

Regular Meeting

Thursday, July 23, 2026 4:30 PM

Board Room of the Beaumont ISD Administration Building, 3395 Harrison Ave,
Beaumont, TX 77706-5009

I. CALL TO ORDER, AND ESTABLISHMENT OF QUORUM

I.A. 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,
551.083, 551.084 AND/OR 551.087, TO
DELIBERATE ON THE FOLLOWING:

I.A.1. PERSONNEL

I.A.1.a. Employee Level III
Grievance Hearing (S. Jackson)

II. REGULAR OPEN BOARD MEETING

II.A. PLEDGE TO THE AMERICAN AND TEXAS
FLAGS

II.B. RECOGNITIONS

II.C. PUBLIC COMMENTS

II.D. SUPERINTENDENT PRESENTATION

II.D.1. Preliminary STAAR Data/Board
Outcome Goal Update

II.D.2. Strategic Compensation

II.E. ACTION ITEMS

II.E.1. Discussion and Action to
Approve District Vision



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Action Item ▾

ITEM TITLE:

II.G.1. Approve District Vision

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

The District Vision articulates Beaumont ISD's long-term aspirations and serves as a guiding statement for the district's strategic direction. The proposed vision reflects the district's commitment to academic excellence, student success, and continuous improvement while providing a shared focus for students, staff, families, and the community.

RATIONALE:

Approval of the District Vision establishes a unified direction for the district and provides a foundation for strategic planning, goal setting, and decision-making. A clearly defined vision aligns district initiatives and resources to support improved student outcomes and organizational excellence.

BUDGET:

- ☒ No budget impact ☐ See below for budget information

IMPLEMENTATION TIMELINE:

Upon Board approval, the District Vision will become effective immediately and will be integrated into district strategic planning, communications, and organizational initiatives during the 2026–2027 school year and beyond.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board approve the Beaumont Independent School District Vision, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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OUR VISION

In Beaumont ISD, every student will be known, supported, challenged, and prepared.

II.E.2. Discussion and Action to
Approve Student Outcome Goals



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Action Item

ITEM TITLE:

II.G.2. Discussion & Action to Approve Student Outcome Goals

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

Student Outcome Goals establish the measurable expectations and desired results for student achievement and success within Beaumont Independent School District. These goals provide a framework for monitoring progress, evaluating district performance, and ensuring alignment with the Board of Managers' vision and priorities for improving student outcomes.

RATIONALE:

Approval of the Student Outcome Goals establishes clear expectations for student performance and provides a foundation for accountability, continuous improvement, and data-informed decision-making. The goals support the district's commitment to improving academic achievement and ensuring all students are prepared for future success.

BUDGET:

- ☒ No budget impact ☐ See below for budget information

IMPLEMENTATION TIMELINE:

Upon Board approval, the Student Outcome Goals will guide district planning, progress monitoring, and reporting throughout the 2026–2027 school year and subsequent accountability cycles.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board approve the Student Outcome Goals, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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Early Childhood Literacy Board Outcome Goal

The percentage of 3rd grade students who score meets grade level or above on STAAR Reading will increase from 27% in June 2026 to 65% by August 2031.

Annual Target Goals (5 years)

Baseline Year 2026	Year 1 2027	Year 2 2028	Year 3 2029	Year 4 2030	Year 5 2031
27 %	32 %	41 %	50 %	59 %	65 %

Closing the Gaps Student Groups Yearly Targets

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Eco. Disadv.	Emergent Bilingual	Special Edu.	Special Edu. (Former)	Cont. Enrolled	Highly Mobile *	High Focus **
Baseline – 2026	27%	22%	30%	48%	-	57%	-	58%	22%	21%	6%				
Year 1 – 2027	32%	29%	36%	51%	-	61%	-	61%	29%	25%	8%				
Year 2 – 2028	41%	36%	40%	55%	-	65%	-	65%	36%	29%	10%				
Year 3 – 2029	50%	43%	45%	60%	-	70%	-	70%	43%	35%	15%				
Year 4 – 2030	59%	50%	51%	66%	-	75%	-	76%	50%	39%	20%				
Year 5 – 2031	65%	57%	59%	70%	-	80%	-	80%	57%	42%	25%				

Early Childhood Mathematics Board Outcome Goal

The percentage of 3rd grade students who score meets grade level or above on STAAR Reading will increase from 23% in June 2026 to 60% by August 2031.

Annual Target Goals (5 years)

Baseline Year 2026	Year 1 2027	Year 2 2028	Year 3 2029	Year 4 2030	Year 5 2031
23 %	27 %	36 %	45 %	54 %	60 %

Closing the Gaps Student Groups Yearly Targets

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Eco. Disadv.	Emergent Bilingual	Special Edu.	Special Edu. (Former)	Cont. Enrolled	Highly Mobile *	High Focus **
Baseline – 2026	23%	16%	29%	47%	-	65%	-	58%	17%	26%	6%				
Year 1 – 2027	27%	19%	35%	50%	-	67%	-	61%	20%	30%	8%				
Year 2 – 2028	36%	26%	39%	54%	-	68%	-	65%	27%	34%	10%				
Year 3 – 2029	45%	35%	44%	59%	-	70%	-	70%	36%	40%	15%				
Year 4 – 2030	54%	44%	50%	65%	-	75%	-	76%	45%	44%	20%				
Year 5 – 2031	60%	50%	58%	68%	-	80%	-	80%	52%	48%	25%				

II.E.3. Discussion and Action to
Approve Board Guardrails



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Action Item

ITEM TITLE:

II.G.3. Approve Board Guardrails

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

Board Guardrails establish the Board of Managers' expectations and parameters for district operations and governance. These guardrails provide guidance to the Superintendent regarding acceptable practices and define the boundaries within which district decisions and actions are made.

RATIONALE:

Approval of the Board Guardrails clarifies governance expectations, strengthens the Board-Superintendent relationship, and provides a framework for accountability and decision-making aligned with the Board's priorities and district goals.

BUDGET:

☒ No budget impact ☐ See below for budget information

IMPLEMENTATION TIMELINE:

Upon Board approval, the Board Guardrails will become effective immediately and will guide Board governance practices and Superintendent accountability processes.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board approve the Board Guardrails, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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BOARD GUARDRAILS

- The Board, either collectively or through the actions of individual Board Members, shall not:
 - Overlook the importance of monitoring and evaluating its own performance and the implementation of its decisions.
 - Perform, or appear to perform, any of the expressed or delegated responsibilities of the superintendent.
 - Represent, or appear to represent, through their words or actions, the voice of the entire board on matters that the board has not publicly adopted.

II.E.4. Discussion and Action to
Approve Superintendent Guardrails



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Action Item

ITEM TITLE:

II.G.4. Approve Superintendent Guardrails

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

Superintendent Guardrails define the expectations and limitations established by the Board of Managers to guide the Superintendent's leadership and decision-making. The guardrails provide clarity regarding operational authority, accountability, and alignment with Board-approved priorities.

RATIONALE:

Approval of the Superintendent Guardrails establishes a clear framework for Superintendent leadership, promotes organizational accountability, and supports effective governance by defining expectations and decision-making parameters.

BUDGET:

- ☒ No budget impact ☐ See below for budget information

IMPLEMENTATION TIMELINE:

Upon Board approval, the Superintendent Guardrails will become effective immediately and will guide district leadership practices, operational decisions, and ongoing accountability measures.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Managers approve the Superintendent Guardrails, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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SUPERINTENDENT GUARDRAILS:

- The superintendent shall not allow the use of non-district approved materials in any classroom.
- The superintendent shall not allow the number of D or F rated campuses to increase or remain the same.
- The superintendent shall not allow the number of ineffective teachers to increase or remain the same.

II.E.5. Discussion and Action to
Approve Voluntary Separation
Agreement with Former
Superintendent of Schools (S.A.)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Action Item

ITEM TITLE:

II.G.5. Approve Voluntary Separation Agreement with Former Superintendent (S.A.)

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

The district and the former Superintendent have entered into a Voluntary Separation Agreement outlining the terms and conditions related to the conclusion of the Superintendent's employment relationship with Beaumont Independent School District.

RATIONALE:

Approval of the Voluntary Separation Agreement allows the district to formally document the terms of separation and ensure the transition process is handled in accordance with applicable legal requirements and district procedures.

IMPLEMENTATION TIMELINE:

Upon Board approval, the terms of the Voluntary Separation Agreement will be implemented in accordance with the provisions outlined within the agreement.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board approve the Voluntary Separation Agreement with the former Superintendent, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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II.F. CONSENT AGENDA

- II.F.1. Approve Minutes from the June
25, 2026 Regular Board Meeting
- II.F.2. Approve Budget Amendments



Board Agenda Item

Board Meeting Date:	
Jun 25, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

Approve Budget Amendment

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

RATIONALE:

ADMINISTRATIVE RECOMMENDATION:

Approve Budget Amendment GF- 1

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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20226-27 BUDGET AMENDMENT NUMBER GF-1

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
199.34.6639.61.920.99.000	-	45,000	45,000
Total Expenditures		45,000	
Net Change in the General Fund Budget		<u><u>(45,000)</u></u>	
Total Revenues/Other Sources	187,576,463	-	187,576,463
Total Expenditures	<u>187,576,463</u>	<u>45,000</u>	<u>187,621,463</u>
2026-2027 Adjusted	-	(45,000)	(45,000)

Explanations of July Budget Amendments

General Fund GF-1

- Increase Transportation budget \$45,000 for the video display & installation at the new Transportation Building.

II.F.3. Approve Purchases of \$100K or
More



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.3. Approve Purchases over \$100,000

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

The attached list reflects the purchases over \$100,000.

RATIONALE:

Board Policy CH (Local) requires Board approval for purchases exceeding \$100,000. The purchases listed are necessary for district operations and have been procured in accordance with applicable purchasing laws and Board policy. Funds are available in the appropriate budgets.

ADMINISTRATIVE RECOMMENDATION:

Approve purchases in the amounts shown on the attached list.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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General Fund

TASB Risk Management Fund	Business & Finance	Renewal for school liability and automobile insurance.	Interlocal	\$653,051.00
Howard Technology Solutions	Information Technology	Annual Microsoft Office subscription.	TIPS 230105	\$130,600.00
Safety Vision	Transportation	Camera upgrades for current buses to align with the camera systems installed in newly purchased buses.	TIPS 240801	\$414,032.98
Frontline Education	Information Technology	Annual renewal of business solutions software for K-12 technology.	Buyboard 759-25	\$482,395.44
Finalsite	Information Technology	Annual renewal for website content management and mass communications system.	TIPS 230105	\$101,936.00
Total				\$1,782,015.42

Federal Funds

NWEA	Curriculum & Instruction	Site licenses for students used in math & science classes for screening and progress monitoring.	EDTECH ET252305	\$226,625.00
ILO Group	Curriculum & Instruction	Curriculum implementation support.	Allied 24-7474	\$449,262.00
Total				\$675,887.00

Beaumont ISD**Contribution & Coverage Summary (CCS)
Participation Period: 9/1/2026 through 8/31/2027**

The following is a summary of coverage and contribution amounts. More information about coverage, limits, deductibles, terms, and conditions can be found on the following pages and is part of this CCS. Please review all pages of this CCS document and associated Fund Coverage Agreements.

This document is not a declarations page. The Fund is not insurance but a self-insured risk pool through which members agree to share risk and actively participate in their contractual obligations as a member of the Fund.

Coverage	Contribution
Automobile Liability	\$232,370
Automobile Physical Damage	\$101,463
School Liability Including Professional Legal, General Liability, Employee Benefits Liability, & Chapter 118: Employment Practices - Student Abuse and Reporting Endorsement	\$301,218
Cyber Liability & Security	\$18,000
Violent Act	No Cost
Total Contribution	\$653,051

THIS IS NOT AN INVOICE. The TASB Risk Management Fund will issue an invoice when coverage is accepted by the member. Total Contribution is an estimate and is subject to exposure audit.

All provisions and terms of this CCS, including contribution amounts, are offered by the Fund in total as indicated only; if not accepted by the member in total, please contact your underwriter for other options and updated pricing.

36 Howard Drive-Ellisville, MS 39437
P.O. Box 1590-Laurel, MS 39441



888.912.3151 general-601.399.5077 fax
888.323.3151 technical support

A Division of Howard Industries, Inc.
www.Howard.com

Online Quotation

Quote No:	AB11 1663305.00	Quote Date:	July 07, 2026
Customer Name:	Ryan Deloney	Phone Number:	4096175072
Company Name:	Beaumont ISD	Fax Number:	4096175202
Quote Name:	Microsoft Office		

Item 1

Category	Description	Qty.	Unit Price	Ext. Price
System Type:	Accessories			
1:	Microsoft Office 365 (Plan A3) - Subscription license - hosted - academic, Faculty - NCE MPN: CFQ7TTC0LHPP-000H Contract: TIPS/TAPS Computers/Equipment 230105	2000	\$43.30	\$86,600.00
2:	MICROSOFT - Free Student License- Microsoft Office 365 (Plan A3) Use Benefit - subscription license - 1 license MPN: CFQ7TTC0LHPP-000J Contract: TIPS/TAPS Computers/Equipment 230105	2000	\$0.00	\$0.00
3:	MICROSOFT NCE Office 365 A5 (Education Faculty Pricing)- Annual Commit MPN: CFQ7TTC0LHPM-0019 Contract: TIPS/TAPS Computers/Equipment 230105	500	\$88.00	\$44,000.00
4:	MICROSOFT NCE Office 365 A5 Student use benefit (Education Student Pricing)- Annual Commit MPN: CFQ7TTC0LHPM-001J Contract: TIPS/TAPS Computers/Equipment 230105	500	\$0.00	\$0.00

Sub-Total: **\$130,600.00**

Shipping & Handling: **Included**

Taxes: **Tax Exempt**

Total for Item 1: **\$130,600.00**

This Quote will expire on August 06, 2026.
Please include your Quote Number on your Purchase Order.

Total for all pre-configured items

Sub-Total:	\$130,600.00
Shipping & Handling :	Included
Taxes:	Tax Exempt
Total:	\$130,600.00

Notes:

THIS QUOTATION IS EXPRESSLY LIMITED TO, AND EXPRESSLY MADE CONDITIONAL ON, PURCHASER'S ACCEPTANCE OF THE TERMS HEREIN AND ACCEPTANCE OF HOWARD'S GENERAL TERMS AND CONDITIONS OF SALE (LOCATED AT: <https://www.howardcomputers.com/info/termsofsale.cfm>), WHICH ARE FULLY ADOPTED AND INCORPORATED HEREIN BY REFERENCE. PURCHASER'S SUBMISSION OF A PURCHASE ORDER PURSUANT TO THIS QUOTATION CONSTITUTES PURCHASER'S ACCEPTANCE OF AND AGREEMENT WITH HOWARD'S GENERAL TERMS AND CONDITIONS OF SALE. HOWARD OBJECTS TO ANY DIFFERENT OR ADDITIONAL TERMS. A COPY OF THE ABOVE- REFERENCED GENERAL TERMS AND CONDITIONS OF SALE MAY ALSO BE OBTAINED BY CALLING 1-888-912-3151 OR EMAILING webmaster@howardcomputers.com.

Howard's product warranties, return policies and related information are also available at <https://www.howardcomputers.com/support/warranties.cfm> and <https://www.howardcomputers.com/support/returnpolicy.cfm>, or may be obtained by calling 1-888-912-3151 or emailing webmaster@howardcomputers.com.

Howard hereby reserves the right to unilaterally withdraw and/or revise any Quotation or quoted prices at any time, including in the event its manufacturing or procurement costs increase due to circumstances such as fluctuations in vendor pricing - particularly for critical



Safety Vision
6100 W. Sam Houston Pkwy. N.
Houston, Texas 77041-5113
[800.880.8855](tel:800.880.8855)
[713.896.6600](tel:713.896.6600)
customerservice@safetyvision.com

Bill To:
Beaumont ISD
3395 Harrison Ave
Beaumont, TX, TX 77706-5009
USA

Quote Number: Q-33628
Delivery Method: UPS Ground (USA)
Primary Contact:
Issued On: 6/30/2026
Expires On: 7/30/2026

Ship To:
Beaumont ISD
1950 Cottonwood Ave
Beaumont TX 77703
United States

(58) 8 Camera Complete System + Total View

TIPS Contract # 240801
Removal and upgrades to existing 80 Beaumont ISD Bus Cameras
To order using TIPS, Please email a copy of this proposal and your School PO to:
TIPSPO@TIPS-USA.COM

PART #	DESCRIPTION	QTY	UNIT PRICE	NET TOTAL
4112-HVR-2TBNP	4112-HVR, 41-GPS, 41-PWRHRNS, 41-TRIGGER, SV-2TBSSD-NP, SV-4112-CAN	58	\$ 5967.81	\$ 346132.98
SD-32GSA	32GB SD Card Serialized	58	\$ 0.00	\$ 0.00
41-PANIC-KIT	41-Panic, 41-Panic-Cable	58	\$ 0.00	\$ 0.00
4112-POE-KIT	30-100002FT, 4112-POE-ADAP, 41-POE	58	\$ 0.00	\$ 0.00
39-2.8IR-IP	Interior 2.8MM IP Camera w/ IR	58	\$ 0.00	\$ 0.00
41-WSBRKT-SP39	39 IP Adaptor for 41-WS-BRKT	58	\$ 0.00	\$ 0.00
41-WS-BRKT	Front Windshield Bracket	58	\$ 0.00	\$ 0.00
AHD-H2.8MIR-BK	1080 AHD 2.8MM Black W/ IR	116	\$ 0.00	\$ 0.00
39-2.1IR-AHD	Black 1080 AHD 2.1mm Cam w/ IR	232	\$ 0.00	\$ 0.00
SV-EXT8-1080C	Exterior 8MM AHD Curbside StopWatch AI Camera	58	\$ 0.00	\$ 0.00
SB-TVMTOTAL-AI	(1) SV-AVM-AI-BOX, (4) SV-AVM-AI-CAM, (1) SV-AVM-AI-PWRCBL, (1) A2FICSQ12VDC1.6, (1) R95-188, (1) SV-TVM-AHD, (4) SV-Y2VIDEO, (4) SVS-3MMF KIT	58	\$ 0.00	\$ 0.00
SVS-5MMF	16ft 4in M/F THREADED CABLE	116	\$ 0.00	\$ 0.00
SVS-10MMF	32ft 8in M/F THREADED CABLE	116	\$ 0.00	\$ 0.00
SVS-15MMF	49ft 4in M/F THREADED CABLE	232	\$ 0.00	\$ 0.00
SVS-20MMF	65ft 10in M/F THREADED CABLE	232	\$ 0.00	\$ 0.00
30-100010	Cat 5e 10ft Camera Cable	58	\$ 0.00	\$ 0.00
4112/4120	Maintenance & Tech Support	58	\$ 50.00	\$ 2900.00
Freight	Freight	1	\$ 1200.00	\$ 1200.00
Installation	Installation	58	\$ 1100.00	\$ 63800.00
(58) 8 Camera Complete System + Total View Total:				\$414,032.98

Grand Total: \$ 0.00
\$ 414,032.98

Attn: Beaumont Independent School District

At Frontline Education, we remain committed to delivering value and growth for your district. We are building for your future and remain focused on:

- Delivering industry-leading solutions and technology for K-12
- Investing in research and innovation to enhance your experience
- 150+ new hires to strengthen the client success organization
- Driving an AI-powered transformation
- Backed by Roper Technologies for sustainable growth

Frontline Education Renewal Quote: Q-261556

Description	Start Date	End Date	Qty	Rate	Amount
Business Solutions	9/01/2026	8/31/2027	1	\$482,395.44	\$482,395.44
Total					\$482,395.44

Please confirm [receipt](#) of your quote

Any questions?

