



Agenda of Called Meeting / Work Session

Thursday, April 27, 2023

The Board of Trustees

Richardson ISD

A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, April 27, 2023, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

Prior to or during consideration of agenda subjects, the board will hear public comments from any member of the public who has complied with District procedures for signing up to speak. The notice for this meeting was posted on April 24, 2023.

Public Comments: - Persons wishing to address the Board must complete an online Public Comment form by signing up at <https://web.risd.org/board/public-comments/> beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00 p.m. on the posted meeting date. Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office during normal business hours at 469-593-0403 (español 469-593-0312) for assistance. Persons wishing to speak must complete the online registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.

Disruptions. Disruptive behavior will not be tolerated during a meeting. After providing at least one warning to a disruptive visitor, the presiding officer may request assistance from law enforcement officials to remove from the meeting any person who continues to disrupt the meeting by utterances or actions. A visitor who exhibits disruptive behavior in a subsequent meeting may be issued a trespass warrant. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

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. **PUBLIC COMMENT SECTION**
Comments from visitors who submitted the form requesting to address Board Members.
 - A. Agenda Related Topic
- III. **ACTION / INFORMATION ITEMS**
 - A. 2023 - 2024 Budget Discussion
Information Item

B.	A-F Accountability Refresh Part 2 Information Item	32
C.	Intruder Audit information Item	
D.	Review and Discussion of Business and Support Services Policies <ul style="list-style-type: none"> •Proposed Revision to CPC (LOCAL) - Office Management: Records Management •Proposed Revision CDA (LOCAL) - Other Revenues: Investments Information Items	66
E.	Review and Discussion of Student Policies <ul style="list-style-type: none"> •Proposed Revision to FFAA (LOCAL) - Wellness and Health Services: Physical Examinations •Proposed Revision to FFAC (LOCAL) - Wellness and Health Services: Medical Treatment •Proposed Addition to FFBA (LOCAL) - Crisis Intervention: Trauma-Informed Care •Proposed Deletion to FMF (LOCAL) - Student Activities: Contests and Competition Information Items	80
IV.	CLOSED MEETING If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071-Consultation with Attorney; Section 551.074 - Deliberation of duties of public officer; 551.076 - Security Devices and Security Audits;	
V.	ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

Public Comment Section

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. Where appropriate for efficient meeting management, the section for comments related to non-agenda topics may be placed on the Agenda after other action and information items. A speaker who attempts to address a non-agenda related topic during any period reserved for agenda-related topics is engaging in disruptive behavior. The speaker must stop his or her comments when directed.

- When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.

Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
- Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

Public Comment Form

- Persons wishing to address the Board must complete an online Public Comment form by signing up at the designated registration form link on the District's website beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00pm on the posted meeting date. Persons wishing to speak must complete the designated registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.
- In addition to identifying information, each speaker must indicate the specific Agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.
- If RISD gives notice of a public hearing, it will provide a separate designated registration form link on the District's website for the public hearing that persons who wish to speak must complete. Individuals will be able to register beginning when the meeting agenda for

the public hearing is posted through 12:00 p.m. on the day of the meeting. RISD will not accept comment cards after 12:00pm on the posted meeting date.

- Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office at 469-593-0403 for assistance. The online form is required to be completed by no later than 12:00 pm on the day of the posted meeting.

Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

Time

- Each speaker is limited to a total of three* minutes and a speaker may not use time of another speaker to extend his or her comment period. Note: A speaker who addresses the Board through a translator will have six* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.
- Staff will set a three*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.
(*Unless the comment period has been limited as provided herein.)

Single comment

- A speaker may complete one online Public Comment form for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

Protocol for Speakers

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.
- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

Consent for Online Publication

RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.

Reasonable Accommodation and Translation

Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.

Approved: September 15, 2022



JUNTA DIRECTIVA DISTRITO ESCOLAR INDEPENDIENTE DE RICHARDSON

Procedimientos para los comentarios del público durante las reuniones de la Junta Directiva

La Junta Directiva del Distrito Escolar Independiente de Richardson da la bienvenida a los miembros del público a sus reuniones. El propósito de las reuniones es permitir a los miembros de la Junta conducir los negocios del Distrito. Aunque las reuniones de la Junta Directiva se celebran en público, no son reuniones públicas y el público no tiene derecho a participar, salvo lo dispuesto por la Junta. La Junta ofrece un foro abierto limitado en las reuniones a través de su Sección de Comentarios Públicos para proporcionar oportunidades a los miembros del público para transmitir información a la Junta.

La Junta Directiva adoptó los siguientes procedimientos relativos a los comentarios del público para facilitar el funcionamiento eficiente de las reuniones:

Sección de comentarios del público

- La Junta Directiva incluirá una sección de comentarios del público en el orden del día de cada reunión. La Junta celebra reuniones mensuales de trabajo todos los meses del año, excepto julio. Las reuniones de trabajo suelen celebrarse el primer jueves de cada mes. La Junta Directiva programa sesiones de trabajo para tratar temas de estudio o cuando surgen otras necesidades. La Junta se reserva el tercer jueves de cada mes para las sesiones de trabajo, pero también pueden programarse en cualquier otro momento cuando surja una necesidad. La Junta se reserva el derecho de programar o reprogramar las reuniones según sea necesario para satisfacer las necesidades operativas del Distrito. Se publica una agenda por escrito para cada reunión de la Junta Directiva al menos 72 horas antes de su realización. Si se autoriza una reunión de emergencia, se publicará una agenda al menos una hora antes de la fecha de la reunión.

La sección de comentarios del público para los temas relacionados con la agenda se incluirá normalmente en la agenda justo antes del primer punto de la misma. Cuando sea conveniente para una gestión eficaz de la reunión, la sección de comentarios relacionados con temas no incluidos en la agenda podrá incluirse después de otros puntos de acción e información. Un orador que intente abordar un tema no relacionado con la agenda durante cualquier período reservado para los temas relacionados con la agenda está incurriendo en un comportamiento perturbador. El orador deberá interrumpir sus comentarios cuando se le indique.

- Cuando sea necesario para la gestión eficaz de la reunión, para dar cabida a un gran número de personas que deseen dirigirse a la Junta en una reunión, o cuando sea aconsejable para adaptarse a circunstancias específicas, la Junta delega en el presidente la autoridad para hacer ajustes a estos procedimientos de comentarios del público. Dichos ajustes pueden incluir, sin limitación, la adaptación del momento en que se producirán los comentarios del público durante una reunión, la reordenación de los puntos del orden del día, el aplazamiento de los comentarios del público sobre los puntos no incluidos en el orden del día, la continuación de un punto del orden del día para una reunión posterior, la revisión temporal de los procedimientos de comentarios del público según sea necesario si una reunión se lleva a cabo a través de videoconferencia, la ampliación de las oportunidades para los comentarios del público, o el establecimiento de un límite de tiempo general para los comentarios del público y el ajuste del tiempo asignado a cada orador.

Temas de los oradores

- Reuniones ordinarias de trabajo. Los oradores podrán hacer comentarios sobre puntos específicos de la agenda, así como sobre asuntos que no figuren en la agenda (es decir, puntos no incluidos en la agenda), durante la sección de comentarios del público en las reuniones ordinarias de trabajo.
- Sesiones de trabajo u otras reuniones convocadas. Los oradores sólo pueden comentar puntos específicos de la agenda durante la sección de comentarios del público en las sesiones de trabajo y otras reuniones convocadas.
- Audiencias públicas. Cuando RISD notifica una audiencia pública, los oradores pueden completar un formulario de comentarios públicos en línea separado para la audiencia pública. Los oradores sólo pueden hacer comentarios sobre el tema específico anunciado para la audiencia pública. Todas las demás normas indicadas aquí se aplican a los comentarios durante una audiencia pública.

Formulario de comentarios públicos

- Las personas que deseen dirigirse a la Junta deben llenar un formulario de comentarios públicos en línea inscribiéndose en el enlace del formulario de registro designado en la página web del Distrito a partir del momento en que se publique la agenda de la reunión y hasta las 12:00 p.m. del día de la reunión. RISD no aceptará presentaciones después de las 12:00 p.m. de la fecha de la reunión publicada. Las personas que deseen hacer uso de la palabra deben completar el formulario de registro designado en su totalidad y estar presentes en la reunión para hacer sus propios comentarios durante el tiempo designado para los Comentarios Públicos para tener derecho a hablar. Cualquier orador registrado que se ausente de la reunión a la hora de los Comentarios Públicos perderá la oportunidad de dirigirse a la Junta en esa reunión.
- Además de la información de identificación, cada orador debe indicar el punto específico del orden del día sobre el que desea

comentar y/o identificar el tema no incluido en el orden del día de los comentarios.

- Si RISD avisa de la celebración de una audiencia pública, proporcionará un enlace a un formulario de registro designado por separado en el sitio web del Distrito para la audiencia pública que las personas que deseen intervenir deberán rellenar. Las personas podrán inscribirse a partir del momento en que se publique el orden del día de la audiencia pública hasta las 12:00 horas del día de la reunión. El RISD no aceptará tarjetas de comentarios después de las 12:00 p.m. de la fecha de la reunión anunciada.
- Las personas que no tengan acceso a una computadora para completar el formulario de comentarios públicos en línea pueden comunicarse con la Oficina de la Junta al 469-593-0403 para obtener ayuda. El formulario en línea debe completarse antes de las 12:00 p.m. del día de la reunión publicada.

Materiales escritos

Un orador que desee proporcionar materiales escritos a la Junta Directiva debe traer al menos nueve (9) copias de los materiales a la reunión de la Junta. Se proporcionará una copia de los materiales a los miembros de la Junta antes de que el orador sea convocado. El orador no podrá distribuir materiales cuando sea llamado a hablar.

