-of-Sight Exposure:** A public park and parking lot sit directly across the street from the campus playground, allowing unrestricted public visibility through the standard playground fence line.

Coleman 6th Grade Center

- **Access Control Gaps:** The professional learning room and the Teaching & Learning Hallway function as shared district-wide spaces, creating an operational security vulnerability where campus personnel cannot easily identify or verify authorized individuals inside the building. High school athletic programs regularly utilize the locker room facilities due to space constraints at the high school campus, introducing unmonitored populations into the facility.

- **Life-Safety & Suppression Infrastructure:** The facility lacks an integrated fire sprinkler system, has no automated voice-evacuation emergency alert system, and does not possess a facility-wide campus lockdown system.
- **Perimeter & Interior Gaps:** The rear area of the campus grounds is entirely unfenced. Wayfinding and safety signage within the library is inadequate, and a "low room" area within the library requires safety reconfiguration. The sump pump room requires strict access locking to protect air quality from mechanical exhaust. Specific safety protocols and restricted access controls are needed for the auditorium catwalk system.

Splendor Junior High

- **Mechanical & Technological Failures:** The main campus alarm systems suffer from technical errors and intermittent operational failures. The campus public address (PA) system operates inconsistently, experiencing frequent signal dropouts.
- **Lockdown & Medical Readiness:** Instructional science and vocational laboratories are completely missing standard first aid kits and emergency fire blankets. During a physical security check, it was determined that a critical security door was installed incorrectly, preventing it from functioning properly during an emergency lockdown procedure.

Splendor High School

- **Tactical Vulnerabilities:** The newly constructed wing features an open-space layout that creates blind spots and zero visibility under the main stairwell architecture, creating monitoring gaps.
- **Credential Vulnerabilities:** The student identification card system utilizes identical printing templates and background color schemes every year without rotation. This allows former students to easily utilize expired credentials to bypass staff monitoring points and gain entry to the facility.
- **Physical Security Barriers:** Structural review and physical access enhancements are required across the campus's controlled entry points, the open courtyard patio area, and the primary vehicle control gates.

3.3 Non-Instructional District Facilities

District Stadium

- **Emergency & Crowd Management:** The facility entirely lacks a formal, documented emergency evacuation and egress plan. Operational wayfinding signage is deficient, failing to direct large crowds where to proceed during an emergency.

- **Staffing & Law Enforcement Deficiencies:** Events suffer from critical understaffing; the district does not fund adequate auxiliary personnel to assist with crowd management and emergency control. Furthermore, evaluators noted a low police presence during high-density stadium events, limiting emergency response capabilities.
- **Surveillance & Infrastructure:** The stadium parking lot suffers from insufficient parking capacity and inadequate lighting infrastructure. General exterior illumination around the stadium perimeter is deficient, and the venue lacks adequate security camera coverage.

Administration Building

- **Operational Readiness:** Campus administration personnel do not practice or execute formal emergency crisis drills at this site.
- **Structural Layout Risks:** The physical layout of the building presents access-control and traffic flow vulnerabilities. The physical size constraints of the central boardroom are insufficient to safely accommodate the volume of public attendees present during high-profile board meetings.

Central Warehouse

- *Operational Note:* The warehouse facilities have completely moved locations since the baseline field evaluation was performed; a localized review of the new footprint must be executed to ensure compliance.

Transportation Facility (Bus Barn)

- **Access Control & Public Exposure:** The property lacks an automated security gate system to restrict vehicle entry. The mechanic shop lacks climate control/air conditioning, which forces staff to leave heavy garage bay doors wide open during operation, leaving the interior fully visible and accessible to the public. General visitor verification and check-in screening processes are weak or uncoded.
- **Surveillance & Infrastructure:** The parking lot surface features extensive holes and structural asphalt degradation that presents vehicular and pedestrian safety hazards. The facility suffers from an overall lack of surveillance cameras and poor night-time lighting.
- **Emergency Containment Failure:** The building layout contains no dedicated, secure staging zone; if an emergency requires bus fleets to return students to the bus barn rapidly, the facility has no sheltered space to process or protect the student population.

District Skating Rink

- **Total Life-Safety Deficiencies:** The facility operates with absolutely zero emergency response procedures or crisis protocols in writing. The building completely lacks a fire alarm system and has no surveillance cameras installed inside or outside the premises.
- **Operational Security Gaps:** The property operates with no security personnel or law enforcement presence on duty during active events. Exterior lighting infrastructure across the building perimeter and adjacent parking lot zones is completely inadequate, creating severe safety and monitoring blind spots.

Splendora ISD

Safety and Security Audit Final Report



July 9, 2026

Security Statement

In accordance with Texas Education Code 37.108(c-1), Texas Government Code 418.177, and Texas Government Code 418.181, this document contains information that is not subject to disclosure under Chapter 552, Texas Government Code.

Audit Final Report Acknowledgement

In accordance with Texas Education Code 37.108(b), Splendora ISD has conducted a comprehensive safety and security audit of all district facilities. The audit was performed following procedures developed by the Texas School Safety Center (TxSSC), and in coordination with the Commissioner of Education.

As required by Texas Education Code 37.108(c), the results of this audit have been presented to the board of trustees.

Additionally, the audit results will assist the superintendent, or their designee, in completing the Texas School Safety Center's Three-Year Audit Survey that is due by September 15th of the third year of your audit cycle.

In compliance with Texas Government Code Chapter 551, the presentation of the audit results to the board of trustees occurred during a properly posted meeting, and deliberations regarding sensitive security matters were conducted in closed session as permitted under Texas Government Code 551.076.

We, the undersigned, hereby acknowledge that the District's Board of Trustees has reviewed the Safety and Security Audit Final Report.

