

LAKE DALLAS INDEPENDENT SCHOOL DISTRICT
Board of Trustees



Regular Meeting

Monday, June 16, 2025 5:30 PM

Meetings of the Board are held at 104 Swisher Rd., Lake Dallas, TX 75065

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Agenda

1. **Call to Order, Roll Call, and Establishment of Quorum**
2. **Moment of Silence and Pledges of Allegiance**
3. **Introductions**
4. **Executive Session**

The open session of the meeting will adjourn. The Board of Trustees will reconvene in executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code). The Board of Trustees will reconvene in open session to take any final action, decision, or vote on a matter deliberated in executive session.

- A. Private consultation with the Board's attorney (TGC 551.071)
- B. Discussing or deliberating purchase, exchange, lease or value of real property (TGC 551.072)
- C. Discussing or deliberating negotiated contract for prospective gift or donation to the school district (TGC 551.073)
- D. Discussing or deliberating appointment, employment, evaluation, reassignments, duties, discipline, or dismissal of a public officer (TGC 551.074)
- E. Discussing or deliberating the deployment, or specific occasions for implementation of security personnel or devices; or a security audit (TGC 551.076)
- F. Discussing Security Matters regarding Emergency Operations Plans, Safety, and Security Audits (TEC 37.109)

- G. Discussing or deliberating discipline of a public school child or employee complaint against another employee (TGC 551.082)
- H. Discussing or deliberating a public school child which reveals personally identifiable information (TGC 551.0821)
- I. Investigation; exclusion of witness from a hearing during examination of another witness (TGC 551.084)
- J. Discussing economic development negotiations or offer of financial or other incentive to business prospects (TGC 551.086)

5. Public Comment

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting. Individuals who wish to participate during the Open Comment portion of the meeting shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. An individual's comments to the Board shall not exceed three minutes per meeting.

6. INFORMATION ITEMS

- 6.A. *Efficient Operations*: Legislative Update
- 6.B. *Efficient Operations*: 2025-2026 Budget
- 6.C. *Student Success*: 2024-2025 Preliminary STAAR Scores

7. CONSENT AGENDA ITEMS

Consent Agenda Items are items identified as routine, procedural, informational or self-explanatory presented as a single motion to be acted on at one time.

- 7.A. **Consideration/Approval of the Minutes of the May 19, 2025, Regular Meeting**
- 7.B. **Consideration/Approval of the Minutes of the June 2, 2025, Board Workshop Meeting**
- 7.C. **Consideration/Approval of Monthly Financial Statements**
- 7.D. **Consideration/Approval of Budget Amendment #4**
- 7.E. **Consideration/Approval of Renewal of Membership in Walsh Gallegos' Retainer Program**
- 7.F. **Consideration/Approval of Leon/Alcala, PLLC General Legal Services Agreement**
- 7.G. **Consideration/Approval of Escamilla & Poneck, LLP Letter of Agreement for Legislative Consulting**
- 7.H. **Consideration/Approval of Out of District MOU Between Lake Dallas ISD and Denton ISD for the 2025-2026 School Year**
- 7.I. **Consideration/Approval of CTE Innovative Courses**
- 7.J. **Consideration/Approval of Unsolicited Donations to Lake Dallas ISD**
- 7.K. **Consideration/Approval of the Partnership Agreement Between Communities in Schools of North Texas, Inc. and Lake Dallas Independent School District**

- 7.L. **Consideration/Approval of Board Policy CDC(Local) - OTHER REVENUES GIFTS AND SOLICITATIONS**
- 7.M. **Consideration/Approval of Board Policy DEAB(Local) - COMPENSATION PLAN WAGE AND HOUR LAWS**
- 7.N. **Consideration/Approval of Revised Early Release Days for 25-26 Academic Calendar**
- 8. **ACTION ITEMS**
- 8.A. *Efficient Operations:* Consideration/Approval of TASB Policy Update 125
- 8.B. *Efficient Operations:* Consideration/Approval of TASB Director Candidate for Region 11
- 8.C. *Efficient Operations:* Consideration/Approval of 2025-2026 Professional New Hires
- 9. **Calendar, Announcements & Information**
- 9.A. **Upcoming Meetings & Events**
- 10. **Executive Session**

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- A. Personnel Matters-(Texas Gov't Code § 551.074)
 - K. to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.
 - L. Superintendent's Formative Evaluation.
 - M. Superintendent Contract
- 11. B. Legal Matters-(Texas Gov't Code § 551.071).
 - Private Consultation with the Board's Attorney.
- 12. **ACTION ITEMS**
- 12.A. **Efficient Operations:** Consider and Take Action on Superintendent Contract and Compensation
- 13. **Adjournment**

6.A. *Efficient Operations:* Legislative Update

Presenter: Dr. Kristin N. Brown, Superintendent
Event: LDISD Board of Trustees Meeting
Date: June 16, 2025



STUDENT SUCCESS



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EFFICIENT OPERATIONS



Teacher Incentive Allotment

- Adds a new “acknowledged” level
- Increases stipend amounts by designation
- Authorizes TEA to approve “Enhanced TIA Systems” in school districts that:
 - Set a local designation system
 - Include principals in performance evaluations
 - Ensure most teachers are eligible
 - Changes across-the-board raises to performance-based pay
 - Prioritize placement of top teachers in high-needs schools



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EFFICIENT OPERATIONS



Teacher Pay

- Creates a *permanent* retention allotment for certified teachers (more than 3 years' experience) teaching more than 4 hours/day.
- Districts with $\leq 5,000$ students receive:
 - \$4k per teacher with 3-4 years' experience
 - \$8k per teacher with ≥ 5 years' experience
- Funds must raise teacher salaries in 2025-26



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EFFICIENT OPERATIONS



Support Staff Pay

- Sets a *permanent* allotment for pay increases for teaching staff: aides, counselors, custodians, nurses, etc. (excludes administration).
- Funding = \$45 per ADA student
- Must be used in 2025-26 staff salaries
- Salary increases count toward TRS.



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EFFICIENT OPERATIONS



Early Childhood Allotment and PreK

- Adds a 0.01 weight to K–3 funding.
- Dedicated to literacy/math academies.
- First allocated for full-day attendance; remainder proportional.



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EFFICIENT OPERATIONS



Early Literacy Intervention Allotment

- Provides \$250 per student needing reading intervention.
- Capped at 10% of district K–3 enrollment.



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EFFICIENT OPERATIONS



Facility Report (SB 12)

- Districts must report facility data (square footage, enrollment capacity, usage, ownership/leasing).
- TEA must compile and publish an annual statewide facilities report.



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Small and Midsized Allotment

- Raises the “midsized district” weight from 0.000025 to 0.00003.



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EFFICIENT OPERATIONS



Bilingual Allotment (SB 2185)

- TEA may require districts to report language instruction methods in PEIMS.
- Allows districts using alternate bilingual methods to receive equivalent funding (capped at \$10M per biennium).
- Funds may be used for bilingual teacher salaries.



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EFFICIENT OPERATIONS



School Safety Allotment (SB 260)

- Doubles the allotment to \$20 per ADA student and \$33,540 per campus.



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EFFICIENT OPERATIONS



Allotment for Basic Costs

- New allotment of \$106 per enrolled student to fund:
 - Transportation,
 - Retired teacher hiring
 - Health insurance,
 - Payroll taxes,
 - Utilities,
 - Insurance,
 - TRS contributions



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EFFICIENT OPERATIONS



Teacher Preparation & Training (Effective 2025-26)

Certification & Pathways

- Blocks uncertified teachers from core courses
- Disallows innovation plan exemptions for certification in core subjects.
- \$1k incentive for uncertified teachers from 2022–24 certified by 2026-27.
- Defines prep pathways: Traditional, Residency, Alternative
- 4 certificate types: Standard, Residency, Intern w/preservice, Intern.
- TEA oversight strengthened for prep programs
- Districts must pay certified inexperienced teachers more than uncertified
- Districts pay prep programs for completion of literacy/math achievement academies.



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EFFICIENT OPERATIONS



Partnership Programs

- **Preservice Partnerships**
- **Residency Partnerships**
- **Grow-Your-Own High School**
- TEA to fund programs for bilingual/special-ed.
- Payments to educator prep providers linked to placement and certification achievements.



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EFFICIENT OPERATIONS



Personnel (Effective 2025-26)

- Vacancy postings shortened from 10 to 5 days.
- Certification exam/application fee waivers for special education/bilingual candidates.
- Eases bilingual exam retakes: only failed domains, fewer components.
- Allows resignations for illness, relocation, or good-faith reasons.
- Behavioral threat notices must be shared promptly with affected staff.
- Allows teachers' 4-year-old children free full-day Pre-K in their district.
- TEA to establish crisis prevention/intervention training standards.



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EFFICIENT OPERATIONS



Classroom Management (HB 6)

- Teachers can remove persistently disruptive students without prior documentation.
- Parent must be notified, and reintegration plan or teacher consent required.
- Students can appeal removals to placement review or threat-assessment teams.



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EFFICIENT OPERATIONS



Special Education Effective 2025-26

- Students with IEPs can earn Distinguished Achievement.
- TEA tasked with overseeing compliance and training for special ed.
- Annual board reviews of special-ed performance required.
- HHSC and TEA to provide info on residential options to parents and districts.
- Expands grants for community-based support for high-needs placements.
- Creates waitlist for parent-directed grants; safeguards religious autonomy.
- Reporting and assessment mandates for Deaf children.
- Special Education weights restructured to service intensity: 8 tiers, 4 service groups.
- Extended school year funding uncapped
- Dyslexia students now eligible for dyslexia allotment.
- CCMR bonus for special-ed students raised to \$4k
- Transportation funds increased.
- Districts get \$1k per full initial IEP evaluation.



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EFFICIENT OPERATIONS



Curriculum & Instruction

Math & Literacy Academies

- Teachers K–3 and elementary math staff must complete respective academies.
- Literacy achievement academies no longer required for 7th/8th grade reading teachers.
- Stipends funded from district allocations
- TEA must evaluate program effectiveness.



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EFFICIENT OPERATIONS



Early Childhood Assessments

- TEA to adopt a universal K reading screener
- Districts must report results to board and parents promptly.
- Dyslexia screening required.
- Ongoing assessments conducted through grade 3; opt-out allowed.



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Early Literacy Intervention

- Mandated targeted reading intervention for at-risk students until risk is mitigated or grade 4.
- Intervention must be consistent, with trained staff and quality materials.
- Students must stay in core instruction, recess, specials and PE.
- TEA may approve computerized interventions.
- Parents may opt out.



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Tutoring (Effective 2026–27)

- Grant program: \$400 per eligible K–3 student for reading remediation.
- Grants shift to district responsibility starting 2030–31 for retained readers.
- Districts must notify parents of eligibility.



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PreKindergarten (Effective 2027-28)

- TEA to designate at least 4 “pre-K partnership intermediaries.”
- Partnerships formed before districts build/lease their own PreK.
- Districts pay private providers $\geq 85\%$ of per-student funding.
- District-run tuition-based PreK prohibited unless intermediaries confirm unmet need.



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Resource Campuses

- Districts rated D/F three times in 10 years designated “resource campuses.”
- On resource campuses, $\geq 50\%$ of core teachers must hold a TIA designation.
- May require extended instructional days.



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Additional School Days

- Additional Funding after 175 days (previous 180).
- Middle schools included.
- 50% funding bump for districts with ≥ 200 -day schedule.
- Separate funding for more than 30 half-day remediation programs.



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CCMR (HB 120)

- Adds postsecondary readiness as a statewide goal.
- TEA must publish 10-year CCMR outcome data (college, credentials, employment/wages, remediation, persistence, etc.).
- District plans must include metrics and long-range goals; reported and board-approved publicly.
- JROTC officially qualifies as CTE; students get certification support.
- TEA reimburses fingerprint/criminal-history fees.
- Counselors must inform students & parents about workforce/college data and opportunities.
- P-TECH funding raised from \$50 to \$150 ADA.
- New Facilities Allotment widens to support high-cost/undersubscribed CTE in renovated spaces; cap raised from \$100M to \$150M.
- Certification exam reimbursements capped at \$20M/year; fingerprinting at \$500k.
- TWC required to report employment/wage data including remote/fuller details.



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Any Questions?



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6.B. *Efficient Operations:* 2025-2026 Budget

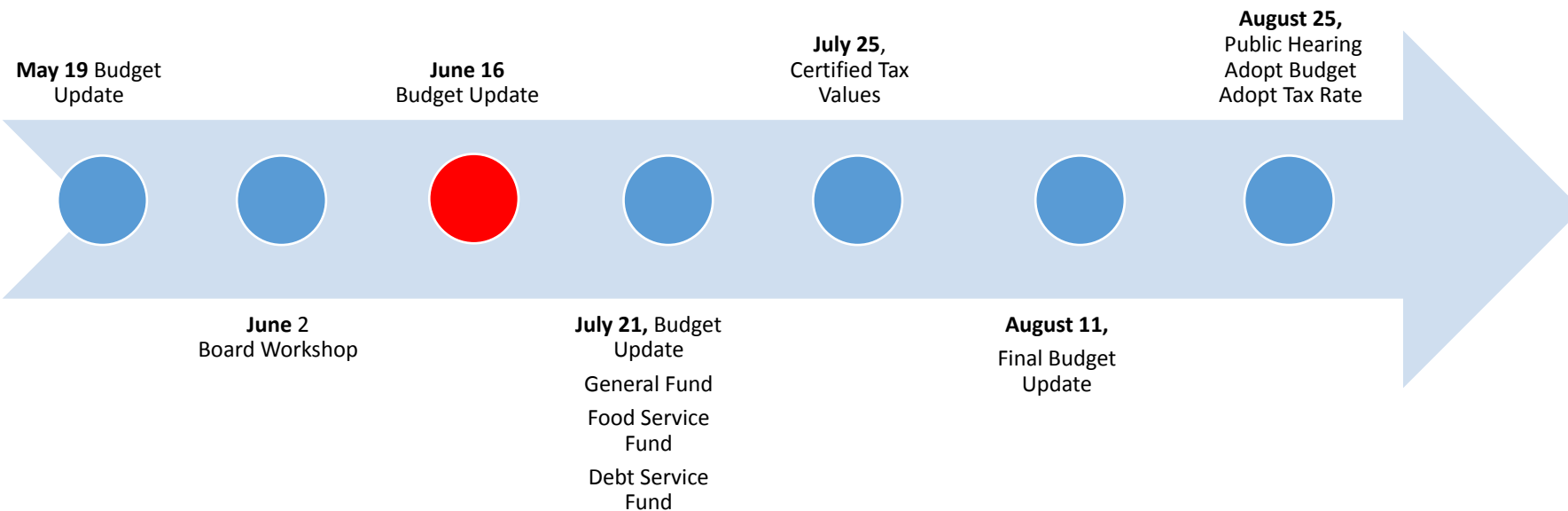
Presenter: Anne Haehn, CFO

Event: LDISD Board of Trustees Meeting

Date: June 16, 2025



Budget Calendar



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EFFICIENT OPERATIONS



State Funding Follows the Student

Foundation School Program (FSP) establishes how much state funding school districts are entitled to receive.

