



Agenda of Regular Meeting

The Board of Trustees Florence Independent School District

A Regular Meeting of the Board of Trustees of Florence Independent School District will be held June 15, 2026, beginning at 7:00 PM in the FES Cafeteria, 810 N. Patterson Ave, Florence, TX 76527.

Videoconference Notice: A quorum of the Board of Trustees will be physically present at the Florence High School Library, 401 FM 970, Florence, Texas 76527, and it is the intent to have a quorum of the Board present at that location. Pursuant to Texas Government Code 551.127 if a quorum of the Board is physically present at the designated location, other Trustees may attend and participate in this meeting via videoconference.

In accordance with the Texas Open Meetings Act, the board may enter into closed session at any time during deliberations pursuant to TOMA Governance Code Sections.

- 551.071 (consultation with attorney):
- 551.072 (deliberation regarding real property):
- 551.073 (deliberation regarding prospective gift):
- 551.074 (personnel matters):
- 551.076 (deliberation regarding security devices):
- 551.082 (discipline of student or complaints against employees):
- 551.083 (consultation with representative of employee group): and
- 551.084 (excluding witnesses from board investigation):

When appropriate the board may provide a brief clarification of board actions (not exceeding five minutes) immediately prior to closed session and/or prior to adjournment.

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

- I. **Call to Order**
- II. **Pledges of Allegiance**
 - Presenter:** Charlie Giddens
 - II.A. United States Pledge
 - II.B. Texas Pledge
- III. **Invocation**
 - Presenter:** JT Atkinson
- IV. **Recognitions**

- V. **Public Comment**
- VI. **Superintendent Report**
 - VI.A. Information on 2026 txEDCON26
Presenter: Rick Kirkpatrick
 - VI.B. 2025-2026 Preliminary STAAR/EOC Report
Presenter: Rick Kirkpatrick
 - VI.C. TASB Local Policy Update 127 First Reading Affecting (LEGAL) and (LOCAL) Policies:
 - BJCF(LOCAL): Superintendent — Nonrenewal
 - CAA(LOCAL): Fiscal Management Goals and Objectives — Financial Ethics
 - DC(LOCAL): Employment Practices
 - DH(LOCAL): Employee Standards of Conduct
 - DP(LOCAL) Personnel Positions
 - DPA(LOCAL): Personnel Positions — Principals
 - DPB(LOCAL): Personnel Positions — Other Personnel Positions
 - EHBB(LOCAL): Special Programs — Gifted and Talented Students
 - FFF(LOCAL): Student Welfare — Student Safety
Presenter: Rick Kirkpatrick
 - VI.D. 2026-2027 Preliminary Budget Report
Presenter: Rick Kirkpatrick/Eric Banfield
 - VI.E. Information and Discussion about a Voter Approved Tax Ratification Election (VATRE)
Presenter: Rick Kirkpatrick/Eric Banfield
 - VI.F. Safety and Security Committee Update
Presenter: Jimmy Birch
- VII. **Consent Agenda: Consideration, Discussion and Appropriate Action**
 - VII.A. Minutes of May 18, 2026.
 - VII.B. Successful Transition Education Program Williamson County Juvenile Services Memorandum of Understanding 2026-2027
 - VII.C. Donation(s)
 - VII.D. Replacement of the Baseball and Softball Scoreboards — BSN Sports - BuyBoard Contract #766-25 - \$73,520.00
Presenter: Rick Kirkpatrick
 - VII.E. Resolution that Recognizes the Bell County Texas 4-H Organization as Approved for Recognition and Eligible for Extracurricular Status Consideration under 19 Texas Administrative Code, Chapter 76.1 and an Adjunct Faculty Request from the Texas A&M AgriLife Extension Service
Presenter: Rick Kirkpatrick
- VIII. **Items Brought Down from Other Agenda Sections for Discussion and Appropriate Action**
- IX. **Regular Business: Consideration, Discussion and Appropriate Action**
 - IX.A. Consideration and Possible Action to Approve a Resolution to Select MoakCasey, LLC to Conduct the Required Efficiency Audit Before Holding a Voter Approved Tax Ratification Election
Presenter: Rick Kirkpatrick

- IX.B. Consideration and Possible Action to Approve a Revised Academic Calendar for the 2026-2027 School Year
Presenter: Rick Kirkpatrick
- IX.C. Consideration and Possible Action to Approve the Proposed Board Meeting Dates for the 2026-2027 School Year
Presenter: Rick Kirkpatrick
- X. **Executive Session (Tex. Gov't Code §551.076, §551.074, §551.071 and §551.129)**
 - X.A. Safety and Security — Deliberate the deployment, or specific occasions for implementation of security personnel or devices or to deliberate regarding a security audit
- XI. **Action Taken from Closed Session**
 - XI.A. Consideration and Possible Action to Approve the Results of the Safety and Security Audit Survey for the 2026-2026 Audit Cycle
Presenter: Rick Kirkpatrick/Jimmy Birch
- XII. **Items for Future Board Meetings**
- XIII. **Reports (no board action required)**
 - XIII.A. Finance Reports
 - XIII.B. Enrollment/Attendance Report
 - XIII.C. Campus Reports
 - XIII.D. Resignations/New Hires
- XIV. **Adjournment**



[Home](#) > [Program](#) > [Schedule](#)

Schedule

Get the schedule of events for txEDCON, including breakout sessions, general sessions, exhibit hall hours, shuttle schedule, and more.

2026 Schedule

Thursday	October 8
2-5 p.m.	Pre-conference Sessions*
3:30-6:30 p.m.	Opening Reception in the Exhibit Hall
Friday	October 9
7:30-11:30 a.m.	Small School District Seminar** (continental breakfast starts at 7:30 a.m., program starts at 8 a.m.)
7:30-8:30 a.m.	Concurrent Sessions
8:30 a.m.	Exhibit Hall Opens
8:45-9:45 a.m.	Concurrent Sessions
9:45-11:15 a.m.	Designated Exhibit Hall Viewing
10-11 a.m.	TASB Delegate Assembly Caucus Meetings



11:30 a.m.-2:30 p.m.	TASB Delegate Assembly and Lunch
12:15-1:30 p.m.	Exhibit Hall Time and Lunch
1:30-2:30 p.m.	Concurrent Sessions
2:45-3:45 p.m.	Concurrent Sessions
4 p.m.	Exhibit Hall Closes
4-5:30 p.m.	Friday General Session <i>Lamar CISD Student Performance</i> <i>Outstanding School Board Award and TSPRA Key Communicator Recognition</i>
Saturday	October 10
7:30-8:30 a.m.	Concurrent Sessions
8:30 a.m.	Exhibit Hall Opens
7:30-10 a.m.	Board Officer Institute (BOI)** (continental breakfast starts at 7 a.m., program starts at 7:30 a.m.)
8:45-9:45 a.m.	Concurrent Sessions
9:45-10:30 a.m.	Designated Exhibit Hall Viewing
10:30 a.m.-noon	Saturday General Session <i>Friendswood ISD Student Performance</i> <i>Superintendent of the Year Award</i>
noon-1:45 p.m.	Exhibit Hall Time and Lunch



12:30-2:45 p.m.	Board Officer Institute (BOI) continued**
1:45-2:45 p.m.	Concurrent Sessions
2 p.m.	Exhibit Hall Closes
3-4 p.m.	Concurrent Sessions
4:15-5 p.m.	Commissioner Mike Morath (<i>Invited</i>)
Sunday	October 11
7:30 a.m.	Breakfast and Networking
8:30-10 a.m.	100% Attendance Recognition Panel with Texas Outstanding School Board, moderated by Kevin Brown Fireside Chat with Texas Superintendent of the Year, moderated by Dan Troxell

*Preregistration and additional fee required

**Preregistration required

Note: This schedule is tentative and subject to change.

Attendee Badge Pick-Up

Thursday: 10 a.m.-6:30 p.m.

Friday: 6:30 a.m.-5 p.m.

Saturday: 7 a.m.-1 p.m.

Exhibit Hall

Thursday: 3:30-6:30 p.m. (Opening Reception)

Friday: 8:30 a.m.-4 p.m.

Saturday: 8:30 a.m.-2 p.m.



Thursday: 1-6 p.m.

Friday: 6:30 a.m.-4 p.m.

Saturday: 6:30 a.m.-4 p.m.

CONNECT WITH US

 800-580-8272 or 512-467-0222

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Explanatory Notes

TASB Localized Policy Manual Update 127

Florence 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.

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.

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).

CFB(LOCAL)

ACCOUNTING: INVENTORIES

As of July 1, 2025, [TEA](#) increased the capitalization threshold to \$10,000 to align with changes to the federal definition of equipment. The [Financial Accountability System Resource Guide](#) (FASRG) is in the process of being updated to reflect this change to rule 1.2.4.3 Capitalization of Assets.

Our records indicate that the district's capitalization threshold in CFB(LOCAL) is less than \$10,000. Districts may continue to use the lower threshold; however, if, after consultation with your auditor and other

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advisors, your district wishes to increase the threshold, please contact your policy consultant for assistance with updates.

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.

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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.

DCA(LEGAL)

EMPLOYMENT PRACTICES: PROBATIONARY CONTRACTS

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.

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.

DGBA(LEGAL)

PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE COMPLAINTS/GRIEVANCES

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.

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.

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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 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.

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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).

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.

EEB(LEGAL)

INSTRUCTIONAL ARRANGEMENTS: CLASS SIZE

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.

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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.

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.

FDA(LEGAL)

ADMISSIONS: INTERDISTRICT TRANSFERS

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).

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FNG(LEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

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.

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.

GF(LEGAL)

PUBLIC COMPLAINTS

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.

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.

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.

Instruction Sheet

TASB Localized Policy Manual Update 127

Florence ISD

Code	Type	Action To Be Taken	Note
ATTN	(NOTE)	No policy enclosed	See explanatory note
AIA	(LEGAL)	Replace policy	Revised policy
AIB	(LEGAL)	Replace policy	Revised policy
AIC	(LEGAL)	Replace policy	Revised policy
BAA	(LEGAL)	Replace policy	Revised policy
BJA	(LEGAL)	Replace policy	Revised policy
BJCF	(LOCAL)	Replace policy	Revised policy
CAA	(LOCAL)	Replace policy	Revised policy
CBB	(LEGAL)	Replace policy	Revised policy
CE	(LEGAL)	Replace policy	Revised policy
CFB	(LOCAL)	No policy enclosed	See explanatory note
CHE	(LEGAL)	Replace policy	Revised policy
CKEA	(LEGAL)	Replace policy	Revised policy
CKEB	(LEGAL)	Replace policy	Revised policy
CMD	(LEGAL)	Replace policy	Revised policy
CNC	(LEGAL)	Replace policy	Revised policy
COA	(LEGAL)	Replace policy	Revised policy
CPC	(LEGAL)	Replace policy	Revised policy
CQA	(LEGAL)	Replace policy	Revised policy
D	(LEGAL)	Replace table of contents	Revised table of contents
DC	(LEGAL)	Replace policy	Revised policy
DC	(LOCAL)	Replace policy	Revised policy
DCA	(LEGAL)	Replace policy	Revised policy
DEAA	(LEGAL)	Replace policy	Revised policy
DF	(LEGAL)	Replace policy	Revised policy
DFBA	(LEGAL)	Replace policy	Revised policy
DFE	(LEGAL)	Replace policy	Revised policy
DGBA	(LEGAL)	Replace policy	Revised policy
DH	(LEGAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
DH	(EXHIBIT)	DELETE exhibit	See explanatory note
DHA	(LEGAL)	ADD policy	See explanatory note
DHB	(LEGAL)	Replace policy	Revised policy
DHC	(LEGAL)	Replace policy	Revised policy

Instruction Sheet

TASB Localized Policy Manual Update 127

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Code	Type	Action To Be Taken	Note
DK	(LEGAL)	Replace policy	Revised policy
DP	(LEGAL)	DELETE policy	See explanatory note
DP	(LOCAL)	DELETE policy	See explanatory note
DPA	(LEGAL)	ADD policy	See explanatory note
DPA	(LOCAL)	ADD policy	See explanatory note
DPB	(LEGAL)	Replace policy	Revised policy
DPB	(LOCAL)	ADD policy	See explanatory note
DPC	(LEGAL)	ADD policy	See explanatory note
EB	(LEGAL)	Replace policy	Revised policy
EEB	(LEGAL)	Replace policy	Revised policy
EFA	(LEGAL)	Replace policy	Revised policy
EHAC	(LEGAL)	Replace policy	Revised policy
EHBB	(LEGAL)	Replace policy	Revised policy
EHBB	(LOCAL)	Replace policy	Revised policy
EHBCA	(LEGAL)	Replace policy	Revised policy
EHDD	(LEGAL)	Replace policy	Revised policy
EKB	(LEGAL)	Replace policy	Revised policy
FA	(LEGAL)	Replace policy	Revised policy
FDA	(LEGAL)	Replace policy	Revised policy
FED	(LEGAL)	Replace policy	Revised policy
FFAC	(LEGAL)	Replace policy	Revised policy
FFEB	(LEGAL)	Replace policy	Revised policy
FFF	(LOCAL)	Replace policy	Revised policy
FM	(LEGAL)	Replace policy	Revised policy
FNG	(LEGAL)	Replace policy	Revised policy
FOA	(LEGAL)	Replace policy	Revised policy
GF	(LEGAL)	Replace policy	Revised policy
GKA	(LEGAL)	Replace policy	Revised policy
GKD	(LEGAL)	Replace policy	Revised policy
GNC	(LEGAL)	Replace policy	Revised 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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This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

Instruction Sheet
TASB Localized Policy Manual Update 127

Florence 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
CFB	(LOCAL)	No policy enclosed	See explanatory note
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

Florence 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.

CFB(LOCAL)

ACCOUNTING: INVENTORIES

As of July 1, 2025, [TEA](#) increased the capitalization threshold to \$10,000 to align with changes to the federal definition of equipment. The [Financial Accountability System Resource Guide](#) (FASRG) is in the process of being updated to reflect this change to rule 1.2.4.3 Capitalization of Assets.

Our records indicate that the district's capitalization threshold in CFB(LOCAL) is less than \$10,000. Districts may continue to use the lower threshold; however, if, after consultation with your auditor and other advisors, your district wishes to increase the threshold, please contact your policy consultant for assistance with updates.

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.

Explanatory Notes

TASB Localized Policy Manual Update 127

Florence ISD

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.

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
(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 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 in a position above assistant principal. The Board retains final authority for employment of contractual personnel in a position above assistant principal. The Board delegates to the Superintendent the authority to employ contractual personnel in a position of assistant principal and below. [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. 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. 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.
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

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

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

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]

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.

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,

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

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
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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 in a position above assistant principal. The Board retains final authority for employment of contractual personnel in a position above assistant principal. The Board delegates to the Superintendent the authority to employ contractual personnel in a position of assistant principal and below. [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

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(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.

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(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.

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. 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.

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.

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

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

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(LOCAL)

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

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]

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.

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,

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

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
- ~~4.4.~~ ~~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.]

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(EXHIBITDHA(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 STANDARDS OF CONDUCT

DH
(LOCAL)

employee 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(EXHIBITDHA(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.

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. 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.

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.

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

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

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

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]

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.

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

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

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
- ~~4.4.~~ 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.]

How to Place Policy Changes on the Agenda for Board Action

TASB recommends that the district address this update on the agenda as follows:

“Policy Update _____:

- *(LEGAL) policies*
- *(LOCAL) policies (see attached list of codes)”*

(LEGAL) policies: Although (LEGAL) policies are not adopted by the board, TASB recommends that the board review them. Since review of the (LEGAL) policies may result in discussion, the agenda should, at a minimum, reference “(LEGAL) policies.” If board members plan on discussing specific (LEGAL) policy changes, the relevant policy codes, titles, and subtitles should be listed on the agenda.

(LOCAL) policies: Board action on the (LOCAL) policies included in the update must occur within a properly posted, open meeting of the board.

The (LOCAL) policy changes — each addition, deletion, or replacement — should be listed in alphabetical order by policy code, title, and subtitle. The list on the following page is our compilation of that information, which may be copied and pasted into your meeting notice, staff communications of board action, and board meeting minutes.

A suggested motion for board action on the (LOCAL) policies included in the update:

“I move that the board add, revise, or delete (LOCAL) policies as offered by TASB Policy Service for consideration and according to the Instruction Sheet for TASB Localized Policy Manual Update _____ [with the following changes:]”

How to Keep Minutes

The board’s action on this Localized Update must be reflected in board minutes. Your minutes should include the following:

- The list of local policy actions, such as the Instruction Sheet — annotated to reflect any changes made by the board.
- The Explanatory Notes for the update (filed as an attachment to the minutes).
- Copies of newly adopted or deleted (LOCAL) policies.

(LOCAL) Policy Action List
FLORENCE ISD (246902) - Update 127

BJCF(LOCAL): SUPERINTENDENT - NONRENEWAL

CAA(LOCAL): FISCAL MANAGEMENT GOALS AND OBJECTIVES - FINANCIAL ETHICS

DC(LOCAL): EMPLOYMENT PRACTICES

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

DP(LOCAL): PERSONNEL POSITIONS

DPA(LOCAL): PERSONNEL POSITIONS - PRINCIPALS

DPB(LOCAL): PERSONNEL POSITIONS - OTHER PERSONNEL POSITIONS

EHBB(LOCAL): SPECIAL PROGRAMS - GIFTED AND TALENTED STUDENTS

FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY

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.

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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 in a position above assistant principal. The Board retains final authority for employment of contractual personnel in a position above assistant principal. The Board delegates to the Superintendent the authority to employ contractual personnel in a position of assistant principal and below. [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).
Employment Assistance Prohibited	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD] 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<u>DHA(LEGAL)</u>) for the Educators' Code of Ethics.]



SAFETY AND SECURITY SPRING 25-26 MEETING

FLORENCE ISD

Inspire • Empower • Achieve



Internal Safety Team

Jimmy Birch - Director / District EOP

Rachael Hull - Grant Compliance

Russell Ellis - Facility Safety

Chad Blackman - Access Control Safety

Jonathan Rocha - Cyber Safety

Campus Assistant Principals - Drills and Campus EOPs

SRO's - Physical Security



Florence I.S.D. Vision

Florence I.S.D. inspires excellence and empowers each student to achieve their highest potential.

Florence I.S.D. Mission

Florence I.S.D. is a collaborative partnership of dedicated students, staff, families, and community members.

We provide a safe, engaging learning environment with equitable support, high expectations, and diversified instruction. We build a strong foundation for life-long learning, Preparing all students for a successful future.



District School Safety Committee Members

The school safety and security committee provides central coordination of safety efforts and assists with drills and exercises, school safety and security audits, policy development, and training. The committee is made up of school district and community partners that collaboratively provide recommendations to the district's board of trustees and district administrators. The purpose of this committee is specifically related to ensuring the safety and well-being of the students and staff within the district. Each district has their own committee so that they can provide feedback specific to the needs of their district.



Public Comments



Review Minutes from 8/4/2025



District School Safety Committee Members

For this committee to have a significant impact upon the school's climate and culture, there is a need for representation from various perspectives on school safety and security. As a result, and to the greatest extent practicable, the committee must consist of at least the following individuals whose names are recorded in the district's multi-hazard emergency operations plan (EOP) [TEC 37.108(f)(8) and TEC 37.109(a-1)]. Charter networks may need to set these up by geographical regions to ensure appropriate representation from local responders and members.

1. The city or county's office of emergency management – at least one representative.
2. The local police department or sheriff's office – at least one representative.
3. From the board of trustees – the president and at least one other representative of the board.
4. From the district – the superintendent and at least another designee, one being a district classroom teacher.
5. Parents or guardians of currently enrolled students – at least two.
6. If the district has an instructional partnership with an open-enrollment charter school – a member of the charter schools' governing body, or their designee.
7. If the district has its own police department – at least one representative.