Eric Reimer

7/20/26

Audit Results Presented to Board of
Trustees By: Name of Presenter

Date Presented to Board of Trustees

Dr. Dustin Bromley, Superintendent

Signature

Allen Wells, Board President

Signature

Dianna Archer

6/17/26

Name of Safety and Security Committee
Representative

Date Reviewed by Safety and Security
Committee

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Safety and Security Audit Planning Team		
Discipline	Department	Responsible Role
Athletics	Athletics	Athletic Director
After-School Community Activities	Maintenance	Director
After-School School Sponsored Events	Administration	Deputy Superintendent
Custodial	Operations	Director
District Administration	Administration	Superintendent
Emergency Management	Student Services	Safety Coordinator
Emergency Medical Services	Student Services	Lead Nurse
Facility Maintenance	Maintenance	Director
Fine Arts	Teaching and Learning	Director
Fire Service	Police	Chief of Police
Human Resources	Administration	Executive Director
Instructional	Teaching and Learning	Deputy Superintendent
Law Enforcement	Police	Chief of Police
Mental Health	Counseling	Counseling
School Nursing	Student Services	Lead Nurse
School Safety and Security	Student Services	Safety Coordinator
Special Education	Special Services	Executive Director
Student Support Services	Special Services	Executive Director
Technology	Administration	Director
Transportation	Operations	Director

1.4.2 Audit Assessment Team – District Employees

The table identifies district employees on the audit assessment team(s):

Safety and Security Audit Assessment Team - District Employees	
First and Last Name	Department
Dianna Archer	Student Services
Eric Reimer	Maintenance
Jared O'Farrell	Police Department
James Hall	Police Department

Section 2- Audit Findings

The security and safety of our district community are paramount to ensuring an environment conducive to academic excellence and personal well-being. This assessment provides a comprehensive evaluation of our current security and safety measures, identifying strengths, potential vulnerabilities, and areas for improvement.

2.1 Demographics

This section includes valuable information for assessing the current state and planning for future needs, ensuring that resources are allocated effectively and that the district's development strategies are aligned with its demographic realities. The information presented provides a snapshot of the district at the time of collection, which may differ from current figures.

2.1.1 Student Data

The table below identifies statistical characteristics of the student population served by the district.

Student Data					
Students by Sex					
Sex	Count	Percent	Sex	Count	Percent
Male	2,995	51%	Female	2,904	49%
Students by Ethnicity					
Ethnicity	Count	Percent	Ethnicity	Count	Percent
African American	428	7%	Asian	40	.68%
Hispanic	2,895	49%	Pacific Islander	27	.46%
White	2,372	40%	Two or More Ethnicities	128	2%
American Indian	9	.15%			

2.1.2 Employee Data

The table below identifies statistical characteristics of the population employed by the district.

Employee Data

Employees by Sex					
Sex	Count	Percent	Sex	Count	Percent
Male	160	17%	Female	781	83%
Employees by Ethnicity					
Ethnicity	Count	Percent	Ethnicity	Count	Percent
African American	31	3.3%	Asian	5	0.5%
Hispanic	251	26.7%	Pacific Islander	1	0.1%
White	640	68%	Two or More Ethnicities	10	1.1%
American Indian	3	0.3%			
Employees by Role Identification					
Role Identification	Count	Percent	Role Identification	Count	Percent
Teachers	397	42.2%	Educational Aides	114	12.1%
Professional Support Staff	13	1.4%	Auxiliary Staff	284	30.2%
Campus Administrators	20	2.1%	Central Administrators	8	0.9%

2.1.3 Property Data

The table below identifies characteristics of the district's school facilities as defined by Texas Administrative Code 61.1040.

Identifying the number of undeveloped properties encourages the district to discuss the location of the property and the future needs of the district with impacted community partners.

Property Data		
Type	Total	Notes

Number of district campuses	7	Greenleaf Elementary, Peach Creek Elementary, and Splendora Junior High are new campuses this year.
Number of instructional areas/facilities <u>Texas Education Code 46.001</u>	7	Real property used predominantly for curriculum execution per TEC § 46.001.
Number of non-instructional areas/facilities	8	Transportation, skating rink, Warehouse, Greenleaf (old), Support services, ISS building, administration, and Old Pre-K building.
Number of undeveloped properties	3	LAN property in litigation, future support services site, and 50 acres north of the west campus.
Number of counties served	1	
Number of municipalities served	2	
Number of campuses or facilities with real property within 1,000 yards of a train track	3	
Number of campuses or facilities impacted by a Hazardous Materials Route for emergency planning	3	
Number of campuses or facilities impacted by the National Highway System for emergency planning	4	
Number of campuses or facilities impacted by the Strategic Highway Network for emergency planning	4	
Number of campuses or facilities impacted by the Texas Highway Freight Network for emergency planning	0	
Number of campuses or facilities impacted by an industrial or hazardous waste area for emergency planning	0	

Number of campuses or facilities impacted by a hazardous liquid pipeline or pipeline facility for emergency planning	0	
Number of campuses or facilities impacted by a natural gas pipeline or pipeline facility for emergency planning	4	
Number of campuses or facilities impacted by a liquefied petroleum pipeline or pipeline facility for emergency planning	0	
Number of campuses or facilities impacted by hazardous traffic conditions within two miles of a campus	0	
Number of campuses or facilities impacted by area(s) presenting a high risk of violence within two miles of a campus	0	
Number of campuses or facilities impacted by natural hazards identified in the organization's hazard analysis	15	Based on the 2020 Hazard Analysis tool in the 2025 EOP
Number of campuses or facilities impacted by technological hazards identified in the organization's hazard analysis	15	
Number of campuses or facilities impacted by human-caused hazards identified in the organization's hazard analysis	15	

2.2 Records Review Assessment

2.2.1 Student Discipline Data

The table below identifies student discipline data indicating the number of disciplinary incidents within the district from the previous safety and security audit up to the current report.

Student Discipline Data		
Description of Disciplinary Action	Total Number	% of Total Disciplinary Incidents
Behavior incidents leading to mandatory DAEP placement	155	30.0%

Students receiving mandatory DAEP placement	155	30.0%
Behavior incidents leading to mandatory expulsion	6	1.2%
Students receiving mandatory expulsion	6	1.2%
Behavior incidents leading to discretionary DAEP placement	16	3.1%
Students receiving discretionary DAEP placement	16	3.1%
Behavior incidents leading to discretionary expulsion	0	0
Students receiving discretionary expulsion	0	0
Behavior incidents leading to PEIMS mandatory reportable offenses	Not including 21 violations: 610 Including 21 violations: 2,588	
Students receiving PEIMS mandatory reportable offenses	Not including 21 violations: 610 Including 21 violations: 2,588	
Behavior incidents leading to mandatory reportable offenses to law enforcement per Texas Education Code 37.015.	124	
Students receiving mandatory reportable offenses to law enforcement per Texas Education Code 37.015	124	
Behavior incidents leading to a behavioral threat assessment case opened	90	
Students receiving behavioral threat assessment case opened	90	

2.2.2 Crime Incident Data

The table below identifies statistical incidents of crime which may impact district operations from the previous safety and security audit up to the current report.