Please contact your dedicated Client Value Partner, Daniel Alvisi at dalvisi@frontlineed.com or check out our new [Renewal FAQ](#) Resource Center.



Invoice

Invoice #: INV104390

Date: 9/1/2026

Payment Terms: Upon receipt

Due Date: 9/1/2026

PO#: 24000614/TIPS #220701

Bill To

Beaumont Independent School District
PO Box 672
Beaumont TX 77704-0672
United States

Ship To

Beaumont Independent School District
3395 Harrison Ave
Beaumont TX 77706-5009
United States

Description	Coverage Start Date	Coverage End Date	Qty	Amount
Core Communications Platform - Blackboard WCM Conversion	9/1/2026	8/31/2027	1	Included
Reliable mass notification system for sending messages via voice, text, email, push notification, website announcement, website alert, and social media.	9/1/2026	8/31/2027	1	Included
Custom, branded mobile app with access to student information, news, calendars, social media, notifications, and other vital school information.	9/1/2026	8/31/2027	1	Included
App Store Maintenance Service	9/1/2026	8/31/2027	1	Included
Google Authentication / SSO	9/1/2026	8/31/2027	1	Included
LDAPs/Active Directory Integration	9/1/2026	8/31/2027	1	Included
Weglot Advanced 1M (10 languages)	9/1/2026	8/31/2027	1	Included
Support Plan - Premium	9/1/2026	8/31/2027	1	Included
CMS Discount	9/1/2026	8/31/2027	1	Included
Subtotal				USD \$101,936.00
Tax Total				USD \$0.00
Total				USD \$101,936.00
Amount Paid				\$0.00
Amount Due				\$101,936.00

Please make all checks payable to Active Internet Technologies, LLC.

Remittance Address:

Active Internet
Technologies
PO Box 783838
Philadelphia, PA
19178-3838

For Courier Deposits (Fed Ex, UPS, etc.):

Active Internet Technologies LLC
Attn: Lockbox 783838
Wells Fargo Bank
MAC Y1372-045
2005 Market Street, 5th Floor
Philadelphia, PA 19103-7042

Wire/ACH Instructions:

Bank: Wells Fargo Bank NA
Bank Add: PO Box 63020, San Francisco, CA 94163
ABA: 121000248 / SWIFT ID: WFBUS6S
Account Name: Active Internet Technologies LLC
Account Number: 4095186292

800-592-2469 Ext.1008

accounting@finalsite.com

We appreciate your confidence in us and our products. Please visit us online at www.finalsite.com



SALES ORDER

Order Date: 06/23/2026

Start Date: 08/01/2026

Order #: 00145417

End Date: 07/31/2027

Prepared For

Account Name: Beaumont ISD

Agency Code: 19658

Primary Contact: Lacosta Guidry

Email: lguidry@bmtisd.com

Customer Information

Beaumont ISD
3395 Harrison Ave
Beaumont, TX 77706-5098
United States

Bill-To Information

Beaumont ISD
3395 Harrison Avenue
Beaumont, TX 77706-5098
United States

NWEA Sales Point of Contact

Lindsey Collins

lindsey.collins@nwea.org

Products & Services

Product	Catalog Price	Sales Price	Quantity	Total Price	Item Discount
MAP Growth Foundations Online Annual License	\$1,100.00	\$11,000.00	1	\$11,000.00	-\$9,900.00
MAP Growth K-12	\$14.50	\$14.50	12,500	\$181,250.00	-\$0.00
MAP Growth Science (Add-On)	\$2.75	\$2.75	12,500	\$34,375.00	-\$0.00

Discount	-\$9,900.00
Subtotal	\$226,625.00
Estimated Tax	\$0.00
Grand Total	\$226,625.00

Invoicing Information

Unless otherwise specified, payment terms are Net 30. Remittance instructions will be included with your invoice.

Until this Sales Order is signed, the pricing is valid for 30 days from the Order Date listed at the top of this document. Please confirm the billing address or specify changes to your Sales Point of Contact.

For a copy of the latest NWEA division W-9, it is available at <https://support.hmhco.com/s/article/Billing-and-Invoices>. Click on "Requesting a W-9" and select "NWEA".

The Tax ID for NWEA, a division of HMH Education Company, is 04-1456030.



Terms and Conditions

This Sales Order is between Customer and NWEA, a division of HMH Education Company, and is subject to the HMH Standard PreK-12 Terms of Purchase located at <https://www.hmhco.com/terms-of-purchase> (the "Agreement") for the Products and Services listed above. By signing this Sales Order, you agree you have read, understand, and agree to the Agreement.

Signature

Customer
Signature: _____

Customer
Printed Name: _____

Date: _____

Customer Title _____



STATEMENT OF WORK

Curriculum Implementation Support

Proposal

PREPARED FOR Beaumont ISD **PREPARED BY** ILO Group **DATE** June 2026

OVERVIEW

This document outlines ILO Group's proposed approach to partner with Beaumont ISD to support the implementation and continuous improvement of the Effective District Framework Accelerator academic program and curriculum materials. The sections below detail our understanding of the work, proposed scope, timeline, and investment.

ABOUT ILO GROUP

Today's education leaders are facing unprecedented and increasingly complex challenges, and the stakes have never been higher. At ILO Group, we believe in the power and importance of leaders in moving the needle. We also believe that for leaders to succeed, they must be supported in their work.

ILO Group is a proudly women-owned education strategy and advocacy firm. We are a dedicated team of strategic partners and specialists who support school districts and states in executing their biggest bets and highest-priority efforts. Our name, ILO Group, stands for In the Life Of: we work as members of our partners' teams, operating side-by-side with the country's leading educators, experts, and government partners.

Our work is as expansive as our partners' ambitions are bold: we provide leadership development, comprehensive project management and implementation support, systems transformation, and more. We enable education leaders to be the catalyst for enduring change that benefits their students, schools, and communities. **We've proudly supported state and district leaders who serve 1 in 2 students in America.**

THE WORK AHEAD

Our proposed engagement is organized into focused workstreams that build on one another to deliver durable outcomes. Each workstream is anchored by clear deliverables, a defined owner, and shared accountability with the Beaumont ISD team. In addition to the activities outlined below, ILO will provide ongoing program management, project coordination, and administrative support necessary to ensure effective execution, communication, scheduling, stakeholder engagement, progress monitoring, and overall implementation success.

01 Professional Learning - Program and Curriculum Launch

ILO will develop, facilitate, and support district leaders to redeliver professional learning sessions designed to ensure the effective launch of selected curriculum materials and the academic program.

Key Deliverables

- Academic program and curriculum launch session development and facilitation
- Trainer of trainer materials to support session redelivery
- District coaching and support for session customization and redelivery
- Co-delivery or support with session delivery for high-impact content and instructional sessions

02 Monthly Professional Learning Content Development

ILO will develop, facilitate, and disseminate monthly professional learning sessions to support continuous improvement of instructional practices, including supporting district leaders to redeliver session content. Session content will be informed by selected curriculum network data roll-ups and district reflection.

Key Deliverables

- Monthly professional learning session materials designed for redelivery to campus principals
- Trainer of trainer materials to support session redelivery
- District coaching and support for session customization and redelivery
- Develop and distribute Math and RLA content and instructional resources for leaders and teachers, including instructional video capture

03 On-site Implementation Support & Calibration

ILO will partner with district leadership to provide strategic support, including co-facilitating instructional coaching cycles and observations, ensuring rigorous alignment with the specialized math and RLA pedagogical models, and informing critical continuous improvement cycles for instructional supports and curriculum products.

Key Deliverables

- Monthly site visits and instructional walkthroughs
- Pre-visit planning and post-visit debriefs

04 Virtual Coaching and Strategic Support

ILO will partner with district leadership to provide strategic support and ongoing virtual coaching with a CAO/CSO or district leader or lead team responsible for implementing program model elements.

Key Deliverables

- Virtual coaching calls twice per month

PROPOSED TIMELINE

The timeline below reflects our recommended sequencing across the engagement period. Specific dates and milestones will be finalized during kickoff.

ACTIVITIES	JUNE - JULY	AUG - SEPT	OCT - DEC	JAN - MAY
Professional Learning - Launch				
Monthly PD Sessions				
On-site Implementation Support				
Virtual Coaching and Support				

Legend: Shaded cells indicate active work during the corresponding month.

PRICING AND PAYMENT TERMS

Based on the activities and assumptions outlined in this proposal, ILO Group is pleased to share the total investment for this engagement as **\$449,262**. Project-related travel costs are included in the engagement's total investment. Invoices will be issued quarterly, with the first invoice due upon execution of this Statement of Work.

II.F.4. Approve Renewal of Sign
Language Interpreting Services (RFP
24.01)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.4. Approve Renewal of Sign Language Interpreting Services (RFP 24.01)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for Sign Language Interpreting Services in FY23. The award was for a one-year term, with an option to extend for up to three additional, one-year terms. This is the third and final extension.

RATIONALE:

The intention of the RFP is to contract with multiple vendors to provide sign language interpreting services.. Services support communication access for students who are deaf or hard of hearing and assist the District in meeting its obligations as the fiscal agent for the Regional Day School Program for the Deaf (RDSPD).

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the recommended vendors as listed on the attached proposal evaluation tabulation. Estimated budget \$500,000.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
--	--	---

REQUEST FOR PROPOSAL AND EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 24.01 – SIGN LANGUAGE INTERPRETING SERVICES

PROPOSAL EVALUATION TABULATION

PROPOSAL OPENING JULY 11, 2023 @ 2:00PM

<u>OFFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED</u> (possible 200)
B3 Interpreting Services, LLC (Renewing)	Y	188
National Recruiting Consultants	Y	99
Effectiff LLC	Y	87
Translation & Interpretation Network, LLC (Renewing)	Y	178
Ed Theory	Y	67
Stepping Stones Group	Y	149
Lango Deaf & HoH LLC	Y	167
ProCare Therapy	Y	129
Dragonfly Interpreting Services, Inc.	Y	200
Healthpro Pediatrics	Y	104
Specialized Assessment & Consulting	Y	133
Universe Technical Translation, Inc.	Y	182
Maxim Healthcarea	Y	92

The following criteria was used by the District for evaluation and recommendation for the award of the contract:

1. The price proposal
2. Project experience & reputation
3. Quality of vendor's goods & services
4. Extent to which the goods and services meet the district's needs
5. Impact on the ability of BISD o comply with laws and rules relating to HUBS
6. Vendor's past relationship with the district
7. Total long-term cost to the district to acquire vendor's goods & services
8. For a contract for goods & services – whether the vendor or vendor's parent company
(a) has its principle place of business in TX; or (b) employs at least 500 persons in TX

BISD Evaluators: Richelle Brooks
Kerri Courville

II.F.5. Approve Renewal of
Occupational Therapy Services (RFP
24.02)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.5. Approve Renewal of Occupational Therapy Services (RFP 24.02)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for Occupation Therapy Services in FY23. The award was for a one-year term, with an option to extend for up to three additional, one-year terms. This is the third and final extension.

RATIONALE:

The intention of the RFP is to contract with multiple vendors to provide occupational therapy services on an as-needed basis. Services support the District's Special Services Department by providing evaluations, therapy, and related services to help eligible students access their educational programs.

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the recommended vendors as listed on the attached proposal evaluation tabulation. Estimated budget \$275,000.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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REQUEST FOR PROPOSAL AND EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 24.02 – OCCUPATIONAL THERAPY SERVICES

PROPOSAL EVALUATION TABULATION

PROPOSAL OPENING JULY 11, 2023 @ 2:30PM

<u>OFFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED</u> (possible 200 points)
Maxim Healthcare	Y	198
Ed Theory	Y	122
National Recruiting Consultants	Y	134
The Stepping Stones Group (Renewing)	Y	192
E-Therapy	Y	189
SETX Pediatric Therapy (Renewing)	Y	180
Shorkey Center (Renewing)	Y	200
Procure Therapy (Renewing)	Y	188
Candor	Y	167
TX Therapy Consultants	Y	134
AMN Healthcare	Y	187
Specialized Assessment (Renewing)	Y	200
Healthpro Pediatrics	Y	139
Tiny Eye Therapy Services	Y	124

The following criteria was used by the District for evaluation and recommendation for the award of the contract:

1. The price proposal
2. Project experience & reputation
3. Quality of vendor's goods & services
4. Extent to which the goods and services meet the district's needs
5. Impact on the ability of BISD to comply with laws and rules relating to HUBS
6. Vendor's past relationship with the district
7. Total long-term cost to the district to acquire vendor's goods & services
8. For a contract for goods & services – whether the vendor or vendor's parent company
 - (a) has its principle place of business in TX; or
 - (b) employs at least 500 persons in TX

BISD Evaluators: Richelle Brooks
 Kerri Courville

II.F.6. Approve Renewal of Physical
Therapy Services (RFP 24.03)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.6. Approve Renewal of Physical Therapy Services (RFP 24.03)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for Physical Therapy Services in FY23. The award was for a one-year term, with an option to extend for up to three additional, one-year terms. This is the third and final extension.

RATIONALE:

The intention of the RFP is to contract with multiple vendors to provide physical therapy services on an as-needed basis. Services support the District's Special Services Department by providing physical therapy services to eligible students in accordance with their individualized educational needs.

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the recommended vendors as listed on the attached proposal evaluation tabulation. Estimated budget \$85,000.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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REQUEST FOR PROPOSAL AND EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 24.03 – PHYSICAL THERAPY SERVICES

PROPOSAL EVALUATION TABULATION
PROPOSAL OPENING JULY 11, 2023 @ 3:00PM

<u>OFFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED</u> (possible 200 points)
AMN Healthcare	Y	187
Procare Therapy (Rewewing)	Y	188
Ed Theory, LLC	Y	122
SETX Pediatric Therapy (Renewing)	Y	180
DH Principle, LLC (Renewing)	Y	185
Healthpro Pediatrics	Y	139
National Recruiting Consultants	Y	134
Stepping Stones Group, LLC (Renewing)	Y	192
Amergis, Formerly Maxim Healthcare (Renewing)	Y	198
E-Therapy	Y	189
Specialized Assessment	Y	200
Shorkey Center (Renewing)	Y	200

The following criteria was used by the District for evaluation and recommendation for the award of the contract:

1. The price proposal
2. Project experience & reputation
3. Quality of vendor's goods & services
4. Extent to which the goods and services meet the district's needs
5. Impact on the ability of BISD o comply with laws and rules relating to HUBS
6. Vendor's past relationship with the district
7. Total long-term cost to the district to acquire vendor's goods & services
8. For a contract for goods & services – whether the vendor or vendor's parent company
 - (a) has its principle place of business in TX; or
 - (b) employs at least 500 persons in TX

BISD Evaluators: Richelle Brooks
 Kerri Courville

II.F.7. Approve Renewal of Licensed
Specialist in School Psychology
(LSSP) Services (RFP 24.04)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.7. Approve Renewal of Licensed Specialist in School Psychology (LSSP) Services (RFP 24.04)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for LSSP Services in FY23. The award was for a one-year term, with an option to extend for up to three additional, one-year terms. This is the third and final extension.

RATIONALE:

The intention of the RFP is to contract with multiple vendors to provide Licensed Specialist in School Psychology (LSSP) services on an as-needed basis. Services support the District's Special Services Department by providing evaluation and psychological services for eligible students.

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the recommended vendors as listed on the attached proposal evaluation tabulation. Estimated Budget \$150,000.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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REQUEST FOR PROPOSAL AND EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 24.04 – LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY (LSSP) SERVICES

PROPOSAL EVALUATION TABULATION

PROPOSAL OPENING JULY 11, 2023 @ 3:30 P.M.