Members



School Safety Meeting Future Dates

FALL - 12/1/2025 (Monday)

SPRING- 05/18/2026 (Monday)

SUMMER- 08/03/2026 (Monday)



DRILL INFORMATION Required

Requirements

Details	Name	Sub-Type ↑	Buildings	Frequency	Start Date	End Date ↑
Details	Shelter	HAZMAT	All Buildings	1 between start and end date	08/13/2025	12/19/2025
Details	Secure	None	All Buildings	1 between start and end date	08/13/2025	12/19/2025
Details	Lockdown	None	All Buildings	1 between start and end date	08/13/2025	12/19/2025
Details	Hold	None	All Buildings	1 between start and end date	08/13/2025	12/19/2025
Details	Shelter	Severe Weather	All Buildings	1 between start and end date	08/13/2025	12/19/2025
Details	Evacuate	Fire	All Buildings	1/month	08/13/2025	05/28/2026
Details	Shelter	HAZMAT	All Buildings	1 between start and end date	01/06/2026	05/28/2026
Details	Secure	None	All Buildings	1 between start and end date	01/06/2026	05/28/2026
Details	Lockdown	None	All Buildings	1 between start and end date	01/06/2026	05/28/2026
Details	Hold	None	All Buildings	1 between start and end date	01/06/2026	05/28/2026
Details	Shelter	Severe Weather	All Buildings	1 between start and end date	01/06/2026	05/28/2026



SAFETY AND SECURITY UPDATE



Intruder Detection Audit (IDA) Status

Intruder Detection Audit (IDA) Quick View

2025 - 2026 ▾

CAMPUS LIST

100%

(3 of 3 visited)

Campus Visits Breakdown

Elementary School	1 of 1
Jr High/Middle School	1 of 1
High School	1 of 1

FINDINGS/FLAGS

0

(Excludes Any Flags)

Findings Breakdown

Intruder Detection Audit	0
Exterior Door Audit	0
Weekly Door Log Audit	0
Classroom Door Audit*	0
* Not a finding	

CORRECTIVE ACTIONS

0

(Outstanding CAs)

Corrective Actions Breakdown

Total CAs Required	0
Total CAs Submitted	0
Total CAs Approved	0



GRANT FUNDING UPDATE PRESENTER: RACHAEL HULL



CRT – TEAM- CHUCK RYAN



BI ANNUAL MAINT CHECK– JIMMY BIRCH

Bi-Annual Maintenance - Results from 05/14/2026		
Standard	Result	Notes or Comments
Instructional facility exterior doors function properly, including meeting the requirements in subsection (c)(3)(A) and (C) of this section:	✓	-
(1) be set to a closed, locked and latched status;	✓	-
(2) must include a mechanism to fully close and engage the locking hardware automatically after entry or egress; and	✓	-
(3) must have a mechanism allowing the door to be opened from the inside when locked for emergency egress.	✓	-
The locking mechanism for any ground-level windows that can be opened function properly.	✓	-
Any perimeter barriers and related gates function properly.	✓	-
All panic alert or similar emergency notification systems in classrooms and campus central offices function properly, which includes at least verification from multiple campus staff and classroom locations that a notification can be issued and received by the appropriately designated personnel, that the alert is successfully broadcast to all campus staff and to appropriate law enforcement and emergency responders.	✓	-
All school telephone systems and communications infrastructure provide accurate location information when a 9-1-1 call is made in accordance with state and federal laws and rules and when an alert is triggered in accordance with this section.	✗	December 18, 2025 Our 911 service was out on the day we tested. Please see the message below for more detail. We tested for two days and on the second day it was working properly. I worked with CAPCOG, WILCO 911, AND BRIGHTSPEED on this issue.
All exterior master key boxes function properly and the keys they contain function properly.	✓	-
Law enforcement and emergency responder two-way radios operate effectively within each instructional facility.	✓	-
Two-way radios used by school system peace officers, school resource officers, or school marshals properly communicate with local law enforcement and emergency response services.	✓	-

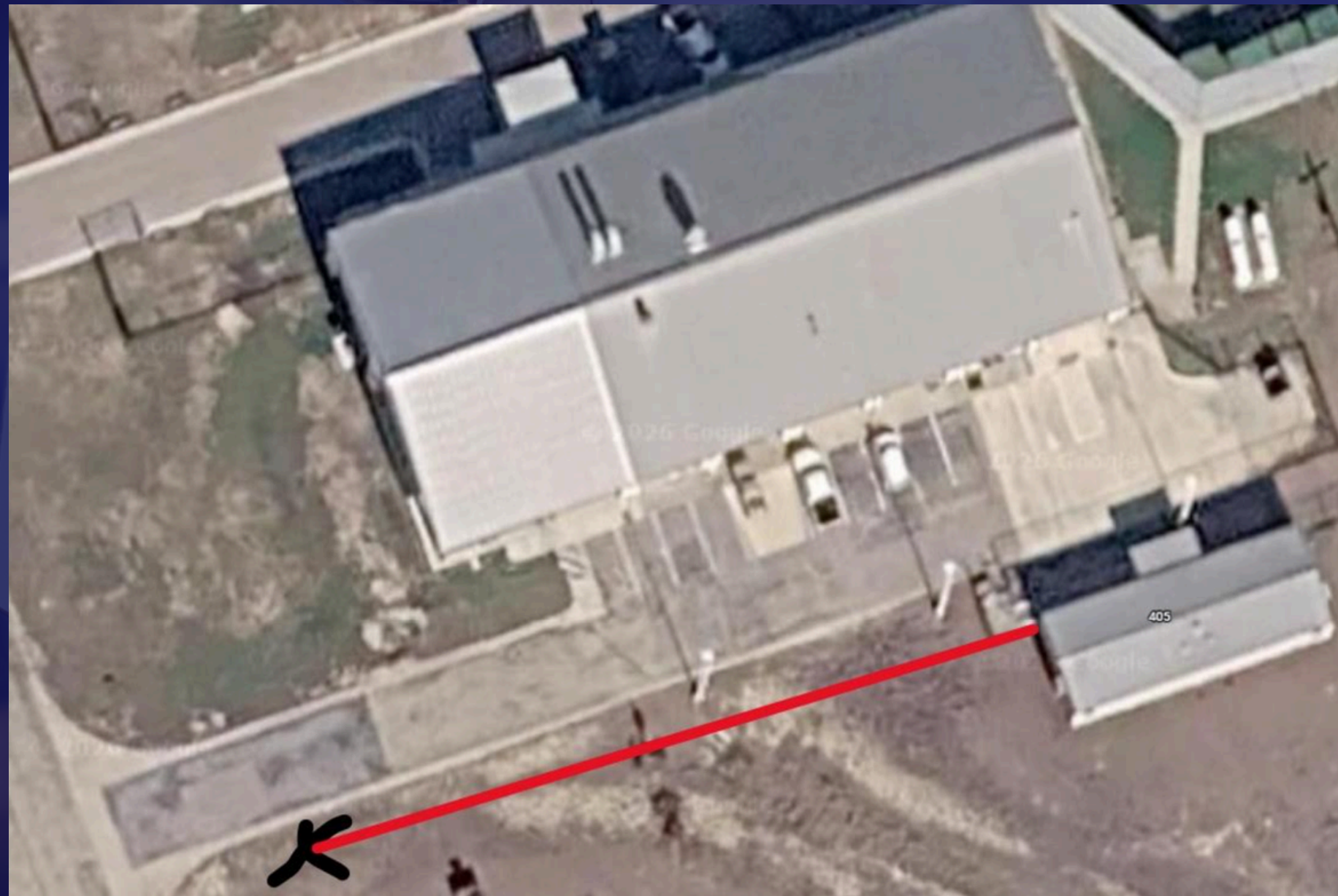


NEW CAMERAS – JIMMY BIRCH

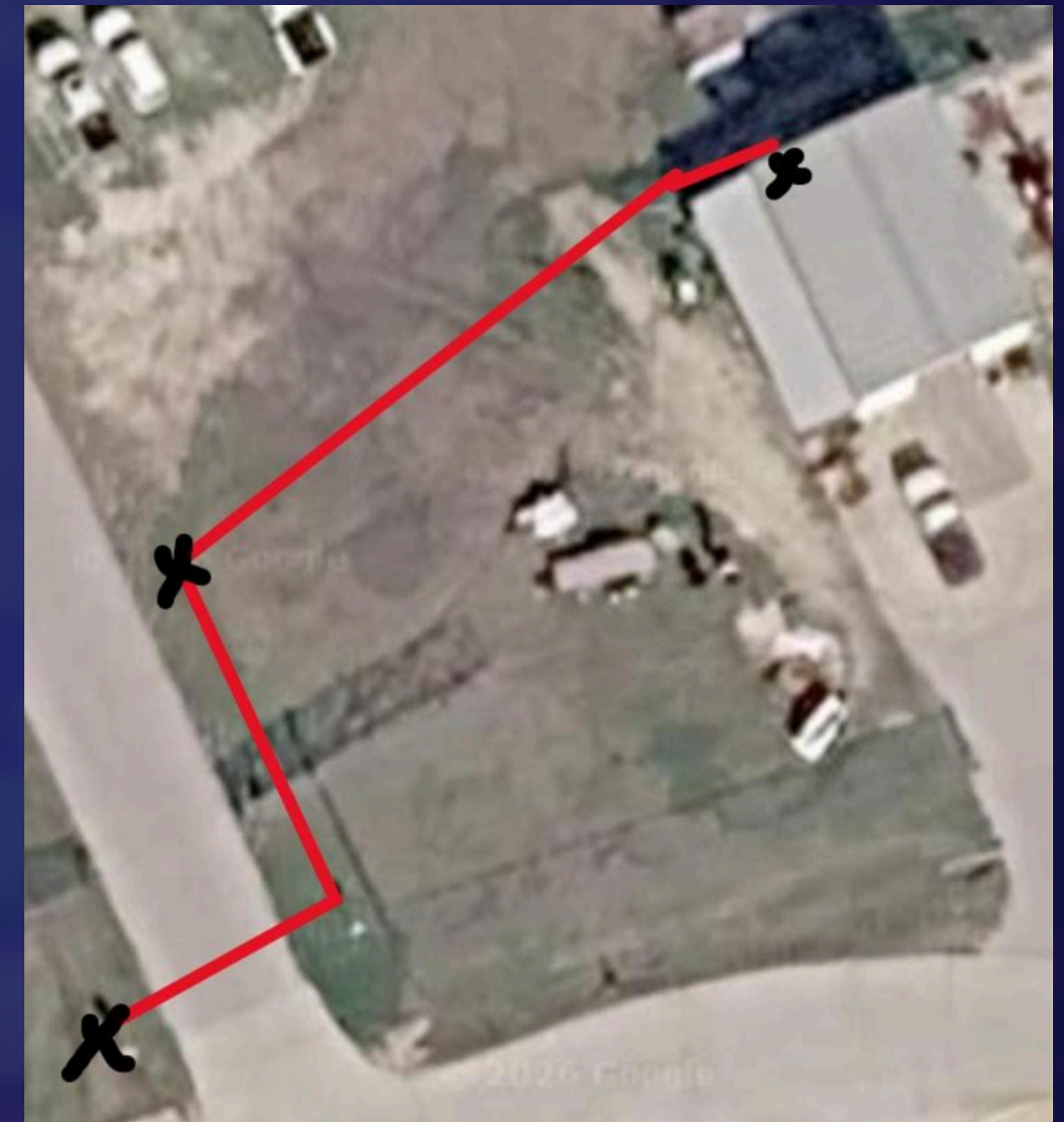
We will be installing NEW cameras at FHS, and FMS.



NEW SECURITY GATES – JIMMY BIRCH



DAEP



Bus



26-27



EOP – BASIC PLAN AND THE REUNIFICATION ANNEX.



SAFETY CONSULT WITH DEPARTMENTS



SAFETY CONSULT WITH DEPARTMENTS

This is an opportunity for outside departments to share updates or recommendations for school safety.

We ask that one spokesperson for each group provide information

Groups to provide an update include, but are not limited to, Local Police/Fire, County Police/Fire, State Police/Fire, TEA Representative, and Campus Administration.



PERSONNEL TO BE TRAINED ON FEMA'S INCIDENT COMMAND SYSTEM (ICS) AND NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS)

**Its recommended that the following district staff be
trained in ICS and NIMS.**

**The District Leadership Team
(Superintendent, Assistant Superintendent, Business Manager,
School Safety Director, SpEd Director, HR. Coordinator, Campus
Principals, and Assistant. Principals)**



PERSONNEL TO BE TRAINED ON FEMA'S INCIDENT COMMAND SYSTEM (ICS) AND NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS)

Name	ICS 100	ICS 200	ICS 700	ICS 800
Rick Kirkpatrick	X	X	X	X
Shirley Camacho	X	X	X	X
Denise Berg	X	X	X	X
Kay Bradford	x	x	x	x
Russell Ellis	X	X	X	X
Robert Draper	X	X	X	X
Chad Blackman	X	X	X	X
Kelly Avritt	X	X	X	X
Rachel Hull	X	X	X	X
Jimmy Birch	X	X	X	x
Amy Uranga				
Kendra Vaughan	x	x	x	x
Ercilia Paredes				
Chuck Ryan	x	x	x	x



Open Meeting



Mental Health

COMMITTEE REQUIRED TRAINING NOTICE

Due by ASAP

Open Meeting

<https://www.texasattorneygeneral.gov/open-government/governmental-bodies/pia-and-oma-training-resources/open-meetings-act-training>

Mental Health

<https://tea.texas.gov/about-tea/other-services/weather-and-disaster/harvey-mental-health/mental-health-resources-school-personnel-training-and-classroom-resources>



AED Locations

FISD Admin Offices

Outside Big gym entrance

FES- Campus

Each Hallway wing has an AED located at the END near the restrooms with Bleed Control Kits
An AED with Bleed Control Kit is located outside the Nurses' office at the main FES entrance.

FMS - Located with AEDs

Health clinic hallway
Outside the gym entrance

FHS - Located with AEDs

Foyer (by Library entrance)
Outside of gym (internal doors entrance - behind the cafeteria)
AG Shop (NEW)
Bandhall (NEW)



Safe and Supportive Team Members by Campus



Safe and Supportive Team
Florence Elementary School
Florence, Texas

SY 2025-2026

		Completed Behavioral Threat Assessment Required Training
<u>Member Name</u>	<u>Member Role</u>	
Ercilia Paredes	School Administrator	✓
Angela Gower	School Administrator	✓
Kendra Vaughan	Counseling	✓
Sarah Hosman	Special Education	✓
Angela Gower	Behavioral Mgmt.	✓
Jamie Campise	Classroom Instruction (Teacher)	Scheduled
Andrew Pence	Classroom Instruction (Teacher)	✓
Danny Sanchez	Law Enforcement/SRO	✓
Chuck Ryan	Emergency Management	✓



Safe and Supportive Team

Florence Middle School

Florence, Texas

SY 2025-2026

<u>Member Name</u>	<u>Member Role</u>	Completed Behavioral Threat Assessment Required Training
Lauren Neil	School Administrator	✓
Kay Bradford	School Administrator	✓
Shirley Camacho	Counseling	✓
Heather Bowman	Special Education	✓
Tonya Papasan	Behavioral Mgmt.	✓
Shirley Camacho	Mental Health and Substance	✓
	Classroom Instruction (Teacher)	
Jose Pena	Classroom Instruction (Teacher)	✓
Officer Murrery	Law Enforcement/SRO	Scheduled
Chuck Ryan	Emergency Management	✓



Safe and Supportive Team

Florence High School

Florence, Texas

SY 2025-2026

<u>Member Name</u>	<u>Member Role</u>	Completed Behavioral Threat Assessment Required Training
Russell Porterfield	School Administrator	✓
Denise Berg	School Administrator	✓
Amy Uranga	Counseling	✓
Traci Tomlinson	Special Education	✓
Denise Berg	Behavioral Mgmt.	✓
Amy Uranga	Mental Health and Substance	✓
Christopher Beliveau	Classroom Instruction (Teacher)	✓
Sam White Eagle	Law Enforcement/SRO	✓
Jimmy Birch	Emergency Management	✓
Emma Gonzales	Medical Assistant	✓



BLEED KIT LOCATIONS



Stop The Bleed training for Students and Staff

TEC, §38.030, requires each school district and open-enrollment charter school to develop a protocol for school employees to follow in the event of a traumatic injury. This protocol must require that the following personnel complete the state-approved training in the use of a bleeding control station: each school district peace officer commissioned under TEC, §37.081; each school security personnel employed under TEC, §37.081, who provides security services at a campus; each school resource officer who provides law enforcement at a campus; and all other district or school personnel who may reasonably be expected to use a bleeding control station.

The traumatic injury response protocol must also require each school district and open-enrollment charter school to annually offer instruction on the use of a bleeding control station to students enrolled at the campus in Grade 7 or higher. The instruction must be provided by a school resource officer or other appropriate district or school personnel who has received the state-approved training.