Tiempo

- Cada orador está limitado a un total de tres* minutos y un orador no puede utilizar el tiempo de otro orador para extender su período de comentarios. Nota: Un orador que se dirija a la Junta a través de un traductor dispondrá de seis* minutos para presentar sus comentarios a fin de garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse a la Junta.

- El personal pondrá un reloj digital de tres* minutos para cada orador. El orador terminará sus comentarios cuando el tiempo expire. Cualquier orador que no deje de hablar y ceda el podio al final de su tiempo asignado se considerará fuera de lugar y podrá ser escoltado del podio y/o se le pedirá que abandone la reunión.

(*A menos que el período de comentarios se haya limitado según lo dispuesto en el presente documento).

Un solo comentario

Un orador puede completar un formulario de comentarios públicos en línea para cada reunión. Un orador que comente durante una audiencia pública no podrá intervenir durante el periodo de comentarios públicos regular.

Protocolo para los oradores

- La secretaria de la Junta llamará por su nombre a cada orador que haya presentado una tarjeta de comentarios públicos e indicará el tema o temas sobre los que se ha inscrito para hablar.
- Cada orador deberá acercarse al podio cuando se diga su nombre. En el podio del Auditorio hay un micrófono ajustable. El orador debe decir claramente su nombre y la escuela o escuelas a las que asisten o han asistido sus hijos/as antes de comenzar a comentar.
- La Junta no entablará un diálogo con el orador. En respuesta a las preguntas o declaraciones, se puede proporcionar información específica sobre los hechos o hacer referencia a una política existente. La Junta no puede deliberar ni tomar una decisión sobre ningún tema que no figure en la agenda.
- El período de comentarios públicos no es el foro apropiado para la presentación de quejas formales. El RISD mantiene una política de quejas formales para atenderlas. La Junta sólo considerará las quejas formales que queden sin resolver después de que se hayan abordado a través de los canales administrativos adecuados y cuando se hayan incluido en el orden del día. No se permitirán ni tolerarán los ataques de carácter personal contra los miembros de la Junta, el personal de RISD, los estudiantes u otros ciudadanos por su nombre o título. Los oradores que deseen presentar una queja sobre un empleado deberán cumplir con la política de quejas correspondiente. (DGBA - Quejas de empleados; FNG - Quejas de estudiantes/padres; GF - Quejas del público). Las políticas de quejas están disponibles en la página web de RISD.
- Los comentarios u otras conductas que perturben la reunión se consideran fuera de lugar y no se permitirán. Los visitantes y el personal deben escuchar en silencio y con respeto durante la sección de comentarios del público, tanto si están de acuerdo como si no lo están con el mensaje del orador. No es apropiado que el personal o los visitantes aplaudan, chiflen, abucheen, muestren pancartas o adopten cualquier otra conducta perturbadora. Las personas que perturben la reunión serán amonestadas para que respeten las normas de la misma. Las personas que persistan en perturbar la reunión podrán ser expulsadas de la misma.

Consentimiento para la publicación en línea

RISD puede grabar sus reuniones en audio y vídeo. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y vídeo.

Acomodación razonable e interpretación

Las personas que deseen hacer un comentario público y que necesiten adaptaciones razonables de una discapacidad o que requieran un traductor de idiomas deben ponerse en contacto con la oficina de la Junta al 469-593-0403 antes de la reunión para solicitar asistencia.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: April 27, 2023

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: 2023-24 Budget Discussion

BACKGROUND INFORMATION

The Texas Education Code and the Texas Education Agency Financial Accountability System Resource Guide requires the district to prepare and adopt a budget prior to the start of the new fiscal year.

The budget process begins each July and culminates in June with the Board of Trustees adopting the budget.

The primary purpose of the presentation is to review the current state of the District and begin the discussion of revenue and cost drivers.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents the information regarding the 2023-24 Budget Discussion for the Board's information and review.



Every student, teacher and leader will meet or exceed their academic growth goals.

Budget Update

April 27, 2023

Actively pursue creative funding sources and manage current resources to support our mission.

Financial Challenges

- Decreasing Enrollment
 - Reduced Funding
 - Excess Campus Capacity
 - Smaller Campuses
 - Lower Student to Staff Ratios
- Inflation
 - Lack of Legislative Relief – No change in basic allotment since 2019
- Below market in compensation
 - Difficulty Retaining Staff
 - Difficulty Recruiting Staff

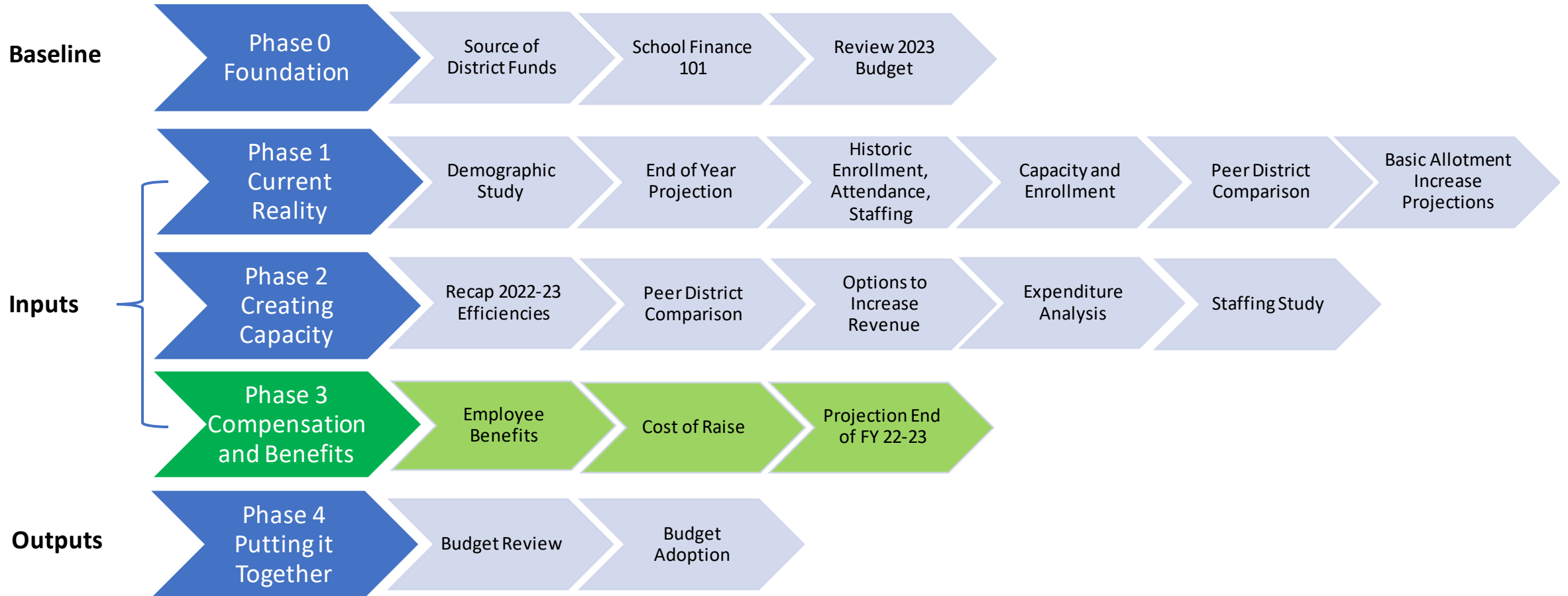


Budget Objective

Multi-faceted strategy to address the current budget challenges faced by RISD. This will include strategies to address efficiencies, increase enrollment and advocate for legislative changes.



2023-24 Budget Process



Every student, teacher and leader will meet or exceed their academic growth goals.

AGENDA

- Salary Comparison For Various Experience Levels
- Benefits
 - Lower Insurance Premiums
 - Employer Retirement Plan Contribution
 - Attendance Incentive For Not Using Personal Days
 - Paid Maternity/Paternity Leave



General Fund Multi-Year Forecast

	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27
Tax Rate	\$1.0409	\$0.9646	\$0.9435	\$0.92760	\$0.9120	\$0.8967
Total Revenue	\$386,362,832	\$372,048,944	\$367,389,744	\$360,522,702	\$347,555,603	\$346,263,887
Recurring Costs		\$374,210,896	\$394,171,107	\$397,252,768	\$400,488,437	\$403,819,348
Raise		\$13,167,154	\$18,052,556	\$28,609,246	\$39,482,644	\$50,682,243
New Hire Stipend		\$1,556,100				
Budget Increases (with daycare)		\$6,908,891	\$3,054,336	\$3,207,052	\$3,367,405	\$3,535,775
Eliminated positions/Budget Reductions		(\$1,195,604)	(\$3,475,604)	(\$3,475,604)	(\$3,475,604)	(\$3,475,604)
ESSER Supplanting		(\$7,600,000)	(\$26,000,000)			
Total Expenditures	\$383,159,514	\$387,047,437	\$385,802,395	\$425,593,462	\$439,862,882	\$454,561,762
Change in Fund Balance	\$3,203,318	(\$14,998,493)	(\$18,412,651)	(\$65,070,760)	(\$92,307,279)	(\$108,297,875)
Ending Total Fund Balance	\$170,696,165	\$155,697,672	\$137,285,021	\$72,214,261	(\$20,093,018)	(\$128,390,893)
% Total FB to Total Expenditures	45%	40%	36%	17%	(5%)	(28%)
90 Days of Expenditures	\$95,789,879	\$96,761,859	\$96,450,599	\$106,398,365	\$109,965,721	\$113,640,441



Every student, teacher and leader will meet or exceed their academic growth goals.

