

**Official Agenda and Meeting Notice
of the Board of the
Beaumont Independent School District
in the Board Room of the Beaumont ISD Administration Building**

Thursday, October 21, 2021

Regular Meeting

5:00 PM

The items on this agenda may be taken in any order.

As directed under the Texas Open Meetings Act, Texas Government Code, Chapter 551 (the "Act"), if during the course of the meeting covered by this Notice, the Board should determine that a closed session of the Board is required, then such closed session will be held by the Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the Board may conveniently meet in closed session concerning any and all purposes permitted by the Act.

5:00 PM - (CALL TO ORDER)

- I. INTRODUCTION
 - A. ROLL CALL
 - 1. CLOSED SESSION (CLOSED TO PUBLIC) - BOARD WILL CONVENE IN CLOSED SESSION UNDER CHAPTER 551 OF THE TEXAS GOVERNMENT CODE, SECTIONS 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084 AND/OR 551.087, TO DELIBERATE ON THE FOLLOWING:
 - a. LEGAL
 - 1. Pending or contemplated litigation matters and status report
 - 2. Matters on which the school district legal counsel's duties to the school district under the Texas Disciplinary Rules of Professional Conduct or the State Bar of Texas Clearly conflicts with the Texas Open Meetings Act
 - 3. Internal Audit Update
 - b. PERSONNEL
 - 1. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, proposed terminations, terminations and suspensions, proposed nonrenewals, renewals, and resignation/retirements, discipline, and/or dismissal of a public officer or employee, including the superintendent, and/or hear complaints and grievances against public officers or employees
 - 2. Superintendent Evaluation Cycle and Goals
 - 3. Board Operating Procedures - Media Relations and Communications
 - c. REAL ESTATE
 - 1. Deliberation regarding the purchase, exchange, lease or value of real property
 - d. ECONOMIC DEVELOPMENT
 - 1. Deliberation regarding an offer of a financial or other incentive to a business prospect related to economic development negotiations
- II. 6:30 p.m. - BOARDROOM (REGULAR OPEN BOARD MEETING)
 - A. INTRODUCTION OF REGULAR MEETING
 - 1. United States and Texas Flags Pledges of Allegiance
 - 2. Recognitions
 - B. PUBLIC COMMENTS
 - C. STUDENT OUTCOMES
 - 1. Superintendent's Report
 - 2. Cabinet Report
 - a. Partner Performance Update
 - D. INFORMATION ITEMS
 - 1. Update on Personnel Activities
 - 2. Report for Tax Collections
 - 3. Report for General Fund Revenue and Expenditures
 - 4. Report for Campus Activities Funds and Donations



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.D.1.**

Agenda Item Title: Update on Personnel Activities

Cabinet Level Presenter(s): Derwin Samuels, Jr., Executive Director of Human Resources

Additional Presenter(s): N/A

Executive Summary: Attached is a listing of newly hired and separated employees for September 2021

Recommendation: Informational Item Only

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

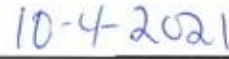
Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation): N/A

Legal Review (if necessary, list attorney and firm): N/A



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

New Employee Assignment Report
Hiring Date Range: 09-01-21 through 09-30-2021

Campus/Department	Assignment	Employee Name	Start Date
ELEMENTARY SCHOOLS			
Amelia Elementary School	Physical Education Aide	Janice Joseph	9/29/2021
Bingman Pre K	Head Start Community Aide	Leslie Alvarez	9/13/2021
Bingman Pre K	Part Time Paraprofessional	Guadalupe Sanchez	9/27/2021
Bingman Pre K	Teacher Elementary School	Tatyana Lewis	9/20/2021
Bingman Pre K	Teacher Elementary School	Kennedy Long	9/20/2021
Blanchette Elementary School	District Aide	Paula Andrus-Nixon	9/8/2021
Caldwood Elementary School	Teacher Elementary School	Amber Hinson	9/1/2021
Caldwood Elementary School	Teacher Elementary School	Diamond Pitre	9/7/221
Caldwood Elementary School	Teacher Elementary School	Manuel Rodriguez	9/3/2021
Charlton-Pollard Elementary	Campus Program Coordinator - SOC	Shona Fontenot	9/20/2021
Charlton-Pollard Elementary	Parent/School Liaison	Tiffany Perez	9/7/2021
Charlton-Pollard Elementary	Teacher Elementary School	Jaylan Brown	9/20/2021
Charlton-Pollard Elementary	Teacher Elementary School	Collin Maxson	9/20/2021
Charlton-Pollard Elementary	Teacher Elementary School	Peyton Pitre	9/20/2021
Charlton-Pollard Elementary	Teacher Elementary School	Khaliyah Stewart	9/23/2021
Charlton-Pollard Elementary	Teacher Elementary School	Keanna Williams	9/29/2021
Dishman Elementary School	Special Education Aide	John Carlisle	9/28/2021
Dishman Elementary School	Teacher Elementary School	Erika Keys	9/15/2021
Guess Elementary School	Parent/School Liaison	Larisha Goodman	9/7/2021
Homer Elementary School	District Aide	Estreanna Comeaux	9/2/2021
Jones-Clark Elementary School	Teacher Elementary School	Gloria Burkes	9/1/2021
Martin Elementary	Parent/School Liaison	Dorian Lewis	9/7/2021
Martin Elementary	Special Education Aide	Rita Biggers	9/7/2021
Martin Elementary	Special Education Aide	Ransome Walters	9/20/2021
Pietzsch Elementary School	Special Education Aide	Taylor Baloney	9/7/2021
Pietzsch Elementary School	Special Education Aide	Esta Edwards	9/20/2021
Pietzsch Elementary School	Teacher Elementary School	Geraldine Manuel	9/8/2021
Pietzsch Elementary School	Teacher Elementary School	Joseph Senegal	9/7/2021
Regina Elementary School	Clerk Receptionist	Patrinella Everett	9/8/2021

Campus/Department	Assignment	Employee Name	Start Date
MIDDLE SCHOOL			
Marshall Middle School	Clerk Counselor	Latashia Dupree	9/27/2021
Marshall Middle School	Counselor Middle School	Kristie Jordan	9/7/2021
Marshall Middle School	Nurse	Linsay Adams	9/8/2021
Marshall Middle School	Teacher Middle School	Jennifer Marion	9/20/2021
Smith Middle School	Parent/School Liaison	Angela Stephens	9/29/2021
Smith Middle School	Special Education Aide	Leslie McClain	9/27/2021
Smith Middle School	Special Education Aide	Henry Morris	9/20/2021
Smith Middle School	Teacher Middle School	Kristan Gordon	9/27/2021
Vincent Middle School	Parent/School Liaison	Jakayla Jackson	9/16/2021
Vincent Middle School	Teacher Middle School	Glenda Chilo	9/16/2021
Vincent Middle School	Teacher Middle School	Mary Dages	9/15/2021
Vincent Middle School	Teacher Middle School	Brenda Dalcour	9/8/2021

Campus/Department	Assignment	Employee Name	Start Date
HIGH SCHOOL			
Beaumont United High School	Teacher High School	Tyegh Thomas	9/20/2021
West Brook High School	Campus PEIMS Data Clerk	Tonya Haynes	9/28/2021
West Brook High School	Librarian	Lauren Melancon	9/20/2021
West Brook High School	Special Education Aide	Jessica Bisnar	9/1/2021
West Brook High School	Teacher High School	Allison Darwin	9/20/2021
West Brook High School	Teacher ROTC	Daniel Trainor	9/1/2021

Campus/Department	Assignment	Employee Name	Start Date
CAREER CENTER			
Career Center	Computer Lab Aide	Susan Joiner	9/1/2021

Campus/Department	Assignment	Employee Name	Start Date
CUSTODIAL SERVICES			
Custodial Services	Custodian - 200 Days	Leon Gray	9/29/2021
Custodial Services	Custodian - 200 Days	Hosea Harris	9/20/2021
Custodial Services	Custodian - 200 Days	Cassandra Jones	9/23/2021
Custodial Services	Custodian - 200 Days	D'Shaun Turner	9/7/2021

Campus/Department	Assignment	Employee Name	Start Date
FOOD & NUTRITION SERVICE			
Food and Nutrition Service	Food Service Worker - 6 Hours	Tremesha Bell	9/14/2021
Food and Nutrition Service	Food Service Worker - 7 Hours	Jihane Daou	9/8/2021
Food and Nutrition Service	Food Service Worker - 7 Hours	Twana Randle	9/13/2021

Campus/Department	Assignment	Employee Name	Start Date
MAINTENANCE			
Maintenance	HVAC Mech I	Dean Moore	9/13/2021

Campus/Department	Assignment	Employee Name	Start Date
POLICE DEPARTMENT			
Police Department	Public Safety Officer	Terri Babineaux	9/21/2021
Police Department	Public Safety Officer	Claude Theriot	9/29/2021

Campus/Department	Assignment	Employee Name	Start Date
SPECIAL EDUCATION			
Special Education	Speech Language Pathologist	Theresa Strawser	9/7/2021

Campus/Department	Assignment	Employee Name	Start Date
TEXTBOOKS			
Textbooks	Temporary Textbook Processor	Brent Booker	9/1/2021
Textbooks	Textbook Helper	Tyron Bean	9/1/2021

Campus/Department	Assignment	Employee Name	Start Date
TRANSPORTATION			
Bus Driver	Transportation Bus Driver	Kalicia Narcisse	9/1/2021

**EMPLOYEE SEPARATION
REPORT**

Separation Date Range: 09-01-2021 through 09-30-2021

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
ELEMENTARY SCHOOL				
Bingman Pre K – 132	Head Start Aide	9/16/2021	Jones, Malexei	Resign
Bingman Pre K – 132	Head Start Aide	9/24/2021	Sanchez, Guadalupe I	Resign
Curtis Elementary School – 105	Special Education Aide	9/27/2021	Collins, Sherronda L	Resign
Guess Elementary School – 112	Teacher Elementary School	9/3/2021	Calhoun, Caroline E	Resign
Lucas Pre K – 133	District Aide	9/24/2021	Loeffler, Herlinda T	Resign
Lucas Pre K – 133	Teacher Elementary School	9/24/2021	Garcia, Judith L	Resign
Martin Elementary – 128	Counselor Elementary	9/7/2021	Kichamu, Penny B	Resign
Martin Elementary – 128	District Aide	9/13/2021	Guidry, Velma M	Resign
Martin Elementary – 128	Teacher Elementary School	9/14/2021	McMasters, Eddi R	Resign
Pietzsch Elementary School – 125	Teacher Elementary School	9/8/2021	Becka, Mary A	Death

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
MIDDLE SCHOOL				
Marshall Middles School – 046	Special Education Aide	9/3/2021	Ellis, Mahogany A	Resign
Smith Middle School – 042	Teacher-Instructional Coach	9/7/2021	Dixon Pennington, M	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
TRANSPORTATION				
Transportation – 530	Clerk Transportation	9/28/2021	Welton, Dorothy L	Resign
Bus Driver – 531	Transportation Bus Driver	9/7/2021	Norman, Delores	Termination

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
CUSTODIAL SERVICES				
Custodial Services – 513	Custodian	9/3/2021	Curette, Jacorey R	Resign
Custodial Services – 513	Custodian – 200 Days	9/2/2021	Dunlap, Linda M	Resign
Custodial Services – 513	Head Custodian	9/27/2021	Patnett, Rudolph G	Termination

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
FOOD & NUTRITION SERVICE				
Food and Nutrition Service – 833	Food Service Worker – 7 Hours	9/3/2021	Evans, Monnette C	Termination

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
INFORMATION TECHNOLOGY				
Information Technology – 818	Technology Support Specialist	8/4/2021	Harvey, Ron A	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
MAINTENANCE				
Maintenance - 514	Supervisor General Maintenance	9/27/2021	Jansen, Bryan T	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
POLICE DEPARTMENT				
Police Department – 510	Police Officer	9/7/2021	Woodle, Veronica M	Resign



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.D.2.**

Agenda Item Title: Report – Tax Collections

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: N/A

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Cheryl Hernandez
Cabinet Level Presenter's Signature

10/11/2021
Date

*CFO Signature (required if there is a budget impact) Date

General Counsel's Signature Date

Tax Collection Report
September 30, 2021

	Taxes Collected			
	9/30/21		9/30/20	
	M & O	I & S	M & O	I & S
Current	81,468.81	21,416.89	31,104.44	8,146.44
Delinquent	106,615.16	26,419.09	88,999.29	21,597.18
Penalties & Interest	92,906.93	22,000.81	94,589.98	21,534.69
Totals	280,990.90	69,836.79	214,693.71	51,278.31

	Current Taxes		
	Collections for 09/30/2021	YTD Current Collections	Collected Percentage
Tax Levy	102,885.70	135,889,515.22	98.63%
	137,770,446.70		

Two Year Comparison	
Current Year as of 09/30/2021	Prior Year as of 08/31/2020
98.63%	98.43%

AGENDA:
October 21, 2021



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.D.3.**

Agenda Item Title: Report – General Fund Summary

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: N/A

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Cheryl Hernandez
Cabinet Level Presenter's Signature

10/13/2021
Date

*CFO Signature (required if there is a budget impact) Date

General Counsel's Signature Date

**BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND**

Budget vs. Expenditures
September 30, 2021

	Amended Budget	Month To Date	Year to Date Transactions	Outstanding Encumbrances	Balances
REVENUES					
Property Tax Collection (including delinquencies)	118,385,278	280,991	1,171,366	-	117,213,912
Sources of Misc Income (Foreign Trade Zone, Athletics...)	13,801,554	41,763	180,663	-	13,620,891
State Program Revenues	36,727,869	12,651,304	29,499,267	-	7,228,602
Federal Program Revenues	4,105,646	3,554	611,545	-	3,494,101
Other Financing Sources	425,000	-	454,492	-	(29,492)
Total Revenues	173,445,347	12,977,612	31,917,333	-	141,528,014
EXPENDITURES					
11 Classroom	89,225,508	8,354,821	17,227,471	353,556	71,644,481
12 Library	1,303,563	103,764	208,576	15,370	1,079,617
13 Staff Development	589,927	28,147	110,169	39,373	440,385
21 Asst Sups, Directors, Supervisors, Curriculum Coordinators	4,000,427	312,458	915,893	12,160	3,072,374
23 Principal, Asst. Principals, Office Clerical	11,636,889	888,758	2,237,914	35,259	9,363,717
31 Counselors	5,877,170	626,524	1,359,372	97,624	4,420,173
32 Social Workers	338,879	18,210	49,398	-	289,481
33 Nurses	2,149,667	231,315	452,476	3,560	1,693,631
34 Transportation	5,720,607	457,029	1,267,523	556,963	3,896,122
36 After School Activites	5,589,784	440,691	1,209,445	496,835	3,883,504
41 Administration	7,021,200	549,316	1,751,417	291,096	4,978,687
51 Maintenance and Utilites	32,228,832	1,827,642	5,498,023	3,244,526	23,486,282
52 Police and Monitoring Services	2,958,118	237,392	577,049	173,113	2,207,956
53 Data Processing Personnel	4,069,609	381,557	1,238,589	696,754	2,134,267
61 Parent involvment Liaisons, Day Car Workers	224,235	1,668	1,760	30	222,445
71 Debt Service	1,114,965	1,114,964	1,114,964	-	1
81 Facilities Acquisition & Construction	338,051	-	257,302	43,032	37,717
93 Fiscal Agent - Shared Service for Deaf Program	380,000	-	-	-	380,000
95 Juvenile Justice Alternative Ed Program	150,000	-	-	150,000	-
99 Tax Appraisal & Collections	1,314,465	267,215	267,215	-	1,047,250
Total Expenditures	176,231,896	15,841,470	35,744,740	6,209,250	134,277,906
Net increase (decrease)	(2,786,549)				7,250,108



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.D.4.**

Agenda Item Title: Report – Campus Activity Funds and Donations

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: N/A

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact) Date

General Counsel's Signature Date

**CAMPUS ACTIVITY FUND
EXPLANATION OF AMENDMENTS
SEPTEMBER 2021**

West Brook High School	\$ 23,340.00
Explanation: Car Registrations, Textbook Fines, Program Ads, Chromebook Fees, Yearbooks, Student IDs	
Beaumont United High School	\$ 3,555.00
Explanation: Car Registrations, Chromebook Fees, Transcript Fees, AP Fees	
Smith Middle School	\$ 1,416.00
Explanation: Commissions/Vending Machines, Fundraiser Proceeds	
King Middle School	\$ 114.00
Explanation: Commissions/Vending Machines	
Marshall Middle School	\$ 8,290.00
Explanation: Yearbooks, Gym Suits, Library Lost Books, LED Signs Chromebook Fees,	
Odom Academy	\$ 15,521.00
Explanation: Fundraiser Proceeds, Chromebook Fees	
Vincent Middle School	\$ 6,378.00
Explanation: Gym Suits, Cell Phone Fines, Chromebook Fees	
Amelia Elementary	\$ 60.00
Explanation: Chromebook Fees	
Caldwood Elementary	\$ 146.00
Explanation: Library Fines	
Curtis Elementary	\$ 255.00
Explanation: Chromebook Fees, Library Lost Books	
Fletcher Elementary	\$ 3,363.00
Explanation: Chromebook Fees	
Guess Elementary	\$ 420.00
Explanation: Commissions/Vending Machines	
Regina Howell Elementary	\$ 2,590.00
Explanation: Agenda Books, Chromebook Fees	
Homer Drive Elementary	\$ 1,152.00
Explanation: Commissions/Vending Machines, Donation	
Pietzsch Elementary	\$ 1,532.00
Explanation: Commissions/Vending Machines, Chromebook Fees, Fundraiser Proceeds	
Dishman Elementary	\$ 187.00
Explanation: Commissions/Vending Machines, Chromebook Fees	
Blanchette Elementary	\$ 150.00
Explanation: Chromebook Fees	
Martin Elementary	\$ 90.00
Explanation: Chromebook Fees	

**CAMPUS ACTIVITY FUND
EXPLANATION OF AMENDMENTS, CONTINUED
SEPTEMBER 2021**

Phalen Leadership Academy (Jones-Clark ES)	\$ 1,231.00
Explanation: Chromebook Fees	
Charlton-Pollard Elementary	\$ -
Explanation:	
Fehl Price Classical Academy	\$ 210.00
Explanation: Chromebook Fees	
Bingman Pre-K Center	\$ -
Explanation:	
Lucas Pre-K Center	\$ 50.00
Explanation: Donation	
Pathways Learning Center	\$ 126.00
Explanation: Chromebook Fees, Student IDs	
Taylor Career Center	\$ -
Explanation:	
Brown Center	\$ 80.00
Explanation: Chromebook Fees	
Transportation Dept	\$ -
Explanation:	
Maintenance Dept	\$ -
Explanation:	
Administration Building	\$ 175.00
Explanation: Donation	
Admin. Annex Building	\$ 1,812.00
Explanation: Donation	
Police Dept.	\$ 51.00
Explanation: Crash Report Fees	
Early College H.S.	\$ 2,885.00
Explanation: Commissions/Vending Machines, Fundraiser Proceeds	
School for the Deaf (Deaf Ed.)	\$ -
Explanation:	

**CAMPUS ACTIVITY FUNDS
BUDGET CHANGE REPORT - SEPTEMBER 2021**

		<u>Original Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Revenues</u>				
Local Revenue - Other Sources	461.00.5749.00	285,488	75,179	360,667
<u>Expenditures</u>				
	<u>School Leadership</u>			
West Brook High School	461.XX.6499.00.008.00.000	86,852	23,340	110,192
Beaumont United High School	461.XX.6499.00.014.00.000	13,583	3,555	17,138
Smith Middle School	461.XX.6499.00.042.00.000	2,614	1,416	4,030
King Middle School	461.XX.6499.00.043.00.000	8,532	114	8,646
Marshall Middle School	461.XX.6499.00.046.00.000	33,057	8,290	41,347
Odom Academy	461.XX.6499.00.047.00.000	28,088	15,521	43,609
Vincent Middle School	461.XX.6499.00.048.00.000	11,093	6,378	17,471
Amelia Elementary	461.XX.6499.00.101.00.000	1,105	60	1,165
Caldwood Elementary	461.XX.6499.00.104.00.000	4,827	146	4,973
Curtis Elementary	461.XX.6499.00.105.00.000	13,995	255	14,250
Fletcher Elementary	461.XX.6499.00.110.00.000	7,212	3,363	10,575
Guess Elementary	461.XX.6499.00.112.00.000	7,916	420	8,336
Regina Howell Elementary	461.XX.6499.00.118.00.000	18,789	2,590	21,379
Homer Drive Elementary	461.XX.6499.00.123.00.000	2,664	1,152	3,816
Pietzsch Elementary	461.XX.6499.00.125.00.000	3,014	1,532	4,546
Dishman Elementary	461.XX.6499.00.126.00.000	2,949	187	3,136
Blanchette Elementary	461.XX.6499.00.127.00.000	1,920	150	2,070
Martin Elementary	461.XX.6499.00.128.00.000	1,479	90	1,569
Phalen Leadership Academy (Jones-Clark)	461.XX.6499.00.129.00.000	12,048	1,231	13,279
Charlton-Pollard Elementary	461.XX.6499.00.130.00.000	2,150	-	2,150
Fehl Price Classical Academy	461.XX.6499.00.131.00.000	2,647	210	2,857
Bingman Pre-K Center	461.XX.6499.00.132.00.000	735	-	735
Lucas Pre-K Center	461.XX.6499.00.133.00.000	813	50	863
Pathways Learning Center	461.XX.6499.00.006.00.000	75	126	201
Taylor Career Center	461.XX.6499.00.009.00.000	3,384	-	3,384
Brown Center	461.XX.6499.00.012.00.000	1,542	80	1,622
Transportation Dept	461.XX.6499.00.811.00.000	729	-	729
Maintenance Dept	461.XX.6499.00.819.00.000	449	-	449
SSA Deaf Program	461.XX.6499.00.838.00.000	526	-	526
Administration Building	461.XX.6499.00.842.00.000	2,213	175	2,388
Admin. Annex Building	461.XX.6499.00.843.00.000	339	1,812	2,151
Police Dept.	461.XX.6499.00.850.00.000	42	51	93
Early College H.S.	461.XX.6499.00.013.00.000	8,107	2,885	10,992
	Total Expenditures	<u>285,488</u>	<u>75,179</u>	<u>360,667</u>
BUDGET CHANGE				
	Total Revenues	285,488	75,179	360,667
	Total Expenditures	<u>(285,488)</u>	<u>(75,179)</u>	<u>(360,667)</u>
	Adjusted Surplus	-	-	-

DONATION REPORT - SEPTEMBER 2021

MONETARY DONATIONS

<u>Donor Name/Organization</u>	<u>Recipient</u>	<u>Account Number</u>	<u>Amount Given</u>
Exxon Mobil Corporation	Beaumont Independent School District Convocation Shirt Sponsorship	199.41.6499.72.701.99.000	1,000
Dick's Sporting Goods	Beaumont United High School Girls Basketball Team	865.00.2190.00.014.00.S09	1,500
Bruins Baseball Auxiliary	West Brook High School Baseball	865.00.2190.00.008.00.S07	8,600

Total Amount Donated 11,100

DONATION REPORT -SEPTEMBER 2021

RECORD OF DONATED ITEMS

Donor Name/Organization

SAF Club/Department

Description of Items

Estimated Value

No activity for the month



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.D.5.**

Agenda Item Title: Review Athletic/Fine Arts HandBook

Cabinet Level Presenter(s): Jenny Angelo

Additional Presenter(s): Dr Ron Jackson and Mr. Murdoch

Executive Summary: The Athletic/Fine Arts Handbook will govern the students who are involved in sports or fine arts programs.