<u>FFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED (possible 300)</u>
Candor Consulting	Y	72
ProCare Therapy	Y	147
Healthpro Pediatrics	Y	61
AMN Healthcare	Y	158
E-Therapy	Y	15
Ed Theory	Y	139
Maxim Healthcare (Renewing)	Y	203
Stepping Stones Group LLC (Renewing)	Y	294
National Recruiting Consultants	Y	86
Specialized Assessments (Renewing)	Y	295

The following criteria was used by the District for evaluation and recommendation for the award of the contract:

1. The price proposal
2. Project experience & reputation
3. Quality of vendor's goods & services
4. Extent to which the goods and services meet the district's needs
5. Impact on the ability of BISD o comply with laws and rules relating to HUBS
6. Vendor's past relationship with the district
7. Total long-term cost to the district to acquire vendor's goods & services
8. For a contract for goods & services – whether the vendor or vendor's parent company
(a) has its principle place of business in TX; or (b) employs at least 500 persons in TX

BISD Evaluators:

Richelle Brooks
Phyllis Thibodeaux
Datchel Crockett

II.F.8. Approve Renewal of Speech
Language Pathology (SLP) Services
(RFP 24.05)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.8. Approve Renewal of Speech Language Pathology Services (RFP 24.05)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for Speech Language Pathology Services in FY23. The award was for a one-year term, with an option to extend for up to three additional, one-year terms. This is the third and final extension.

RATIONALE:

The intention of the RFP is to contract with multiple vendors to provide speech language pathology services on an as-needed basis. Services support the District's Special Services Department by providing speech-language evaluations and direct therapy services to eligible students in accordance with their individualized educational needs.

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the recommended vendors as listed on the attached proposal evaluation tabulation. Estimated Budget \$1,000,000.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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REQUEST FOR PROPOSAL AND EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 24.05 – SPEECH LANGUAGE PATHOLOGY (SLP) SERVICES

PROPOSAL EVALUATION TABULATION		
PROPOSAL OPENING JULY 11, 2023 @ 4:00PM		
<u>OFFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED</u> (possible 200)
SETX Pediatric Therapy	Y	186
Stepping Stones Group (Renewing)	Y	192
AMN Healthcare	Y	176
Ed Theory	Y	133
E-Therapy	Y	189
Specialized Assessment (Renewing)	Y	199
Texas Therapy Consultants	Y	134
Healthpro Pediatrics	Y	148
Remote Speech	Y	190
Abilities Therapy & Consulting	Y	199
ProCare	Y	190
National Recruiting Consultants	Y	143
Xuan Services (Renewing)	Y	188
Theraspace (Renewing)	Y	199
Texas Hearing Institute (Renewing)	Y	188
Maxim Healthcare (Renewing)	Y	188

The following criteria was used by the District for evaluation and recommendation for the award of the contract:

1. The price proposal
2. Project experience & reputation
3. Quality of vendor's goods & services
4. Extent to which the goods and services meet the district's needs
5. Impact on the ability of BISD to comply with laws and rules relating to HUBS
6. Vendor's past relationship with the district
7. Total long-term cost to the district to acquire vendor's goods & services
8. For a contract for goods & services – whether the vendor or vendor's parent company
(a) has its principle place of business in TX; or (b) employs at least 500 persons in TX

BISD Evaluators: Richelle Brooks
Kerri Courville

II.F.9. Approve Renewal of Lawn
Maintenance Services (RFP 26.01)



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM NUMBER/TITLE:

II.F.9. Approve Renewal of Lawn Maintenance Services (RFP 26.01)

CABINET LEVEL PRESENTER:

Cheryl Hernandez

BACKGROUND:

A Request for Proposals was issued for district-wide lawn maintenance services. The award was for a one-year term, with an option to extend for up to four additional, one-year terms. This is the first extension.

RATIONALE:

The purpose of this RFP is to provide districtwide lawn maintenance services for all campuses, District facilities, and vacant properties.

ADMINISTRATIVE RECOMMENDATION:

Approve the renewal of the Superior Lawn Maintenance Services to provide lawn maintenance in the amount of \$840,280.00.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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REQUEST FOR PROPOSAL EVALUATION TABULATION
BEAUMONT INDEPENDENT SCHOOL DISTRICT
RFP 26.01 – LAWN MAINTENANCE SERVICES

PROPOSAL EVALUATION TABULATION

PROPOSAL OPENING JULY 7, 2025 @ 2:00 P.M.

<u>OFFEROR'S COMPANY NAME</u>	<u>RESPONSIVE</u>	<u>TOTAL POINTS SCORED</u>	<u>RANKING</u>
The Grounds Guys	Y	61.36	8
JCTX Lawn Care	Y	71.67	6
Arbor True LLC	Y	47.97	9
Rotolo Consultants	Y	80.64	4
Bright View	Y	84.50	3
Eagle Outdoor	Y	88.63	2
Superior Lawn (renewing)	Y	90.67	1
ABM	Y	61.48	7
Green World Care	Y	71.90	5

Evaluators:

Mark McClelland – Director of Maint. & Operations
 Robert Henry – Supervisor – Warehouse/Grounds
 Bryan Jansen – Project Manager
 Steve Tatum – Supervisor

Evaluation Criteria

Possible Points

Price Proposal	50 points
Experience & Reputation	20 points
Quality of Proposer's Services	15 points
Extent to which meets BISD needs	10 points
Prior Relationship w/BISD	5 points



LANDSCAPE PROPOSAL AND CONTRACT

Name: BISD Grounds Maintenance

City: Beaumont

Date: July 13, 2026

We propose to provide all labor, materials and equipment to continue with the previous RFP with the following changes:

- Add the maintenance of the Howard Trahan Transportation Complex
- Move the mulch period to August 1 to try and have the schools mulched by first day of school
- Remove the maintenance of the following athletic and practice fields from the high schools
 - West Brook – 2 football practice fields, baseball and softball complexes and Durley Stadium
 - Beaumont United – baseball and softball complexes, soccer field, inside the old track behind the school and inside the stadium

\$ 840,280.00 / year \$ 70,023.34 / month

Complete Liability and Property Damage Coverage, as well as Workman's Compensation Insurance, will be carried at all times by Superior Lawn Maintenance, Inc. With the exception of drought, neglect or an act of God, our trees and shrubs are guaranteed for six months. The balance is due upon completion of the agreed terms.

All labor and equipment will be furnished for the sum of: See above.....

Acceptance of this proposal shall constitute a contract.

Date Accepted: _____

Name: _____

A handwritten signature in black ink, appearing to read 'Bob B.', is written over a horizontal line.

Superior Lawn Maintenance, Inc.



**CERTIFIED
LANDSCAPE
PROFESSIONAL**

II.F.10. Approve Student Code of
Conduct



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

II.F.10. Approve Student Code of Conduct

REQUIREMENT TYPE:

☒ Annual Requirement	☒ Legal Requirement
--	---

BACKGROUND:

The Student Code of Conduct has been reviewed and updated for the 2026–2027 school year to reflect changes in state and federal law, align with Board policy, and clarify district expectations for student behavior, discipline, and due process. The Code of Conduct establishes standards for maintaining a safe, orderly, and supportive learning environment for all students.

RATIONALE:

Approval of the updated Student Code of Conduct ensures the district remains compliant with applicable legal requirements while providing students, parents, and staff with clear expectations regarding student conduct and disciplinary procedures. Adoption of the revised Code supports consistent implementation across the district for the 2026–2027 school year.

BUDGET:

- ☒ No budget impact ☐ See below for budget information

IMPLEMENTATION TIMELINE:

Following Board approval, the new policy will become effective for implementation beginning with the 2026–2027 school year. Administrative procedures and communications will be updated as needed to support implementation.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends approval of the updated Student Code of Conduct for the 2026–2027 school year to ensure compliance with applicable laws, Board policy, and district expectations for student conduct.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
--	--	---

July 13, 2026

Student Code of Conduct Review

The Student Code of Conduct was reviewed by using the 2025-2026 TASB recommendations. Multiple recommendations were given in the comments section of the working document, however the TASB recommendations were used.

The following pages have been changed from the TASB wording.

Page 12:

Possession of Personal Communication Devices

TASB:

Students shall not:

Use a personal communication device, including a cell phone, or other electronic device on school property during the school day and shall store the device in accordance with the method of storage established by the district. [See Glossary]

New Wording:

In accordance with Texas House Bill 1481, students shall not use a personal communication device, including a cell phone, or other electronic device on school property during the school day and shall store the device in accordance with the method of storage established by the district.

Both Elementary and Secondary students must power off their devices and keep them stored securely in their backpack and or locker throughout the entire instructional day.

Inappropriate use of a personal communication device during the school day will result in disciplinary intervention, including placement in the Accelerated Instruction Space (AIS). Multiple or repeated infractions may escalate to Out of School Suspension (OSS) in accordance with this Code of Conduct.

Page 18:

Removal from the School Bus

I need to put in the new title of the transportations Assistant Principal.

Page 28:

We need to determine if transportation will be provided to our DAEP.

Page 20:

AIS Space is defined.

Page 26:

Placement Order

Richard Yoes is correct:

Not later than the second business day after a JJAEP conference, the board's designee shall deliver to the juvenile court a copy of the placement order and all information required by [Section 52.04 of the Family Code](#).

I reviewed the 52.04 Family Code, and this sentence relates to JJAEP not DAEP.

Page 29:

Restrictions During Placement

TASB:

For seniors who are eligible to graduate and are assigned to a DAEP at the time of graduation, the placement in the program shall continue through graduation, and the student shall not be allowed to participate in the graduation ceremony and related graduation activities.

New Wording:

For seniors who are eligible to graduate and are assigned to a DAEP at the time of graduation, the placement in the program may continue through graduation. **At the discretion of the campus principal or appropriate administrator**, the student **may** be restricted from participating in the graduation ceremony and or related graduation activities.

Page 35

Virtual Expulsion Program

TASB:

In some circumstances, a student may be placed in a virtual expulsion program.

New Wording:

May be used as an optional placement based on availability.



BEAUMONT
INDEPENDENT SCHOOL DISTRICT

STUDENT **CODE OF** **CONDUCT**



2026-2027 SCHOOL YEAR

If you have difficulty accessing the information in this document because of a disability, please contact the Senior Director of Special Services at (409) 617-5117.

It is the policy of the Beaumont Independent School District not to discriminate on the basis of race, color, national origin, gender, handicapping condition, or age in its programs, services, activities, or employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended. The Beaumont Independent School District is committed to providing a free and appropriate public education for all students.

Student Code of Conduct

Table of Contents

Student Code of Conduct.....	5
Purpose.....	5
School District Authority and Jurisdiction.....	6
Campus Behavior Coordinator.....	7
Threat Assessment and Safe and Supportive School Team.....	7
Searches.....	8
Reporting Crimes.....	8
Security Personnel.....	8
Parent Defined.....	8
Extracurricular Participation.....	10
Participating in Graduation Activities.....	13
Unauthorized Persons.....	14
Standards for Student Conduct.....	14
General Conduct Violations.....	15
Disregard for Authority.....	15
Mistreatment of Others.....	15
Property Offenses.....	16
Possession of Prohibited Items.....	17
Possession of Personal Communication Devices.....	18
Illegal, Prescription, and Over-the-Counter Drugs.....	19
Misuse of Technology Resources and the Internet.....	19
Safety Transgressions.....	20
Miscellaneous Offenses.....	21
Discipline Management Techniques.....	21
First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette.....	22
Students with Disabilities.....	22

Student Code of Conduct

Techniques.....	22
Prohibited Aversive Techniques.....	24
Notification.....	25
Parental Involvement.....	25
Appeals.....	26
Removal from the School Bus.....	26
Removal from the Regular Educational Setting.....	27
Routine Referral.....	27
Formal Teacher Removal.....	26
Returning a Student to the Classroom.....	28
Appeals of Formal Teacher Removals.....	28
Accelerated Instructional Space.....	29
Process.....	29
Out-of-School Suspension.....	30
Misconduct.....	30
Process.....	31
Alternative Assignment.....	32
Coursework During Suspension.....	32
Disciplinary Alternative Education Program (DAEP) Placement.....	32
Discretionary Placement: Misconduct That May Result in Placement.....	33
Mandatory Placement: Misconduct That Requires DAEP Placement	34
Sexual Assault and Campus Assignments.....	36
Process.....	37
Length of Placement.....	39
Appeals.....	40
Restrictions During Placement.....	40
Placement Review.....	41
Additional Misconduct.....	41

Student Code of Conduct

Notice of Criminal Proceedings.....	41
Withdrawal During Process.....	42
Newly Enrolled Students.....	42
Emergency Placement Procedure.....	43
Transition Services.....	43
Placement and/or Expulsion for Certain Offenses.....	43
Registered Sex Offenders.....	43
Expulsion.....	44
Discretionary Expulsion: Misconduct That May Result in Expulsion.....	45
Mandatory Expulsion: Misconduct That Requires Expulsion.....	47
Under Age 10.....	48
Process.....	50
Length of Expulsion.....	51
Withdrawal During Process.....	52
Additional Misconduct.....	52
Restrictions During Expulsion.....	52
Newly Enrolled Students.....	53
Emergency Expulsion Procedures.....	53
DAEP Placement of Expelled Students.....	53
Transition Services.....	54
Certain Felonies.....	54
Hearing and Required Findings.....	55
Length of Placement.....	55
Placement Review.....	55
Glossary.....	56

Student Code of Conduct

Student Code of Conduct

Accessibility

If you have difficulty accessing the information in this document because of a disability, please contact the Senior Director for Special Services Richelle Brooks at 409-617-5117 or rbrooks@bmtisd.com.

Purpose

The Student Code of Conduct (“Code of Conduct”), as required by [Chapter 37](#) of the Texas Education Code, provides methods and options for managing student behavior, preventing and intervening in student discipline problems, and imposing discipline.

The law requires the district to define misconduct that may—or must—result in a range of specific disciplinary consequences, including removal from a regular classroom or campus, out-of-school suspension, placement in a disciplinary alternative education program (DAEP), placement in a juvenile justice alternative education program (JJAEP), or expulsion from school.

This Code of Conduct has been adopted by the Beaumont ISD School Board, and developed with the advice of the district-level planning and decision-making committees. It provides information to parents and students regarding standards of conduct, consequences of misconduct, and procedures for administering discipline. This Code of Conduct remains in effect during summer school and at all school-related events and activities outside the school year until the board adopts an updated version for the next school year.

In accordance with state law, the Code of Conduct shall be posted at each school campus or shall be available for review at the campus principal’s office. Additionally, the Code of Conduct shall be available at the designated campus behavior coordinator’s office and posted on the district’s website. Parents shall be notified of any conduct violation that may result in a student being suspended, placed in a DAEP or JJAEP, expelled, or taken into custody by a law enforcement officer under [Chapter 37](#) of the Education Code.

Not later than the first day of the 2025–2026 school year, the Texas Education Agency (TEA) shall prepare and provide to each school district a report

Student Code of Conduct

identifying each law relating to school discipline that was amended or added by the 89th Legislature, Regular Session, 2025. A school district shall provide to each student and the parent of or person standing in parental relation to the student the prepared report.

Because the Code of Conduct is adopted by the district's School Board, it has the force of policy. In the event of a conflict between the Code of Conduct and the Student Handbook, the Code of Conduct shall prevail.

Please note: The discipline of students with disabilities who are eligible for services under federal law ([Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973](#)) is subject to the provisions of those laws.

School District Authority and Jurisdiction

School rules and the district's authority to administer discipline apply whenever the interest of the district is involved, on or off school grounds, in conjunction with or independent of classes and school-sponsored activities.

The district has disciplinary authority over a student:

1. During the regular school day;
2. While the student is traveling on district transportation;
3. At any school-related activity, regardless of time or location;
4. For any school-related misconduct, regardless of time or location;
5. When retaliation against a school employee, board member, or volunteer occurs or is threatened, regardless of time or location;
6. When a student engages in cyberbullying, as defined by [Education Code 37.0832](#);
7. When criminal mischief is committed on or off school property or at a school-related event;
8. For certain offenses committed within 300 feet of school property as measured from any point on the school's real property boundary line;
9. For certain offenses committed while on school property or while attending a school-sponsored or school-related activity of another district in Texas;

Student Code of Conduct

10. When the student commits a felony, as provided by [Education Code 37.006, 37.007, or 37.008](#);
11. When the student is required to register as a sex offender.

Campus Behavior Coordinator

As required by law, a single person at each campus must be designated to serve as the campus behavior coordinator (CBC). The designated person may be the principal, or any other campus administrator selected by the principal. Additional staff members may assist the CBC in the performance of the CBC's duties, provided that the CBC personally verifies that all aspects of [Chapter 37, Subchapter A](#) are appropriately implemented. The CBC is primarily responsible for maintaining student discipline. The CBC shall monitor disciplinary referrals and report the following behavior to the campus's threat assessment and safe and supportive school team:

- Conduct that contains the elements of the offense of terroristic threat under [Penal Code 22.07](#);
- Conduct that contains the elements of the offense of unlawfully carrying weapons under [Penal Code 46.02](#);
- Conduct that contains the elements of the offense of exhibiting, using, or threatening to exhibit or use a firearm under [Education Code 37.125](#); and
- Any concerning student behaviors or behavioral trends that may pose a serious risk of violence to the student or others.

The district shall post on its website for each campus, the email address and telephone number of the person serving as CBC. Contact information may be found at www.bmtisd.com

Threat Assessment and Safe and Supportive School Team

The Campus Behavior Coordinator (CBC) or another designated administrator will work with the campus threat assessment and Safe and Supportive School Team to carry out the district's threat assessment policies and procedures, as required by Texas law. The CBC or administrator will also ensure that any disciplinary action is taken in accordance with the district's Student Code of Conduct.

Student Code of Conduct

Searches

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and district policy.

Searches of students shall be conducted in a reasonable and nondiscriminatory manner. Refer to the district's policies at FNF(LEGAL) and FNF(LOCAL) for more information regarding investigations and searches.

The district has the right to search a vehicle driven to school by a student and parked on school property whenever there is reasonable suspicion to believe it contains articles or materials prohibited by the district.

Desks, lockers, district-issued technology, and other district property are provided for student use and remain the property of the district. Students should not expect privacy in district property. The district may inspect or search district property at any time, with or without notice, in accordance with applicable law and district policy..

Reporting Crimes

The principal or CBC and other school administrators as appropriate shall report crimes as required by law and shall call BISD Police Department or Local law enforcement when an administrator suspects that a crime has been committed on campus.