JENNIFER BAKER	JENNIFER BAKER	jbaker@florenceisd.net
Christopher Beliveau	Christopher Beliveau	cbeliveau@florenceisd.net
Denise Berg	Denise Berg	dberg@florenceisd.net
Jimmy Birch	Jimmy Birch	jbirch@florenceisd.net
Joshua Blake	Joshua Blake	JBlake@florenceisd.net
Heather Bowman	Heather Bowman	hb Bowman@florenceisd.net
Dennis Bratton	Dennis Bratton	dbratton@florenceisd.net
Angel Callan	Angel Callan	acallan@florenceisd.net
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eparedes@florenceisd.net	eparedes@florenceisd.net	eparedes@florenceisd.net
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ELIJAH HOUSE	ELIJAH HOUSE pending	
Andrew Hubbard	Andrew Hubbard pending	
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Victor Varela	Victor Varela	vvarela@florenceisd.net



REVIEW: 2023-2026 TEXAS SCHOOL SAFETY CENTER AUDIT, JIMMY BIRCH



REVIEW: POLICE OFFICER TRAINING

☒ 1.  SCHOOL RESOURCE OFFICERS (SROs)	D. Sanchez	Date Complete	S. White Eagle	Date Complete	Murray	Date Complete
SRO Start and End Date					Start: 4/13/2026	
Active Shooter Response Training (TCOLE-approved)	x	3/5/2026	x	10/14/2024	x	9/23/2025
Completed within last 4 years (e.g., ALERRT Level I)	x	3/5/2026	x	10/14/2024	x	9/23/2025
☐ TCOLE School-Based Law Enforcement (SBLE) Course	x	7/28/2023	x	10/14/2024		Scheduled
Required for officers assigned to campuses	x	7/28/2023	x	10/14/2024		
☐ Current TCOLE License (Peace Officer)	x	12/31/2009	x	8/12/2024		12/8/2025
In good standing	x	12/31/2009	x	8/12/2024		12/9/2025
☐ TCOLE Continuing Education Cycle Complete						
Includes:						
☐ De-escalation training	x	6/28/2021	x	5/28/2025		10/14/2025
☐ Crisis Intervention Training (CIT)	x	8/27/2021	x	6/6/2025		10/30/2025
☐ Cultural Diversity	x	10/21/2025	x	10/23/2024		10/10/2025
☐ Legislative Updates	x	10/1/2025	x	9/30/2025		10/7/2025
☐ ALERRT / active threat hours	x		x			



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Regular Meeting

Monday, May 18, 2026 7:00 PM

Florence High School, 401 FM 970, Florence, Texas 76527

J.T. Atkinson:	Present
Pete Burson:	Present
Anthony DeAugustineo:	Present
Jason Earp:	Present
Charles Giddens:	Present
Ed Navarette:	Present
Jeff Stone:	Present

I.	Call to Order	
	Meeting was called to order at 7:00 pm.	
II.	Pledges of Allegiance	Pete Burson
	II.A. United States Pledge	
	II.B. Texas Pledge	
III.	Invocation	Jason Earp
IV.	Recognitions	
	IV.A. Student Recognitions	Rick Kirkpatrick
	IV.B. Teacher of the Month	Rick Kirkpatrick/Dr. Kelly Avritt
	IV.C. Recognition of FISD Board of Trustees Outgoing Board Member Jeff Stone	Rick Kirkpatrick/Dr. Kelly Avritt
V.	Public Comment	
VI.	Superintendent Report	
	VI.A. Administer the Statement of Elected Officer and Oath of Office to the Newly Elected Members of the Board of Trustees	Doree Robinson
	VI.B. Graduation Information	Dr. Russell Porterfield
	VI.C. 2026-2027 Preliminary Budget Report	Rick Kirkpatrick/Eric Banfield
	VI.D. Gifted and Talented Report	Dr. Kelly Avritt
	VI.E. TRS Active Care Rates for the 2026-2027 School Year	Rick Kirkpatrick
VII.	Consent Agenda: Consideration, Discussion and Appropriate Action	
	VII.A. Minutes of April 20, 2025	
	VII.B. FMS Band Hall and Practice Room Renovation – Jamail & Smith Construction – TIPS Contract #25050402 – \$149,127.00	Rick Kirkpatrick
VIII.	Items Brought Down from Other Agenda Sections for Discussion and Appropriate	

Action

**IX. Regular Business: Consideration,
Discussion and Appropriate Action**

IX.A. Consideration and Possible Action Rick Kirkpatrick/Ed
to Elect Officers for the Florence ISD Navarette
Board of Trustees

I nominate Ed Navarette for the
position of President of the Board, JT
Atkinson for the position of Vice
President of the Board, and Jason Earp
for the position of Secretary for the
Board. This motion, made by Pete Burson
and seconded by Anthony DeAugustineo,
Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 7, Nay: 0

IX.B. Consideration and Possible Action Rick Kirkpatrick
to Approve a Delegate and Alternate to
the 2025 Texas Association of School
Boards (TASB) Delegate Assembly
I move to name Ed Navarette as the
Official Voting Delegate and Anthony
DeAugustineo as the Alternate to the
2026 TASB Delegate Assembly. This
motion, made by Pete Burson and
seconded by Charles Giddens, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 7, Nay: 0

IX.C. Consideration and Possible Action Rick Kirkpatrick
to Nominate a Trustee from the FISD
Board of Trustees for the Region 13,
Position B Seat on the TASB (Texas
Association of School Boards) Board
I move to nominate Ed Navarette for the
Region 13, Position B seat on the TASB
Board. This motion, made by Jason Earp
and seconded by Pete Burson, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea

Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 7, Nay: 0

IX.D. Consideration and Possible Action Rick Kirkpatrick
to Approve a Resolution Suspending
Board Policy CV(LOCAL)
I move to approve the resolution as
presented. This motion, made by J.T.
Atkinson and seconded by Jason Earp,
Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 7, Nay: 0

IX.E. Consideration and Possible Action Rick Kirkpatrick
to Approve a Job Order Contract (JOC)
with Centrix Energy Partner (TIPS
Contract #25010402)
I move to approve the JOC contract with
Centrix Energy Partner for the lighting
and ceiling tile renovation at Florence
Middle School. This motion, made by
J.T. Atkinson and seconded by Charles
Giddens, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 7, Nay: 0

IX.F. Consideration and Possible Action Eric Banfield
to Approve Budget Amendment Number 3
I move to approve Budget Amendment
Number 3 as presented. This motion,
made by Jason Earp and seconded by
Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea

Jeff Stone: Yea
Yea: 7, Nay: 0

IX.G. Consideration and Possible Action Dr. Kelly Avrith
to Approve the Certification of
Instructional Materials for 2026-2027.
I move to approve the Certification of
Instructional Materials for 2026-2027
as presented. This motion, made by Pete
Burson and seconded by Charles Giddens,
Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 7, Nay: 0

IX.H. Consideration and Possible Action Dr. Kelly Avrith
to Approve the Purchase of Library
Books
I move to approve the purchase of
library books as presented. This
motion, made by J.T. Atkinson and
seconded by Pete Burson, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 7, Nay: 0

IX.I. Consideration and Possible Action Rick Kirkpatrick/Dr.
to Approve Revisions to Policy Russell Porterfield
EIF(LOCAL)
I move to approve the revisions to
Policy EIF(LOCAL) as presented. This
motion, made by J.T. Atkinson and
seconded by Jason Earp, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 7, Nay: 0

IX.J. Consideration and Possible Action Rick Kirkpatrick
to Approve the Summer 2026 Work

Schedule

I move to approve the summer 2026 work schedule as presented. This motion, made by Charles Giddens and seconded by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea

Pete Burson: Yea

Anthony DeAugustineo: Yea

Jason Earp: Yea

Charles Giddens: Yea

Ed Navarette: Yea

Jeff Stone: Yea

Yea: 7, Nay: 0

X. **Executive Session**

XI. **Action Taken from Closed Session**

XII. **Items for Future Board Meetings**

XIII. **Reports (no board action required)**

XIII.A. Finance Reports

XIII.B. Enrollment/Attendance Report

XIII.C. Library Books Proposed for Future Purchase

XIII.D. Campus Reports

XIII.E. Resignations/New Hires

XIV. **Adjournment**

Meeting was adjourned at 8:34 pm.

Board Secretary, Jason Earp

Board President, Ed Navarette



**SUCCESSFUL TRANSITION EDUCATION PROGRAM
WILLIAMSON COUNTY JUVENILE SERVICES
MEMORANDUM OF UNDERSTANDING 2026-2027**



PURPOSE

As Williamson County, Texas, has a population greater than 125,000, the Williamson County Juvenile Board and the Williamson County Independent School Districts' (ISDs') Board of Trustees (hereinafter "Parties") adopt this memorandum of understanding to operate a Juvenile Justice Alternative Education Program in compliance with the Texas Education Code (TEC Section 37.011). Successful Transition Education Program (S.T.E.P.) educates the Williamson County J.J.A.E.P., C.O.R.E., and Detention students from all ISDs in Williamson County and is for residents of Williamson County only.

S.T.E.P. J.J.A.E.P. is an alternative education campus which allows continued education for students who have committed expellable offenses, Mandatory or Discretionary, in accordance with Texas Education Code Chapter 37 (*Appendix A*). The Parties agree that S.T.E.P. (J.J.A.E.P., C.O.R.E., and Detention) is a cooperative effort between the educational community and Juvenile Services with the primary goals being education, progress toward grade-level performance, rehabilitation, personal accountability, and character development. Students are removed from their home campus and attend school in a facility where behavior is closely monitored, students engage in counseling sessions, and staff works to teach reintegration skills in addition to their academic endeavors.

PARTICIPATING PARTIES

Bartlett ISD	Granger ISD	Liberty Hill ISD
Coupland ISD	Hutto ISD	Round Rock ISD
Florence ISD	Jarrell ISD	Taylor ISD
Georgetown ISD	Leander ISD	Thrall ISD

ADMINISTRATION OF THE PROGRAM

In consideration of mutual covenants, the Parties agree as follows:

- I. The Williamson County J.J.A.E.P. will serve:
 - A. Juveniles as defined by Title 3 of the Family Code and
 - B. All students who qualify under State compulsory attendance law.
- II. S.T.E.P. will operate in a facility owned by Williamson County, Texas, and all costs for furniture, maintenance, and operation of the facility is at the sole cost

and expense of the County as approved by the Juvenile Board and Commissioner's Court.

- III. The development and daily administration of S.T.E.P. will be conducted by Georgetown ISD in compliance with the Texas Education Code and in cooperation with Williamson County Juvenile Services as it exists or may be amended.
- IV. Georgetown ISD will operate S.T.E.P. for the benefit of all participating Parties. A handling fee of \$25,000 shall be credited to Georgetown ISD as part of the budget for provision of the services listed below. All ancillary costs associated with administration of S.T.E.P. over and above the handling fee will be outlined in the budget and be the combined financial obligation of all districts including Georgetown ISD. The handling fee covers:
 - A. All fiscal requirements.
 - B. Selection, training, supervision, and evaluation for all educational personnel.
 - C. Acquisition of educational materials and instructional technology in accordance with Georgetown ISD standards.
 - D. Instructional and administrative computers (laptop hardware, printers, and classroom projection in educational spaces) in accordance with Georgetown ISD technology standards.
 - i. Laptops are the property of Georgetown ISD and are managed in that inventory. Replacement of old hardware is in accordance with Georgetown ISD technology life-cycle timelines.
 - 1. Purchasing and warranty agreements are made by Georgetown ISD.
 - 2. Williamson County staff will image and support the hardware and software according to the standards required for operation on their network. Georgetown ISD will support the hardware only when the repairs qualify for warranty service.
 - ii. Printer services are subject to the contract agreements. Georgetown ISD has in place contracted service providers.
 - 1. Williamson County is responsible for purchase of print supplies.
 - 2. S.T.E.P. staff will schedule repairs and maintenance with the contracted service provider.
 - 3. Printers will be replaced in accordance with Georgetown ISD life-cycle timelines.
 - iii. Physical installation of classroom projection devices and other technology into the facility, including providing the necessary electrical or facility modifications, will be completed by Williamson County.
 - E. Supervision and assessment of S.T.E.P. to include plans to address Special Education, Section 504, and EB/ELL/ESL services.
 - i. Each ISD shall retain the responsibility for their students served through Special Education, Section 504, and EB/ELL/ESL with assistance from S.T.E.P. staff, including providing special services, in accordance with IDEA which guarantees the provision of a Free Appropriate Public Education (FAPE).
 - ii. S.T.E.P. will provide feedback to assist the home campus in developing, reviewing, and revising an individualized education plan (IEP) or individualized accommodation plan (IAP) for each student with

- a disability to ensure he/she receives all accommodations, modifications, and related services as designated by the IEP or IAP.
 - iii. A S.T.E.P. representative must be invited to and will attend ARDs, MDRs, and Section 504 meetings in an advisory capacity to provide information but will not be considered deciding members regarding student placement.
 - iv. Special Education services will be provided in the least restrictive environment appropriate to meet the student's educational needs.
 - v. A continuum of placement options is available to meet the unique needs of each eligible student. The availability of S.T.E.P./ Williamson County staff, allowed student groupings, and court advisements will be taken into account when determining placement.
 - vi. Special Education instruction is provided by appropriately certified staff within an instructional day commensurate with that of students without disabilities.
- F. Report cards at the conclusion of grading periods (2 per semester) to each student's home campus and the parent/guardian. Grades will be calculated accordingly using all grades provided by the home campus, interim placement(s), and grades earned at S.T.E.P.
- G. Attendance reporting to the student's home campus.
 - i. Students who are absent 10 consecutive days will be considered inactive in the J.J.A.E.P. program. After 30 consecutive absences, the student will be withdrawn.
 - ii. The home campus is responsible for filing truancy charges for students in discretionary placements. S.T.E.P. and Williamson County will provide records to assist in this process. Williamson County will file truancy charges for students in mandatory placements.
- V. Williamson County Juvenile Services will provide:
 - A. Supervision in the form of Juvenile Supervision Officers at a rate no less than 1 officer per 8 students.
 - i. The ratio may temporarily increase to 1:12 for no more than 30 school days if the Juvenile Services Chief, S.T.E.P. Principal/Director of Education, and Facilities Director agree.
 - ii. Teachers may provide 1-to-1 education supervision at the discretion of the S.T.E.P. Principal and Facility Administrators if they are trained in CPI, given a facility radio, and are comfortable without a Juvenile Supervision Officer present. The ratio may temporarily increase to 1:3 if the Juvenile Services Chief, S.T.E.P. Principal/Director of Education, and Facilities Director agree.
 - B. The required school uniform consisting of two pair of pants, fitted undershirts, and S.T.E.P. polo-style shirts. The parent/guardian is responsible for providing undergarments, socks, and shoes.
- VI. As part of the consideration of this Agreement, and until modification of the Parties, the Parties agree to provide funding for the 2024-2025 school year per the budget as listed in the Agreement (*Appendix B & C*).
 - A. All funds paid to Georgetown ISD to be expended on S.T.E.P. counselor, support staff, nurse, case managers, and fringe benefits for these positions will be transferred to Williamson County for disbursement.

- B. Application for all state and federal funding relating to education for delinquent youth (Title I, Part D, Subpart 2) will be the responsibility of Georgetown ISD. All funds received shall be expended on reasonable and applicable budget requests outlined in the annual Campus Improvement Plan. A portion of Title I funds will be allocated to continue funding of:
 - i. 2 Case Managers serving all districts. Up to \$25,000 will be requested towards covering the cost of these services. In the event the Title I fund request is not approved at the federal level, or the funds awarded do not cover the cost for the Case Managers, the cost for the services may be included in the general budget to be shared by all Parties.
 - ii. Character Education Teacher during the school year and summer school (up to \$50,000).

EXPULSION CRITERIA

- I. Expellable Offenses
 - A. For a list of the most common mandatory and discretionary offenses, see *Appendix A (subject to change based on the outcome of the 2025 Legislative session)*. The full regulations are outlined in TEC 37.007.
 - B. Students may be placed at the J.J.A.E.P. through order of the Court, conditions of release from a detention facility, or a Deferred Prosecution Agreement.
 - C. In the event that charges are not filed, the Juvenile Prosecutor declines to prosecute the case, the case is dismissed by the Court, or adjudication determines the charge to be “not true,” the sending district shall be notified and they shall determine if the expulsion will be upheld or if the responsibility for educational services shall be returned to the sending district, relative to TEC Chapter 37. If the expulsion is upheld, the maximum expulsion length will be 30 days; an exception to this limitation may be made at the sole discretion of the J.J.A.E.P. (collaboration between WCJS Executive Director and Director of Education) on a case-by-case basis.
- II. Expulsion Length
 - A. A student who commits a mandatory offense, verified by a report generated by local law enforcement, MUST be expelled to the J.J.A.E.P. for up to 1 school year at the sending district’s discretion, consistent with their Student Code of Conduct.
 - B. A student who commits an offense listed in TEC 37.007 other than a mandatory MAY be expelled to the J.J.A.E.P. for up to 120 school days at the sending district’s discretion, consistent with their Student Code of Conduct.
 - C. If the district decides to include summer school in the expulsion, it must be stated in the Placement Order and the expulsion may not extend beyond the summer program of the current school year unless the student fails to complete the summer program as ordered.
 - D. The Placement Order must explicitly state the length of expulsion in number of days rather than stating “end of semester/school year.”
 - E. Expelled students may earn an extension of up to 25 days (see chart in III.B.i) for unacceptable conduct in accordance with the J.J.A.E.P. Student Code of Conduct.

- F. Expelled students may earn time off their expulsion up to 25 days (see chart in III.B.i) for outstanding conduct in accordance with the J.J.A.E.P. Student Code of Conduct.
 - G. The length of placement for students Court-ordered to the J.J.A.E.P. is subject to judicial discretion. Students placed through Deferred Prosecution Agreements shall not exceed 6 months.
 - H. Expulsion orders must include the expulsion length as counted in school days.
- III. Release from the J.J.A.E.P.
- A. Court-Ordered J.J.A.E.P. students must abide by the Court's decision, but behavior and Observation Log reports shall be made available to the Court by request. These students shall not be released until designated by the Court.
 - B. Students expelled by their school district must meet the expected conduct criteria as outlined in the J.J.A.E.P. Student Code of Conduct to be released on time.
 - i. Students can reduce or extend their placement time based on expected conduct as outlined in the J.J.A.E.P. Student Code of Conduct. The maximum amount of earned early release or extended time corresponds to the original expulsion length.
 - 1. 30-day expulsion = max 5 days early release/extension
 - 2. 45-day expulsion = max 10 days early release/extension
 - 3. 60-day expulsion = max 15 days early release/extension
 - 4. 90 to 100-day expulsion = max 20 days early release/extension
 - 5. Expulsions 120 days plus = max 25 days early release/extension
 - ii. In the event a student is not successfully meeting conduct expectations on a consistent basis, a minimum of 10 days prior to the student's scheduled return date (after completion of original number of expulsion days plus extension) the J.J.A.E.P. Transition Team will contact the sending district to determine if the expulsion should be extended further. If so, a due process hearing should be held and updated expulsion orders submitted.
 - iii. Students whose release date has been extended past the end of the school year may be provided the opportunity to earn days towards release in summer school.
 - iv. Students who reach their last day must attend the full day unless given specific permission by the J.J.A.E.P. Administration.
 - v. Home districts have discretion to waive extensions earned and allow a student to return to their home campus upon completion of the original expulsion days regardless of the student's conduct at the J.J.A.E.P. The J.J.A.E.P. Transition Team will periodically update the home district of the student's standing.
 - vi. If a student is scheduled to return to their home campus near the end of the semester but in a collaborative team approach the parent, home district, and J.J.A.E.P. Administration determine it is in the best interest of the student to finish the semester at the J.J.A.E.P., an extension will be allowed.

- vii. Students with 10 or fewer days remaining on their expulsion at the end of the school year will be released to begin the new school year at their home campus.

ADMISSION PROCEDURES

I. School District Responsibilities

Contact the J.J.A.E.P. Transition Team upon notification of the alleged expellable offense in order to schedule a date/time for an expulsion hearing (a Juvenile Services representative MUST be present at the hearing and have had the opportunity to review the expulsion paperwork prior to the scheduled hearing):

Ryan Daniels	Case Manager	512-943-3594	ryan.daniels@wilcotx.gov
Tara Stewart	Principal/Director of Ed.	512-943-3268	tara.stewart@wilcotx.gov
John Rinn	Case Manager Supervisor	512-943-3232	john.rinn@wilcotx.gov

- a. Provide required paperwork to the J.J.A.E.P. Transition Team at least 48 hours in advance of the hearing, to include:
 - i. Notice of Expulsion Hearing Letter
 - ii. Waiver of Rights Letter (if applicable)
 - iii. Birth Certificate
 - iv. Social Security Card
 - v. Health/Immunization Records
 - vi. Disciplinary Record including Behavior Threat Assessment
 - vii. Attendance Record
 - viii. Cumulative Report Card (current year)
 - ix. Student Schedule with Withdrawal Grades
 - x. Transcript & Graduation Plan (if HS credits have been earned)
 - xi. STAAR/STAAR EOC Records
 - xii. Special Programs Records
 - 1. EB/ELL/ESL/LEP – LPAC & TELPAS
 - 2. Section 504 – current IAP including BIP if applicable
 - 3. Special Education – current IEP including BIP, FIE, and/or psychological evaluation if applicable
- b. Invite the S.T.E.P. Special Programs Coordinator and Principal to participate in the Manifestation Determination Review (MDR) proceedings regarding the potential expulsion:

Elyse Tatum	Special Programs Coord.	512-943-3272	elyse.tatum@wilcotx.gov
Tara Stewart	Principal/Director of Ed	512-943-3268	tara.stewart@wilcotx.gov

- c. At the conclusion of the expulsion hearing, email a copy of the Expulsion Order to the J.J.A.E.P. Transition Team, who will schedule an intake with the family.
- d. If the parent waives the right to a hearing, send the waiver with the expulsion paperwork. The J.J.A.E.P. Transition Team will review the paperwork and schedule an intake with the family within 48 hours.
- e. If attempts to contact the designated Juvenile Services/S.T.E.P. representatives are unsuccessful, please contact one of the following:

Deandra Jones	Asst. Facilities Administrator	512-943-3242	deandra.jones@wilcotx.gov
Michael Pena	Director of Facilities	512-943-3227	michael.pena@wilcotx.gov

II. Juvenile Services Responsibilities

- a. Upon notification of an expulsion hearing, the Department will assign a representative to be present at the hearing.
- b. If the student is expelled, the representative will inform the student and parent/guardian of action, if any, to be taken by the Department.
- c. An intake meeting will be scheduled as soon as possible following the expulsion hearing, preferably immediately following the hearing or within 24 hours/the next school day. Intake includes a review of all J.J.A.E.P./S.T.E.P. requirements and expectations, a tour of open facilities, and an opportunity for questions to be answered.
- d. If the student is already under court supervision, the Juvenile Court will decide whether to amend the conditions of probation to incorporate J.J.A.E.P. placement.
- e. If the student is not under prior court supervision, the Court Officer may refer the case to the Juvenile Prosecutor who will give prompt notice of the deferred prosecution or file a petition alleging the student is in need of supervision or has engaged in delinquent conduct. If a petition is filed, the Juvenile Prosecutor may include J.J.A.E.P. placement in the disposition order.
- f. If a student fails to complete their term of expulsion, his/her case may be referred to the Juvenile Prosecutor for court action.