Recommendation: Review Handbook as written

Budget Impact* (if applicable):

Funding Source (if applicable):

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm): N/A

Cabinet Level Presenter's Signature

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



**BEAUMONT ISD
ATHLETIC & FINE ARTS
EMPLOYEE HANDBOOK
2021-2022**

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BEAUMONT INDEPENDENT SCHOOL DISTRICT

Dr. Shannon Allen	Superintendent of Schools
Dr. Anita Frank	Assistant Superintendent Elementary Administration
Randall Maxwell	Executive Director of Student Services
Derwin Samuels, Jr.	Executive Director of Human Resources
Cheryl Hernandez	Chief Financial Officer
Dr. Ron Jackson	Director of Athletics
Mike Murdoch	Director of Fine Arts

**BISD Memorial Stadium, Natatorium, and Athletic Office 5250
Bayou Willow Way
Beaumont, Texas 77705**

Office: (409)617-5014

**BISD Administration Annex – Fine Arts Office 4315
Concord Road
Beaumont, TX 77703**

Office: (409) 617-5057

ATHLETIC DEPARTMENT VISION

The vision of the Beaumont Independent School District Athletic Department is to provide student-athletes a safe and healthy environment that promotes and supports academic, athletic and personal achievement. Athletic programs will encourage and empower student-athletes to become better students, athletes, leaders and citizens.

MISSION

Consistent with the mission of the Beaumont Independent School District, the Beaumont ISD Athletic Department will provide assistance in the development of the total student through education and competition. In addition, the athletic programs will provide student-athletes an opportunity to pursue and understand the values of attitude, character, commitment, leadership, sportsmanship, responsibility, accountability, decision-making, work-ethic and TEAM.

FINE ARTS DEPARTMENT VISION

The vision of the Beaumont Independent School District Fine Arts Department is to instill in our students and community a passion and appreciation of the performing and visual arts that results in personal and professional artistic pursuits that will last a lifetime.

MISSION

Consistent with the mission of the Beaumont Independent School District, the Beaumont ISD Fine Arts Department will develop creative and engaging artistic opportunities for our students that allow them to flourish and create meaningful connections within our community.

FOREWORD

The BISD Athletic & Fine Arts Handbook is applicable to all that participate in BISD's Athletic and Fine Arts programs. Should you have any questions related to this handbook or the departments please contact the Director of Athletics at 409-617-5014 or the Director of Fine Arts at 409-617-5105. BISD will operate its Athletic and Fine Arts programs in accordance with all rules and regulations promulgated by the University Interscholastic League (UIL), the governing body for extracurricular programs in Texas Public Schools.

Students are not obligated to participate in Athletics or Fine Arts extracurricular programs, nor is it required for graduation. Participation in these programs is voluntary and students have no right to participate. Participation is a privilege.

Participation in all extracurricular programs, including Athletics and Fine Arts, demands a time commitment and dedication from the coaches, directors, sponsors and all participants. Participation in these programs should be a positive experience, with high expectations, discipline, and accountability as integrated core concepts. The BISD Athletic and Fine Arts Departments strive to develop extracurricular programs that will compliment both Beaumont ISD and the Community.

I acknowledge that I have read and understand the content in the Beaumont ISD Athletic & Fine Arts Handbook. I agree to abide by the standards, policies, and procedures defined or referenced in this Handbook.

I understand that this Handbook makes no modification to contractual relationships or alterations of at-will relationships.

I understand that I have an obligation to inform the Director of Athletics and/or the Director of Fine Arts of any changes in personal information, such as phone number, address, etc. I also accept responsibility for contacting the Director of Athletics and/or the Director of Fine Arts if I have questions, concerns, or need clarification.

Name _____ Campus _____

Signature

Date

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

OCTOBER							NOVEMBER							DECEMBER						
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3	4	5	6	7	8	9	7	8	9	10	11	12	13	12	13	14	15	16	17	18
10	11	12	13	14	15	16	14	15	16	17	18	19	20	19	20	21	22	23	24	25
17	18	19	20	21	22	23	21	22	23	24	25	26	27	26	27	28	29	30	31	
24	25	26	27	28	29	30	28	29	30											
31																				

JANUARY							FEBRUARY							MARCH						
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9	10	11	12	13	14	15	20	21	22	23	24	25	26	20	21	22	23	24	25	26
16	17	18	19	20	21	22	27	28						27	28	29	30	31		
23	24	25	26	27	28	29														
30	31																			

APRIL							MAY							JUNE						
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3	4	5	6	7	8	9	8	9	10	11	12	13	14	12	13	14	15	16	17	18
10	11	12	13	14	15	16	15	16	17	18	19	20	21	19	20	21	22	23	24	25
17	18	19	20	21	22	23	22	23	24	25	26	27	28	26	27	28	29	30		
24	25	26	27	28	29	30	29	30	31											



Beaumont ISD
Administration Building
3395 Harrison Avenue
Beaumont, Texas 77706
(409) 617-5000 • Fax (409) 617-5184
bmtisd.com

GRADING PERIODS

1st Grading Period - Aug. 17 - Oct. 15 = 43 Days
 2nd Grading Period - Oct. 18 - Dec. 17 = 40 Days
 3rd Grading Period - Jan. 4 - March 11 = 48 Days
 4th Grading Period - March 21 - May 27 = 49 Days

GOALS NIGHT

High School - TBD
 Middle School - TBD
 Elementary School - TBD

GRADUATION DATES

ECHS May 20 – West Brook PAC Center
 Beaumont United & West Brook
 May 26 – Montagne Center

- - First/Last Day of School
- - Staff Development/Student Holiday
- - Teacher Work Day
- ◐ - End of Grading Period
- ◐ - Half Day/Early Release
- - Staff/Student Holiday
- - New Teacher Orientation
- - Intersession Days
- ★ - STAAR Test Dates

Beaumont ISD
TEA/UIL Athletic Eligibility Calendar
2021-2022

This document is intended to bring clarity to the eligibility calendar for UIL participants. Specifically, be aware of the following:

Promotion status determines eligibility at start of school year for students beginning grades 9 and below. **Total credits** determine eligibility at the start of school year for students beginning their 2nd, 3rd and 4th years of high school.

All students not meeting credit/promotion criteria on August 17, 2021 are academically ineligible to participate in UIL Activities until eligibility is assessed at the Mandatory UIL 1st 6 Weeks Grade Check (PR2).

Grace periods for eligibility are seven (7) calendar days after the progress/official grade check - with the exception of holidays.

Students **may only lose eligibility** at the **Mandatory UIL 1st 6 Weeks Grade Check** and at the **9 Weeks Official Grade Check**, not at an interim progress report.

Students **may gain eligibility** at the following times: **UIL 1st 6 Weeks Grade Check, 3 Week Interim Progress Report, 6 Week Interim Progress Report** and **9 Week Official Grade Check**.

All students are academically eligible to participate during the holidays: Thanksgiving Break, Mid-Winter Break, Spring Break, Summer Break

Tue	Aug. 17, 2021	Any student not meeting credit/promotion requirements is academically ineligible until the end of the 1 st 6 weeks check	First Day of School (PR1)
Fri	Sept. 24, 2021	MANDATORY UIL 1ST 6 WEEKS GRADE CHECK	UIL 6 weeks grade check (PR2)
Fri	Oct. 01, 2021	ALL Students may Gain/Lose Eligibility based on (PR2)	AT END OF SCHOOL DAY
Fri	Oct. 15, 2021	OFFICIAL GRADE CHECK - END of 1st 9 WEEKS	End of 1 st 9 Weeks (NW1)
Fri	Oct. 22, 2021	ALL Students may Gain/Lose Eligibility based on (NW1)	AT END OF SCHOOL DAY
Fri	Nov. 5, 2021	3 Week Interim Progress Report	3 weeks progress check (PR3)
Fri	Nov. 12, 2021	Students passing (PR3), regain eligibility	AT END OF SCHOOL DAY
THANKSGIVING BREAK -Nov.19th (end of school day)-29th, Start of School ALL STUDENTS ACADEMICALLY ELIGIBLE FOR COMPETITION UNDER UIL NO PASS, NO PLAY RULE			
Mon	Nov. 29, 2021	All students not passing at (PR3) resume ineligibility	At beginning of school day
Fri	Dec. 03, 2021	6 Week Interim Progress Report	6 weeks progress check (PR4)
Fri	Dec. 10, 2021	Students passing (PR4) regain eligibility	AT END OF SCHOOL DAY
Fri	Dec. 17, 2021	OFFICIAL GRADE CHECK –END OF 2ND 9 WEEKS	End of 2 nd 9 Weeks (NW2)
MID-WINTERBREAK Dec. 17th(end of school day) -Jan.4, Start of school ALL STUDENTS ACADEMICALLY ELIGIBLE FOR COMPETITION UNDER UIL NO PASS, NO PLAY RULE			
Tues	Jan.0 4, 2022	All students not passing at (PR4) resume ineligibility	At beginning of school day
Tues	Jan. 11, 2022	ALL Students may Gain/Lose Eligibility based on (NW2)	AT END OF SCHOOL DAY
Mon	Jan. 24, 2022	3 Week Interim Progress Report	3 weeks progress check (PR5)
Mon	Jan. 31, 2022	Students passing (PR5) regain eligibility	AT END OF SCHOOL DAY
Fri	Feb. 11, 2022	6 Week Interim Progress Report	6 weeks progress check (PR6)
Fri	Feb.18, 2022	Students passing (PR6), regain eligibility	AT END OF SCHOOL DAY
Fri	Mar. 11, 2022	OFFICIAL GRADE CHECK - END of 3^d 9 WEEKS	End of 3 rd 9 Weeks (NW3)
SPRING BREAK- Mar 11th(end of school day) -Mar.21, Start of School ALL STUDENTS ACADEMICALLY ELIGIBLE FOR COMPETITION UNDER UIL NO PASS, NO PLAY RULE			
Mon	Mar. 21, 2022	All students not passing at (PR6), resume ineligibility	At beginning of school day
Mon	Mar. 28, 2022	ALL Students may Gain/Lose Eligibility based on (NW3)	AT END OF SCHOOL DAY
Fri	Apr. 08, 2022	3 Week Interim Progress Report	3 weeks progress check (PR7)
Fri	Apr. 15, 2022	Students passing (PR7), regain eligibility	AT END OF SCHOOL DAY
Fri	Apr. 29, 2022	6 Week Interim Progress Report	6 weeks progress check (PR8)
Fri	May 6, 2022	Students passing (PR8), regain eligibility	AT END OF SCHOOL DAY
Fri	May 27, 2022	End of School Year - END of 4th 9 WEEKS	*End of 4 th 9 Weeks (NW4)

*Note: All students are academically eligible during summer break for competition under UIL No Pass, No Play Rule

Professional Acknowledgement Form

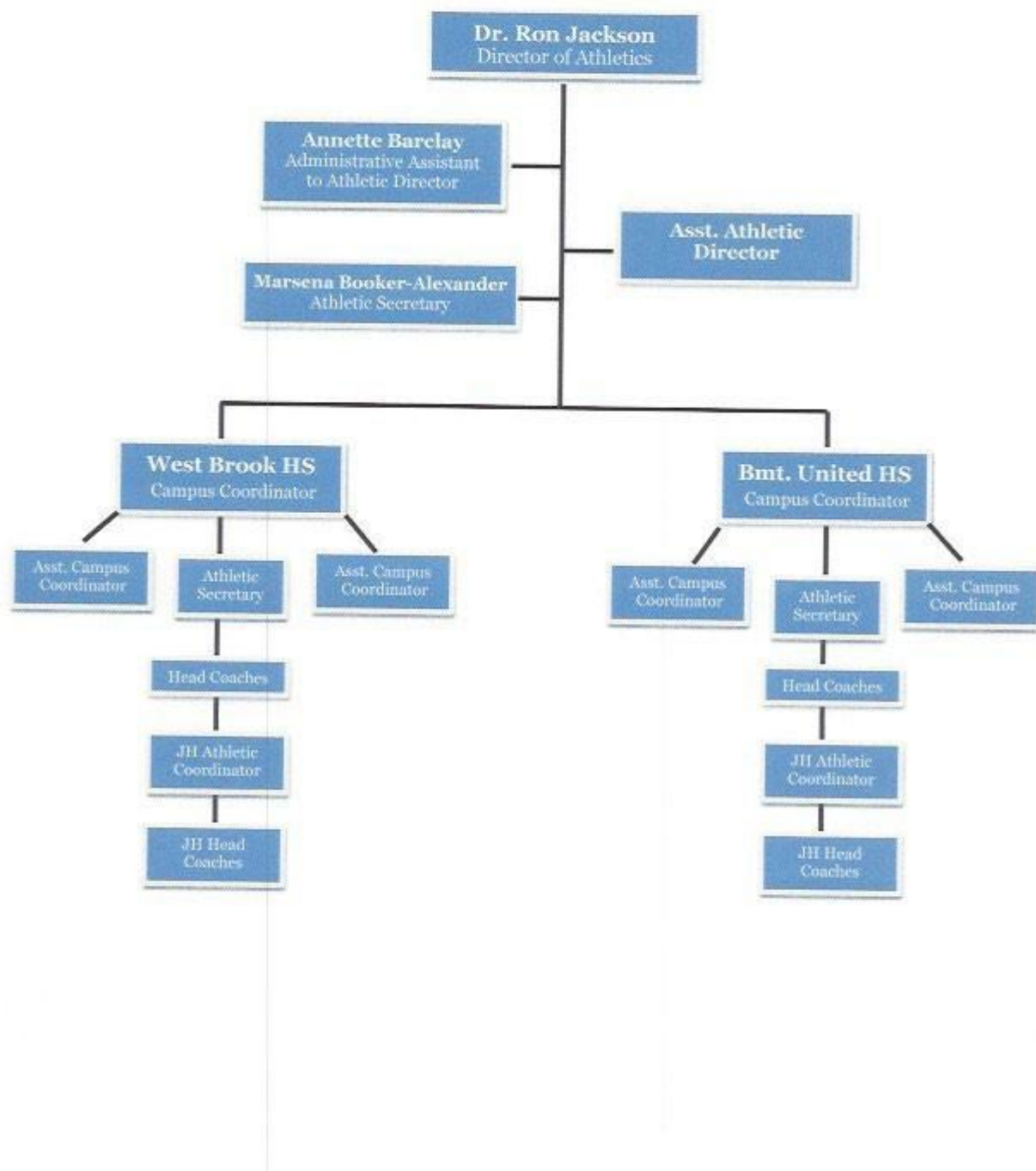
<https://www.uiltexas.org/files/professional-acknowledgement.pdf>

SECTION I

Athletics

Administrative Organization & Personnel

Department of Athletics



BISD ATHLETIC DEPARTMENT ADMINISTRATION

Dr. Ron Jackson	Director of Athletics
Rolander Fontenot	Assistant Director of Athletics
Annette Barclay	Athletic Administrative Assistant
Marsena Booker-Alexander	Athletic Secretary

UNITED HIGH SCHOOL CAMPUS ATHLETIC ADMINISTRATION

Marcus Graham	Athletic Coordinator
David Green	Assistant Athletic Coordinator
Tammy Walker-Brown	Assistant Athletic Coordinator

WEST BROOK HIGH SCHOOL CAMPUS ATHLETIC ADMINISTRATION

Chuck Langston	Athletic Coordinator
Andre Boutte	Assistant Athletic Coordinator
Talon Morgan	Assistant Athletic Coordinator

DISTRICT ATHLETIC TRAINERS

Danae Tuhn LAT, ATC	Beaumont United High School
Jacob Pfaff MS LAT, ATC	Beaumont United High School
Jordan Corley LAT, ATC	Beaumont United High School
Dante Johnson LAT	West Brook High School
Jordan Hemker LAT	West Brook High School
Tianna Thompson LAT	West Brook High School

PERSONNEL

As parents entrust their children to the care of BISD, therefore, all Athletic personnel must accept responsibility for the overall development of the student-athlete and recognize the importance of supporting the total child, by adhering to the policies and procedures outlined in this Handbook.

COACHING ASSIGNMENTS - ATHLETICS

Teachers approved for stipends for extra duties and responsibilities shall be assigned and compensated in accordance to the following guidelines:

The Athletic Director/Campus Principal is responsible for the assignment of all coaches and coaching assignments are subject to change at the direction of the Athletic Director/Campus Principal.

Head coaches will coach the student-athletes at the district campus assigned.

Coaches will coach only the student-athletes in their designated high school feeder schools.

Evaluation of Coaches: The Athletic Director shall be responsible for evaluating the overall coaching performance of the Head Coach of each sport. The Head Coach is responsible for formally evaluating each coach under their direction, followed by a review of the evaluation by the Director of Athletics.

Dismissal of Coaches: The Athletic Director/Campus Principal will have the authority to assign and/or reassign coaches based on the specific needs of the program as determined by the Athletic Director/Campus Principal. A reassignment may be made for disciplinary reasons when termination of employment is deemed too harsh for the offense.

All coaches are expected to adhere to the UIL Code of Conduct for Coaches.

UIL CODE OF CONDUCT FOR COACHES

We at the University Interscholastic League believe that high school athletic competition should be fun, but that it must also be a significant part of a sound educational program. We believe that those who coach student-athletes are, first and foremost, teachers who have a duty to assure that the essential elements of character-building are embodied in the concept of sportsmanship and six core ethical values: trustworthiness, respect, responsibility, fairness, caring and good citizenship. Finally, we believe that the sincere and good faith efforts to honor the words and spirit of this Code will improve the quality of our programs and the well being of our student-athletes. This Code of Conduct applies to coaches involved in University Interscholastic League sports.

I understand that in my position as a coach, I must act in accord with the following code:

TRUSTWORTHINESS

- **Trustworthiness** - Be worthy of trust in all I do and teach student-athletes the importance of integrity, honesty, reliability and loyalty.
- **Integrity** - Model high ideals of ethics and sportsmanship and always pursue victory with honor. Teach, advocate and model the importance of honor and good character by doing the right thing even when it is unpopular or personally costly.
- **Honesty** - Do not lie, cheat, steal, engage in or permit dishonest or unsportsmanlike conduct.
- **Reliability** - Fulfill commitments, be on time. Do what you say you will do.
- **Loyalty** - Be loyal to my school and team. Put the team above personal glory.
- **Primacy of Educational Goals** - Be faithful to the educational and character-development missions of the school and assure that these objectives are not compromised to achieve sports performance goals. Always place the academic, emotional, physical and moral well being of athletes above desires and pressures to win.
- **Counseling** - Be candid with student-athletes and their parents about the likelihood of getting an athletic scholarship or playing at a professional level. Counsel them about the requirement of many colleges preventing recruitment of student-athletes that do not have a serious commitment to their education, the ability to succeed academically, or the

character to represent their institution honorably.

- **College Recruiters** - Be honest and candid with college recruiters about the character, academic abilities and interests of student-athletes.

RESPECT

- **Respect** - Treat all people with respect at all times, and require the same of student-athletes.
- **Class** - Be a good sport. Teach and model class, and be gracious in victory and accept defeat with dignity. Encourage student-athletes to give fallen opponents a hand, compliment extraordinary performance and show sincere respect in pre- and post-game rituals.
- **Taunting** - Do not engage in or allow trash talking, taunting, boastful celebrations or other actions that demean individuals or the sport.
- **Respect Officials** - Treat contest officials with respect. Do not complain about or argue with official's calls or decisions during or after an athletic event.
- **Respect Parents** - Treat the parents of student-athletes with respect. Be clear about expectations, goals and policies and maintain open lines of communication.
- **Profanity** - Do not engage in or permit profanity or obscene gestures during practices, sporting events, on team buses or any other situation where the behavior could reflect badly on the school or the sports program.
- **Positive Coaching** - Use positive coaching methods to make the athletic experience enjoyable, increase self-esteem and foster a love and appreciation for the sport. Refrain from physical or psychological intimidation, verbal abuse and conduct that is demeaning to student-athletes or others.
- **Effort and Teamwork** - Encourage student-athletes to pursue victory with honor, to think and play as a team, to do their best, and continually improve through personal effort and discipline. Discourage selfishness and put less emphasis on the final outcome of the contest, than upon effort, improvement, teamwork and winning with character.
- **Professional Relationships** - Maintain appropriate professional relationships with student-athletes and respect proper student-teacher boundaries. Sexual or romantic contact with students is strictly forbidden, as is verbal or physical conduct of a sexual nature directed to or in view of student-athletes.