Raise Scenarios

	Option B	Option B2	Option C	Option D
New Teacher Starting Salary (\$57,000 – 22-23)	\$60,000	\$60,000	\$60,500	\$61,000
T-type 1-4 years	5.75%	6.00%	6.75%	7.50%
T-type 5-9 years	6.00%	6.50%	7.00%	7.75%
T-type 10-15 years	6.25%	7.00%	7.25%	8.00%
T-type 16+ years	6.50%	7.50%	7.50%	8.25%
Custodians (Current starting salary \$10.50/hr)	\$2.00 Per Hour	\$2.00 Per Hour	\$2.00 Per Hour	\$2.00 Per Hour
Electricians, HVAC, Plumbers	6.00%	6.00%	6.00%	6.00%
Sped Para's (Current starting salary \$21,632 or \$14.46/hr)	6.00%	6.00%	6.00%	6.00%
Non-T Exempt	3.00%	3.00%	3.00%	3.00%
Non-T Non-exempt	4.00%	4.00%	4.00%	4.00%
Total Cost	\$18,052,556	\$19,363,708	\$20,291,567	\$21,866,627

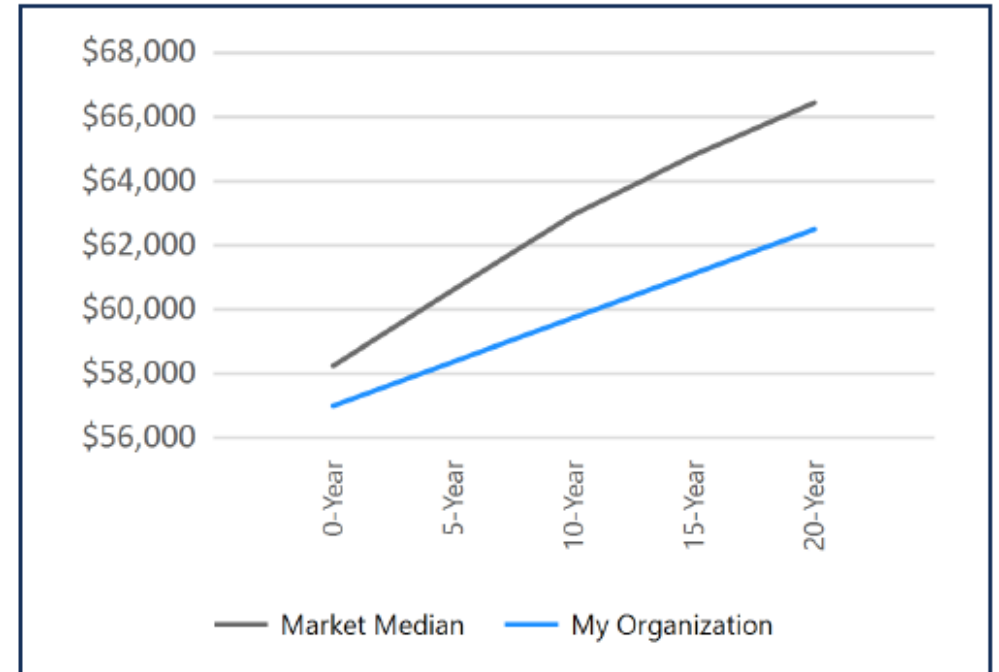


Every student, teacher and leader will meet or exceed their academic growth goals.

Salary Comparison

Summary

	My Organization	Market Median	Comparison to Market (%)	Dollar Difference (\$)
Number of Districts		10		
Number of Teachers	2,819	1,943		
0-Year Salary	\$57,000	\$58,250	97.9%	(\$1,250)
5-Year Salary	\$58,375	\$60,618	96.3%	(\$2,243)
10-Year Salary	\$59,750	\$62,969	94.9%	(\$3,219)
15-Year Salary	\$61,125	\$64,807	94.3%	(\$3,682)
20-Year Salary	\$62,500	\$66,446	94.1%	(\$3,946)
Highest Salary on Schedule	\$63,775	\$70,523	90.4%	(\$6,748)
Average Salary	\$61,455	\$63,802	96.3%	(\$2,347)



*22-23 New Teacher Salary Schedules



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Salary Comparison

	21-22 Average Teacher Salary by Years of Experience (regular duties only):						Average Actual Teacher Salaries
	Beginning Teachers	1-5 Years Experience	6-10 Years Experience	11-20 Years Experience	21-30 Years Experience	Over 30 Years Experience	
ALLEN	\$58,023	\$57,584	\$60,814	\$63,253	\$66,457	\$72,684	\$61,884
CFB	\$55,246	\$57,821	\$60,542	\$64,483	\$70,690	\$79,340	\$61,432
FRISCO	\$54,973	\$59,037	\$61,671	\$65,719	\$69,306	\$73,628	\$62,711
GARLAND	\$50,345	\$57,738	\$60,186	\$62,651	\$65,711	\$71,368	\$60,720
HEB	\$51,204	\$60,300	\$63,266	\$66,137	\$70,791	\$82,956	\$64,759
IRVING	\$56,335	\$60,930	\$65,688	\$67,793	\$72,750	\$81,039	\$58,887
MCKINNEY	\$59,959	\$59,136	\$61,216	\$64,980	\$69,254	\$74,773	\$63,614
PLANO	\$54,337	\$56,515	\$59,420	\$62,750	\$66,219	\$73,073	\$60,687
RISD	\$52,361	\$56,064	\$58,031	\$61,361	\$65,609	\$71,076	\$58,618
RISD 23-24	\$60,000	\$61,162	\$63,643	\$67,413	\$72,590	\$75,804	\$64,639

RISD 23-24 calculated based option B2



Every student, teacher and leader will meet or exceed their academic growth goals.

Top Ranked Employer Benefits

Benefit	% of Respondents Selecting as Most Important	Grant Fund Impact
Lower Health Insurance Premiums	21.8%	Yes
Employer Retirement Plan Contribution	20.9%	Yes
Attendance Incentive For Not Using Personal Days	15.1%	Maybe
Paid Maternity/Paternity Leave	12.6%	Yes

Note: 1,355 employees responded



Lower Insurance Premium

The cost to increase the District’s monthly health insurance premium contribution to various levels:

Current Monthly Premium	Potential Monthly Premium	Employee FTE’s	Total Annual Premium Cost Increase	Percentage of Premiums From General Fund	General Fund Cost Increase
\$313	\$340	3,620	\$1,172,880	88.34%	\$1,036,122
\$313	\$350	3,620	\$1,607,280	88.34%	\$1,419,871
\$313	\$360	3,620	\$2,041,680	88.34%	\$1,803,620
\$313	\$370	3,620	\$2,476,080	88.34%	\$2,187,367

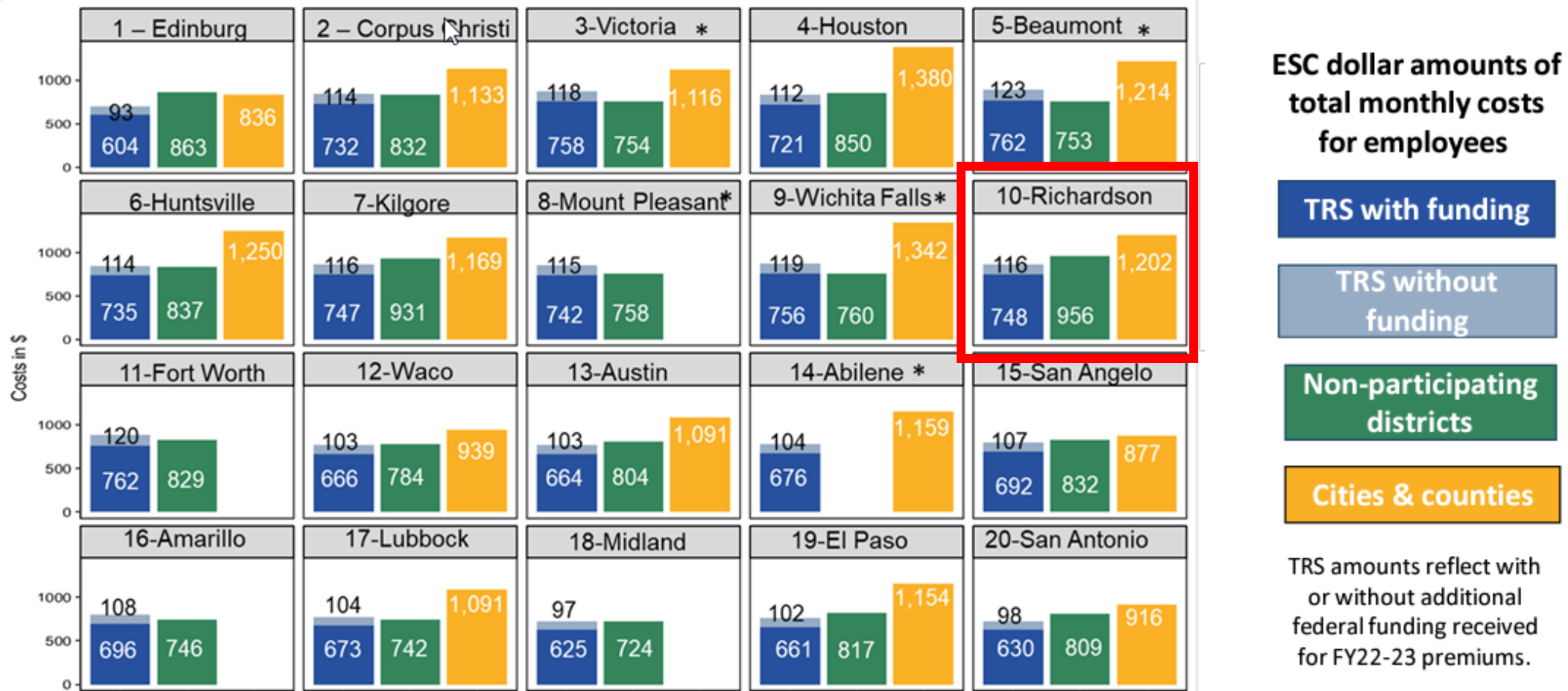
Note(1): 85.42% of employee FTE's are in the General Fund and 88.34% of Health Insurance Premiums are paid by the General Fund

Note(2): Texas Insurance Code contains maintenance of effort requirements for district paid health insurance premiums



Slide from TRS presentation dated 12-12-2022

Total costs vary by region, and additional federal funding impact varies depending on how much health care services cost in the area.