TRANSPORTATION

- I. The sending school district is responsible for transportation to and from S.T.E.P. each day in regular session based on the S.T.E.P. school calendar. In cases where the sending district's calendar is not aligned with the S.T.E.P. calendar, the sending district is still responsible for transporting students to S.T.E.P.
 - a. The S.T.E.P. school calendar is separate from the Georgetown ISD school calendar.
 - b. In the case of inclement weather or other emergency circumstances, S.T.E.P. will close only if Georgetown ISD or Williamson County closes their facilities.
- II. If a student's behaviors are disruptive to the extent that his/her school district transportation is suspended, the parent/guardian will assume responsibility for transportation. Ineligibility will be coordinated through the designated Juvenile Services representative and the sending school district.
- III. If the sending school district includes the summer school session in the Expulsion Order, transportation arrangements shall be made according to the specific ISD policy.
- IV. Parents/guardians will be responsible for transportation for students whose release date has been extended past the end of the school year and are choosing to earn points/days towards release during summer school.
- V. Transportation should deliver and pick up students to S.T.E.P. per the decided school hours, with delivery no later than 8:10 am. Problems with transportation will be reported to the school district by S.T.E.P. staff.

TRANSITION FROM S.T.E.P.

- I. To ensure a continuity of services and support, every student assigned to the J.J.A.E.P. is assigned a Case Manager and a S.T.E.P. Teacher Advocate who will assist the student as they return to their home campus. A Field Juvenile Probation Officer or Education Transition Specialist may also be assigned to assist with the transition.
 - a. During the school year, a "S.T.E.P. Out" (transition) meeting, either in person or virtual, will be set up prior to the student's completion of their placement in the JJAEP program to ensure supports, services and/or safety plans are in place prior to re-enrollment.
 - b. A S.T.E.P. Out meeting for students returning to their home campus after the completion of the school year can be held in May or prior to the new school year beginning to ensure supports, services and/or safety plans are in place prior to re-enrollment.
- II. The Case Manager and/or Juvenile Probation Officer and S.T.E.P. Registrar are responsible for notifying the home school district of the student's progress at the J.J.A.E.P. In anticipation of the student's return to their home campus, information will be forwarded including:
 - a. Attendance Record
 - b. Behavioral Reports
 - c. Grades/Report Cards (including current schedule)
- III. All districts are encouraged to contact S.T.E.P. at 512-943-3255 to inquire about student progress while assigned to the J.J.A.E.P.

INTER-AGENCY SHARING OF EDUCATIONAL RECORDS

- I. A school district superintendent or designee shall disclose information contained in a student's educational record to a juvenile service provider as required by section 58.0051 of the Texas Family Code. Educational Records include information related to the student's:
 - a. Identity
 - b. Special needs
 - c. Educational accommodations
 - d. Assessment or diagnostic test results
 - e. Attendance records
 - f. Disciplinary records
 - g. Medical records
 - h. Psychological diagnoses
- II. A juvenile service provider that receives confidential information under this section shall:
 - a. Certify in writing that the juvenile service provider receiving the confidential information has agreed not to disclose it to a third party, other than another juvenile service provider, and
 - b. Verify the identity of a student involved in the juvenile justice system, and
 - c. Provide delinquency prevention or treatment to the student.
- III. Per Section 58.106 of the Texas Family Code (HB 1106), information contained in the juvenile justice information system is confidential for the use of the department and may not be disseminated by the department except:

- a. With the permission of the juvenile offender to military personnel of the state or the United States.
- b. To a person or entity to which the department may grant access to adult criminal history records as provided by Section 411.083, Government Code.
- c. To a juvenile justice agency.
- d. To the Texas Juvenile Justice Department (T.J.J.D.) for analytical purposes.
- e. To the office of the Independent Ombudsman of the T.J.J.D.
- f. To a county justice or municipal court exercising jurisdiction over a juvenile.

TERMS OF THE AGREEMENT

- I. Each participating ISD will adopt a Student Code of Conduct in accordance with the Texas Education Code's definition of serious and what constitutes the same.
- II. The Parties agree that the prescribed order of agreement to participate in the J.J.A.E.P. shall be incorporated into each student's case prior to admission and no student shall be exempted from any requirement in those documents. The J.J.A.E.P. Student Handbook outlines staff expectations of students and proper disciplinary actions for violations.
- III. Each student placed at the J.J.A.E.P. must participate in the J.J.A.E.P. program for the full period ordered by the Juvenile Court or the Deferred Prosecution Agreement unless the student's home district agrees to accept the student before that date. Any request for continued placement at the J.J.A.E.P. following successful completion of a Juvenile Court Order or Deferred Prosecution Agreement shall be handled on an individual basis.
- IV. The J.J.A.E.P. will operate at least 7 hours per day and no less than 180 days per school year* unless a waiver is obtained through TJJD to shorten the number of instructional days/hours. The school personnel and students will adhere to the S.T.E.P. school calendar provided at intake. Students with disabilities will be provided a commensurate day with that of students without disabilities in Georgetown ISD. (*Change to 43,200 min/year if HB2040 passes.)
- V. Summer school will be provided for all C.O.R.E. residents. Summer school for J.J.A.E.P. students is contingent upon the availability of State funding. Summer school will operate in June for approximately 100 hours. Emphasis will be on reading and math instruction in addition to credit recovery.
- VI. The average daily attendance for Detention residents, C.O.R.E. residents, and J.J.A.E.P. students shall remain with the ISD in which the student is enrolled, excluding the mandatory expulsions which shall be retained by the County (*Appendix C*).
- VII. Students who have moved out of Williamson County since their offense and are brought to Detention or C.O.R.E. by law enforcement for that same offense will be attributed to the school of residence where the student was enrolled at the time of the offense. The average daily attendance for the resident will remain with that school.
- VIII. Georgetown ISD and Juvenile Services shall develop, adopt, and enforce written operation policies for the operation of the J.J.A.E.P. which will conform to T.J.J.D.'s standards for J.J.A.E.P.s.
- IX. This Agreement contains the entire agreement of the Parties with respect to the matters contained herein and may not be modified except by the mutual written agreement of the Parties hereto.

- X. This Agreement shall remain in effect for the duration of the 2025-2026 school year.
- XI. This Agreement will be reviewed and updated if necessary at the conclusion of the 2025 fall semester and 2026 spring semester.
- XII. The Parties agree to meet annually to discuss the progress of the program and revise this agreement to address any additional needs.
- XIII. This Agreement shall be construed in accordance with the laws of the State of Texas and all obligations created hereunder shall be performable in Williamson County, Texas.
- XIV. Any notice provided for under the terms of this Agreement by either Party to the other shall be in writing, may be by registered or certified mail, return receipt requested, properly addressed to the entity. Any Party may change the address to which notice may be sent to that Party by giving notice of such change to the other Parties in accordance with the provisions of this Agreement.
- XV. This Agreement shall refer to and be binding upon the herein listed entities and their successors and assigns. All participants in expulsion hearings are required to follow the guidelines established in this Agreement.
- XVI. The individuals executing the Agreement on behalf of the respective Parties represented to each other and to others that all appropriate and necessary action has been taken to authorize the individual executing the Agreement to do so on behalf of the Party for which his or her signature appears, that there are no other parties or entities required to execute this Agreement in order for the same to be an authorized and binding agreement on the Party, and that each individual affixing his or her signature hereto is authorized to do so and such authorization is valid and effective on the date hereof.
- XVII. This Agreement may be executed in a number of identical counterparts, each of which shall be deemed as original for all purposes.

CONFIRMATION OF AGREEMENT

Approved by the Williamson County Juvenile Board on the _____ day of _____, 2026.

_____ Chairperson, Juvenile Board

Approved by the _____ ISD Board of Trustees on the _____ day of _____, 2026.

_____ Chairperson, District Board of Trustees

S.T.E.P. STAFF		\$1,340,747	NOTES
Principal / Director of Education (226)		\$121,314	
Health / Science (187)* + Lead Teacher		\$77,329	Education staff salaries include an approximate raise proposed by Georgetown ISD but are contingent upon the outcome of the 89th Legislative Session. If a lesser raise is approved, the budget will be adjusted accordingly.
ELA / ESL / Social Studies / SPED / Tech Apps (187)* + Tech Coordinator		\$76,229	
Generalist / Science / SPED (187)*		\$75,429	
Bilingual / ESL / Generalist / Math / Spanish / SPED (187)* + ESL Coordinator		\$75,429	
PE / Service Learning (187)*		\$75,129	
Art / ESL / Social Studies / SPED (187)* + Testing Coordinator		\$74,704	Admin Asst Stipend for WCJS Duties = \$5,000
ELA / Generalist / Math / SPED (187)*		\$74,029	Lead Teacher Stipend = \$3,000
Generalist / Social Studies / SPED (187)*		\$72,704	Special Programs Coordinator Stipend = \$3,000
Math / SPED (187)* + Special Programs Coordinator		\$72,079	Testing Coordinator Stipend = \$1,000
ESL / Math / SPED (187)*		\$71,179	Technology Coordinator Stipend = \$1,000
Art / Electives / SPED (187)*		\$66,979	* indicates \$1,700 stipend for extra duties/training required by teachers in residential facilities
PE / SPED (187)*		\$66,779	
Math / Science (187)*		\$66,379	
Music / Social Studies / Art / Electives / SPED (187)*		\$64,929	Education Specialist salary covered by Title I funds up to \$50,000
ELA / ESL (187)*		\$61,029	
Administrative Assistant/Registrar (215)		\$43,859	(#contract days)
Administrative Assistant/Registrar (215)		\$42,414	
Instructional Asst / GED Coordinator (185)		\$32,363	Doctoral degrees indicated in green;
SPED Behavior Instructional Asst (185)		\$30,462	Masters degrees indicated in blue.
Education Specialist (192)		\$0	
ADDITIONAL COSTS		\$362,800	
Case Managers (2)		\$101,000	
Fringe Benefits: Education Staff		\$114,000	
J.J.A.E.P. Counselor		\$49,500	
J.J.A.E.P. LVN		\$42,500	
J.J.A.E.P. Receptionist		\$33,000	
Sudden Link (T-1 Line / Students)		\$3,000	
Summer GED Coordinator Extra Duty		\$800	
Summer School (3 Teachers): 100 hours @ \$30/hr		\$9,000	
Supplies/Materials		\$10,000	
GEORGETOWN ISD HANDLING FEE		\$25,000	
TOTAL ESTIMATED BUDGET FOR 2026-2027:			\$1,728,547

WILLIAMSON COUNTY JUVENILE SERVICES PLACEMENTS APRIL 2025 - MARCH 2026

		J.J.A.E.P.						C.O.R.E.						DETENTION					
		Mandatory			Discretionary														
		General	SPED	General	SPED	General	SPED	General	SPED	General	SPED	General	SPED	General	SPED	General	SPED	BILABLE DAYS	
		#	Days	#	Days	#	Days	#	Days	#	Days	#	Days	#	Days	#	Days		
BARTLETT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	17	19	
COUPLAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
FLORENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GEORGETOWN	3	198	2	90	8	92	3	49	5	413	5	337	35	364	29	619	1874		
GRANGER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	13	13	
HUTTO	3	168	4	248	0	0	1	2	3	244	2	74	14	158	4	80	558		
JARRELL	2	166	0	0	1	29	1	132	0	0	2	44	9	89	6	114	408		
LEANDER	1	83	2	111	0	0	1	108	2	81	6	216	26	306	21	192	903		
LIBERTY HILL	0	0	1	30	1	30	1	28	0	0	0	0	6	39	2	71	168		
ROUND ROCK	3	66	5	146	0	0	3	146	8	809	4	196	32	420	30	468	2039		
TAYLOR	0	0	1	44	0	0	0	0	0	0	1	37	4	28	13	149	214		
THRALL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTALS	12	681	15	669	10	151	10	465	18	1547	20	904	127	1406	108	1723	6196		

FISCAL RESPONSIBILITY

		% OF TOTAL PLACEMENT DAYS	SUBTOTAL (COST OF DAYS)	% OF INDIRECT COST	SUBTOTAL (HANDLING FEE)	TOTAL RESPONSIBILITY	
BARTLETT	19	0.31%	\$5,224	0.44%	\$110	\$5,334	
COUPLAND	0	0.00%	\$0	0.00%	\$0	\$0	
FLORENCE	0	0.00%	\$0	0.00%	\$0	\$0	
GEORGETOWN	1874	30.25%	\$515,243	n/a	\$0	\$515,243	
GRANGER	13	0.21%	\$3,574	0.30%	\$75	\$3,649	
HUTTO	558	9.01%	\$153,418	12.91%	\$3,228	\$156,646	
JARRELL	408	6.58%	\$112,177	9.44%	\$2,360	\$114,537	
LEANDER	903	14.57%	\$248,274	20.89%	\$5,223	\$253,497	
LIBERTY HILL	168	2.71%	\$46,190	3.89%	\$972	\$47,162	
ROUND ROCK	2039	32.91%	\$560,609	47.18%	\$11,794	\$572,403	
TAYLOR	214	3.45%	\$58,838	4.95%	\$1,238	\$60,076	
THRALL	0	0.00%	\$0	0.00%	\$0	\$0	
TOTALS	6196	100%	\$1,703,547	100%	\$25,000	\$1,728,547	

% SUBTOTAL DAYS (excluding GISD days) X \$25,000 (GISD Handling Fee) +
 % TOTAL DAYS (including GISD days) X \$1,703,547 (remaining budget)
 = TOTAL RESPONSIBILITY

DATE 5/11/26



WILLIAMSON COUNTY J.J.A.E.P. & S.T.E.P.

OBSERVATION LOG



Student:

Group:

Date:

	Meal 1	Flex	1 st	2 nd	Meal 2	Rec/Group	3 rd	4 th	Level Up
Class Expectations*									
Work Completion*									
Hallway Movement									
Physical Control									
Verbal Control									
Peer Interactions									
Adult Interactions									
Breaks from Class									

Arrival	DC

E: _____ +

M: _____ +

D: _____ = 68

Overall:

E M D

E's and/or D's both require documentation.

MRV or sent home due to behavior = D for the day

Students in ISS may earn no more than an M in any grading period.

*Teachers will assign scores in these areas. Overrides may be made by Principal ONLY.

	EXCEEDS – no corrections or prompting needed	MEETS - baseline	DOES NOT MEET – unresponsive to prompts
Arrival	on time	excused tardy	unexcused tardy
Dress Code	clean uniform; no prompting needed to maintain standards; no personal items	basic expectations met with prompting (tuck in shirt; no sagging; hair up)	jewelry; nail polish; incorrect uniform; brings personal items; multiple prompts to comply
Mealtimes	meets expectations and cleans without prompting	follows staff direction; no talking; cleans with prompting	refusal to follow directions; talking, leaves a mess
Group	encouraging & supportive in addition to other expectations	appropriate communication; pro-social; maintains boundaries; on-task	hurtful comments; not paying attention
Breaks from Class	Only necessary requests to regulate or not needed	asks politely; waits patiently; respectful of time boundaries	excessive requests or time used; demanding
Rec Time	engages in the activity & cheers on others	participates appropriately or sits quietly	physically or verbally disruptive
Hallway Movement	follows expectations patiently with no prompts	no talking; hands behind back; in line; follows directions; only one prompt needed	talks; leaves the line; wandering hands; multiple redirection prompts
Class Expectations	actively contributes to class discussion/activities	alert & paying attention; stays on track with activities	sleeps; stays zoned out; no paying attention to class activity; headphone refusal
Work Completion	quality completion of assigned work without prompting	steady progress and effort on assigned work; chooses correct activity in tutorials	more idle time than productivity on assigned work or priority work in tutorials
Physical Control	stays seated; keeps area clean; treats materials with respect	appropriate with movement, direction of energy, materials & fidgets; hands to self	out of seat without permission; touching other persons or property; physical aggression
Verbal Control	positive language & content, no profanity used, speaks at appropriate times	appropriate volume, language, content & timing; quick & sustained correction with slip ups	use of profanity, inappropriate content, volume or timing; refusal to correct; verbal aggression
Peer Interactions	encouraging words & actions	minds own business & space	negative words or actions; encourages negativity of others
Adult Interactions	polite & respectful; responds quickly; offers to help	reasonably responds to requests;	negative or disrespectful words or actions; delay in response



S.T.E.P.

Successful Transition Education Program

2026 - 2027

Williamson County Juvenile Services

JJAEP * CORE * DETENTION

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

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

September 2026						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						20

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

November 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
						15

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

January 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						18

February 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
						18

March 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						17

April 2027						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
						21

May 2027						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

June 2027						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

	Student/Staff Holiday
	A Days
	B Days

	Staff Comp Day/Student Holiday
	Staff Development/Student Holiday
	Early Release Day

	Grading Periods
	C Days (all classes seen)

JJAEP = 7.25 hrs/day; CORE/DETENTION = 435 min/day

180 Student Days (Sem 1 = 78 ; Sem 2 = 94 ; Waiver = 8)

185 Day Instructional Aides 8/10 - 6/2

187 Day Teachers 8/10 - 5/28

192 Day Serv Lm Specialist 8/10 - 6/11

215 Day Admin Assist/Registrars 7/22 - 6/25

226 Principal 7/7 - 6/25

Waiver Days: 9/21, 11/11, 11/23-25, 1/4, 2/12, 3/26

updated 3/10/2026



Florence ISD
306 College Avenue
Florence, Texas 76527
Rick Kirkpatrick, Superintendent
(254)793-2850

Deposit Information: Buffalo Bodega

Submitted By: Lillian Barnett

Bank Account: ACTIVITY

Campus/Dept: District

Fund Account: 491 Locally Funded Special Revenue

Submission Date: 06/02/2026

FISD Donation Acceptance Form

Per policy CDC (LOCAL): Gifts and donations that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval.

Acceptance of Monetary Gifts, Grants, and Other Revenues from Private Sources

Donor (Entity) Name: Georgetown Healthcare System Inc.

Contact Name:

Address: Georgetown, Texas

Recipient Organization: District Food Pantry

Amount: 10,000.00

Are funds donated for a specific purpose? (Y/N)

Yes.

If for a specific purpose, description is required:

Supplies for the food Pantry.