Security Personnel

The board utilizes police officers, Public Security Officers (PSO) to ensure the security and protection of students, staff, and property. In accordance with law, the board has coordinated with the CBC and other district employees to ensure appropriate law enforcement duties are assigned to these persons. Provisions addressing the various types of security personnel can be found in the CKE policy series.

The law enforcement duties of school police officers and public security officers are:

- To protect the safety and welfare of any person in the jurisdiction of the district and protect the property of the district;
- Enforce applicable federal, state, and local laws, including municipal and county ordinances, and investigate violations of law as needed. In

Student Code of Conduct

doing so, District police officers may serve search warrants in connection with District-related investigations in compliance with the Texas Code of Criminal Procedure;

- Arrest suspects consistent with state and federal statutory and constitutional standards governing arrests, including arrests without warrant, for offenses that occur in the officer's presence or under the other rules set out in the Texas Code of Criminal Procedure;
- Coordinate and cooperate with commissioned officers of all other law enforcement agencies in the enforcement of this policy as necessary;
- Enforce District policies, and regulations on District property, in school zones, at bus stops, or at District functions; Refer to TEC, 37.081
- Investigate violations of District policy, and regulations as requested by the Superintendent and participate in hearings concerning alleged violations; Refer to TEC, 37.081
- Carry weapons as directed by the District Chief of Police and approved by the Superintendent; and
- Carry out all other duties as directed by the District Chief of Police or Superintendent.

"Parent" Defined

Throughout the Code of Conduct and related discipline policies, the term "parent" includes a parent, legal guardian, or other person having lawful control of the child.

Extracurricular Participation

Beaumont Independent School District's Student Code of Conduct also applies to all students that participate in Extracurricular Activities. All students of extracurricular activities, including elected and appointed officers of all campus organizations, are subject to the provisions of the Beaumont ISD Student Code of Conduct of this Extracurricular Code of Conduct.

Student Code of Conduct

“Coaches & Sponsors “ Defined

Throughout the Code of Conduct,, the term **coach** and/or **sponsor** refers to activity or organization sponsors, directors, and other district staff who are responsible for overseeing an extracurricular activity.

Extracurricular Activities – Board Policy FM (Legal)

An extracurricular activity is an activity sponsored by the UIL, a board, or an organization sanctioned by board resolution. The activity is not necessarily directly related to instruction of the essential knowledge and skills but may have an indirect relation to some areas of the curriculum.

Extracurricular activities include, but are not limited to, public performances, contests, demonstrations, displays, and club activities. In addition, an activity is subject to this policy if any one of the following criteria applies:

12. The activity is competitive;
13. The activity is held in conjunction with another activity that is considered extracurricular;
14. The activity is held off-campus, except in a case in which adequate facilities do not exist on campus;
15. The general public is invited; or
16. An admission is charged.

Exception – Public Performances

A student ineligible to participate in an extracurricular activity, but who is enrolled in a state-approved course that requires demonstration of the mastery of the essential knowledge and skills in a public performance, may participate in the performance if:

- The general public is invited; and
- The requirement for student participation in public is stated in the essential knowledge and skills of the course.
- A student ineligible to participate in an extracurricular activity, but who is enrolled in a state-approved music course that participates in UIL

Student Code of Conduct

Concert and Sight-Reading Evaluation, may perform with the ensemble during the UIL evaluation performance. 19 TAC 76.1001(a)

Suspension

For the purposes of Beaumont ISD Extracurricular Code of Conduct, suspension is defined as removal from competition, a formal or informal performance, or any other activity event. A student placed on suspension will not be able to participate in the activity, including traveling with the organization, dressing out, wearing uniforms, or attending practices.

Dismissal

For the purposes of the Beaumont ISD Extracurricular Code of Conduct, dismissal is defined as the removal of a student from an extracurricular activity.

Before a student may be dismissed from an extracurricular activity, the coach/sponsor must notify the campus principal or designee and obtain approval for the dismissal.

A student dismissed from an extracurricular activity will be expected to immediately turn in all district equipment or supplies as outlined by the coach/sponsor. The student will no longer be identified as a member of the extracurricular organization and remains responsible for any outstanding fees or balances resulting from their prior participation.

For violations of the general conduct expectations outlined in the Extracurricular Code of Conduct, the length of the dismissal will be determined by the coach/sponsor, subject to approval by the campus principal or appropriate campus administrator. The period of dismissal may include, but is not limited to:

- The remainder of the activity season, or end of the UIL calendar; or
- The remainder of the school year.

Student Code of Conduct

Students who are dismissed from an extracurricular activity and rejoin at a later date will be considered new members of that extracurricular activity and will be required to follow all guidelines and requirements applicable to new members.

Additional Expectations for Students Participating in Extracurricular Activities

Students who participate in extracurricular activities serve as representatives of their school and Beaumont ISD. As representatives of the District, they are expected to uphold standards of conduct that reflect positively on themselves, their school, and Beaumont ISD and to meet the additional responsibilities and expectations associated with extracurricular participation.

Once selected for an activity, students are considered to be a member of that organization and all rules of the program handbook and the Student Code of Conduct apply. Membership begins from the day of selection and may continue through the end of the academic year.

In addition to the Standards for Student Conduct, students participating in extracurricular activities are expected to:

- Align acceptable behavior to the highest standards of the UIL Code of Conduct, which requires all students to “display the highest standards of ethics, respect and character.”
- Conduct themselves in a manner that reflects positively on themselves, their school, their team or organization, and Beaumont ISD during practices, rehearsals, competitions, performances, meetings, travel, and other school-sponsored activities.
- Attend and actively participate in all required practices, rehearsals, performances, competitions, meetings, and other scheduled activities unless excused by the coach or sponsor in accordance with district policy and activity expectations.
- Communicate with the coach or sponsor as soon as reasonably possible regarding any anticipated absence from a required extracurricular activity.

Student Code of Conduct

- Follow the lawful directions of coaches, sponsors, district staff, officials, and other authorized personnel while participating in extracurricular activities.
- Demonstrate respect toward teammates, fellow participants, opponents, officials, volunteers, spectators, and all district personnel.
- Exhibit appropriate behavior in person, online, and through electronic communications when such conduct substantially disrupts or negatively affects the extracurricular activity, the school environment, or the District.
- Remain committed to the extracurricular activity for the duration of the season or activity unless released by the coach or sponsor in accordance with campus and district procedures.
- Comply with all activity-specific rules, handbooks, safety requirements, and procedures established by the coach, sponsor, campus, or district.

The Student Code of Conduct cannot identify every possible act of misconduct. Beaumont ISD reserves the discretion to address conduct that is inconsistent with the expectations and standards established in this Code, even if the specific conduct is not expressly identified.

Participating in Graduation Activities

The district has the right to limit a student's participation in graduation activities for violating the district's Code of Conduct.

Participation might include a speaking role, as established by district policy and procedures.

Students eligible to give remarks at graduation shall be notified by the campus principal. Notwithstanding any other eligibility requirements, in order to be considered eligible, a student shall not have engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

The valedictorian and salutatorian may also have speaking roles at graduation. No student shall be eligible to have such a speaking role if he or she engaged in any misconduct that resulted in an out-of-school suspension, removal to a DAEP, or expulsion during the semester immediately preceding graduation.

Student Code of Conduct

Unauthorized Persons

In accordance with [Education Code 37.105](#), a school administrator, PSO, or district police officer shall have the authority to refuse entry to or eject a person from district property if the person refuses to leave peaceably on request and:

1. The person poses a substantial risk of harm to any person; or
2. The person behaves in a manner that is inappropriate for a school setting and persists in the behavior after being given a verbal warning that the behavior is inappropriate and may result in refusal of entry or ejection.

Appeals regarding refusal of entry or ejection from district property may be filed in accordance with policies FNG(LOCAL) or GF(LOCAL), as appropriate. However, the timelines for the district's grievance procedures shall be adjusted as necessary to permit the person to address the board in person within 90 calendar days, unless the complaint is resolved before a board hearing.

[See Restrictions During Placement for information regarding a student assigned to DAEP at the time of graduation.]

Standards for Student Conduct

Each student is expected to:

- Demonstrate courtesy, even when others do not;
- Behave in a responsible manner;
- Exercise self-discipline;
- Attend all classes regularly and on time;
- Bring appropriate materials and assignments to class;
- Meet district and campus standards of grooming and dress;
- Obey all campus and classroom rules;
- Respect the rights and privileges of students, teachers, and other district staff and volunteers;
- Respect the property of others, including district property and facilities;

Student Code of Conduct

- Cooperate with and assist the school staff in maintaining safety, order, and discipline; and
- Adhere to the requirements of the Code of Conduct.

General Conduct Violations

The categories of conduct below are prohibited at school, in vehicles owned or operated by the district, and at all school-related activities, but the list does not include the most severe offenses. In the subsequent sections on Accelerated Instruction Space, (DAEP) Placement, Placement and/or Expulsion for Certain Offenses, and Expulsion, those offenses that require or permit specific consequences are listed. Any offense, however, may be severe enough to result in *Removal* from the Regular Educational Setting.

Disregard for Authority

Students shall not:

- Fail to comply with directives given by school personnel;
- Leave school grounds or school-sponsored events without permission;
- Disobey rules for conduct in district vehicles; or
- Refuse to accept discipline or consequence assigned by a teacher or Administrator.

Mistreatment of Others

Students shall not:

- Use profanity or vulgar language or make obscene gestures;
- Fight or scuffle; [See Placement and/or Expulsion for Certain Offenses for assault.]
- Threaten a district student, employee, or volunteer, including off school property if the conduct causes a substantial disruption to the educational environment;
- Engage in any behavior that violates the Student Code of Conduct and is motivated by antisemitism; [See Glossary]
- Engage in bullying, cyberbullying, harassment, or making hit lists; (See Glossary for all four terms.)

Student Code of Conduct

- Release or threaten to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent;
- Engage in sexual or gender-based harassment or sexual abuse, whether by word, gesture, or any other conduct directed toward another person, including a district student, employee, board member, or volunteer;
- Engage in conduct that constitutes dating violence; [See Glossary]
- Engage in inappropriate or indecent exposure of private body parts;
- Participate in hazing; [See Glossary]
- Coerce an individual to act through the use or threat of force;
- Commit extortion or blackmail;
- Engage in inappropriate verbal, physical, or sexual conduct directed toward another person, including a district student, employee, or volunteer; or
- Record the voice or image of another without the prior consent of the individual being recorded or in any way that disrupts the educational environment or invades the privacy of others.

Property Offenses

Students shall not:

- Damage or vandalize property owned by others; [See Placement and/or Expulsion for Certain Offenses for felony criminal mischief.]
- Deface or damage school property, including textbooks, technology and electronic resources, lockers, furniture, and other equipment, with graffiti or by other means;
- Steal from students, staff, or district facility;
- Commit or assist in a robbery or theft, even if it does not constitute a felony according to the Penal Code; or [See Placement and/or Expulsion for Certain Offenses for felony robbery, aggravated robbery, and theft.]
- Enter, without authorization, district facilities, grounds, or property that are not open for operations.

Student Code of Conduct

Possession of Prohibited Items

Students shall not possess or use:

- Fireworks of any kind, smoke or stink bombs, or any other pyrotechnic device;
- A razor, box cutter, chain, or any other object used in a way that threatens or inflicts bodily injury to another person;
- A “look-alike” weapon that is intended to be used as a weapon or could reasonably be perceived as a weapon;
- An air gun or BB gun;
- A short barrel firearm;
- Ammunition;
- A hand instrument designed to cut or stab another by being thrown;
- A firearm silencer or suppressor;
- *A location-restricted knife;
- *A club;
- *A firearm;
- A stun gun;
- Knuckles;
- A pocketknife or any other small knife;
- Mace or pepper spray;
- Pornographic material;
- Tobacco products (including nicotine pouches), cigarettes, e-cigarettes/vapes, and any component, part, or accessory for an e-cigarette device;
- Matches or a lighter;
- A laser pointer, unless it is for an approved use; or
- Any articles not generally considered to be weapons, including school supplies, when the principal or designee determines that a danger exists.

Student Code of Conduct

*See Placement and/or Expulsion for Certain Offenses for weapons and firearms. In many circumstances, possession of these items is punishable by mandatory expulsion under federal or state law.

Possession of Personal Communication Devices

In accordance with [Texas House Bill 1481 \(89th Texas Legislature\)](#) and [Texas Education Code § 37.082](#), – Students Use of Personal Communication Devices, students shall not use a personal communication device, including but not limited to a cell phone, smart watch, earbuds, headphones, tablet, or other electronic communication device, while on school property during the school day, except as authorized by district policy or as required by law Texas Education Code § 37.082 – Student Use of Personal Communication Devices

Both Elementary and Secondary students must power off their devices and keep them stored securely in their backpack and or locker throughout the entire instructional day.

The district may authorize the use of a personal communication device only for the following reasons:

- To implement an Individualized Education Program (IEP) or a plan created under [Section 504, Rehabilitation Act of 1973 \(29 U.S.C. Section 794\)](#), or a similar program or plan;
- With a documented medical need based on a directive from a qualified physician; or
- To comply with a health or safety requirement imposed by law or as part of the district's safety protocols.

Unauthorized use of a personal communication device at any time during the instructional day is prohibited. The **instructional day** is defined as the period beginning when a student arrives on school property and ending when the

Student Code of Conduct

student is officially dismissed at the conclusion of the final instructional period. Lunch periods and passing periods are considered part of the instructional day.

Students who violate this policy are subject to disciplinary action in accordance with the Student Code of Conduct, which may include confiscation of the device, placement in the Accelerated Instruction Space (AIS), or other appropriate disciplinary consequences. Repeated or more serious violations may result in additional disciplinary action, including Out-of-School Suspension (OSS), as provided in this Code of Conduct.

Illegal, Prescription, and Over-the-Counter Drugs

Students shall not:

- Possess, use, give, or sell alcohol or an illegal drug. [See Disciplinary Alternative Education Program (DAEP) Placement and Expulsion for mandatory and permissive consequences under state law.]
- Possess or sell seeds or pieces of marijuana in less than a usable amount;
- Possess, use, give, or sell paraphernalia related to any prohibited substance; [See Glossary for “paraphernalia.”]
- Possess, use, abuse, or sell look-alike drugs or attempt to pass items off as drugs or contraband;
- Abuse the student’s own prescription drug, give a prescription drug to another student, or possess or be under the influence of another person’s prescription drug on school property or at a school-related event; [See Glossary for “abuse.”]
- Abuse over-the-counter drugs; [See Glossary for “abuse.”]
- Be under the influence of prescription or over-the-counter drugs that cause impairment to body or mind; or [See Glossary for “under the influence.”]

Student Code of Conduct

- Have or take prescription drugs or over-the-counter drugs at school other than as provided by district policy.

Misuse of Technology Resources and the Internet

Students shall not:

- Violate policies, rules, or agreements signed by the student or the student's parent regarding the use of technology resources;
- Attempt to access or circumvent passwords or other security-related information of the district, students, or employees or upload or create computer viruses, including off school property if the conduct causes a substantial disruption to the educational environment;
- Attempt to alter, destroy, or disable district technology resources including, but not limited to, computers and related equipment, district data, the data of others, or other networks connected to the district's system, including off school property if the conduct causes a substantial disruption to the educational environment;
- Use the internet or other electronic communications to threaten or harass district students, employees, board members, or volunteers, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school;
- Send, post, deliver, or possess electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal, including cyberbullying and "sexting," either on or off school property, if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school;
- Use the internet or other electronic communication to engage in or encourage illegal behavior or threaten school safety, including off school property if the conduct causes a substantial disruption to the educational environment or infringes on the rights of another student at school; or
- Utilize artificial intelligence in a way that would constitute academic dishonesty or as a means of engaging in any other prohibited conduct.

Student Code of Conduct

Safety Transgressions

Students shall not:

- Possess published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety;
- Engage in verbal (oral or written) exchanges that threaten the safety of another student, a school employee, or school property;
- Make false accusations or perpetrate hoaxes regarding school safety;
- Engage in any conduct that school officials might reasonably believe will substantially disrupt the school program or incite violence;
- Throw objects that can cause bodily injury or property damage; or
- Discharge a fire extinguisher without valid cause.

Miscellaneous Offenses

Students shall not:

- Violate dress and grooming standards as communicated in the Student Handbook;
- Engage in academic dishonesty, which includes cheating or copying the work of another student, unauthorized use of artificial intelligence, plagiarism, and unauthorized communication between students during an examination;
- Gamble;
- Falsify records, passes, or other school-related documents;
- Engage in actions or demonstrations that substantially disrupt or materially interfere with school activities; or
- Repeatedly violate other communicated campus or classroom standards of conduct.

The district may impose campus or classroom rules in addition to those found in the Code of Conduct. These rules may be posted in classrooms or given to the student and may or may not constitute violations of the Code of Conduct.

Student Code of Conduct

Discipline Management Techniques

Discipline shall be designed to improve conduct and encourage students to be responsible members of the school community. Disciplinary action shall draw on the professional judgment of teachers and administrators and on a range of discipline management techniques, including restorative practices. Discipline shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, the effect of the misconduct on the school environment, and statutory requirements.

First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette

An appropriate administrator may place a student in a disciplinary alternative education program for the first-time offense of possession or use of a nicotine delivery product or e-cigarette, as defined by [Section 161.081, Health and Safety Code](#).

If a student who possesses or uses an e-cigarette is not placed in a disciplinary alternative education program for the first-time offense under [Education Code 37.008](#), the student shall be placed in Accelerated Instruction Space (AIS) for a period of at least 10 school days.

Students with Disabilities

The discipline of students with disabilities is subject to applicable state and federal law in addition to the Code of Conduct. In the event of any conflict, the district shall comply with federal law. For more information regarding discipline of students with disabilities, see policy FOF(LEGAL).

In accordance with the [Education Code](#), a student who receives special education services may not be disciplined in a manner that results in a change to the student's educational placement for conduct meeting the definition of bullying, cyberbullying, harassment, or making hit lists [see Glossary] until an Admission, Review, and Dismissal (ARD) committee meeting has been held to review the conduct.