- District Characteristics
- Student characteristics
- Number of students in attendance (ADA)
- Number of students in enrollment
- Number of full-time equivalent students (FTE)



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Texas School Finance Key Points

Revenue per student is determined by state funding formulas

- Basic allotment:
 - Now \$6,215 per student
 - An additional \$55 was added

TEA calculates the state maximum compressed tax rate (MCR)- higher property values do not mean more overall General Fund revenue

New allotments for teacher compensation and basic costs



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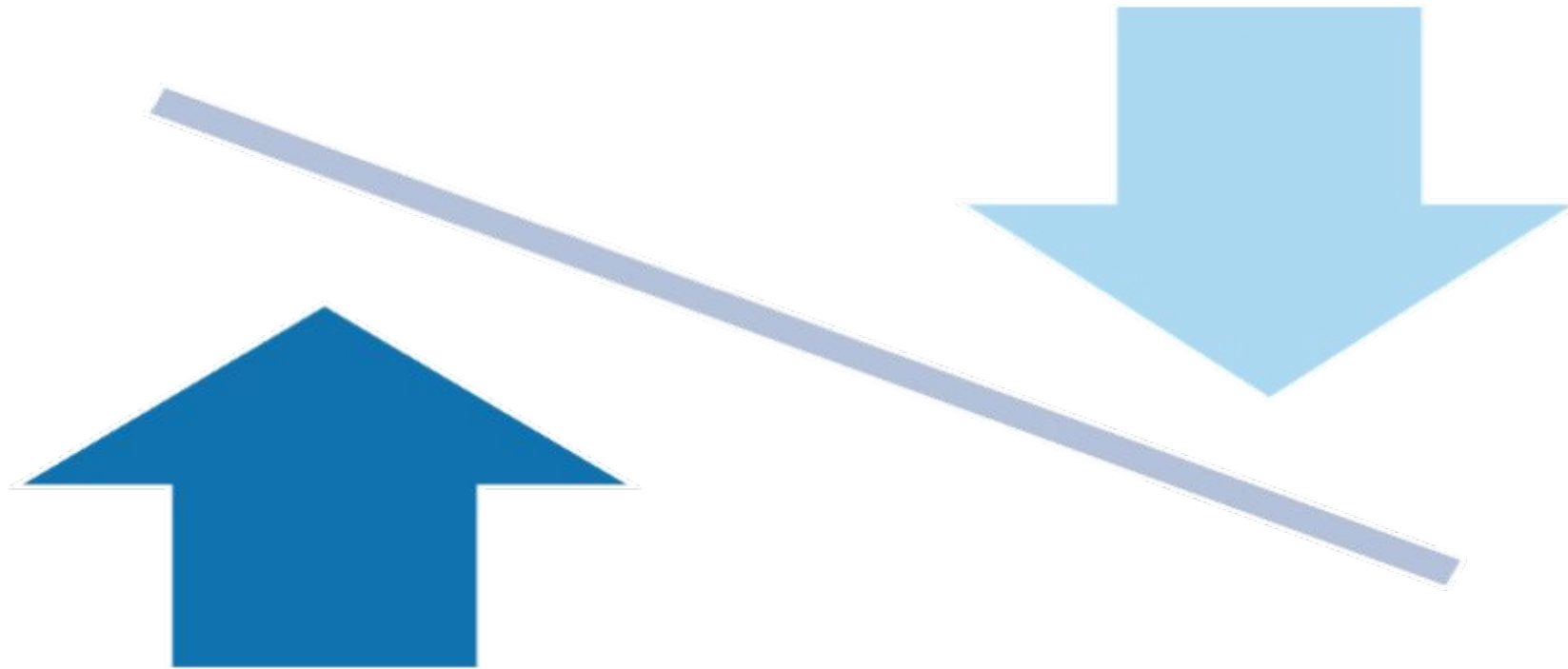
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SCHOOL FUNDING A BALANCING ACT LOCAL SHARE vs STATE SHARE



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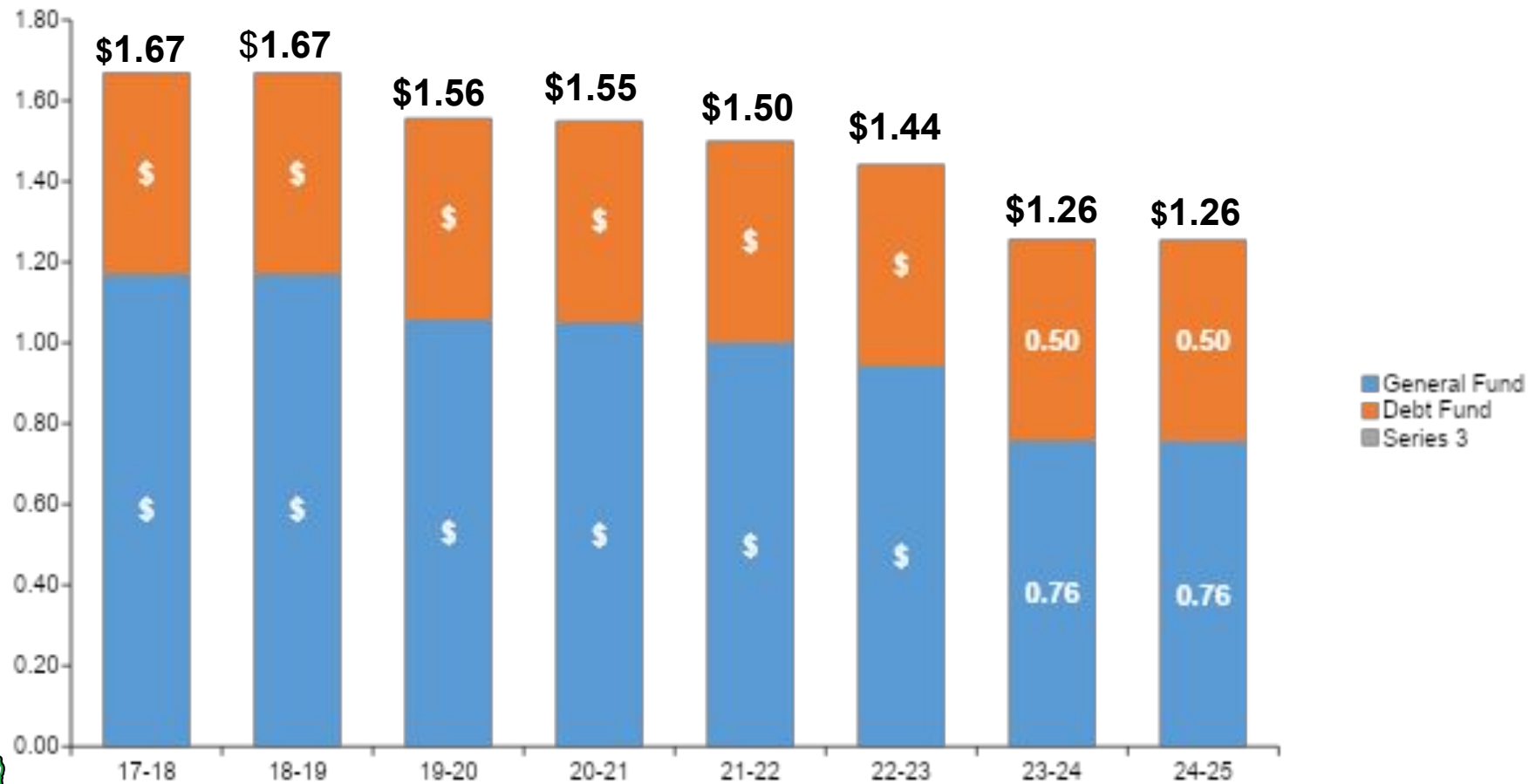
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Historical Tax Rate



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Texas School Finance Key Points

District budget is largely tied to staff

District budget is partially restricted by state and federal rules

Other Cost Increases

- Property Insurance
- Utilities
- DCAD



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EFFICIENT OPERATIONS



Campus Budgets

Campus Budgets based on allocations:

- Enrollment
- Student populations and needs



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EFFICIENT OPERATIONS



Elementary Campus Allocation

Allocation supports:

- Instructional and office supplies
- Reading and library materials
- Counseling and testing supplies
- Routine equipment repairs
- Paper and printshop expenses
- Staff development
- Replacing capital outlay items
- Postage
- Field trip and other travel costs
- Fees and dues



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Middle School Campus Allocation

Includes all elementary categories plus

- Choir
- Drama
- Increased supply needs (electives, science, math, technology, other)
- Increased student travel costs
- Cheerleading team
- Career and Technology
- Increased costs associated with UIL competitions



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High School Campus Allocation

Includes all elementary and MS categories plus:

- Additional CATE expenses
- Cheerleaders - High Steppers
- Auditorium expenses
- Increased costs associated with UIL competitions and other co-curricular expenses
- Costs associated with additional class electives (Criminal Justice, Engineering, Drama, Voc Ag, Fire Academy, and new strands being offered)
- Homecoming
- Graduation



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Campus Expenditures Budgeted by Departments

- Salaries and Benefits - Budgeted Centrally
- Athletic Expenditures - Athletic Department
- Custodial Supplies/Maintenance Need - Facilities
- Food Service - Child Nutrition
- Telephones/IT needs - Technology
- Copiers - Copier Contract
- Band - Band Department



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Campus Budget Allocations

- Base Per Pupil Campus Allocation Schedule :
 - High School \$151.09
 - Middle School \$117.65
 - Elementary School \$112.50
- Additional Allocations for special populations
 - Special Education
 - Bilingual / ESL
 - Economically Disadvantaged
 - Gifted and Talented
 - Vocational (CATE) for High School and Middle School



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Campus Budgets - Based on Enrollment

Campus / Department	2024-2025	2025-2026	Change	% Change
High School	359,870	347,360	(12,510)	-3.5%
Middle School	147,963	150,946	2,983	2.0%
Lake Dallas Elementary	70,061	67,894	(2,167)	-3.1%
Corinth Elementary	77,189	71,912	(5,277)	-6.8%
Shady Shores Elementary	<u>82,440</u>	<u>75,704</u>	<u>(6,736)</u>	-8.2%
Total	\$737,523	\$713,816	(\$23,707)	



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Non-Payroll Expenditures

	2024-25 Budget	2025-26 Budget	Increase (Decrease)	% Increase (Decrease)
Instruction	1,105,327	1,020,258	-85,069	-7.7%
Instruction Resources & Media Services	64,860	59,760	-5,100	-7.9%
Curriculum/Instructional Staff Development	38,815	28,440	-10,375	-26.7%
Instructional Leadership	45,950	36,150	-9,800	-21.3%
School Leadership	59,534	68,527	8,993	15.1%
Guidance and Counseling Services	66,465	57,313	-9,152	-13.8%
Health Services	12,325	12,325	0	0.0%
Student Transportation	381,993	381,993	0	0.0%
Co-Curricular Extracurricular Activities	247,604	312,604	65,000	26.2%
General Administration	422,569	435,742	13,173	3.1%
Plant Maintenance & Operations	3,622,254	3,857,815	235,561	6.5%
Security & Monitoring Services	797,460	184,500	-612,960	-76.9%
Data Processing Services	701,258	635,600	-65,658	-9.3%
Facilities Acquisition and Construction	14,000	14,000	0	0.0%
Payments to Fiscal Agents	4,500	4,500	0	0.0%
JJAEP	2,000	2,000	0	0.0%
Other Intergovernmental Charges	<u>320,200</u>	<u>340,400</u>	<u>20,200</u>	6.3%
TOTAL	7,907,114	7,451,927	-455,187	-5.8%



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EFFICIENT OPERATIONS



6.C.

Efficient Operations: 2024-2025 Preliminary STAAR Scores

Presenter: Dr. Kelly O'Sullivan, Deputy Superintendent

Event: LDISD Board of Trustees Meeting

Date: June 16, 2025



STAAR/EOC Test Administration

5632 Total Assessments

- Math 3-8
- Algebra 1
- RLA 3-8
- Science 5 & 8
- Social Studies 8
- English I & II
- Biology
- U.S. History



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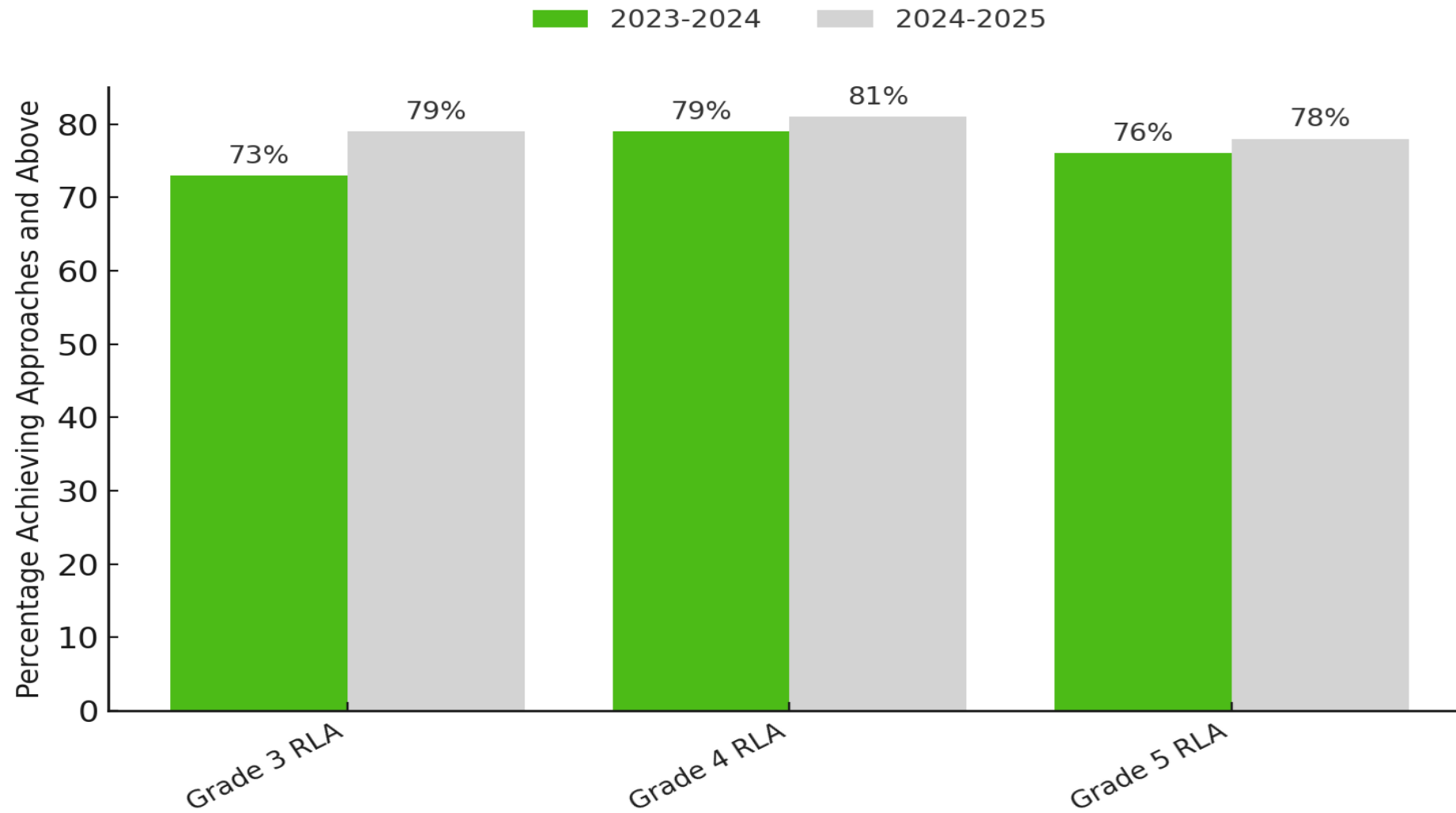
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EFFICIENT OPERATIONS



STAAR Reading Language Arts 3-5



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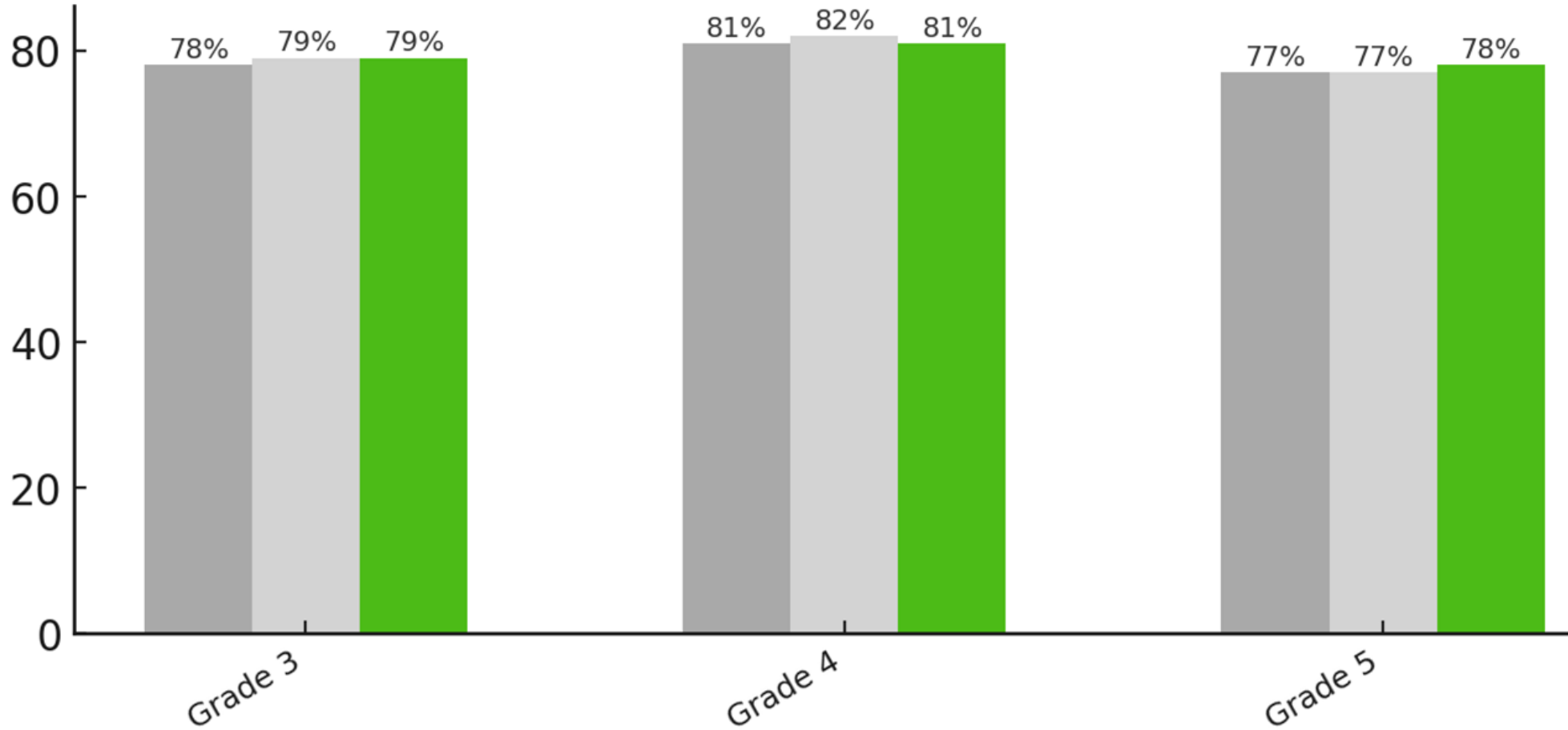
EFFICIENT OPERATIONS