Crime Incident Data

Type of Incident	Number of Incidents
Incidents of employee arrest	2
Incidents of student arrest	69
Incidents of drug related offenses	54
Incidents of gang related offenses	0
Incidents of assaultive offenses	26
Incidents of hate crime offenses	0
Incidents of property crime offenses	2

2.2.3 Previously Completed Audit Data

In accordance with Texas Education Code § 37.108 and guidelines established by the Texas School Safety Center (TxSSC), school districts are mandated to conduct comprehensive safety and security audits once every three years. The primary objective of the audit process is to systematically identify, track, and execute actionable security strategies, utilizing data from the previous audit cycle to establish a continuous operational baseline.

Due to administrative role transitions and file archive gaps, the official 2023 safety and security audit report was unavailable for historical review during this cycle. Consequently, the baseline findings and structural tracking from the preceding period could not be integrated into this assessment.

To ensure the integrity and regulatory compliance of the current 3-year cycle, all findings and strategic recommendations presented in this 2026 report have been developed dynamically. These directives are derived entirely from primary evidence gathered during the current cycle, including comprehensive on-site facility assessments, structured interviews with campus administrators and staff, multi-point document reviews, and field observations. Moving forward, the district has established a centralized compliance archive within administrative storage to guarantee the continuity of records for all future audit cycles.

The table below summarizes findings from the previously completed district safety and security audit Final Report.

Previously Completed Audit Data		
Type	Total	Notes
Number of Recommended Improvements	N/A	2023 submission unable to be found
Number of Approved Improvements	N/A	2023 submission unable to be found
Number of Incomplete Improvements	N/A	2023 submission unable to be found
Number of Commendations	N/A	2023 submission unable to be found

2.3 Records Review Assessment Tool Data

Section Summary Note: The following sub-assessments (Sections 2.3.1 through 2.3.6) represent a comprehensive analysis of Splendora ISD's codified policies, operational documentation, and training registries. Because historical records from the 2023 cycle were archived missing due to district transitions, all tracked improvements and instances of operational excellence have been verified against current 2026 primary documentation to ensure a reliable regulatory baseline moving forward.

The **Safety and Security Audit Records Review Assessment Tool** serves to identify evaluation criteria, identify and track strategies for improvement, and track instances of excellence in codified policies, practices, procedures, etc. related to safety and security. It is organized by category and provides a list of items that should be considered when conducting a district safety and security audit.

2.3.1 Records Review Assessment - Emergency Management

An integrated approach using the five phases of emergency management (prevention, mitigation, preparedness, response, and recovery) for all emergency types.

2.3.1.1 Records Review Assessment - Emergency Management – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable

	for tracking. The following items establish the new 2026 active baseline.
Facilities Standards & Safety Integration	Review and update district facility design guidelines to explicitly integrate modern school safety standards (e.g., access control vestibules, impact-resistant glazing) into future construction planning.
Specialized Facility Emergency Procedures	Develop, codify, and implement a dedicated emergency operations annex and localized evacuation/response protocol specifically tailored for the district-operated skating rink facility.

2.3.1.2 Records Review Assessment - Emergency Management – Commendations.

The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
District Safety Leadership	Implementation of Centegix Crisis Alert system
District Safety Leadership	Adoption of the SRP
District Safety Leadership	Completion of the District Vulnerability Assessment
District Safety Leadership	Updated multi-hazard response for incidents ranging from weather to active threat
District Safety Leadership	Standardized drills (lockdown, evacuation, hold, secure, fire, Shelter in place

2.3.2 Records Review Assessment – Facility Standards

Refers to the physical environment to enhance safety, functionality, and aesthetics. In the context of security, it often involves Crime Prevention Through Environmental Design (CPTED), which is a proactive strategy that uses the physical environment to reduce crime, fear of crime, and improve quality of life.

2.3.2.1 Records Review Assessment – Facility Standards – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable for tracking. The following items establish the new 2026 active baseline.
Facilities Standards & Safety Integration	Review and update district facility design guidelines to explicitly integrate modern school safety standards (e.g., access control vestibules, impact-resistant glazing) into future construction planning.
Specialized Facility Emergency Procedures	Develop, codify, and implement a dedicated emergency operations annex and localized evacuation/response protocol specifically tailored for the district-operated skating rink facility.
Stadium Emergency Safety Planning	Develop and implement a structured emergency egress plan specifically designed for the district stadium to manage large-crowd evacuations safely.

2.3.2.2 Records Review Assessment – Facility Standards – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
Maintenance, Technology, SISD Police Dept.	Comprehensive compliance with Texas Administrative Code (TAC) Chapter 61 safety standards district-wide.
Deana Eubanks	Successful implementation of cashless transactions at all athletic facilities to improve security and efficiency.
Deana Eubanks	Implementation of a strict clear bag policy at athletic facilities to enhance venue safety.
Maintenance, Technology	Execution of district-wide security card access system improvements.

District Safety Leadership	Integration of newly instituted Centegix Maps, detailing precise room numbers, AED/Bleeding Control Station locations, emergency shut-off valves, and evacuation routes.
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2.3.3 Records Review Assessment – Positive School Environment

Refers to the physical, mental, or emotional wellbeing of students that create a culture of respect, safety, and support where students feel valued, connected, and motivated to learn.

2.3.3.1 Records Review Assessment – Positive School Environment – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable for tracking. The following items establish the new 2026 active baseline.
Anonymous Reporting Awareness	Enhance and promote campus anonymous reporting mechanisms to address and close gaps where students experience bullying or exclusion but choose not to report it.

2.3.3.2 Records Review Assessment – Positive School Environment – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
District & Campus Leadership	Implementation of "Capturing Kids' Hearts" on all campuses, earning recognition as a National Showcase District.
Board of Trustees	Regular public recognition of outstanding student achievements at monthly board meetings.