In deciding whether to order suspension, DAEP placement, or expulsion, regardless of whether the action is mandatory or discretionary, the district

Student Code of Conduct

shall take into consideration a disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct.

Techniques

The following discipline management techniques may be used alone, in combination, or as part of progressive interventions for behavior prohibited by the Code of Conduct or by campus or classroom rules:

- Verbal correction, oral or written;
- Cooling-off time or a brief "time-out" period, in accordance with law;
- Seating changes within the classroom or vehicles owned or operated by the district;
- Temporary confiscation of items that disrupt the educational process;
- Rewards or demerits;
- Behavioral contracts;
- Counseling by teachers, school counselors, or administrative personnel;
- Parent-teacher conferences;
- Behavior coaching;
- Anger management classes;
- Mediation (victim-offender);
- Classroom circles;
- Family group conference;
- Grade reductions for cheating, plagiarism, and as otherwise permitted by policy;
- Detention, including outside regular school hours;
- Sending the student to the office, another assigned area, or to AIS.
- Assignment of school duties, such as cleaning or picking up litter;
- Withdrawal of privileges, such as participation in extracurricular activities, eligibility for seeking and holding honorary offices, or membership in school-sponsored clubs and organizations;

Student Code of Conduct

- Penalties identified in student organizations' extracurricular standards of behavior;
- Restriction or revocation of district transportation privileges;
- School-assessed and school-administered probation;
- Accelerated Instruction Space (AIS), as specified in Accelerated Instruction Space
- Out-of-school suspension, as specified in Out-of-School Suspension;
- Placement in a DAEP, as specified in Disciplinary Alternative Education Program (DAEP) Placement;
- Expulsion and/or placement in an alternative educational setting, as specified in Placement and/or Expulsion for Certain Offenses;
- Expulsion, as specified in Expulsion;
- Referral to an outside agency or legal authority for criminal prosecution in addition to disciplinary measures imposed by the district; or
- Other strategies and consequences as determined by school officials.

Prohibited Aversive Techniques

Aversive techniques are prohibited for use with students and are defined as techniques or interventions intended to reduce the recurrence of a behavior by intentionally inflicting significant physical or emotional discomfort or pain. Aversive techniques include:

- Using techniques designed or likely to cause physical pain as permitted by district policy. [See policy FO(LOCSL)]
- Using techniques designed or likely to cause physical pain by electric shock or any procedure involving pressure points or joint locks;
- Directed release of noxious, toxic, or unpleasant spray, mist, or substance near a student's face;
- Denying adequate sleep, air, food, water, shelter, bedding, physical comfort, supervision, or access to a restroom facility;
- Ridiculing or demeaning a student in a manner that adversely affects or endangers the learning or mental health of the student or constitutes verbal abuse;

Student Code of Conduct

- Employing a device, material, or object that immobilizes all four of a student's extremities, including prone or supine floor restraint;
- Impairing the student's breathing, including applying pressure to the student's torso or neck or placing something in, on, or over the student's mouth or nose or covering the student's face;
- Restricting the student's circulation;
- Securing the student to a stationary object while the student is standing or sitting;
- Inhibiting, reducing, or hindering the student's ability to communicate;
- Using chemical restraints;
- Using time-out in a manner that prevents the student from being able to be involved in and progress appropriately in the required curriculum or any applicable individualized education program (IEP) goals, including isolating the student using physical barriers; or
- Depriving the student of one or more of the student's senses, unless the technique does not cause the student discomfort or complies with the student's IEP or Behavior Intervention Plan (BIP).

Notification

The CBC shall promptly notify a student's parent by phone or in person of any violation that may result in in-school or out-of-school suspension, placement in a DAEP, placement in a JJAEP, or expulsion. The CBC shall also notify a student's parent if the student is taken into custody by a law enforcement officer under the disciplinary provisions of [Education Code 37.0012\(d\)](#).

A good-faith effort shall be made to provide written notice of the disciplinary action to the student, on the day the action was taken, for delivery to the student's parent. If the parent has not been reached by telephone or in person by 5:00 p.m. of the first business day after the day the disciplinary action was taken, the CBC shall send written notification by U.S. Mail. If the CBC is not able to provide notice to the parent, the principal or designee shall provide the notice.

Before the principal or appropriate administrator assigns a student under age 18 to detention outside regular school hours, notice shall be given to the

Student Code of Conduct

student's parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Parental Involvement

The principal, campus behavior coordinator, or other appropriate administrator shall notify the parent of or person standing in parental relation to a student who has been placed in a disciplinary alternative education program (DAEP) or expelled of the parent's or person's right to request a behavioral agreement that specifies the responsibilities of the parent or person and student.

The behavioral agreement must specify the responsibilities of the student and parent/guardian. If followed, the agreement may result in a reduced disciplinary placement period, as outlined in the agreement. Reduction in the disciplinary placement period does not entitle the student to different disciplinary placement. The decision to reduce, revoke, or amend the disciplinary placement period is at the sole discretion of the DAEP school administration. Compliance with the agreement is required for the reduction to remain valid.

Appeals

Questions from parents regarding disciplinary measures should be addressed to the teacher, campus administration, or CBC, as appropriate. Appeals or complaints regarding the use of specific discipline management techniques should be addressed in accordance with policy FNG(LOCAL). A copy of this policy may be obtained from the central administration office or online at

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=725&code=FNG#localTabContent>.

The district shall not delay a disciplinary consequence while a student or parent pursues a grievance. In the instance of a student who is accused of conduct that meets the definition of sexual harassment as defined by Title IX, the district will comply with applicable federal law, including the Title IX formal complaint process. [See policies FFH(LEGAL) and (LOCAL)]

Student Code of Conduct

Removal from the School Bus

A bus driver may refer a student to the Coordinator of Transportation Safety and Discipline to maintain effective discipline on the bus. The Coordinator of Transportation Safety and Discipline or CBC must employ additional discipline management techniques, as appropriate, which can include restricting or revoking a student's bus riding privileges.

To transport students safely, the vehicle operator must focus on driving and not be distracted by student misbehavior. Therefore, when appropriate disciplinary management techniques fail to improve student behavior or when specific misconduct warrants immediate removal, the Coordinator of Transportation Safety and Discipline or the CBC may restrict or revoke a student's transportation privileges, in accordance with law. Only district administration, in accordance with applicable IDEA and Section 504 procedures, may authorize changes to transportation services. For additional information please contact the Director of Transportation Cory Metts at (409) 617-5616.

Removal from the Regular Educational Setting

In addition to other discipline management techniques, misconduct may result in removal from the regular educational setting in the form of a routine referral or a formal removal.

Routine Referral

A routine referral occurs when a teacher sends a student to the CBC's office as a discipline management technique. The CBC shall employ alternative discipline management techniques, including progressive interventions. A teacher or administrator may remove a student from class for behavior that violates this Code of Conduct to maintain effective discipline in the classroom.

Formal Teacher Removal

A teacher may initiate a formal removal from class if:

1. A student's behavior repeatedly interferes with the teacher's ability to teach the class or with other students' ability to learn;

Student Code of Conduct

2. A student demonstrates behavior that is unruly, disruptive, or abusive toward the teacher, another adult, or another student in the classroom; or
3. A student engages in conduct that constitutes bullying, as defined by [Education Code 37.0832.0](#).

A teacher, CBC, or other appropriate administrator must notify a parent or person standing in parental relation to the student of the formal removal. A teacher may remove a student from class based on a single incident of behavior.

Within three school days of the formal removal, the CBC or appropriate administrator shall schedule a conference with the student's parent, the student, the teacher who removed the student from class, and any other appropriate administrator.

At the conference, the CBC or appropriate administrator shall inform the student of the alleged misconduct and the proposed consequences. The student shall have an opportunity to respond to the allegations.

When a student is removed from the regular classroom by a teacher and a conference is pending, the CBC or other administrator may place the student in:

- Another appropriate classroom;
- AIS;
- Out-of-school suspension; or
- DAEP.

A teacher or administrator must remove a student from class if the student engages in behavior that under the [Education Code](#) requires or permits the student to be placed in a DAEP or expelled. When removing for those reasons, the procedures in the subsequent sections on DAEP or expulsion shall be followed.

Returning a Student to the Classroom

A student who has been formally removed from class by a teacher for conduct against the teacher containing the elements of assault, aggravated

Student Code of Conduct

assault, sexual assault, or aggravated sexual assault may not be returned to the teacher's class without the teacher's written consent.

A student who has been formally removed by a teacher for any other conduct may not be returned to the teacher's class without the teacher's written consent unless the placement review committee determines that the teacher's class is the best or only alternative, and not later than the third class day after the day the student was removed from class, a conference in which the teacher was provided an opportunity to participate has been held. The student may not be returned to the teacher's class unless the teacher provides written consent for the student's return or a return to class plan has been prepared for that student.

Appeals of Formal Teacher Removals

A student may appeal the teacher's removal of the student from class to the school's placement review committee or the campus's threat assessment and safe and supportive school team, in accordance with a district policy providing for such an appeal to be made to this team.

Accelerated Instructional Space (AIS)

AIS serves as the primary intervention setting for students whose behavior temporarily interferes with teaching and learning but does not warrant suspension, and student placement may not be subject to any set time limit.

- **Multi-Tiered Continuum:** campuses utilize a multi-tiered approach. **Level 1** manages minor disruptions directly within the classroom to keep students engaged in learning. **Level 2** utilizes the AIS for persistent disruptions, providing immediate removal alongside academic assignments, behavioral reflection, and coaching. **Level 3** scales to intensive administrative interventions and tiered support plans for recurring concerns.
- **Administrative Review:** A school's principal or other appropriate administrator shall periodically review the student's AIS placement to evaluate academic progress and determine if continued placement or additional tiered supports are necessary.
- **Educational Continuity:** During an AIS placement, a student shall remain connected to instruction and receive appropriate behavioral reflection,

Student Code of Conduct

coaching, and comparable educational services as they would receive in the regular classroom. If the student receives special education services, the student must continue to receive special education and related services specified in the student's individualized education program (IEP) and continue to have an opportunity to progress in the general curriculum.

Out-of-School Suspension

Process

Before being suspended, a student shall have an informal conference with the CBC or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision.

The CBC shall determine the number of days of a student's suspension. In deciding whether to order in-school suspension, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

The appropriate administrator shall determine any restrictions on participation in school-sponsored or school-related extracurricular and cocurricular activities.

Misconduct

Students may be suspended for behavior listed in the Code of Conduct as a general conduct violation, DAEP offense, or expellable offense.

Student Code of Conduct

The district shall not use out-of-school suspension for students below grade 3 unless the conduct meets the requirements established in law.

A student below grade 3 or a student who is homeless shall not be placed in out-of-school suspension unless, while on school property or while attending a school-sponsored or school-related activity on or off school property, the student engages in:

- Conduct that contains the elements of a weapons offense, as provided in [Penal Code sections 46.02 or 46.05](#);
- Conduct that threatens the immediate health and safety of other students in the classroom;
- Documented conduct that results in repeated or significant disruption to the classroom; or
- Selling, giving, or delivering to another person or possessing, using, or being under the influence of any amount of marijuana, an alcoholic beverage, or a controlled substance or dangerous drug as defined by federal or state law.

The district shall use a positive behavior program as a disciplinary alternative for students below grade 3 who commit general conduct violations instead of suspension or placement in a DAEP. The program shall meet the requirements of law.

Process

State law allows a student to be assigned to out-of-school suspension for no more than three school days per behavior violation, with no limit on the number of times a student may be suspended in a semester or school year.

Before being suspended a student shall have an informal conference with the CBC or appropriate administrator, who shall inform the student of the alleged misconduct and give the student an opportunity to respond to the allegation before the administrator makes a decision.

The CBC shall determine the number of days of a student's suspension, not to exceed three school days.

In deciding whether to order out-of-school suspension, the CBC shall take into consideration:

Student Code of Conduct

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

The appropriate administrator shall determine any restrictions on participation in school-sponsored or school-related extracurricular and cocurricular activities.

Alternative Assignment

A parent or person standing in parental relation to the student may submit a written request to the principal or appropriate administrator to reassign a student placed in out-of-school suspension. The parent or person standing in parental relation to the student must provide information and documentation that they are unable to provide suitable supervision for the student during school hours during the period of the suspension. Reassignment is subject to the sole discretion of the principal or administrator and will be evaluated based on the severity of the incident and whether an alternative, appropriate campus setting is available. Alternative placement will not be considered for severe offenses that require absolute removal from the regular educational setting.

Coursework During Suspension

The district shall ensure a student receives access to coursework for foundation curriculum courses while the student is placed in in-school or out-of-school suspension, including at least one method of receiving this coursework that does not require the use of the internet.

A student removed from the regular classroom to AIS or another setting, other than a DAEP, will have an opportunity before the beginning of the next school year to complete each course the student was enrolled in at the time of

Student Code of Conduct

removal. The district may provide the opportunity by any method available, including a correspondence course, another distance learning option, or summer school. The district will not charge the student for any method of completion provided by the district.

Disciplinary Alternative Education Program (DAEP) Placement

The DAEP shall be provided in a setting other than the student's regular classroom. An elementary school student may not be placed in a DAEP with a student who is not an elementary school student.

For purposes of DAEP, elementary classification shall be kindergarten-grade 5 and secondary classification shall be grades 6-12.

A student who is expelled for an offense that otherwise would have resulted in a DAEP placement does not have to be placed in a DAEP in addition to the expulsion.

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

Discretionary Placement: Misconduct That May Result in DAEP Placement

A student may be placed in a DAEP for behaviors prohibited in the General Conduct Violations section of this Code of Conduct.

Misconduct Identified in State Law

In accordance with state law, a student **may** be placed in a DAEP for any of the following offenses:

Student Code of Conduct

- Engaging in bullying that encourages a student to die by suicide;
- Inciting violence against a student through group bullying;
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent;
- Involvement in a public school fraternity, sorority, or secret society, or gang including participating as a member or pledge, or soliciting another person to become a pledge or member of a public school fraternity, sorority, secret society, or gang; [see Glossary]
- Involvement in criminal street gang activity;[see Glossary]
- Any criminal mischief, including a felony;
- Assault (no bodily injury) with threat of imminent bodily injury;
- Assault by offensive or provocative physical contact;
- Engages in conduct that contains the elements of the offense of disruptive activities under [Education Code 37.123](#);
- Engages in conduct that contains the elements of the offense of disruption of classes under [Education Code 37.124](#); or
- Possesses or uses an e-cigarette, as defined by [Section 161.081, Health and Safety Code](#), except that if a student who possesses or uses an e-cigarette is not placed in a disciplinary alternative education program for the first-time offense under [Education Code 37.008](#), the student shall be placed in in-school suspension for a period of at least 10 school days. See First-Time Offense of Possession or Use of Nicotine Delivery Product or E-Cigarette for additional information.

In accordance with state law, a student **may** be placed in a DAEP if the Superintendent or the Superintendent's designee has reasonable belief [see Glossary] that the student engaged in conduct punishable as a felony that occurs off school property and not at a school-sponsored or school-related event, if the student's presence in the regular classroom threatens the safety of other students or teachers or will be detrimental to the educational process. Aggravated robbery or felonies listed as offenses in Title 5 [see Glossary] of the Penal Code are punishable as mandatory expulsions.

Student Code of Conduct

The CBC **may** place a student in a DAEP for off campus conduct for which DAEP placement is required by state law if the administrator does not have knowledge of the conduct before the first anniversary of the date the conduct occurred.

Mandatory Placement: Misconduct That Requires DAEP Placement

A student **must** be placed in a DAEP if the student:

- Engages in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school. [see Glossary]
 - Commits the following offenses on school property, within 300 feet of school property as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property;
 - Engages in conduct punishable as a felony;
 - Commits an assault; [see Glossary]
 - Except as provided by [Education Code 37.007\(a\)\(3\)](#), sells, gives, or delivers to another person or possesses, uses, or is under the influence of a controlled substance or dangerous drug in an amount not constituting a felony offense; [School-related felony drug offenses are addressed in Expulsion.] [See Glossary for "under the influence," "controlled substance," and "dangerous drug."]
 - Sells, gives, or delivers to another person or possesses, uses, or is under the influence of marijuana or THC. A student with a valid prescription for low-THC cannabis as authorized by [Chapter 487 of the Health and Safety Code](#) does not violate this provision;
 - Sells, gives, or delivers to another person an alcoholic beverage; commits a serious act or offense while under the influence of alcohol; or possesses, uses, or is under the influence of alcohol;
 - Behaves in a manner that contains the elements of an offense relating to abusable volatile chemicals;

Student Code of Conduct

- Sells, gives, or delivers to another person an e-cigarette, as defined by [Section 161.081, Health and Safety Code](#);
- Behaves in a manner that contains the elements of the offense of public lewdness or indecent exposure; [see Glossary]
- Engages in conduct that contains the elements of an offense of harassment against an employee under [Penal Code sections 42.07\(a\)\(1\), \(2\), \(3\), or \(7\)](#);
- Engages in expellable conduct and is six to nine years of age;
- Commits a federal firearms violation and is younger than six years of age;
- Engages in conduct that contains the elements of the offense of retaliation under [Penal Code 36.06](#) against any school employee or volunteer on or off school property; or
- Engages in conduct that contains the elements of harassment under [Penal Code 42.07](#) against any school employee or volunteer on or off of school property.

The student receives deferred prosecution [see Glossary], or a court or jury finds that the student has engaged in delinquent conduct [see Glossary], or the superintendent or designee has a reasonable belief [see Glossary] under [Section 53.03, Family Code](#), for conduct defined as any of the following offenses under the Penal Code:

1. A felony offense under [Title 5](#);
2. The offense of deadly conduct under [Section 22.05](#);
3. The felony offense of aggravated robbery under [Section 29.03](#);
4. The offense of disorderly conduct involving a firearm under [Section 42.01\(a\)\(7\) or \(8\)](#); or
5. The offense of unlawfully carrying weapons under [Section 46.02](#), except for an offense punishable as a Class C misdemeanor under that section.