STAAR RLA - Grades 3-5 Comparison by State, Region, and District

State Region District

Percentage Achieving Approaches & Above



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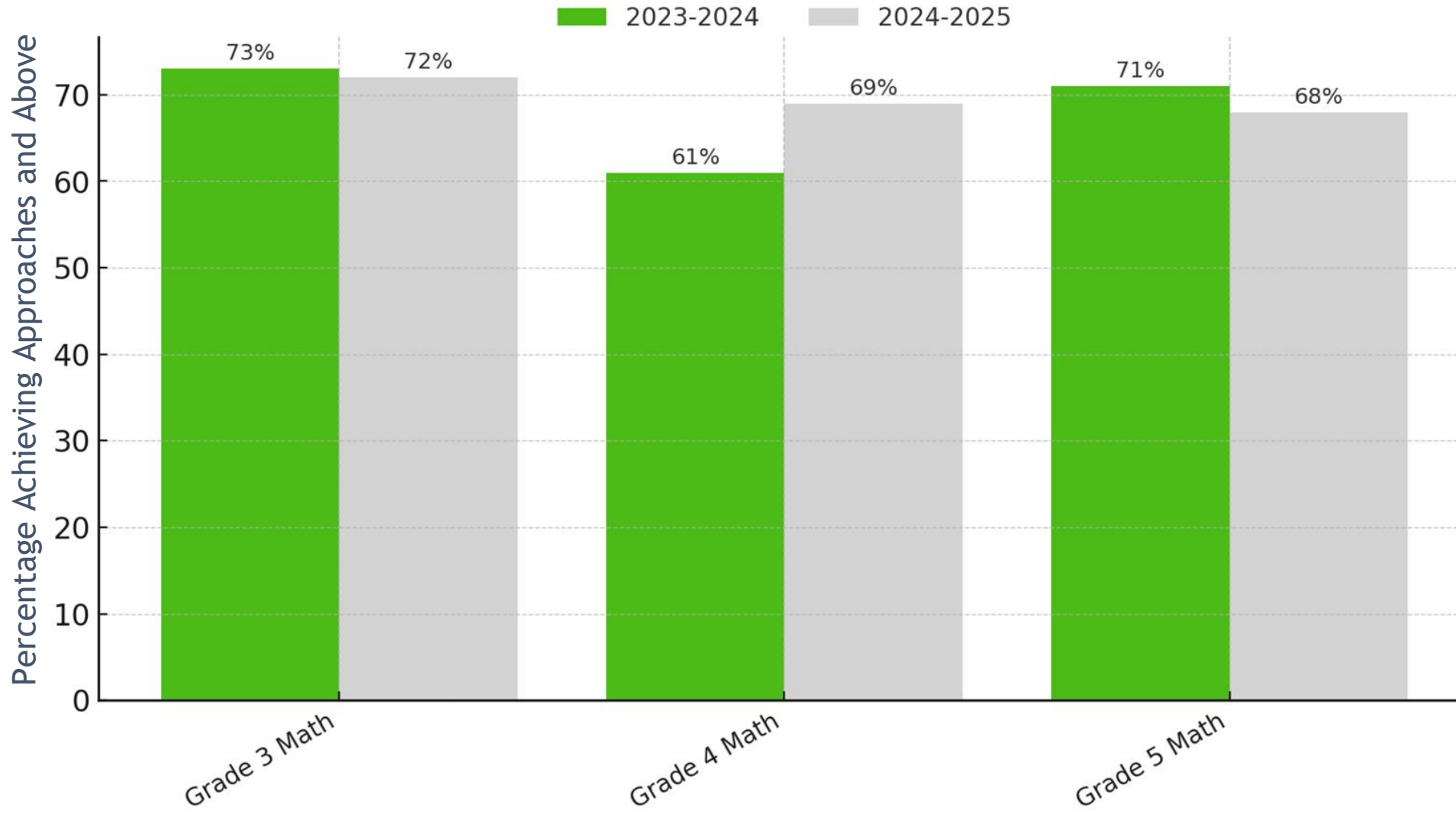
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EFFICIENT OPERATIONS



STAAR Math 3-5



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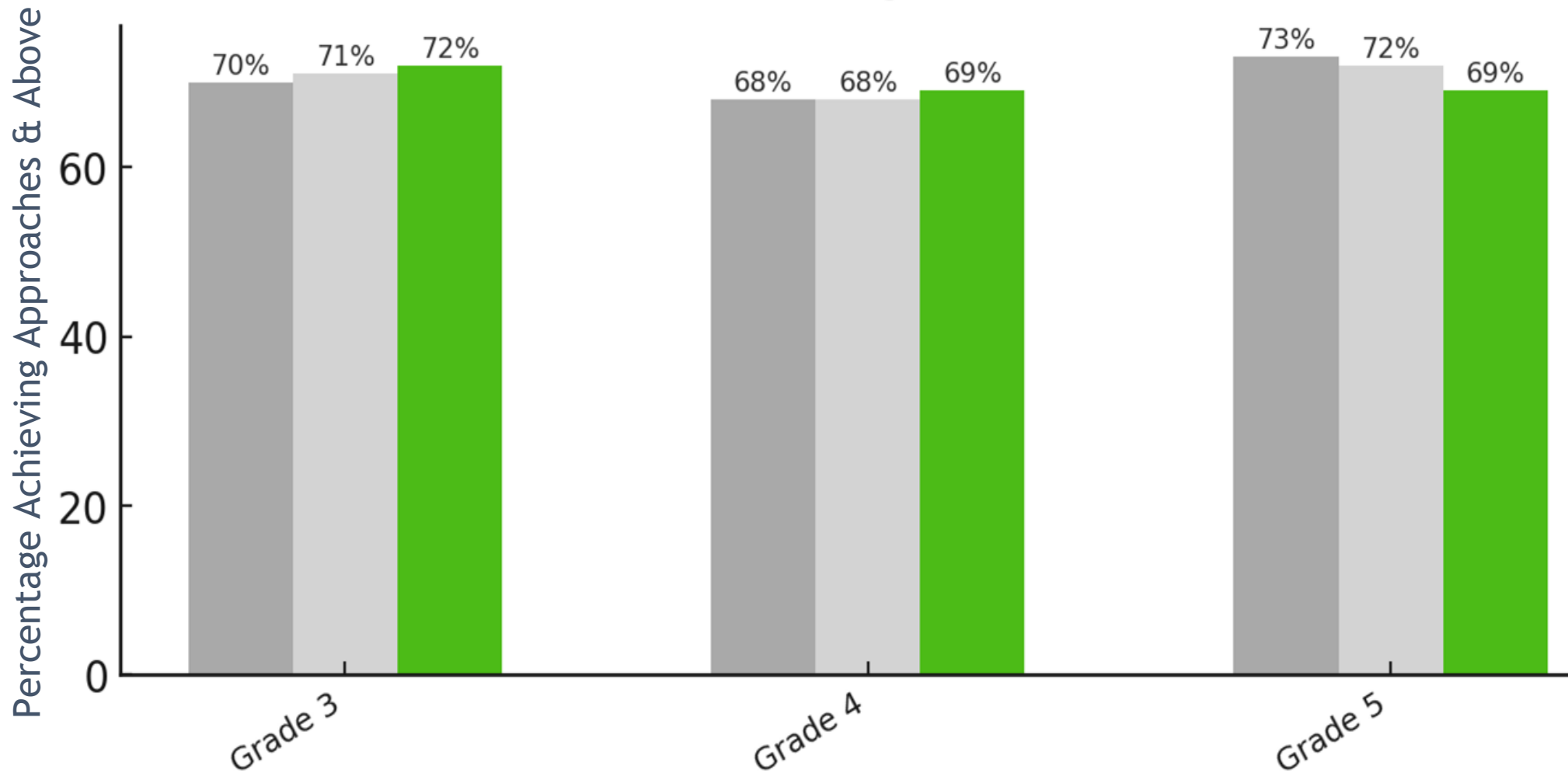


EFFICIENT OPERATIONS



STAAR Math - Grades 3-5 Comparison by State, Region, and District

State Region District



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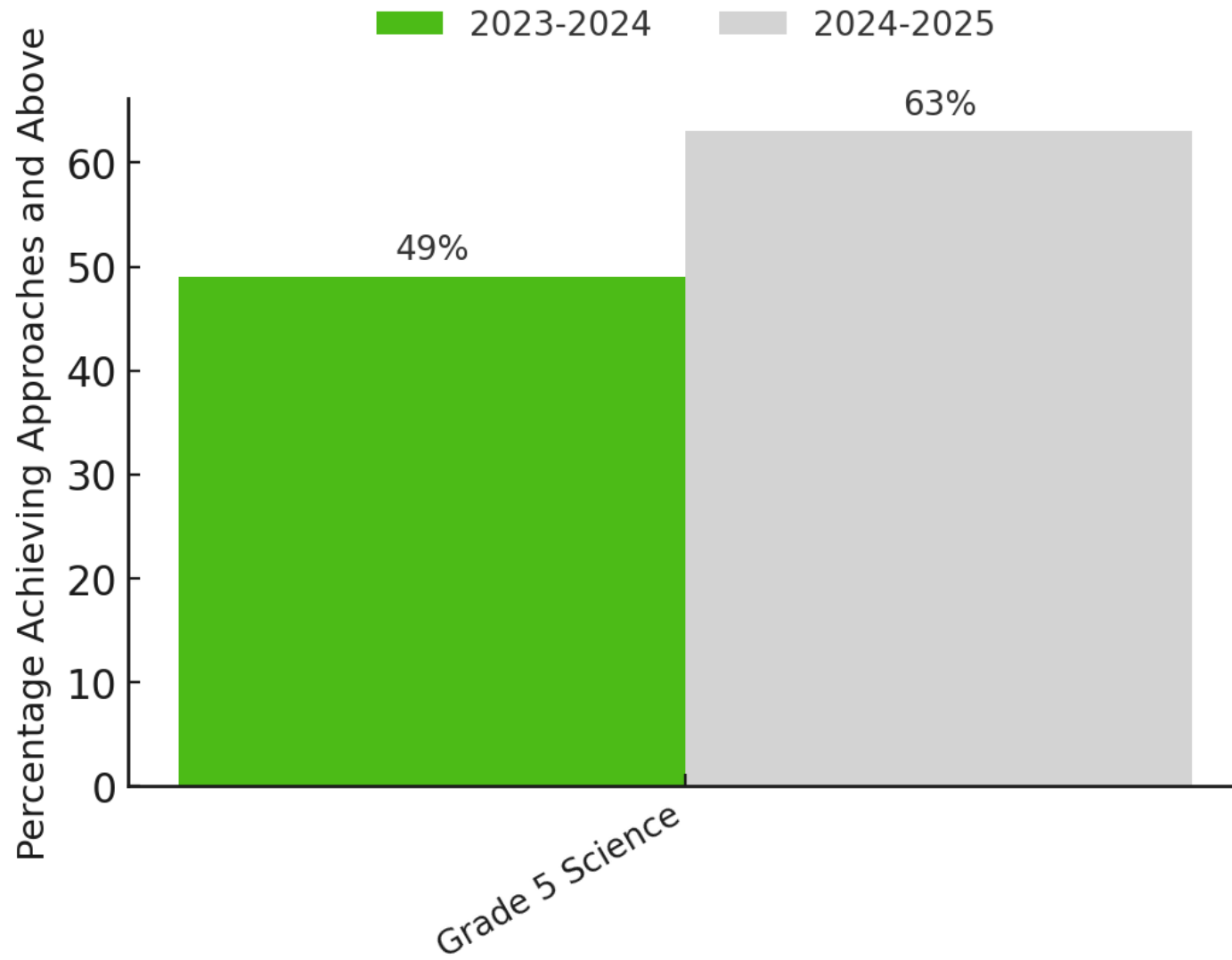
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EFFICIENT OPERATIONS



STAAR Science - Grade 5



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PARENT & FAMILY/
COMMUNITY SUPPORT



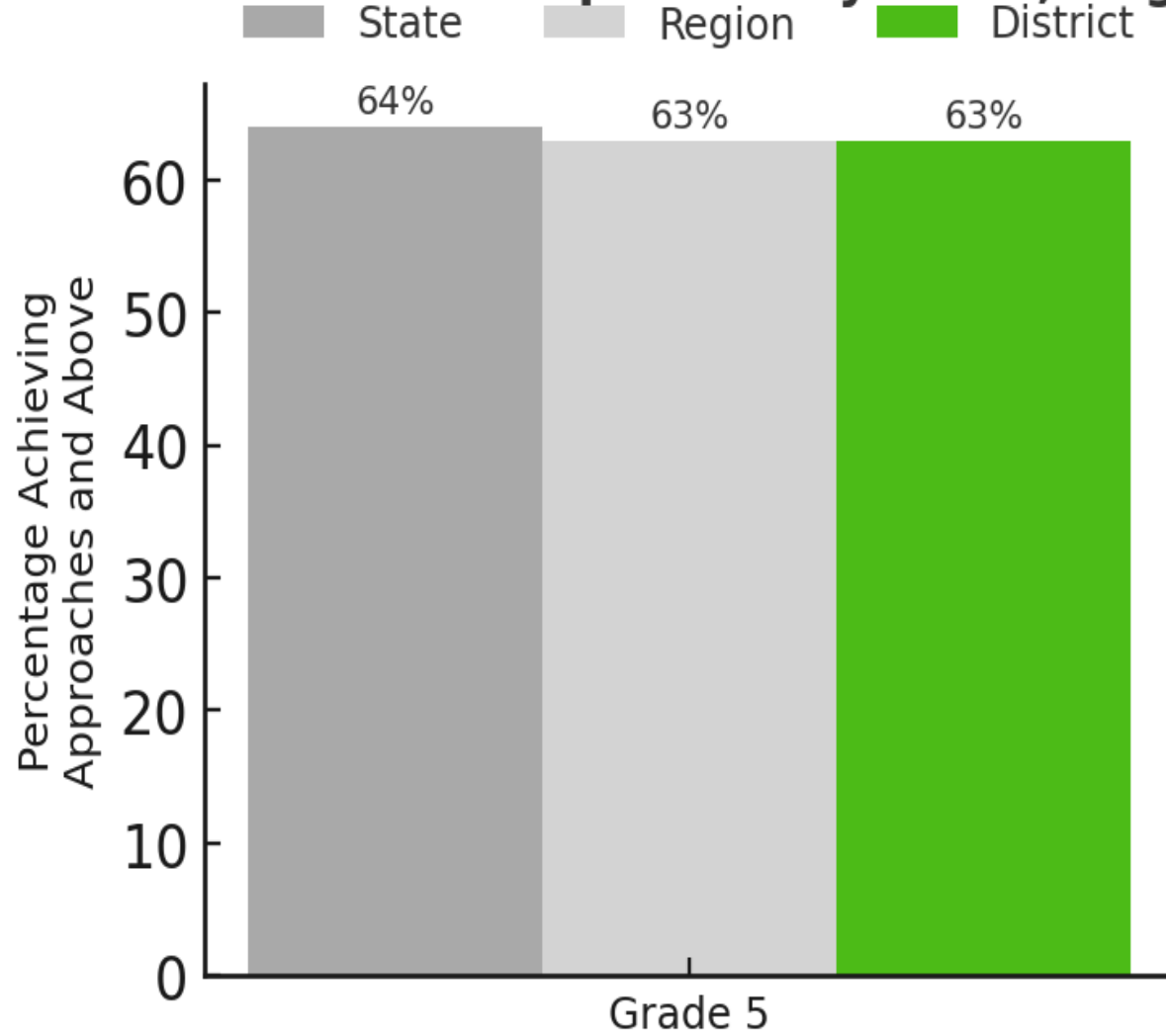
FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



STAAR Science - Grade 5 Comparison by State, Region, and District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



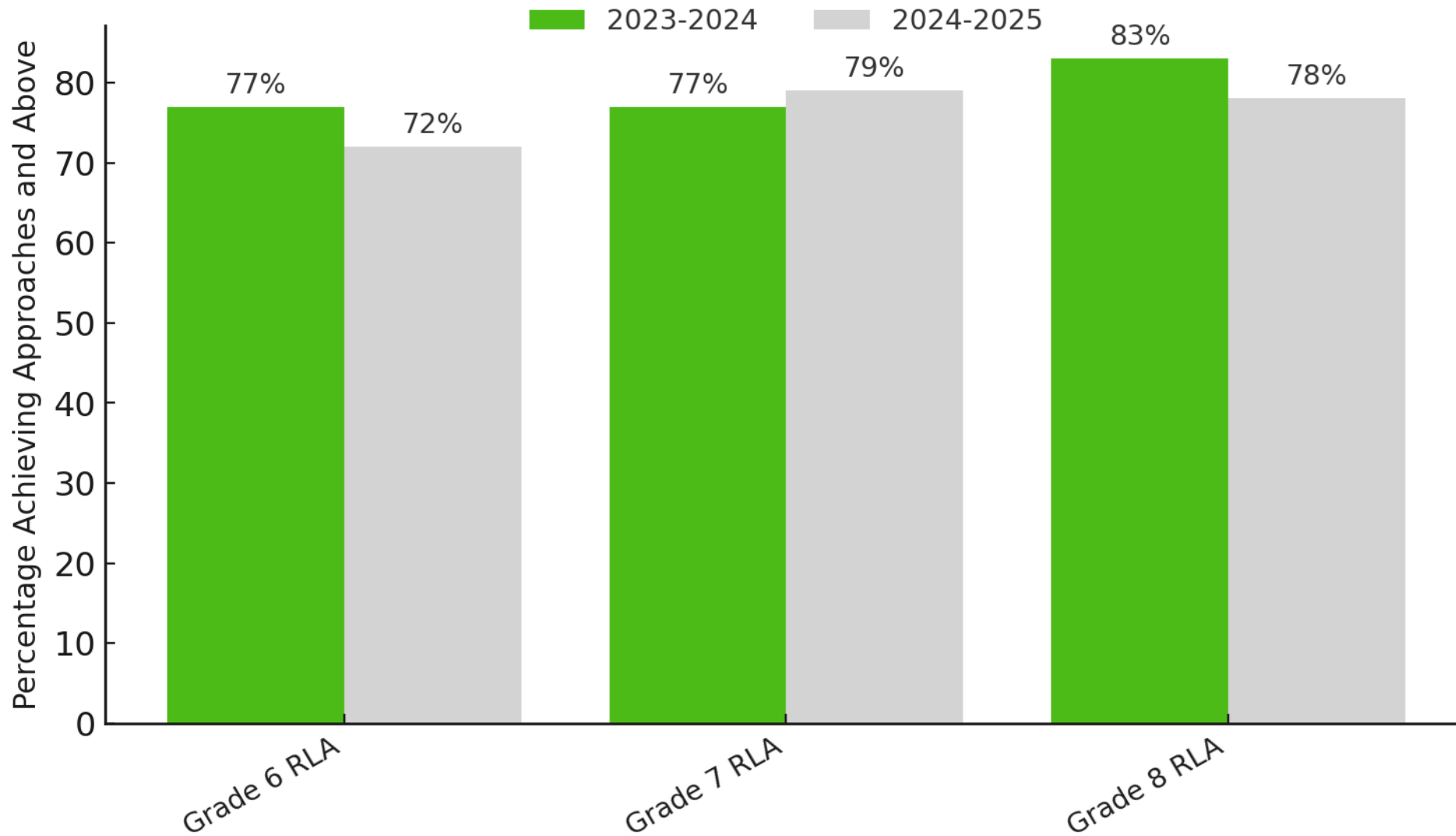
FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