Approval Signatures

Superintendent's Approval: _____ Date: _____

Board Approval: _____ Date: _____



PO Box 841393
Dallas, TX 75284-1393
Phone: 800-527-7510 Fax: 800-899-0149
Visit us at www.bsnsports.com

Quote

Cart #: 15639631
Purchase Order #: XXXXX
Cart Name: 2026 BSB/SFB Scoreboards
Quote Date: 05/08/2026
Quote Valid-to: 06/12/2026
Payment Terms: NT30
Ship Via:
Ordered By: Quentin Posey

Contact Your Rep

Brad Walker Email: Brad.walker@bsnsports.com | Phone: 254-447-2131

Sold to
1260154
FLORENCE HIGH SCHOOL
401 FM 970
FLORENCE TX 76527
USA

Ship To
1260154
FLORENCE HIGH SCHOOL
Quentin Posey
401 FM 970
FLORENCE TX 76527
USA

Payer
1260154
FLORENCE HIGH SCHOOL
401 FM 970
FLORENCE TX 76527
USA

Item Description	Qty	Unit Price	Total
15' x 6.5' Baseball Scoreboard Item # - 1459542	1 EA	\$ 11,150.00	\$ 11,150.00
15' Outdoor School/Sponsor Panel Item # - 1459543	1 EA	\$ 925.00	\$ 925.00
CS5 Controller Carrying Case Item # - 1459530	2 EA	\$ 0.00	\$ 0.00
20' X 8' BASEBALL SCOREBOARD Item # - 1460615	1 EA	\$ 12,600.00	\$ 12,600.00
20' Outdoor School/Sponsor Panel Item # - 1459540	1 EA	\$ 1,250.00	\$ 1,250.00
Supply/Install Steel/Boards & Demo/Dispo Item # - NSPINSTALL	1 EA	\$ 38,145.00	\$ 38,145.00
15' Outdoor Truss Item # - 1459544	1 EA	\$ 3,150.00	\$ 3,150.00
20' Outdoor Truss Item # - 1459541	1 EA	\$ 4,300.00	\$ 4,300.00

Subtotal:	\$71,520.00
Other:	\$0.00
Freight:	\$2,000.00
Sales Tax:	\$0.00
Order Total:	\$73,520.00
Payment/Credit Applied:	\$0.00
Order Total:	\$73,520.00



PO Box 841393
Dallas, TX 75284-1393
Phone: 800-527-7510 Fax: 800-899-0149
Visit us at www.bsnsports.com

Quote

Cart #: 15639631
Purchase Order #: XXXXX
Cart Name: 2026 BSB/SFB Scoreboards
Quote Date: 05/08/2026
Quote Valid-to: 06/12/2026
Payment Terms: NT30
Ship Via:
Ordered By: Quentin Posey

Item Description	Qty	Unit Price	Total
Buyboard 766-25			
OMNIA R250101			
-			
Installation Scope of Work:			
-			
Demo of Existing Steel Supports. Includes Cutting Them Out and Backfilling. Does Not Included Pulling out Entire Concrete Pier			
Demo of Existing Scoreboards Included			
Dumpsters Included for Disposal of Packaging Materials and Existing Beams/Boards			
-			
Supply/Install New Steel I-beams for Both Baseball and Softball Scoreboards			
Concrete Work Per Manufacturer Spec Included			
All equipment Included			
Installation of Scoreboards Included			
-			
Customer Responsible for All Electrical Work to Get Power to New Scoreboards			
Customer Responsible for Marking Any Underground Electrical, Water, Gas, Utility Lines in Area Where Scoreboards are Going			
-			
STANDARD EXCLUSIONS (list is not all inclusive):			
1. Demolition of any/all structures unless otherwise specified.			
2. Surface Protection			
3. Electrical			
4. Excavation, Concrete or Landscaping work			
5. Grade level concrete flatwork			
6. Painting or amenity touch ups due to preexisting conditions			
7. Permit or plan review fees			
8. Liquidated damages			
10. Any insurance other than that is needed to perform work.			
11. Bonding			
12. Licenses			
13. Sales/use tax			
14. Prevailing/Union wages			
15. Any other items not listed in the scope of work are subject to additional mobilization and/or material charges.			

BELL COUNTY EXTENSION SERVICE



5-18-26

*Rick Kirkpatrick
Florence ISD
306 College Ave.
Florence, TX, 76527*

Dear *Rick Kirkpatrick*,

On behalf of the 4-H members of Bell County, I/we hereby respectfully request that the 4-H organization, by the attached resolution, be sanctioned as an extracurricular activity. We request the enclosed RESOLUTION be presented for consideration at the next scheduled meeting of the Board of Trustees of the *Florence ISD*. I/we further request that questions regarding this RESOLUTION be directed to me/us in a timely manner so that I/we may prepare and present an appropriate response so as not to delay action on this request.

Finally, I request that a signed copy of this RESOLUTION, along with a copy of the minutes of the Board meeting, be forwarded to me for our files.

Thank you and members of the Board of Trustees for your consideration of this request.

Sincerely,

A handwritten signature in black ink that reads "Sheryl Long". The signature is written in a cursive, flowing style.

Sheryl Long
County Extension Agent
4-H Youth Development

Attachment: Resolution for Extracurricular Status of 4-H Organization

RESOLUTION

EXTRACURRICULAR STATUS OF 4-H ORGANIZATION

Be it hereby resolved that upon this date, the duly elected Board of Trustees of the

Florence ISD

meeting in public with a quorum present and
certified, did adopt this resolution that recognizes
the

Bell County

County Texas 4-H Organization as approved for recognition and eligible for
extracurricular status consideration under 19 Texas Administrative Code,
Chapter 76.1, pertaining to extracurricular activities.

Participation by 4-H members under provisions of this resolution are subject
to all rules and regulations set forth under the 19 Texas Administrative Code
as interpreted by this Board and designated officials of this school district.

Texas A&M AgriLife Extension
will request academic eligibility for all 4-H competitive activities,
regardless if a school absence is or is not required, and
for non-competitive purposes when an absence is required.

Approved this _____ day of _____, 20_____.

Board of Trustee

Superintendent

BELL COUNTY EXTENSION SERVICE



5-18-26

*Rick Kirkpatrick
Florence ISD
306 College Ave.
Florence, TX, 76527*

Dear Rick Kirkpatrick,

On behalf of the Bell County Extension Staff, I hereby respectfully request approval of the attached Adjunct Faculty Agreement with the Florence Independent School District.

The State Board of Education passed an amendment to 19 TAC§129.21 (j). Requirements for Student Attendance Accounting for State Funding Purposes allows public school students to be considered "in attendance" when participating in off-campus activities with an adjunct staff member of the school district. Section 3 of the Student Attendance Handbook states:

(1) The student is participating in an activity that is approved by the local board of school trustees and is under the direction of a member of the professional or paraprofessional staff of the school district, or an adjunct staff member who:

(A) has a minimum of a bachelor's degree; and

(B) is eligible for participation in the Teacher Retirement System of Texas.

Bell County requests the agents listed on the enclosed Adjunct Faculty Agreement be awarded adjunct staff member status for the period of time indicated on the agreement.

I hope Florence Independent School District will accept this request. Please let me know if you would like to schedule an appointment to discuss the amendment and request or if you need further information.

Thank you and members of the Board of Trustees for your consideration of this request.

Sincerely,

A handwritten signature in black ink that reads "Sheryl Long".

Sheryl Long
County Extension Agent
4-H Youth Development

Attachment: Resolution for Extracurricular Status of 4-H Organization

Bell County Extension Office
1605 N. Main Street, Room 102
Belton, Texas 76513
Tel. 254-933-5305 | Fax. 254-933-5312

ADJUNCT FACULTY REQUEST

THE STATE OF TEXAS COUNTY OF BELL

On this date, at a regularly scheduled and posted meeting, came the Board of Trustees of the Florence Independent School District, hereinafter referred to as "District." A quorum having been established, the Board proceeded to consider the appointment of the herein named individual(s) as an adjunct member of the Florence Independent School District.

Upon consideration and vote of _____ in favor, _____ is hereby named as adjunct faculty member(s) of the Florence Independent School District subject to the following considerations and provisions of such appointment to wit:

1. This appointment shall commence on the _____ day of _____, 20____ and remain in effect until the _____ day of _____, 20____.
2. This appointment will include the Texas A&M AgriLife Extension Service employees listed below:

NAME	TITLE	DEGREE	INSTITUTION	DATE
Sheryl Long	CEA – 4-H Youth Dev	Bachelors' Degree	Tarleton State University	2008
		Master's Degree	Texas A&M University – Kingsville	2011
Meagan Cline	CEA – Natural Resources	Bachelors' Degree	Texas A&M University	2021
Floyd Ingram	CEA – Agriculture	Bachelors' Degree	Tarleton State University	2013
		Master's Degree	Tarleton State University	2015
Beverly Hodges	CEA – Family & Community Health	Bachelors' Degree	Southern Louisiana University	1975
		Master's Degree	Texas A&M School of Public Health	2006

3. Adjunct faculty member(s) will receive no compensation, salary, or remuneration Florence Independent School District.
4. Adjunct faculty member(s) is and shall remain an employee, in good standing, of the Texas A&M AgriLife Extension Service.
5. Adjunct faculty member(s) is and shall remain under the direct supervision of either the District Extension Administrator of District 8 or Bell County Extension Director.
6. Adjunct faculty member(s) shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. District 8 shall have no responsibility for any of such benefits or plans.

Adjunct faculty member(s) shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty members for which notice shall be given to School District administrative personnel. Adjunct faculty members' activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Administrator or County Extension Director. Adjunct faculty member(s) is not the employee of the School District, and School District does not nor shall not supervise, direct or control the activities and/or participation of such. Bell County Extension Agent(s) who have/has been herein designated as an adjunct faculty member.

This appointment is made by the Independent School District by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by the Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by the Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21 (j)(1) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named Bell County Extension Agents, Sheryl Long, Meagan Cline, Floyd Ingram and Beverly Hodges are not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by **Florence** Independent School District or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this_____day of_____, 20_.

_____Independent School District

By: _____

RESOLUTION

WHEREAS, state law requires that school districts seek voter approval to raise their maintenance and operations tax rate above a prescribed amount. The election is referred to as a Voter-Approval Tax Rate Election (VATRE); and,

WHEREAS, the Board of Trustees of Florence Independent School District (the “District”) finds and determines that it may be necessary and advisable to call and hold an election for and within the District to seek a VATRE; and,

WHEREAS, a VATRE must be held on a uniform election date. Because of the process required to adopt a tax rate, a District would hold a VATRE on the November 3, 2026 uniform election date; and,

WHEREAS, pursuant to Texas Education Code Section 11.184, the District must conduct an efficiency audit before holding a VATRE; and,

WHEREAS, the District must select an auditor to conduct an efficiency audit not later than four months before the date on which the district proposes to hold a VATRE; and,

NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE FLORENCE INDEPENDENT SCHOOL DISTRICT:

SECTION 1. That the facts and recitations contained in the preamble of this Resolution are hereby found and declared to be true and correct.

SECTION 2. The Board selects MoakCasey, LLC to conduct the required efficiency audit in conformance with the mandatory guidelines established by the Legislative Budget Board.

SECTION 3. MoakCasey, LLC will complete the audit within three months of its selection by the District to conduct the audit. The District will provide all documents, records, and personnel as needed to conduct the audit in an efficient manner.

SECTION 4. Not later than 30 days before the date of the VATRE, the District will post the results of the efficiency audit on the District’s website.

APPROVED and EXECUTED this the ____ day of _____, 2026.

FLORENCE INDEPENDENT SCHOOL DISTRICT
Resolution to Conduct Efficiency Audit
_____, 2026

FLORENCE INDEPENDENT SCHOOL DISTRICT

By:

President
Board of Trustees
Florence Independent School District

ATTEST:

Secretary
Board of Trustees
Florence Independent School District

175 Student Day Calendar

2026-2027 SCHOOL CALENDAR Draft

JULY						
S	M	T	W	T	F	S
				1	2	3
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

APRIL						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

First Day/Last Day of School

Staff/Student Holiday

New Teacher Orientation

Professional Development/Student Holiday/Staff Work Day

Staff PD Trade Days and Student Holiday

Instructional Days: 164 x 460 min = 75,440 + 3190 early release min = 78630 Minutes

Student Early Out

Student/Staff Early Out

Registration	1st 9 Weeks	August 12-October 8	41 days
Testing Window	2nd 9 Weeks	October 13-December 18	42 days
	3rd 9 Weeks	January 5-March 12	46 days
	4th 9 Weeks	March 22-May 27	46 Days

Full Days	164
Early Release Days	11
Total Days	175
PD/Work Days	11
staff days	187
student days	175

September 7 Labor Day
October 12 Indigenous Peoples Day
November 11 Veterans Day
January 18 MLK Day
February 15 President's Day
Easter March 28

Instructional Minutes
FHS 460
FMS 475
FES 460

Early Out Minutes
FHS 295
FMS 290
FES 320

October 26 - Parent Conference Day
March 5 - Parent Conference Day
January 4 - Teacher Work Day
May 28 - Teacher Work Day

Minutes Per Month	Full	Early
August	6270	13
Sept	9490	20
Oct	8570	18
Nov	6560	13
Dec	6270	13
Jan	8280	18
Feb	8570	18
Mar	7020	14
Apr	9490	20
May	8110	17
	78630	



FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

Inspire • Empower • Achieve

2026-2027 Proposed Regular Board Meeting Dates

Monday, August 10, 2026
Monday, September 21, 2026
Monday, October 19, 2026
Monday, November 16, 2026
Monday, December 14, 2026
Monday, January 25, 2027
Monday, February 22, 2027
Monday, March 22, 2027
Monday, April 19, 2027
Monday, May 17, 2027
Monday, June 21, 2027



FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

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AGENDA SUPPLEMENT

Florence ISD Financial Information

Meeting Date: JUNE 2026 - Report Only

As Of: MAY 31, 2026

Prepared by Eric Banfield, Business Manager

A FISD Investment Report

- Investment Report/Bank Balances

B Financial Reports

- Cash Flow Projection Revenues/Expenditures Fund 199 & Fund 599
- Board Amendments Fund 199

C Combined Funds Board Report [FIN3051]

- Comparison of Revenues & Expend. to Budget All Funds

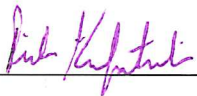
D Board Report [FIN3050]

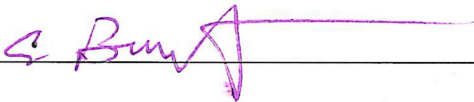
- Comparison of Revenue to Budget - General Fund (199)
- Comparison of Expenditures and Encumbrances to Budget - General Fund (199)
- Comparison of Revenue to Budget - Child Nutrition (240)
- Comparison of Expenditures and Encumbrances to Budget - Child Nutrition (240)
- Comparison of Revenue to Budget - Debt Service (599)
- Comparison of Expenditures and Encumbrances to Budget - Debt Service (599)

These updates are for the Trustees' review.

**Florence Independent School District
Investment Report – Compliance Statement**

This report is presented in accordance with the Texas Government Code Section 2256. The below signed Investment Officers hereby certify that, to the best of their knowledge, Florence ISD is in compliance with the relevant provisions of Government Code 2256 and with the stated policies and strategies of Florence ISD.

 _____ Rick Kirkpatrick, Superintendent

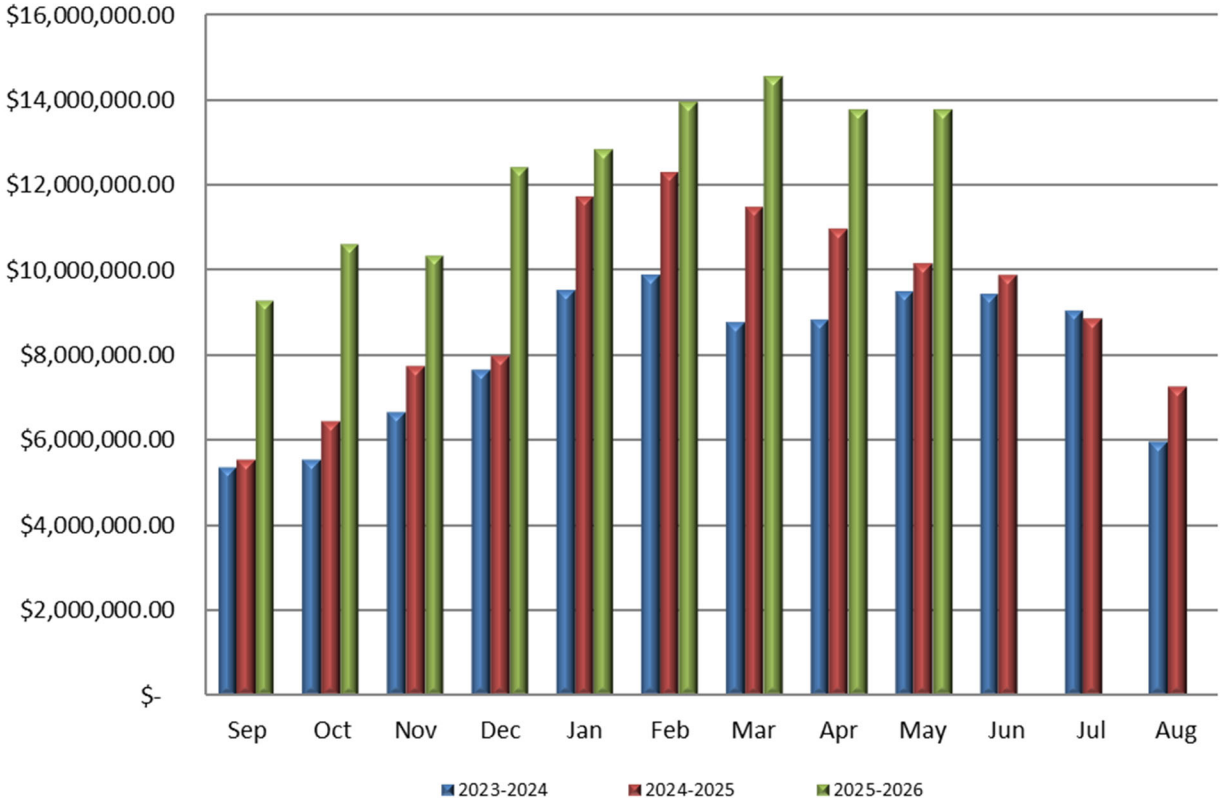
 _____ Eric Banfield, Business Manager

FLORENCE INDEPENDENT SCHOOL DISTRICT
Investment Report
MAY 31, 2026

Institution	Fund	Interest Rate	Account	Beginning Balance	Ending Balance	YTD Interest	MONTHLY Interest
				9/1/2025	5/31/2026		
TexPool-M & O	M&O			\$ 16,452.13	\$ -	\$ 246	\$ -
TexPool-I & S	I&S			\$ 34,274.69	\$ -	\$ 513	\$ -
Texas Class - M & O	M&O	3.75%	Class	\$ 1,053,626.93	\$ 1,447,508.42	\$ 93,539	\$ 7,692
Texas Class - I & S	I&S	3.75%	Class	\$ 300,000.00	\$ 2,907,412.16	\$ 39,338	\$ 9,138
US Bank Custodial Account	F699		2022 Bond	\$ 0.00	\$ -	\$ -	\$ -
First Public-Interest & Sink	I&S	3.61%	Gov. Overnight	\$ 1,331.05	\$ 1,369.65	\$ 39	\$ 4
First Public-M & O	M&O	3.61%	Gov. Overnight	\$ 164,061.17	\$ 168,818.26	\$ 4,757	\$ 516
Texas Range - 2022 Bond	F699	3.61%	Daily	\$ 43,409.95	\$ 44,671.29	\$ 1,261	\$ 137
Texas Range - 2022 Bond	F699	3.75%	Select	\$ 7,274,195.63	\$ 6,116,410.89	\$ 188,216	\$ 19,438
Texas Range - 2024 Bond	M&O	3.75%	Select	\$ 4,558,224.19	\$ 2,960,179.21	\$ 101,955	\$ 9,344
Texas Range M & O	M&O	3.61%	Daily	\$ 3,076,850.36	\$ 5,627,901.84	\$ 151,052	\$ 17,216
Texas Range - 2019 Bond	F699			\$ 0.00	\$ -	\$ -	\$ -
Total Investments				\$ 16,522,426.10	\$ 19,274,271.72	\$ 580,915	\$ 63,485
VeraBank				9/1/2025	5/31/2026		
Workers Comp	WC	2.78%	Money Market	\$ 66,463.51	\$ 66,759.31	\$ 1,449	\$ 155.67
Purple & White Trust	P&W	2.78%	Money Market	\$ 4,118.48	\$ 4,209.05	\$ 91	\$ 10
Total Money Market Accounts				\$ 70,581.99	\$ 70,968.36	\$ 1,539	\$ 165
VeraBank				9/1/2025	5/31/2026		
Maintenance & Operating	M&O	2.78%	Checking	\$ 1,542,632.90	\$ 1,517,198.14	\$ 30,016	\$ 3,014
Interest Sinking	I&S	2.78%	Checking	\$ 380,892.63	\$ 403,916.29	\$ 6,501	\$ 921
				\$ -	\$ -	\$ -	\$ -
2022 BOND	697	2.78%	Checking	\$ 1,790,900.77	\$ 316,984.33	\$ 14,629	\$ 897
2024 BOND	699	2.78%	Checking	\$ 98,852.06	\$ 126,442.23	\$ 2,544	\$ 295
Payroll	Payroll	2.78%	Checking	\$ 292,088.62	\$ 203,687.80	\$ 5,480	\$ 616
Activity Account	Activity	2.78%	Checking	\$ 329,649.80	\$ 399,795.05	\$ 7,675	\$ 900
Total Checking Accounts				\$ 4,435,016.78	\$ 2,968,023.84	\$ 66,845	\$ 6,643
Total for District				\$ 21,028,025	\$ 22,313,264	\$ 649,299	\$ 70,293