Campus Administration Teams	Ongoing local recognition programs for exemplary students and staff members throughout the school year.
Counseling & Student Support Services	Enhanced Mental Health and Wellness initiatives, including the annual Color Run, dedicated monthly newsletters, added support staff, and mental health training for existing staff.
Communications Department	Production and distribution of the comprehensive District Newsletter to keep stakeholders informed.
Student Support Services	Integration of a dedicated Mental Health Specialist to support student well-being.
Campus Operations Teams	Successful implementation of the CHAMPS classroom management framework district-wide.

2.3.4 Records Review Assessment – Safety and Security Operations

Refers to the policies, practices, procedures, and guidelines to ensure the protection of individuals, property, and information. These include the actions aligned with implementing district policies. Additionally, they may outline the responsibilities of employees and external stakeholders.

2.3.4.1 Records Review Assessment – Safety and Security Operations – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable for tracking. The following items establish the new 2026 active baseline.
Auxiliary Facility Emergency Protocols	Develop, codify, and implement dedicated emergency response procedures specifically for the district skating rink facility.
Threat Response Standardization	Review, update, and deploy standardized Bomb Threat Procedures uniformly across all district campuses.
Campus EOP Uniformity	Mandate a consistent, standardized template for all Campus Emergency Operations Plans (EOP) to provide uniform information district-wide.
Drill Documentation Process	Establish a uniform and formal administrative process to document completed emergency drills across all campuses.

Training Records Centralization	Implement a structured process for housing and tracking certified documents of trained staff members at both the district and campus levels (e.g., NIMS, FEMA, CPR, AED, Stop the Bleed).
Non-Instructional Access Control	Standardize and implement formal visitor screening and entry processes for all non-instructional and auxiliary facilities.

2.3.4.2 Records Review Assessment – Safety and Security Operations – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
District Administration	Active participation in State and County emergency trainings and multi-agency tabletop scenario exercises.
District Staff	Completion of comprehensive operational training on the newly implemented Centegix Crisis Alert system.
District Leadership	Proactive creation and funding of the dedicated district Safety Coordinator position.
Campus Operations Teams	Consistent operational execution and documentation of mandatory weekly door security checks.
District Security Operations	Successful alignment with House Bill 3 (HB 3) mandates, including placing armed officers, establishing "Close and Lock" door policies, and integrating controlled access vestibules at PWE and SHS.

2.3.5 Records Review Assessment – School Policing

Refers to items related to school district police departments and identifies items applicable to all law enforcement agencies in the state, including employment standards, duties, and regulations for interaction with internal and external stakeholders.

2.3.5.1 Records Review Assessment – School Policing – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable for tracking. The following items establish the new 2026 active baseline.
Campus Personnel Allocation	Allocate resources to ensure a dedicated law enforcement officer is permanently stationed at each individual district campus.
Operational Shift Coverage	Establish a dedicated evening shift officer position to provide security during late-day operations and extracurricular events.
Officer Tactical Equipment	Procure and deploy body-worn cameras for all active school district police department personnel.
Interoperable Communications	Invest in and deploy a unified radio system that enables seamless, district-wide campus-to-campus communication between campus administrators and the police department.

2.3.5.2 Records Review Assessment – School Policing – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
SISD Police Department	Successful expansion of department roster by adding additional law enforcement officers across the district.
SISD Police Department	Advanced tactical preparation, including specialized officer training for active attacks and incident command structures.
SISD Police Department	Ensuring all active police officers consistently meet or exceed state-specified school policing training requirements.

Police Department Leadership	Noticeable improvements in departmental leadership, leveraging deep experience specifically rooted in school-based policing.
SISD Police Department	Coordination and execution of joint, multi-agency emergency response training exercises.
SISD Police Department	Strong, visible, and proactive security presence at high-density district events.
SISD Police Department	Provision of dedicated security detail services for external, non-SISD sponsored events hosted at district facilities.

2.3.6 Records Review Assessment – Security Technology

Encompasses a range of digital and physical systems implemented in educational environments to prevent, detect, and respond to safety threats. These technologies aim to create a secure learning atmosphere by controlling access, monitoring activity, and enabling rapid communication during emergencies.

2.3.6.1 Records Review Assessment – Security Technology – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
2023 Historical Baseline Data Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official 2023 recommendations were unavailable for tracking. The following items establish the new 2026 active baseline.
Surveillance Infrastructure Expansion	Procure and install additional security cameras across all SISD auxiliary and instructional facilities to eliminate blind spots.
Communication System Modernization	Audit, update, or completely replace outdated campus intercom systems to ensure clear communication capabilities.
Mass Notification Integration	Verify and configure all facility PA systems to ensure full operational compatibility with the Centegix platform.
Access Control System Standardization	Execute comprehensive software and hardware updates to replace legacy, outdated card access systems at older facilities.
Interoperable Tactical Communications	Invest in and deploy a unified radio system that enables seamless, district-wide campus-to-campus communication between administration and the police department.

2.3.6.2 Records Review Assessment – Security Technology – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. Identifies instances to recognize or praise an individual or team for

their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Records	Note: Due to administrative record gaps detailed in Section 2.2.3, official 2023 historical commendations were unavailable for tracking. The following items establish the active 2026 baseline.
Technology & Police Departments	Successful upgrades to law enforcement radio systems, including the integration of Bi-Directional Amplifiers (BDA) and Emergency Radio Response Systems (ERRS).
District Safety Leadership	Full operational implementation of the Centegix Crisis Alert system district-wide.
Technology Department	Executing continuous upgrades to the surveillance network, including the active migration of the district to a modern video management system.
Technology & Maintenance	Successful deployment of a centralized card access system integrated with local video feeds.
District Safety Leadership	Equipping all newly constructed campuses with a comprehensive, campus-wide emergency lockdown system.

2.4 Safety Climate Assessment Data

The Safety Climate Assessment Survey was provided to central administrators, campus administrators, professional support staff, teachers, educational aides, auxiliary staff, and students before the on-site visit.

The district utilized the following resources to create the Safety Climate Assessment Survey:

- District Developed Survey for students
- District Developed Survey for Parents
- District Developed Survey for Staff

2.4.1 Safety Climate Assessment

This section provides an aggregated analysis of stakeholder safety climate surveys administered to students, staff, and parents over the past two consecutive academic years. Due to historical administrative record gaps detailed in Section 2.2.3, official recommendations and baseline data from the previous 2023 audit cycle were unavailable for integration into this comparative tracking. Consequently, these survey

metrics serve as a fresh operational baseline for the district's continuous improvement plans.