ESC dollar amounts of total monthly costs for employees

TRS with funding

TRS without funding

Non-participating districts

Cities & counties

TRS amounts reflect with or without additional federal funding received for FY22-23 premiums.

*Number of non-participating districts is lower than average in ESC regions 3, 5, 8, 9.
 Note: cities/counties data for ESC 11 is \$1,919. This was an outlier that was removed to preserve the scale of the chart.
 *No public information was available for plans offered by non-participating districts in ESC 14 (Abilene).

Employer Retirement Plan Contribution

- 1,452 (23%) RISD employees contribute to a voluntary 403b or 457b retirement account.
- 98 (6.75%) of RISD participants are contributing less than 1% of their annual salary.



Retirement Plan Matching Comparison

North Texas (Competing with RISD)	Retirement Plan Matching Contribution
Allen	No
Carrollton-Farmers Branch	No
Dallas	No
Frisco	Yes, 25% of contribution up to 1% of base salary, 44% participation rate
Garland	No
McKinney	Discontinued March 1, 2019, existing contributions remain until separation
Mesquite	No
Plano	No
Rockwall	No
Wylie (Collin County)	No



Cost of Retirement Contribution

District Contribution Rate	Estimated Employee Participation Rate	District Cost
1%	25%	\$716,291
1%	50%	\$1,432,582
1%	75%	\$2,148,873
1%	100%	\$2,865,163

- Region 10 districts and the service center employee participation rates range from 25% to 62%
- Region 10 district contribution rates range from \$50/month to 4% based on employee attendance
- Normal district contribution rate appears to be 1%



Attendance Incentive

North Texas (Competing with RISD)	Attendance Incentive
Allen	Only upon retirement, 10 years at AISD, up to 30 days at half pay
Carrollton-Farmers Branch	Only upon retirement, payment for each day up to \$5,000
Dallas	Only upon retirement, only paid for local days, rate not specified
Frisco	Only upon retirement, \$50 a day up to \$5,000
Garland	Only upon retirement, 10 years at GISD, up to 20 days at full pay
McKinney	None
Mesquite	None
Plano	None
Rockwall	None
Wylie (Collin County)	None



Teacher State and Local Days Used

Indicates the number of Teachers using the indicated number of days

Days Used	2022 State	2023 State	2022 Local	2023 Local
5.5+	325	304	570	463
5.0	347	317	490	639
4.5	79	87	64	76
4	224	198	161	245
3.5	58	100	54	75
3	256	289	206	281
2.5	85	107	41	80
2	239	357	186	245
1.5	67	125	39	56
1	241	351	187	246
0.5	32	68	32	44
0	643	293	635	215



Every student, teacher and leader will meet or exceed their academic growth goals.

Teacher Local Days Attendance Incentive

Days Used	2022 Local	\$50 Unused Day	2023 Local	\$50 Unused Day
2.5	41	\$5,125	80	\$10,000
2	186	\$27,900	245	\$36,750
1.5	39	\$6,825	56	\$9,800
1	187	\$37,400	246	\$49,200
0.5	32	\$7,200	44	\$9,900
0	635	\$158,750	215	\$53,750
		\$243,200		\$169,400

Calculation based on paying \$50 a day for unused days in half day increments.



Maternity/Paternity Leave Comparison

North Texas (Competing with RISD)	Specific Maternity/Paternity/Bonding Leave
Allen	No
Carrollton-Farmers Branch	Sick Leave Bank, Extended Sick Leave (30 days year, 90 day lifetime)
Dallas	Sick Leave Bank may cover, not clear
Frisco	Sick Leave Bank may cover, not clear
Garland	Extended Sick Leave (30 days lifetime)
McKinney	Sick Leave Bank may cover, not clear
Mesquite	Tenure Leave (Employees 0-10 years – 15/year, 30 in 10 years; 11+ years - 20/year; 50 days from year 11 onward)
Plano	No
Rockwall	Sick Leave Bank covers up to 30 days, limited to 6 to 8 weeks after delivery
Wylie (Collin County)	Extended Sick Leave (1-3 years – 15 days, 4+ years – 30 days)



RISD Maternity/Paternity Leave Options

- Create a separate category of leave for maternity/paternity/bonding
- Include as an allowable use of the existing Sick Leave Bank
- Include as an allowable use of Hardship Days



Maternity/Paternity Leave History

Fiscal Year (same as school year)	# of Maternity/Paternity/Bonding Leave Requests
2018-2019	132
2019-2020	165
2020-2021	155
2021-2022	145
2022-2023 (thru January 2023)	139
Average	147



Cost of Maternity/Paternity Leave

Assumptions:

- Highest number of requests in the last 5 years used for calculations – 165 (2.6% of total staff)
- Average RISD daily substitute cost - \$220
- All positions requesting maternity/paternity/bonding leave require a substitute

# of Days Provided	Daily Cost	Total Requests	Annual Cost
5	\$220	165	\$181,500
10	\$220	165	\$363,000
15	\$220	165	\$544,500



District Recommendations

- Option B – Increase new teacher starting salary to \$60,000
- Add Maternity/Paternity/Bonding Leave as allowable uses of Sick Leave Bank and Hardship Leave days
- Allow up to 3 Sick Leave Bank days to be used for Bereavement Leave
- Table any changes in District insurance premium contributions until TRS has published rates and school funding formulas are finalized
- Wait on recommendation from strategic planning process for:
 - Retirement contribution matching
 - Attendance incentive



Budget Calendar

- **April 26, 2023** – Board of Trustee Work Session: Salary and benefits presentation feedback from Board
- **May 4, 2023** – Board of Trustee Meeting: Budget presentation, 23-24 Compensation Plan Approval
- **May 18, 2023** – Board of Trustee Work Session: Presentation of budget reductions to date
- **May 25, 2023** – Publish notice of hearing to adopt budget and tax rate (no less than 10 and no more than 30 days prior to hearing)
- **May 29, 2023** – Last day of 88th Legislature Regular Session
- **June 8, 2023** – Board of Trustee Meeting: Conduct public hearing on budget and tax rate, and adopt budget



Note: Budget Calendar Subject to Change

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: April 27, 2023

Submitted by: Jacob Cortez, Executive Director of Accountability and
Continuous Improvement

INFORMATION ITEM

TOPIC: A-F Accountability Refresh Part 2

BACKGROUND INFORMATION

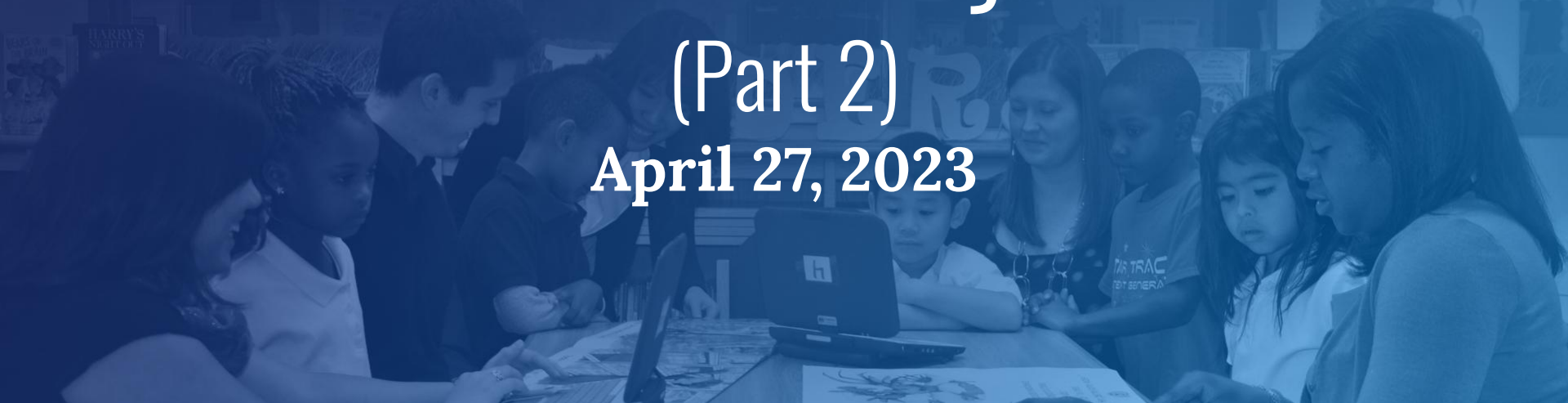
Tonight, Accountability and Continuous Improvement will present information to the Board of Trustees related to proposed changes from TEA to the A-F Accountability system. The BOT will learn about proposed changes to School Progress and Closing the Gaps Domains from TEA.