STAAR Reading 6-8



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



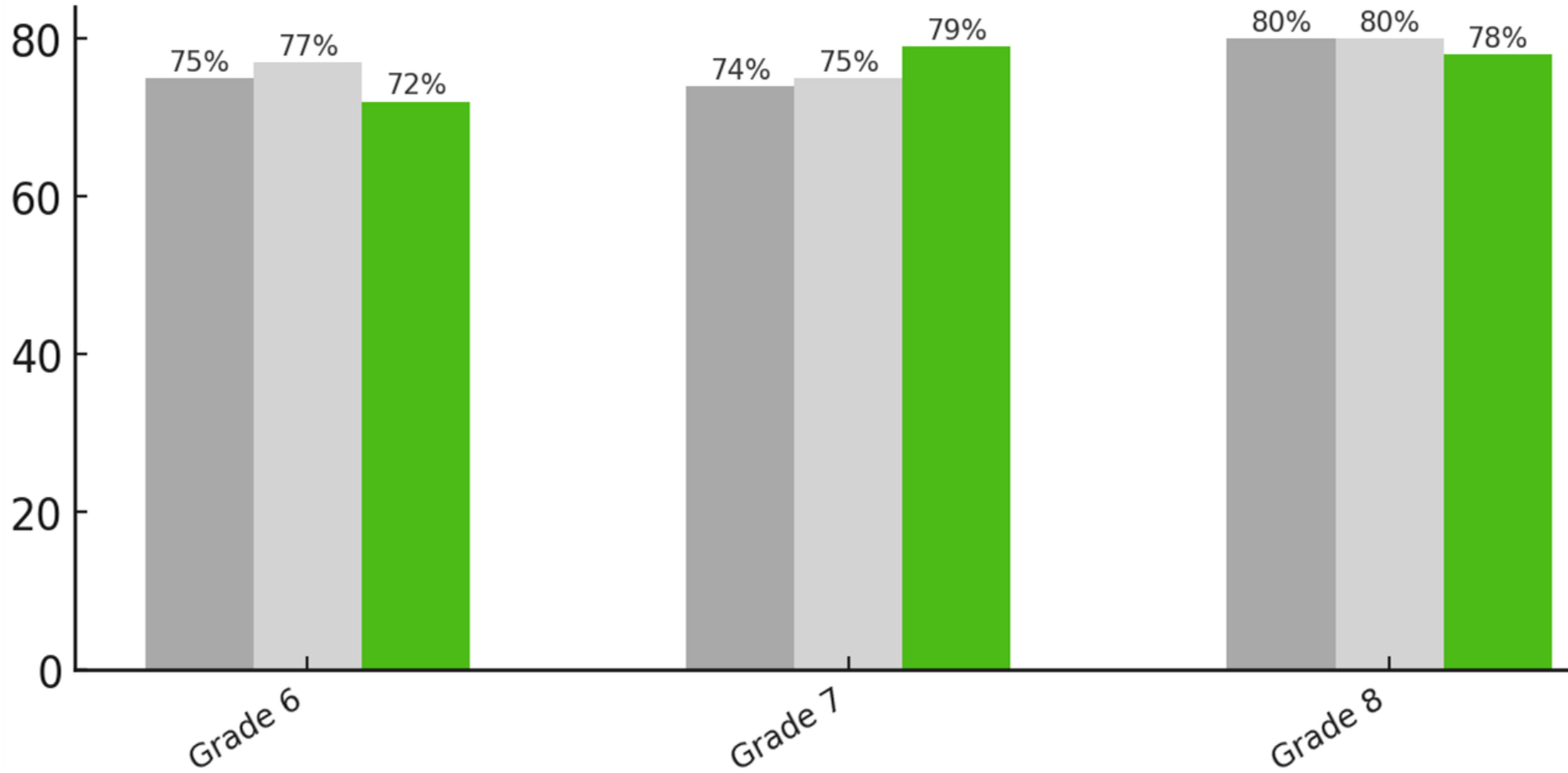
EFFICIENT OPERATIONS



STAAR RLA - Grades 6-8 Comparison by State, Region, and District

State Region District

Percentage Achieving Approaches & Above



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



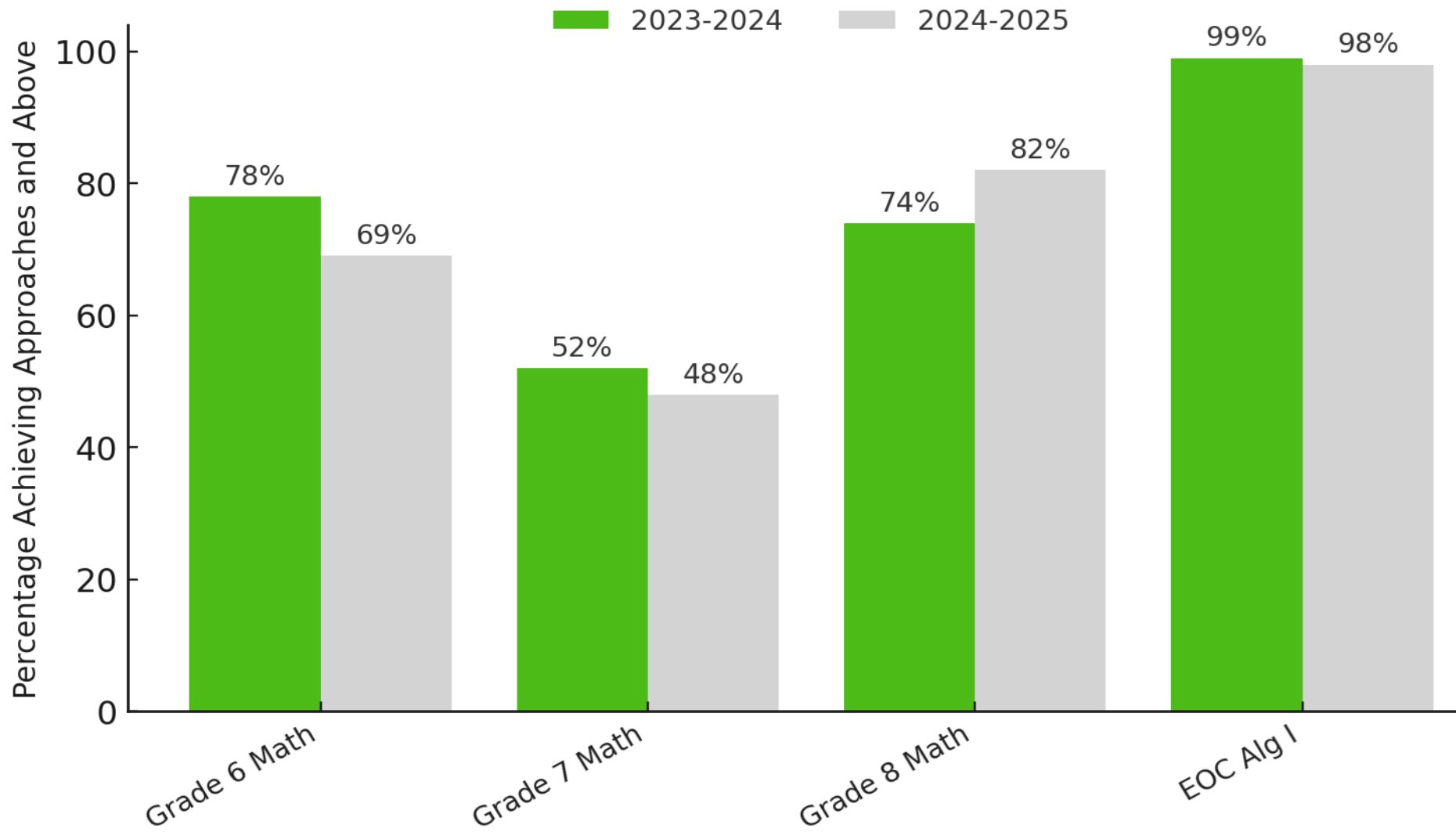
FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



STAAR Math 6-8 + EOC Algebra I



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT

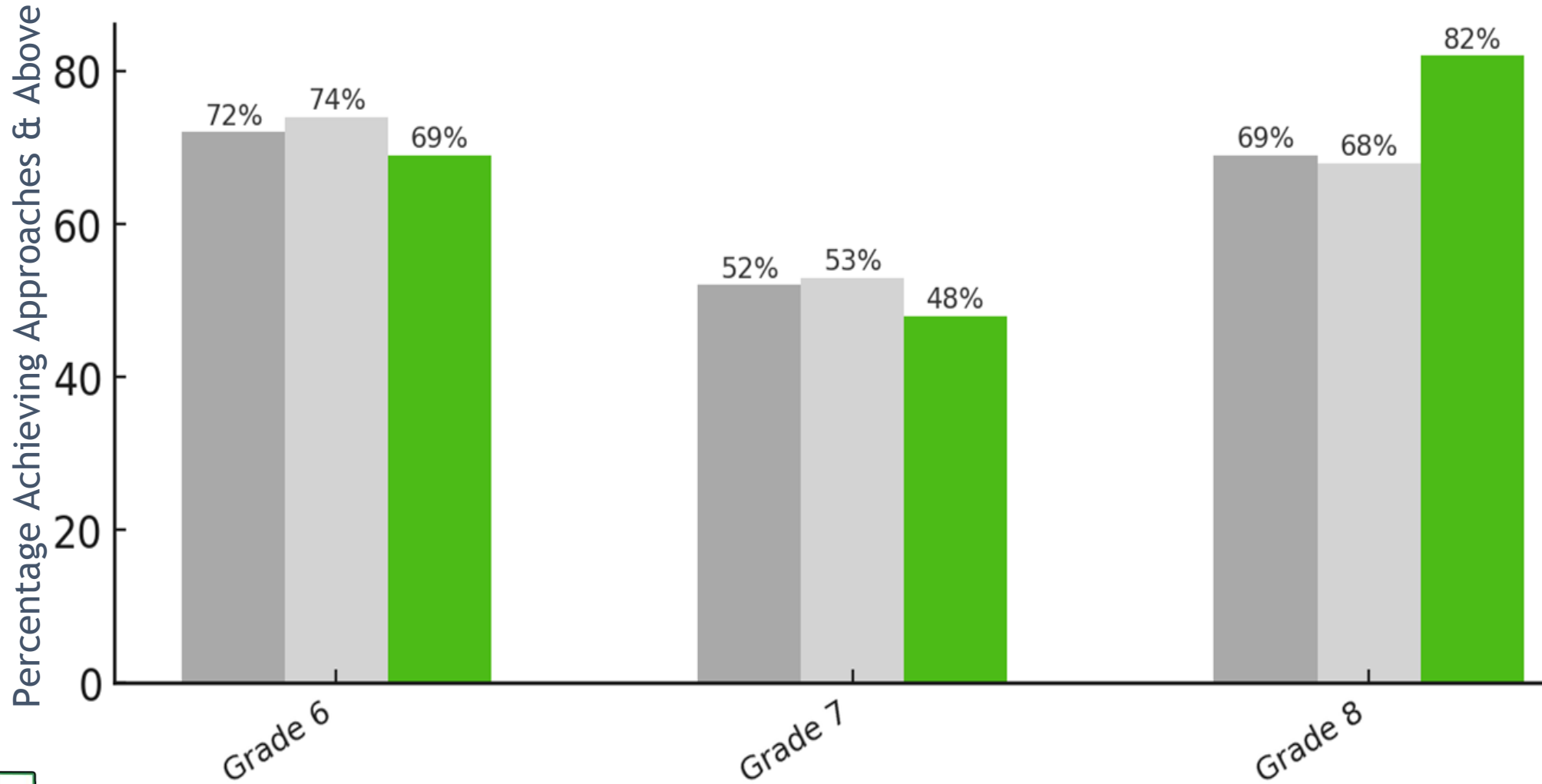


EFFICIENT OPERATIONS



STAAR Math - Grades 6-8 Comparison by State, Region, and District

State Region District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



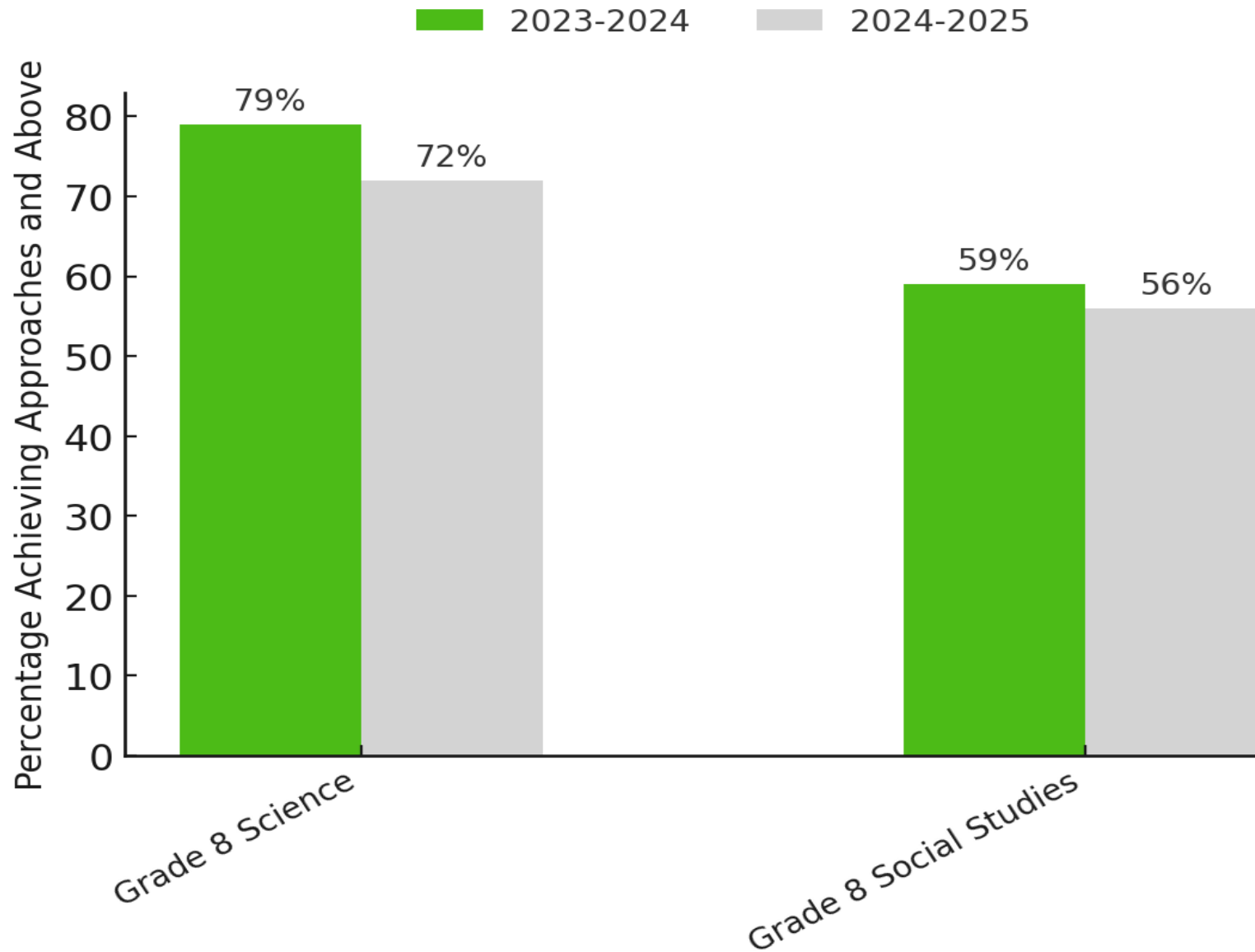
FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