RESPONSIBILITY

- **Life Skills** - Always strive to enhance the physical, mental, social and moral development of student-athletes and teach them positive life skills that will help them become well-rounded, successful and socially responsible adults.
- **Advocate Education** - Advocate the importance of education beyond basic athletic eligibility standards. Work with faculty and parents to help student-athletes set and achieve the highest academic goals possible for them.
- **Advocate Honor** - Prominently discuss the importance of character, ethics and sportsmanship in materials about the athletic program, and vigorously advocate the concept of pursuing victory with honor in all communications.
- **Good Character** - Foster the development of good character by teaching, advocating and modeling high standards of ethics and sportsmanship.
- **Personal Conduct** - Refrain from profanity, disrespectful conduct and the use of alcohol or tobacco in front of student-athletes or other situations where my conduct could undermine my positive impact as role model.
- **Role-Modeling** - Be a worthy role-model, always be mindful of the high visibility and great influence I have as a teacher-coach, and consistently conduct myself in private and coaching situations in a manner that exemplifies all that I want my student-athletes to be.
- **Competence** - Strive to improve coaching competence and acquire increasing proficiency in coaching principles and current strategies, character-building techniques and first aid safety.
- **Knowledge of Rules** - Maintain a thorough knowledge of current game and competition rules and assure that my student-athletes know and understand the rules.
- **Positive Environment** - Strive to provide challenging, safe, enjoyable and successful experiences for the athletes by maintaining a sports environment that is physically and emotionally safe.
- **Safety and Health** - Be informed about the basic first aid principles and the physical capacities and limitations of the age group coached.
- **Unhealthy Substances** - Educate student-athletes about the dangers and prohibit the use of unhealthy and illegal substances including alcohol,

UIL CODE OF CONDUCT FOR COACHES (CONTINUED)

tobacco and recreational or performance enhancing drugs.

- **Eating Disorders** - Counsel students about the dangers of and be vigilant for signs of eating disorders or unhealthy techniques to gain, lose or maintain weight.
- **Physician's Advice** - Seek and follow the advice of a physician when determining whether an injured student-athlete is ready to play.
- **Privilege to Compete** - Assure that student-athletes understand that participation in interscholastic sports programs is a privilege, not a right, and that they are expected to represent their school, team and teammates with honor, on and off the field. Require student-athletes to consistently exhibit good character and conduct themselves as positive role models.
- **Role-Modeling** - Control my ego and emotions. Avoid displays of anger and frustration. Do not retaliate.
- **Integrity of the Game** - Protect the integrity of the game, do not gamble. Play the game according to the rules.

- **Enforcing Rule** - Enforce this Code of Conduct consistently in all sports-related activities and venues.
- **Protect Athletes** - Put the well being of student-athletes above other considerations and take appropriate steps to protect them from inappropriate conduct.
- **Access** - Help make my sport accessible to all diverse communities.
- **Improper Commercialism** - Be sensitive to and avoid unwholesome commercialism including inappropriate exploitation of my name or the name of the school. Make sure school and district officials approve any affiliation or association with a corporate entity.

FAIRNESS

- **Fair and Open** - Be fair in competitive situations, selecting a team, disciplinary issues and all other matters. Be open-minded and willing to listen and learn.

CARING

- **Safe Competition** - Put safety and health con-

siderations above the desire to win. Never permit student-athletes to intentionally injure any player or engage in reckless behavior that might cause injury to themselves or others.

- **Caring Environment** - Consistently demonstrate concern for student-athletes as individuals and encourage them to look out for one another and think and act as a team.

CITIZENSHIP

- **Honor the Spirit of the Rules** - Observe and require student-athletes to observe the spirit and letter of all rules, including the rules of the game and those relating to eligibility, recruitment, transfers, practices and other provisions regulating interscholastic competition.
- **Improper Gamesmanship** - Promote sportsmanship over gamesmanship. DO NOT CHEAT. Resist the temptation to gain competitive advantage through strategies or techniques that violate the rules, disrespect the highest traditions of the sport or change the nature of competition.

ADMINISTRATIVE ORGANIZATION

ATHLETIC DEPARTMENT

A. DIRECTOR OF ATHLETICS

- Director of Athletics/Campus Principal –responsible for all athletic coaches at Beaumont ISD, and their assignments in regard to promotion of the overall program.
- Responsible to the Superintendent of Schools.
- Responsible for coordinating athletic programs and supervision of coaching personnel in the entire school district.
- Authorized to assign coaches under his supervision to in-service meetings and other duties relating to the successful operation of the programs.

B. ASSISTANT DIRECTOR OF ATHLETICS

- Assistant to the Director of Athletics- responsible for all athletic coaches in the system, and their assignments in regard to promotion of the overall program.
- Responsible to the Director of Athletics.
- Responsible for coordinating athletic programs and supervision of coaching personnel in the district.
- Authorized to assign coaches under their supervision to in-service meetings and other duties related to the successful operation of the program.
- Organize and supervise the Middle School athletic programs and schedules.

C. CAMPUS ATHLETIC COORDINATOR/ASSISTANT CAMPUS COORDINATOR

- Responsible for coordinating athletic programs at their campus in cooperation with the athletic director.
- Authorized to assign coaches under their supervision to in-service meetings and other duties related to the successful operation of the campus.
- Responsible to the Director of Athletics and Assistant Athletic Director.

D. HEAD COACHES – HIGH SCHOOL AND MIDDLE SCHOOL

- Responsible for coordinating their particular sport.
- Responsible to the Director of Athletics, Assistant Athletic Director, and Campus Coordinator.

E. ASSISTANT COACHES-HIGH SCHOOL AND MIDDLE SCHOOL

- Responsible to the Head Coach of their particular sport.
- Responsible to the Director of Athletics, Assistant Athletic Director, Campus Coordinator and Head Coaches.

F. LEAD ATHLETIC TRAINER

- Works with the Head Coach of each sport in the area of athletic training and injury rehabilitation.
- Responsible to the Director of Athletics, Assistant Athletic Director, and Campus Coordinator.

ATHLETIC STAFF RESPONSIBILITIES

The responsibilities listed below are not exhaustive and duties/responsibilities may be modified, as appropriate.

A. HEAD COACH

1. Responsible for all athletic equipment issued to his sport.
2. Will assist the Athletic Director in facility maintenance within the areas assigned to his/her sport.
3. Responsible for all home contests and will assist the visiting teams in any way deemed necessary.
4. Will schedule all games with the aid of the Athletic Director.
5. Will choose and contract all officials with the assistance of the Athletic Director.
6. Will organize all workouts in written form.
7. Responsible for the following paperwork: inventories, eligibility forms, lettermen's list, game results, meal requests (playoff games), officials' selection, bus requisitions, out-of-town travel lists, program rosters, final game statistics, and payment authorization forms.
8. Responsible for reporting all UIL violations to the Athletic Director immediately after infraction occurs. This includes, but is not limited to, player ejection, coach ejection, playing an ineligible player, etc.
9. Responsible for the behavior of all athletes under their guidance.
10. Will furnish a list of participants to the principal if class time is to be missed. All teachers must be informed.
11. Will stay with the athletes until they have dressed and secure all facilities before leaving.
12. Will attend coaching school, clinics, and district league meetings related to their sport, as the budget allows.
13. Responsible for their coaching staff and their development in the sport.
14. Will provide all program information as needed to the Booster Club representative such as rosters, pictures, etc. in accordance with Board Policy FL (LOCAL).
15. Will aid all college potential athletes with information about playing at the college level.
16. Will make sure that all reports for their sport are on time to the athletic office and the UIL.
17. Will determine the eligibility of all participants in the sport, complete paperwork necessary for the Athletic Director.

18. Will compile and maintain a file of needs such as equipment and supplies. Will complete inventory to ensure all essentials for the program are secured.
19. Will assign coaches to their specific coaching duties in their sport, subject to approval by Campus Coordinator and Athletic Director.
20. Responsible for submitting weekly game reports and end-of-season reports to the UIL and Athletic Director, as required by the sport.
21. Will provide direction and assistance to the high school and middle school coaches to assure coordination and success at each level.
22. Will submit a list of names of players to be scheduled in the athletic period and will be responsible for recommending the transfer of athletes out of the athletic period.
23. Responsible for obtaining approval from the campus principal to participate in any after school meetings/practices, or games if absent from work on a game or practice day.
24. Responsible for completing a Previous Athletic Participation Form and conducting a home verification visit for all new athletes moving into the District who wish to participate in Varsity athletics.

B. ASSISTANT COACH

1. Will assist the head coach with instructing players in the rules, regulations, equipment, and techniques of the sport.
2. Will assess player's skills, monitor players during competition and practice, and keep the Head Coach informed of the athletic performance of the students.
3. Will maintain a record of team statistics and requirements for lettering. (For Head Coach ,Assistant Athletic Director, and Athletic Director)
4. Will work within the basic framework and philosophy of the Head Coach of that sport and assists with determining game strategy.
5. Will assist the Head Coach with supervising athletes during practices and competition.
6. Will attend all staff meetings and carry out scouting assignments as designated by the Head Coach.
7. Will model sportsman-like behavior and maintain appropriate conduct towards players, officials, and spectators.
8. Will arrive assigned minutes before practice, contests, and meetings to adequately prepare and remain afterwards to assist players and participate in staff discussion, as needed.
9. Will assist in the planning and implementation of both in-season and out-of-season conditioning and weight programs.
10. Responsible for obtaining approval from the campus principal to participate in any after school meetings/practices, or games if absent from work on a game or practice day.
11. Will never criticize, admonish, or argue with the Head Coach or any staff member within ears or eyes of players or parents.

12. Will never leave practices, games, or any other contest where a student's attendance is requested until the last student has left.
13. Will Perform other such duties that are consistent with the nature of the position and that may be requested by the head coach or athletic administration.

C. ATHLETIC TRAINER

1. Will conduct an initial assessment of an athlete's injury or illness and formulate an impression of the injury or illness in order to provide emergency or continued care. Will refer the athlete to a physician for a definitive diagnosis and treatment, if necessary. Will document all assessments and the treatment of the athlete in RankOne.
2. Will administer first aid and emergency care for acute athletic injuries/illnesses.
3. Will coordinate, plan, and implement a comprehensive rehabilitation program for athletic injuries.
4. Will plan and implement a comprehensive athletic injury and illness prevention program.
5. Will provide instruction on curriculum related to athletic training or sports medicine by developing a student athletic trainer program.
6. Responsible for keeping a written record of all training room activities.
7. Responsible for keeping a copy of each athletic packet signed by a parent and physician.
8. Responsible for working with and developing the proper relationship with team physicians, coaches, athletes, and parents.
9. Will develop policies and procedures for the athletic training program as follows:
 - Ensure students address athletic trainers by a proper title, "coach", "Mr./Mrs./Ms.", etc.
 - Develop rules and job duties for student trainers and managers;
 - Develop rules for use in the training room; and
 - Limit the number of athletes, in the training room, at one time.
10. Will contact parents/guardians, keeping them fully informed of any injuries.
11. Will report any playing hazard found on practice or playing area.
12. Will administer treatment on weekends and holidays as assigned by the Athletic Director.
13. Will provide Athletic Trainer support at all varsity practices, home contests and sub-varsity events, as directed. Will provide trainer support for out-of-town contests where the opposing school trainer is not present, as directed.

14. Will compile and maintain a file of needs including equipment and supplies. Will complete inventory to ensure all essentials for the program are secured.
15. Will follow the work schedule and reporting policies established by the District for athletic trainers.
16. Will performs other duties as assigned by the Director of Athletics, Assistant Athletic Director, and/or Campus Coordinator.
17. Will provide required training and certification of CPR and First AID to all Beaumont ISD coaches.
18. Will maintain all paperwork relative to UIL requirements for steroid acknowledgement.
19. Will maintain all paperwork relative to coaches UIL requirements for CCP Training, Safety Training, First Aid/CPR Training, Concussion Training and Tackling Certification (Football) and Fundamentals of Coaching in Texas(First Year Coaches).

C. BOYS' AND GIRLS' MIDDLE SCHOOL COORDINATOR

1. Responsible for developing an athletic program under the leadership of the Athletic Director and Assistant Athletic Director.
2. Will teaches the offense, defense and drills recommended by the high school head coaches.
3. Will implement philosophies, schemes, strategies, techniques, skills, offense and defenses as recommended by the high school head coach.
4. Responsible for reporting all UIL violations to the Athletic Director/Campus Coordinator immediately after the violation. This includes player ejection, coach ejection, playing an ineligible athlete, etc. Any player that receives a technical/ yellow card is removed from the game at the first opportunity.
5. Will develop and maintain a positive relationship with campus administration.
6. Will implement, under the direction of the Athletic Director, strength and conditioning and an off-season training program.
7. Will compile and maintain a file of needs including equipment and supplies. Will complete inventory to ensure all essentials for the program are secured.
8. Will provide assistance for visiting teams, as necessary.
9. Responsible for securing team transportation by completing a bus requisition. All trips must be approved by the Athletic Director.
10. Will file team rosters, practice schedules and game schedules with the Athletic Department and notify the Director of Athletics and/or Assistant Athletic Director of any change
11. Will confirm games with opponents for all Middle School contests prior to the start of the

season.

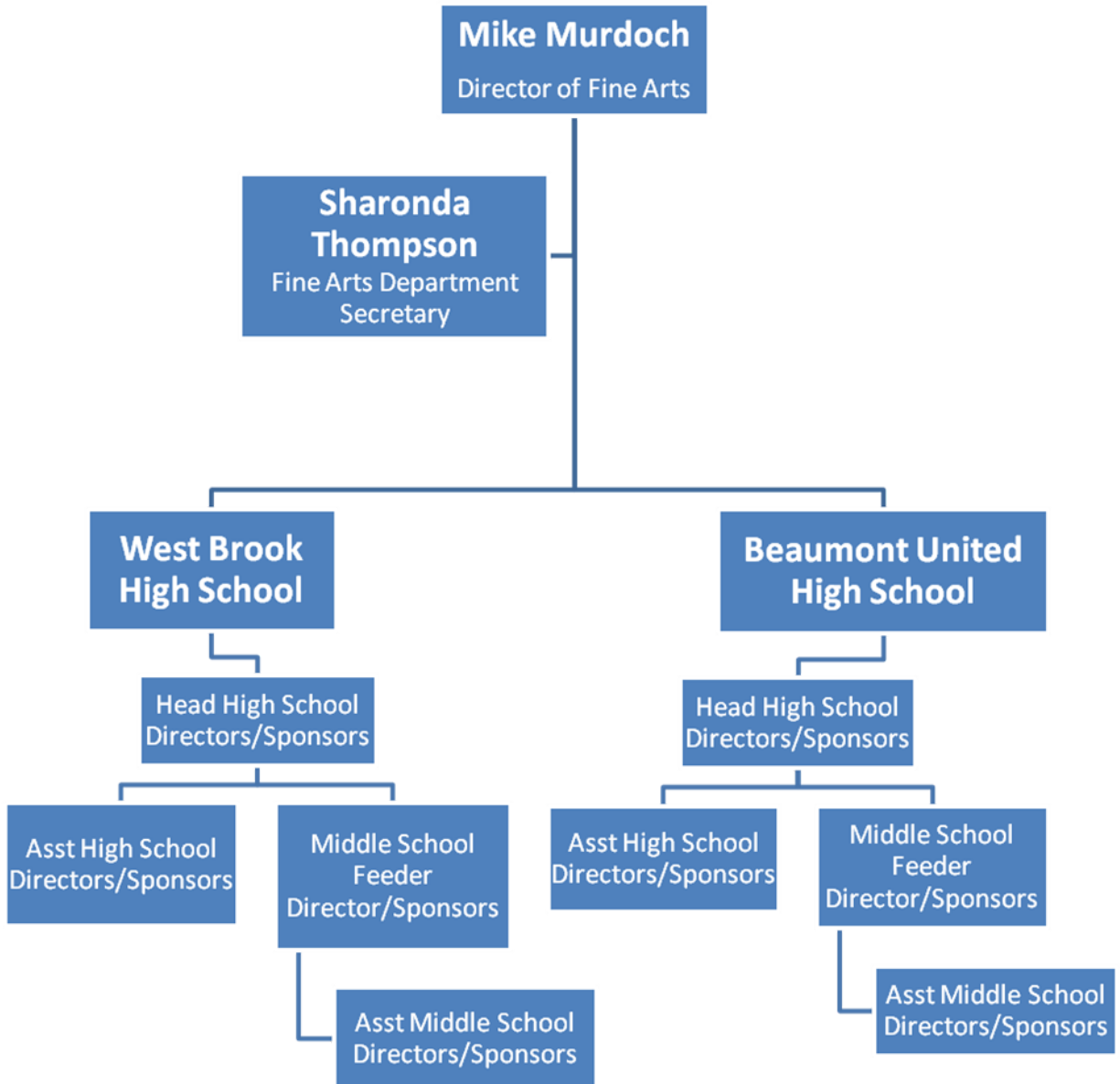
- 12.** Will organize all workouts on paper.
- 13.** Will encourage athletes to continue participating in athletics in high school and college.
- 14.** Will set a good example for all athletes and fellow coaches in manners, attitude, dress, conduct and character.
- 15.** Responsible for the care of injured players and referring them to the trainer, physician, or hospital.
- 16.** Will attend all in-service meetings held by the Athletic Director and High School Head Coach.
- 17.** Responsible for the proper care and maintenance of all athletic equipment at their school.
- 18.** Responsible for the general management (use, care, and maintenance) of all athletic facilities under their supervision.
- 19.** Will assign, with the aid of the Athletic Director, all assistant coaches to their assignments and monitor them to ensure that all coaches fulfill their assignments.
- 20.** Will determine the eligibility of all athletes.
- 21.** Will maintain all paperwork relative to coaches UIL requirements for CCP Training, Safety Training, First Aid/CPR Training, Concussion Training and Tackling Certification (Football) and Fundamentals of Coaching (First Year Coaches).
- 22.** Will perform other duties that may be assigned by the Athletic Director, Assistant Athletic Director, and/or Head Coach.

SECTION II

Fine Arts

Administrative Organization & Personnel

Department of Fine Arts



PERSONNEL

As parents entrust their children to the care of BISD, therefore, all Fine Arts personnel must accept responsibility for the overall development of the fine arts student and recognize the importance of supporting the total child, by adhering to the policies and procedures outlined in this Handbook.

DIRECTOR/SPONSOR ASSIGNMENTS – FINE ARTS

Teachers approved for stipends for extra duties and responsibilities shall be assigned and compensated in accordance to the following guidelines:

The Director of Fine Arts/Campus Principal is responsible for the assignment of all directors/sponsors and fine arts assignments are subject to change at the direction of the Director of Fine Arts/Campus Principal.

Evaluation of Directors/Sponsors: The Director of Fine Arts/Campus Principal shall be responsible for evaluating the overall performance of the director/sponsor of each fine arts area. The head directors/sponsors are responsible for evaluating each director/sponsor under their direction, followed by a review of the evaluation by the Director of Fine Arts.

Dismissal of Fine Arts Personnel: The Director of Fine Arts/Campus Principal will have the authority to assign and/or reassign fine arts personnel based on the specific needs of the program as determined by the Director of Fine Arts/Campus Principal. A reassignment may be made for disciplinary reasons when termination of employment is deemed too harsh for the offense.

ADMINISTRATIVE ORGANIZATION

FINE ARTS DEPARTMENT

A. DIRECTOR OF FINE ARTS

- Director of Fine Arts/Campus Principal – responsible for all fine arts personnel in Beaumont ISD and their assignments in regard to the promotion of the overall program.
- Responsible to the Superintendent of Schools and the Executive Director of Curriculum and Instruction.
- Responsible for coordinating all fine arts programs and the supervision of all fine arts personnel for the entire school district.
- Authorized to assign fine arts directors/sponsors under his supervision to in-service meetings and other duties relating to the successful operation of the programs.

B. HEAD DIRECTORS/SPONSORS

- Responsible for coordinating assigned fine arts programs at their campus in cooperation with the Director of Fine Arts and the campus principal.
- Responsible for the supervision of assistant directors/sponsors, contracted personnel, and volunteers in their assigned fine arts program.
- Authorized to assign assistant directors/sponsors under their supervision to in-service meetings and other duties related to the successful operation of the campus fine arts programs.
- Responsible to the Director of Fine Arts and the campus principal.

C. ASSISTANT DIRECTORS/SPONSORS

- Responsible to the head director/sponsor of their assigned fine arts program.
- Responsible to the Director of Fine Arts and the campus principal.

FINE ARTS STAFF RESPONSIBILITIES

The responsibilities listed below are not exhaustive and duties/responsibilities may be modified as appropriate.

HEAD DIRECTOR/SPONSOR

1. Responsible for developing the assigned fine arts program under the leadership of the Director of Fine Arts.
2. Will coordinate with middle school directors/sponsors in the assigned fine arts program and feeder system to establish recommendations for curricula and performance skills for middle school students.
3. Responsible for the coordination of all performances, contests, and/or events within the assigned fine arts program.
4. Responsible for the supervision, safety, and well-being of all students and performers in the assigned fine arts program before, during, and after all practices, rehearsals, performances, or other fine arts events.
5. Responsible for the repair and maintenance of all equipment and furniture in the assigned fine arts program.
6. Will assist the Director of Fine Arts in facility maintenance within the assigned fine arts program.
7. Will publish written rehearsals and practice schedules.
8. Responsible for all paperwork, including: inventories, eligibility forms, lettermen's list, contest results, meal requests, bus requisitions, out-of-town travel lists, program rosters, and payment authorization forms.
9. Responsible for reporting all UIL violations to the Director of Fine Arts immediately after infraction occurs.
10. Responsible for the behavior of all students and performers under their guidance.
11. Will furnish a list of participants to the principal if class time is to be missed. All teachers must be informed.
12. Will attend district, region, and state level meetings that are applicable to the assigned fine arts area. UIL meetings are required of all applicable fine arts staff members. Contact the Director of Fine Arts for permission to be excused.
13. Responsible for their assistant directors/sponsors and their development in the assigned fine arts program.
14. Will support and provide guidance for Booster Club activities in accordance with Board Policy GE (LOCAL).
15. Will provide resources and encouragement for students and performers to pursue college scholarships along with post-secondary and collegiate-level fine arts opportunities.

16. Will make sure that all reports for the assigned fine arts program are on time to the fine arts office and to the UIL.
17. Will determine the eligibility of all participants in the assigned fine arts program and complete any paperwork necessary.
18. Will compile and maintain a file of all assigned program needs. Will maintain a current inventory to ensure all essentials for the program are secured.
19. Will assign duties to assistant directors/sponsors in the assigned fine art program.
20. Will provide direction and assistance to any high school and middle school director/sponsors to assure coordination and success at each level.
21. Will submit a roster of students to be scheduled into each class in the assigned fine art program and will be responsible for recommending the transfer or removal of students from those classes.
22. Responsible for obtaining approval from the campus principal to participate in any after school meetings/practices/rehearsals, competitions, or games if participation will require absence during the school day.
23. Will perform other duties as assigned by the Director of Fine Arts or the campus principal.