Institution		Account	Beginning Balance	Additions	Subtractions	Ending Balance	Monthly Change
			5/1/2026			5/31/2026	
TexPool-M & O	0.00%	0.0000%		\$ -	\$ -		\$ -
TexPool-I & S	0.00%	0.0000%		\$ -	\$ -		\$ -
Texas Class - M & O	3.75%	Class	\$ 2,556,876.49	\$ 127,046.35	\$ 1,236,414.42	\$ 1,447,508.42	\$ (1,109,368.07)
Texas Class - I & S	3.75%	Class	\$ 2,861,859.95	\$ 45,552.21	\$ -	\$ 2,907,412.16	\$ 45,552.21
			\$ -	\$ -	\$ -	\$ -	\$ -
First Public-Interest & Sink	3.61%	Gov. Overnight	\$ 1,365.46	\$ 4.19	\$ -	\$ 1,369.65	\$ 4.19
First Public-M & O	3.61%	Gov. Overnight	\$ 168,302.27	\$ 515.99	\$ -	\$ 168,818.26	\$ 515.99
Texas Range - 2022 Bond	3.61%	Daily	\$ 44,534.64	\$ 136.65	\$ -	\$ 44,671.29	\$ 136.65
Texas Range - 2022 Bond	3.75%	Select	\$ 6,096,973.09	\$ 19,437.80	\$ -	\$ 6,116,410.89	\$ 19,437.80
Texas Range - 2024 Bond	3.75%	Select	\$ 2,950,835.17	\$ 9,344.04	\$ -	\$ 2,960,179.21	\$ 9,344.04
Texas Range M & O	3.61%	Daily	\$ 5,610,685.40	\$ 17,216.44	\$ -	\$ 5,627,901.84	\$ 17,216.44
				\$ -	\$ -		\$ -
Total Investments			\$ 20,291,432.47			\$ 19,274,271.72	\$ (1,017,160.75)
VeraBank			5/1/2026			5/31/2026	
Workers Comp	2.78%	Money Market	\$ 66,730.62	\$ 155.67	\$ 126.98	\$ 66,759.31	\$ 28.69
Purple & White Trust	2.78%	Money Market	\$ 4,199.24	\$ 9.81	\$ -	\$ 4,209.05	\$ 9.81
Total Money Market Accounts			\$ 70,929.86			\$ 70,968.36	\$ 38.50
VeraBank			5/1/2026			5/31/2026	
Maintenance & Operating	2.78%	Checking	\$ 1,545,831.16	\$ 1,370,363.69	\$ 1,398,996.71	\$ 1,517,198.14	\$ (28,633.02)
Interest Sinking	2.78%	Checking	\$ 393,066.39	\$ 10,849.90	\$ -	\$ 403,916.29	\$ 10,849.90
				\$ -	\$ -		\$ -
2022 BOND	2.78%	Checking	\$ 525,304.55	\$ 897.10	\$ 209,217.32	\$ 316,984.33	\$ (208,320.22)
2024 BOND	2.78%	Checking	\$ 126,147.60	\$ 294.63	\$ -	\$ 126,442.23	\$ 294.63
Payroll	2.78%	Checking	\$ 195,451.55	\$ 1,103,068.21	\$ 1,094,831.96	\$ 203,687.80	\$ 8,236.25
Activity Account	2.78%	Checking	\$ 389,347.08	\$ 44,791.81	\$ 34,343.84	\$ 399,795.05	\$ 10,447.97
Total Checking Accounts			\$ 3,175,148.33			\$ 2,968,023.84	\$ (207,124.49)
Total for District			\$ 23,537,510.66			\$ 22,313,263.92	\$ (1,224,246.74)

Florence ISD Total Investment Values



***Bond proceeds are not included in the investment value total.**

FLORENCE ISD - 2025-2026	September	October	November	December	January	February	March
<i>Cash Flow Projection</i>	Current	Current	Current	Current	Current	Current	Current
General Operating - M&O							
<i>Beginning</i>	5,033,585	7,611,583	8,922,568	8,461,121	9,282,156	10,838,378	11,294,734
RECEIPTS							
Tax Collections - Current	28,704	46,490	704,670	1,950,855	2,739,638	1,932,047	223,596
Tax Collections - Delinquent	1,920	43,611	15,324	17,141	8,641	8,105	4,815
Penalties & Interest	11,814	10,031	16,924	4,814	11,838	7,965	16,065
Other Local Revenue	43,298	41,223	37,540	47,125	36,033	64,206	57,154
State Revenue - ASF	44,267	44,267	44,299	44,267	0	0	43,640
State Revenue - Foundation	3,857,702	2,532,642	0	98,699	0	0	0
Other State Revenue, On-Behalf / Other	62,748	62,888	62,383	64,031	64,284	63,707	63,031
Federal Funds (Other)	0	0	0	8,052	0	0	0
Transfers, Other	0	0	0	0	0	0	0
Total Receipts	4,050,453	2,781,153	881,140	2,234,984	2,860,434	2,076,030	408,301
DISBURSEMENTS							
Payroll	1,112,956	1,105,698	1,122,836	1,100,951	1,129,860	1,050,250	1,073,213
Expenditures other than payroll	359,499	364,470	219,751	312,998	174,352	569,424	203,954
TEA/Projects/Other	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0
Other Uses	0	0	0	0	0	0	0
Total Disbursements	1,472,455	1,470,168	1,342,587	1,413,949	1,304,212	1,619,674	1,277,167
Net Change	2,577,998	1,310,985	(461,447)	821,035	1,556,222	456,356	(868,866)
<i>Ending M&O</i>	7,611,583	8,922,568	8,461,121	9,282,156	10,838,378	11,294,734	10,425,868
Interest and Sinking Fund							
<i>Beginning</i>	412,621	431,962	476,484	800,881	1,956,502	1,912,386	2,774,167
Tax Collections - Current	13,462	20,323	309,369	858,433	1,203,409	848,003	98,009
Tax Collections - Delinquent	1,336	19,817	11,498	7,731	7,376	4,046	2,154
Penalties & Interest	3,405	4,591	2,008	2,136	1,056	3,495	6,976
State Revenue	0	0	0	285,000	0	0	0
Interest / Transfers	1,138	1,292	1,521	2,322	4,591	6,237	9,398
Total Receipts	19,341	46,022	324,397	1,155,622	1,216,431	861,781	116,537
I&S Debt	0	1,500	0	0	1,260,547	0	0
Total Disbursements	0	1,500	0	0	1,260,547	0	0
Net Change in Cash	19,341	44,522	324,397	1,155,622	(44,116)	861,781	116,537
<i>Ending I&S</i>	431,962	476,484	800,881	1,956,502	1,912,386	2,774,167	2,890,704

FLORENCE ISD - 2025-2026	April	May	June	July	August	TOTALS	BUDGET
<i>Cash Flow Projection</i>	Current	Current	Projected	Projected	Projected		
General Operating - M&O							
<i>Beginning</i>	10,425,868	9,386,011	8,430,315	7,376,914	6,390,182		
RECEIPTS							
Tax Collections - Current	106,745	93,649	51,959	75,512	42,350	7,996,215	8,213,736
Tax Collections - Delinquent	5,847	756	1,852	5,836	2,194	116,040	145,000
Penalties & Interest	11,322	11,223	27,789	17,503	27,486	174,773	180,000
Other Local Revenue	33,131	26,286	23,000	17,850	12,752	439,599	539,000
State Revenue - ASF	44,058	44,058	49,000	39,450	94,000	491,306	491,341
State Revenue - Foundation	5,007	0	0	0	436,000	6,930,050	7,603,037
Other State Revenue, On-Behalf / Other	64,224	62,901	58,000	57,118	62,000	747,315	700,000
Federal Funds (Other)	0	64,843	0	0	0	72,895	0
Transfers, Other	0	0	0	0	0	0	
Total Receipts	270,334	303,716	211,599	213,269	676,781	16,968,193	17,872,114
DISBURSEMENTS							
Payroll	1,090,553	1,086,765	1,115,000	1,055,000	1,175,000	13,296,000	13,441,503
Expenditures other than payroll	219,638	172,647	150,000	145,000	265,000	3,156,733	3,897,327
TEA/Projects/Other	0	0	0	0	0		0
Transfers	0	0	0	0	0		0
Other Uses	0	0	0	0	0		0
Total Disbursements	1,310,191	1,259,412	1,265,000	1,200,000	1,440,000	16,374,815	17,338,830
Net Change	(1,039,857)	(955,696)	(1,053,401)	(986,731)	(763,219)	593,378	
<i>Ending M&O</i>	9,386,011	8,430,315	7,376,914	6,390,182	5,626,963	5,626,963	
Interest and Sinking Fund							
<i>Beginning</i>	2,890,704	2,954,295	3,010,208	3,064,837	2,829,938		
Tax Collections - Current	46,681	41,139	41,000	40,000	40,000	3,559,945	3,772,372
Tax Collections - Delinquent	2,678	312	3,796	(393)	680	61,031	12,000
Penalties & Interest	4,980	4,892	3,833	6,985	1,638	45,994	8,000
State Revenue	0	0	0	0	0	285,000	580,000
Interest / Transfers	9,252	9,570	6,000	2,000	1,000	54,321	45,000
Total Receipts	63,591	55,913	54,629	48,592	43,318	4,006,291	4,417,372
I&S Debt	0	0	0	283,491	2,536,200	4,081,738	4,087,372
Total Disbursements	0	0	0	283,491	2,536,200	4,081,738	4,087,372
Net Change in Cash	63,591	55,913	54,629	(234,899)	(2,492,882)	(75,447)	
<i>Ending I&S</i>	2,954,295	3,010,208	3,064,837	2,829,938	337,056	337,174	

Board Amendments - General Fund 199		Revenue & Other Resources	Expenditures & Other Uses
Current Amended Budget Total		\$ 17,772,114	\$ 17,238,830
	Adopted Rev./Exps.	\$17,238,830	\$17,238,830
	Other Res./Uses		\$0
CHANGES:			
<u>September</u>	<u>Fund - Function</u>		
None			
<u>October</u>			
None			
<u>November</u>			
None			
<u>December:</u>			
None			
<u>January</u>			
None			
<u>February:</u>			
None			
<u>March</u>			
None			
<u>April:</u>			
Amend Revenue for Expected Total MNO State and Local		\$ 533,284.00	
<u>May:</u>			
None			
<u>June</u>			
None			
<u>July:</u>			
None			
<u>August</u>			
None			

Combined Funds Board Report
Combined Funds Recap by Fund
FLORENCE ISD

Comparison of Revenue to Budget
As of May

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
General Operating Funds					
199 / 6 - GENERAL FUND 5000	17,872,114.00	-279,141.21	-15,842,473.64	2,029,640.36	88.64%
Totals 5000 R E C E I P T S	17,872,114.00	-279,141.21	-15,842,473.64	2,029,640.36	88.64%
Totals 7000	.00	.00	.00	.00	.00%
Totals General Operating Funds	17,872,114.00	-279,141.21	-15,842,473.64	2,029,640.36	88.64%
Special Revenue Funds					
211 / 6 - TITLE I 5000	183,337.00	.00	-122,199.63	61,137.37	66.65%
224 / 6 - IDEA B 5000	238,297.00	.00	.00	238,297.00	.00%
225 / 6 - PRESCHOOL-SPECIAL ED 5000	3,355.00	.00	.00	3,355.00	.00%
240 / 6 - CHILD NUTRITION 5000	921,447.00	-96,794.24	-687,447.68	233,999.32	74.61%
255 / 6 - TITLE II TPTR 5000	34,283.00	.00	-29,310.00	4,973.00	85.49%
263 / 6 - TITLE III, PART A, LIMITED ENG 5000	38,470.00	.00	-29,987.16	8,482.84	77.95%
265 / 6 - 21ST CENTURY LEARNING 5000	317,722.00	.00	-119,573.32	198,148.68	37.63%
289 / 6 - SUMMER SCHOOL LEP 5000	14,535.00	.00	-1,424.00	13,111.00	9.80%
429 / 6 - PK GRANT 5000	486,000.00	.00	-15,780.00	470,220.00	3.25%
461 / 6 - CAMPUS ACTIVITY FUND 5000	168,409.79	.00	-169,314.39	-904.60	100.54%
Totals 5000 R E C E I P T S	2,405,855.79	-96,794.24	-1,175,036.18	1,230,819.61	48.84%
Totals 7000	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	2,405,855.79	-96,794.24	-1,175,036.18	1,230,819.61	48.84%
Interest & Sinking Funds					
599 / 6 - DEBT SERVICE 5000	4,417,372.00	-46,343.28	-4,145,161.80	272,210.20	93.84%
Totals 5000 R E C E I P T S	4,417,372.00	-46,343.28	-4,145,161.80	272,210.20	93.84%
Totals 7000	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	4,417,372.00	-46,343.28	-4,145,161.80	272,210.20	93.84%
Construction Funds					
697 / 6 - 2024 BOND PROJECTS 5000	.00	.00	-94,860.47	-94,860.47	.00%
699 / 6 - 2022 BOND PROJECTS 5000	.00	.00	-187,634.20	-187,634.20	.00%
Totals 5000 R E C E I P T S	.00	.00	-282,494.67	-282,494.67	.00%
Totals 7000	.00	.00	.00	.00	.00%
Totals Construction Funds	.00	.00	-282,494.67	-282,494.67	.00%
Proprietary Funds					
753 / 6 - WORKER'S COMP INSURANCE FUND 5000	.00	.00	-1,292.48	-1,292.48	.00%
Totals 5000 R E C E I P T S	.00	.00	-1,292.48	-1,292.48	.00%
Totals 7000	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	-1,292.48	-1,292.48	.00%

Combined Funds Board Report
Combined Funds Recap by Fund
FLORENCE ISD

Comparison of Revenue to Budget
As of May

	<u>Estimated Revenue</u>	<u>Current Realized Revenue</u>	<u>Realized Revenue To Date</u>	<u>Revenue Balance</u>	<u>Percent Realized</u>
Expendable Trust Funds					
829 / 6 - PURPLE AND WHITE SCHOLARSHIP 5000	.00	.00	-8,163.76	-8,163.76	.00%
865 / 6 - STUDENT ACTIVITY FUNDS 5000	8,113.92	.00	-8,113.92	.00	100.00%
Totals 5000 R E C E I P T S	8,113.92	.00	-16,277.68	-8,163.76	200.61%
Totals 7000	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	8,113.92	.00	-16,277.68	-8,163.76	200.61%
Total Revenues 5000	24,703,455.71	-422,278.73	-21,462,736.45	3,240,719.26	86.88%
Total Revenues 7000	.00	.00	.00	.00	.00%
Total Revenues	24,703,455.71	-422,278.73	-21,462,736.45	3,240,719.26	86.88%

Combined Funds Board Report
Combined Funds Recap by Fund
FLORENCE ISD

Comparison of Expenditures and Encumbrances to Budget
As of May

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
General Operating Funds						
199 / 6 - GENERAL FUND 6000	-17,338,830.00	201,861.65	1,259,911.51	11,823,228.51	-5,313,739.84	68.19%
Totals 6000 E X P E N D I T U R E S	-17,338,830.00	201,861.65	1,259,911.51	11,823,228.51	-5,313,739.84	68.19%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals General Operating Funds	-17,338,830.00	201,861.65	1,259,911.51	11,823,228.51	-5,313,739.84	68.19%
Special Revenue Funds						
211 / 6 - TITLE I 6000	-183,337.00	8,900.80	12,392.77	158,409.32	-16,026.88	86.40%
224 / 6 - IDEA B 6000	-238,297.00	.00	9,627.91	171,185.50	-67,111.50	71.84%
225 / 6 - PRESCHOOL-SPECIAL ED 6000	-3,355.00	1,750.00	.00	.00	-1,605.00	-.00%
240 / 6 - CHILD NUTRITION 6000	-951,447.00	58,597.05	88,778.32	706,097.80	-186,752.15	74.21%
255 / 6 - TITLE II TPTR 6000	-34,283.00	8,700.00	.00	41,060.00	15,477.00	119.77%
263 / 6 - TITLE III, PART A, LIMITED ENG 6000	-38,470.00	.00	3,947.86	41,830.74	3,360.74	108.74%
265 / 6 - 21ST CENTURY LEARNING 6000	-317,722.00	4,139.00	22,884.72	199,304.79	-114,278.21	62.73%
289 / 6 - SUMMER SCHOOL LEP 6000	-14,535.00	.00	.00	.00	-14,535.00	-.00%
410 / 6 - INSTRUCTIONAL ALLOTMENT 6000	.00	.00	.00	8,863.81	8,863.81	.00%
429 / 6 - PK GRANT 6000	-486,000.00	344,139.90	.00	17,861.84	-123,998.26	3.68%
461 / 6 - CAMPUS ACTIVITY FUND 6000	-443,123.13	77,507.06	-17,523.34	108,700.77	-256,915.30	24.53%
Totals 6000 E X P E N D I T U R E S	-2,710,569.13	503,733.81	120,108.24	1,453,314.57	-753,520.75	53.62%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	-2,710,569.13	503,733.81	120,108.24	1,453,314.57	-753,520.75	53.62%
Interest & Sinking Funds						
599 / 6 - DEBT SERVICE 6000	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Totals 6000 E X P E N D I T U R E S	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Construction Funds						
697 / 6 - 2024 BOND PROJECTS 6000	.00	.00	.00	1,674,953.95	1,674,953.95	.00%
699 / 6 - 2022 BOND PROJECTS 6000	.00	4,524,552.96	46,444.99	2,767,216.47	7,291,769.43	.00%
Totals 6000 E X P E N D I T U R E S	.00	4,524,552.96	46,444.99	4,442,170.42	8,966,723.38	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Construction Funds	.00	4,524,552.96	46,444.99	4,442,170.42	8,966,723.38	.00%
Proprietary Funds						
753 / 6 - WORKER'S COMP INSURANCE FUND 6000	.00	.00	4,338.96	58,771.70	58,771.70	.00%
Totals 6000 E X P E N D I T U R E S	.00	.00	4,338.96	58,771.70	58,771.70	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	4,338.96	58,771.70	58,771.70	.00%