Sexual Assault and Campus Assignments

A student shall be transferred to another campus if:

Student Code of Conduct

- The student has been convicted of continuous sexual abuse of a young child or disabled individual or convicted of or placed on deferred adjudication for sexual assault or aggravated sexual assault against another student on the same campus; and
- The victim's parent or another person with the authority to act on behalf of the victim requests that the board transfer the offending student to another campus.

If there is no other campus in the district serving the grade level of the offending student, the offending student shall be transferred to a DAEP.

Process

Removals to DAEP shall be made by the CBC.

Conference

When a student is removed from class for a DAEP offense, the CBC or appropriate administrator shall schedule a conference within three school days with the student's parent, the student, and, in the case of a teacher removal, the teacher.

At the conference, the CBC or appropriate administrator shall provide the student:

- Information, orally or in writing, of the reasons for the removal;
- An explanation of the basis for the removal; and
- An opportunity to respond to the reasons for the removal.

Following valid attempts to require attendance, the district may hold the conference and make a placement decision regardless of whether the student or the student's parents attend the conference.

Consideration of Mitigating Factors

In deciding whether to place a student in a DAEP, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;

Student Code of Conduct

4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

Placement Order

After the conference, if the student is placed in a JJAEP, the CBC shall write a placement order. A copy of the DAEP placement order and information for the parent or person standing in parental relation to the student regarding the process for requesting a full individual and initial evaluation of the student for purposes of special education services shall be sent to the student and the student's parent.

Not later than the second business day after a JJAEP conference, the board's designee shall deliver to the juvenile court a copy of the placement order and all information required by Section 52.04 of the Family Code.

If the student is placed in a DAEP and the length of placement is inconsistent with the guidelines included in this Code of Conduct, the placement order shall give notice of the inconsistency.

DAEP at Capacity and Alternative Placement

If a DAEP is at capacity at the time the CBC is deciding placement for conduct related to marijuana, THC, an e-cigarette, alcohol, or an abusable volatile chemical, the student shall be placed in AIS, then transferred to a DAEP for the remainder of the period if space becomes available before the expiration of the period of the placement.

If a DAEP is at capacity at the time the CBC is deciding placement for a student who engaged in **violent conduct**, a student placed in a DAEP for conduct related to marijuana, THC, and e-cigarette, alcohol, or an abusable volatile chemical may be placed in AIS to make a position in the DAEP available for the student who engaged in violent conduct. If a position becomes available in a DAEP before the expiration of the period of the placement for the student removed, the student shall be returned to a DAEP for the remainder of the period.

Student Code of Conduct

Coursework Notice

The parent or guardian of a student placed in DAEP shall be given written notice of the student's opportunity to complete, at no cost to the student, a foundation curriculum course in which the student was enrolled at the time of removal, and which is required for graduation. The notice shall include information regarding all methods available for completing the coursework.

Length of Placement

The CBC shall determine the duration of a student's placement in a DAEP.

The duration of a student's placement shall be determined case by case based on the seriousness of the offense, the student's age and grade level, the frequency of misconduct, the student's attitude, and statutory requirements.

The maximum period of DAEP placement shall be one calendar year, except as provided below.

Unless otherwise specified in the placement order, days absent from a DAEP shall not count toward fulfilling the total number of days required in a student's DAEP placement order.

The district shall administer the required pre- and post-assessments for students assigned to DAEP for a period of 90 days or longer in accordance with established district administrative procedures for administering other diagnostic or benchmark assessments.

Exceeds One Year

Placement in a DAEP may exceed one year when a review by the district determines that the student is a threat to the safety of other students or to district employees.

The statutory limitations on the length of a DAEP placement do not apply to a placement resulting from the board's decision to place a student who engaged in the sexual assault of another student so that the students are not assigned to the same campus.

Student Code of Conduct

Exceeds School Year

Students who are in a DAEP placement at the end of one school year may be required to continue that placement at the start of the next school year to complete the assigned term of placement.

For placement in a DAEP to extend beyond the end of the school year, the CBC or the board's designee must determine that:

1. The student's presence in the regular classroom or campus presents a danger of physical harm to the student or others; or
2. The student has engaged in serious or persistent misbehavior [see Glossary] that violates the district's Code of Conduct.

Exceeds 60 Days

For placement in a DAEP to extend beyond 60 days or the end of the next grading period, whichever is sooner, a student's parent shall be given notice and the opportunity to participate in a proceeding before the board or the board's designee.

Appeals

Questions from parents regarding disciplinary measures should be addressed to the campus administration.

Student or parent appeals regarding a student's placement in a DAEP should be addressed in accordance with policy FNG(LOCAL). A copy of this policy may be obtained from the central administration office or online at:

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=725&code=FNG#localTabContent>.

Appeals shall begin at Level 1 with the superintendent's designee.

The district shall not delay disciplinary consequences pending the outcome of an appeal. The decision to place a student in a DAEP cannot be appealed beyond the board.

Restrictions During Placement

State law prohibits a student placed in a DAEP for reasons specified in state law from attending or participating in school-sponsored or school-related extracurricular activities.

Student Code of Conduct

The district shall provide transportation to students in a DAEP through the DAEP Transportation program.

For seniors who are eligible to graduate and are assigned to the District Alternative Education Program (DAEP) at the time of graduation, placement in the program may continue through the date of graduation. Eligibility to participate in commencement exercises and other graduation-related activities shall be determined by the **Deputy Chief of Schools**, after consideration of the student's disciplinary record, successful completion of program requirements, and any applicable district guidelines

Placement Review

A student placed in a DAEP shall be provided a review of his or her status, including academic status, by the CBC or the board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall be given the opportunity to present arguments for the student's return to the regular classroom or campus. The student may not be returned to the classroom of a teacher who removed the student without that teacher's consent.

Additional Misconduct

If during the term of placement in a DAEP the student engages in additional misconduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC may enter an additional disciplinary order as a result of those proceedings.

Notice of Criminal Proceedings

When a student is placed in a DAEP for certain offenses, the office of the prosecuting attorney shall notify the district if:

1. Prosecution of a student's case was refused for lack of prosecutorial merit or insufficient evidence, and no formal proceedings, deferred adjudication [see Glossary], or deferred prosecution will be initiated; or
2. The court or jury found a student not guilty or made a finding that the student did not engage in delinquent conduct or conduct indicating a need for supervision, and the case was dismissed with prejudice.

Student Code of Conduct

If a student was placed in a DAEP for such conduct, on receiving the notice from the prosecutor, the Superintendent or designee shall review the student's placement and schedule a review with the student's parent not later than the third day after the Superintendent or designee receives notice from the prosecutor. The student may not be returned to the regular classroom pending the review.

After reviewing the notice and receiving information from the student's parent, the Superintendent or designee may continue the student's placement if there is reason to believe that the presence of the student in the regular classroom threatens the safety of other students or teachers.

The student or the student's parent may appeal the Superintendent's decision to the board. The student may not be returned to the regular classroom pending the appeal. In the case of an appeal, the board shall, at the next scheduled meeting, review the notice from the prosecutor and receive information from the student, the student's parent, and the Superintendent or designee, and confirm or reverse the decision of the Superintendent or designee. The board shall make a record of the proceedings.

If the board confirms the decision of the Superintendent or designee, the student and the student's parent may appeal to the Commissioner of Education. The student may not be returned to the regular classroom pending the appeal.

Withdrawal During Process

When a student violates the district's Code of Conduct in a way that requires or permits the student to be placed in a DAEP and the student withdraws from the district before a placement order is completed, the CBC may complete the proceedings and issue a placement order. If the student then re-enrolls in the district during the same or a subsequent school year, the district may enforce the order at that time, less any period of the placement that has been served by the student during enrollment in another district. If the CBC or the board fails to issue a placement order after the student withdraws, the next district in which the student enrolls may complete the proceedings and issue a placement order.

Student Code of Conduct

Newly Enrolled Students

The district shall decide on a case-by-case basis whether to continue the placement of a student who enrolls in the district and was assigned to a DAEP in an open-enrollment charter school or another district including a district in another state. The district may place the student in the district's DAEP or a regular classroom setting.

When a student enrolls in the district with a DAEP placement from a district in another state, the district has the right to place the student in DAEP to the same extent as any other newly enrolled student if the behavior committed is a reason for DAEP placement in the receiving district.

State law requires the district to reduce a placement imposed by a district in another state that exceeds one year so that the total placement does not exceed one year. After a review, however, the placement may be extended beyond a year if the district determines that the student is a threat to the safety of other students or employees, or if the extended placement is in the best interest of the student.

Emergency Placement Procedure

When an emergency placement is necessary because the student's behavior is so unruly, disruptive, or abusive that it seriously interferes with classroom or school operations, the student shall be given oral notice of the reason for the action. Not later than the tenth day after the date of the placement, the student shall be given the appropriate conference required for assignment to a DAEP.

Transition Services

In accordance with law and district procedures, campus staff shall provide transition services to a student returning to the regular classroom from an alternative education program, including a DAEP. [See policy FOCA(LEGAL) for more information.]

Placement and/or Expulsion for Certain Offenses

This section includes two categories of offenses for which the [Education Code](#) provides unique procedures and specific consequences.

Student Code of Conduct

Registered Sex Offenders

Upon receiving notification in accordance with state law that a student is currently required to register as a sex offender, the district must remove the student from the regular classroom and determine appropriate placement unless the court orders JJAEP placement.

If the student is under any form of court supervision, including probation, community supervision, or parole, the student shall be placed in either DAEP or JJAEP for at least one semester.

If the student is not under any form of court supervision, the student may be placed in DAEP or JJAEP for one semester or placed in a regular classroom. The student may not be placed in the regular classroom if the board or its designee determines that the student's presence:

1. Threatens the safety of other students or teachers;
2. Will be detrimental to the educational process; or
3. Is not in the best interests of the district's students.

Review Committee

At the end of the first semester of a student's placement in an alternative educational setting and before the beginning of each school year for which the student remains in an alternative placement, the district shall convene a committee, in accordance with state law, to review the student's placement. The committee shall recommend whether the student should return to the regular classroom or remain in the placement. Absent a special finding, the board or its designee must follow the committee's recommendation.

The placement review of a student with a disability who receives special education services must be made by the ARD committee.

Newly Enrolled Students

If a student enrolls in the district during a mandatory placement as a registered sex offender, the district may count any time already spent by the student in a placement or may require an additional semester in an alternative placement without conducting a review of the placement.

Student Code of Conduct

Appeal

A student or the student's parent may appeal the placement by requesting a conference between the board or its designee, the student, and the student's parent. The conference is limited to the factual question of whether the student is required to register as a sex offender. Any decision of the board or its designee under this section is final and may not be appealed.

Expulsion

In deciding whether to order expulsion, regardless of whether the action is mandatory or discretionary, the CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;
5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

Discretionary Expulsion: Misconduct That May Result in Expulsion

Some of the following types of misconduct may result in mandatory placement in a DAEP, whether or not a student is expelled. [see Disciplinary Alternative Education Program (DAEP) Placement]

Any Location

A student **may** be expelled for:

- Engaging in bullying that encourages a student to die by suicide;
- Inciting violence against a student through group bullying;
- Releasing or threatening to release intimate visual material of a minor or of a student who is 18 years of age or older without the student's consent;
- Criminal mischief, if punishable as a felony;

Student Code of Conduct

- Breach of computer security [see Glossary]: or
- Engaging in conduct relating to a false alarm or report (including a bomb threat) or a terroristic threat involving a public school.

At School, Within 300 Feet, or at a School Event

A student **may** be expelled for committing any of the following offenses on or within 300 feet of school property, as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off school property:

- Selling, giving, or delivering to another person, or possessing, using, or being under the influence of any amount of marijuana, a controlled substance, or a dangerous drug, unless the conduct is punishable as a felony. A student with a valid prescription for low-THC cannabis as authorized by [Chapter 487 of the Health and Safety Code](#) does not violate this provision; [See Glossary for "under the influence."]
- Selling, giving, or delivering to another person, or possessing, using, or being under the influence of alcohol; or committing a serious act or offense while under the influence of alcohol;
- Engaging in conduct that contains the elements of an offense relating to abusable volatile chemicals; or
- Engaging in deadly conduct. [see Glossary]

Within 300 Feet of School

A student may be expelled for possession of a firearm, as defined by federal law, while within 300 feet of school property, as measured from any point on the school's real property boundary line.

Property of Another District

A student may be expelled for committing any offense that is a state-mandated expellable offense if the offense is committed on the property of another district in Texas or while the student is attending a school-sponsored or school-related activity of a school in another district in Texas.

Student Code of Conduct

While in a DAEP

A student may be expelled for engaging in documented serious misbehavior that violates the district's Code of Conduct, despite documented behavioral interventions while placed in a DAEP. For purposes of discretionary expulsion from a DAEP, serious misbehavior means:

1. Deliberate violent behavior that poses a direct threat to the health or safety of others;
2. Extortion, meaning the gaining of money or other property by force or threat;
3. Conduct that constitutes coercion, as defined by [Penal Code 1.07](#); or
4. Conduct that constitutes the offense of:
 - a. Public lewdness under [Penal Code 21.07](#);
 - b. Indecent exposure under [Penal Code 21.08](#);
 - c. Criminal mischief under [Penal Code 28.03](#);
 - d. Hazing under [Education Code 37.152](#); or
 - e. Harassment under [Penal Code 42.07\(a\)\(1\)](#) of a student or district employee.

Mandatory Expulsion: Misconduct That Requires Expulsion

A student **must** be expelled under federal or state law for any of the following offenses that occur on or off school property.

Under Federal Law

Bringing to school or possessing at school, including any setting that is under the district's control or supervision for the purpose of a school activity, a firearm, as defined by federal law. [see Glossary]

Note: Mandatory expulsion under the [federal Gun Free Schools Act](#) does not apply to a firearm that is lawfully stored inside a locked vehicle or to firearms used in activities approved and authorized by the district when the district has adopted appropriate safeguards to ensure student safety.

Student Code of Conduct

Under the Penal Code

- Unlawfully carrying on or about the student's person the following, in the manner prohibited by [Penal Code 46.02](#):
 - A handgun, defined by state law as any firearm designed, made, or adapted to be used with one hand. [see Glossary] Note: A student may not be expelled solely on the basis of the student's use, exhibition, or possession of a firearm that occurs at an approved target range facility that is not located on a school campus; while participating in or preparing for a school-sponsored, shooting sports competition or a shooting sports educational activity that is sponsored or supported by the Parks and Wildlife Department; or a shooting sports sanctioning organization working with the department; [See policy FNCG(LEGAL).]
- A location-restricted knife, as defined by state law; [see Glossary]
- Possessing, manufacturing, transporting, repairing, or selling a prohibited weapon, as defined in state law; [see Glossary]
- Engages in conduct that contains the elements of the offense of exhibiting, using, or threatening to exhibit or use a firearm under Education Code 37.125; or
- Behaving in a manner that contains elements of the following offenses under the Penal Code:
 - Aggravated assault, sexual assault, or aggravated sexual assault;
 - Arson; [see Glossary]
 - Murder, capital murder, or criminal attempt to commit murder or capital murder;
 - Indecency with a child;
 - Kidnapping or aggravated kidnapping;
 - Burglary, robbery or aggravated robbery;
 - Manslaughter;
 - Criminally negligent homicide;

Student Code of Conduct

- Continuous sexual abuse of a young child or disabled individual;
- Behavior punishable as a felony that involves selling, giving, or delivering to another person or possessing, using, or being under the influence of a controlled substance or a dangerous drug; or
- Engaging in conduct that contains elements of assault against a school employee or volunteer.

Under Age 10

When a student under the age of 10 engages in behavior that is expellable behavior, the student shall not be expelled but shall be placed in a DAEP. A student under age six shall not be placed in a DAEP unless the student commits a federal firearm offense.

Process

If a student is believed to have committed an expellable offense, the CBC or other appropriate administrator shall schedule a hearing within a reasonable time. The student's parent shall be invited in writing to attend the hearing.

Until a hearing can be held, the CBC or other administrator may place the student in:

- Another appropriate classroom;
- AIS;
- Out-of-school suspension; or
- DAEP.

Hearing

A student facing expulsion shall be given a hearing with appropriate due process. The student is entitled to:

1. Representation by the student's parent or another adult who can provide guidance to the student and who is not an employee of the district;
2. An opportunity to testify and to present evidence and witnesses in the student's defense; and

Student Code of Conduct

3. An opportunity to question the witnesses called by the district at the hearing.

After providing notice to the student and parent of the hearing, the district may hold the hearing regardless of whether the student or the student's parent attends.

The board of trustees' delegates the Director of Student Behavior the authority to conduct hearings and expel students.

Board Review of Expulsion

After the due process hearing, the expelled student may request that the board review the expulsion decisions. The student or parent must submit a written request to the superintendent within seven days after receipt of the written decision. The superintendent must provide the student or parent written notice of the date, time, and place of the meeting at which the board will review the decision.

The board shall review the record of the expulsion hearing in a closed meeting unless the parent requests in writing that the matter be held in an open meeting. The board may also hear a statement from the student or parent and from the board's designee.

The board shall consider and base its decision on evidence reflected in the record and any statements made by the parties at the review. The board shall make and communicate its decision orally at the conclusion of the presentation. Consequences shall not be deferred pending the outcome of the hearing.

Expulsion Order

Before ordering the expulsion, the board or CBC shall take into consideration:

1. Self-defense [see Glossary];
2. Intent or lack of intent at the time the student engaged in the conduct;
3. The student's disciplinary history;
4. A disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct;

Student Code of Conduct

5. A student's status in the conservatorship of the Department of Family and Protective Services (foster care); or
6. A student's status as homeless.

If the student is expelled, the board or its designee shall deliver to the student and the student's parent a copy of the order expelling the student.

Not later than the second business day after the hearing, the Director of Student Behavior shall deliver to the juvenile court a copy of the expulsion order and the information required by [Section 52.04 of the Family Code](#).