ASSISTANT DIRECTORS/SPONSORS

1. Will assist the head director/sponsor in developing the assigned fine arts program under the leadership of the Director of Fine Arts.
2. Will assess performer skills, monitor students during competitions and rehearsals, and keep the head director/sponsor informed of the performance of the students.
3. Will support the head director/sponsor in implementing the recommended curriculum and performance skills for the assigned fine arts program.
4. Will support the head director/sponsor in all decisions and will be supportive of all staff members when interacting with students and parents.
5. Responsible for the supervision, safety, and well-being of all students and performers in the assigned fine arts program before, during, and after all practices, rehearsals, performances, or other fine arts events.
6. Will assist the head director/sponsor with all planning, paperwork, and procedures needed to support the assigned fine arts program.
7. Will organize all rehearsals and practices in written form.
8. Responsible for the behavior of all students and performers under their guidance.

9. Will attend district, region, and state level meetings that are applicable to the assigned fine arts area. UIL meetings are required of all applicable fine arts staff members. Contact the Director of Fine Arts for permission to be excused.
10. Will provide resources and encouragement for students and performers to pursue college scholarships along with post-secondary and collegiate-level fine arts performance opportunities.
11. Will perform other duties as assigned by the head director/sponsor, the Director of Fine Arts, or the campus principal.

MIDDLE SCHOOL DIRECTORS/SPONSORS (In addition to the above responsibilities)

1. Will coordinate with high school directors/sponsors in the assigned fine arts program and feeder system to implement recommendations for curricula and performance skills for middle school students.
2. Will actively recruit new members in the assigned fine arts program and assist high school directors/sponsors with retaining students from middle school to high school.
3. Will encourage and motivate all students/performers to continue participating in fine arts programs in high school and in college.
4. Will perform other duties as assigned by the Director of Fine Arts or the campus principal.

SECTION III

**Training, Rehearsal, and
Game/Performance
Expectations**

(Athletics & Fine Arts)

MANDATORY TRAININGS

AED/CPR and First Aid Certification:

All Beaumont ISD coaches, directors, and sponsors must maintain a current Red Cross and/or American Heart Association Certification in Adult CPR/AED and First Aid. Campus Athletic Trainers and Coordinators are responsible for verifying each coach, director, and sponsor has a current certification.

1. All **coaches, directors, and sponsors** must have a UIL Professional Acknowledgement Form notarized & on file with the District (*UIL C & CR 1202 (j)*).
2. All **marching band directors** must complete the UIL Marching Band Safety Training via the UIL Gateway each year prior to the marching band season.

<https://www.uilutexas.org/music/marching-band-safety-training>

3. All **coaches** are required to complete a 2-hour concussion course training outside of the UIL Coaches Certification Program (CCP) Online Training (*UIL C&CR 1208 (i)*). Texas Health Sports Medicine is certified through the Texas Education Agency and University Interscholastic League to offer the concussion training course required by H.B. 2038.

<https://www.texashealth.org/en/Health-and-Wellness/Sports-Medicine/Texas-Coaches-Concussion-Training>

4. All **coaches** must complete the Coaches Certification Program (CCP) – Online Training (*UILC & CR 1208 (i)*) annually prior to working with athletes. The program consolidates all UIL required training into one program. See <http://www.uil.utexas.edu/> for additional information.

UIL Constitution and Contest Rules

Ethics

UIL Steroid Training

Safety Training (State Law)

Concussion Training (State Law)

Sport Specific Training- Separate modules are provided for each sport.

5. **Football Coaches ONLY** are required to complete the Best Practices in Tackling Certification.

Atavus Website

<https://atavus.com/texas/>

UIL

<https://www.uilutexas.org/uil-portal>

2 hour concussion

<https://www.texashealth.org/Health-and-Wellness/Sports-Medicine/Texas-Coaches-Concussion-Training>

6. **First Year Coaches and any Coach who is not a full-time employee of the District** are required to complete Fundamentals of Coaching in Texas.
- a. The course is available on the UIL Portal (*UILC & CR 1202 (L)*). All first-year coaches and any coach who is not a full-time employee of the school district must complete this course.
 - b. **EXCEPTION:** Coaches who qualify for the exception under Section 1202 (a)(3) (retired teacher/administrator who has more than 20 years of experience) must complete a UIL approved Fundamentals of Coaching course **prior** to their participation as a coach in a UIL member school.
 - c.
7. **Cheerleading Sponsors** must complete AED & CPR Certification, the UIL Concussion Education, the Cheer Specific Safety Course, and the UIL Compliance Program through [Register My Athlete](#). UIL Spirit Safety FAQ's can be found at <https://www.uilTEXAS.org/files/spirit/Cheer-Safety-FAQs-17-18.pdf>
- a. The concussion education requirements include completion of one hour of concussion every year or two hours of concussion education every two years. The risk minimization safety training provided by AACCA is good for four years.
 - b. A current list of providers is found on the TEA website and the TEA link can be found on the UIL website:
[http://tea.texas.gov/Texas_Educators/Preparation_and_Continuing_Education/Continuing_Professional_Education_\(CPE\)/Continuing_Professional_Education_Information/](http://tea.texas.gov/Texas_Educators/Preparation_and_Continuing_Education/Continuing_Professional_Education_(CPE)/Continuing_Professional_Education_Information/)

Concussion training can also be located online through either:
Texas High School Coaches Association www.thsca.com
Texas Girls Coaches Association www.austintgca.com

Cheer safety and risk minimization courses are available through the National Federation of High Schools website. NFHS has two specific online courses available to meet the UIL requirement prescribed for cheer safety. <https://nfhslearn.com/courses>

PRACTICE/REHEARSAL EXPECTATIONS

1. Coaches/directors/sponsors will have a written plan for practice/rehearsal.
2. Coaches/directors/sponsors will show the athletes and performers that they are interested in their progress as individuals and as a team.
3. Coaches/directors/sponsors will move and circulate throughout practice/rehearsal in order to observe all aspects of student performance.
4. Coaches/directors/sponsors will maintain a positive attitude and when correcting an athlete or performer, they will give positive feedback first and then make corrections.
5. Coaches/directors/sponsors will dress appropriately for practice. Practice attire will be determined by the Director of Athletics or the Director of Fine Arts.
6. Coaches/directors/sponsors will keep accurate records of practice/rehearsal attendance.
7. Coaches/directors/sponsors will create a clearly defined warm-up routine for each sport or activity that is directly aligned with the skills and fundamentals being taught.

GAME DAY/PERFORMANCE EXPECTATIONS

1. All coaches will stay until the final game of the evening is completed, to assist with other games and supervise athletes that remain in the stands.
2. Coaches will assist on the bench when their team is not competing.
3. Coaches/directors/sponsors will ONLY release athletes or performers to go home with their parents/guardian, if the appropriate paperwork is on file.
4. Coaches/directors/sponsors will dress appropriately for game days. Game day attire will be determined by the Director of Athletics or the Director of Fine Arts.
5. Attendance should be consistent. If an employee (teacher) is absent from work on a game or practice day, that employee has to get approval from the campus principal to participate in any after school meetings/practices, or games.

SECTION IV
UIL
(Athletics & Fine Arts)

University Interscholastic League

Every coach, director, and sponsor should read the Constitution and Contest Rules of the University Interscholastic League (UIL) regarding their sport or activity, and be aware of all rules and rule changes. The 2021-2022 Constitution and Rules may be found at: <https://www.uil texas.org/policy/constitution>. Do not hesitate to contact the Athletic Office or the Fine Arts Office on any questionable matters. Below are links to rules specifically relating to each activity.

Music

- <https://www.uil texas.org/policy/constitution/music>

Athletics

- <https://www.uil texas.org/policy/constitution/athletics>

Spirit

- <https://www.uil texas.org/policy/constitution/spirit>

7-8 Athletics

- <https://www.uil texas.org/policy/constitution/elementary-junior-high/7-8-athletics>

Middle School Athletic Eligibility Requirements

Section 1478 (b) - An individual may participate in League athletic competition or contests as a representative of a participant school if he/she:

- 1) Has met the requirements of Section 1400 (a) regarding general eligibility;
- 2) For 7th grade athletic competition, has not reached his/her 14th birthday on or before September 1, and has not enrolled in the 9th grade;
- 3) For 8th grade athletic competition, has not reached his/her 15th birthday on or before September 1, and has not enrolled in the 9th grade;
- 4) and A student who initially entered the 7th or 8th grade the current school year and is too old for 7th or 8th grade participation may participate according to age, that is, 7th graders on the 8th grade, 9th grade, high school junior varsity or high school varsity

team, and 8th graders on the 9th grade, high school junior varsity, or high school varsity team.

- A. Four Consecutive Years. A student has only four consecutive calendar years to complete high school varsity eligibility. Exception: See Section 463 (Waivers).
 - B. Athletic Class. Over age junior high school students who have reached their 15th birthday on or before September 1 of that school year may be assigned to high school athletic periods if they are participating with the high school sub-varsity or varsity. Otherwise 7th and 8th grade students remain in their junior high school athletic class throughout the school year.
 - C. Full Participation Allowed. Only 7th and 8th grade students who are too old to represent the 8th grade team may participate on the high school's athletic team. Overage junior high school students who participate with a high school 9th grade, sub-varsity or varsity team, may participate fully under the rules for high school athletes in that sport, including, but not limited to, rules governing number of games, post-season games, etc.
- 5) Is a full-time student in grade seven or eight at the school he/she represents.
Exception: 7th and 8th grade students from public K-8 schools that do not field a team, may participate on the 7th and 8th grade baseball, basketball, football, soccer, softball, and/or volleyball teams at the junior high school in the attendance area where they reside or which is a part of the designated receiving school district. (Parochial, private, and homeschooled students are not eligible.)
- 6) Has been in attendance and has passed the number of courses required by State law and by rules of the State Board of Education and is passing the number of courses required by state law and by rules of the State Board of Education.
- 7) Has not repeated the 7th or 8th grade for athletic purposes. A student who repeats the 7th or 8th grade for athletic purposes shall be eligible for only two consecutive years in 7th and 8th grade athletic competition after the first enrollment in the 7th grade. A student held back one year in the 7th or 8th grade for athletic purposes shall lose the fourth year of eligibility after entering the 9th grade. A student held back for two years for athletic purposes shall lose the third and fourth years of eligibility after entering the 9th grade.
- 8) Has not changed schools for athletic purposes.

SECTION V
NON-SCHOOL
PARTICIPATION RULES
(Athletics)

NON-SCHOOL PARTICIPATION REGULATIONS (UIL)

UIL rules restrict school coaches in grades 7-12 from interacting with student-athletes in grades 7-12 from their attendance zone in team sport non-school activities, unless the student is his/her own biological or adopted child. School coaches are prohibited from providing transportation for student-athletes to non-school activities, or from providing instruction during the off-season except for allowable off-season programs during the school day. No school funds (including booster club funds), equipment or transportation can be used for non-school activities. Coaches shall not be involved in any activity which would bring financial gain to the coach by using a student's participation in a camp, clinic, league, or other non-school athletic event, such as a rebate for each player sent to a particular camp or from each player using a particular product.

Student athletes are allowed to participate in non-school competitions, camps and clinics at any time during the school year and summer, unless prohibited by local school district policies.

Non-School Participation Not Required - School coaches shall not require student-athletes to participate in non-school activities. School coaches and personnel should make every effort to ensure that student-athletes realize that participation in non-school activities is strictly voluntary and never required. Participation in non-school activities shall not be a prerequisite for trying out for a school team.

Private Instruction

Private Lessons- A student may take a private lesson anytime except during the school day, including the athletic period or during school practice sessions. Schools shall not pay for these private lessons.

Private Instruction- Individual Sports. Coaches shall not charge a fee for private instruction to student-athletes during the school year. The restriction on charging fees for private instruction applies only to those students who 1) are in grades 9-12; 2) are from the coach's attendance zone; and 3) participate in the sport for which the coach is responsible.

Private Instruction- Team Sports. UIL rules prohibit school coaches in grades 7-12 from working with student athletes in grades 7-12 from their own attendance zone in team sports in the off season and during the summer.

SECTION VI
BUSINESS AND ACCOUNTING
PROCEDURES
(Athletics & Fine Arts)

BUSINESS AND ACCOUNTING PROCEDURES

Budget Preparation

The Athletic and Fine Arts budgets shall be prepared and administered by the Director of Athletics/Director of Fine Arts with the cooperation of all Head Coaches/Directors/Sponsors in each sport and fine arts program.

1. All Head Coaches/Directors/Sponsors must take their budget into consideration when planning for travel and game/performance/contest expenses.
2. Additional information, such as capital equipment needs, suggestions for repair to equipment, etc., must be taken into consideration in preparing budgets.
3. All Coaches/Directors/Sponsors should study budget appropriations for their sport/program and exercise good judgment in all requests. **In no case will a sport/program be allowed expenditures exceeding the specific amount budgeted.**
4. No equipment or supplies may be purchased without approval of the Director of Athletics/Director of Fine Arts or their designee.

New Equipment

1. All new equipment shall be purchased by the Athletic Department and Fine Arts Department on a basis compatible with the best interest of BISD and in accordance with purchasing procedures established by Board Policy.
2. No purchase is to be made without a prior purchase order. Unauthorized expenses become the responsibility of the coach/director/sponsor who incurs the expense.

Purchase Orders

All Head Coaches/Directors/Sponsors are responsible for the purchasing of equipment and supplies required for their sport/program. Prior to placing an order, Head Coaches should check with the Director of Athletic and the Athletic Department Finance Officer to review any changes to the process and to answer any questions. Fine Arts directors and sponsors should check with the Director of Fine Arts to review any changes to the process and to answer any questions.

1. Purchase Order Requests
 - Check approved vendor lists and vendor catalogs.
 - Obtain a quote.
 - Complete a Purchase Order (PO) Request with Campus Coordinator's Signature.

- Return Purchase Order request to the Athletic/Fine Arts Department for approval.
 - Allow up to five days for processing.
 - The Athletic Office emails the PO to the vendor and copies the Head Coach for reference. Head Directors/Sponsors for the Fine Arts programs will obtain the PO and communicate with the vendor directly.
 - Purchasing Equipment – A PO MUST BE APPROVED BEFORE PLACING ORDER.
 - Notify the Athletic Department when ALL equipment is received. Then the PO will be closed and payment rendered.
2. All purchase order requisitions must be submitted to the Director of Athletics or the Director of Fine Arts for approval. Requisitions must be submitted in original form with signatures and must be submitted in-person or through interoffice mail.

Notes on completing the Requisition Form:

- Contact the vendor for a quote, including discount and shipping. Send a copy of the quote with your requisition form.
 - Coaches should return all requisition forms to the Athletic Department Finance Officer. Fine Arts directors/sponsors should return all requisition forms to the appropriate campus or district secretary.
 - Fill in all spaces where appropriate.
 - If you are ordering from a vendor catalog, list the catalog page number with each item.
 - Include shipping costs (most vendors charge shipping)
 - Provide information to properly code the Purchase Order to reflect the appropriate account. (Example: WBS Boys Basketball Supplies or UHS Volleyball Activity)
 - After the purchase is approved the requisition is processed.
 - A hard copy of the Purchase Order will be emailed to the Head Coach/Director/Sponsor.
3. When all items ordered are received, attach all packing slips that apply to the order, sign, date, and return to the Athletic Department Budget Manager or appropriate campus or Fine Arts departmental secretary. Send all invoices to the Athletic Office or Fine Arts Office with a statement of completion and okay to pay vendor notation. ALL INVOICE DATES MUST BE DATED AFTER THE PURCHASE ORDER APPROVAL DATE.
4. A requisition must be processed BEFORE ordering for athletic or fine arts events, such as play-offs, camps, fundraisers, contests, etc. The business office will process a requisition within a few hours for special circumstances. NOTE: A Purchase Order must be completed prior to the fundraiser start date.
5. All purchases must be paid for with District funds from the budget account or activity account. The Coach/Director/Sponsor will assume full responsibility for all debts incurred from unauthorized

purchases and/or purchases from unauthorized vendors.

- Vendors will not release orders without a purchase order number.
- Do not order directly through a vendor.
- Do not change an order with the vendor after the purchase order has been sent. Contact the Athletic Department Budget Manager or the Fine Arts Department Secretary if a change is required on the original purchase order.
- Do not accept double shipments; these are not free and you will be billed twice.
- **Purchases made without following the proper approval process will not be the responsibility of BISD.**
- All purchases should be made through the outlined PO process. Once a PO is entered the money is encumbered.
- For unapproved vendors, at least three comparable quotes and appropriate paperwork must be submitted for approval. The anticipated time for processing is two weeks.

Check Requests

1. Complete the appropriate check request form and include the account number and name for the funds to be deducted.
2. Attach the invoice showing name of vendor, date, and total cost. Check requests may only be submitted for athletic events and dues.
3. Check the appropriate box to designate how the funds should be sent or returned.
4. Check requests should be requested by the Head Coach/Director/Sponsor.
5. Coaches - return the check request to the Athletic Office. The Athletic Department Budget Manager will secure the appropriate signatures and forward the request to Finance.
6. Fine Arts directors/sponsors – return the check request to the appropriate campus or district secretary.
7. **The following require a Purchase Order: tournament fees, registrations, subscriptions, seminars, fundraisers, contests, entry fees, etc.**
8. All purchases should be made through the PO process, if possible.
9. You must have your two designated student-athlete/performer signatures on your PO, when using the Student Activity Account.

Deposits

1. TWO people must count all monies; both must sign the Deposit Report.
2. All checks should be stamped on the back with the deposit stamp. If you do not have a stamp, use the stamp assigned to your department.
3. Cash/checks or coins are to be deposited, use a clear deposit bag. Include account number and name on deposit slip before sealing the bag. Deposit slips and bags are available from the Athletic Office or the campus secretary. All checks should be listed and included with the deposit. Place white, pink, yellow copies of the bank deposit slip in the deposit bag.

Travel Requests

Prior to a trip, complete the Travel Request Form in its entirety. Be specific and attach all required documentation. This will eliminate the request being denied.

Travel Requests should include the following:

1. Name of person requesting funds for travel;
2. Date and time of departure and return;
3. Destination and purpose of travel (i.e. Cedar Hill for scouting or game, marching band contest), include game, meet, performance or conference schedule;
4. Roster/list of all travelers (include all coaches/directors/sponsors, students, trainers, and bus driver); and
5. Director of Athletics/Director of Fine Arts or their designee's signature.

Expense Report

1. Expense reports are due within 5 days of the return of your trip, to the travel clerk in the Accounts Payable Department. (Questions call Ext. 5021) Failure to settle within 5 days will result in a payroll deduction to recover unverified funds.
2. Receipts for parking, hotel, conferences, public transportation, and etc., should be the original itemized receipt. Copies of receipts and/or bank statements will not be accepted. Meal money cannot be used to purchase anything other than food and food related items.
3. You must include an updated roster to account for every employee and student that traveled.
4. Exact change is required if returning money. Checks are also accepted.
5. If a game/performance/event is cancelled due to weather conditions, meal money will need to be returned if the bus has not left the campus. (See Purchasing Coordinator and Director of Athletics/Director of Fine Arts).

****** All forms are available on-line or from the Athletic or Fine Arts Office.
Direct questions to Athletic Department Budget Manager at EXT. 5014 or the Fine Arts
Office at EXT. 5057.**

Hotels

Hotels must be in Texas/unless prior approval by district level Secondary Administrator. All hotel payments will be made using a check that is generated in the travel module prior to the travel date. A "Folio Statement" that shows a "zero balance" due or refund amount due is required when checking out. All hotel receipts must be ITEMIZED. A roster of all team members traveling, along with their room assignments, must be submitted to the Athletic or Fine Arts Department.

Fundraisers

All athletic and fine arts fundraisers, whether by teams or Booster Club, must be approved by the Campus Principal. Be considerate about fundraisers that target businesses. The Beaumont business community is continuously contacted by groups wanting donations or paid advertising. Be thorough in accounting procedures involving funds raised.

Donations

All donations over \$50.00 must be sent to the Business Office.

Technology

All technology items require a Purchase Order. The Technology Department will assist with quotes for all items requested. Once the quote is received and PO approved by the Director of Athletics or the Director of Fine Arts, the documents are sent to the Technology Department for processing. The Technology Department will use specific vendors for purchases and tag the item with an inventory tag upon arrival.

Student Activity Funds

All activity funds are managed by the Campus Principal. Below are guidelines to assist you in dealing with Student Activity Funds:

- Obtain permission from the Campus Principal or designee prior to any fundraising event.
- Write a receipt everytime money is accepted and follow deposit procedures daily. Keep detailed records of all money received by individual students.
- **Money raised by students can only be used directly by the students (meals, etc.)**
- UIL guidelines must be followed when spending activity funds. Activity funds cannot be used for Summer League teams, etc.
- Money collected for lost equipment should NOT be deposited in the activity fund unless the equipment was purchased with activity funds. Return funds for lost equipment to the Campus Principal to be deposited and credited to the regular school athletic or fine arts budget.
- Sponsors should sort all money and prepare it for deposit. A deposit record form must accompany all money.

- When requesting a PO, proper documentation must accompany the request. Use the Purchase Order Requisition Form.
- No Booster Club funds may be deposited in the Student Activity Fund. Booster Clubs are separate entities from the school district and must open their own account and use their own tax ID number.

Extended Play Procedures

THE HEAD COACH IS RESPONSIBLE FOR ALL OF THE FOLLOWING ITEMS WHEN THEIR TEAM ADVANCES TO PLAYOFFS.

1. The Head Coach will work with the Athletic Director and Athletic Office to determining:
 - a. Game Site – Contact the opponent and agree on the site.
 - b. Officials - Contact the opponent and agree on Chapter.
 - c. Game Workers – Determine the items each school is providing and who is paying.
 - d. Game Administrator - Select a game administrator to accompany the team to handle the officials and crowd control.
 - e. Ticket Prices – Determine the ticket prices for students and adults and the passes accepted at the game.
 - f. Game Report Form - Make sure all paperwork is turned into the Coordinator or Game Administrator for payment of officials and workers.
 - g. Travel roster - ****Any additional players brought up for extended play must receive approval from the Director of Athletics****
2. The Head Coach will work with the Athletic Office to ensure the following:
 - a. Complete itinerary with phone numbers and addresses, approved by the Athletic Director. This must be turned in with all PO's to the Athletic Office.
 - b. Set up mode of transportation with school bus, charter, or rental vehicles. This must be requested on a PO. Charter Buses require prior approval by completing Charter Bus Request Form.
 - c. Hotel reservations must be made in advance. State tax is exempt, but local taxes must be paid.
 - d. Checks for meal money and hotels will be issued prior to departure.
 - e. Buses will be billed to the Athletic Department upon return.
 - f. Car rentals must be completed by PO prior to the trip.
 - g. If the student or coach goes over the allotted amount for meals, they are responsible for paying the difference.