Combined Funds Board Report
Combined Funds Recap by Fund
FLORENCE ISD

Comparison of Expenditures and Encumbrances to Budget
As of May

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
Expendable Trust Funds						
865 / 6 - STUDENT ACTIVITY FUNDS 6000	-27,400.78	3,897.65	-930.03	3,755.80	-19,747.33	13.71%
Totals 6000 E X P E N D I T U R E S	-27,400.78	3,897.65	-930.03	3,755.80	-19,747.33	13.71%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	-27,400.78	3,897.65	-930.03	3,755.80	-19,747.33	13.71%
Total Expenditures 6000	-24,164,171.91	5,234,046.07	1,429,873.67	19,043,288.75	113,162.91	78.81%
Total Expenditures 8000	.00	.00	.00	.00	.00	.00%
Total Expenditures	-24,164,171.91	5,234,046.07	1,429,873.67	19,043,288.75	113,162.91	78.81%

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - LOCAL REVENUE					
5710 - LOCAL REAL-PROPERTY TAXES	8,538,736.00	-105,627.55	-8,034,549.04	504,186.96	94.10%
5720 - REV FM SRVCS TO LOCAL ED AG	.00	.00	.00	.00	.00%
5730 - TUITION & FEES FROM PATRONS	2,000.00	.00	.00	2,000.00	.00%
5740 - LOCAL REVENUE	395,000.00	-1,710.89	-323,165.17	71,834.83	81.81%
5750 - ENTERPRISING ACTIVITIES	30,500.00	.00	-33,064.37	-2,564.37	108.41%
5760 - OTHER REV FM LOCAL SOURCE	7,000.00	.00	-5,690.14	1,309.86	81.29%
Total LOCAL REVENUE	8,973,236.00	-107,338.44	-8,396,468.72	576,767.28	93.57%
5800 - STATE PROGRAM REVENUES					
5810 - PER CAPITA-FOUNDATION REV	8,094,378.00	-44,058.00	-6,802,906.00	1,291,472.00	84.04%
5820 - OTHER STATE REVENUE	100,000.00	.00	.00	100,000.00	.00%
5830 - TRS STATE REVENUE	704,500.00	-62,901.77	-570,203.12	134,296.88	80.94%
Total STATE PROGRAM REVENUES	8,898,878.00	-106,959.77	-7,373,109.12	1,525,768.88	82.85%
5900 - FEDERAL PROGRAM REVENUES					
5920 - OBJECT DESCR FOR 5920	.00	.00	.00	.00	.00%
5930 - VOC ED NON FOUNDATION	.00	-64,843.00	-64,843.00	-64,843.00	.00%
5940 - E C I A AND E S E A	.00	.00	-8,052.80	-8,052.80	.00%
Total FEDERAL PROGRAM REVENUES	.00	-64,843.00	-72,895.80	-72,895.80	.00%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	17,872,114.00	-279,141.21	-15,842,473.64	2,029,640.36	88.64%

Date Run: 06-08-2026 4:19 PM			Board Report			Program: FIN3050		
Cnty Dist: 246-902			Comparison of Expenditures and Encumbrances to Budget			Page: 2 of 8		
			FLORENCE ISD			File ID: C		
Fund 199 / 6 GENERAL FUND			As of May					
			Budget	Encumbrance YTD	Expenditure YTD	Current Expenditure	Balance	Percent Expended
6000 - EXPENDITURES								
11 - INSTRUCTION								
6100 - PAYROLL COSTS			-7,965,461.00	.00	5,228,417.32	640,142.29	-2,737,043.68	65.64%
6200 - PURCHASE & CONTRACTED SVS			-401,753.00	13,764.15	224,018.95	27,199.42	-163,969.90	55.76%
6300 - SUPPLIES AND MATERIALS			-307,154.00	16,045.12	220,886.33	4,020.11	-70,222.55	71.91%
6400 - OTHER OPERATING EXPENSES			-81,100.00	2,667.37	36,429.95	574.78	-42,002.68	44.92%
6600 - CPTL OUTLY LAND BLDG & EQUIP			.00	.00	.00	.00	.00	.00%
Total Function11 INSTRUCTION			-8,755,468.00	32,476.64	5,709,752.55	671,936.60	-3,013,238.81	65.21%
12 - INSTRUCTIONAL RESOURCES/MEDIA								
6100 - PAYROLL COSTS			-165,654.00	.00	117,988.88	16,516.19	-47,665.12	71.23%
6200 - PURCHASE & CONTRACTED SVS			-9,405.46	4,842.00	4,434.46	.00	-129.00	47.15%
6300 - SUPPLIES AND MATERIALS			-21,351.54	4,247.72	16,076.03	5,896.39	-1,027.79	75.29%
6400 - OTHER OPERATING EXPENSES			-468.00	232.00	236.00	.00	.00	50.43%
Total Function12 INSTRUCTIONAL			-196,879.00	9,321.72	138,735.37	22,412.58	-48,821.91	70.47%
13 - CURRIC DEV/INSTRUC STAFF DEV								
6100 - PAYROLL COSTS			-214,172.00	.00	117,445.35	13,045.55	-96,726.65	54.84%
6200 - PURCHASE & CONTRACTED SVS			-61,500.00	255.00	57,008.00	11,075.00	-4,237.00	92.70%
6300 - SUPPLIES AND MATERIALS			-10,800.00	164.04	3,320.00	.00	-7,315.96	30.74%
6400 - OTHER OPERATING EXPENSES			-24,500.00	6,053.46	11,328.05	202.72	-7,118.49	46.24%
Total Function13 CURRIC DEV/INSTRUC STAFF			-310,972.00	6,472.50	189,101.40	24,323.27	-115,398.10	60.81%
21 - INSTRUCTIONAL ADMINISTRATION								
6100 - PAYROLL COSTS			-426,867.00	.00	245,633.06	27,312.50	-181,233.94	57.54%
6200 - PURCHASE & CONTRACTED SVS			.00	.00	4,939.85	228.76	4,939.85	.00%
6300 - SUPPLIES AND MATERIALS			-14,600.00	8,557.57	1,101.72	10.02	-4,940.71	7.55%
6400 - OTHER OPERATING EXPENSES			-3,450.00	.00	2,863.01	.00	-586.99	82.99%
Total Function21 INSTRUCTIONAL			-444,917.00	8,557.57	254,537.64	27,551.28	-181,821.79	57.21%
23 - SCHOOL LEADERSHIP								
6100 - PAYROLL COSTS			-1,049,673.00	.00	789,137.23	87,735.26	-260,535.77	75.18%
6200 - PURCHASE & CONTRACTED SVS			.00	.00	2,275.00	.00	2,275.00	.00%
6300 - SUPPLIES AND MATERIALS			-26,050.00	751.55	6,843.30	814.10	-18,455.15	26.27%
6400 - OTHER OPERATING EXPENSES			-19,390.00	3,490.55	9,251.60	1,425.86	-6,647.85	47.71%
Total Function23 SCHOOL LEADERSHIP			-1,095,113.00	4,242.10	807,507.13	89,975.22	-283,363.77	73.74%
31 - GUIDANCE AND COUNSELING SVS								
6100 - PAYROLL COSTS			-397,336.00	.00	325,802.04	38,973.50	-71,533.96	82.00%
6200 - PURCHASE & CONTRACTED SVS			-14,600.00	.00	.00	.00	-14,600.00	-.00%
6300 - SUPPLIES AND MATERIALS			-37,471.00	861.91	15,002.12	5,029.12	-21,606.97	40.04%
6400 - OTHER OPERATING EXPENSES			-5,025.00	.00	6,924.65	.00	1,899.65	137.80%
Total Function31 GUIDANCE AND COUNSELING			-454,432.00	861.91	347,728.81	44,002.62	-105,841.28	76.52%
32 - ATTENDANCE & SOCIAL WORK SVS								
6100 - PAYROLL COSTS			.00	.00	.00	.00	.00	.00%
6200 - PURCHASE & CONTRACTED SVS			-2,500.00	.00	.00	.00	-2,500.00	-.00%
6300 - SUPPLIES AND MATERIALS			-1,700.00	.00	.00	.00	-1,700.00	-.00%
6400 - OTHER OPERATING EXPENSES			-1,300.00	.00	.00	.00	-1,300.00	-.00%
Total Function32 ATTENDANCE & SOCIAL WORK			-5,500.00	.00	.00	.00	-5,500.00	-.00%
33 - HEALTH SERVICES								
6100 - PAYROLL COSTS			-175,591.00	.00	126,965.37	14,081.80	-48,625.63	72.31%
6200 - PURCHASE & CONTRACTED SVS			-400.00	381.95	.00	.00	-18.05	-.00%
6300 - SUPPLIES AND MATERIALS			-10,500.00	785.79	7,656.16	.00	-2,058.05	72.92%
6400 - OTHER OPERATING EXPENSES			-1,460.00	.00	.00	.00	-1,460.00	-.00%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
33 - HEALTH SERVICES						
Total Function33 HEALTH SERVICES	-187,951.00	1,167.74	134,621.53	14,081.80	-52,161.73	71.63%
34 - PUPIL TRANSPORTATION-REGULAR						
6100 - PAYROLL COSTS	-628,518.00	.00	389,035.39	38,724.88	-239,482.61	61.90%
6200 - PURCHASE & CONTRACTED SVS	-43,175.00	895.74	22,562.48	747.89	-19,716.78	52.26%
6300 - SUPPLIES AND MATERIALS	-161,300.00	5,829.30	106,710.89	13,355.90	-48,759.81	66.16%
6400 - OTHER OPERATING EXPENSES	100,000.00	300.00	-82.71	742.78	100,217.29	.08%
6600 - CPTL OUTLY LAND BLDG & EQUIP	-5,000.00	.00	.00	.00	-5,000.00	-.00%
Total Function34 PUPIL TRANSPORTATION-	-737,993.00	7,025.04	518,226.05	53,571.45	-212,741.91	70.22%
35 - FOOD SERVICE						
6100 - PAYROLL COSTS	.00	.00	24,171.82	2,492.57	24,171.82	.00%
Total Function35 FOOD SERVICE	.00	.00	24,171.82	2,492.57	24,171.82	.00%
36 - CO-CURR/EXTRACURR ACTIVITIES						
6100 - PAYROLL COSTS	-455,791.00	.00	367,602.16	46,396.76	-88,188.84	80.65%
6200 - PURCHASE & CONTRACTED SVS	-79,567.00	4,730.53	73,066.86	824.40	-1,769.61	91.83%
6300 - SUPPLIES AND MATERIALS	-77,723.00	14,965.10	51,771.00	953.27	-10,986.90	66.61%
6400 - OTHER OPERATING EXPENSES	-199,660.00	16,318.85	83,602.68	7,565.25	-99,738.47	41.87%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function36 CO-CURR/EXTRACURR	-812,741.00	36,014.48	576,042.70	55,739.68	-200,683.82	70.88%
41 - GENERAL ADMINISTRATION						
6100 - PAYROLL COSTS	-664,978.00	.00	556,234.42	62,201.98	-108,743.58	83.65%
6200 - PURCHASE & CONTRACTED SVS	-186,068.00	3,564.88	120,729.13	19,069.70	-61,773.99	64.88%
6300 - SUPPLIES AND MATERIALS	-43,000.00	246.04	20,333.84	5,117.47	-22,420.12	47.29%
6400 - OTHER OPERATING EXPENSES	-86,445.00	9,166.77	60,116.52	5,326.03	-17,161.71	69.54%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function41 GENERAL ADMINISTRATION	-980,491.00	12,977.69	757,413.91	91,715.18	-210,099.40	77.25%
51 - PLANT MAINTENANCE & OPERATION						
6100 - PAYROLL COSTS	-1,095,728.00	.00	796,631.59	86,059.45	-299,096.41	72.70%
6200 - PURCHASE & CONTRACTED SVS	-805,303.00	14,381.20	602,401.62	42,651.72	-188,520.18	74.80%
6300 - SUPPLIES AND MATERIALS	-162,504.36	13,017.00	117,963.33	11,454.87	-31,524.03	72.59%
6400 - OTHER OPERATING EXPENSES	-288,192.64	301.02	274,870.86	362.94	-13,020.76	95.38%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	12,700.00	.00	12,700.00	.00%
Total Function51 PLANT MAINTENANCE &	-2,351,728.00	27,699.22	1,804,567.40	140,528.98	-519,461.38	76.73%
52 - SECURITY SERVICES						
6100 - PAYROLL COSTS	-44,404.00	.00	22,686.08	.00	-21,717.92	51.09%
6200 - PURCHASE & CONTRACTED SVS	-249,680.00	10,341.40	212,938.90	.00	-26,399.70	85.28%
6300 - SUPPLIES AND MATERIALS	-5,000.00	.00	.00	.00	-5,000.00	-.00%
6400 - OTHER OPERATING EXPENSES	-1,000.00	.00	173.00	.00	-827.00	17.30%
Total Function52 SECURITY SERVICES	-300,084.00	10,341.40	235,797.98	.00	-53,944.62	78.58%
53 - DATA PROCESSING						
6100 - PAYROLL COSTS	-157,330.00	.00	118,332.39	13,082.48	-38,997.61	75.21%
6200 - PURCHASE & CONTRACTED SVS	-94,701.00	733.00	112,851.81	6,488.36	18,883.81	119.17%
6300 - SUPPLIES AND MATERIALS	-31,200.00	16,990.64	11,943.23	928.92	-2,266.13	38.28%
6400 - OTHER OPERATING EXPENSES	-7,525.00	1,168.00	1,101.27	581.76	-5,255.73	14.63%
6600 - CPTL OUTLY LAND BLDG & EQUIP	-35,000.00	25,812.00	.00	.00	-9,188.00	-.00%
Total Function53 DATA PROCESSING	-325,756.00	44,703.64	244,228.70	21,081.52	-36,823.66	74.97%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-203,805.00	.00	21,752.52	.00	-182,052.48	10.67%
Total Function71 DEBT SERVICE	-203,805.00	.00	21,752.52	.00	-182,052.48	10.67%
81 - CAPITAL PROJECTS						
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function81 CAPITAL PROJECTS	.00	.00	.00	.00	.00	.00%
91 - EXCESS						
6200 - PURCHASE & CONTRACTED SVS	-70,000.00	.00	.00	.00	-70,000.00	-.00%
Total Function91 EXCESS	-70,000.00	.00	.00	.00	-70,000.00	-.00%
95 - PAYMENTS TO JJAEP						
6200 - PURCHASE & CONTRACTED SVS	.00	.00	.00	.00	.00	.00%
6400 - OTHER OPERATING EXPENSES	-25,000.00	.00	19,862.00	.00	-5,138.00	79.45%
Total Function95 PAYMENTS TO JJAEP	-25,000.00	.00	19,862.00	.00	-5,138.00	79.45%
99 - TAX DISTRICT						
6200 - PURCHASE & CONTRACTED SVS	-80,000.00	.00	39,181.00	.00	-40,819.00	48.98%
Total Function99 TAX DISTRICT	-80,000.00	.00	39,181.00	.00	-40,819.00	48.98%
8000 - OBJECT DESCR FOR 8000						
00 - DISTRICT WIDE						
8900 - OTHER USES ACCOUNTS	.00	.00	.00	.00	.00	.00%
Total Function00 DISTRICT WIDE	.00	.00	.00	.00	.00	.00%
Total Expenditures	-17,338,830.00	201,861.65	11,823,228.51	1,259,412.75	-5,313,739.84	68.19%

Board Report
Comparison of Revenue to Budget
FLORENCE ISD
As of May

Fund 240 / 6 CHILD NUTRITION

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - R E C E I P T S					
5700 - LOCAL REVENUE					
5740 - LOCAL REVENUE	5,000.00	.00	.00	5,000.00	.00%
5750 - ENTERPRISING ACTIVITIES	133,000.00	-13,356.65	-108,290.73	24,709.27	81.42%
Total LOCAL REVENUE	138,000.00	-13,356.65	-108,290.73	29,709.27	78.47%
5800 - STATE PROGRAM REVENUES					
5820 - OTHER STATE REVENUE	.00	.00	-3,616.68	-3,616.68	.00%
5830 - TRS STATE REVENUE	35,000.00	.00	.00	35,000.00	.00%
Total STATE PROGRAM REVENUES	35,000.00	.00	-3,616.68	31,383.32	10.33%
5900 - FEDERAL PROGRAM REVENUES					
5920 - OBJECT DESCR FOR 5920	745,000.00	-83,437.59	-572,395.06	172,604.94	76.83%
5930 - VOC ED NON FOUNDATION	3,447.00	.00	-3,145.21	301.79	91.24%
Total FEDERAL PROGRAM REVENUES	748,447.00	-83,437.59	-575,540.27	172,906.73	76.90%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	921,447.00	-96,794.24	-687,447.68	233,999.32	74.61%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
35 - FOOD SERVICE						
6100 - PAYROLL COSTS	-449,747.00	.00	328,065.55	35,459.88	-121,681.45	72.94%
6200 - PURCHASE & CONTRACTED SVS	-14,900.00	309.00	8,620.00	.00	-5,971.00	57.85%
6300 - SUPPLIES AND MATERIALS	-483,500.00	58,288.05	369,321.45	53,318.44	-55,890.50	76.38%
6400 - OTHER OPERATING EXPENSES	-3,300.00	.00	90.80	.00	-3,209.20	2.75%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function35 FOOD SERVICE	-951,447.00	58,597.05	706,097.80	88,778.32	-186,752.15	74.21%
Total Expenditures	-951,447.00	58,597.05	706,097.80	88,778.32	-186,752.15	74.21%

Fund 599 / 6 DEBT SERVICE

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - R E C E I P T S					
5700 - LOCAL REVENUE					
5710 - LOCAL REAL-PROPERTY TAXES	3,792,372.00	-46,343.28	-3,529,313.09	263,058.91	93.06%
5740 - LOCAL REVENUE	45,000.00	.00	-36,328.71	8,671.29	80.73%
Total LOCAL REVENUE	3,837,372.00	-46,343.28	-3,565,641.80	271,730.20	92.92%
5800 - STATE PROGRAM REVENUES					
5820 - OTHER STATE REVENUE	580,000.00	.00	-579,520.00	480.00	99.92%
Total STATE PROGRAM REVENUES	580,000.00	.00	-579,520.00	480.00	99.92%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
7940 - OTHER RESOURCES	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	4,417,372.00	-46,343.28	-4,145,161.80	272,210.20	93.84%

Comparison of Expenditures and Encumbrances to Budget

FLORENCE ISD

Fund 599 / 6 DEBT SERVICE

As of May

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
41 - GENERAL ADMINISTRATION						
6400 - OTHER OPERATING EXPENSES	.00	.00	.00	.00	.00	.00%
Total Function41 GENERAL ADMINISTRATION	.00	.00	.00	.00	.00	.00%
71 - DEBT SERVICE						
6400 - OTHER OPERATING EXPENSES	.00	.00	.00	.00	.00	.00%
6500 - DEBT SERVICE	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%
Total Function71 DEBT SERVICE	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%
Total Expenditures	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%