If the length of the expulsion is inconsistent with the guidelines included in the Code of Conduct, the expulsion order shall give notice of the inconsistency.

Length of Expulsion

The length of an expulsion shall be based on the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, and statutory requirements.

The duration of a student's expulsion shall be determined on a case-by-case basis. The maximum period of expulsion is one calendar year, except as provided below.

An expulsion may not exceed one year unless, after review, the district determines that:

1. The student is a threat to the safety of other students or to district employees; or
2. Extended expulsion is in the best interest of the student.

State and federal law require a student to be expelled from the regular classroom for a period of at least one calendar year for bringing a firearm, as defined by federal law, to school. However, the Superintendent may modify the length of the expulsion on a case-by-case basis.

Students who commit offenses that require expulsion at the end of one school year may be expelled into the next school year to complete the term of expulsion.

Student Code of Conduct

Withdrawal During Process

When a student's conduct requires or permits expulsion from the district and the student withdraws from the district before the expulsion hearing takes place, the district may conduct the hearing after sending written notice to the parent and student.

If the student then re-enrolls in the district during the same or subsequent school year, the district may enforce the expulsion order at that time, less any expulsion period that has been served by the student during enrollment in another district.

If the CBC or the board fails to issue an expulsion order after the student withdraws, the next district in which the student enrolls may complete the proceedings.

Additional Misconduct

If during the expulsion, the student engages in additional conduct for which placement in a DAEP or expulsion is required or permitted, additional proceedings may be conducted, and the CBC or the board may issue an additional disciplinary order as a result of those proceedings.

Restrictions During Expulsion

Expelled students are prohibited from being on school grounds or attending school-sponsored or school-related activities during the period of expulsion.

No district academic credit shall be earned for work missed during the period of expulsion unless the student is enrolled in a JJAEP or another district-approved program.

Newly Enrolled Students

The district shall decide on a case-by-case basis the placement of a student who is subject to an expulsion order from another district or an open-enrollment charter school upon enrollment in the district.

If a student expelled in another state enrolls in the district, the district may continue the expulsion under the terms of the expulsion order, may place the student in a DAEP for the period specified in the order, or may allow the student to attend regular classes if:

Student Code of Conduct

1. The out-of-state district provides the district with a copy of the expulsion order; and
2. The offense resulting in the expulsion is also an expellable offense in the district in which the student is enrolling.

If a student is expelled by a district in another state for a period that exceeds one year and the district continues the expulsion or places the student in a DAEP, the district shall reduce the period of the expulsion or DAEP placement so that the entire period does not exceed one year, unless after a review it is determined that:

1. The student is a threat to the safety of other students or district employees; or
2. Extended placement is in the best interest of the student.

Emergency Expulsion Procedures

When an emergency expulsion is necessary to protect persons or property from imminent harm, the student shall be given verbal notice of the reason for the action. Emergency expulsion may be ordered based on a single incident of behavior by the student. Within 10 days after the date of the emergency expulsion, the student shall be given appropriate due process required for a student facing expulsion.

DAEP Placement of Expelled Students

The district may provide educational services to any expelled student in a DAEP; however, educational services in the DAEP must be provided if the student is less than 10 years of age.

Transition Services

In accordance with law and district procedures, campus staff shall provide transition services for a student returning to the regular classroom from placement in an alternative education program, including a DAEP or JJAEP. See policies FOCA(LEGAL) and FODA(LEGAL) for more information.

Certain Felonies

Regardless of whether DAEP placement or expulsion is required or permitted by one of the reasons in the DAEP Placement or Expulsion sections, in

Student Code of Conduct

accordance with [Education Code 37.0081](#), a student may be expelled and placed in either DAEP or JJAEP if the board or CBC makes certain findings and the following circumstances exist in relation to aggravated robbery or a felony offense under Title 5 [see Glossary] of the Penal Code. The student must have:

- Received deferred prosecution for conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been found by a court or jury to have engaged in delinquent conduct for conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been charged with engaging in conduct defined as aggravated robbery or a [Title 5 felony](#) offense;
- Been referred to a juvenile court for allegedly engaging in delinquent conduct for conduct defined as aggravated robbery or a [Title 5 felony](#) offense; or
- Received probation or deferred adjudication or have been arrested for, charged with, or convicted of aggravated robbery or a Title 5 felony offense.

The district may expel the student and order placement under these circumstances regardless of:

1. The date on which the student's conduct occurred;
2. The location at which the conduct occurred;
3. Whether the conduct occurred while the student was enrolled in the district; or
4. Whether the student has successfully completed any court disposition requirements imposed in connection with the conduct.

Hearing and Required Findings

The student must first have a hearing before the board or its designee, who must determine that in addition to the circumstances above that allow for the expulsion, the student's presence in the regular classroom:

1. Threatens the safety of other students or teachers;
2. Will be detrimental to the educational process; or

Student Code of Conduct

3. Is not in the best interest of the district's students.

Any decision of the board or the board's designee under this section is final and may not be appealed.

Length of Placement

The student is subject to the placement until:

1. The student graduates from high school;
2. The charges are dismissed or reduced to a misdemeanor offense; or
3. The student completes the term of the placement or is assigned to another program.

Placement Review

A student placed in a DAEP or JJAEP under this section is entitled to a review of his or her status, including academic status, by the CBC or board's designee at intervals not to exceed 120 days. In the case of a high school student, the student's progress toward graduation and the student's graduation plan shall also be reviewed. At the review, the student or the student's parent shall have the opportunity to present arguments for the student's return to the regular classroom or campus.

Newly Enrolled Students

A student who enrolls in the district before completing a placement under this section from another school district must complete the term of the placement.

Student Code of Conduct

Glossary

Abuse is improper or excessive use.

Aggravated robbery is defined in part by [Penal Code 29.03\(a\)](#) as when a person commits robbery and:

1. Causes serious bodily injury to another;
2. Uses or exhibits a deadly weapon; or
3. Causes bodily injury to another person or threatens or places another person in fear of imminent bodily injury or death, if the other person is:
 - a. 65 years of age or older; or
 - b. A disabled person.

Antisemitism is defined by [Government Code section 448.001](#) as a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities. Examples of antisemitism are included with the International Holocaust Remembrance Alliance's "Working Definition of Antisemitism" adopted on May 26, 2016.

Armor-piercing ammunition is defined by [Penal Code 46.01](#) as handgun ammunition used in pistols and revolvers and designed primarily for the purpose of penetrating metal or body armor.

Arson is defined in part by [Penal Code 28.02](#) as a crime that involves:

1. Starting a fire or causing an explosion with intent to destroy or damage:
 - a. Any vegetation, fence, or structure on open-space land; or
 - b. Any building, habitation, or vehicle:
 - (1) Knowing that it is within the limits of an incorporated city or town;
 - (2) Knowing that it is insured against damage or destruction;
 - (3) Knowing that it is subject to a mortgage or other security interest;

Student Code of Conduct

- (4) Knowing that it is located on property belonging to another;
 - (5) Knowing that it is located within it property belonging to another; or
 - (6) When the person starting the fire is reckless about whether the burning or explosion will endanger the life of some individual or the safety of the property of another.
- 2. Recklessly starting a fire or causing an explosion while manufacturing or attempting to manufacture a controlled substance if the fire or explosion damages any building, habitation, or vehicle; or
 - 3. Intentionally starting a fire or causing an explosion and in so doing:
 - a. Recklessly damaging or destroying a building belonging to another; or
 - b. Recklessly causing another person to suffer bodily injury or death.

Assault is defined in part by [Penal Code 22.01](#) as intentionally, knowingly, or recklessly causing bodily injury to another; intentionally or knowingly threatening another with imminent bodily injury; or intentionally or knowingly causing physical contact with another that can reasonably be regarded as offensive or provocative.

Breach of computer security includes knowingly accessing a computer, computer network, or computer system without the effective consent of the owner as defined in [Penal Code 33.02](#), if the conduct involves accessing a computer, computer network, or computer system owned by or operated on behalf of a school district and the student knowingly alters, damages, or deletes school district property or information or commits a breach of any other computer, computer network, or computer system.

Bullying is defined as a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that:

Student Code of Conduct

1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or damage to the student's property;
2. Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
3. Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
4. Infringes on the rights of the victim at school.

Bullying includes cyberbullying. (See below.) This state law on bullying prevention applies to:

1. Bullying that occurs on or is delivered to school property or to the site of a school-sponsored or school-related activity on or off school property;
2. Bullying that occurs on a publicly or privately owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity; and
3. Cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity if the cyberbullying interferes with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

Chemical dispensing device is defined by [Penal Code 46.01](#) as a device designed, made, or adapted for the purpose of dispensing a substance capable of causing an adverse psychological or physiological effect on a human being. A small chemical dispenser sold commercially for personal protection is not in this category.

Club is defined by [Penal Code 46.01](#) as an instrument, specially designed, made, or adapted for the purpose of inflicting serious bodily injury or death by striking a person with the instrument, and includes but is not limited to a blackjack, nightstick, mace, and tomahawk.

Controlled substance means a substance, including a drug, an adulterant, and a dilutant, listed in [Schedules I through V or Penalty Group 1, 1-A, 1-B, 2,](#)

Student Code of Conduct

[2-A, 3, or 4 of the Texas Controlled Substances Act](#). The term includes the aggregate weight of any mixture, solution, or other substance containing a controlled substance. The term does not include hemp, as defined by [Agriculture Code 121.001](#), or the tetrahydrocannabinols (THC) in hemp.

Criminal street gang is defined by [Penal Code 71.01](#) as three or more persons having a common identifying sign or symbol or an identifiable leadership who continuously or regularly associate in the commission of criminal activities.

Cyberbullying is defined by [Education Code 37.0832](#) as bullying that is done through the use of any electronic communication device, including through the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an internet website, or any other internet-based communication tool.

Dangerous drug is defined by [Health and Safety Code 483.001](#) as a device or a drug that is unsafe for self-medication and that is not included in [Schedules I through V or Penalty Groups 1 through 4 of the Texas Controlled Substances Act](#). The term includes a device or drug that federal law prohibits dispensing without prescription or restricts to use by or on the order of a licensed veterinarian.

Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control another person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense, as defined by [Section 71.0021 of the Family Code](#).

Deadly conduct under [Penal Code 22.05](#) occurs when a person recklessly engages in conduct that places another in imminent danger of serious bodily injury, such as knowingly discharging a firearm in the direction of an individual, habitation, building, or vehicle.

Deferred adjudication is an alternative to seeking a conviction in court that may be offered to a juvenile for delinquent conduct or conduct indicating a need for supervision.

Student Code of Conduct

Deferred prosecution may be offered to a juvenile as an alternative to seeking a conviction in court for delinquent conduct or conduct indicating a need for supervision.

Delinquent conduct is conduct that violates either state or federal law and is punishable by imprisonment or confinement in jail. It includes conduct that violates certain juvenile court orders, including probation orders, but does not include violations of traffic laws.

Discretionary means that something is left to or regulated by a local decision maker.

E-cigarette means an electronic cigarette or any other device that simulates smoking by using a mechanical heating element, battery, or electronic circuit to deliver nicotine or other substances to the individual inhaling from the device or a consumable liquid solution or other material aerosolized or vaporized during the use of an electronic cigarette or other device described by this provision. The term includes any device that is manufactured, distributed, or sold as an e-cigarette, e-cigar, or e-pipe or under another product name or description and a component, part, or accessory for the device, regardless of whether the component, part, or accessory is sold separately from the device.

Explosive weapon is defined by [Penal Code 46.01](#) as any explosive or incendiary bomb, grenade, rocket, or mine and its delivery mechanism that is designed, made, or adapted for the purpose of inflicting serious bodily injury, death, or substantial property damage, or for the principal purpose of causing such a loud report as to cause undue public alarm or terror.

False alarm or report under [Penal Code 42.06](#) occurs when a person knowingly initiates, communicates, or circulates a report of a present, past, or future bombing, fire, offense, or other emergency that he or she knows is false or baseless and that would ordinarily:

1. Cause action by an official or volunteer agency organized to deal with emergencies;
2. Place a person in fear of imminent serious bodily injury; or
3. Prevent or interrupt the occupation of a building, room, or place of assembly.

Student Code of Conduct

Firearm is defined by [federal law \(18 U.S.C. 921\(a\)\)](#) as:

1. Any weapon (including a starter gun) that will, is designed to, or may readily be converted to expel a projectile by the action of an explosive;
2. The frame or receiver of any such weapon;
3. Any firearm muffler or firearm silencer, defined as any device for silencing, muffling, or diminishing the report of a portable firearm; or
4. Any destructive device, such as any explosive, incendiary or poison gas bomb, or grenade.

Such term does not include an antique firearm.

Graffiti includes markings with paint, an indelible pen or marker, or an etching or engraving device on tangible property without the effective consent of the owner. The markings may include inscriptions, slogans, drawings, or paintings.

Handgun is defined by [Penal Code 46.01](#) as any firearm that is designed, made, or adapted to be fired with one hand.

Harassment includes:

1. Conduct that meets the definition established in district policies DIA(LOCAL) and FFH(LOCAL);
2. Conduct that threatens to cause harm or bodily injury to another person, including a district student, employee, board member, or volunteer; is sexually intimidating; causes physical damage to the property of another student; subjects another student to physical confinement or restraint; or maliciously and substantially harms another student's physical or emotional health or safety, as defined in [Education Code 37.001\(b\)\(2\)](#); or
3. Conduct that is punishable as a crime under [Penal Code 42.07](#), including the following types of conduct if carried out with the intent to harass, annoy, alarm, abuse, torment, or embarrass another:
 - a. Initiating communication and, in the course of the communication, making a comment, request, suggestion, or proposal that is obscene, as defined by law;

Student Code of Conduct

- b. Threatening, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property;
- c. Conveying, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury;
- d. Causing the telephone of another to ring repeatedly or making repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
- e. Making a telephone call and intentionally failing to hang up or disengage the connection;
- f. Knowingly permitting a telephone under the person's control to be used by another to commit an offense under this section;
- g. Sending repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;
- h. Publishing on an internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern, as defined by law; or
- i. Making obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.

Hazing is defined by [Education Code 37.151](#) as an intentional, knowing, or reckless act, on or off campus, by one person alone or acting with others, directed against a student for the purpose of pledging, initiation into, affiliation with, holding office in, or maintaining membership in a student organization if the act meets the elements in [Education Code 37.151](#), including:

Student Code of Conduct

1. Any type of physical brutality;
2. An activity that subjects the student to an unreasonable risk of harm or that adversely affects the student's mental or physical health, such as sleep deprivation, exposure to the elements, confinement to small spaces, calisthenics, or consumption of food, liquids, drugs, or other substances;
3. An activity that induces, causes, or requires the student to perform a duty or task that violates the Penal Code; or
4. Coercing a student to consume a drug or alcoholic beverage in an amount that would lead a reasonable person to believe the student is intoxicated.

Hit list is defined in [Education Code 37.001\(b\)\(3\)](#) as a list of people targeted to be harmed, using a firearm, a knife, or any other object to be used with intent to cause bodily harm.

Improvised explosive device is defined by [Penal Code 46.01](#) as a completed and operational bomb designed to cause serious bodily injury, death, or substantial property damage that is fabricated in an improvised manner using nonmilitary components.

Indecent exposure is defined by [Penal Code 21.08](#) as an offense that occurs when a person exposes the person's anus or any part of the person's genitals with intent to arouse or gratify the sexual desire of any person, and is reckless about whether another is present who will be offended or alarmed by the act.

Intimate visual material is defined by [Civil Practices and Remedies Code 98B.001](#) and [Penal Code 21.16](#) as visual material that depicts a person with the person's intimate parts exposed or engaged in sexual conduct. "Visual material" means any film, photograph, video tape, negative, or slide of any photographic reproduction or any other physical medium that allows an image to be displayed on a computer or other video screen and any image transmitted to a computer or other video screen.

Location-restricted knife is defined by [Penal Code 46.01](#) as a knife with a blade over five and one-half inches.

Student Code of Conduct

Knuckles means any instrument consisting of finger rings or guards made of a hard substance and designed or adapted for inflicting serious bodily injury or death by striking a person with a fist enclosed in the knuckles.

Look-alike weapon means an item that resembles a weapon but is not intended to be used to cause serious bodily injury.

Machine gun as defined by [Penal Code 46.01](#) is any firearm that is capable of shooting more than two shots automatically, without manual reloading, by a single function of the trigger.

Mandatory means that something is obligatory or required because of an authority.

Paraphernalia are devices that can be used for inhaling, ingesting, injecting, or otherwise introducing a controlled substance into a human body.

Personal Communication Device means a telephone, cell phone such as a smartphone or flip phone, tablet, smartwatch, radio device, paging device, or any other electronic device capable of telecommunication or digital communication.

Possession means to have an item on one's person or in one's personal property, including, but not limited to:

1. Clothing, purse, or backpack;
2. A private vehicle used for transportation to or from school or school-related activities, including, but not limited to, an automobile, truck, motorcycle, or bicycle;
3. Personal communication devices or electronic devices; or
4. Any school property used by the student, including, but not limited to, a locker or desk.

Prohibited weapon under [Penal Code 46.05\(a\)](#) means:

1. The following items, unless registered with the U.S. Bureau of Alcohol, Tobacco, Firearms, and Explosives or otherwise not subject to that registration requirement or unless the item is classified as a curio or relic by the U.S. Department of Justice:
 - a. An explosive weapon; or

Student Code of Conduct

- b. A machine gun.
2. Armor-piercing ammunition;
3. A chemical dispensing device;
4. A zip gun;
5. A tire deflation device; or
6. An improvised explosive device.

Public Lewdness is defined by [Penal Code 21.07](#) as an offense that occurs when a person knowingly engages in an act of sexual intercourse, deviate sexual intercourse, or sexual contact in a public place or, if not in a public place, when the person is reckless about whether another is present who will be offended or alarmed by the act.