- h. Within 48 hours of completion of the trip all receipts from the hotel and meals must be turned in to the Business Office.

Professional Organizations, Clinics and State Tournaments

1. Athletic Coaches

- a. Membership to coaches' professional organizations including, but not limited to, Texas High School Coaches Association ("THSCA") and Texas Girls Coaches Association ("TGCA") is required for the Head Coach to gain eligibility for their athletes to participate in All-Star games and receive recognition such as All-State, Academic All-State, etc.
- b. Beaumont ISD will incur the cost of the following:
 - Head Coaches, High School and Middle School Campus Coordinators
 - Assistant Coaches and Junior High Coaches

2. Athletic Trainers

- a. Beaumont ISD Athletics will pay for the following:
 - Membership for the trainers' state organization;
 - Clinics or in-service meetings considered advantageous for improvement in job effectiveness or needed for continuance of trainer's certificate; and
 - Other in-service meetings, as approved by the Director of Athletics.
- b. Athletic Trainer's budget will pay for all additional clinics and staff development.

3. Fine Arts Directors/Sponsors

- a. Membership to professional organizations, such as the Texas Music Educators Association (TMEA), that are required to enter students in competitive events will be covered by Beaumont ISD at the discretion of the Director of Fine Arts.
- b. Membership to other organizations, convention registrations, clinics, and other professional development opportunities considered advantageous for the improvement of job effectiveness will be covered by Beaumont ISD at the discretion of the Director of Fine Arts.

Guidelines for Sports Camps – Athletics only

- Camps must be approved by the Director of Athletics or their designee.
- Must adhere to all UIL rules pertaining to camps.
- The Director of Athletics must approve camp fees.
- Must provide an expense record to the Director of Athletics
- Procedures for camp must be reviewed and approved by the Director of Athletics.
- A list of all workers must be provided to the Director of Athletics.

Booster Clubs

All booster clubs must comply with the District's Booster Club Manual.

Booster clubs are formed by school supporters to help enrich the school's participation in extracurricular activities and must be approved by the Board of Trustees. As the name implies, Booster Clubs are formed to BOOST and support all team members and the coaches/directors/sponsors of their sport/program. Beaumont ISD Athletic and Fine Arts Booster Clubs should support UIL sports or Fine Arts programs and follow all UIL guidelines and rules relating to participation in the school.

- It is a violation of the UIL athletic amateur rule for Booster Club funds to be used for non-school purposes. Athletic booster club funds shall not be used to support athletic camps, clinics, private instruction or any activity outside of the school.
- Booster Clubs should work closely with the Head Coach/Director/Sponsor of their sport/program to ensure UIL guidelines are followed.
- Booster groups or individuals may donate money or merchandise to the school with prior approval of the administration. These kinds of donations are often made to cover the cost of commercial transportation and to cover costs for meals. It is a violation for booster groups or individuals to pay for such costs directly, without prior approval from the local school administration. See Section 441(b)(9) and Section 840 (a)(2)(A)(iv), UIL Constitution and Contest Rules.
- Money donated to the school cannot be earmarked for any particular expense, but Boosters can make recommendations.
- Booster clubs should check with school administrators before giving anything to a student, school sponsor, director, or coach. The penalty to a student-athlete is forfeiture of varsity athletic eligibility in the sport for which the violation occurred for one calendar year from the date of the violation. If a team violates the amateur rule, the penalty will be assessed against the team and not against each individual. See Section 441(d), UIL Constitution and Contest Rules.

- Coaches/Directors/Sponsors cannot accept petty cash funds or miscellaneous discretionary funds. All funds must be given to the Director of Athletics/Director of Fine Arts or designee and spent at the discretion of the school.
- Booster Clubs cannot give anything to students.
- Parents may purchase items for their own child but may not provide other items for the athletes' teammates.
- All fundraising must be cleared through the Campus Principal.
- Booster Clubs must have their own bank account and tax ID number.

For additional information, refer to the UIL Booster Club Guidelines on the UIL website:

<https://www.uil-texas.org/policy/guidelines-for-booster-clubs>

Banquets

- All athletic and fine arts banquets must be arranged and approved by the Campus Principal and the Director of Athletics/Director of Fine Arts.

SECTION VII
AMATEUR RULE
(Athletics)

AMATEUR RULE – Section 441

The amateur rule starts the first class day of a student's ninth grade year, and is in continuous effect during the school year and summer months until all athletic competitions are completed in the 12th grade. The student at all times (whether in school or outside school) shall abide by the letter and intent of amateurism, as set forth in this section. Schools are charged with the responsibility of informing students of all applicable subsections of this rule and enforcing this rule. Administrators and coaches must ensure that athletes receive only services specifically permitted by written rule. Any breach of the rule undermines the educational goals of interscholastic athletics.

(a) NOT AN AMATEUR. For purposes of competing in an athletic contest, a student in grades 9-12 is not an amateur if that individual, within the preceding 12 months:

- (1) except as provided otherwise in this section, received money or other valuable consideration for participating in a UIL sponsored school sport;
- (2) received valuable consideration for allowing his or her name to be used in promoting a product, plan or service related to a UIL sport or contest; or
- (3) accepted money or other valuable consideration from school booster club funds for any non-school purpose.
- (4) For the purposes of this section, "participating" means taking part or playing any role in the covered sport or otherwise being involved in any practice, game or contest of the covered sport, as a coach, player, manager, assistant, or any other involvement besides that of a spectator. A game or activity involving chance not sponsored by the UIL but that may also involve a student using some athletic skill or ability does not constitute "participating" under this section. Such a game or activity would be a "half-court shot" contest as part of a marketing program or throwing balls at a target for a prize. "Teaching" and "coaching" are synonymous terms.
- (5) For the purposes of this section a "UIL sponsored school sport" is any sport that is sponsored by the UIL as either a regular approved UIL activity or pilot program and that is made available through the school the student attends. For example, baseball is a UIL sponsored sport and is covered by this rule, regardless of the level of competition involved or organization that is administering the game in which the sport is played.

(b) EXCEPTIONS:

- (1) Students may accept reasonable fees that do not exceed local prevailing rates for teaching or coaching activities.
- (2) Students may accept reasonable fees that do not exceed local prevailing rates for officiating athletic contests.
- (3) Seniors may sign a letter of intent or scholarship agreement which contains the conditions of a scholarship with a postsecondary institution.
- (4) For purposes of competing in an athletic contest, the member school, school district or a student's parent(s) may provide medical examination and services, athletic insurance, transportation and other travel expenses incurred in competing away from home, or supplies and services during and in connection with a game or practice period. Jerseys or game shirts may be worn on game day as well as during practice or competition, with school district approval.
- (5) Participant schools and member school districts may permit student athletes to attend contests by permit admission through a pass gate.
- (6) A student-athlete in grades 9-12 may accept funds that are administered by the United States Olympic Committee (USOC) or other national governing body.
- (7) Student athletes may accept small "goodie bags" consisting of cookies, candy and symbolic gifts from their classmates, if allowed by local school policy.
- (8) Student athletes may accept travel expenses and attend free banquets in connection with an awards ceremony to accept a national and/or state-wide award, after completing their eligibility in that sport.
- (9) Meals. The local school district determines when, how and from whom student athletes can receive meals and snacks.
- (10) This rule is sport-specific. For example if a student violates the rule in one sport that student would be ineligible for that sport only.

(c) STATUS REGAINED. If a student did not realize that accepting the valuable consideration was a violation of the amateur rule and returns the valuable consideration within 30 days after being informed of the violation, that student may regain athletic eligibility as of the date the valuable consideration is returned. If a student fails to return it within 30 days, that student remains ineligible for one year from when he or she accepted it. During the period of time a student is in possession of valuable consideration, he or she is ineligible for varsity athletic competition in the sport in which the violation occurred. Any games or contests in which the student participated during that time would be forfeited as the minimum penalty.

(d) TEAM VIOLATION. If the team violates this section, the penalty shall be assessed against the team and not against each individual.

HB 2721 – Prohibiting Students from Extracurricular Activities for Assault of an Official

HB 2721, which was effective June 16, 2021 and applies beginning with the 2021-2022 school year, prohibits a student who participates in a UIL competition from participating in any future UIL or school sponsored extracurricular activity if the state executive committee of the UIL determines that the student intentionally, knowingly, or recklessly caused bodily injury to a person serving as referee, judge, or other official in retaliation for or as a result of the person's actions taken in performing the duties of a referee or other official. If the student is prohibited from participation because of the conduct described above, the student may not practice or rehearse with other students for that extracurricular activity.

A student who is prohibited from participation may request to participate in future UIL activities if the request is submitted at least one year after the date the student engaged in the prohibited conduct if the student was in eighth grade or below at the time of the conduct or two years after the date the student engaged in the conduct if the student was in ninth grade or above at the time of the conduct. Before submitting the request, the student must complete a course in anger management, complete any other course activity or action required by the school district, and demonstrate to the satisfaction of the UIL that the student has been rehabilitated and is unlikely to engage in prohibited conduct again. The student may not submit a request if a previous request was denied during the same school year as the new request.

When determining whether to grant a request, UIL must consider the severity of the conduct and may set conditions for the student's future participation in extracurricular activities. UIL may prohibit a student from participating in future extracurricular activities if the student violates one of the conditions set by UIL.

SECTION VIII
EMERGENCY PROCEDURES
(Athletics & Fine Arts)

EMERGENCY PROCEDURES FOR COACHES/DIRECTORS/SPONSORS

If an emergency occurs and an Athletic Trainer is not present, the coach/director/sponsor present is responsible for handling the emergency.

Emergency Plan Steps:

- A. **Check** the athlete/student/performer.
 1. Make sure the scene is safe.
 2. Check vitals.

- B. **Call** for help.
 1. If you determine the athlete/student/performer is in immediate danger or if you are uncomfortable with the situation, CALL 911.
 2. If it is a non-emergency, contact a Staff Athletic Trainer.

- C. **Care** for the injured athlete/student/performer.
 1. If it is suspected the athlete/student/performer has sustained a head, neck or back injury, DO NOT move the athlete.
EXCEPTION: a non-breathing face down athlete/student/performer, should be turned.
 2. Ice and elevate new, minor injuries.
 3. Never administer any type of heat on a new injury.

COLD WEATHER POLICY:

Contact the Athletic Trainers with any questions pertaining to inclement weather conditions.

Cold Weather Policy - High School Practices and Rehearsals

- The Athletic Trainers will monitor the temperature and the wind chill using the weather-based internet sites as well as the weather applications on their phone.

- **Wind Chill Factor between 40°F with rain:**
 - 35 minutes exposure/20 minutes inside gym/school (may return outside after 20 minutes).
 - Dry clothing (socks, gloves).
 - Athletes/students/performers must be dressed in warm-ups with extremities covered.

- **Wind Chill Factor less than 35°F without rain:**
 - 45 minutes exposure/15 minutes inside gym
 - Athletes/students/performers must be dressed in warm-ups with extremities covered.

- **Wind Chill Factor 35°F with rain:**
 - All practices will be inside.
 - Not outside exposure.

- **Wind Chill Factor 32°F (Dry):**
 - 30 minutes of total exposure to chill factor.
 - 15 minutes inside.
 - Athletes/students/performers must be dressed in warm-ups at all times with extremities covered.

- **Wind Chill Factor of 30°F:**
 - No outside practices.
 - All workouts must be inside.

***** All coaches/directors/sponsors must provide appropriate clothing or establish guidelines for appropriate clothing for cold weather.*****

Cold Policy - Middle School Practice

- No practices or competitions shall be conducted outside when the chill factor is at or below 40° F.

HOT WEATHER POLICY:

Specific heat conditions will determine activity restrictions during practice according to the following:

High School

- **100 °F and/or Heat Index of 110 °F**
 - **Football**
 - Teams in shorts and shoulder pads will have water breaks every 30 minutes.
 - Each break will be 5 minutes of total rest time with helmets off.
 - Practice will not exceed 2 hours of total heat exposure.
 - Open water policy during the entire practice.
 - Teams having a full pad workout will have water breaks every 20 minutes.
 - Each break will be 5 minutes of total rest time with helmets off.
 - Practice will not exceed 1.5 hours of total heat exposure.
 - Open water policy during the entire practice.
 - Athletes should be allowed to remove helmets while not in contact drills.

 - **Cross Country Workouts/Boys and Girls Track**
 - Runners must stay on campus and/or within a park where they can be observed by the coaches.
 - Athletes cannot run routes where a coach cannot see the athletes running.

- Water breaks will occur every 30 minutes with 5 minutes total rest time.
 - Practice will not exceed 2 hours of total heat exposure.
 - Track and field athletes will take 5minute breaks every 30 minutes; athletes should be off their feet.
- **Baseball, Softball, Soccer and Tennis**
 - Athletes will be required to take a water break every 30 minutes with 5 minutes of total rest time.
 - Practice will not exceed 2 hours of total heat exposure.
 - **Off season workouts**
 - 45 minutes of total heat exposure with one 5 minute water break during this time
 - **Marching Band / Drill Team / Cheer**
 - Heat appropriate attire as defined by the Head Director/Sponsor.
 - Water breaks will occur every 30 minutes, full rest during water breaks.
 - Rehearsals/practices are limited to 2 hours of total heat exposure.
 - Open water policy during the entire rehearsal/practice time.
- **105 °F and/or Heat Index of 115 °F**
 - **Football**
 - Shorts and shoulder pad practices only.
 - Breaks will occur every 15 minutes.
 - Each break will be five minutes of total rest time with helmets off.
 - Practice will not exceed 2 hours of total heat exposure.
 - Open water policy during the entire practice.
 - **Cross Country Workouts/Boys and Girls Track**
 - Runners must stay on campus and/or within a park where they can be observed by the coaches.
 - Athletes cannot run routes where a coach cannot see the athletes running.
 - Water breaks will occur every 20 minutes with 5 minutes of total rest time.
 - Practice will not exceed 2 hours of total heat exposure.
 - Open water policy during the entire practice.
 - **Baseball, Softball, Soccer and Tennis**
 - Players will be required to take a water break every 20 minutes with 5 minutes of total rest time.
 - Practice will not exceed 2 hours of total heat exposure.
 - Open water policy during the entire practice.
 - **Off-season workouts**
 - 30 minutes of total heat exposure with one, 5 minute, water break during this time.
 - Open water policy during the entire practice.

- **Marching Band / Drill Team / Cheer**
 - Heat appropriate attire as defined by the Head Director/Sponsor.
 - Water breaks will occur every 15 minutes, full rest during water breaks.
 - Rehearsals/practices are limited to 2 hours of total heat exposure.
 - Open water policy during the entire rehearsal/practice time.

- **107°F and/or Heat Index of 117°F**
 - **Football**
 - Shorts, shirts, and helmets only.
 - Breaks will occur every 20 minutes with 5 minutes of total rest with helmets off.
 - Workouts are limited to 1.5 hours of total heat exposure.
 - Open water policy during the entire workout.

 - **Cross Country Workouts/Boys and Girls Track**
 - Runners must stay on campus and/or within a park where they can be observed by the coaches.
 - Athletes cannot run routes where a coach cannot see the athletes running.
 - Water breaks will occur every 15 minutes with a 5 minutes of total rest time.
 - Practice will not exceed 1.5 hours of total heat exposure.
 - Open water policy during the entire practice.

 - **Baseball, Softball, Soccer and Tennis**
 - Athletes will be required to take a water break every 20 minutes with 5 minutes of total rest time.
 - Practice will not exceed 1.5 hours of total heat exposure.
 - Open water policy during the entire practice.

 - **Off-season workouts**
 - 30 minutes of total heat exposure with one. 5 minute, water breaks during this time.
 - Open water policy during the entire practice.

 - **Marching Band / Drill Team / Cheer**
 - Heat appropriate attire as defined by the Head Director/Sponsor
 - Water breaks will occur every 15 minutes, full rest during water breaks
 - Rehearsals/practices are limited to 1.5 hours of total heat exposure.
 - Open water policy during the entire rehearsal/practice time.

- **110°F and/or Heat Index of 120°F**
 - **NO** outside practice allowed in any sport or fine arts program.

Middle School Athletics

- o **100°F and /or Heat Index of 110°F**
 - o **Football**
 - o Football teams will be in shorts and shoulder pads, with a water break occurring every 30 minutes.
 - Each break will be 5 minutes of total rest time with helmets off.
 - Practice will not exceed 2 hours of total heat exposure.
 - Open water policy during the entire practice.
 - o Full pad workout will have water breaks every 20 minutes. Each break will be 5 minutes of total rest time with helmets off.
 - Practice will not exceed 1.5 hours of total heat exposure.
 - Open water policy during the entire practice.
 - o Athletes should be allowed to remove helmets while not in contact drills.
- o **105°F and/or Heat Index of 115°F**
 - o No outside practice when temperature exceeds 105°F or a heat index of 115°F.
 - o Adhere to high school policy for 100°F temperatures at all other practices.

Middle School Fine Arts

- o No middle school Fine Arts activities or practices should occur outside if the temperature is at 100°F and /or Heat Index of 110°F

HEAT RELATED ISSUES:

Dehydration, its Effects on Performance, and its Relationship to Heat Illness

1. Dehydration can affect a student's performance in less than an hour of exercise — sooner if the student begins the session dehydrated.
2. Dehydration of just one to two percent of body weight (only 1.5-3 lb. for a 150- pound athlete) can negatively influence performance.
3. Dehydration of greater than three percent of body weight increases a student's risk of heat illness (heat cramps, heat exhaustion, heat stroke).
4. High-body-fat students can have a harder time with exercise and can become dehydrated faster than lower-body-fat students working out under the same environmental conditions.
5. Poor acclimatization/fitness levels can greatly contribute to a student's dehydration problems.
6. Medications/fevers greatly affect a student's dehydration problems.
7. Environmental temperature and humidity both contribute to dehydration and heat illnesses.

8. Clothing, such as dark, bulky, or rubber protective equipment can drastically increase the chance of heat illness and dehydration.
9. Wearing lightweight and light-colored clothing is suggested to decrease the chance of heat illness and dehydration.

Recommendations for Hydration to prevent heat illness.

WHAT NOT TO DRINK

- Drinks with Carbohydrate (CHO) concentrations of greater than eight percent should be avoided.
- Fruit juices, CHO gels, sodas, and sports drinks that have a CHO greater than six to eight percent are not recommended during exercise as sole beverages.
- Beverages containing caffeine, alcohol, and carbonation are not to be used because of the high risk of dehydration associated with excess urine production or decreased voluntary fluid intake.

HYDRATION TIPS AND FLUID GUIDELINES

- Drink according to a schedule based on individual fluid needs.
- Drink before, during and after practices, rehearsals, games, and performances.
- Drink 17-20 ounces of water or sports drinks with six to eight percent CHO, two to three hours before exercise.
- Drink another 7-10 ounces of water or sport drink 10 to 20 minutes before exercise.
- Drink early — by the time you're thirsty, you're already dehydrated.
- In general, every 10-20 minutes drink at least 7-10 ounces of water or sports drink to maintain hydration. Remember to drink beyond your thirst.
- Drink fluids based on the amount of sweat and urine loss.
- Within two hours, drink enough to replace any weight loss from exercise.
- Drink approximately 20-24 ounces of sports drink per pound of weight loss.
- Dehydration usually occurs with a weight loss of two percent of body weight or more.

WHAT TO DRINK DURING EXERCISE – FOR ATHLETICS ONLY

If exercise lasts more than 45-50 minutes or is intense, a sports drink should be provided during the session.

- The carbohydrate concentration in the ideal fluid replacement solution should be in the range of six to eight percent CHO.
- During events, when a high rate of fluid intake is necessary to sustain hydration, sports drinks with less than seven percent CHO should be used to optimize fluid delivery. These sports drinks have a faster gastric emptying rate and thus aid in hydration.
- Sports drinks with a CHO content of 10 percent have a slow gastric emptying rate and contribute to dehydration and should be avoided during exercise.
- Fluids with salt (sodium chloride) are beneficial to increasing thirst and voluntary fluid intake as well as offsetting the amount of fluid lost with sweat.
- Salt should never be added to drinks and salt tablets should be avoided.
- Cool beverages at temperatures between 50 to 59 degrees Fahrenheit are recommended for best results with fluid replacement.

TURBULENT WEATHER

Coaches/directors/sponsors of all sports and fine arts activities must be aware of the potential for turbulent weather. If the weather becomes threatening due to lightning, hail, etc. all students are to be moved to safe areas until the weather clears.

Lightning:

- UIL policy states all outdoor athletics and fine arts activities are to be suspended and all athletes, performers, athletic & fine arts personnel and spectators should proceed to a safe shelter with plumbing or vehicles when lightning is detected within 8 miles or 40 seconds using Flash-to-Bang Method or Perry Weather. An all clear will be given 30 minutes after the last lightning strike has occurred in the area.
 - **Flash-to-Bang:** Count the number of seconds once lightning is sighted, until the thunder (bang) is heard. Divide by five to obtain how far away (in miles) the lightning is occurring.
 - **Perry Weather Lightning Detector:** Perry Weather detector will be used in addition to the Flash-To-the Bang method of lightning monitoring in the BISD District lightning policy. The Licensed Athletic Trainer or designee will monitor Perry Weather. Even though technology and instrumentation have proven effective, they cannot guarantee safety. Perry Weather will be used to enhance warning during the initial stage of a storm by detecting lightning.

**** If possible, all cancellations should occur by 2:00 pm to avoid unnecessary travel. ****

AIR QUALITY POLICY

BISD Athletic Trainers will monitor the local air quality index by utilizing local news and weather stations, the Texas Council on Environmental Equality (“TCEQ”) website, the AirNow website, and issuing alerts. The athletic training staff will inform head coaches, head directors/sponsors, as well as the Athletic & Fine Arts Departments when modifications to activity are necessary.