STAAR Science & Social Studies - Grade 8



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS





STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



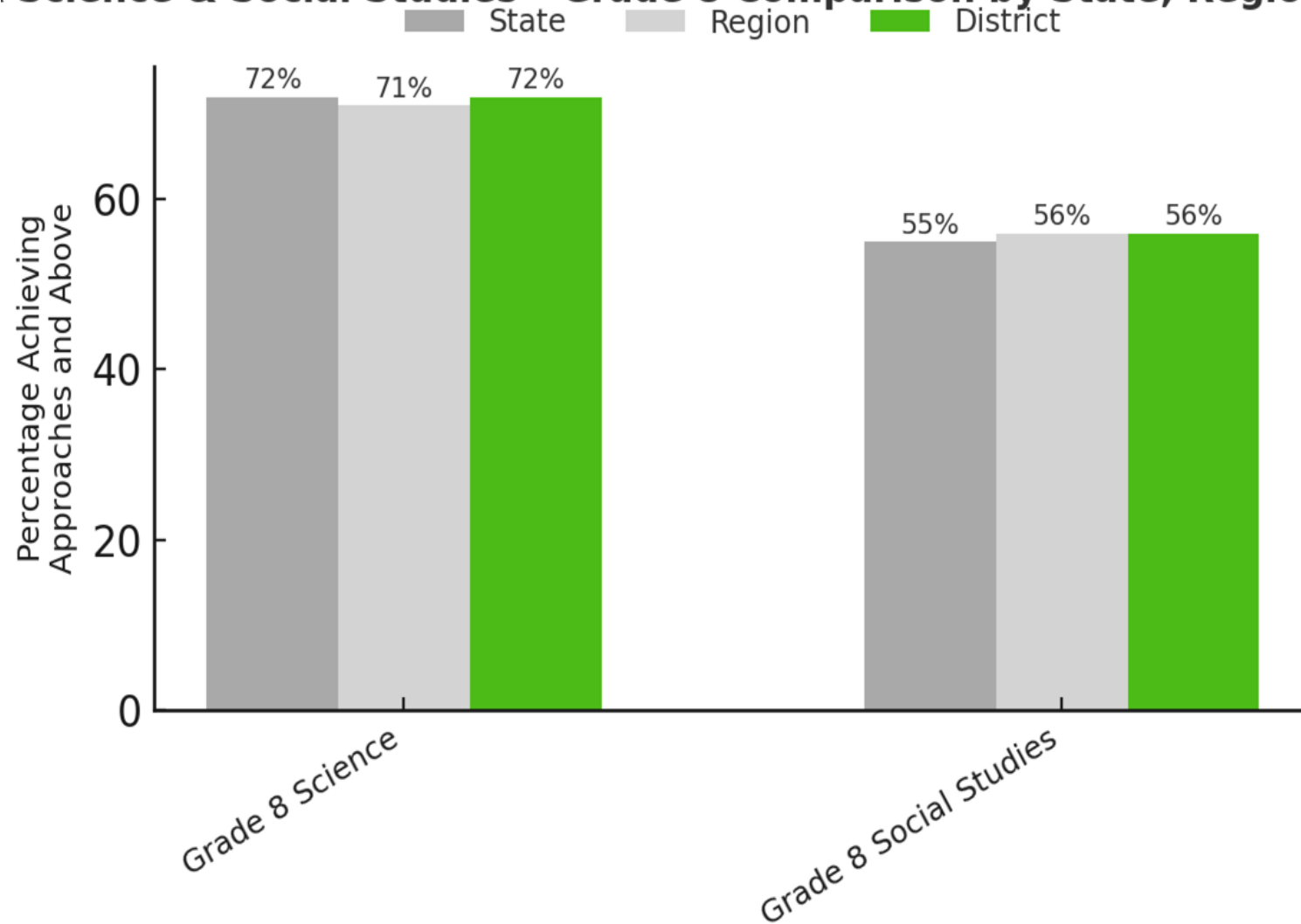
FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS

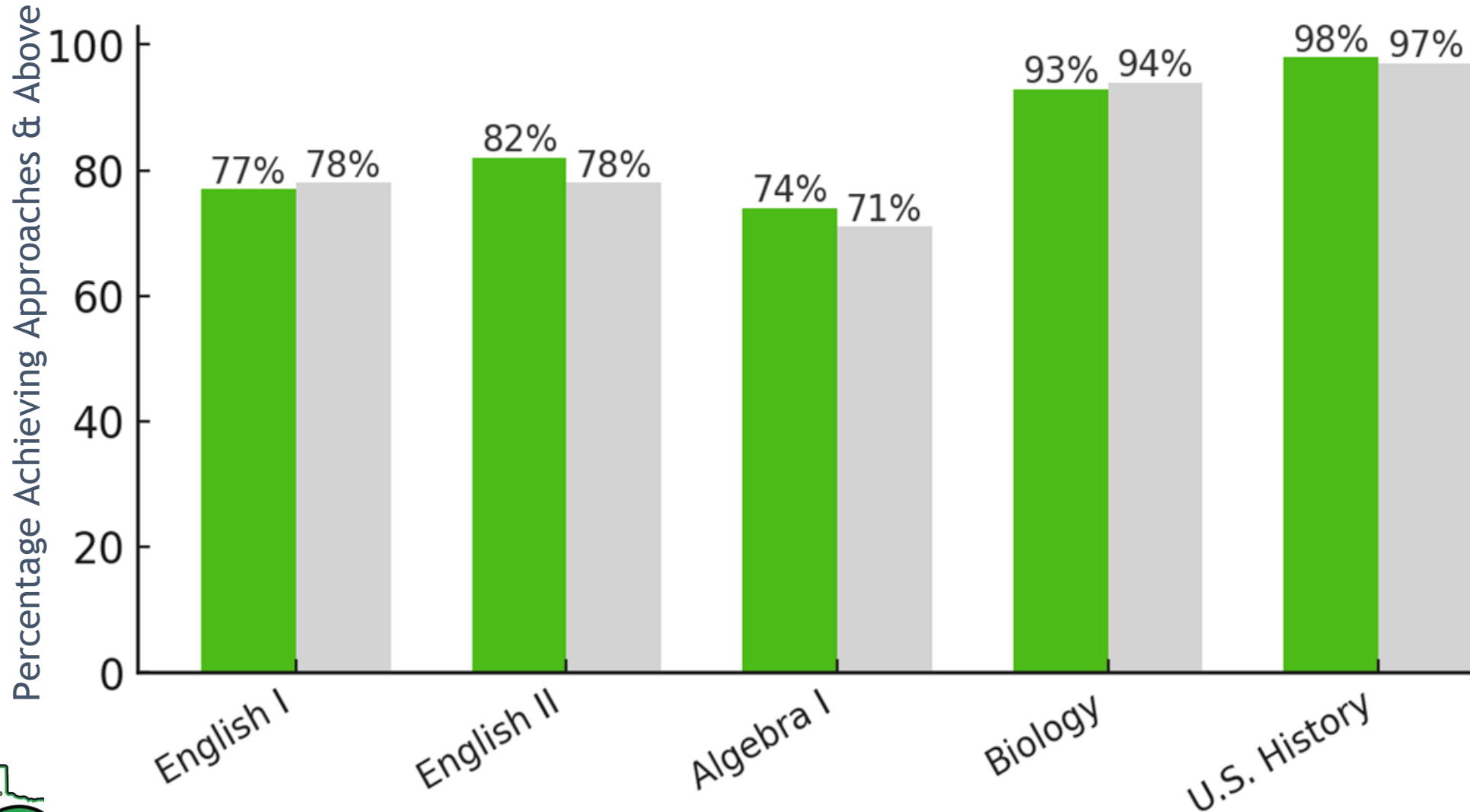


Science & Social Studies - Grade 8 Comparison by State, Region, and District



STAAR/EOC

2023-2024 2024-2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT

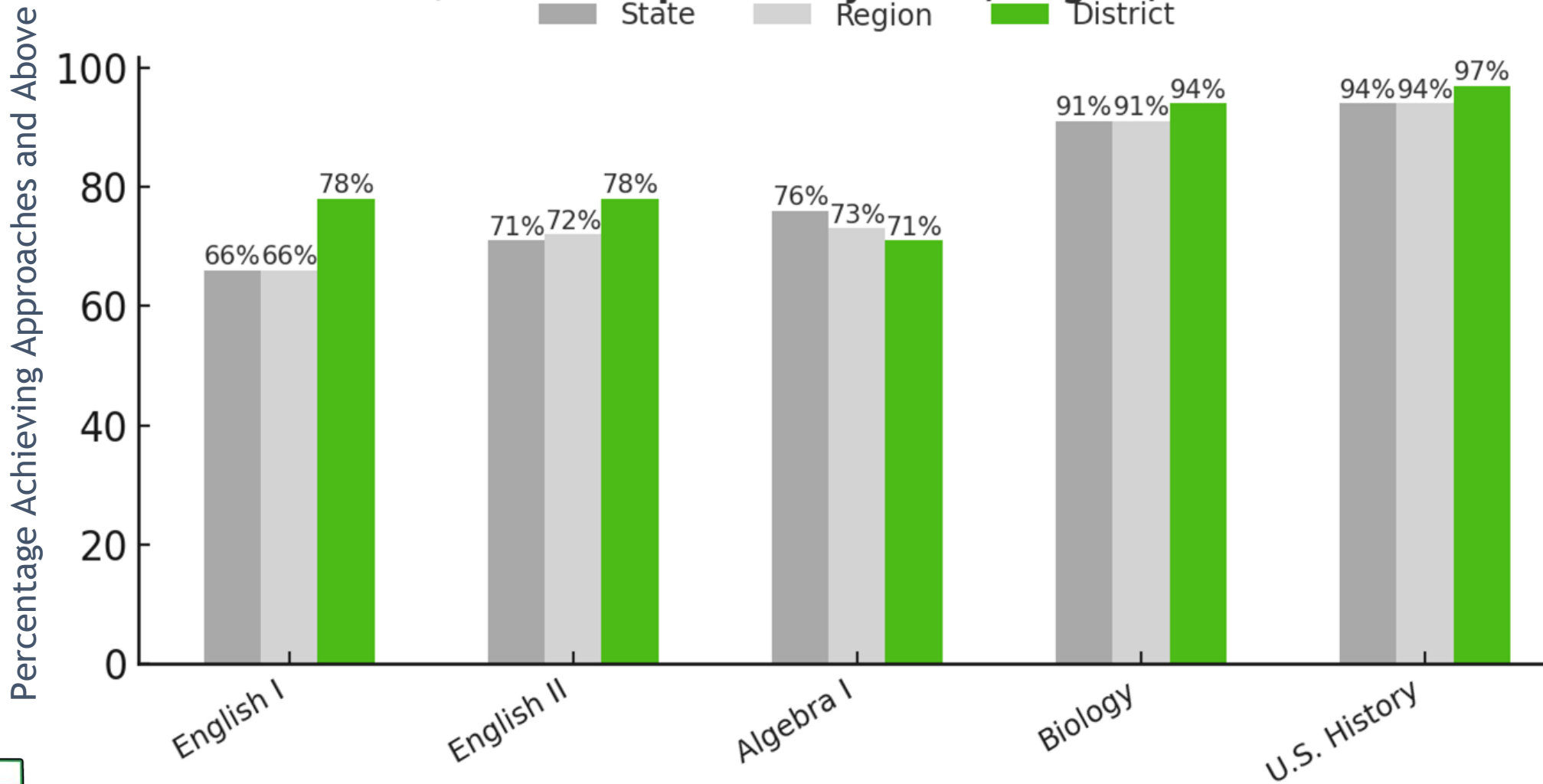


EFFICIENT OPERATIONS



STAAR/EOC - Comparison by State, Region, and District

State Region District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT

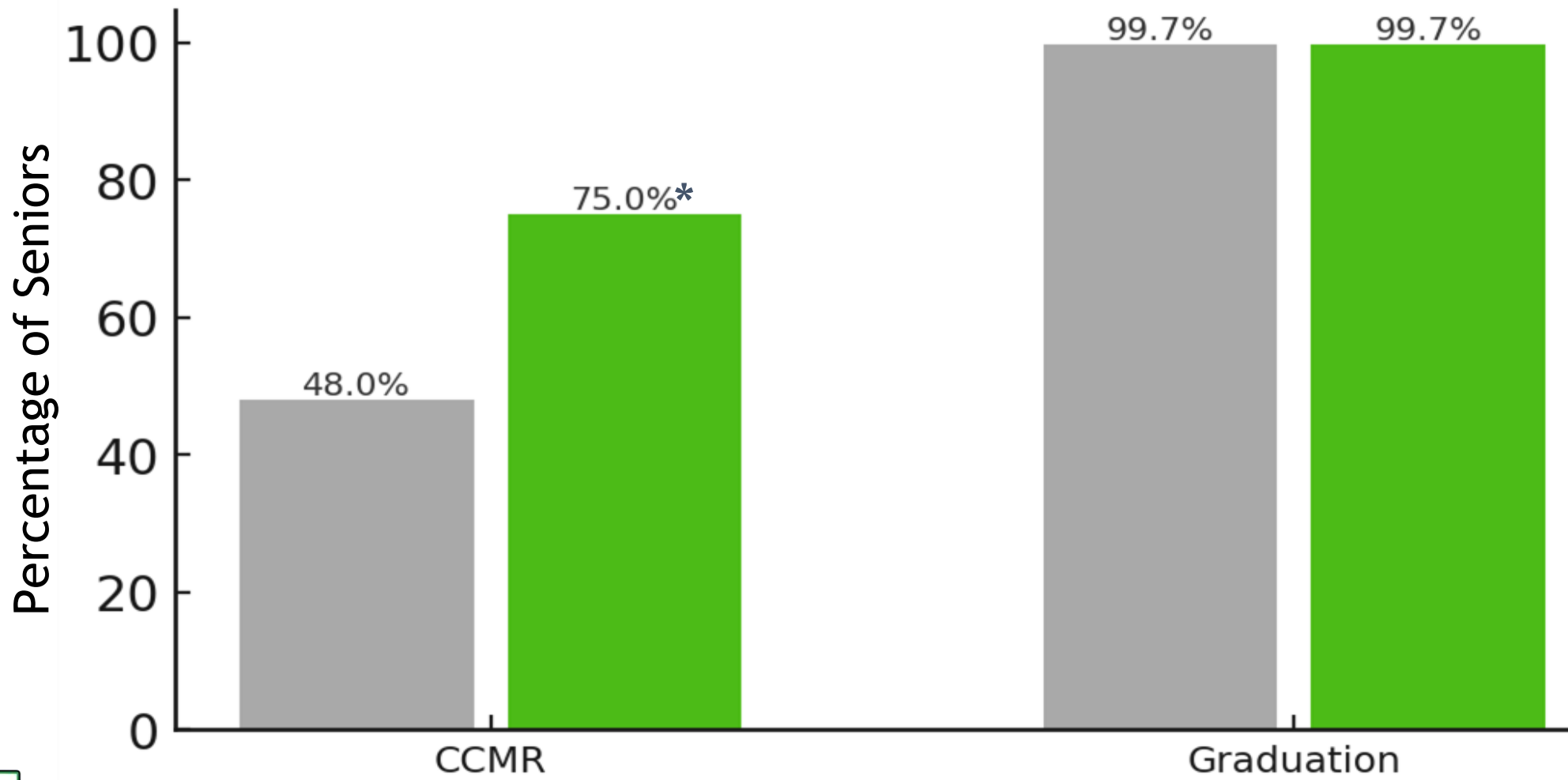


EFFICIENT OPERATIONS



CCMR & Graduation 2024 - 2025 Comparison

2024 (2023) 2025 (2024)



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS





STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS

Any Questions?



Minutes of Regular Meeting

The Board of Trustees

Lake Dallas Independent School District

A Regular Meeting of the Board of Trustees of Lake Dallas Independent School District was held Monday, May 19, 2025, beginning at 5:30 PM at 104 Swisher Rd., Lake Dallas, TX 75065.

PRESENT: President Lance Stacy, Vice President Ginger Collier, Secretary Mark Tucker, Trustees Scott Baird, Bruce Smith, Aaron Appleby, Greg Bartley and Superintendent Dr. Kristin N. Brown

1. **Call to Order, Roll Call, and Establishment of Quorum – 5:30 PM**

2. **Moment of Silence and Pledges of Allegiance**

The pledges of allegiance were led by the High School VASE students.

3. **Student/Staff Report/Recognitions**

A. **Student Success:** Falcon Friends Track Meet

John Kennedy, Adaptive P.E. Teacher, presented highlights of the Annual Falcon Friends Track Meet.

Shady Shores Elementary

- Noe Gonzalez - 50M Run, Tennis Ball Throw
- Benjamin Hernandez - 10M Assisted Gate Trainer
- Ashton Morales - 50M Run, Tennis Ball Throw
- Khaleb Edwards - 50M Run, Tennis Ball Throw

Lake Dallas Middle School

- Trae Yanez- 100M Long Jump, 4x100 Relay
- Tabor Allen- 100M Softball, 4x100 Relay
- Slade Paddack 50M Tennis Ball Throw

Lake Dallas High School

- Kayden Davis- 50M Tennis Ball
- Dayton French- 100M Long Jump 4x100M Relay
- David Sikorski- 100M Javelin 4x100M Relay

B. **Student Success:** TAEA Youth Art Month Exhibition

Jeanette Murray, LDHS Art Teacher, recognized Sophia Dunn again for her artwork entitled “As I See Myself” as being selected into the TAEA Youth Art Month Spring Exhibition at the Bullock Texas State History Museum. A featured article entitled “A Journey of Self-Discovery & Expression with Sophia Dunn” which showcased Sophia’s artwork and art process was also featured in the South Denton Living Magazine.

C. **Student Success:** LDHS VASE State Medalists

Jeanette Murray, LDHS Art Teacher, recognized her student’s success in the State Visual Arts Scholastic Event (VASE).

Superior Rating and State VASE Medalists

- Alana Blake
- Joanna Im

D. **Student Success:** LDMS JrVASE Medalists

Jessica Risenhoover, LDMS Art Teacher, recognized the accomplishments of her art students at the JrVASE Competition. Out of 60 entries, 55 artworks received a 4 (superior rating). Eight students received an additional "Platinum Honor" for their artwork, signifying they placed within the top 10% of their event.

Division 1

- Natalie Callen
- Claire Kennedy
- Adelaide Lee

Division 2

- Olive Thompson
- Hayden Wade

Division 3

- Teddie Douangkhai
- Elizabeth Rivero
- Marivel Valencia

E. *Student Success:* LDMS STUCO Award of Excellence

John Fabro, LDMS STUCO Sponsor, recognized the LDMS STUCO Chapter for receiving the National Gold Council of Excellence, TASC Outstanding Student Council, and TASC Sweepstakes award. This is Lake Dallas Middle Schools 3rd year in a row to receive the Gold Council of Excellence Award and 10th year in a row to receive Sweepstakes and be recognized as an Outstanding Student Council.