A-F Accountability Refresh

(Part 2)

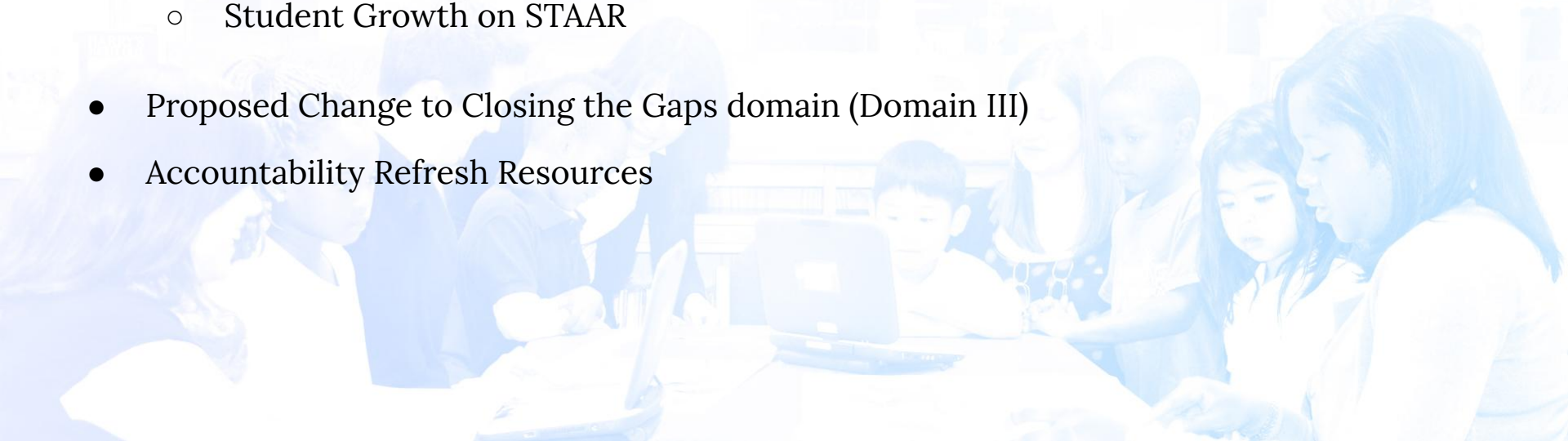
April 27, 2023



A-F Accountability Refresh



- Reasoning and Timeline
- Current Accountability System
- Proposed Changes to School Progress domain (Domain II)
 - Student Growth on STAAR
- Proposed Change to Closing the Gaps domain (Domain III)
- Accountability Refresh Resources



Reasoning & Timeline

A-F Accountability Refresh: Reasoning



With the A-F system, passed in House Bill (HB) 22 (85th Regular Session) in 2017, a commitment was made to maintain the same calculations and cut scores for up to five consecutive years without annual changes, to allow for better year-over-year performance comparisons.

As schools emerge from the impact of COVID-19 both with new challenges and having achieved tremendous successes, we must set new goals for students to ensure Texas is a national leader in preparing students for postsecondary success.

A-F Accountability Refresh: Reasoning



Original 10 considerations from June framework

Additional considerations from feedback since June

1. Ensure cut points and targets reflect appropriate goals for students post-COVID.
2. Improve ability to recognize growth.
3. Update CCMR indicators.
4. Narrow focus within Closing the Gaps.
5. Recognize successful learning acceleration.
6. Increase alignment of district outcomes with campus outcomes.
7. Create a unique alternative education accountability system for dropout recovery schools.
8. Improve alignment between A–F accountability and special populations goal setting (Results Driven Accountability [RDA]).
9. Refine Distinction Designations and develop Badges to recognize district efforts.
10. If feasible, incorporate extracurricular leadership.
11. Give high schools credit for Algebra I accelerated testers.
12. Create an incentive for early graduation.
13. Update overall rating to better align with SB 1365.

A-F Accountability Refresh: Timeline



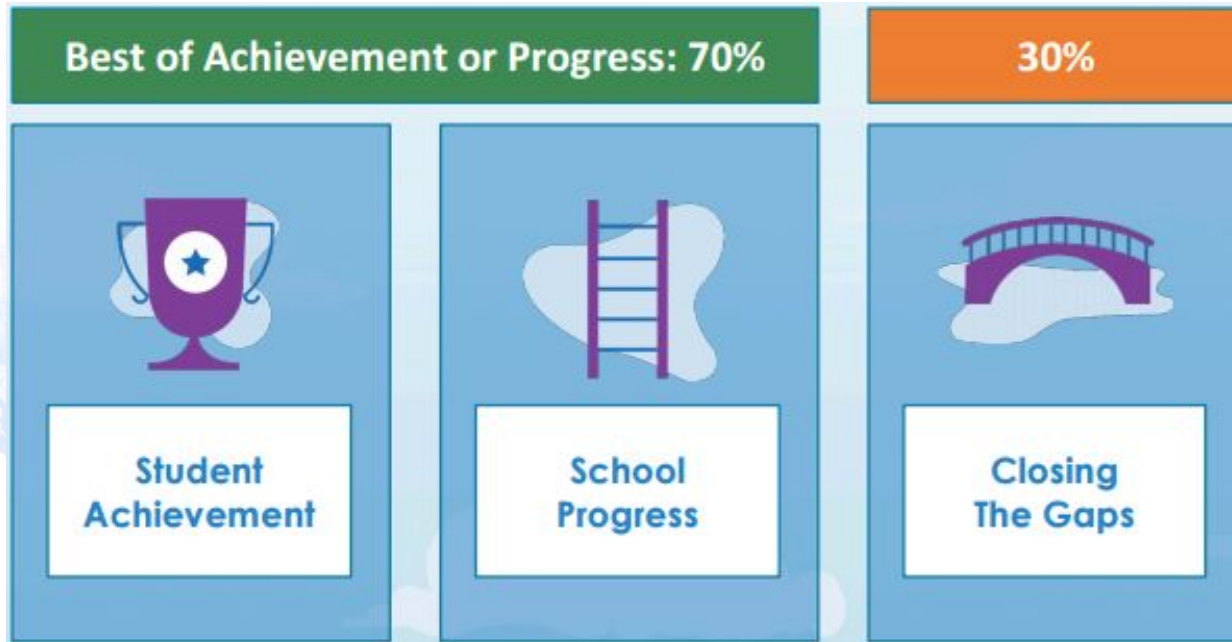
- TEA has reported the Accountability Manual will be shared in May, as they are still gathering feedback from superintendents.
- TEA has reported the “What-If” analysis will be shared with districts in May also.

Current System

A-F Accountability System: Structure



Data are collected in 3 areas (domains) and then used to calculate overall scores.



A-F Accountability System: Structure



All raw scores are converted to a scaled score (number out of 100) that's easy to understand. The final scores are then used in calculations and converted into a letter grade, much like a GPA.

A clipboard with a brown border and a silver clip at the top. On the clipboard is a conversion chart with two columns: 'RAW SCORE' and 'FINAL SCORE'. The chart shows a list of 'x' marks in both columns, with a purple box highlighting the conversion of a raw score of 50 to a final score of 83, indicated by a purple arrow pointing from 50 to 83.

RAW SCORE	FINAL SCORE
x	x
x	x
x	x
x	x
x	x
50	83
x	x
x	x
x	x
x	x
x	x

* Sample conversion chart.

District Overall and Domain Rating Cut Points	
A	scaled scores 90-100
B	scaled scores 80-89
C	scaled scores 70-79
D	scaled scores 60-69
F	scaled scores 59 and below

School Progress

(Domain II)

School Progress: Two Aspects of Progress



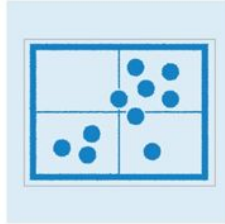
The School Progress domain measures district & campus outcomes in two areas:

Better of
Part A: Academic Growth
or
Part B: Relative Performance

Part A:
Academic Growth



Part B:
Relative Performance



- the number of students that grew at least one year academically (or maintained performance) as measured by STAAR results
- the achievement of students relative to districts or campuses with similar economically disadvantaged percentages

School Progress: Academic Growth



School progress is changing to “improve the ability to recognize growth.”

Part A: Academic Growth



- Student growth is available for students in grades 4 through EOC in reading and mathematics.
- Student growth measures will be based on change in level of achievement from the prior year to current year.
- Students will now be able to earn growth measures in English I.
- Students in grades 4 - 6 who change test languages from Spanish to English will now be able to earn a growth measure in reading.

School Progress: Academic Growth



School progress is changing to “improve the ability to recognize growth.”

Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1

Student A:

2022 scored at Meets

2023 scored at High Approaches

The student **does not** meet growth.



School Progress: Academic Growth



School progress is changing to “improve the ability to recognize growth.”

Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1

Student A:

2022 – scored at Meets

2023 – scored at High Approaches

The student **does not** meet growth.

Student B:

2022 – scored at Low Did Not Meet

2023 – scored at High Did Not Meet

The student **met** growth.

School Progress: Academic Growth



School progress is changing to “recognize successful learning acceleration.”

Prior Year	Current Year			
	Did Not Meet Grade Level	Approaches Grade Level	Meets Grade Level	Masters Grade Level
Did Not Meet Grade Level	0	1	1	1

Each accelerated test would count as 0.25 “bonus points” in the numerator

School Progress: Academic Growth



The School Progress component score is calculated using the following formula:

$$\frac{\text{Sum of RLA \& Mathematics Points Earned for Annual Growth} + (\text{Sum of RLA \& Mathematics Points Earned for Accelerated Instruction}) \times 0.25}{\text{Sum of Maximum RLA \& Mathematics Points for Annual Growth}}$$

School Progress: Academic Growth



The percentage of tests meeting or exceeding growth required to generate an “A” increased for all campus types.

2022 Accountability			
Rating	Elementary	Junior High	High School
A	82	80	80
B	75	72	70
C	69	66	63
D	64	62	56

2023 Accountability			
Rating	Elementary	Junior High	High School
A	85	85	85
B	76	72	76
C	69	65	69
D	64	60	64

School Progress: Implications



School progress is changing to “improve the ability to recognize growth.”

Part A: Academic Growth



- Overall, there will be more opportunities for students to earn growth measures. However, this means there will also be more students considered in the calculations.
- This change may impact our elementary campuses with large populations of English learners negatively, as students who change testing language from Spanish to English typically perform lower in the transition year.