Beaumont ISD will follow the TCEQ recommended limits on activity for each type of episode:

- **Ozone Watch (Orange)** – For periods of air quality that are unhealthy for sensitive groups (i.e., exceeding the federal clean air standards) with an Orange air quality index color:
 - Susceptible individuals (e.g., students/athletes with heart or lung disease) should minimize outdoor activity.
 - Healthy students/athletes with noticeable health effects associated with existing conditions should minimize outdoor activity.
 - Those students/athletes who fall under the above categories should be closely monitored and their practice should be modified accordingly, up to and including excusing the students/athletes from practice/rehearsal.

- **Ozone Warning (Red)** – For periods of air quality that are unhealthy with a Red air quality index color:
 - All students/athletes should discontinue prolonged, vigorous exercise lasting longer than one hour.
 - Susceptible individuals (e.g., students/athletes with heart or lung disease) should avoid outdoor activity.
 - All practices will be limited to one hour of total outdoor exposure.

- **Ozone Very “Unhealthy” (Purple)** – For periods of air quality that are unhealthy with a Purple air quality index color:
 - All students/athletes should discontinue vigorous outdoor activities, regardless of duration.
 - All outdoor athletic and fine arts practices will be moved indoors or canceled and all athletic or fine arts competitions should be rescheduled or canceled, if possible. Stay in contact with the Athletic Trainers and the Athletic & Fine Arts Department for full instructions.

SECTION IX
CONTEST MANAGEMENT &
EMERGENCY ACTION PLAN
(Athletics & Fine Arts)

GAME ADMINISTRATOR

Procedures

In all UIL varsity athletic team contests, a game administrator shall be appointed by the home school. That person must be a coach (other than the game coach), teacher, or administrator. It is recommended that a game administrator be designated by the home school for all non- varsity athletic team contests. The responsibilities of the game administrator are as follows:

1. Meet with the officials prior to game time (preferably on the playing field or court);
2. See that officials are directed to their dressing room;
3. Inform the officials where the game administrator will be seated.
4. Assist the officials if they need to discourage unsportsmanlike conduct of a fan, player, or coach (such as removal from stadium or gym);
5. Check with the officials after the game to see if there is any misconduct that needs to be reported;
6. Offer to provide an escort for the officials to their cars;
7. Report incidents to the appropriate school administrator;
8. Report severe verbal abuse or physical contact of the official and any ejections of coaches and fans to the UIL office in writing within the next two working days.

The home school is responsible for security. In playoff games/matches, both schools are responsible.

EMERGENCY ACTION PLAN INTRODUCTION

The BISD Emergency Action Plan can be accessed in the link below. Please familiarize yourself with all aspects and reach out to the Director of Athletics or the Director of Fine Arts with questions.

[Emergency Action Plan](#)

[Athletics / Emergency Action Plans](#)

SECTION X
ELECTRONIC MEDIA
(Athletics & Fine Arts)

Below please find excerpts from the Employee Handbook concerning use of Electronic Media. If you have any questions or concerns about the below, please contact your supervisor.

Personal Use of Electronic Media

Policies DH, CQ

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), web logs (blogs), wikis, electronic forums (chat rooms), video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and web-based applications.

As role models for the District's students, employees are responsible for their public conduct even when they are not acting as District employees. Employees will be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media 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. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

An employee who uses electronic media for personal purposes shall observe the following:

- The employee may not set up or update the employee's personal social network page(s) using the District's computers, network, or equipment.
- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, meal times, and before and after scheduled work hours; unless there is an emergency or the use is authorized by a supervisor to conduct District business.
- The employee shall not use the District's logo or other copyrighted material of the District without express, written consent.
- An employee may not share or post, in any format, information, videos, or pictures obtained while on duty or on District business unless the employee first obtains written approval from the employee's immediate supervisor. Employees should be cognizant that they have access to information and images that, if transmitted to the public, could violate privacy concerns.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics, even when communicating regarding personal and private matters, regardless of whether the employee is using private or public equipment, on or off campus. These restrictions include:
 - Confidentiality of student records [See Policy FL]
 - Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law [See DH (EXHIBIT)]
 - Confidentiality of District records, including educator evaluations and private email addresses. [See Policy GBA]

- Copyright law [See Policy CY]
- Prohibition against harming others by knowingly making false statements about a colleague or the school system. [See DH (EXHIBIT)]

See *Use of Electronic Media with Students*, below, for regulations on employee communication with students through electronic media.

Use of Electronic Media with Students

Policy DH

A certified or licensed employee, or any other employee designated in writing by the superintendent or a campus principal, may communicate through electronic media with students who are currently enrolled in the District. The employee must comply with the provisions outlined below. All other employees are prohibited from communicating with students who are enrolled in the District through electronic media. Employees are not required to provide students with their personal phone number or email address.

An employee is not subject to these provisions to the extent the employee has a social or family relationship with a student. For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, or religious organization. An employee who claims an exception based on a social relationship shall provide written consent from the student's parent. The written consent shall include an acknowledgement by the parent that:

- The employee has provided the parent with a copy of this protocol;
- The employee and the student have a social relationship outside of school;
- The parent understands that the employee's communications with the student are accepted from District regulation; and
- The parent is solely responsible for monitoring electronic communications between the employee and the student.

The following definitions apply for the use of electronic media with students:

- *Electronic media* includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), Web logs (blogs), wikis, electronic forums (chat rooms), video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and web-based applications.
- *Communicate* means to convey information and includes a one-way communication as well as a dialogue between two or more people. A public communication by an employee that is not targeted at students (e.g., a posting on the employee's personal social network page or a blog) is not a communication: however, the employee may be subject to District regulations on personal electronic communications. See *Personal Use of Electronic Media*, above. Unsolicited contact from a student through electronic means is not communication.
- *Certified or licensed employee* means a person employed in a position requiring SBEC certification or a professional license, and whose job duties may require the employee to

communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.

An employee who uses electronic media to communicate with students shall observe the following:

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.
- Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:
 - The employee shall include at least one of the student’s parents or guardians as a recipient on each text message to the student so that the student and parent receive the same message;
 - The employee shall include his or her immediate supervisor as a recipient on each text message to the student so that the student and supervisor receive the same message; or
 - For each text message addressed to one or more students, the employee shall send a copy of the text message to the employee’s District e-mail address.
- The employee shall limit communications to matters within the scope of the employee’s professional responsibilities (e.g., for classroom teachers, matters relating to class work, homework, and tests; for an employee with an extracurricular duty, matters relating to the extracurricular activity.)
- The employee is prohibited from knowingly communicating with students through a personal social network page; the employee must create a separate social network page (“professional page”) for the purpose of communicating with students. The employee must enable administration and parents to access the employee’s professional page.
- The employee shall not communicate directly with any student between the hours of 9 p.m. and 6 a.m. An employee may, however, make public posts to a social network site, blog, or similar application at any time.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators’ Code of Ethics including:
 - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
 - Copyright law [See Policy CY]
 - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DH]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with one or more currently-enrolled students.
- Upon written request from a parent or student, the employee shall discontinue communicating with the student through email, text messaging, instant messaging, or any other form of

one-to-one communication.

- An employee shall notify his or her supervisor in writing within one business day if a student engages in improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

An employee may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor.

**OFFICIAL MINUTES OF THE BOARD OF THE
BEAUMONT INDEPENDENT SCHOOL DISTRICT
IN THE BOARD ROOM OF THE BEAUMONT ISD ADMINISTRATION BUILDING
3395 HARRISON AVENUE BEAUMONT, TEXAS**

September 16, 2021

Regular Meeting Minutes as Directed Under the Provisions of the Texas Open Meetings Act, Texas Government Code, Chapter 551

The Board Members of the Beaumont Independent School District met in regular meeting on Thursday, September 16, 2021, in the Board Room of the Administration Building located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order at 5:03 p.m. by Robert C. Dunn, Sr., Presiding Officer.

CALL TO ORDER

President, Robert Dunn established a quorum.

ROLL CALL

PRESENT: Robert C. Dunn, Sr., Trustee & President
Woodrow Reece, II, Trustee & Vice President
Stacey Lewis, Jr., Trustee & Secretary
Joe A. Evans, Jr., Trustee (arrived at 5:07 p.m.)
Tillie Hickman, Trustee
Denise Wallace-Spooner, Trustee
Kevin W. Reece, Trustee (arrived at 5:08 p.m.)

Dr. Shannon Allen, Superintendent

ABSENT: NONE.

At 5:04 p.m., the board went in to closed session.

The board convened in open session at 6:30 p.m.

1. CLOSED SESSION (CLOSED TO PUBLIC) - BOARD WILL CONVENE IN CLOSED SESSION UNDER CHAPTER 551 OF THE TEXAS GOVERNMENT CODE, SECTIONS 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084 AND/OR 551.087, TO DELIBERATE ON THE FOLLOWING:

- a. LEGAL

1. Pending or contemplated litigation matters and status report

2. Matters on which the school district legal counsel's duties to the school district under the Texas Disciplinary Rules of Professional Conduct or the State Bar of Texas Clearly conflicts with the Texas Open Meetings Act

NO ACTION.

3. Consider Approval of Settlement Agreement concerning M.T.

It was moved by Tillie Hickman, and seconded by Woodrow Reece, the Board approved the settlement agreement in M.T. b/n/f M.T. and E.T. Docket Number 209-SE-0621.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE.

MOTION PASSED: 7-0

b. PERSONNEL

1. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, proposed terminations, terminations and suspensions, proposed nonrenewals, renewals, and resignation/retirements, discipline, and/or dismissal of a public officer or employee, including the superintendent, and/or hear complaints and grievances against public officers or employees

1. Review Individuals for Teacher Certification Waiver

NO ACTION.

c. REAL ESTATE

1. Deliberation regarding the purchase, exchange, lease or value of real property

NONE.

d. ECONOMIC DEVELOPMENT

1. Deliberation regarding an offer of a financial or other incentive to a business prospect related to economic development negotiations

NONE.

II. **6:30 p.m. - BOARDROOM (REGULAR OPEN BOARD MEETING)**

A. INTRODUCTION OF REGULAR MEETING

1. United States and Texas Flags Pledges of Allegiance – West Brook NJROTC posted the colors and the US and Texas flags was led by Dr. Calvin Rice, Principal of Paul Brown Learning Center.
2. Recognitions- Denise McLean, Director for Community Relations
 - PEIMS Clerks
 - Summer Saturday Registration
 - Student Services Department
 - Child Nutrition Services Department
 - Bilingual/ESL Department
 - Team Members and Parent Volunteers

B. PUBLIC COMMENTS

2 ½ Minutes

1. **NONE.**

1 ½ Minutes

1. **NONE.**

C. STUDENT OUTCOMES

1. **Superintendent’s Report**-Dr. Shannon Allen, Superintendent of Schools, presented the following information to the Board:
 - Vision
 - Mission
 - Core Beliefs #4
 - TS Nicholas Update
 - Virtual Instruction – SB 15
 - Current COVID-19 Statistics
 1. Rapid Testing Program
 2. Pfizer Vaccine Clinic

- Virtual Goals Night

1. Cabinet Report

- a. System of Great Schools Update - Anetra Cheatham, Chief Innovation Officer, presented the following information to the Board:

- SGS Board Update
- Objectives
- Theory of Action
- Current Actions Toward SGS
 - Managing School Performance
 - Expanding Great Options
 - Creating New Organizational Structures
- School Actions
- 2021-2022 School Year Planning

- b. School Board Outcome Goals: September Progress Monitoring Report – Dr. Anita Frank, Assistant Superintendent for Elementary Administration, presented the following information to the Board:

- Progress Monitoring Report – College, Career, and Military Readiness
- Board Outcome Goal and Yearly Targets
- Progress Measures
 - Lydia Sylvester – Dual Credit Courses
 - Eva LeBlanc – Industry Based Certification
- Key Actions

D. INFORMATION ITEMS

1. Update on Personnel Activities-Derwin Samuels, Executive Director of Human Resources, presented information on the Personnel activities for the month of August 2021.
2. Report for Tax Collections—Cheryl Hernandez, Chief Financial Officer, presented information on the Tax Collections Report for the month of August 2021.
3. Report for General Fund Revenue and Expenditures—Cheryl Hernandez, Chief Financial Officer, presented information on the General Fund Revenue and Expenditures Report for the month of August 2021.

4. Report for Campus Activities Funds and Donations—Cheryl Hernandez, Chief Financial Officer, presented information on the Campus Activities Funds and Donations for the month of August 2021.
5. Report-Facilities Subcommittee Update – Stacey Lewis, Co-Chair, presented an update on the district’s facilities including completed projects.

E. CONSENT AGENDA

1. Minutes of August 19, 2021, Regular Board Meeting and August 23, 2021, Emergency Meeting.
2. Approve Personnel Recommendations including Chapter 21 Hiring
3. Approve District Instructional Material Adoption Committee
4. Approve Payments over \$50k - Contract Renewals
5. Consider Approval of Individuals for Teacher Certification Waiver
6. Approve Awarded Vendor - RFP 22.02
7. Approve Application for Optional Flexible School Day-Paul Brown Learning Center
8. Approve 2021-2022 T-TESS Certified Appraisers

It was moved by Woodrow Reece, and seconded by Tillie Hickman, that the Board approve the items on the Consent Agenda as presented to the Board.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr.,
Tillie Hickman, Stacey Lewis, Woodrow
Reece, Kevin Reece and Denise Spooner

NAYS: None

MOTION PASSED: 7-0

F. ACTION ITEMS

1. Action, if any, on items discussed in closed session is stated above.
2. Approve the District Improvement Plans for the 2021-2022 School Year

It was moved by Woodrow Reece, and seconded by Stacey Lewis, that the Board approve the District Improvement Plans for the 2021-2022 School Year.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

3. Approve the Campus Improvement Plans for the 2021-2022 School Year

It was moved by Joe Evans, and seconded by Woodrow Reece, that the Board approve the Campus Improvement Plans for the 2021-2022 School Year.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

4. Approve Budget Amendments

It was moved by Stacey Lewis, and seconded by Tillie Hickman, that the Board approve the budget amendments.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

5. Approve Purchases of \$50K or More

It was moved by Stacey Lewis, and seconded by Tillie Hickman, that the Board approve Purchases of \$50K or More.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

6. Ratify and Adopt a Resolution to Nominate Board Member(s) for Jefferson Central Appraisal District (JCAD) to Service beginning January 1, 2022, through December 31, 2022.

It was moved by Joe Evans, and seconded by Tillie Hickman, that the Board Ratify and Adopt a Resolution to Nominate Lauren Williams Mason and Eugene Landry as Board Member(s) for Jefferson Central Appraisal District (JCAD) to Service beginning January 1, 2022, through December 31, 2022.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, and Stacey Lewis

NAYS: Woodrow Reece and Kevin Reece

ABSTENTION: Denise Spooner

MOTION PASSED: 4-2 and 1 abstention

7. Approve the Order Authorizing the Defeasance and Optional Redemption of certain outstanding maturities of the District's Outstanding Unlimited Tax School Building Bonds, Series 2012 and Series 2016

It was moved by Joe Evans, and seconded by Stacey Lewis, that the Board approve the Order Authorizing the Defeasance and Optional Redemption of certain outstanding maturities of the District's Outstanding Unlimited Tax School Building Bonds, Series 2012 and Series 2016.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

8. Approve Amended 2021-2022 Tax Levy Ordinance and Resolution

It was moved by Joe Evans, and seconded by Stacey Lewis, that the Board approve the Amended 2021-2022 Tax Levy Ordinance and Resolution.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

9. Consider approving Board Resolution regarding COVID-19 Leave

It was moved by Woodrow Reece, and seconded by Tillie Hickman, that the Board Consider approving Board Resolution regarding COVID-19 Leave.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Joe A. Evans, Jr., Tillie Hickman, Stacey Lewis, Woodrow Reece, Kevin Reece and Denise Spooner

NAYS: NONE

MOTION PASSED: 7-0

ADJOURNMENT

It was moved and seconded to adjourn this meeting, the meeting adjourned at 7:54 p.m.

**OFFICIAL MINUTES OF THE BOARD OF THE
BEAUMONT INDEPENDENT SCHOOL DISTRICT
IN THE BOARD ROOM OF THE BEAUMONT ISD ADMINISTRATION BUILDING
3395 HARRISON AVENUE BEAUMONT, TEXAS**

**OCTOBER 11, 2021
SPECIAL MEETING**

Meeting Minutes as Directed Under the Provisions of the Texas Open Meetings Act, Texas Government Code, Chapter 551

The Board Members of the Beaumont Independent School District met in special meeting on Monday, October 11, 2021, in the Board Room of the Administration Building located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order at 1:00 p.m. by Robert C. Dunn, Sr., Presiding Officer.

CALL TO ORDER

President, Robert Dunn established a quorum.

ROLL CALL

PRESENT: Robert C. Dunn, Sr., Trustee & President
Woodrow Reece, II, Trustee & Vice President
Stacey Lewis, Jr., Trustee & Secretary
Tillie Hickman, Trustee
Denise Wallace-Spooner, Trustee
Dr. Shannon Allen, Superintendent

ABSENT: Joe A. Evans, Jr., Trustee
Kevin W. Reece, Trustee

I. ACTION ITEMS

- A. Approve 12-Month Contract for WiFi Device Service under ECF Cycle 2

It was moved by Denise Spooner, and seconded by Stacey Lewis, that the Board approve the 12-Month Contract for WiFi Device Service under ECF Cycle 2.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Tillie Hickman, Stacey Lewis,
Woodrow Reece, and Denise Spooner

NAYS: NONE

MOTION PASSED: 5-0

NOT VOTING: Joe A. Evans, Jr., and Kevin W. Reece (Absent)

- B. Consider approval of Project Delivery and Contract Award Method to be used for Construction Contracts

It was moved by Denise Spooner, and seconded by Tillie Hickman, that the Board Consider approval of Project Delivery and Contract Award Method to be used for Construction Contracts.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Tillie Hickman, Stacey Lewis, Woodrow Reece, and Denise Spooner

NAYS: NONE

MOTION PASSED: 5-0

NOT VOTING: Joe A. Evans, Jr., and Kevin W. Reece (Absent)

- C. Consider Approval of Resolution Adopting Prevailing Wage Rates for Public Works/Construction Facilities Projects

It was moved by Tillie Hickman, and seconded by Stacey Lewis, to Consider Approval of a Resolution Adopting Prevailing Wage Rates for Public Works/Construction Facilities Projects.

President Robert Dunn called for a vote on the motion:

YAYS: Robert C. Dunn, Sr., Tillie Hickman, Stacey Lewis, Woodrow Reece, and Denise Spooner

NAYS: NONE

MOTION PASSED: 5-0

NOT VOTING: Joe A. Evans, Jr., and Kevin W. Reece (Absent)

ADJOURNMENT

It was moved and seconded to adjourn this meeting, the meeting adjourned at 1:17 p.m.



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.E.2.**

Agenda Item Title: Approve Hiring Chapter 21 and Director Employees

Cabinet Level Presenter(s): Derwin Samuels, Executive Director of Human Resources

Additional Presenter(s): N/A

Executive Summary: Listed below are Chapter 21 recently hired within the District

Recommendation: Approve Administration's Hiring Recommendation. The employees' names are included with the enclosed coversheet.

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Derwin Samuels, Jr. 10-4-2021
Cabinet Level Presenter's Signature Date

*CFO Signature (required if there is a budget impact) Date

General Counsel's Signature Date

Administration's Hiring Recommendation

Allison Darwin

Amber Hinon

Brenda Dalcour

Collin Maxson

Daniel Trainor

Diamond Pitre

Erika Keys

Gloria Burkes

Jaylan Brown

Jennifer Marion

Joseph Senegal

Keanna Willams

Khaliyah Stewart

Kristan Gordon

Kristie Jordan

Linsay Adams

Manuel Rodriguez

Mary Dages

Peyton Pitre

Tatyana Lewis

Theresa Strawser

Tyegh Thomas



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.E.3.**

Agenda Item Title: Adoption of Resolution Approving the 2021 Tax Roll

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: In accordance with Section 26.09 of the Texas Property Tax Code, the assessor shall submit to the governing body for approval the tax roll for the current year. The tax roll represents the appraisal roll with the amount of tax due. The total levy of \$137,159,908.01 represents 100 percent (100%) collections of the tax roll for maintenance and operations and debt service. The total levy of \$5,025,258.79 represents 100 percent (100%) collections for the values associated with the Chapter 313 agreements which are totally applied to the debt service.

Recommendation: Adopt the resolution to approve the 2021 tax roll.

Budget Impact* (if applicable):

Funding Source (if applicable):

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

RESOLUTION

BE IT RESOLVED PURSUANT TO THE TEXAS PROPERTY TAX CODE, SECTION 26.09, THAT THE BOARD OF TRUSTEES FOR THE BEAUMONT INDEPENDENT SCHOOL DISTRICT HEREBY APPROVE THE 2021 TAX ROLL THIS ____ DAY OF _____, 2021.

For Beaumont Independent School District

Sworn to and subscribed before me, the undersigned authority, this ____ day of _____, 2021.