F. *Student Success:* LDHS Falcon Band State Solo & Ensemble Qualifiers

Denise Kennedy, LDHS Band Director, highlighted several band students for their success at the Region 2 UIL Solo & Ensemble Contest. 40 solos received a superior rating, 6 received an excellent rating and 8 ensembles, comprised of 31 students received a superior rating as well. As a result of their success, 38 students will travel to Austin to represent Lake Dallas High School, Lake Dallas ISD, and the Lake Cities Community at the UIL State level event May 23-24, 2025.

- Bryce Benko
- Peyton Boyer
- Lalah Brewer
- Austin Brumley
- Khanh Cai
- Abril Carrillo
- Addie Clemens
- Anna Do
- Jaxon Durham
- Enzo Fernandez
- Jaxsen Fisher
- Ethan Glowney
- Lucas Guditis
- Paul Haney
- Caden Hedrick
- Isaac High
- Esther Kitamura
- Nikolas Kostanko
- Liza Lee
- Kei Maeda
- Mitchell Meche

- Ashlyn Meins
- Grace Monaghan
- Ellie Parks
- Gael Perez
- Gabriel Presley
- Ulises Quezada
- Kainsley Reeves
- Zoe Ruiz
- Dani Sanders
- Andrew Schaeffer
- Marlena Shotwell
- Emily Skousen
- Rebecca Skousen
- Presley Sloan
- Cassidy Smith
- Brandon Stewart
- Christopher Willis

G. *Student Success:* LDHS Baseball & Softball Season Success

Matthew Dean and Sonia Ferrell-Foutch, LDHS Coaches, recognized the many accomplishments of the 2024-2025 Baseball and Softball Season.

Softball Team Success

- First Playoff Appearance since 2016
- Bi-District Champions (First time since 2016)
- Overall, 17-11
- 3rd Place in District 10-4A
- 8 All-District Selections
- 2 Collegiate Signees (Alisha Christensen - Illinois College, Zoey Christensen - McPherson University)

Softball Program Records

- New homerun record - 21 HRs
- New overall batting average record - .357
- New fielding percentage record - .934
- New stolen base record - 57 SBs

Baseball Team Success

- First Playoff Appearance Since 2021
- Offensive production increased in all categories
- 928 fielding percentage on the season
- 1 Collegiate Signee
- 8 All-District Selections

H. *Student Success:* LDHS Golf Success

Joe Kysiak, LDHS Coach, highlighted the boys and girls golf teams' success during the 2024-2025 season.

Girls Golf Success

- 2nd Place District and Regional Qualifier 9-4A
- Savannah Carter- 4th Place/1st Team All-District
- Marisa Hughes- 8th Place/2nd Team All-District
- Kari Perez- All District Honorable Mention

Boys Golf Success

- District 9-4A 3rd Place
- Gaven Novak- 1st Place Individual Champion District 9-4A
- Griffin Humphries- 8th Place/2nd Team All-District
- Blake Hanska, Cash McCord, Carter Luttrell- Special Recognition

I. Student Success: LDHS Class of 2025 Top Ten Graduates

Mollie Avelino, LDHS Principal, recognized Lake Dallas High Schools 2024-2025 Top 10 Graduates.

- Amelia Banyaga- **Valedictorian**
- Jeehwan Kim- **Salutatorian**
- Jadon Abraham
- Adina Clemens
- Hannah Davis
- Devraj Dhadda
- Rei Maeda
- Emerson Melgares
- Rebecca Skousen
- Kelsey Plaisier

6. Introductions

We moved out of order and had Karla Landrum, Executive Director of HR, introduce the following individuals as new Falcon District and Campus Leaders.

- Dr. Colleen Grindle-Lake Dallas High School Principal
- John Laubacher-Shady Shores Elementary School Assistant Principal

We resumed the original order of the agenda as follows.

3. Student/Staff Report/Recognitions

J. Faculty & Staff Engagements: May Teachers & Employees of the Month

Dr. Kristin N. Brown, Superintendent, recognized the May Teachers and Employees of the Month along with 2 staff members who were unable to attend during their recognition in April. A video highlighting the Teachers and Employees of the Month was shown during Executive Session.

Teachers

- Tamara Ernest, LDE
- Jennifer Garibay, SSE
- Alexandria Poteete, CE
- Brandi Crouch, LDMS (April)
- Nick Russell, LDMS (May)
- Sonia Ferrell-Foutch, LDHS

Employees

- Sara Schmidt, LDE
- Natividad Davis, SSE
- Linda Grubbs, CE
- Lori Barrett, LDMS (April)
- Charlesetta Langston (May)
- Michael Burgess, LDHS
- Dianey Fraide, Transportation
- Stephanie Hurley, Child Nutrition

4. Executive Session

The open session of the meeting adjourned at 6:38pm. The Board of Trustees moved to executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code).

The Board of Trustees reconvened to open session at 7:35pm.

5. Public Comment

Persons desiring to address the Board of Trustees were given the opportunity to sign up to speak.

No one signed up to speak to the Board

7. INFORMATION ITEMS

A. *Efficient Operations:* 2025-2026 Budget Update

Anne Haehn, CFO, presented the 2025-2026 Budget Update which included information on the Budget Calendar, the Foundation School Program (FSP), a look at enrollment, Current Legislative Funding and the 2025-2026 Budget Development Plan.

B. *Student Success:* Lake Dallas ISD CCMR Update

Dr. Kelly O’Sullivan, Deputy Superintendent, gave a presentation on College, Career, and Military Readiness (CCMR) progress in Lake Dallas ISD, with a year-over-year comparison between 2023 and 2025. This update highlighted improvements in student outcomes, including key metrics for college and career readiness, and provided insights into the district's strategies for enhancing CCMR performance moving forward.

C. *Efficient Operations:* Lake Dallas ISD Facilities Plan Update

John Modica, Chief Operations Officer, introduced Matterport, a 3D imaging software platform we will utilize to document and inventory our facilities and assets within the district as part of our Long-Range Facilities Plan.

8. CONSENT AGENDA ITEMS

It was MOVED by Bruce Smith and SECONDED by Aaron Appleby to approve the Consent Agenda as presented.

A. Consideration/Approval of the Minutes of the April 21, 2025, Regular Meeting

B. Consideration/Approval of the Minutes of the May 12, 2025, Special Meeting

C. Consideration/Approval of Monthly Financial Statements

D. Consideration/Approval of Unsolicited Donations to Lake Dallas ISD

E. Consideration/Approval of the 2025-2026 Board of Trustee Meeting Dates

F. Consideration/Approval of LDISD 2024-2025 Summer School Plan

G. Consideration/Approval of Update to LDISD Police Department Pay Scale to include Extra Duty Pay

MOTION PASSED 7-0

9. ACTION ITEMS

A. *Efficient Operations:* Consideration/Approval of Resolution Regarding Good Cause Exception to House Bill 3 Requirement for Armed Security on Every Campus

Dr. Kristin N. Brown, Superintendent, presented the Resolution Regarding Good Cause Exemption to House Bill 3 Requirement for Armed Security on Every Campus.

It was MOVED by Mark Tucker and SECONDED by Scott Baird to approve the Resolution Regarding Good Cause Exception to House Bill 3 Requirement for Armed Security on Every Campus as presented.

MOTION PASSED 7-0

- B. *Efficient Operations:*** Consideration/Approval of Pre-Kindergarten Partnerships
Dr. Kelly O’Sullivan, Deputy Superintendent, shared information pertaining to the consideration/approval of Pre-Kindergarten Partnerships between Lake Dallas ISD and private childcare providers. This partnership will expand access to high-quality early childhood education and support readiness and academic foundations for young learners. Details pertaining to state funding and disbursement of funds as well as curriculum and instruction support, and teacher requirements was presented.

It was MOVED by Aaron Appleby and SECONDED by Bruce Smith to approve the Pre-Kindergarten Partnerships as presented.

MOTION PASSED 6- For, 0-Against, 1- Unaccounted For

- C. *Student Success:*** Consideration and Adoption of Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General
John Modica, Chief Operations Officer, presented the Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General.

It was MOVED by Scott Baird and SECONDED by Greg Bartley to approve and adopt the Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General as presented.

MOTION PASSED 7-0

- D. *Student Success:*** Consideration and Adoption of Contingent Fee Legal Services Agreement with Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC
John Modica, Chief Operations Officer, presented the Consideration and Adoption of Contingent Fee Legal Services Agreement with Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo.

It was MOVED by Bruce Smith and SECONDED by Mark Tucker to approve and adopt the Contingent Fee Legal Services Agreement with Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC as presented.

MOTION PASSED 7-0

- E. *Efficient Operations:*** Consideration/Approval of Professional New Hires
Dr. Kristin N. Brown, Superintendent, presented the following professional new hire positions for approval.

- Ms. Denise Kennedy is being recommended for the position of Director of Student Initiatives.
- Mrs. Lauren Modica is being recommended for the Assistant Principal position at Corinth Elementary.

It was MOVED by Aaron Appleby and SECONDED by Scott Baird to approve the professional new hires as presented.

MOTION PASSED 7-0

10. Calendar, Announcements & Information

A. Upcoming Meetings & Events

Dr. Kristin N. Brown, Superintendent, shared events occurring between board meetings.

11. Executive Session

The open session of the meeting will adjourn. The Board of Trustees will reconvene in executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code). The Board of Trustees will reconvene in open session to take any final action, decision, or vote on a matter deliberated in executive session.

The Board did not move to Executive Session.

12. Adjournment

The meeting was adjourned at 8:21 pm

Lance Stacy, Board President

Mark Tucker, Secretary

Minutes of Board Workshop Meeting

The Board of Trustees

Lake Dallas Independent School District

A Board Workshop Meeting of the Board of Trustees of Lake Dallas Independent School District was held Monday, June 2, 2025, beginning at 5:30 PM at 104 Swisher Rd., Lake Dallas, TX 75065.

PRESENT: President Lance Stacy, Vice President Ginger Collier, Trustees Scott Baird, Bruce Smith, Greg Bartley and Superintendent Dr. Kristin N. Brown

Absent: Secretary Mark Tucker, Trustee Aaron Appleby

1. Call to Order, Roll Call, and Establishment of Quorum – 5:30 PM

2. Public Comment

Persons desiring to address the Board of Trustees were given the opportunity to sign up to speak.

No one signed up to speak to the Board

3. Information Items

A. *Efficient Operations:* Policy and Administrative Regulations Update

John Modica, Chief Operations Officer, presented updates to policies and administrative regulations.

- Early Release Days 2025-2026 School Year
- CDC(Local) Gifts & Solicitations
- DEAB(Local)- Compensation Plan Wages and Hours Laws
- FMH(Exhibit)- Student Activities Commencement
- Booster Clubs Standard Operating Procedures
- Proposed Bell Schedule for 2025-2026 to align instructional time among campuses, allow campuses to share staff more effectively, improve consistency of transportation hours and routes and provide transportation to UIL events more effectively while eliminating loss of instructional time

B. *Efficient Operations:* Facilities Update

John Modica, Chief Operations Officer, presented the facilities update.

- Current status and needs for HVAC, lighting, and flooring upgrades
- Proposed usage of Lake Dallas ISD Event Center
- Lake Dallas ISD Practice Plan Update which included current revenue from facilities rentals

C. *Efficient Operations:* School Finance and Legislative Update

Dr. Kristin N. Brown Superintendent gave an update on the State and House Bills that have currently passed legislation.

Anne Haehn, Chief Financial Officer, presented the portion pertaining to school finance.

- HB 2, Texas School Funding Highlights for 2025-2056 which includes Compensation (Teacher Retention Allotment), New “ABC” Allotment (Allotment for Basic Costs), School Safety (Increase both per student and per campus allotment), Special Education (New Funding System) and miscellaneous allotments.

4. Executive Session

The open session of the meeting adjourned at 8:38pm. The Board of Trustees moved to executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code).

The Board of Trustees reconvened to open session at 8:52pm, taking no action.

12. Adjournment

The meeting was adjourned at 8:52 pm

Lance Stacy, Board President

Mark Tucker, Secretary

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 GENERAL FUND
 APRIL 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	23,156,202	23,272,262	24,472,850	1,200,588	95.1%
State Revenue	9,360,843	10,335,029	16,907,246	6,572,217	61.1%
Federal Revenue	356,667	356,667	641,019	284,352	55.6%
Total Revenue	32,873,711	33,963,957	42,021,115	8,057,158	80.8%
EXPENDITURES					
Instruction	13,421,894	15,369,240	23,475,724	8,106,484	65.5%
Inst. Res./Media Services	269,332	306,269	468,696	162,427	65.3%
Curriculum Dev. & Inst. Staff Devel	496,450	557,455	781,431	223,976	71.3%
Inst. Leadership	354,375	404,672	677,367	272,695	59.7%
School Leadership	1,289,572	1,470,114	2,269,025	798,911	64.8%
Guidance/Counseling/Evaluation	855,310	976,169	1,344,332	368,163	72.6%
Health Services	210,070	241,254	366,863	125,609	65.8%
Pupil Transportation	1,058,115	1,177,032	1,743,191	566,159	67.5%
Cocurr./Extracurr. Activities	738,513	835,076	1,256,280	421,204	66.5%
Gen Administration	1,030,105	1,172,440	1,781,338	608,898	65.8%
Plant Maintenance & Operations	3,584,391	4,025,184	5,814,573	1,789,389	69.2%
School Monitoring Services	584,249	648,793	977,325	328,532	66.4%
Data Processing Services	833,414	886,515	1,268,960	382,445	69.9%
Community Services	4,921	4,921	4,922	1	100.0%
Facilities Acq. & Construction	14,000	17,600	18,600	1,000	94.6%
Payments to Fiscal Agents	12,000	12,000	12,000	0	100.0%
Payments to JJAEP Program	0	0	2,000	2,000	0.0%
Other Intergovernmental Charges	202,123	202,123	320,200	118,077	63.1%
Total Expenditures	24,958,835	28,306,855	42,582,827	14,275,972	66.5%
Grand Revenue Totals	32,873,711	33,963,957	42,021,115		
Grand Expenditure Totals	24,958,835	28,306,855	42,582,827		
Grand Totals	7,914,876	5,657,103	(561,712)		

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 FOOD SERVICE FUND
 APRIL 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	529,373	549,806	610,067	60,261	90.1%
State Revenue	32,652	37,064	43,128	6,064	85.9%
Federal Revenue	907,929	1,060,030	1,814,446	754,416	58.4%
Total Revenue	1,469,953	1,646,899	2,467,641	820,742	66.7%
EXPENDITURES					
Food Service	1,807,244	2,054,589	2,947,833	893,244	69.7%
Total Expenditures	1,807,244	2,054,589	2,947,833	893,244	69.7%
Grand Revenue Totals	1,469,953	1,646,899	2,467,641		
Grand Expenditure Totals	1,807,244	2,054,589	2,947,833		
Grand Totals	(337,291)	(407,690)	(480,192)		

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 DEBT SERVICE FUND
 APRIL 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	15,152,406	15,224,837	16,040,494	815,657	94.9%
State Revenue	1,785,996	1,785,996	1,672,918	(113,078)	106.8%
Total Revenue	16,938,402	17,010,833	17,713,412	702,579	96.0%
EXPENDITURES					
Debt Services	2,325	2,325	17,696,556	17,694,231	0.0%
Total Expenditures	2,325	2,325	17,696,556	17,694,231	0.0%
Grand Revenue Totals	16,938,402	17,010,833	17,713,412		
Grand Expenditure Totals	2,325	2,325	17,696,556		
Grand Totals	16,936,077	17,008,508	16,856		

LAKE DALLAS ISD
BALANCE SHEET
GENERAL FUND, FOOD SERVICE AND DEBT SERVICE
AS OF APRIL 30, 2025

General Fund

Cash & Investments	42,384,478
Receivables	2,616,838
Deferred Expenses	2,050
Total Assets	<u>45,003,366</u>

Current Payables	(24,556,304)
Accrued Expenses	(76,459)
Deferred Revenue	(420,988)
Total Liabilities	<u>(25,053,751)</u>

Reserve for Encumbrances	1,352,212
Undesig. Fund Balance	(19,949,615)
Reserve for Encumbrances	(1,352,212)
Total Equity	<u>(19,949,615)</u>

Food Service

Cash & Investments	1,689,433
Receivables	152,101
Total Assets	<u>1,841,534</u>

Current Payables	(831,954)
Accrued Expenses	(28,253)
Deferred Revenue	(99,311)
Total Liabilities	<u>(959,518)</u>

Reserve for Food Encumbrances	(386,647)
Undesig. Fund Balance	439,907
Reserve for Encumbrances	(935,277)
Total Equity	<u>(882,017)</u>

Debt Services

Cash & Investments	18,674,177
Receivables	1,340,704
Total Assets	<u>20,014,881</u>

Current Payables	(139,943)
Deferred Revenue	(210,959)
Total Liabilities	<u>(350,902)</u>

Reserve for Long Term Debt	(2,638,116)
Undesig. Fund Balance	(17,025,862)
Total Equity	<u>(19,663,978)</u>



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

May 6, 2025

Dr. Kristin N. Brown
Superintendent
Lake Dallas ISD
104 Swisher Road
Lake Dallas, Texas 75065

RE: Renewal of Membership in Walsh Gallegos' Retainer Program

Dear Dr. Brown:

It is our privilege to serve Lake Dallas Independent School District through the Walsh Gallegos Retainer Program. The District's membership is up for renewal on June 1, 2025, and so enclosed you will find our Legal Services Retainer Agreement. If the District chooses to continue its membership, please sign and return the agreement. The invoice for the renewal will be sent on or around 6/1/2025 with your regular monthly statement so there is no need to send a check with the signed agreement. This program includes the following valuable benefits for just \$1,000.00 per year:

- No-charge telephone consultation on day-to-day general and special education matters with attorneys in any of our offices,
- Reduced rates for legal work,
- Reduced fees for inservices,
- Reduced rates for practical Walsh Gallegos products such as the web-based Student Code of Conduct, The Legal Guide to DAEP & Expulsion and the Extracurricular Code of Conduct,
- A free subscription to our bi-monthly general education newsletter "*Time Out with Walsh Gallegos*,"
- A free subscription to our monthly special education newsletter "*This Just In*," and
- Email updates about the latest developments in education law.