- **Student Survey Insights:** Data collected over the past two years indicates a highly resilient safety climate, with a significant majority of students reporting that they feel safe at school, believe their teachers genuinely care about them, and have access to at least one trusted adult on their campus. While the overall campus experience is overwhelmingly characterized as positive, a subset of respondents noted instances of being bullied or treated in a rude and mean manner. Notably, while students demonstrate a strong familiarity with localized campus reporting protocols, findings reveal that under certain circumstances, they still choose not to report these bullying incidents.
- **Staff Survey Insights:** Faculty and staff responses over the past two years reflect an exceptionally strong organizational culture. Employees consistently report feeling valued by their respective campus administrations and affirm that both individual campuses and the broader district maintain a positive working environment. Furthermore, personnel strongly express that district leadership actively supports and prioritizes their social, emotional, and physical well-being.
- **Parent Survey Insights:** Feedback from district families highlights strong community trust and satisfaction. Parents consistently state that they are treated with the utmost courtesy and respect during all interactions with campus personnel. Additionally, families commend the campuses for executing highly effective communication practices and note that campus administrators maintain a visible, active, and reassuring presence across district properties.

2.5 On-Site Interviews and Assessment Tool Data

The ***On-Site Interview Tool*** serves to identify evaluation criteria, identify and track strategies for improvement, and track instances of excellence related to safety and security. It is organized by category and provides a list of items that should be considered when conducting a district safety and security audit. The tool includes the following components.

2.5.2 On-Site Interviews - Staff Interviews

Methodology Note: The Texas School Safety Center (TxSSC) K-12 Audit Teacher/Staff Safety Survey template does not utilize a numerical question formatting system. Instead, items are organized by categorical row names and thematic sections. For compliance with the district reporting template, these row/section names are utilized in place of traditional question numbers.

The staff interviews were conducted by asking predetermined questions during the on-site visit. Interviews were compiled and summarized to help determine the safety needs of the campus.

2.5.2.1 On-Site Interviews - Staff Interviews – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Question #	Recommended Improvement
Sense of General Safety	Provide comprehensive, actionable training on active emergency and crisis situations to decrease anxiety regarding campus climate and safety.
Administrative Support and Leadership	Implement a structured schedule to ensure all required staff members receive up-to-date certification training in CPR, AED operation, and Stop the Bleed protocols to reinforce emergency resource readiness.
School Rules and Expectations	Deliver specialized training for front office staff and secretaries focusing on crisis de-escalation, emergency response protocols, managing highly emotional or angry visitors, and general school safety frameworks.

2.5.2.2 On-Site Interviews - Staff Interviews – Commendations.

Methodology Note: The Texas School Safety Center (TxSSC) K-12 Audit Teacher/Staff Safety Survey template does not utilize a numerical question formatting system. Commendations below are mapped directly to the categorical row names and thematic sections present in the survey tool.

The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Campus Administration (<i>Administrative support and leadership</i>)	Staff members emphasized feeling highly valued by their campus leadership and noted the provision of a remarkably positive, supportive working culture.
District Leadership (<i>Esprit de corps / Faculty cooperation and investment</i>)	Fostering a supportive district-wide culture that employees feel actively supports, respects, and prioritizes their social, emotional, and physical well-being.

Splendora ISD Staff (<i>Sense of general safety</i>)	Cultivating a secure educational environment where personnel feel comfortable, protected, and confident in their daily operations across district facilities.
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2.5.3 On-Site Interview and Assessment - Emergency Management

An integrated approach using the five phases of emergency management (prevention, mitigation, preparedness, response, and recovery) for all emergency types.

2.5.3.1 On-Site Interview and Assessment - Emergency Management – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
District-Wide EOP Alignment	Standardize and align all Campus Emergency Operations Plans (EOP) to ensure absolute structural consistency across all district facilities.
Safety-Centric Facilities Standards	Develop and formally adopt comprehensive facility design and building standards that structurally prioritize long-term district safety and security needs.
Specialized Facility Safety Protocols	Conduct a full, exhaustive review of all emergency procedures, safety policies, and operational frameworks tailored specifically to the district skating rink facility.
Stadium Evacuation Planning	Formulate, document, and implement a dedicated emergency egress and evacuation plan for the district stadium.
Large-Event Law Enforcement Staffing	Establish formal staffing protocols to deploy additional law enforcement personnel to accommodate, manage, and secure large crowds during stadium emergencies.

2.5.3.2 On-Site Interview and Assessment - Emergency Management – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
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Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below establish the 2026 operational baseline.
District Leadership	Formal creation and staffing of a dedicated district-wide Safety Coordinator position to oversee emergency management and compliance operations.
Technology & Safety Teams	Successful implementation and deployment of the Centegix CrisisAlert system to enhance rapid emergency response capabilities across all campuses.
Splendor ISD Board & Admin	Comprehensive alignment and full district-wide compliance with Chapter 61 safety standards, including perimeter fencing, safety security window film, exterior door numbering, Silent Panic Alert Technology (SPAT), 911 response protocols, and radio communication systems.

2.5.4 On-Site Interview and Assessment – Facility Standards

Refers to the physical environment to enhance safety, functionality, and aesthetics. In the context of security, it often involves Crime Prevention Through Environmental Design (CPTED), which is a proactive strategy that uses the physical environment to reduce crime, fear of crime, and improve quality of life.

2.5.4.1 On-Site Interview and Assessment– Facility Standards – Recommendations.

The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
Classroom Window Vulnerabilities	Evaluate and implement safety-centric mitigation strategies (such as defensive window film or structural barriers) for ceiling-to-floor windows in newly constructed schools to address expressed security concerns.
Open-Space Security Frameworks	Conduct targeted CPTED reviews of open-concept areas, specifically focusing on libraries in new schools and at Timber Lakes Elementary, to mitigate security vulnerabilities.
Centegix Panic Button Integration	Finalize the integration and functional testing of dedicated panic alert buttons across all district campuses to ensure total seamless operations with the Centegix CrisisAlert system.