Notary Public in and for the State of Texas

Tax Collection System - JEFFERSON COUNTY
 Certified Roll Jurisdiction Summary
 Processing For Tax Year: 2021 County Code: ALL Tax Unit: ALL

Jurisdiction: **4 BEAUMONT ISD**

Total Parcels:	69,661	Tax Rate:	1.1615100		
Market Value:	16,983,887,738	State Hom:	25,000	Opt Hom:	0.0000000
		State O65:	10,000	Opt O65:	5,000
		Disabled:	10,000	Opt Disabled:	0

AG Exclusion Count:	475	AG Exclusion Amt:	85,669,594
Timber Exclusion Count:	99	Timber Exclusion Amt:	8,086,078
HS Capped Count:	15,417	HS Capped Amt:	227,708,278
Assessed Value:	16,662,423,788		

Prorated-Exxv Count/Amt:	3,537	1,542,002,051	Disaster Count/Amt:	4	85,988
100% Exempt Vet Count/Amt:	370	56,083,542	Pro Charitable Functions Count/Amt:	9	2,552,553
Pro Youth Associations Count/Amt:	18	9,441,200	Surviving Spouse First Responder Count/Amt:	1	113,293
Prorated-Exxl Count/Amt:	3	2,224,397	Low Income Housing Count/Amt:	2	3,952,907
Chdo Count/Amt:	20	1,356,910	Economic Exemption Count/Amt:	9	1,989,334,857
Pro Misc Exempts Count/Amt:	101	3,301,920	Goods In Transit Count/Amt:	1	9,484,253
Pro Schools Count/Amt:	45	19,923,085	Hb366 Count/Amt:	56	15,058
Pollution Control Count/Amt:	63	237,688,255			

State Homestead Count:	21,924	State Homestead Amt:	534,375,145
Local Homestead Count:	0	Local Homestead Amt:	0
State Over 65 Count:	9,284	State Over 65 Amt:	86,162,924
Local Over 65 Count:	8,330	Local Over 65 Amt:	40,843,851
Surviving Spouse Count:	55	Surviving Spouse Amt:	736,490
State Disabled Count:	902	State Disabled Amt:	8,232,439
Local Disabled Count:	0	Local Disabled Amt:	0
Total VET Count:	638	Total VET Amt:	6,346,881
*VET Surviving Spouse Count:	13	*VET Surviving Spouse Amt:	113,776
*Included in the Total VET Count/Amt			

Partial Exempt Values:	676,697,730		
Taxable Value:	12,108,165,789		
Total Levy Amt:	137,159,908.01		
2525D Count:	1	2525D Amt:	161.47
Late AG Penalty Count:	3	Late AG Penalty Amt:	1,868.01
Late Rendition Penalty Count:	2,315	Late Rendition Penalty Amt:	107,428.22
Chapter 313 Savings Count:	4	Chapter 313 Savings Amt:	-420,612.29
Frozen Account Count:	9,630		
Frozen Homesite Value:	1,302,777,447		
Frozen Taxable Value:	907,164,152		
Unfrozen Levy Amt:	10,536,801.81		
Frozen Levy Amt:	7,382,643.74		
Frozen Levy Loss Amt:	3,154,158.07		
Total Non-Exempt Parcel Count:	69,661		

10/05/2021 05:01 pm
tc502_juris_summary.rep v1.14
Request Seq.: 3849700

Tax Collection System - JEFFERSON COUNTY
Certified Roll Jurisdiction Summary
Processing For Tax Year: 2021 County Code: ALL Tax Unit: ALL

Jurisdiction:	6	BEAUMONT ISD HB 1200			
Total Parcels:	9	Tax Rate:	0.2526100		
Market Value:	1,989,334,857	State Hom:	0	Opt Hom:	0.0000000
		State O65:	0	Opt O65:	0
		Disabled:	0	Opt Disabled:	0
AG Exclusion Count:	0	AG Exclusion Amt:	0		
Timber Exclusion Count:	0	Timber Exclusion Amt:	0		
HS Capped Count:	0	HS Capped Amt:	0		
Assessed Value:	1,989,334,857				
State Homestead Count:	0	State Homestead Amt:	0		
Local Homestead Count:	0	Local Homestead Amt:	0		
State Over 65 Count:	0	State Over 65 Amt:	0		
Local Over 65 Count:	0	Local Over 65 Amt:	0		
Surviving Spouse Count:	0	Surviving Spouse Amt:	0		
State Disabled Count:	0	State Disabled Amt:	0		
Local Disabled Count:	0	Local Disabled Amt:	0		
Total VET Count:	0	Total VET Amt:	0		
Partial Exempt Values:	0				
Taxable Value:	1,989,334,857				
Total Levy Amt:	5,025,258.79				
Frozen Account Count:	0				
Frozen Homesite Value:	0				
Frozen Taxable Value:	0				
Unfrozen Levy Amt:	0.00				
Frozen Levy Amt:	0.00				
Frozen Levy Loss Amt:	0.00				
Total Non-Exempt Parcel Count:	9				

ALLISON NATHAN GETZ
TAX ASSESSOR-COLLECTOR



TERRY WUENSCHERL
CHIEF DEPUTY

October 7, 2021

Beaumont ISD
Cheryl Hernandez
P O Box 672
Beaumont, TX 77704

Dear Ms. Hernandez:

Attached is the **2021 Certified Tax Roll Summary**. Pursuant to the Texas Property Tax Code, Section 26.09, this certified tax roll summary should be approved by your Board of Directors at your next board meeting. After the approval, please return the resolution for retention in the Tax Office.

If you should have any questions or require further information, please feel free to call.

Sincerely,

A handwritten signature in black ink that reads "Allison Nathan Getz". The signature is written in a cursive style.

ALLISON NATHAN GETZ, PCC
Assessor-Collector of Taxes
Jefferson County, Texas

ANG:ce

Attachment

cc: Dr. Shannon Allen

grandcp.ltr



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: II.E.4.

Agenda Item Title: Consider approval of additional roles in the Transportation Department to be added to the Compensation Plan for the 2021-2022 school year.

Cabinet Level Presenter(s): Derwin Samuels, Jr., Executive Director of Human Resources

Additional Presenter(s): Peggy Haynes, Senior Director of Auxiliary Services
Todd Coleman, Director Transportation

Executive Summary: Bus Driver shortages remain a critical issue for the District and Covid-19 has exacerbated the problem. The marketplace is over saturated with demands for licensed CDL drivers which decreases our ability to attract and retain qualified experienced drivers to fill our current vacancies. In an effort to address this shortage and improve our ability to serve the students of our community, the addition of the Bus Driver Trainee position will afford us the opportunity to recruit and train personnel to move into Bus Driver positions in a short period of time. This will also create a talent pool of qualified employees to draw from as the need arises.

Periodically, small numbers of students will need to be transported from one designated location to another designated location. Utilizing a school bus is inefficient, cost prohibitive and not always available when needed. The addition of a White Fleet Driver would effectively fulfill that need. A smaller, more efficient vehicle can be dispatched to address situations that require an immediate response. The White Fleet Driver is not required to hold a CDL license; therefore, our ability to recruit and retain qualified applicants increases tremendously.

Recommendation: To approve the addition of these roles in the Transportation Department to the Compensation Plan for the 2021-2022 school year.

- Bus Driver Trainee
- White Fleet Driver

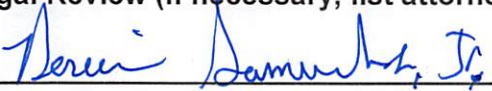
Budget Impact* (if applicable): N/A

Funding Source (if applicable):

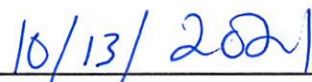
Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation): N/A

Legal Review (if necessary, list attorney and firm): N/A



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

BEAUMONT INDEPENDENT SCHOOL DISTRICT

Job Description



JOB TITLE:	White Fleet Driver	CLASSIFICATION:	Non-Exempt	
REPORTS TO:	Site Supervisor	PAY GRADE:	AX 4	/ 180 Days
LOCATION:	Transportation	DATE REVISED:	9/29/2021	

PRIMARY PURPOSE:

Under direct supervision, transports a small number of students from designated stops in a safe and timely manner.

QUALIFICATIONS:

Education/Certification:

- High School Diploma or GED
- Valid Class C License
- 20 hour School Bus Certification

Experience:

- Minimum of six months of driving experience

MAJOR RESPONSIBILITIES AND DUTIES:

1. Picks up students at designated stops and delivers students to designated locations in the BISD area.
2. Completes the student code of conduct sheets and submits them to the supervisor.
3. Performs all job duties in a safe and timely manner. Complies with local traffic regulations. Reports delays or accidents.
4. Verifies that equipment is operating correctly. May be required to conduct pre-trip inspections.
5. Performs other job-related duties as assigned.

Work Complexity, Independent Judgment:

6. Work and tasks are often straightforward, routine, structured, and guided by established policies and procedures. Little, if any, independent judgment is required outside of making basic choices in the selection and application of established methods. The job receives frequent, ongoing supervision

Budget Authority

- No budget development activity is required

Problem Solving

7. Decisions are made on routine matters affecting few individuals and usually within the confines of the job's department. Specific job activities and results are typically reviewed closely. There are limited requirements for developing new ideas or changes in methods, procedures, or services

Impact of Decisions:

8. Follows rules and procedures. Decisions can have minimal or no impact on BISD. Errors can be readily detected, usually by the employee, and, if made, would result in minor expense for correction
-

Communication/Interactions:

- 9. Basic communication – very little communication is required other than for receiving basic instructions. Interactions are mostly with students, their supervisor, and co-workers in their department.

Customer Relationships

Follows through with customer inquiries, requests, and complaints. Forwards difficult and non-routine inquiries or requests to the appropriate level for resolution.

EQUIPMENT USED:

- Operation of 2-way radios, cell phones, and e-mail
- May operate special needs equipment

SUPERVISORY RESPONSIBILITIES:

No supervisory or direct people management responsibilities. May provide occasional work guidance, technical advice, and staff training.

WORKING CONDITIONS:

Mental Demands

- Maintain emotional control under stress

Physical Demands

- Ability to carry and/or lift 15 to 44 pounds; significant fine finger dexterity; sitting, walking and standing

Environmental Demands

- Work involves some exposure to moderate risk of accident and requires following basic safety precautions.
- Work inside, may work outside

The above statements describe the general purpose and responsibilities assigned to the job and are not an exhaustive list of all responsibilities, duties, and skills that may be required. This job description is not an employment agreement or contract. The administration has the exclusive right to alter this job description at any time without notice.

Approved by Immediate Supervisor:	Date:
Reviewed by HR Director:	Date:
Received by Employee:	Date:

The Beaumont Independent School District does not discriminate on the basis of age, color, disability, national origin, race, religion, or sex in the educational programs or activities that it operates and is an equal opportunity employer.

BEAUMONT INDEPENDENT SCHOOL DISTRICT

Job Description



JOB TITLE:	Bus Driver Trainee	CLASSIFICATION:	Non-Exempt
REPORTS TO:	Site Supervisor	PAY GRADE:	AX / 180 Days
LOCATION:	Transportation	DATE REVISED:	9/29/2021

Primary Purpose:

This position is a limited duration training position in which the incumbent is taught the knowledge and skills necessary to become a district Bus Driver.

QUALIFICATIONS:

- Valid Texas Driver's License, and the ability to obtain a Texas Commercial Driver's License, Class B, (P) Passenger and(S) School Bus Endorsements within **90** days of hire
- 21 Years of age
- Maintain an acceptable MVR – Motor Vehicle Report, under the Texas school bus driving record evaluation
- Must pass an annual mental and physical exam required by Texas DPS
- Must pass an annual physical agility test
- Must be certified in school bus safety education or be enrolled in a school bus safety education class
- Must be free of a felony or misdemeanor conviction for a crime involving moral turpitude (conduct that is considered contrary to community standards of justice, honesty, or good morals)

MAJOR RESPONSIBILITIES AND DUTIES:

1. Attend all school bus driver training as required by trainer or supervisor.
 2. Complete Texas CDL exams to obtain Commercial Driver's License Permit.
 3. Complete behind-the-wheel instruction and subsequently pass the Texas DPS skills and driving test.
 4. Pre-trip bus & emergency equipment inspection before leaving the lot for every bus run/trip, including a proper air brake inspection.
 5. Report all accidents, vehicle damage, student injuries, and mechanical failures. Complete all required reports.
 6. Participate in headcounts and roll calls as needed and complete required reports.
 7. Supervise students while they board the bus, are on the bus, and as they leave the bus. Ensure students are crossing the street under district policy.
 8. Communicate with teachers and parents as needed regarding student behavior while on the bus.
 9. Maintain/Report student discipline issues according to transportation policy (verbal warnings, phone calls, write-ups).
 10. Instruct students on safe riding rules and regulations.
 11. Observe all traffic laws and safety regulations for school buses. Report any hazardous conditions along the route.
 12. Correct unsafe conditions in the work area that can cause an accident and inform supervisor of any items that cannot be fixed immediately.
 13. Operate two-way radio equipment by departmental policy.
 14. Work irregular hours as needed.
 15. Attend and complete required training programs and maintain all necessary certifications and licenses.
 16. Perform any duties that may be assigned by the Directors or Supervisors, up to and including extra runs as needed.
 17. Report directly to your assigned Operations Supervisor
-

WORKING CONDITIONS:

Mental Demands

- Ability to egress from the bus and supervise student evacuation from the bus promptly during emergencies
- Ability to communicate effectively (verbal and written)
- Maintain emotional control under stress

Physical Demands

- Continued sitting, reaching, climbing up and down steps, and repetitive hand and arm motions.
- Moderate lifting and carrying up to 100 pounds

Environmental Demands

- Moderate exposure to extreme temperatures and vehicle fumes, gasoline, and diesel fuel
- Work inside, may work outside

The above statements describe the general purpose and responsibilities assigned to the job and are not an exhaustive list of all responsibilities, duties, and skills that may be required. This job description is not an employment agreement or contract. The administration has the exclusive right to alter this job description at any time without notice.

Approved by Immediate Supervisor:	Date:
Reviewed by HR Director:	Date:
Received by Employee:	Date:

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Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.E.6.**

Agenda Item Title: Campus Improvement Plans 2021-2022 – Partner Campuses

Cabinet Level Presenter(s): Dr. Anita Frank, Anetra Cheatham

Additional Presenter(s): D'Lana Barbay and Campus Principals

Executive Summary: Each school year, the principal at each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the Campus Improvement Plan. The purpose of the campus-level plan is to improve student performance for all student populations, including students in special education programs. A board shall ensure that campus improvement plans are developed, reviewed, and revised annually for improving the performance of all students. A board shall also annually approve campus performance objectives.

Recommendation: The recommendation is that the Board approves the 2021-2022 Campus Improvement Plans for each partner campus.

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation): N/A

Legal Review (if necessary, list attorney and firm): N/A

Anita Frank

Cabinet Level Presenter's Signature

10/14/2021

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 16% to 55% by June 2025.

Performance Objective 1: This goal does not apply to secondary campuses.

Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 11% to 50% by June 2025.

Performance Objective 1: This goal does not apply to secondary campuses.

Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 49% to 70% by August 2025.

Performance Objective 1: This goal does not apply to this campus.

Goal 4: Beaumont ISD will improve its perception in the community as indicated on an annual net promoter survey score.

Performance Objective 1: Establish a systematic way to train parents with the platforms used by students by October 2021.

Performance Objective 2: Achieve a 3% increase for in-person ML King student attendance from 92% in 2019 to at least 95% by May 2022.

Performance Objective 3: Increase King family engagement to 50% of King parent body by December 2021.

Goal 5: Beaumont ISD will double the number of students enrolling/entering into military service, industry based certification, a two-year community college, or a four-year university.

Performance Objective 1: Establish a college and career-centered culture on King's campus by October 2021 (baseline year).

Goal 6: The district will increase the number of A or B rated schools across the district from 2 to 8 by 2025.

Performance Objective 1: Achieve a 7 point increase in the Texas Education Agency STAAR accountability rating for King Middle School, from a 53 in 2019 to at least a 60 by June 2022.

Performance Objective 2: From the 2021 Fall iReady math and reading assessments to the 2022 Spring iReady assessments, at least 65% of ML King students will exceed their academic growth targets. (2021-22 is a baseline year.)

Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 16% to 55% by June 2025.

Performance Objective 1: 80% of Kindergarten scholars will meet growth expectations by May 2022 using the EOY STAR360 Early Literacy assessment.

Performance Objective 2: Scholar achievement (including African American, Hispanic, SPED, and ESL scholars) at the meets performance level will increase by 10 percent on STAAR Reading for grades 3, 4, and 5, and 50% of all scholars grades 3, 4, and 5 will meet their growth progress measure by June 2022 as measured by the 2021-2022 STAAR Reading Assessment.

Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 11% to 50% by June 2025.

Performance Objective 1: All scholars in grades K-2 will increase their STAR360 growth measure by 10 percentage points from the 2021 BOY assessment to the 2022 EOY assessment.

Performance Objective 2: Scholar achievement (including African American, Hispanic, SPED, and ESL scholars) at the meets performance level will increase by 10 percent on STAAR Math for grades 3, 4, and 5, and 50% of all scholars grades 3, 4, and 5 will meet their growth progress measure by June 2022 as measured by the 2021-2022 STAAR Math Assessment.

Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 49% to 70% by August 2025.

Goal 4: Beaumont ISD will improve its perception in the community as indicated on an annual net promoter survey score.

Performance Objective 1: According to the campus climate survey, Parental and Community involvement will increase from 14% to 50% by May 2022.

Goal 5: Beaumont ISD will double the number of students enrolling/entering into military service, industry based certification, a two-year community college, or a four-year university.

Performance Objective 1: Fehl-Price Classical Academy will increase the number of events exposing scholars to college, career, and military opportunities from 2 to 4 by June 2022.

Goal 6: The district will increase the number of A or B rated schools across the district from 2 to 8 by 2025.

Performance Objective 1: By 2022-2023, FPCA will be rated as a B campus.

Performance Objective 2: Scholar achievement (including African American, Hispanic, SPED, and ESL scholars) at the meets performance level will increase by 20 percent on STAAR Science for grade 5, and 50% of all scholars in grades 5 will meet their growth progress measure by June 2022 as measured by the 2021-2022 STAAR Assessment.

Performance Objective 3: Scholar achievement (including African American, Hispanic, SPED, and ESL scholars) at the meets performance level will increase by 20 percent on STAAR Writing for grade 4, and 50% of all scholars in grades 4 will meet their growth progress measure by June 2022 as measured by the 2021-2022 STAAR Assessment

Performance Objective 4: By June 2022, the percentage of scholars in the 2021 Kindergarten cohort meeting their growth measure on STAR360 will increase from 50% to 80% by June 2022.

Performance Objective 5: FPCA will increase ADA from 85% to 97% or higher for the 2021-2022 academic year by May 2022.



**PLA @ Jones Clark Elementary
Campus Improvement Plan
2021-2022**

Campus Mission: The mission of PLA @ Jones Clark Elementary is to ensure educational excellence for all scholars focusing on mastery of academic skills through relevance, rigor, and continuous improvement offering quality seats through coaching and professional growth for our teachers with frequent, inclusive dialogue with our parents and school stakeholders.

Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 16% to 55% by June 2025.

Performance Objective 1: : By June 2022 Jones-Clark will show an increase in the percentage of scholars approaching grade level on Reading Star from 27% in 2021 to 50% for grade 3 and a 10% increase in percentage points for scholars meeting grade level going from 7% to 17%.

Goal 2: The percentage of 3rd grade students that score meets grade level or above on STAAR Math will increase from 11% to 50% by June 2025.

Performance Objective 1: Increase the percentage of scholars in grade 3-5 achieving meets on STAAR assessment from 19% to 30% and increase the percentage of scholars approaching grade level on STAAR from 43% to 55%.

Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 49% to 70% by August 2025.

Performance Objective 1: : PLA @ JC will increase CCMR events by 1 more event for grade K-5 scholars centered around college bound expectations, military service, and industry based certification.

Goal 4: Beaumont ISD will improve its perception in the community as indicated on an annual net promoter survey score.

Performance Objective 1: : Jones-Clark will increase the number of family engagement opportunities from 4 events to 8.

Goal 6: The district will increase the number of A or B rated schools across the district from 2 to 8 by 2025.

Performance Objective 1: By June 2022 Jones-Clark Elementary will increase the percentage of Grade 4 and 5 scholars meeting grade level in Reading from 9% to 19%.

Beaumont ISD
PLA @ Jones Clark Elementary
Stephanie R Hayes, Principal
3525 Cleveland Street
Beaumont, TX 77703
P 409-617-6350



**PLA @ SMITH MIDDLE SCHOOL
Campus Improvement Plan
2021-2022**

Campus Mission: The mission of Educators at PLA Smith will foster a safe, nurturing environment by creating academic equity, high quality instruction, and interventions that will enhance the lives of all scholars and families.

Goal 1: The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 16% to 55% by June 2025.

Performance Objective 1: Performance Objective 1: This does not apply to the Secondary Campus.

Goal 2: The percentage of 3rd grade students that score meets grade level or above on STAAR Math will increase from 11% to 50% by June 2025.

Performance Objective 1: Performance Objective 1: This does not apply to the Secondary Campus.

Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 49% to 70% by August 2025.

Performance Objective 1: Performance Objective 1: This does not apply to the Secondary Campus.

Goal 4: Beaumont ISD will improve its perception in the community as indicated on an annual net promoter survey score.

Performance Objective 1: : Smith Middle will increase the number of family engagement opportunities from 4 events to 8.

Goal 6: The district will increase the number of A or B rated schools across the district from 2 to 8 by 2025.

Performance Objective 1: By June 2022, Smith Middle will incorporate and increase the opportunities to highlight higher education.

Beaumont ISD
PLA @ Smith Middle School
Loretta Mack, Principal
4415 Concord Road
Beaumont, TX 77703
P 409-617-5825



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.E.7.**

Agenda Item Title: 2021-2022 Class Size Waivers

Cabinet Level Presenter(s): Dr. Anita Frank

Additional Presenter(s): N/A

Executive Summary: Texas Education Code 25.112 states that the allowable class size for students in grades prekindergarten through four is 22 students per teacher. Note, Pre-K class size limits were added beginning with the 2021-2022 school year. At the beginning of the year, each district must review its class size enrollment to determine whether there are classes in the district that do not meet the requirements of this law. If the review indicates that any class for grades K-4 exceeds the allowable class size limit, the district must submit a request for exception under TEC 25.112 (waiver).

Recommendation: The Board approves the requested class size waivers.

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation): N/A

Legal Review (if necessary, list attorney and firm): N/A

Anita Frank

Cabinet Level Presenter's Signature

10/14/21

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

BEAUMONT INDEPENDENT SCHOOL DISTRICT
Class Size Exception
2021-2022

At the beginning of the school year, each school district in Texas is required to review its class size enrollment to determine whether its class sizes for grades prekindergarten through four meet the requirements of TEC §25.112. If the review indicates that any class for grades Pre-K-4 exceeds the allowable class size limit of 22 students per class (22:1), the district must submit a request for exception under TEC §25.112(d). Districts are to enter ONLY the total number of classes/sections and the reason(s) per campus that exceeds the 22:1. Class size limits do not apply to physical education or fine arts classes. The exception request must be submitted to TEA (Commissioner) not later than the later of October 1 or the 30th day after the first school day the district exceeds the limit.