Florence ISD 2025-2026 Enrollment Report

	EE	PK	K	1st	2nd	3rd	4th	5th	Total	6th	7th	8th	Total	9th	10th	11th	12th	Total	Total
Enrollment Monthly	F.E.S.								F.M.S.								F.H.S.		District
September 3, 2025	0	41	76	72	82	87	81	91	530	79	82	86	247	101	74	94	75	344	1121
October 06,2025	0	41	75	71	82	87	80	94	530	80	84	88	252	105	75	94	75	349	1131
November 6, 2025	0	40	78	71	84	86	80	94	533	80	84	88	252	104	75	94	75	348	1133
December 4, 2025	0	40	77	72	84	88	79	94	534	81	84	87	252	102	75	94	75	346	1132
January 6, 2026	0	40	77	72	83	88	79	94	533	80	85	89	254	101	73	92	74	340	1127
February 13, 2026	0	40	77	73	83	89	77	94	533	80	85	90	255	100	73	86	79	338	1126
March 3, 2026	0	41	75	73	83	89	76	92	529	80	85	88	253	100	72	88	80	340	1122
April 9, 2026	0	41	75	73	82	89	77	90	527	81	83	88	252	99	72	88	80	339	1118
May 6, 2026	0	42	75	73	82	89	77	89	527	82	83	88	253	98	72	89	80	339	1119

Enrollment First Day of School

August 24, 2015	0	57	60	67	67	69	67	78	465	72	70	80	222	82	61	87	70	300	987
August 22, 2016	0	30	70	63	70	67	77	70	447	86	79	81	246	79	77	61	77	294	987
August 21, 2017	1	35	50	79	66	74	78	74	457	77	89	82	248	86	78	77	67	308	1013
August 20, 2018	1	29	69	56	78	78	81	78	470	76	81	94	251	84	91	81	74	330	1051
August 15, 2019	0	36	73	70	57	87	67	85	475	81	78	85	244	94	79	86	77	336	1055
August 31, 2020	0	30	57	78	78	57	88	66	454	87	90	80	257	92	92	74	85	343	1054
August 12, 2021	1	34	67	72	66	72	61	88	461	67	91	90	248	90	87	84	61	322	1031
August 18, 2022	3	42	80	75	78	79	86	68	511	90	76	93	259	96	95	92	82	365	1135
August 16, 2023	2	35	77	77	75	72	81	85	504	72	91	78	241	97	95	91	84	367	1112
August 14,2023	1	41	57	79	81	74	84	78	495	78	72	98	248	74	108	81	82	345	1088
August 13,2025	0	40	71	65	80	86	81	90	513	79	80	82	241	98	74	92	72	336	1090

Enrollment Peims Snapshot Date

October 30, 2015	0	65	63	69	67	70	73	79	486	72	78	81	231	87	62	91	69	309	1026
October 28, 2016	2	33	75	68	73	70	75	71	467	86	83	85	254	83	83	62	76	304	1025
October 27, 2017	2	40	51	80	72	78	77	73	473	80	92	86	258	94	79	77	67	317	1048
October 26, 2018	3	31	73	58	79	80	87	78	489	78	86	96	260	86	95	83	73	337	1086
October 25, 2019	3	39	81	74	60	86	88	86	517	85	80	90	255	101	79	86	81	347	1119
October 30, 2020	3	33	61	78	75	54	90	67	461	90	93	81	264	93	96	75	86	350	1075
October 29, 2021	3	34	77	74	75	80	65	97	505	73	95	98	266	96	97	88	65	346	1117
October 28, 2022	3	43	82	73	81	79	85	69	515	94	83	98	275	100	101	93	83	377	1167
October 27, 2023	6	39	77	79	83	77	82	90	533	76	96	78	250	96	95	91	88	370	1153
October 25, 2024	1	44	65	82	87	79	84	81	523	79	83	100	262	78	106	84	89	357	1142
October 31, 2025	0	40	77	71	83	86	80	94	531	80	83	88	251	104	75	94	75	348	1130

Enrollment End of School

June 2, 2016	0	65	66	70	68	72	73	77	491	74	77	76	227	80	62	78	71	291	1009
May 25, 2017	3	35	76	63	69	74	72	70	462	85	84	84	253	81	80	67	73	301	1016
May 31 2018	1	42	53	80	75	74	76	71	472	78	86	85	249	91	77	76	66	310	1031
May 30 2019	1	34	73	58	81	79	85	77	488	76	83	95	254	80	92	79	66	317	1059
May 28, 2020	6	41	80	76	57	86	65	86	497	87	82	87	256	98	77	83	79	337	1090
May 27, 2021	6	35	65	79	72	58	89	66	470	92	92	81	265	101	98	75	89	363	1098
May 26, 2022	4	34	80	75	77	82	69	94	515	79	94	99	272	97	95	90	69	351	1138
May 25, 2023	6	49	82	74	86	82	86	72	537	98	82	95	275	95	95	83	84	357	1169
May 23, 2024	7	33	77	79	79	75	80	86	516	73	98	77	248	105	93	87	90	375	1139
May 28,2026	1	40	67	80	89	75	89	80	521	79	80	95	254	71	99	76	89	335	1110
May 29,2026	0	43	74	73	81	89	77	88	525	81	83	88	252	98	71	89	79	337	1114

Average Daily Attendance (District)

08/13/2025 - 05/28/2026

2025-2026

06/04/2026 1:24:35 PM

Florence ISD

001 - Florence High School

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
01	09	166	16,609.00	937.00	15,672.00	0.00	15,672.00	0.00	0.00	94.41	0.00	0.00	94.36
01	10	166	12,067.00	561.00	11,506.00	0.00	11,506.00	0.00	0.00	69.31	0.00	0.00	95.35
01	11	166	15,075.00	796.00	14,279.00	0.00	14,279.00	0.00	0.00	86.02	0.00	0.00	94.72
01	12	166	12,751.00	899.00	11,852.00	0.00	11,852.00	0.00	0.00	71.40	0.00	0.00	92.95
TOTAL (Track 01):			56,502.00	3,193.00	53,309.00	0.00	53,309.00	0.00	0.00	321.14	0.00	0.00	94.35
02	09	167	154.00	43.00	111.00	0.00	111.00	0.00	0.00	0.66	0.00	0.00	72.08
02	10	167	131.00	8.00	123.00	0.00	123.00	0.00	0.00	0.74	0.00	0.00	93.89
TOTAL (Track 02):			285.00	51.00	234.00	0.00	234.00	0.00	0.00	1.40	0.00	0.00	82.11
TOTAL (ALL Tracks):			56,787.00	3,244.00	53,543.00	0.00	53,543.00	0.00	0.00	322.54	0.00	0.00	94.29

002 - Florence ISD STEP - JJAEP

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
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004 - Florence ISD STEP - Detention

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
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005 - Florence ISD Bell County JJAEP

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
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006 - Florence ISD STEP - CORE

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
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Average Daily Attendance (District)

08/13/2025 - 05/28/2026

2025-2026

06/04/2026 1:24:35 PM

Florence ISD

041 - Florence Middle School

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
01	06	166	13,251.00	776.00	12,475.00	0.00	12,475.00	0.00	0.00	75.15	0.00	0.00	94.14
01	07	166	13,815.00	603.00	13,212.00	0.00	13,212.00	0.00	0.00	79.59	0.00	0.00	95.64
01	08	166	14,433.00	712.00	13,721.00	0.00	13,721.00	0.00	0.00	82.66	0.00	0.00	95.07
TOTAL (Track 01):			41,499.00	2,091.00	39,408.00	0.00	39,408.00	0.00	0.00	237.40	0.00	0.00	94.96
02	06	166	90.00	1.00	89.00	0.00	89.00	0.00	0.00	0.54	0.00	0.00	98.89
02	07	166	72.00	1.00	71.00	0.00	71.00	0.00	0.00	0.43	0.00	0.00	98.61
02	08	166	153.00	6.00	147.00	0.00	147.00	0.00	0.00	0.89	0.00	0.00	96.08
TOTAL (Track 02):			315.00	8.00	307.00	0.00	307.00	0.00	0.00	1.86	0.00	0.00	97.46
TOTAL (ALL Tracks):			41,814.00	2,099.00	39,715.00	0.00	39,715.00	0.00	0.00	239.26	0.00	0.00	94.98

101 - Florence Elementary School

Track	Grade	Number of Days	Membership Days	Absent Days	Present Days	Ineligible Days	Eligible Days	RA Eligible Days	RS Eligible Days	Refined ADA	RA Refined ADA	RS Refined ADA	Attendance Percent
01	KG	165	12,523.00	727.00	11,796.00	0.00	11,796.00	0.00	0.00	71.49	0.00	0.00	94.19
01	01	165	11,810.50	616.50	11,194.00	0.00	11,194.00	0.00	0.00	67.84	0.00	0.00	94.78
01	02	165	13,675.00	611.00	13,064.00	0.00	13,064.00	0.00	0.00	79.18	0.00	0.00	95.53
01	03	165	14,471.00	578.00	13,893.00	0.00	13,893.00	0.00	0.00	84.20	0.00	0.00	96.01
01	04	165	12,969.00	497.00	12,472.00	0.00	12,472.00	0.00	0.00	75.59	0.00	0.00	96.17
01	05	165	15,197.00	691.00	14,506.00	0.00	14,506.00	0.00	0.00	87.92	0.00	0.00	95.45
TOTAL (Track 01):			80,645.50	3,720.50	76,925.00	0.00	76,925.00	0.00	0.00	466.22	0.00	0.00	95.39
03	PK	165	3,362.00	189.00	3,173.00	0.00	3,173.00	0.00	0.00	19.23	0.00	0.00	94.38
TOTAL (Track 03):			3,362.00	189.00	3,173.00	0.00	3,173.00	0.00	0.00	19.23	0.00	0.00	94.38
TOTAL (ALL Tracks):			84,007.50	3,909.50	80,098.00	0.00	80,098.00	0.00	0.00	485.45	0.00	0.00	95.35
Grand Totals:			182,608.50	9,252.50	173,356.00	0.00	173,356.00	0.00	0.00	1,047.25	0.00	0.00	94.93



FLORENCE NEWS TILL END OF YEAR!

5/23 FROM: PRINCIPAL PAREDES

EARLY DISMISSAL

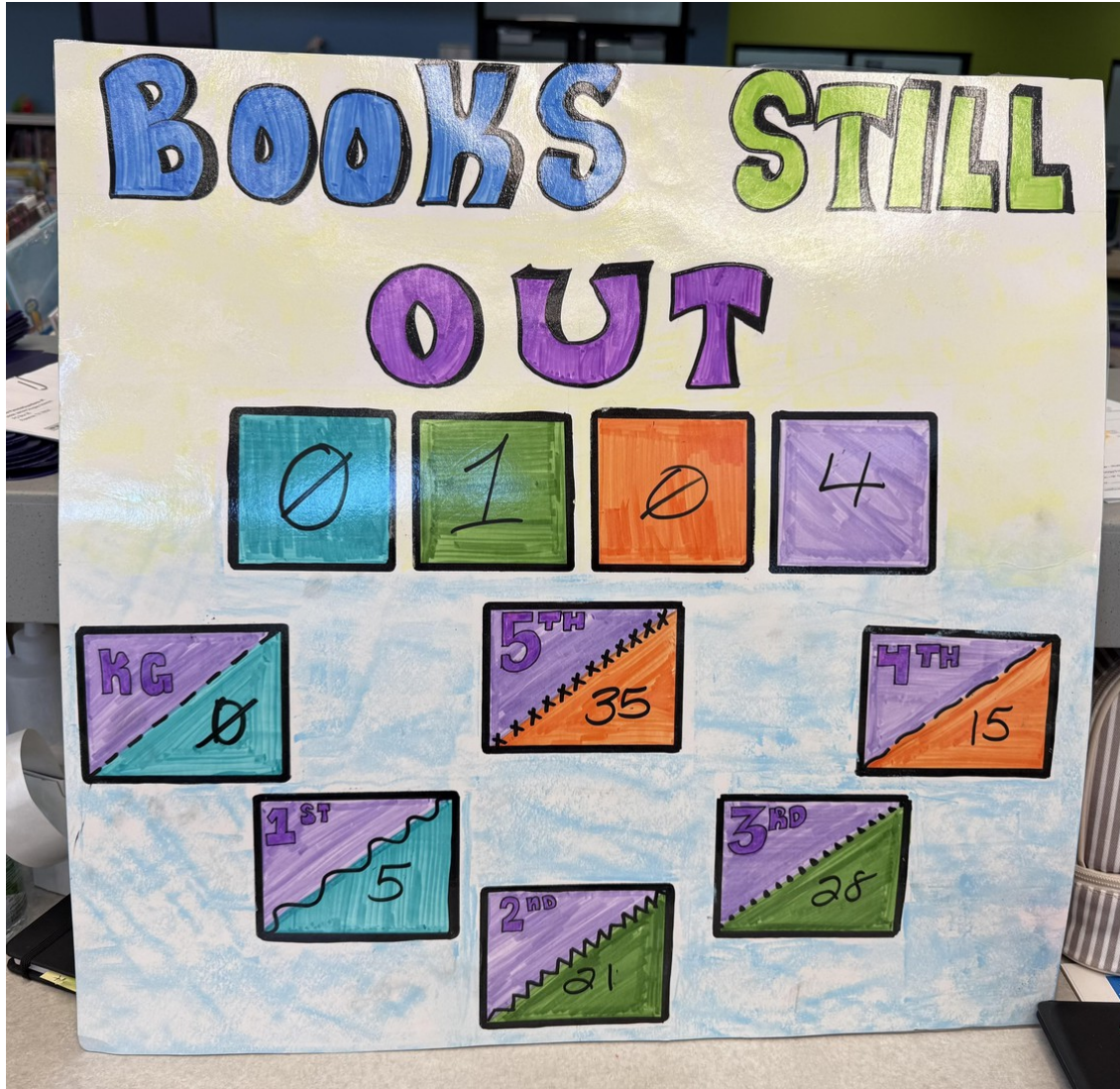
We will have **early release on Thursday, May 28th**. Dismissal will begin promptly at **12:40 PM**. We kindly ask all parents to arrive on time for pickup so our staff can finish packing for summer break.

Kinder/Senior Walk

Parents,

If you plan to attend our Senior and Kinder Walk, it will take place on May 28th at 8:30 AM. Parents may park in the front parking lot and line up along the drop-off lanes to watch the students walk through.

I have attached a map for you to view for parking and viewing locations. We look forward to celebrating this special moment with our students and families!



MARK YOUR CALENDAR!

5/22 – Field Day-More information coming soon.

5/25- Memorial Day- No School

5/26 – Award Ceremonies

4th Grade: 8:45–9:30

PK: 10:00–10:30

2nd Grade: 11:00–11:45

1st Grade: 12:30–1:15

3rd Grade: 2:00–2:45

5/27 – Kinder Graduation

Kinder Graduation: 9:00–10:00

5/28 – Award Ceremony

5th Grade: 9:30–10:00



Ercilia Paredes

Ercilia is using Smore to create beautiful newsletters



FMS Board Brief

June 4, 2026

.....

BuffsBeTheBestTheyCanBe

.....

FMS YTD Attendance

The Year-to-Date Campus Attendance Rates for Florence Middle School ended at 94.98%.

.....

Herd Highlights

8th Grade Top Ten Students

For the first time, we celebrated the top ten 8th grade students at the 8th grade graduation. These students received a medal for academic excellence. Calculations were based on their core classes and conversations regarding the importance of advanced academic classes in high school were had through Social Studies.



Awards Ceremonies

We celebrated students growth on their MAP tests during ceremonies the last week of school. Students received awards for showing any amount of growth, for showing accelerated growth of more than two years worth of growth, and high achievement for scoring higher than expected for their grade level. The image below shows the overall number of students who showed growth in each area by grade level.

MAP

Math

6th - 81%

7th - 70%

8th - 62%

Reading

6th - 69%

7th - 65%

8th - 70%

Science

6th - 86%

7th - 88%

8th - 83%

Field Day Fun

We ran our first ever field days at FMS on May 22nd! Students loved having the time to relax and participate in fun activities with friends.



Last Day Dodgeball Tournament

We hosted our 3rd annual dodgeball tournament on the last day of school. The championship ended up a tie between 8th grade boys and staff this year!





718 S. Patterson Avenue
Florence, TX 76527
Phone: 254-793-2504

[Website](#)



Lauren Neil



FHS Board Update

June 2026

Student Enrollment

FHS has 339 students and 105 EB students.

Celebrations and Program Updates

Band

Congratulations to the following members of the Florence band as they received a first division medal at the UIL Texas state solo and ensemble contest.

Braden Seaboch on his flute solo

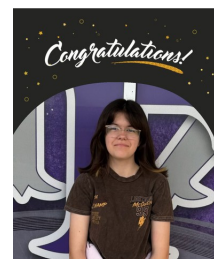
Jane Gower on her percussion solo

Betsy Bradford, Anna Castillo, Esperanza Tapp, and Aaron Williams on their saxophone Quartet

Cris Gomez, Sebastian Gomez, Eric Ramirez, and Jazmin Figueroa Stinnet on their brass quintet ensemble.

This is the most amount of medals that the Florence band has achieved at the state, solo and ensemble contest!

Congratulations to all these band members on their hard work!



FHS Happenings

May was an extremely busy and successful month at Florence High School as we concluded the school year and celebrated the accomplishments of our students.

Academically, students completed AP Testing, MAP Testing, and Iowa Assessments for our junior and senior Emergent Bilingual students. We also received TELPAS and EOC assessment results. While we continue to analyze the data, our initial review shows tremendous growth in multiple areas. We are very proud of the hard work of both our students and staff and look forward to sharing additional information as data analysis continues.

The month was filled with celebrations and student recognition events. We enjoyed a wonderful Spring Band Concert, Athletic Banquet, HOSA Banquet, Senior Trip, FFA Banquet, Senior Awards Ceremony, and our 9th–11th Grade Awards Program. During the FFA Banquet, we also celebrated the naming of the Agricultural Science Facility, recognizing the importance of agricultural education and the Rosenbusch's who have been the foundation and backbone of the FFA program for so many years.

We also hosted our second annual **First Stampede**, welcoming incoming freshmen to Florence High School. Students participated in team-building activities, toured the campus, learned about school traditions, and began building relationships with staff and peers. This year's event was outstanding, and we are excited about the Class of 2030 and the positive impact they will have on our campus.

A new tradition was established this year with our first-ever **Rising Senior Breakfast**. During the event, outgoing senior and Miss FHS, Ella Morrison, challenged the Class of 2027 to continue moving our school forward, to commit themselves to the hard work required for success, and to be kind and uplifting to others along the way. Each rising senior received a personalized affirmation connected to one of our core values—Work Ethic, Integrity, Service, or Honor. Parents helped decorate and support the event, making it a tremendous success. Students also received a journal featuring our core values on the cover and a copy of their affirmation placed inside as a reminder of the leadership and character expected of them during their senior year.

We successfully graduated 80 seniors during our commencement ceremony. Graduation was a wonderful celebration of the Class of 2026 and their accomplishments. We are proud of the legacy they leave behind and look forward to seeing the impact they will make in their future endeavors.

As we close the school year, we are grateful for the dedication of our students, staff, parents, and community. The accomplishments of May reflect the strong culture that continues to grow at Florence High School and position us well for continued success in the coming year.



First Stampede



First Stampede



First Stampede



Rising Senior



Rising Senior



Rising Senior



Graduation



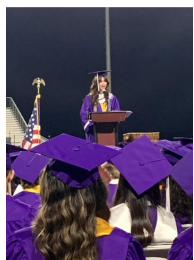
Graduation



Graduation



Graduation



Graduation



Graduation

Important Dates

- Summer School June 8 - June 25 Monday through Thursday from 8:00 - 12:00
- EOC Boot Camp June 8 - June 15 Monday through Thursday from 8:00 - 12:00
- Summer EOC Retesting June 16 - 18

CCMR will look a little different this year. Students must be a CTE program completer and earn their Industry Based Certification (IBC). So, many students that earned their IBC last year will not be counted in our CCMR percentage until the end of the year when they complete their program of study.

Current CCMR Percentage: 96%



Russell Porterfield

Russell is using Smore to create beautiful newsletters