More information about these services and other advantages of the retainer program are included in the attached description. Also enclosed is information about our EFT/ACH payment program that provides a convenient, efficient, secure, and less costly method of payment than paper checks.

It is an honor to be of service to Lake Dallas Independent School District. Many districts have adopted the Texas Association of School Boards' policy BDD (Local), which requires approval of the agreement by the Board of Trustees; check your policy to see who is authorized to approve and sign the Agreement. Additionally, please note that in accordance with the requirements of HB 1295 we have filed Form 1295 with the Texas Ethics Commission and are enclosing a certification of filing of Form 1295 for your records.

We would like to give you advance notice that we will be slightly adjusting our rates this year. We believe this adjustment will help us continue to deliver the elevated legal experience that you have come to expect from our organization. Please note that our new rates will be effective July 16, 2025, and will be reflected on the September 1 invoices.

We look forward to receiving your signed contract. In the meantime, please remember that you can call any of our offices and speak with the attorney of your choice to get the guidance you need, when you need it. I am pleased to be your shareholder contact regarding the retainer program. Should you have any questions about the Retainer Agreement or wish to reach me directly, please contact me at (800) 231-4207.

Sincerely,



Elisabeth D. Nelson

EDN/glo
Enclosures

cc: Mr. Lance Stacy, Board President
Dr. Jay Weidenbach, Director of Special Programs



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

**LEGAL SERVICES RETAINER AGREEMENT
FOR LAKE DALLAS INDEPENDENT SCHOOL DISTRICT**

The Lake Dallas Independent School District (hereinafter "District"), acting by and through the authorized Trustee or Employee whose signature appears below, hereby retains the law firm of Walsh Gallegos Kyle Robinson & Roalson P.C. (hereinafter "Law Firm"), to provide the services to the District set forth below.

1. Telephone Consultation: The Law Firm shall provide telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director, or designee pertaining to questions arising out of the general operation of the District. The District shall have access to a statewide toll-free telephone number for calls to the Law Firm.
2. Additional Legal Work: The District shall be entitled to reduced hourly rates for additional legal work over and above general telephone consultation. Examples of such additional legal work are research, opinion letters, and legal advice or representation in adversarial matters. Expenses incurred by the Law Firm in providing such additional legal work shall be charged.
3. Publications: The Law Firm shall provide at no charge the monthly publication This Just In, dealing with special education law issues, and the bi-monthly general school law publication Time Out with Walsh Gallegos, both published by the Law Firm.
4. E-mail Updates: The Law Firm shall send periodic e-mail updates to designated District personnel and trustees relating to developments in school law. The content and publication schedule of such updates shall be determined solely by the Law Firm.
5. Retainer Term and Cost: There shall be a fee of \$1,000.00 for this Retainer Agreement due upon execution and annually thereafter on the anniversary of the execution date below. This Retainer Agreement shall remain in effect until notice of cancellation is received.
6. Compliance with Texas Government Code Chapter 2271: Pursuant to Texas Government Code Chapter 2271, as amended, the Law Firm verifies that it does not boycott Israel and will not boycott Israel during the term of this Agreement.

7. Compliance with Texas Government Code Chapter 2252: Pursuant to Texas Government Code Chapter 2252, as amended, the Law Firm verifies that it is not engaged in business with Iran, Sudan, or a foreign terrorist organization, as prohibited by Section 2252.152.
8. Compliance with Texas Government Code Chapter 2274 and 809: Pursuant to Texas Government Code Chapters 2274 and 809, as amended, the Law Firm verifies that it does not boycott energy companies and will not boycott energy companies during the term of this Agreement.
9. Compliance with Texas Government Code Chapter 2274: Pursuant to Texas Government Code Chapter 2274, as amended, the Law Firm verifies that it does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of this Agreement.
10. Scope of Attorney-Client Relationship: This Retainer Agreement establishes a limited attorney-client relationship only between the Law Firm and the District. All communications between the parties shall be deemed privileged, and all work product shall be protected from disclosure. The relationship exists only as to the consultations and additional legal work that are initiated by the District and accepted by the Law Firm pursuant to this Agreement. The Retainer Agreement does not impose any duty upon the Law Firm to provide advice or work to the District regarding legal matters absent a request by the District's Board President, Superintendent, Special Education Director, or designee for such advice or work on a matter. The Law Firm and the District acknowledge and represent that this Agreement does not establish an attorney-client relationship between the Law Firm and any individual Trustees or Employees of the District. If a lawsuit or other adversarial matter is brought against the District and/or any Trustee or Employee of the District, the Law Firm may require the execution of one or more separate Letters of Engagement prior to undertaking an attorney-client relationship in the matter.
11. Confidential Relationship: All information furnished by the District to Law Firm hereunder, including their respective agents, and employees, shall be treated as confidential ("Confidential Information") and shall not be disclosed to third parties except as required by law or authorized in writing. Any Confidential Information of the District may be used by Law Firm only in connection with the Services. Law Firm agrees to protect the confidentiality of any Confidential Information in the same manner that it protects the confidentiality of its own proprietary and confidential information. Access to the Confidential Information shall be restricted to those of Law Firm's personnel engaged under this Agreement. All Confidential Information made available hereunder, including copies thereof, shall be returned in accordance with Law Firm's File Retention Policy or request by the District, whichever occurs first. The restrictions set forth

in this section shall not apply to information that is or becomes in the public domain through no fault of Law Firm, is independently developed by Law Firm, is provided to Law Firm by a third party who is not subject to a duty of confidentiality, or is required to be disclosed pursuant to law or legal process.

12. Texas Lawyer's Creed: Under rules of the Texas Supreme Court and the State Bar of Texas, we advise our clients of the contents of the Texas Lawyer's Creed, a copy of which is enclosed. In addition, we advise clients that the State Bar of Texas investigates and prosecutes complaints of professional misconduct against attorneys licensed in Texas. A brochure entitled Attorney Complaint Information is available at all of our offices and is likewise available upon request. A client that has any questions about the State Bar's disciplinary process should call the Office of the General Counsel of the State Bar of Texas at 1-800-932-1900 (toll free).

13. Generative AI: While representing District, Law Firm may use generative AI tools and technology like Westlaw to assist in legal research, document drafting and other legal tasks. This technology enables us to provide more efficient and cost-effective legal services. However, it is important to note that while generative AI can enhance Law Firm's work, it is not a substitute for the expertise and judgment of Law Firm's attorneys. Law Firm will exercise professional judgment in using AI-generated content and ensure its accuracy and appropriateness in your specific matters. By entering into this agreement, District understands and agrees to Law Firm's use of AI-assisted applications, including Law Firm's limited, supervised use of those tools to process certain confidential information under Law Firm's continuing monitoring to reasonably protect the confidentiality of all information.

LAKE DALLAS INDEPENDENT SCHOOL DISTRICT

By: _____

(Signature)

(Print Name)

(Title)

(Date)

WALSH GALLEGOS KYLE ROBINSON & ROALSON P.C.



By: _____

Joe A. De Los Santos
Managing Shareholder

5/1/2025

(Date)

THE TEXAS LAWYER'S CREED -- A MANDATE FOR PROFESSIONALISM

The Texas Supreme Court and the Texas Court of Criminal Appeals adopted this Creed, with the requirement that lawyers advise their clients of its contents when undertaking representation.

I am a lawyer. I am entrusted by the People of Texas to preserve and improve our legal system. I am licensed by the Supreme Court of Texas. I must therefore abide by the Texas Disciplinary Rules of Professional Conduct, but I know that professionalism requires more than merely avoiding the violation of laws and rules. I am committed to this creed for no other reason than it is right.

I. OUR LEGAL SYSTEM

A lawyer owes to the administration of justice personal dignity, integrity, and independence. A lawyer should always adhere to the highest principles of professionalism. I am passionately proud of my profession. Therefore, "My word is my bond." I am responsible to assure that all persons have access to competent representation regardless of wealth or position in life. I commit myself to an adequate and effective pro bono program. I am obligated to educate my clients, the public, and other lawyers regarding the spirit and letter of this Creed. I will always be conscious of my duty to the judicial system.

II. LAWYER TO CLIENT

A lawyer owes to a client allegiance, learning, skill, and industry. A lawyer shall employ all appropriate means to protect and advance the client's legitimate rights, claims, and objectives. A lawyer shall not be deterred by any real or imagined fear of judicial disfavor or public unpopularity, nor be influenced by mere self-interest. I will advise my client of the contents of this creed when undertaking representation. I will endeavor to achieve my client's lawful objectives in legal transactions and in litigation as quickly and economically as possible. I will be loyal and committed to my client's lawful objectives, but I will not permit that loyalty and commitment to interfere with my duty to provide objective and independent advice. I will advise my client that civility and courtesy are expected and are not a sign of weakness. I will advise my client of proper and expected behavior. I will treat adverse parties and witnesses with fairness and due consideration. A client has no right to demand that I abuse anyone or indulge in any offensive conduct. I will advise my client that we will not pursue conduct which is intended primarily to harass or drain the financial resources of the opposing party. I will advise my client that we will not pursue tactics which are intended primarily for delay. I will advise my client that we will not pursue any course of action which is without merit. I will advise my client that I reserve the right to determine whether to grant accommodations to opposing counsel in

all matters that do not adversely affect my client's lawful objectives. A client has no right to instruct me to refuse reasonable requests made by other counsel. I will advise my client regarding the availability of mediation, arbitration, and other alternative methods of resolving and settling disputes.

III. LAWYER TO LAWYER

A lawyer owes to opposing counsel, in the conduct of legal transactions and the pursuit of litigation, courtesy, candor, cooperation, and scrupulous observance of all agreements and mutual understandings. Ill feelings between clients shall not influence a lawyer's conduct, attitude, or demeanor toward opposing counsel. A lawyer shall not engage in unprofessional conduct in retaliation against other unprofessional conduct. I will be courteous, civil, and prompt in oral and written communications. I will not quarrel over matters of form or style, but I will concentrate on matters of substance. I will identify for other counsel or parties all changes I have made in documents submitted for review. I will attempt to prepare documents which correctly reflect the agreement of the parties. I will not include provisions which have not been agreed upon or omit provisions which are necessary to reflect the agreement of the parties. I will notify opposing counsel, and, if appropriate, the Court or other persons, as soon as practicable, when hearings, depositions, meetings, conferences, or closings are cancelled. I will agree to reasonable requests for extensions of time and for waiver of procedural formalities, provided legitimate objectives of my client will not be adversely affected. I will not serve motions or pleadings in any manner that unfairly limits another party's opportunity to respond. I will attempt to resolve by agreement my objections to matters contained in pleadings and discovery requests and responses. I can disagree without being disagreeable. I recognize that effective representation does not require antagonistic or obnoxious behavior. I will neither encourage nor knowingly permit my client or anyone under my control to do anything which would be unethical or improper if done by me. I will not, without good cause, attribute bad motives or unethical conduct to opposing counsel nor bring the profession into disrepute by unfounded accusations of impropriety. I will avoid disparaging personal remarks or acrimony towards opposing counsel, parties, and witnesses. I will not be influenced by any ill feeling between clients. I will abstain from any allusion to personal peculiarities or idiosyncrasies of opposing counsel. I will not take advantage, by causing any default or dismissal to be rendered, when I know the identity of an opposing counsel, without first inquiring about that counsel's intention to proceed. I will promptly submit orders to the Court. I will deliver copies to opposing counsel before or contemporaneously with submission to the Court. I will promptly approve the form of orders which accurately reflect the substance of the rulings of the Court. I will not attempt to gain an unfair advantage by sending the Court or its staff correspondence or copies of correspondence. I will not arbitrarily schedule a deposition, court appearance, or hearing until a good faith effort has been made to schedule it by agreement. I will readily stipulate

to undisputed facts in order to avoid needless costs or inconvenience for any party. I will refrain from excessive and abusive discovery. I will comply with all reasonable discovery requests. I will not resist discovery requests which are not objectionable. I will not make objections nor give instructions to a witness for the purpose of delaying or obstructing the discovery process. I will encourage witnesses to respond to all deposition questions which are reasonably understandable. I will neither encourage nor permit my witness to quibble about words where their meaning is reasonably clear. I will not seek Court intervention to obtain discovery which is clearly improper and not discoverable. I will not seek sanctions or disqualification unless it is necessary for protection of my client's lawful objectives or is fully justified by the circumstances.

IV. LAWYER AND JUDGE

Lawyers and judges owe each other respect, diligence, candor, punctuality, and protection against unjust and improper criticism and attack. Lawyers and judges are equally responsible to protect the dignity and independence of the Court and the profession. I will always recognize that the position of judge is the symbol of both the judicial system and administration of justice. I will refrain from conduct that degrades this symbol. I will conduct myself in Court in a professional manner and demonstrate my respect for the Court and the law. I will treat counsel, opposing parties, the Court, and members of the Court staff with courtesy and civility. I will be punctual. I will not engage in any conduct which offends the dignity and decorum of proceedings. I will not knowingly misrepresent, mischaracterize, misquote or miscite facts or authorities to gain an advantage. I will respect the rulings of the Court. I will give the issues in controversy deliberate, impartial and studied analysis and consideration. I will be considerate of the time constraints and pressures imposed upon the Court, Court staff and counsel in efforts to administer justice and resolve disputes.



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

Program for EFT/ACH Payments

Walsh Gallegos Kyle Robinson & Roalson P.C. is working to improve our services to you and assist you in saving time and money. To that end, we now offer our clients the option to pay their invoices electronically by either Electronic Funds Transfer (EFT) or Automated Clearing House (ACH) payment—instead of the traditional paper, check-by-mail method.

An EFT/ACH payment authorizes the client's bank to move funds from its bank account to the bank account of the authorized merchant (Walsh, Gallegos). This movement of funds is done between banks electronically—thus the term Electronic Funds Transfer (EFT) or Automated Clearing House (ACH). This electronic movement of funds between banks is more convenient, efficient, secure, and far less costly than the handling of paper checks.

If your district is interested in participating in our EFT/ACH payment program, please e-mail a request to WA-EFT@wabsa.com or call Karla Alvarado at (800) 252-3405 to receive our bank account information for EFT/ACH payments.

We are excited to be able to extend this opportunity to our clients. Please feel free to contact us if you have any questions.



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

File Retention Policy

At the conclusion of a matter, the file is closed and all documents related to the file are gathered in a centralized location and properly labeled. This includes both paper and electronic documents. Because the nature of our work means that many matters may become active again, we have established a policy of maintaining our closed files for a period of 10 years. If a file is reopened, the 10 year period will start again after the file is closed again.

At the end of 10 years, we will notify clients that we will be destroying all files that have been closed for more than 10 years.* Clients will have 30 days from the date of the letter to let us know if they would prefer that the files be returned to them instead of being destroyed. Clients can also request a list of the files we plan on destroying and request to inspect the files before making a decision about whether or not to allow them to be destroyed. We will provide an estimate cost for delivering the files to clients if they choose to have the files returned to them instead of being destroyed. Any files that are destroyed will be done so at our expense.

For more information about our File Retention Policy please contact Vicki Limon at vlimon@wabsa.com or by calling 512.454.6864.

*Note that there are certain types of files that our attorneys may flag to hold for longer than 10 years before being destroyed. Clients can request a list of all of the closed matters that we have for them at any time by contacting Vicki Limon at vlimon@wabsa.com.



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

FEE SCHEDULE AS OF JULY 16, 2022 LEGAL SERVICES RETAINER AGREEMENT

For Retainer Program Clients

Annual retainer fee is \$1,000 billed each year on the anniversary of the client joining the program.

Telephone consultation with school officials in this program regarding general routine legal matters is free of charge. The firm has toll-free telephone numbers that are made available to these clients.

An hourly rate of \$250/hour for associates licensed less than one year, \$275/hour for associates licensed one to two years, \$315/hour for associates licensed over two years, or \$335/hour for shareholders is charged for time spent on research, opinion letters, office visits, board meetings, and other work of a general nature.

For matters requiring more in-depth work, such as document review, negotiation of a contract, grievance, nonrenewal, review of constructions documents, litigation, administrative appeals, and the like, all time, including telephone calls, is charged at the current hourly retainer rates shown above, plus expenses. A new file is set up so that the billings show legal fees attributable to that particular matter.

For Non-retainer Program Clients

An hourly rate of \$250/hour for associates licensed less than one year, \$275/hour for associates licensed one to two years, \$335/hour for associates licensed over two years, or \$355/hour for shareholders is charged for time spent on any work, including all telephone calls, office visits, litigation, research, opinion letters, hearings, and the like.

The above rates are subject to change at any time.



BENEFITS OF THE RETAINER PROGRAM

- 1. FREE TELEPHONE CONSULTATION:** The law firm provides telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director or any designee pertaining to questions arising out of the general operation of the District. Last year, our member clients received an average of 10.27 free hours of telephone consultation. That is a \$3,047.00 value in telephone calls alone!