Closing the Gaps

(Domain III)

Closing the Gaps: Overview



Every Student Succeeds Act (ESSA)

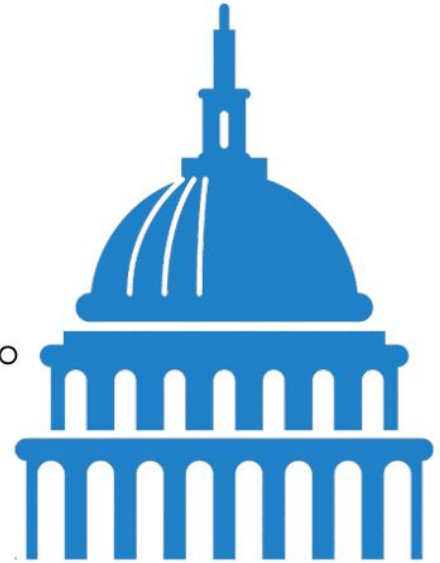
Requires the “implementation of academic standards, assessments, or accountability systems; and how to meet the needs of disadvantaged students, children with disabilities, and English learners, the needs of low-performing schools, and other educational needs of students.”

Closing the Gaps: Overview



House Bill 22, 85th Texas Legislature

Mandates that the commissioner “continuously improve student performance to achieve the goals of eliminating achievement gaps based on race, ethnicity, and socioeconomic status and to ensure this state is a national leader in preparing students for postsecondary success.”



Closing the Gaps: Overview



Provides each state the flexibility to establish rigorous, yet achievable long-term academic goals for student groups.



Measures achievement differentials among student groups that include the indicators and measures required under ESSA.

ESSA and HB 22 allow Texas to have one accountability system that meets the requirements of both state and federal accountability.

Closing the Gaps: Overview



As part of the 2023 A–F System Refresh, TEA submitted an amendment to the state’s ESSA plan to adjust the methodology within the Closing the Gaps domain.



- **Student Groups:** TEA is adjusting how groups are categorized to improve focus on more at-risk students whose performance is not potentially reflected in the first two domains.
- **Gradation of Targets:** TEA is adjusting the approach to scoring any given component from “pass/fail” to a system which awards gradated outcomes (0-4 points) for progress toward interim and long-term student group targets by school type.

Closing the Gaps: Student Groups



Will still report out data on all student groups.

X Reminder: previously, there were 14 different student groups:

All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	EL (Current & Monitored)^	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Highly Mobile
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✓ Update: replace 14 student groups with 6 student groups

All Students	Two Lowest Performing Racial/Ethnic Groups from Prior Year							High Focus (Eco Dis, EB ¹ , SpEd, Highly Mobile)	Special Education (Former)	Continuously Enrolled
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races			

Closing the Gaps: Gradated Points



- Long term (10 year) target setting is aligned with significantly reducing achievement gaps.
- Interim (5 year) target setting is based on getting roughly 1/3 of the way toward the long-term target over the next 5 years.

Closing the Gaps: Proposed 0-4 Methodology	
4	Met Long Term Target
3	Met Interim Target
2	Did Not Meet Interim Target but Showed Expected Growth*
1	Did Not Meet Interim Target but Showed Minimal Growth**
0	Did Not Meet Interim Target and Did Not Show Growth

Closing the Gaps: Implementation



All Students	Two Lowest Performing Racial/Ethnic Groups from Prior Year							High Focus (Eco Dis, EB ¹ , SpEd, Highly Mobile)	Special Education (Former)	Continuously Enrolled
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races			
Academic Achievement (RLA & Mathematics)										
0-4			0-4		0-4			0-4		
0-4			0-4		0-4			0-4		
Growth or Graduation: Academic Growth in RLA & Mathematics (EL/MS) or Federal Graduation Status (HS/K-12)										
0-4			0-4		0-4			0-4		
0-4			0-4		0-4			0-4		
SQSS: STAAR ONLY (EL/MS) or CCMR (HS/K-12)										
0-4			0-4		0-4			0-4	0-4	0-4
English Language Proficiency ¹										
								0-4		

The max group count declines:
71 to 23

Closing the Gaps: Implications



The Closing the Gaps domain is changing “to improve focus on at-risk students whose performance is not potentially reflected in the first two domains.”



- There is currently overlap between the lowest two performing racial/ethnic student groups and the High Focus group.
- The change in the minimum number of students required for a group (10 students, down from 25 students) means that more student groups will be eligible to count in the calculation.
- The complexity of this domain increases when there are several goals and targets changing from year to year.

Resources

A-F Accountability Refresh Resources



2023 Accountability Development Website:

<https://tea.texas.gov/texas-schools/accountability/academic-accountability/performance-reporting/2023-accountability-development-materials>

2023 A-F Refresh Overview and Summary:

<https://tea.texas.gov/sites/default/files/2023-A-F-Refresh-Overview-March.pdf>

2023 A-F System Framework:

<https://tea.texas.gov/sites/default/files/2023-accountability-refresh-march-framework.pdf>

Next Steps

Next Steps



May:

- Review “What-If” Analysis and determine implications for our campuses
- Review Accountability Manual and understand how proposed changes have been implemented

June / July / August:

- Review and analyze STAAR data as it is released by TEA
- Model pieces of accountability from preliminary data

September:

- Prepare for release of Accountability Ratings and report results

Questions?



Thank you

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023
Submitted by: Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Revise Policy CPC (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The proposed revision to CPC (Local) is based on rule updates by the Texas State Library and Archives Commission (TSLAC) to Bulletin B: Electronic Records Standards and Procedures. The following policy is provided for the Board's review:

- a. CPC (LOCAL) – Office Management: Records Management

PROPOSED RECOMMENDATION:

The proposed Local Policy is submitted for the Board's review:

- 1. CPC (LOCAL) – Office Management: Records Management

The revision adds policy requirements for the district management of electronic records. The proposed language will delegate to the records manager the responsibility to develop administrative procedures for the management of electronic records that comply with the district's records control schedules and meet the minimum components required by law. The proposed language also corrects capitalization and title typos.

The Superintendent or designee shall oversee the performance of records management functions prescribed by state and federal law:

- Records **administrator Administrator**, as prescribed by Local Government Code 176.001 and 176. **0065. 007** [See BBFA **and CHE**]
- Officer for **public information Public Information**, as prescribed by Government Code 552.201–.205. [See GBAA]
- Public Information Coordinator, as prescribed by Government Code 552.012. [See BBD]

**Local Government
Records Act**

“Local Government
Record”

Records
Management
Officer

The term “local government record” shall pertain to all items identified as such by the Local Government Records Act.

The **records manager Records Management Officer** shall serve as and perform the duties of the District’s records management officer as prescribed by Local Government Code 203.023, and shall administer the District’s records management program pertaining to local government records in compliance with the Local Government Records Act.

Notification

The records **manager management officer** shall file his or her name with the Texas State Library and Archives Commission (TSLAC) within 30 days of assuming the position.

**Electronic
Records**

The records manager shall develop procedures for the management of electronic records that comply with the District’s records control schedules and meet the minimum components required by law.

The procedures shall:

- 1. Specify the objective of the electronic records management program;**
- 2. Identify the responsibilities of employees who create, receive, or maintain electronic records;**
- 3. Ensure the maintenance of electronic records until the expiration of the applicable retention period and final disposition; and**
- 4. Ensure that electronic records that must be protected from unauthorized use or disclosure are appropriately**

protected as required by law, regulation, or other applicable requirements.

Records Control Schedules	The records <u>manager management officer</u> shall file with the TSLAC a written declaration that the District has adopted records control schedules that comply with records retention schedules issued by the TSLAC as provided by law.
Website Postings	The District's records management program shall address the length of time records will be posted on the District's website when the law does not specify a posting period.
Records Destruction Practices	All local government records shall be considered District property and any unauthorized destruction or removal shall be prohibited. The District shall follow its records control schedules, records management program, and all applicable laws regarding records destruction. However, the District shall preserve records, including electronically stored information, and suspend routine record destruction practices where appropriate and in accordance with procedures developed by the records <u>manager management officer</u> . Such procedures shall describe the circumstances under which local government records scheduled for destruction must be retained. Notification shall be given to appropriate staff when routine record destruction practices must be suspended and when they may be resumed.
Training	The records <u>manager management officer</u> shall receive appropriate training regarding the Local Government Records Act and shall ensure that custodians of records, as defined by law, and other applicable District staff are trained on the District's records management program, including this policy and corresponding procedures.

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023
Submitted by: David Pate, Assistant Superintendent of Finance and Support Services;
Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Revise Policy CDA (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The proposed revisions to CDA (Local) are based on recommendations from the District's investment advisor. The following policy is provided for the Board's review:

- a. CDA (LOCAL) – Other Revenues: Investments

PROPOSED RECOMMENDATION:

The proposed Local Policy is submitted for the Board's review:

- 1. CDA (LOCAL) – Other Revenues: Investments

The proposed changes are based on recommendations received from the District's investment advisor. The proposed addition includes commercial paper as an investment option. Commercial paper is unsecured short-term debt issued by companies to finance a variety of short-term cash flow needs such as accounts payable, payroll and inventory. The proposed addition to the policy also sets a maximum investment of 20% of the portfolio in commercial paper.

Policy

It is the policy of the District to invest public funds in a manner that ensures the safety of invested funds, maintains sufficient liquidity to provide for the daily needs of the District, and provides the highest investment return. All investments made by the District shall comply with the Public Funds Investment Act (Texas Government Code Chapter 2256, Subchapter A) and all federal, state, and local statutes, rules, and regulations.