Secure Storage Controlled Access	Install a secure, restricted-access entryway door directly into the secure storage room from the maker space areas at Peach Creek Elementary and Greenleaf Elementary.
District-Wide Exterior Lighting	Conduct a comprehensive exterior illumination evaluation across all SISD facilities and systematically install additional lighting infrastructure where coverage gaps are identified.
Campus Roof Access Security	Implement hardened physical access controls and structural enhancements to improve security at all roof access points across all district campuses.
Cafeteria-to-Music Room Egress	Retrofit and optimize the instructional entryway door leading from the cafeteria into the secured music classroom at Peach Creek Elementary and Greenleaf Elementary for ease of tactical and daily operations.
Stadium Parking Expansion	Develop and construct additional parking infrastructure at the district stadium to safely accommodate and manage high-volume event crowds.
Transportation Facility Access Control	Install a fully automated security gate system at the district transportation facility to regulate and monitor vehicular access control.
Vehicle Impact Protection	Systematically install protective security bollards at key pedestrian entryways and high-vulnerability traffic zones across all district campuses.
Playground Perimeter Fencing	Evaluate and increase the height of playground fencing at newly constructed elementary campuses to prevent unauthorized student egress and restrict external access.
ADA Playground Accessibility	Retrofit and modify playground entrance points at new elementary campuses to achieve full compliance with Americans with Disabilities Act (ADA) accessibility standards.
Pedestrian Traffic Safety	Implement enhanced traffic-calming measures, designated crosswalks, or structural reconfigurations where students are required to cross driveways or access roads to reach the playground areas at new elementary campuses.
Fire Suppression Infrastructure	Conduct a comprehensive engineering review and install an updated fire sprinkler system within the Coleman Center facility to maximize life-safety compliance.

2.5.4.2 On-Site Interview and Assessment – Facility Standards – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or	Commendation
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Team	
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
Technology & Facilities Teams	Successful installation and deployment of dedicated emergency lockdown buttons within newly constructed school facilities.
District Leadership & Facilities	Implementation of secure physical access controls and protective security vestibules at all campus main entry points district-wide.
Melissa Coats	Successful expansion of campus medical and life-safety resources through the procurement and distribution of Automated External Defibrillators (AEDs), Stop the Bleed kits, Narcan, and specialized Evacuation Chairs across all campuses.

2.5.5 On-Site Interview and Assessment – Positive School Environment

Refers to the physical, mental, or emotional well-being of students. The campus creates a culture of respect, safety, and support where students feel valued, connected, and motivated to learn.

2.5.5.1 On-Site Interview and Assessment– Positive School Environment – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below establish the 2026 operational baseline.
Staff & Student Recognition	Maintain, evaluate, and systematically expand current campus-based recognition frameworks to continuously incentivize and reinforce positive behaviors among both staff and students.

2.5.5.2 On-Site Interview and Assessment – Positive School Environment – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
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Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
Campus Instructional Teams	Exceptional district-wide implementation of the <i>Capturing Kids' Hearts</i> framework to cultivate a high-impact, relational, and supportive campus culture.
Campus Administration	Designing and maintaining robust, campus-specific student recognition initiatives to systematically celebrate achievements and reinforce positive behavior models.
Counseling Department	Providing comprehensive mental health and emotional support through targeted, structured guidance lessons delivered systematically across all campuses.
Splendora ISD Police Department	Actively strengthening student safety awareness and community engagement by delivering specialized safety and prevention lessons directly to campuses.

2.5.6 On-Site Interview and Assessment – Safety and Security Operations

Refers to the policies, practices, procedures, and guidelines to ensure the protection of individuals, property, and information. These include the actions aligned with implementing district policies. Additionally, they may outline the responsibilities of employees and external stakeholders.

2.5.6.1 On-Site Interview and Assessment – Safety and Security Operations – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
Traumatic Injury Protocol	Formally develop, document, and implement a standardized Traumatic Injury Protocol for school employees and volunteers to execute immediately in the event of a traumatic injury incident.
NIMS/ICS Training Compliance	Systematically identify specific district and campus personnel who require National Incident Management System (NIMS) and Incident Command System (ICS) training to fulfill emergency roles, and mandate course completion.

Crisis Team Certifications	Establish a recurring certification schedule to ensure all members of designated Campus Response Teams are fully trained and up to date in CPR, AED operation, and Stop the Bleed protocols.
Non-Instructional Access Control	Formalize and deploy structured visitor management processes and check-in procedures tailored specifically for non-instructional district facilities.
Administrative Tabletop Exercises	Schedule regular, scenario-based tabletop exercises with both district and campus-level administrators to practice, evaluate, and refine emergency response procedures.
District-Wide EOP Standardization	Ensure absolute structural consistency across the district by aligning all individual Campus Emergency Operations Plans (EOP) with a unified district template.

2.5.6.2 On-Site Interview and Assessment – Safety and Security Operations – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below establish the 2026 operational baseline.
Police Chief	Providing critical medical readiness training by coordinating and delivering Narcan deployment training for transportation staff and Assistant Principals.
All Campuses	Maintaining a strong security posture through diligent perimeter control, active access monitoring, and adherence to established visitor check-in guidelines
All Campuses	Fostering continuous operational improvement by conducting formal After-Action Reviews (AAR) immediately following drills and real-world incidents.
All Campuses	Successfully aligning daily security operations by mapping the Standard Response Protocol (SRP) directly to mandated emergency drill schedules.

All Campuses	Proactively reinforcing a culture of vigilance by delivering safety tips via morning announcements, weekly newsletters to staff and parents, and dedicated safety briefings during staff meetings
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2.5.7 On-Site Interview and Assessment – School Policing

Refers to items related to school district police departments and identifies items applicable to all law enforcement agencies in the state, including employment standards, duties, and regulations for interaction with internal and external stakeholders.

2.5.7.1 On-Site Interview and Assessment – School Policing – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.
Campus Officer Staffing	Allocate budget and resources to secure additional law enforcement personnel, specifically ensuring a dedicated officer is assigned to each individual district campus.
Interoperable Communications	Procure and deploy radio repeaters for police equipment to guarantee seamless, direct communication with county law enforcement agencies when operating inside campus buildings.
Extended Shift Operations	Establish and staff a dedicated evening shift officer position to maintain a proactive security presence during after-hours district activities.
Evidence Documentation Systems	Procure, deploy, and implement a standardized policy for body-worn cameras to enhance transparency and incident documentation for all district officers.
District-Wide Unified Radio Network	Implement a comprehensive, district-wide radio communication network that bridges operations seamlessly between campus administration and the police department.
Active Threat Tactical Gear	Procure and distribute specialized tactical equipment, including ballistic shields and breaching tools, to all campuses in strict alignment with state legislative mandates.
Officer Protective Equipment	Ensure all active law enforcement personnel are outfitted with up-to-date, compliant body armor in accordance with state statutory requirements.