Public school fraternity, sorority, secret society, or gang means an organization composed wholly or in part of students that seeks to perpetuate itself by taking additional members from the students enrolled in school based on a decision of its membership rather than on the free choice of a qualified student. Educational organizations listed in [Education Code 37.121\(d\)](#) are excepted from this definition.

Reasonable belief is that which an ordinary person of average intelligence and sound mind would believe. Chapter 37 requires certain disciplinary decisions when the superintendent or designee has a reasonable belief that a student engaged in conduct punishable as a felony offense. In forming such a reasonable belief, the superintendent or designee may use all available information and must consider the information furnished in the notice of a student's arrest under [Code of Criminal Procedure Article 15.27](#).

Self-defense is the use of force against another to the degree a person reasonably believes is immediately necessary to protect himself or herself.

Serious misbehavior means:

1. Deliberate violent behavior that poses a direct threat to the health or safety of others;
2. Extortion, meaning the gaining of money or other property by force or threat;

Student Code of Conduct

3. Conduct that constitutes coercion, as defined by [Penal Code Section 1.07](#); or
4. Conduct that constitutes the offense of:
 - a. Public lewdness under [Penal Code 21.07](#);
 - b. Indecent exposure under [Penal Code 21.08](#);
 - c. Criminal mischief under [Penal Code 28.03](#);
 - d. Hazing under [Education Code 37.152](#); or
 - e. Harassment under [Penal Code 42.07\(a\)\(1\)](#) of a student or district employee.

Serious or persistent misbehavior includes, but is not limited to:

- Behavior that is grounds for permissible expulsion or mandatory DAEP placement.
- Behavior identified by the district as grounds for discretionary DAEP placement.
- Actions or demonstrations that substantially disrupt or materially interfere with school activities.
- Refusal to attempt or complete schoolwork as assigned.
- Insubordination.
- Profanity, vulgar language, or obscene gestures.
- Leaving school grounds without permission.
- Falsification of records, passes, or other school-related documents.
- Refusal to accept discipline assigned by the teacher or principal.

Short-barrel firearm is defined by [Penal Code 46.01](#) as a rifle with a barrel length of less than 16 inches or a shotgun with a barrel length of less than 18 inches, or any weapon made from a rifle or shotgun that, as altered, has an overall length of less than 26 inches.

Terroristic threat is defined by [Penal Code 22.07](#) as a threat of violence to any person or property with intent to:

Student Code of Conduct

1. Cause a reaction of any type by an official or volunteer agency organized to deal with emergencies;
2. Place any person in fear of imminent serious bodily injury;
3. Prevent or interrupt the occupation or use of a building; room, place of assembly, or place to which the public has access; place of employment or occupation; aircraft, automobile, or other form of conveyance; or other public place;
4. Cause impairment or interruption of public communications; public transportation; public water, gas, or power supply; or other public service;
5. Place the public or a substantial group of the public in fear of serious bodily injury; or
6. Influence the conduct or activities of a branch or agency of the federal government, the state, or a political subdivision of the state (including the district).

Tire deflation device is defined in part by [Penal Code 46.01](#) as a device, including a caltrop or spike strip, that, when driven over, impedes or stops the movement of a wheeled vehicle by puncturing one or more of the vehicle's tires.

Title 5 felonies are those crimes listed in [Title 5 of the Penal Code](#) that typically involve injury to a person and may include:

- Murder, manslaughter, or homicide under [Sections 19.02–.05](#);
- Kidnapping under [Section 20.03](#);
- Trafficking of persons under [Section 20A.02](#);
- Smuggling or continuous smuggling of persons under [Sections 20.05–.06](#);
- Assault under [Section 22.01](#);
- Aggravated assault under [Section 22.02](#);
- Sexual assault under [Section 22.01](#);
- Aggravated sexual assault under [Section 22.02](#);

Student Code of Conduct

- Unlawful restraint under [Section 20.02](#);
- Continuous sexual abuse of a young child or disabled individual under [Section 21.02](#);
- Bestiality under [Section 21.09](#);
- Improper relationship between educator and student under [Section 21.12](#);
- Voyeurism under [Section 21.17](#);
- Indecency with a child under [Section 21.11](#);
- Invasive visual recording under [Section 21.15](#);
- Disclosure or promotion of intimate visual material under [Section 21.16](#);
- Sexual coercion under [Section 21.18](#);
- Injury to a child, an elderly person, or a disabled person of any age under [Section 22.04](#);
- Abandoning or endangering a child under [Section 22.041](#);
- Deadly conduct under [Section 22.05](#);
- Terroristic threat under [Section 22.07](#);
- Aiding a person to die by suicide under [Section 22.08](#); and
- Tampering with a consumer product under [Section 22.09](#).

Under the influence means lacking the normal use of mental or physical faculties. Impairment of a person's physical or mental faculties may be evidenced by a pattern of abnormal or erratic behavior, the presence of physical symptoms of drug or alcohol use, or by admission. A student "under the in-fluence" need not be legally intoxicated to trigger disciplinary action.

Use means voluntarily introducing into one's body, by any means, a prohibited substance.

Zip gun is defined by [Penal Code 46.01](#) as a device or combination of devices that was not originally a firearm and is adapted to expel a projectile through a smooth-bore or rifled-bore barrel by using the energy generated by an explosion or burning substance.

II.F.11. Approve Proposed Policy
Revisions to Board Policies
DEC(LOCAL) – *Compensation &
Benefits: Leaves & Absences*



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

Approve Proposed Policy Revisions to Board Policies DEC(LOCAL) — *Compensation & Benefits: Leaves & Absences*

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

District administration has conducted a comprehensive review of Board Policies DEC(LOCAL) — *Compensation & Benefits: Leaves & Absences* and is recommending district-initiated revisions to better align Board policy with current operational practices, administrative procedures, and the District's organizational priorities. The proposed revisions provide additional clarity regarding employee leave administration, bereavement leave, and discretionary leave usage, while maintaining consistency with applicable state law.

RATIONALE:

Approval of the proposed revisions will ensure Board policy accurately reflects current District practices and provides clear guidance for the consistent administration of employee leave. Adoption of these revisions also strengthens governance by maintaining policies that are current, clearly defined, and aligned with the District's strategic priorities.

- **Additional Documentation and/or Attachments:** Policy Revisions

IMPLEMENTATION TIMELINE:

Following Board approval, the revised policies will take effect for the 2026–2027 school year. Administrative procedures and communications will be updated as needed to support implementation.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Managers approve the proposed revisions to Board Policies DEC(LOCAL) – Compensation & Benefits: Leaves & Absences

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Daily Rate of Pay

The "daily rate" of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee's annual salary by the number of duty days in the employee's contract year.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**State-Leave
Proration**

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, ~~all state~~ personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for ~~state~~ personal leave the employee used beyond his or her pro rata entitlement for the school year.

State Personal Leave

The District has established a state personal leave program consisting of five days of paid leave annually, as required by law. [See DEC(LEGAL)]

**Local Personal
Leave**

Each employee in a position normally requiring ten, 11, or 12 months of service shall earn five, six, or seven paid local leave days per school year, respectively, in accordance with administrative regulations.

Local leave shall accumulate without limit.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

**Use of State
Personal Leave**

The Board requires employees to differentiate the manner in which state personal leave and local leave is used.

**Nondiscretionary
Use**

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

***Request for
Leave***

In deciding whether to approve or deny a request for discretionary use of state personal leave and/or local leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave and/or local leave shall not exceed ~~five~~ two consecutive workdays.

**Schedule
Limitations**

Discretionary use of leave shall not be allowed on the day before a school holiday, the day after a school holiday, the first or last day of

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

a semester or the day immediately preceding or following ~~any in-~~
~~tersession~~, days scheduled for end-of-semester or end-of-year ex-
aminations, days scheduled for state-mandated tests, ~~benchmark~~
~~tests, such as NWEA~~, or professional or staff development days.

Medical Certification

An employee shall submit medical certification of the need for
leave if:

1. The employee is absent more than ~~three~~ ~~two~~ consecutive
workdays because of personal illness or illness in the immedi-
ate family;
2. The District requires medical certification due to a questiona-
ble pattern of absences or when deemed necessary by the
supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's seri-
ous health condition; a serious health condition of the em-
ployee's spouse, parent, or child; or for military caregiver
leave.

In each case, medical certification shall be made by a health-care
provider as defined by the FMLA. [See DECA(LEGAL)]

Bereavement Leave

Each full-time, benefits-eligible employee shall be granted three
days of bereavement leave, per occurrence, upon the death of a
spouse, parent, current parent-in-law, child, sibling, grandparent,
grandchild, or any other person residing in the employee's home at
the time of death. Such leave shall be taken with no loss of pay or
other paid leave.

Bereavement leave shall be taken within 30 days of the date of
death, unless otherwise approved by the employee's supervisor to
accommodate extenuating or logistical circumstances.

Additional days in excess of the three days, or leave for other cir-
cumstances not covered by this provision, shall be deducted from
the employee's accrued leave.

For benefits-eligible, hourly employees, the hours granted for each
day of bereavement leave will be based on the employee's planned
working time.

The District may require reasonable documentation to verify the
need for bereavement leave. Acceptable documentation may in-
clude, but is not limited to, an obituary, funeral or memorial service
program, or other appropriate verification. Documentation should
be provided within a reasonable timeframe upon the employee's
return to work.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Peace Officers

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

Mental Health Leave

A District peace officer or a full-time District telecommunicator, as defined by law, who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requester;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

**Line of Duty Illness or
Injury Leave of
Absence**

Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with law, the police officer may use accumulated leave.

**Supplemental Sick
Leave Bank**

The District shall establish a Supplemental Sick Leave Bank that employees may join through contribution of local leave.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee experiences a catastrophic illness or injury and has exhausted all paid leave and any applicable compensatory time.

Family and Medical Leave

The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.

Concurrent Use of Paid Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, except as provided below.

Exception

A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

Temporary Disability Leave

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent [or designee](#) as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

[Employees must provide appropriate documentation of attendance \(e.g., court-issued verification\) upon return to work.](#)

[Absences for court appearances related to an employee's personal business shall be deducted from the employee's accrued leave or, at the employee's option, be taken as leave without pay.](#)

**Payment for
Accumulated Leave
Upon Retirement or
Death**

A full-time employee who was employed by the District before the 1996–97 school year shall be eligible for payment for accumulated state and local leave upon retirement under the Texas Teacher Retirement System (TRS) program or upon the employee's death.

The payment for leave accumulated beginning on June 1, 1994, shall apply only to state and local leave accumulated while employed by the District.

Eligible employees who had accumulated days in other districts prior to June 1, 1994, shall receive payment for all accumulated state and local leave days at the time of retirement or death, according to the provisions in place prior to June 1, 1994.

The maximum payment shall be for one-half of the eligible accumulated leave days, at a rate of 100 percent of the employee's daily rate of pay at the time of retirement or death.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Neutral Absence
Control**

Payment may be paid to the employee's estate if a death certificate is presented.

If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

II.F.12. Approve Proposed Policy
Revisions for FM(LOCAL) –
Student Activities



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

Approve Proposed Policy Revisions to Board Policies FM(LOCAL) - *Student Activities*

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

District administration is recommending district-initiated revisions to Board Policy FM(LOCAL) – Student Activities to clarify provisions related to student participation in extracurricular activities, extracurricular activity absences, and the use of District facilities. The proposed revisions reflect current District practices, support operational consistency, and align with the District's educational priorities.

RATIONALE:

Approval of the proposed revisions will ensure Board policy accurately reflects current District practices, provides clear guidance regarding student activities, and supports consistent implementation across the District.

- **Additional Documentation and/or Attachments:** Policy Revisions

IMPLEMENTATION TIMELINE:

Following Board approval, the revised policy will take effect for implementation beginning with the 2026–2027 school year. Administrative procedures and communications will be updated as needed to support implementation.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Managers approve the proposed revisions to Board Policy FM(LOCAL) – Student Activities, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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PROPOSED REVISIONS: 6.22.2026

**Extracurricular
Activity Absences**

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board.

A student shall be allowed in a school year a maximum of 10 extracurricular absences not related to post-district competition.

Exceptions to these limits may be approved by the Superintendent or designee for students advancing in post-district, post-state, national, or other extracurricular activities that align with District priorities and goals.

~~The District shall not limit an eligible student's absences related to the participation in extracurricular activities. [See Record of Absences in FM(LEGAL)]~~

[For eligibility of a private school student, including a homeschool student, to participate in extracurricular activities, see FD(LOCAL).]

**Use of District
Facilities**

School-sponsored student groups may use District facilities with prior approval ~~of the appropriate administrator~~ **Superintendent or designee**. Other student groups may use District facilities in accordance with policy FNAB.

II.F.13. Approve Proposed Policy
Revisions for AE (LOCAL) –
*Educational Philosophy: Motto,
Vision, Core Beliefs, Mission
Statement*



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

Approve Proposed Policy Revisions to Board Policy AE(LOCAL) - Educational Philosophy: Motto, Vision, Core Beliefs, Mission Statement

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

District administration is recommending revisions to Board Policy AE(LOCAL) – Educational Philosophy: Motto, Vision, Core Beliefs, Mission Statement to reflect the District's updated vision, mission, and core beliefs. The proposed revisions align Board policy with the District's strategic direction and organizational priorities.

RATIONALE:

Approval of the proposed revisions will ensure the District's governing policy accurately reflects its current educational philosophy and provides a consistent foundation for strategic planning, decision-making, and organizational alignment.

- **Additional Documentation and/or Attachments:** Policy Revisions

IMPLEMENTATION TIMELINE:

Upon Board approval, the revised policy will become effective immediately and will serve as the guiding framework for District operations and strategic initiatives beginning with the 2026–2027 school year.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Managers approve the proposed revisions to Board Policy AE(LOCAL) – Educational Philosophy: Motto, Vision, Core Beliefs, Mission Statement, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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**Transformation
Theme**

Elevate Beaumont

Motto

Preparing Our Next Generation

Vision

~~In collaboration with the entire community, we will create an inclusive environment of academic excellence that supports the diverse needs of all learners.~~ In Beaumont ISD, every student will be known, supported, challenged, and prepared.

Core Beliefs

~~The following are statements of the District's fundamental convictions, values, and character:~~

- ~~1. All children can and will learn. The District will prioritize effective, engaging instruction aligned with a challenging curriculum for all students.~~
- ~~2. We can achieve higher levels of performance within every facet of our organization. The District will promote high expectations for all students and staff members, clearly defined District goals and strategically aligned resources.~~
- ~~3. Every classroom will have an effective teacher, and every school will have an effective principal. The District will recruit, develop, and retain highly effective teachers and administrators.~~
- ~~4. All school and work environments will be safe, secure, and supportive. The District will ensure that learning and work environments are safe, secure, and supportive in order for all students and staff to achieve high levels of performance.~~
- ~~5. In order to prepare our next generation to become responsible citizens, we will work collaboratively with our families and community partners. The District will actively collaborate with families and community partners to maximize opportunities for the success of our students.~~
- ~~6. We should be fiscally responsible and accountable to the public. The District will implement financial procedures and internal controls to ensure fiscal responsibility.~~

We believe every student's success is our responsibility and the future of Beaumont lives in them.

Mission Statement

~~Beaumont Independent School District will inspire and prepare all students for lifelong success by providing an exemplary education in a safe learning environment.~~

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

We accomplish our vision by building systems where exceptional teaching is the norm, leadership is accountable, and measurable growth happens in every classroom, every day.

II.F.14. Approve Proposed Policy
FMG(LOCAL) - *Student Activities:*
Travel



Board Agenda Item

Board Meeting Date:	
Jul 23, 2026	
Agenda Category:	Consent Agenda ▾

ITEM TITLE:

Approve Proposed Policy FMG(LOCAL) - Student Activities: Travel

REQUIREMENT TYPE:

☐ Annual Requirement	☒ Legal Requirement
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BACKGROUND:

District administration is recommending the adoption of Board Policy FMG(LOCAL) – Student Activities: Travel to establish clear expectations and governance for student travel associated with District-sponsored activities. The proposed policy provides a consistent framework for the approval, administration, and oversight of student travel.

RATIONALE:

Adoption of the proposed policy will establish clear Board direction regarding student travel, promote consistency in administrative practices, support student safety, and provide guidance for District-sponsored travel activities.

- **Additional Documentation and/or Attachments:** Policy Revisions

IMPLEMENTATION TIMELINE:

Following Board approval, the new policy will become effective for implementation beginning with the 2026–2027 school year. Administrative procedures and communications will be updated as needed to support implementation.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Managers approve the proposed Board Policy FMG(LOCAL) – Student Activities: Travel, as presented.

Please check one:

☒ For approval	☐ Report / Information Only	☐ Recognition Only
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STUDENT ACTIVITIES
TRAVEL

FMG
(LOCAL)

SCHOOL-
SPONSORED
ACTIVITIES

Students may participate in school-sponsored activities, trips, excursions, or tours. Participating students shall be required to ride in transportation provided by the school to and from the event. Medical exceptions may be made only if the student presents a written request signed by the parent or guardian and medical documentation to the principal the day before the scheduled event that the student be allowed to ride with a person designated by the parent or guardian. The District shall not be liable or responsible for any action, injuries, or damages that occur to students riding in vehicles that are not provided by the school.

ADOPTION OR LAST
AMENDED DATE

This policy was last adopted or amended on July 23, 2026

III. CLOSED SESSION (CLOSED TO PUBLIC) -
THE 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, 551.083, 551.084 AND/OR
551.087, TO DELIBERATE ON THE FOLLOWING:

III.A. PERSONNEL

III.A.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

III.A.1.a. Employee Level III
Grievance Hearing (S. Jackson)

III.B. LEGAL

III.B.1. Pending or Contemplated
Litigation Matters, a Settlement
Offer, or Matters on Which the
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

III.B.1.a. Litigation Updates

III.B.1.b. Consultation with
Attorney

III.C. SAFETY AND SECURITY

III.C.1. Texas School Safety Audit

IV. RECONVENE IN OPEN SESSION

IV.A. Action on Items Discussed in Closed
Session

V. ADJOURNMENT