Prudence

Investments shall be made with judgment and care, under then-prevailing circumstances, which a person of prudence, discretion, and intelligence exercises in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of the capital, as well as the probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. Investment officers acting in accordance with written procedures and the investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security credit risk or market price changes, provided that deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

Objectives

In order of importance, the primary objectives of the District's investment activities are:

Safety—Investments of the District shall be selected in a manner that seeks to ensure the preservation of capital in the overall portfolio. To meet this objective, the portfolio must be diversified in such a way that potential losses of individual securities do not exceed the income generated from the remainder of the portfolio.

Liquidity—The District's investment portfolio will remain sufficiently liquid to enable the District to meet all operating requirements that can be reasonably anticipated based upon cash flow projections, which are to be prepared on a combination of a weekly, monthly, and annual basis.

Return on investment—The District's investment portfolio shall be designed with the objective of attaining a rate of return throughout budgetary and economic cycles, commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

Investment Strategy

The District shall have a written investment strategy for each fund or group of funds it controls. Covered funds shall include the:

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Covered Funds

1. General fund;
2. Special revenue fund(s)—including funds used to account for federal, state, and local grants, as well as the food service fund and the campus activity fund;
3. Debt service funds;
4. Capital project funds;
5. Proprietary funds—including the funds used to account for the workers' compensation program; and
6. Trust and agency funds—including the student activity fund.

The District shall follow the investment strategies listed below, in order of importance, for each covered fund:

1. Each investment option shall be reviewed to ensure understanding of the suitability of the investment to the financial requirements of the District;
2. Investments shall be selected that provide preservation and safety of invested funds;
3. Investments shall support the District's objective to remain sufficiently liquid;
4. Investments shall be marketable if the need arises to liquidate invested funds before maturity;
5. The investment type shall be consistent with the Board's desired diversification of the investment portfolio; and
6. All invested funds of the District shall attain a rate of return commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

The District shall diversify its investments in all funds by security type and institution. The District shall consider purchase of high quality short-term to medium-term securities that will complement each other in a ladder or liability-matching portfolio structure.

In addition to the strategies explained above for the debt service fund, the District may purchase securities that have maturities longer than one year provided the legal limits are not exceeded.

The Board shall review the investment strategies annually and make recommendations for revision as necessary.

**Authority for
Investment Program**

In accordance with the Public Funds Investment Act (PFIA), the responsibility for conducting investment transactions resides with the

Board. Management oversight responsibility for the investment program is delegated to the chief financial officer, who shall develop and maintain written procedures for the operation of the investment program consistent with these policies.

Procedures to be set forth in the Administrators Operating Guide (AOG) should include reference to safekeeping, bond market association repurchase agreements, depository contracts, and collateral agreements. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures set forth in the AOG. The chief financial officer shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

**Quality and
Capability of
Investment
Management**

Designated investment officers of the District shall participate in periodic training through courses and seminars offered by professional organizations, associations, and other independent sources approved by the Board to ensure the quality and capability of investment management in compliance with the PFIA.

**Ethics and Conflicts
of Interest**

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program or that could impair their ability to make impartial decisions. Employees and investment officers shall disclose to the Superintendent any material financial interest in financial institutions that could conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the District, particularly with regard to the time of purchases and sales. A District investment officer who has a personal relationship [see Gov't Code 2256.005] with a business organization offering to engage in an investment transaction with the District, or who is related within the second degree by affinity or consanguinity to a qualified representative in that organization, shall file a statement disclosing that personal business interest in the manner described in the Personal Interest section of CDA(LEGAL).

**Sellers of
Investments**

The investment officer will maintain a list of financial institutions, approved by the Board, who are authorized to provide investment services. Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the

Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA).

An annual review of the financial condition and registration of new qualified bidders shall be conducted by the investment officer.

Competitive Bidding

The District shall require at least three competitive offers or bids for all individual security purchases and sales except for:

1. Transactions with money market mutual funds and local government investment pools, and
2. Treasury and agency securities purchased at issue through an approved broker/dealer or financial institution.

Authorized and Suitable Investments

From those investments authorized by law and described in CDA(LEGAL), the Board shall permit investment of District funds in the following investment types only, consistent with the strategies and maturities defined in this policy:

1. Obligations, including letters of credit, of the United States or its agencies and instrumentalities; direct obligations of the state of Texas or its agencies; other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, the state of Texas, the United States, or its instrumentalities, including obligations that are fully guaranteed or insured by the FDIC or by the explicit full faith and credit of the United States; obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent. *Gov't Code 2256.009*
2. Certificates of deposit (CDs) issued by a depository institution that has its main office or branch office in Texas, that is guaranteed or insured by the FDIC or its successor and is secured by obligations described in item 1 above, including mortgage-backed securities directly issued by a federal agency or instrumentality that have a market value of not less than the principal amount of the certificates or are secured in any other manner and amount provided by law for the deposits of the investment entity; or CDs invested through an approved broker or depository institution that has its main office or a branch office in Texas, is appointed by the District as custodian, and who arranges for the deposit of funds in CDs in one or more federally insured depository institutions, in which the full amount of the principal and accrued interest is insured by the United States or its instrumentalities. *Gov't Code 2256.010*

Bids for certificates of deposit may be solicited orally, in writing, electronically, or in any combination of those methods. *Gov't Code 2256.005(c)*

3. Fully collateralized repurchase agreements that have a defined termination date, are secured by a combination of cash and obligations of the United States or its instrumentalities, are pledged to the District, held in the District's name, and deposited with a third party selected and approved by the Board, and placed through a primary government securities dealer, as defined by the Federal Reserve or a bank domiciled in Texas. *Gov't Code 2256.011* The District shall have a master repurchase agreement signed with the bank or dealer with whom all repurchase agreements are traded.
4. No-load money market mutual funds that are regulated by the SEC, have a dollar-weighted average stated maturity of 90 days or fewer, are invested exclusively in obligations described by items 1–3 above, and include in their investment objectives the maintenance of a stable net asset value of \$1 for each share. Investments in mutual funds shall be limited to the percentages authorized by Government Code 2256.014(c). *Gov't Code 2256.014*
5. A public funds investment pool meeting the requirements of Government Code 2256.016. *Gov't Code 2256.016* The District currently invests in the following public funds investment pools:
 - a. Lone Star Investment Pool (maximum dollar-weighted average maturity is 60 days);
 - b. TexPool (maximum dollar-weighted average maturity is 60 days); and
 - c. TexSTAR (maximum dollar-weighted average maturity is 60 days).
6. Guaranteed investment contracts that have a defined termination date and are secured by obligations described by Government Code 2256.09(a)(1), excluding those obligations described by Government Code 2256.09(b), in an amount at least equal to the amount of bond proceeds invested under the contract; such obligations must be pledged to the District and held in the District's name with an approved third party. *Gov't Code 2256.015*
7. Commercial paper, with a stated maturity of 270 days or less from the date of its issuance and rated not less than A-1 or P-1 or an equivalent rating by at least two nationally recognized

agencies; or one nationally recognized credit rating agency and fully secured by an irrevocable letter of credit issued by a bank organized and existing under the laws of the United States or any state.

Effect of Loss of Required Rating

The District shall take all prudent measures consistent with its investment policy to liquidate an investment that does not have the minimum rating.

Existing Investments

The District is not required to liquidate investments that were authorized investments mandated by the Board-adopted investment policy at the time of purchase.

Collateral

Collateralization shall be required on two types of investments:

1. Certificates of deposit; and
2. Repurchase agreements.

In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be 110 percent of market value of principal and accrued interest.

The District chooses to limit collateral to those items that are listed as authorized investments above.

Collateral shall always be held by an independent third party with whom the District has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the District and retained. The investment officer shall grant the right of collateral substitution with prior notice.

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification. The District shall monitor interest rate risk using weighted average maturity and specific identification.

Market Pricing

Market prices shall be monitored for all investments, excluding investment pools and mutual funds, acquired with public funds as described by Government Code 2256.09(a)(1). Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, financial advisers, and representatives of investment pools and money market funds.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment

ratings and to liquidate investments that do not maintain satisfactory ratings.

Safekeeping and Custody

All security transactions, including collateral for repurchase agreements, entered into by the District shall be conducted on a delivery-versus-payment (DVP) basis. Securities shall be held by a third-party custodian designated by the Board and held in the District's name as evidenced by safekeeping receipts.

Diversification

The District shall diversify its investments by security type and institution. The asset mix of the District's portfolio is expressed in terms of maximum commitment so as to allow sufficient flexibility to take advantage of market considerations within the context of this policy. The asset mix requirements are as follows:

Money Market Accounts	10% (maximum)
Certificates of Deposit	50% (maximum)
U.S. Treasury Obligations	100% (maximum)
U.S. Government Securities	100% (maximum)
Repurchase Agreements	15% (maximum)
Public Funds Investment Pools	100% (maximum)
Guaranteed Investment Contracts	25% (maximum)
<u>Commercial Paper</u>	<u>20% (maximum)</u>

The District may elect to use a singular investment instrument, either a flexible repurchase agreement, as defined in Section 9.3, or a guaranteed investment contract, as defined in Section 9.7 for:

1. The face value of the notes plus any accrued but unpaid interest; or
2. The bond proceeds plus any accrued interest received upon delivery of such proceeds.

Maximum Maturity

To the extent possible, the District shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the District shall not directly invest in securities maturing more than 24 months from the date of purchase. However, securities with a maturity of greater than 12 months shall not exceed 20 percent of the total portfolio.

Bond proceeds may be invested in securities exceeding 12 months if the maturity of such investments is made to coincide as nearly as

Richardson ISD
057916

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

practicable with the
expected use of the
funds.

Internal Control

The investment portfolio, as well as compliance with this policy, shall be reviewed annually by the Board and the District's external auditor in conjunction with the annual audit of the District's financial statements. *Gov't Code 2256.005(m)*

Performance Standards

The investment portfolio shall be designed with the objective of obtaining a rate of return through budgetary and economic cycles, commensurate with the investment risk constraints and cash flow needs.