2.5.7.2 On-Site Interview and Assessment – School Policing – Commendations. The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below establish the 2026 operational baseline.
Splendora ISD Police Department	Demonstrating a strong commitment to professional development and tactical excellence by completing over 390 hours of mandatory and advanced field training.
Splendora ISD Police Department	Maintaining exceptional situational awareness and community trust through a highly visible, active presence in campus hallways, lunchrooms, and common areas.
Splendora ISD Police Department	Actively strengthening regional safety networks by maintaining strategic mutual-aid partnerships with the Splendora Police Department and the Montgomery County Sheriff's Office.
Officer Coronado	Implementing highly specialized, age-appropriate safety training by designing and conducting targeted lockdown drills for Pre-K and Kindergarten students at elementary campuses.

2.5.8 On-Site Interview and Assessment – Security Technology

Encompasses a range of digital and physical systems implemented in educational environments to prevent, detect, and respond to safety threats. These technologies aim to create a secure learning atmosphere by controlling access, monitoring activity, and enabling rapid communication during emergencies.

2.5.8.1 On-Site Interview and Assessment – Security Technology – Recommendations. The table below lists the recommendations from the previous safety and security audit up to the current report.

Audit Item Title	Recommended Improvement
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below reflect historical points carried forward into the 2026 baseline.

District-Wide Card Access Standardization	Standardize physical access infrastructure to establish a uniform, consistent card access platform across all facilities district-wide.
Surveillance Infrastructure Expansion	Procure and install additional high-definition surveillance cameras to eliminate visibility blind spots at all SISD facilities.
Camera Placement Optimization	Conduct a comprehensive site evaluation to re-engineer and optimize the placement angles and locations of all existing security cameras.
Intercom Infrastructure Upgrades	Systematically update, overhaul, or completely replace legacy, out-of-date intercom systems across designated campuses.
PA & Emergency Alert Integration	Reconfigure and verify public address (PA) systems to ensure seamless, automated integration and optimal functionality with the Centegix platform.
Legacy Access Control Replacement	Prioritize technology lifecycle upgrades to replace outdated, legacy card access hardware installed at older district facilities.
Unified Administrative Radio Network	Deploy an interconnected, district-wide radio communication architecture that bridges operations between campus administrators and the police department.
Security Platform Modernization	Finalize the full implementation and transition to DNA and Hanwha systems to completely decommission legacy, proprietary security platforms.

2.5.8.2 On-Site Interview and Assessment – Security Technology – Commendations.

The table below lists the commendations from the previous safety and security audit up to the current report. It identifies instances to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Name of Individual or Team	Commendation
Historical Baseline Gaps	Note: Due to historical administrative record gaps detailed in Section 2.2.3, official status updates on 2023 tracking metrics were structurally unavailable. The items below establish the 2026 operational baseline.
Facilities & Technology Teams	Successfully modernizing perimeter security by executing structural upgrades to controlled access systems at older district campuses.
Technology & Police Departments	Enhancing emergency responder communications by upgrading law enforcement radio systems, including the deployment of BDA and ERRS networks.

Technology & Safety Teams	Executing a highly effective, seamless district-wide implementation and launch of the Centegix CrisisAlert system.
Technology Department	Significantly improving situational awareness by integrating the card access control platform directly with the active video surveillance system.
Technology Department	Maximizing administrative security control by fully centralizing access card management and successfully closing historical credential vulnerabilities.
Technology Department	Successfully migrating 50% of the district's physical access footprint over to a new, state-of-the-art DNA controlled access architecture.
Technology Department	Successfully migrating 50% of the district's camera infrastructure over to a modern, advanced Hanwha video management system.
Technology & Construction Teams	Equipping all newly constructed campus facilities with robust, comprehensive, facility-wide emergency lockdown activation networks.

Section 3 – Resources

Section 3.1 Definitions

Actions: Critical activities that need to be accomplished during all phases of emergency management.

Agreements: Contracts, interlocal agreements, memoranda of understanding, or mutual aid agreements between the district, responding agencies, and whole community organizations to ensure resources are available during an emergency incident.

Commendation: Instance to recognize or praise an individual or team for their achievements, efforts, or contributions to the safety and security environment of the facility, campus, or district.

Contracts: Legally binding agreements between parties obligating one to provide goods or services for consideration or payment.

Double Cylinder Function Lock: Features a key cylinder on both sides of the door. This allows access for anyone with a key from either side of the door while preventing unauthorized access from one room to another.

Drill: A set of procedures that test a single, specific operation or function, excluding role-playing threats. Examples include fire evacuations or lockdowns.

Emergency Management: An integrated approach using the five phases of emergency management (prevention, mitigation, preparedness, response, and recovery) for all emergency types.

Emergency Operations Planning Team: A multi-disciplinary team of individuals, existing or new team or committee that is responsible for developing, reviewing, and updating the district's multi-hazard emergency operations plan (EOP).

Exercise: A preparedness activity designed to practice and assess, in a more realistic setting than a drill, the actions of individuals responding to an emergency incident when loss of life or property are at risk.

Facility Standards: Refers to the physical environment to enhance safety, functionality, and aesthetics. In the context of security, it often involves Crime Prevention Through Environmental Design (CPTED), which is a proactive strategy that uses the physical environment to reduce crime, fear of crime, and improve quality of life.

Hazard: A situation that has the potential to adversely impact the safety of individuals or cause damage to property.

Hazardous Liquid: Any liquid which is not defined as a solid or hazardous waste by Section 361.003, Health and Safety Code, and which is (A) petroleum or any petroleum

or liquid natural gas product; or (B) any hydrocarbon in a liquid state, other than liquified natural gas, that has been determined by the United States secretary of transportation to be a hazardous liquid. (TNRC 211.001)

Hazardous Materials Route: Non-Radioactive Hazardous Materials routes. State law requires a municipality with a population of more than 850,000 to develop a route for commercial motor vehicles carrying NRHM on a road or highway in the municipality and to submit the proposed route to TxDOT for approval. Routes are either Prohibited, Through Routing, Local Routing only, Gas & Diesel Routing only, or routes that have special provisions. Rules for NRHM routing are contained in the Texas Administrative Code under Title 43, Sections 25.101-25.104. Accuracy is limited to the validity of data as of dates shown.