Campus Name	Grade
Caldwood Elementary	Kindergarten Bilingual
Fletcher Elementary	Kindergarten Bilingual
Fletcher Elementary	2 nd Grade Bilingual
Regina-Howell Elementary	Pre-Kindergarten
Fehl-Price Classical Academy	Kindergarten 1 st Grade 3 rd Grade 4 th Grade
PLA @ Jones-Clark Elementary	1 st Grade 2 nd Grade



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.F.2.**

Agenda Item Title: Approve Budget Amendments

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary:

Recommendation: Approve budget amendment GF-4 and accept amendments SR-5, SR-6, and SR-7

Budget Impact* (if applicable):

Funding Source (if applicable):

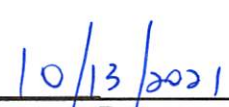
Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

Explanations of October Budget Amendments

General Fund GF-4

- Transfer a total of \$98,000 from Instructional exempt salaries to Curriculum 504 Coordinator exempt salaries for PCN repurposing due to lack of enrollment.
- Transfer \$2,000 from SPED guidance & counseling employee travel to SPED staff development employee travel (original budget did not allocated funds to function 13 travel) – Special Education (814).
- Transfer \$2,600 from instructional leadership general supplies to transportation employee travel to reimburse Transportation for temporary move for SPED bus drivers to attend Region 5 training – Special Education (814).
- Transfer \$12,400 from instructional general supplies to school leadership & instructional leadership exempt salaries for temporary move to general supplies & employee travel (original budget did not allocate funds to functions 23 and 21) – Homer ES (123).
- Transfer a total of \$5,575 from instructional general supplies to school leadership general supplies for Raptor renewal fee & employee travel (original budget did not allocate funds to function 23 travel) – Fletcher ES (110).
- Transfer \$1,000 from instructional general supplies to maintenance & operations contracted maintenance & repairs for the Planetarium – Planetarium (841).
- Transfer \$4,000 from instructional leadership employee travel to staff development employee travel for Special Programs future trainings & workshops – Curriculum (801).
- Transfer a total of \$24,829 from CTE instructional leadership general supplies & guidance & counseling misc. contracted services & general supplies to instructional fixed assets for CTE's Xello Software Subscription – Career & Technical Education (807).
- Transfer a total of \$17,000 from instructional general supplies & fixed assets to security & monitoring fixed assets for three (3) golf carts for safety officers – Beaumont United HS (014).
- Increase Career & Technical Education budget \$245,089 to purchase computers for CTE labs.
- Increase budget for purchase orders carried forward from FY 20-21 for items not yet received or services performed on projects in progress:
 - Police Dept - IT \$ 8,692
 - Maintenance Dept \$10,140

SR-5

- Fund 263 Title III Transferring funds for Bilingual ESL Program for Miscellaneous Contracted Services that are being Performed.

SR-6

- Fund 211.599 Title I School Improvement Covering expenses that incurred for Leadership Summer Training 2021, for employees

SR-7

- Fund 255 Title II Part A TPTR Reallocate funds for paying of invoices for Texas ASCD Sessions of employees.

2021-2022 BUDGET AMENDMENT NUMBER GF-4

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
199.11.6119.90.014.11.000	3,963,249	(49,000)	3,914,249
199.11.6119.90.046.11.000	1,976,476	(49,000)	1,927,476
199.21.6119.90.801.99.000	607,529	98,000	705,529
199.31.6411.65.814.23.000	15,000	(2,000)	13,000
199.13.6411.65.814.23.FED	-	2,000	2,000
199.21.6399.65.814.23.000	19,500	(2,600)	16,900
199.34.6411.61.920.99.000	10,900	2,600	13,500
199.11.6399.04.123.30.000	44,250	(12,400)	31,850
199.23.6119.90.123.99.000	139,955	10,000	149,955
199.21.6119.90.801.99.000	607,529	2,400	609,929
199.11.6399.04.110.30.000	35,298	(5,575)	29,723
199.23.6399.04.110.30.000	-	575	575
199.23.6411.04.110.30.000	-	5,000	5,000
199.11.6399.49.841.11.295	3,500	(1,000)	2,500
199.51.6249.49.841.11.295	3,000	1,000	4,000
199.21.6411.44.801.99.000	5,000	(4,000)	1,000
199.13.6411.44.801.11.000	5,485	4,000	9,485
199.21.6399.52.807.38.000	5,000	(5,000)	-
199.31.6299.52.009.38.000	7,000	(7,000)	-
199.31.6399.52.008.38.000	5,000	(5,000)	-
199.31.6399.52.009.38.000	5,000	(5,000)	-
199.31.6399.52.014.38.000	5,000	(2,829)	2,171
199.11.6395.52.009.38.223	145,645	24,829	170,474
199.11.6399.01.014.11.000	41,000	(8,500)	32,500
199.11.6395.04.014.30.000	26,250	(8,500)	17,750
199.52.6395.01.014.99.000	-	17,000	17,000
199.11.6395.52.807.22.000	32,132	245,089	277,221
199.53.6395.69.850.99.000	-	8,692	8,692
199.51.6299.80.819.99.608	691,326	10,140	701,466
Total Expenditures		<u>263,921</u>	
Net Change in the General Fund Budget		<u>(263,921)</u>	
<hr/>			
2021-2022 BUDGET CHANGE			
Total Revenues/Other Sources	173,445,347		173,445,347
Total Expenditures	<u>176,231,896</u>	<u>263,921</u>	<u>176,495,817</u>
2021-2022 Adjusted	(2,786,549)	(263,921)	(3,050,470)

2021-2022 BUDGET AMENDMENT NUMBER SR-5

<u>Expenditures</u>	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
Instruction			
263.11.6399.00.809.25.000	82,526	(10,226)	72,300
Curriculum Development			
263.13.6239.00.809.25.000	1,000	(525)	475
263.13.6299.00.809.25.000	21,300	12,751	34,051
Community Services			
263.61.6399.00.809.25.000	3,900	2,500	6,400
263.61.6395.00.809.25.000	2,000	(2,000)	-
263.61.6499.00.809.25.000	1,000	(1,000)	-
263.61.6411.00.809.25.000	1,400	(1,500)	(100)
Total Expenditures		<u>-</u>	

Net (Increase) Title III PART A LEP

-

2020-2021 BUDGET CHANGE

Total Revenues/Other Sources	220,873		220,873
Total Expenditures	<u>220,873</u>		<u>220,873</u>
2020-2021 Adjusted	-	-	-

2021-2022 BUDGET AMENDMENT NUMBER SR-6

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
Instruction			
211.11.6299.00.014.30.599	20,000	(20,000)	-
211.11.6411.00.801.11.599	35,534	(4,500)	
General Administration			
211.41.6299.00.801.99.599	25,000	24,500	
Total Expenditures		<u>-</u>	
Net (Increase) Title I School Improvement		-	

2020-2021 BUDGET CHANGE

Total Revenues/Other Sources	641,730		641,730
Total Expenditures	<u>641,730</u>		641,730
2020-2021 Adjusted	-	-	-

2021-2022 BUDGET AMENDMENT NUMBER SR-7

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
<u>Curriculum Dev/Staff Dev</u>			
255.13.6299.00.854.24.000	108,403	22,863	131,266
<u>School Leadership</u>			
255.23.6299.00.006.24.000	93,000	(12,000)	81,000
255.23.6299.00.854.24.000	66,538	(10,863)	55,675
Total Expenditures		<u>-</u>	
Net (Increase) Title II PART A TPTR		<u>-</u>	

2020-2021 BUDGET CHANGE

Total Revenues/Other Sources	1,510,980		1,510,980
Total Expenditures	<u>1,510,980</u>		1,510,980
2020-2021 Adjusted	-	-	-



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.F.3**

Agenda Item Title: Approve the Resolution of the Board Regarding Wage Payments During Emergency School Closure related to Tropical Storm Nicholas

Cabinet Level Presenter(s): Dr. Shannon Allen

Additional Presenter(s):

Executive Summary: In response to Tropical Storm Nicolas, the District closed on September 14, 2021. Employees who were instructed not to report to work may suffer a loss of pay unless the workday is made up at a later date. Therefore, the administration requests the Board authorize continued wage payments to all continuing employees, including long term substitutes, who were instructed not to report to work during the closure, unless the workday is schedule to be made up at a later date. The administration further requests that in accordance with Board Policy DEA (Local), all nonexempt employees that were required to work on September 14, 2021, be paid at a premium rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week.

Recommendation: Approve the Resolution of the Board Regarding Wage Payments During Emergency School Closure related to Tropical Storm Nicholas

Budget Impact* (if applicable):

Funding Source (if applicable):

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm): N/A

Cabinet Level Presenter's Signature

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

**BEAUMONT INDEPENDENT SCHOOL DISTRICT
RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS DURING
EMERGENCY SCHOOL CLOSURE RELATED TO TROPICAL STORM NICHOLAS**

WHEREAS, in response Tropical Storm Nicholas the District closed on September 14, 2021.

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled and those required to work during emergency closings.

WHEREAS, employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen.

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Beaumont Independent School District authorizes continued wage payments to all employees, contractual and noncontractual, salaried and non-salaried, including long-term substitutes, who are instructed not to report to work during an emergency closing, unless the workdays are scheduled to be made up at a later date.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services is effective for the date of closure, September 14, 2021.

Adopted this ___ day of October, 2021 by the Board of Trustees.

President

Secretary



Board Exhibit Cover Sheet

Meeting Date: October 21, 2021

Agenda Item/Exhibit Number: **II.F.4.**

Agenda Item Title: Approve Purchases over \$50,000.00

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s): Dr. Prudhomme, Toni McPherson, Peggy Haynes

Executive Summary: The attached list reflects the purchase over \$50,000.00.

Recommendation: Approve purchases in the amounts shown on attached list.

Budget Impact* (if applicable): General Fund - \$5,219,237.18
Federal Fund: - \$99,495.00

Funding Source (if applicable): General Fund / Federal Fund

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): Ch. 44.031, EDGAR

Policy Reference (if applicable, list policy/regulation): CH (LOCAL), CV (Legal) and (Local), CVF (Legal) and (Local)

Legal Review (if necessary, list attorney and firm): N/A

Cheryl Hernandez
Cabinet Level Presenter's Signature

10/15/2021
II.F.4. Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



General Fund

Vendor	Department	Description/Justification of Purchase	Contract #	Cost
CDW-G	CTE	236 Desktop computers for use in testing and office labs at Taylor Career and Beaumont United. \$161,535.80 + \$83,553.00 +83,553.00	OMNIA #R210401	\$328,641.18
CCI	Maintenance	This Job Order Contract is for minor construction related to the District's lighting upgrade project to retrofit and upgrade lighting at the following campuses: Dishman, Homer, Fletcher, Guess, Lucas, Marshall, Pietzsch-MacArthur, and West Brook. Upon approval of this purchase, the Board delegates to the Superintendent the authority to negotiate, finalize, and execute the Job Order Contract with CCI and amendments thereto.	TIPS #200201 (Trades JOC)	Not to Exceed \$2,891,696.00
CCI	Maintenance	This Job Order Contract is for minor construction related to the District's water conservation project to replace outdated plumbing fixtures district wide. Upon approval of this purchase, the Board delegates to the Superintendent the authority to negotiate, finalize, and execute the Job Order Contract with CCI and amendments thereto.	TIPS #200201 (Trades JOC)	Not to Exceed \$1,998,900.00
TOTAL				\$5,219,237.18

Federal Fund

Gaggle	Information Technology	Renewal of Gaggle software platform that supports students coping with behavioral risks and cyber bullying	TIPS #200105	\$99,495.00
TOTAL				\$99,495.00



QUOTE ANALYSIS FORM

Form version 7.23.2019

INSTRUCTIONS FOR COMPLETION:

- 1) Vendor quotes must be in writing (i.e. Vendor Quotation form; Vendor email; Internet Quote, etc.).
- 2) All awards should be made to the vendor whose proposal offers the "best value" to Beaumont ISD.
- 3) Awards based on "best value" may consider various factors, including but not limited to:
 - (a) Price / Total Cost of Ownership, (b) Quality, (c) Availability, (d) Vendor/Product Reputation, (e) Vendor's Ability to Meet District Needs, (f) Client References, (g) Past Experience with Beaumont ISD, and/or (h) any other relevant factor that ensures best value to the District.
- 4) Upon consideration of all factors, if all quotes meet District needs, the award should be made to the lowest bidder.

Quote Analysis Summary	
All awards should be made based on "Best Value" to the District. Please write a short summary below of each the vendor was chosen or denied.	
Vendor Name: CDW - Government	Quote Total: \$ 83,553.00
Summary: 60 Desktop computers with peripherals for office and testing labs.	
Vendor Name: Dell Commercial	Quote Total: \$ 112,455.00
Summary: 60 Desktop computers with peripherals for office and testing labs.	
Vendor Name: CDW	Quote Total: \$ 84,298.00
Summary: 60 Desktop computers with peripherals for office and testing labs.	

Vendor Selected: CDW - Government

Selection Justification: CDW - Government is the best value and has the stock to fulfill the order.

Name of Person Completing this Form: Beau Carroll

Signature: 

NOTE: THE COMPLETED & SIGNED TABULATION FORM AND COPIES OF ALL QUOTES MUST BE ATTACHED TO THE REQUISITION.

QUOTE CONFIRMATION



DEAR TANYA ANDERSON,

Thank you for considering CDW*G LLC for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
MKDR137	9/28/2021	CTE DESKTOPS	0792983	\$83,553.00

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
<u>DELL CTO 5090 I7-10700 256/16 W10P</u> Mfg. Part#: 3000095406078 10th Generation Intel Core i7-10700 (8-Core, 16MB Cache, 2.9GHz to 4.8GHz, 65W) 16GB, 1x16GB, DDR4 non-ECC Memory M.2 256GB PCIe NVMe Class 35 Solid State Drive AMD Radeon 550 2GB LP (DP/DP) ProSupport: Next Business Day Onsite 3 Years Contract: TIPS Technology Solutions Products and Services (200105)	60	6670153	\$1,392.55	\$83,553.00

PURCHASER BILLING INFO	SUBTOTAL	\$83,553.00
Billing Address: BEAUMONT INDEPENDENT SCHOOL DIST ACCOUNT PAYABLE PO BOX 672 BEAUMONT, TX 77704-0672 Phone: (409) 617-5072 Payment Terms: NET 30 Days-Govt/Ed	SHIPPING	\$0.00
	SALES TAX	\$0.00
	GRAND TOTAL	\$83,553.00
	DELIVER TO Shipping Address: BEAUMONT ISD 1650 CALDWELL AVE BEAUMONT, TX 77703-5111 Shipping Method: DROP SHIP-GROUND	
Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515		

Need Assistance? CDW*G LLC SALES CONTACT INFORMATION

	CDW Account Team - Mike and Matt	(866) 229-6142	mikeandmatt@cdwg.com
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LEASE OPTIONS			
FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$83,553.00	\$2,240.06/Month	\$83,553.00	\$2,587.64/Month

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

Why finance?

- Lower Upfront Costs. Get the products you need without impacting cash flow. Preserve your working capital and existing credit line.



QUOTE ANALYSIS FORM

Form version 7.23.2019

INSTRUCTIONS FOR COMPLETION:

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 - (a) Price / Total Cost of Ownership, (b) Quality, (c) Availability, (d) Vendor/Product Reputation, (e) Vendor's Ability to Meet District Needs, (f) Client References, (g) Past Experience with Beaumont ISD, and/or (h) any other relevant factor that ensures best value to the District.
- 4) Upon consideration of all factors, if all quotes meet District needs, the award should be made to the lowest bidder.

Quote Analysis Summary


All awards should be made based on "Best Value" to the District. Please write a short summary below of each the vendor was chosen or denied.

Vendor Name:	CDW - Government	Quote Total:	\$ 245,088.80
Summary:	176 Desktop computers with peripherals for office and testing labs.		
Vendor Name:	Dell Commercial	Quote Total:	\$ 329,868.00
Summary:	176 Desktop computers with peripherals for office and testing labs.		
Vendor Name:	CDW	Quote Total:	\$ 247,274.72
Summary:	176 Desktop computers with peripherals for office and testing labs.		

Vendor Selected: CDW - Government

Selection Justification: CDW - Government is the best value and has the stock to fulfill the order.

Name of Person Completing this Form: Beau Carroll

Signature: 

NOTE: THE COMPLETED & SIGNED TABULATION FORM AND COPIES OF ALL QUOTES MUST BE ATTACHED TO THE REQUISITION.

QUOTE CONFIRMATION



DEAR TANYA ANDERSON,

Thank you for considering CDW•G LLC for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
MKD834	9/28/2021	CTE DESKTOPS	0792983	\$161,535.80

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
DELL CTO 5090 I7-10700 256/16 W10P Mfg. Part#: 3000095406078 10th Generation Intel Core i7-10700 (8-Core, 16MB Cache, 2.9GHz to 4.8GHz, 65W) 16GB, 1X16GB, DDR4 non-ECC Memory M.2 256GB PCIe NVMe Class 35 Solid State Drive AMD Radeon 550 2GB LP (DP/DP) ProSupport: Next Business Day Onsite 3 Years Contract: TIPS Technology Solutions Products and Services (200105)	116	6670153	\$1,392.55	\$161,535.80

PURCHASER BILLING INFO	SUBTOTAL	\$161,535.80
Billing Address: BEAUMONT INDEPENDENT SCHOOL DIST ACCOUNT PAYABLE PO BOX 672 BEAUMONT, TX 77704-0672 Phone: (409) 617-5072 Payment Terms: NET 30 Days-Govt/Ed	SHIPPING	\$0.00
	SALES TAX	\$0.00
	GRAND TOTAL	\$161,535.80
	DELIVER TO Shipping Address: BEAUMONT ISD 1650 CALDWELL AVE BEAUMONT, TX 77703-5111 Shipping Method: DROP SHIP-GROUND	
Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515		

Need Assistance? CDW•G LLC SALES CONTACT INFORMATION



CDW Account Team - Mike and Matt

(866) 229-6142

mikeandmatt@cdwg.com

LEASE OPTIONS			
FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$161,535.80	\$4,287.16/Month	\$161,535.80	\$4,964.00/Month

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

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QUOTE CONFIRMATION



DEAR TANYA ANDERSON,

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QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
MKDR137	9/28/2021	CTE DESKTOPS	0792983	\$83,553.00

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
DELL CTO 5090 I7-10700 256/16 W10P	60	6670153	\$1,392.55	\$83,553.00
Mfg. Part#: 2000095402076 10th Generation Intel Core i7-10700 (8-Core, 16MB Cache, 2.9GHz to 4.8GHz, 65W) 16GB, 1x16GB, DDR4 non-ECC Memory M.2 256GB PCIe NVMe Class 35 Solid State Drive AMD Radeon 550 2GB LP (DP/DP) ProSupport: Next Business Day Onsite 3 Years Contract: TIPS Technology Solutions Products and Services (206105)				

PURCHASER BILLING INFO		SUBTOTAL	\$83,553.00
Billing Address: BEAUMONT INDEPENDENT SCHOOL DIST ACCOUNT PAYABLE PO BOX 672 BEAUMONT, TX 77704-6672 Phone: (409) 617-5072 Payment Terms: NET 30 Days-Govt/Ed		SHIPPING	\$0.00
		SALES TAX	\$0.00
		GRAND TOTAL	\$83,553.00
		DELIVER TO Shipping Address: BEAUMONT ISD 1650 CALDWELL AVE BEAUMONT, TX 77703-5111 Shipping Method: DROP SHIP-GROUND	

Need Assistance? CDW•G LLC SALES CONTACT INFORMATION			
	CDW•G LLC Sales Support	(866) 229-6142	mikeandmatt@cdwg.com

LEASE OPTIONS			
FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$83,553.00	\$2,240.06/Month	\$83,553.00	\$2,587.64/Month

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

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QUOTE ANALYSIS FORM

Form version 7.23.2019

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- 4) Upon consideration of all factors, if all quotes meet District needs, the award should be made to the lowest bidder.

Quote Analysis Summary			
All awards should be made based on "Best Value" to the District. Please write a short summary below of each the vendor was chosen or denied.			
Vendor Name:	Gaggle	Quote Total:	\$ 99,495.00
Summary:	Gaggle was chosen based on its proven ability to best fulfill the district's needs for a campus safety platform as we continue to deliver our 1:1 platform to protect our student's gmail and google drive from self-harm and cyber bullying.		
Vendor Name:	Managed Methods	Quote Total:	\$ 48,653.00
Summary:	Managed Methods focuses specifically on email security and the misharing of PII data through email through machine monitoring tools.		
Vendor Name:	Cisco Cloudlock	Quote Total:	~300,000.00
Summary:	Cisco cloudlock was demoed in our environment during a trial within the district with some other products. To get the product to work effectively, several pieces have to be purchased and upgraded. Therefore, it is cost prohibitive to BISD.		

Vendor Selected: _____ Gaggle _____

Selection Justification: In an effort to continue to our focus on behavioral risks and cyber bullying, we believe Gaggle is the best tool to work in tandem with systems the district already has in place. BISD has had a positive relationship with Gaggle for the past two years. It has been proven that Gaggle has made a positive impact in intercepting student situations of self-harm and cyber bullying through 24/7 monitoring of BISD gmail and drive.

Name of Person Completing this Form: _____ Toni McPherson _____

Signature: _____  _____

NOTE: THE COMPLETED & SIGNED TABULATION FORM AND COPIES OF ALL QUOTES MUST BE ATTACHED TO THE REQUISITION.



Gaggle.Net, Inc.
 5050 Quorum Drive, Suite 700
 Dallas, TX 75254
 800-288-7750
 www.gaggle.net

Gaggle Quote

Beaumont Independent School District - Beaumont TX intends to implement and use the Gaggle services as outlined below:

Service Details

DESCRIPTION	LINK	NOTES	QUANTITY	UNIT PRICE	DISCOUNT	NET UNIT PRICE	NET TOTAL
Gaggle Safety Management - Google - Student	Learn More	Email and Drive	18,000	\$6.00	\$0.75	\$5.25	\$94,500.00
SpeakUp for Safety - Google	Learn More		18,000	\$1.00	\$1.00	\$0.00	\$0.00
Professional Development - Onsite	Learn More		1	\$4,995.00	\$0.00	\$4,995.00	\$4,995.00
TOTAL:							\$99,495.00

PRICING TERM: 12 Month Annual
SERVICE TERM: 10/1/2021 - 9/30/2022
VALID THROUGH: 11/30/2021
ADDITIONAL INFO: BuyBoard Contract 579-19

*Does not include any applicable sales tax.

While this letter shall not constitute a legal binding license, it is an expression of the intent of both parties to work towards formalizing a legally binding agreement.

Upon the commencement of service; Gaggle's applicable Quote, Invoice, [Terms of Service](#), [Service Level Agreement](#), [Privacy Policy](#), [Student Data Privacy Notice](#) along with future engagements and renewals of service; are hereby acknowledged and incorporated by reference.

Quote Number: Q-110664