Market Yield (Benchmark)

The District's investment strategy is a passive one, in that the majority of securities shall be purchased and held to maturity. Additionally, cash inflows and outflows shall be monitored daily. Given this strategy, the basis used by the investment officer to determine whether market yields are being achieved shall be the 90-day U.S. Treasury Bill and the average Fed Funds rate.

Reporting

The chief financial officer shall present to the Board a quarterly report, prepared by the investment officer, on the investment portfolio, including the cost of investments and market value as of quarter-end currently held in the portfolio, a breakdown of the percentage of portfolio of each instrument, the average buy yield versus the established benchmark, as well as a report on the maturities of the portfolio and their percentages of the portfolio.

On a quarterly basis, the investment officer shall prepare a report that includes a summary statement by fund with:

1. The beginning market value for the period, the ending market value for the period, and the fully accrued interest for the period;
2. The book value and market value of each separately invested asset at the end of the reporting period by the type of asset and fund type invested;
3. The maturity of each investment; and
4. The compliance of the investment portfolio as it relates to this policy and the District's investment strategy.

The District shall retain an independent auditor to formally review its investment reports at least annually; the auditor shall report the results of the review to the Board.

Investment Policy Adoption

The District's investment policy shall be adopted by resolution by the Board. The policy shall be reviewed annually by the Board, and any modifications made must be approved by the Board.

Richardson ISD
057916

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023

Submitted by: Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;
Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Revise Policy FFAA (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The proposed revisions to FFAA (Local) are based on updated University Interscholastic League (UIL) rules. The following policy is provided for the Board's review:

- a. FFAA (LOCAL) – Wellness and Health Services: Physical Examinations

PROPOSED RECOMMENDATION:

The proposed Local Policy is submitted for the Board's review:

- 1. FFAA (LOCAL) – Wellness and Health Services: Physical Examinations

The proposed changes reflect updated UIL rules requiring students who are participating in marching band to receive a pre-participation physical in accordance with the schedule established by the UIL. The proposed policy revisions broaden the current language to accommodate future changes to UIL rules and also allow the superintendent to designate other extracurricular programs for which the district will require physicals.

**Required Medical
Clearance UIL
Participation**

Prior to participating in a designated University Interscholastic League (UIL) program or other District extracurricular program identified by the Superintendent, a- A student shall undergo a physical examination annually and desiring to participate in the UIL athletic program shall submit annually a **signed** statement from **a an authorized** health-care provider **indicating that au-**
thorized under UIL rules indicating that the student has been examined and **medically cleared to participate in the program. is**
physically able to participate in the athletic program. Such statement shall be on a form approved by the District.

Additional Screening

The District may provide additional screening as District and community resources permit.

Referrals

Parents of students identified through any screening programs as needing treatment or further examination shall be advised of the need and referred to appropriate health agencies.

Notice of Lice

A school nurse or administrator who discovers or becomes aware that a child enrolled in a District elementary school has lice shall provide written or electronic notice to parents within the time frames prescribed in law.

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023
Submitted by: Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;
Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Revise Policy FFAC (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The proposed revisions to FFAC (Local) reflect current guidance from the Texas Department of State Health Services (DSHS) and common district practices. The following policy is provided for the Board's review:

- a. FFAC (LOCAL) – Wellness and Health Services: Medical Treatment

PROPOSED RECOMMENDATION:

The proposed Local Policy is submitted for the Board's review:

- 1. FFAC (LOCAL) – Wellness and Health Services: Medical Treatment

The proposed changes reflect current guidance from the Texas Department of State Health Services (DSHS) and common district practices. Administrative details on student illness and accidents are recommended for removal as those details should be reflected in a regulation. The provisions on administering medication provided by parents direct the superintendent to designate the employees authorized to administer medication and to establish administrative regulations for detailed requirements. In accordance with DSHS guidance, the policy now reflects that the district shall not purchase nonprescription medication to administer to students. Medical treatment provisions have also been updated to clarify who may complete medical treatment authorization forms and reflect that the district shall seek appropriate emergency care for a student as required or deemed necessary.

Student Illness

~~No employee Procedures shall give any student prescription medication, nonprescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy. be established by the administration to ensure that proper attention is given to any student who becomes ill during the course of a school day.~~

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription medication in accordance with legal requirements;
2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container; and
3. Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.

Accidents Involving Students

~~Emergency procedures shall be established by the administration to ensure proper attention for any student injured at school. Records shall be maintained on all accidents that require the attention of a medical doctor.~~

Emergency Treatment

Each year, students and parents shall complete and sign a form that provides emergency information and authorizes school officials to obtain emergency medical treatment, as provided by law, unless the parent(s) or guardian has specified otherwise.

Administering Medication Provided by District

The District shall not purchase medication to administer to a student.

~~The Superintendent shall develop guidelines for the administration of medication to students at school.~~

Only a principal, a principal's designee, or a school nurse may administer medications to students following the established District guidelines. Before any person may be authorized to administer medication to students, he or she shall receive

~~training in the District's Medication Administration Guidelines. The school nurse shall also provide retraining or refresher training for medication administration as needed.~~

~~Any administration of medications shall be in accordance with legal requirements. The pharmacy label on the prescription bottle serves as the written authorization of the requesting physician.~~

~~Authorized District employees may administer nonprescription medication provided by the parent under the same legal requirements as for prescription medication. In addition to the legal requirements, the District also requires a physician's written request to administer nonprescription medication longer than ten consecutive school days after the initial medication form was completed by the parent.~~

Psychotropics

Except as permitted by ~~law, Education Code 38.016~~, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment Psychotropics

~~A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.~~

~~The District shall seek appropriate emergency care for a student as required or deemed necessary.~~

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023

Submitted by: Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;
Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Add Policy FFBA (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The proposed addition of FFBA (Local) is to meet the requirement of Senate Bill 11 (2021), which requires a policy on trauma-informed care. The new policy will also incorporate requirements from Senate Bill 1267 (2021), which requires training on trauma-informed care be provided. The following policy is provided for the Board's review:

- a. FFBA (LOCAL) – Crisis Intervention: Trauma-Informed Care

PROPOSED RECOMMENDATION:

The proposed Local Policy is submitted for the Board's review:

1. FFBA (LOCAL) – Crisis Intervention: Trauma-Informed Care

The creation of the new LOCAL policy for trauma-informed care will address the requirements of Senate Bill SB 11 (2021 Legislative Session), which requires a policy on trauma-informed care. The details of the district's trauma-informed care program are required to be included in the district improvement plan. The policy refers to the elements required to be addressed in the district's program, including:

- Increasing staff and parent awareness of trauma-informed care, including required training for educators; and
- Available counseling options for students affected by trauma or grief.

Further, Senate Bill 1267 (2021 Regular Session) requires training in trauma-informed care to be provided in accordance with the board's professional development policy. Therefore, at Training, a reference has been added to the district's professional development plan.

Trauma-Informed
Care Program

The District's trauma-informed care program, as included in the District improvement plan, shall provide for the integration of trauma-informed care practices in the school environment, including increasing staff and parent awareness of trauma-informed care, implementation of trauma-informed practices and care by District and campus staff, and providing information about available counseling options for students affected by trauma or grief.

Training

The District shall provide training in trauma-informed care to District educators as required by law and the Board-approved District professional development plan. The District improvement plan shall specify required training for any other District employees as applicable.

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: April 27, 2023

Submitted by: Dr. Matthew Gibbins, Assistant Superintendent- Administrative Services;
Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Deletion of Policy FMF (LOCAL)

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to FMF (Local) . The following policy is provided for the Board’s review:

- a. FMF (LOCAL) – Student Activities: Contests and Competition

PROPOSED RECOMMENDATION:

The proposed deletion of the following Local Policy is submitted for the Board’s review:

- 1. FMF (LOCAL) – Student Activities: Contests and Competition

There is not a state or regulatory requirement for the Board to create a policy specifically on contests and competitions. The requirements related to state requirements on student activities are already located in Board Policy FM – Student Activities and do not need to be duplicated. Because the language contained in the policy is administrative and more appropriate for a regulation, the recommendation is to delete the policy.

STUDENT ACTIVITIES
CONTESTS AND COMPETITION

FMF
(LOCAL)

UIL Activities

~~State Board and UIL rules shall govern interscholastic activities. Board policies and District guidelines may supplement State Board and UIL rules.~~

~~No event shall be scheduled and no student allowed to participate in any UIL event unless all applicable rules and regulations are strictly enforced. The Superintendent or designee shall maintain all necessary records and reports. Sponsors and coaches are responsible for knowledge of and compliance with rules for eligibility and participation. [See FM]~~

Athletic Program

~~A well-rounded program of interscholastic athletics shall be maintained in the District secondary schools. The operation of the total program, including the starting and ending dates for each sport, shall be in accordance with regulations set by the UIL and the Board.~~

~~Supervision of the program shall be the responsibility of the Superintendent, but certain responsibilities may be delegated to other staff members. In each school, the principal shall have direct responsibility to maintain the athletic program as an integral part of the educational program of that school.~~

~~Interscholastic competitive athletics shall not be part of the elementary grades' program. To the extent practicable, a program of intraschool sports activities for elementary students shall be maintained as part of the physical education program.~~

Non-UIL Activities

~~Contests and competitive activities that are sponsored by outside organizations shall not be recommended to students unless the activities supplement and do not interfere with the regular school program. Contests and competitive activities shall have the prior approval of the Superintendent or designee, who shall develop the necessary rules and regulations to implement this policy. [See FM]~~

Overnight Trips

~~Students who compete in UIL contests above the UIL district level that require an overnight trip shall have their expenses paid by the District. [See also FM]~~