Hazardous Waste: Any solid waste listed as hazardous or possesses one or more hazardous characteristics as defined in federal waste regulations.

Human-Caused Hazard: An adversarial hazard (active shooter, vehicle ramming, etc.).

Improvement Plan: For each task, the Improvement Plan (IP) lists the corrective actions that will be taken, the responsible party or agency, and the expected completion date.

Incident: A situation that adversely impacts the safety of individuals or causes damage to property.

Incident Action Plan: A document that is prepared after the first 24 hours of an incident that identifies the goals and objectives that need to be accomplished during a stated time period.

Incident Command Post: The location where incident leadership coordinates and communicates decisions to ensure a strategic and effective response to the incident is accomplished.

Incident Command System: The standardized approach globally used during an emergency incident to provide a coordinated, efficient, and effective response among multiple individuals and agencies.

Incident Commander: The individual who has overall responsibility for managing the response to the emergency incident.

Industrial Waste: Results from or is incidental to operations of industry, manufacturing, mining, or agriculture. Industrial waste may be hazardous or nonhazardous.

Instructional Areas: Physical spaces either inside a facility or an outdoor environment that are used predominately for teaching and learning activities. These may include classrooms, laboratories, agricultural barns, automotive shops, wood shops, etc.

Instructional Facility: Means real property, an improvement to real property, or a necessary fixture of an improvement to real property that is used predominantly for teaching the curriculum required under Section 28.002 of the Texas Education Code.

Interlocal Agreements: Written formal agreements between two governmental entities made in accordance with Texas Government Code Title 7, Chapter 791, that are often binding and include performance expectations. These agreements essentially act like contracts between government entities.

Memoranda of Understanding: A written agreement defining party responsibilities, scope, authority, terms, timelines, and compliance expectations.

Mutual Aid Agreement: A formal written agreement between the district and another government entity that commits the participating parties to a mutually beneficial, cooperative agreement based on principles of contract law that support protecting lives and property. In most circumstances, participating parties provide resources, materials, or services during emergency incidents with the idea that there will be a future reciprocal exchange of roughly comparable value, if and when required.

National Highway Freight Network: The Transportation Planning and Programming (TPP) Division of the Texas Department of Transportation (TxDOT) maintains a spatial dataset of roadway polylines for planning and asset inventory purposes, as well as for visualization and general mapping. This dataset is a subset of the published TxDOT roadway network, that represents the National Highway Freight Network as published under the FAST Act.

National Incident Management System: A set of principles used by agencies across the nation to coordinate and work effectively during all phases of emergency management to reduce the loss of life or property.

Natural Hazard: A hazard caused by an act of nature (tornado, earthquake, etc.).

Non-Instructional Areas: Physical spaces either inside a facility or an outdoor environment that are used predominately for supporting the overall function of the district. These may include administrative offices, libraries, cafeterias, athletic spaces, fine arts spaces, restrooms, and other common spaces.

Office Function Lock: Features a key cylinder on the unsecure side (hallway) and a push-button or thumb turn on the secure side (interior). This allows for, both, access to anyone with a key from the hallway and users on the inside to quickly lock or unlock the door. Must allow for emergency evacuation in the event of an emergency.

On-Site Assessment: Involves an evaluation of the safety and security measures for a particular campus, facility, or property. As with most stages of the audit process, the on-site visit may be completed in one day or may take multiple days, depending on the size and complexity of the site.

Positive School Environment: Policies, practices, procedures, and guidelines to prevent or address physical, mental, or emotional harm to students. They create a culture of respect, safety, and support where students feel valued, connected, and motivated to learn.

Real Property: Any facility or point on the school's real property boundary line as defined by the Texas Tax Code 1.04.

Resources: Includes personnel, equipment, supplies, and facilities available to be used during an emergency incident.

Safety and Security Operations: Policies, practices, procedures, and guidelines to ensure the protection of individuals, property, and information. These include the actions aligned with implementing district policies. Additionally, they may outline the responsibilities of employees and external stakeholders.

School Facility: Owned or operated by the district as defined by Texas Administrative Code 61.1040.

School Policing: Policies, practices, procedures, and guidelines related to school district police departments and identifies items applicable to all law enforcement agencies in the state, including employment standards, duties, and regulations for interaction with internal and external stakeholders.

Security Technology: Encompasses a range of digital and physical systems implemented in educational environments to prevent, detect, and respond to safety threats. These technologies aim to create a secure learning atmosphere by controlling access, monitoring activity, and enabling rapid communication during emergencies.

Storeroom Function Lock: Features an always locked key cylinder on the unsecure side (hallway) while allowing for emergency evacuation from the inside in the event of an emergency.

Strategic Highway Network (STRAHNET): A network of highways which are important to the United States' strategic defense policy, and which provide defense access, continuity, and emergency capabilities for defense purposes.

Technological Hazard: A hazard caused by an accident or the failures of systems or structures (major utility loss, train derailment, etc.).

Texas Highway Freight Network: Designated by TxDOT and not constrained by mileage limits or inclusion criteria set forth at the federal level. The foundation of the Texas Highway Freight Network is the Texas portion of the National Highway Freight Network. Additional highways critical to freight movement are also included and were identified through a systematic, data driven, and stakeholder-informed process during development of the Texas Freight Mobility Plan.

Threat: A situation that has the potential to adversely impact on the safety of individuals or cause damage to property resulting from an external vulnerability.

Unified Command: Similar to Incident Commander; however, now two or more individuals, with authority in different agencies, join to create one leadership role that has overall responsibility for managing the response to the emergency incident.

Vulnerability: Characteristics of design, location, security posture, process, or operation that render an asset, system, or network susceptible to destruction, incapacitation, or exploitation.

Section 3.2 References

School Safety and Security Audit Toolkit

<https://txssc.txstate.edu/tools/ss-audit-toolkit/>

Texas School Safety and Security Consultant Registry

<https://registry.txssc.txstate.edu/>

Refer to the Additional Resources section of the *Safety and Security Audit Toolkit* for more information.