As a retainer client, the District has exclusive access to the statewide toll-free telephone numbers for calls to the law firm. Before making decisions with legal consequences, use our exclusive toll-free number to reach any Walsh Gallegos attorney:

- Austin (800) 252-3405
- San Antonio (800) 232-9169
- Irving (800) 231-4207
- Houston (888) 565-6864
- Rio Grande Valley (866) 770-6864
- Amarillo (800) 622-6864
- Albuquerque (800) 771-6864

- 2. REDUCED RATES FOR ADDITIONAL LEGAL WORK:** The District receives reduced hourly rates for additional works that goes beyond the initial general telephone consultations, such as analyzing documents, writing opinion letters, attending school board meetings, or follow up phone consultations. Though the hourly rates are reduced for retainer clients, any actual expenses (copy costs or mileage, for example) incurred by the law firm in providing such additional work are charged.
- 3. FREE SUBSCRIPTIONS TO FIRM PUBLICATIONS:** Membership in the Walsh Gallegos Retainer Program also entitles the District to receive free subscriptions to both of the firm's newsletters:

(1) the informative bi-monthly newsletter "*Time Out with Walsh Gallegos*" that provides timely reminders and practical suggestions about general education law issues arising throughout the school year, and

(2) the monthly publication "*This Just In*" which addresses legal issues specific to the special needs of students with disabilities

- 4. E-MAIL UPDATES:** As another benefit of the Retainer Program, Walsh Gallegos sends periodic e-mail updates to you (and to any other District personnel or trustees you

designate) to help keep the District abreast of the latest developments in school law. These updates, averaging more than one per month, address a broad range of timely topics and are designed to keep you informed and better prepared in your work for the District. Examples of the topics of our updates include:

- EEOC Releases New Regulations for Pregnant Workers Fairness Act
- Attorney General Rule Updating Title II of the ADA Ensuring that Web Content and Mobile Apps are Accessible
- U.S. Department of Labor Increases Salary Threshold for Exempt Employees
- Final Title IX Regulations Released
- Supreme Court Clarifies Limits on Public Officials' Social Media Conduct
- Next Steps in Medicaid Review Process
- HB 3033 Crucial NEW Deadlines for Responding to PIA Requests
- New I-9 Form for Employment Eligibility Verification
- HB 114 Creates a New Mandatory DAEP Offense

Don't let your District personnel miss our next update!

5. **REDUCED RATES ON ALL WALSH GALLEGOS INSERVICES:** Our Retainer Program members also receive reduced rates on all inservices presented at the District. Our up-to-date training programs are presented by attorneys with firsthand experience and knowledge about the current legal issues confronting Texas school districts. Our retainer clients also receive priority scheduling for inservice training.
6. **REDUCED RATES ON ALL WALSH GALLEGOS PRODUCTS:** To assist clients in their day-to-day operations, we have developed several practical products to save you time and head off potential problems during the school year. These products are easy to navigate, written in plain language, and are full of useful suggestions. As a member of the Retainer Program, clients receive reduced rates on these helpful tools, including:
 - Interactive Student Code of Conduct
 - Discipline Guide for DAEP & Expulsion
 - Administrator's Anti-Bullying Toolkit
 - Sexual Harassment Investigation Guide
 - Operating Guidelines for Cameras in Special Education Settings
7. **ONE FREE ON-DEMAND WEBINAR:** Our retainer clients are also eligible for one free On-Demand webinar of the District's choice, to be selected from our published webinar schedule. Our On-Demand webinars provide excellent training for school administrators without having to leave the district.



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.

LAKE DALLAS ISD E-MAIL UPDATE FORM

The Walsh Gallegos E-mail Update program is designed to keep our clients informed of the latest developments in school law. These updates address a broad range of topics related to legal issues confronting school districts. In addition, e-mail update recipients will also be notified of upcoming audio/video conferences and specialty publications produced by Walsh Gallegos.

Below is the list of personnel and/or Board of Trustees that are currently in our system. Please review carefully and make any necessary changes or additions. Also note that there may be some names without an e-mail address or position. Please provide a current e-mail address, indicate whether the individual should remain one of our e-mail update recipients, and provide the named position of the individual. If you are having difficulty receiving our e-mail updates, please ask your technology department to add mypinpointe.com to the list of accepted domains.

Name	Title	E-mail Address
Dr. Kristin N. Brown	Superintendent	knbrown@ldisd.net
Mr. Lance Stacy	Board President	lstacy@ldisd.net
Dr. Jay Weidenbach	Director of Special Programs	jweidenbach@ldisd.net
Mr. Wesley Eversole	Deputy Superintendent/CFO	weversole@ldisd.net
Ms. Kelly O'Sullivan	Assistant Superintendent of Curriculum & Instruction	kosullivan@ldisd.net
Mr. John Modica	Executive Director of Administrative Services	jmodica@ldisd.net
Ms. Karla Landrum	Executive Director of Human Resources	klandrum@ldisd.net
Mrs. Christi Cottongame	Chief Academic Officer	ccottongame@ldisd.net

Attach additional sheets if necessary. Please return this form to Client Services. If you have any questions or need additional information, please contact Client Services at (800) 252-3405.

VIA FAX
(512) 467-9318

VIA MAIL
Client Services
Walsh Gallegos
P.O. Box 2156
Austin, TX 78768

VIA E-MAIL
info@wabsa.com

CERTIFICATE OF INTERESTED PARTIES

FORM **1295**

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.
Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

**OFFICE USE ONLY
CERTIFICATION OF FILING**

Certificate Number:
2025-1296085

Date Filed:
04/15/2025

Date Acknowledged:

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.

Walsh Gallegos Kyle Robinson & Roalson P.C., or just Walsh Gallegos
Austin, TX United States

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.

Lake Dallas Independent School District

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the services, goods, or other property to be provided under the contract.

15175
Legal Services Retainer Agreement

4	Name of Interested Party	City, State, Country (place of business)	Nature of interest (check applicable)	
			Controlling	Intermediary
	Robinson, Bridget	Austin, TX United States	X	
	Kyle, Paige	Austin, TX United States	X	
	Gallegos, Elena	Austin, TX United States	X	
	Walsh, Jim	Austin, TX United States	X	

5 Check only if there is NO Interested Party.

6 UNSWORN DECLARATION

My name is Joe De Los Santos, and my date of birth is 10/3/1971.

My address is 505 E. Huntland Drive, Suite 600, Austin, TX, 78752, USA.
(street) (city) (state) (zip code) (country)

I declare under penalty of perjury that the foregoing is true and correct.

Executed in Travis County, State of Texas, on the 15th day of April, 20 25.
(month) (year)


Joe De Los Santos, Managing Shareholder
Signature of authorized agent of contracting business entity
(Declarant)

LEON | ALCALA

ATTORNEYS AT LAW

June 9, 2025

Via Electronic Mail: knbrown@ldisd.net
Dr. Kristin Brown
Superintendent of Schools
Lake Dallas Independent School District
P.O. Box 548
Lake Dallas, Texas 75065

Re: **Leon | Alcala, PLLC General Legal Services Agreement**

Dear Dr. Brown,

Thank you for choosing the law firm of Leon | Alcala, PLLC for your general legal needs. We are delighted to represent you on an as-needed basis in connection with general counsel legal services without an annual retainer fee. The purpose of this letter is to set forth the agreement between you, the “Client,” and the law firm with respect to the terms of the engagement.

The Client hereby retains the law firm of Leon | Alcala, PLLC (the “Firm”) to provide general legal counsel and representation in matters requiring legal services, as requested by the Client. *While this letter engages our Firm for general legal services only, please note that the Firm also regularly performs bond counsel services (bond elections and bond issues) and transactional work in connection with annual reports required by former Texas Tax Code Chapter 313 Agreements. See below for more information.*

NO FEE: QUESTION CALL SERVICES

As a Client, your administration will have access to the Firm’s attorneys to respond to unlimited routine Question Calls at **no fee to the Client**.

“Question Calls” are calls to attorneys that are routine calls and do not require any legal research or written work product. In other words, the attorney can give you a quick answer or recommendation. **Question Calls are unlimited and can also be used for a second opinion.** The Firm maintains a 24-hour answering service and will respond in a timely manner to all Question Calls.

NO RETAINER: GENERAL LEGAL SERVICES

General legal services provided by the Firm include, but are not limited to: employment law, student issues, civil rights issues, procurement, Special Education and Section 504 matters, real estate, construction contracts, elections, administrative hearings and appeals, litigation, open government, Public Information Act requests, and intellectual property.

As a Client, ***you will not be charged an annual retainer fee*** for general legal services. Rather, in the event substantive legal work is requested, general counsel services will be provided at the hourly rates set forth further below. Firm attorneys will confirm with the Client that the Client would like the Firm to conduct more extensive representation before billing the Client.

AUSTIN | HOUSTON | ARLINGTON | LONGVIEW

1114 Lost Creek Blvd., Suite 420, Austin, Texas 78746 | 512.637.4244 | leoncalca.com

Firm attorneys maintain daily time records, in 1/10 hour increments. Monthly invoices identify the legal professional performing the work, describe the legal work performed, and record the time expended on each task. Invoices will provide separate totals for “no charge” Question Call services and billable legal services and expenses followed by a combined total of services and costs. Fees and expenses are due and payable within thirty days of the date of billing.

BOND COUNSEL AND CHAPTER 313 AGREEMENT SERVICES AVAILABLE UNDER SEPARATE ENGAGEMENT

As noted above, our Firm routinely provides bond counsel services for bond elections and bond issues and handles reporting matters for Chapter 313 Agreements. Transactional services related to these matters are provided on a per transaction fee basis under a separate engagement agreement. Please contact the Firm if you require legal services in connection with a bond election, bond transaction or a Chapter 313 Agreement.

We also note that we represent many bond issuers, investment banking firms, commercial banks, and other parties to bond/public finance transactions from time to time in connection with issuance of bonds or in non-bond-related matters, which may include your financial advisor and possible purchasers of your bonds and other obligations. To the extent that you engage another law firm to serve as your bond counsel in connection with your bond/public finance transactions, we may represent the underwriter(s) or other purchasers of such bonds. It is our professional judgment that such relationships with the others described in this section do not adversely affect our ability to represent the Client in this matter. Your acceptance of these terms of engagement represents your consent to our representation of those persons now and in the future on the terms outlined in this section and a waiver of any potential conflict of interest in such representation.

THREE HOURS OF LEGAL TRAINING

Client will have access to up to three hours of board or administrator legal training per year, which may be in person or virtually-per Client request. Please see the firm’s website at leonalcala.com/training/ for sample training topics and agendas. The Firm will also customize trainings to meet the Client’s specified needs upon request.

SCHEDULE OF BILLABLE FEES AND EXPENSES

For hourly work, the Firm has a sliding fee scale for attorneys based upon the experience of the attorney. The Firm reserves the right to increase its hourly rate during the term of this Agreement, particularly in the event of unanticipated increases in the costs of doing business, but only after first providing Client with notice of the proposed change in rates and permitting Client the opportunity to terminate the Agreement.

The Firm bills attorney and paralegal time on the following fee scale:

Partner / Senior Attorney / of Counsel	\$360.00 per hour
Senior Associate	\$335.00 per hour
Associate	\$285.00 per hour
Paralegal	\$140.00 per hour
Legal Assistant	\$100.00 per hour
Travel Time	<i>½ the Attorney's hourly rate</i>

The Firm charges only for expenses that represent direct costs of the delivery of legal services. Expenses are to be billed as follows:

In-house photocopies:	15¢ per copy
Electronic Library Charges:	\$95.00 per hour (not to exceed \$350/month)
Outside photocopy services:	At cost as billed by provider
Postage:	At cost
Litigation expenses (consultants, expert witness, court reporter, graphic exhibits):	At cost
Mileage:	Current IRS rate (.70/mile)
Travel/Lodging:	At cost
Courier Services:	At cost

TERMINATION

This Agreement may be terminated by either party at any time. Additionally, the Firm's rules of professional conduct require us to terminate this agreement if:

- (a) Either the Client or Firm requests termination;
- (b) The Client insists on presenting a claim or defense that is not warranted under existing law and cannot be supported by good-faith argument for an extension, modification, or reversal of existing law; or
- (c) The Client insists that the Firm pursue a course of conduct that is illegal or that is prohibited under the disciplinary rules or disregards an agreement or obligation to the Firm as to expenses or fees for services rendered.

In the event the Client and the Firm terminate this engagement, the Firm will take reasonable steps to avoid foreseeable prejudice to the rights of the Client, including giving due notice to the Client, allowing time for employment of other counsel, delivering to the Client all papers and property to which the Client is entitled, and complying with the applicable laws and rules.

LEGISLATIVE CONTRACTING REQUIREMENTS

Pursuant to Section 2271.002 of the Texas Government Code, the Firm certifies that either (i) it meets an exemption criteria under Section 2271.002; or (ii) it does not boycott Israel and will not boycott Israel during the term hereof. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

The Firm verifies pursuant to Section 2274.002 of the Texas Government Code that it (1) does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association and (2) will not discriminate during the term of the contract against a firearm entity or firearm trade association. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

The Firm verifies that: (1) it does not, and will not for the duration hereof, boycott energy companies or (2) the verification required by Section 2276.002 of the Texas Government Code does not apply hereto. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

FIRM COMMUNICATIONS

Our Clients are protected by law and by the disciplinary rules to which attorneys are subject. No attorney is permitted to, nor can we be compelled to reveal anything a Client says to the attorney, except in instances where a person's life may be endangered, or as prescribed by section 261.101 of the Texas Family Code regarding child abuse, or where the Client communication is made in the presence of others who are not represented by the attorney. The reason for this protection is that the interests of the Client are best served when the Client's attorneys are fully informed of all the facts well in advance of any possible contest.

The Firm pledges to timely keep the Client advised on how any legal matter is progressing, based on information received from the court, opposing party, and the Client. The Firm will routinely send the Client copies of all pleadings, discovery, and correspondence for the Client's information.

Day-to-day communication between Client and the Firm is typically between the Superintendent (and appropriate administrative staff) and the Firm. However, unless a separate engagement is entered, the Firm represents the District, acting through its duly elected officers. The Client may also identify specific staff members who are authorized to access the services of the Firm. In accordance with this written Agreement and any relevant Board operating procedures, individual Trustees shall channel legal inquiries through the Superintendent or Board designee, as appropriate, when advice or information from legal counsel is sought. A report of legal advice received shall be presented to the Board when deemed appropriate by the administration or upon request of the Board.

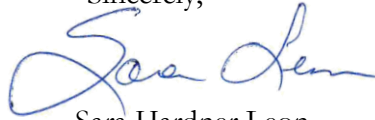
The Client's records management officer is responsible for ensuring compliance with the applicable minimum retention schedules. The Firm shall return any original instruments to the Client. However, **unless notified to the contrary, in writing, the Firm reserves the right and privilege to destroy files five (5) years from the date a file matter is closed.** If Client fails to request, in writing, the return of any items, Client consents that said items may be destroyed after the passage of five (5) years from the date the file or matter is closed.

The Texas Supreme Court and Courts of Appeals have adopted the Texas Lawyer's Creed as a mandate to the legal profession in Texas. The Creed requires Texas attorneys to advise clients of the contents of the Creed when undertaking to represent a client. A copy of the Texas Lawyer's Creed can be accessed by using the QR code that may be scanned below. The Client understands that the Firm may not violate this Creed.

The State Bar of Texas investigates and prosecutes professional misconduct committed by Texas attorneys. Although not every complaint against or dispute with a lawyer involves professional misconduct, the State Bar Office of General Counsel will provide you with information about how to file a complaint. For more information, please call 1-800-932-1900. This is a toll-free call.

If the terms of this engagement agreement are acceptable, please execute in the space provided below and return to me at sleon@leoncalca.com.

Sincerely,



Sara Hardner Leon

AGREED BY:

PRINTED NAME

SIGNATURE

NAME OF DISTRICT

COPY OF LAWYER'S CREED:



FIRM WEBSITE:





LETTER OF AGREEMENT

This agreement is entered into by Lake Dallas ISD (“LDISD”) and Escamilla & Poneck LLP (“E&P”), working through Marty De Leon and MJ Nicchio as legislative consultants on behalf of LDISD.

STATEMENT OF SERVICES

E&P agrees to provide LDISD legislative consulting and the following deliverables:

- Meet with the Superintendent and staff to discuss and develop its legislative goals for the 90th Legislative Session.
- Engage state lawmakers to discuss issues and concerns with recent education reforms impacting LDISD ahead of the next session;
- Share with policymakers the implications of new mandates and requirements from the 89th Legislative Session;
- Prepare talking points and questions for LDISD Superintendent and staff for aforementioned conversations with lawmakers;
- Review current budget riders in the state appropriations bill to target for improved funding next session;
- Discuss ways to update certain areas in accountability and assessments that align with community expectations;
- Identify statewide panels or commissions seeking to appoint school leaders with fresh perspectives in public education;
- Attend Capitol hearings and meetings related to advancing LDISD’s legislative goals; and

Lake Dallas ISD agrees to pay Escamilla & Poneck LLP the sum of \$833.00 on the first day of each month beginning **July 1, 2025**. Lake Dallas ISD will send a check to Escamilla & Poneck LLP, 700 N. St. Mary’s, Suite 850, San Antonio, Texas 78205.

TERMS OF THE CONTRACT

The effective date for this agreement shall be **July 1, 2025** and shall remain in effect until terminated by either party given 30 days notice.

Dr. Kristin N. Brown, Superintendent
Lake Dallas ISD

Douglas A. Poneck, Partner
Escamilla & Poneck, LLP

Date: _____

Date: _____

Career & Technical Education Denton ISD

Out-of-District Memorandum of Understanding

Lake Dallas Independent School District
&
Denton Independent School District
2025-2026

Statement of Intent:

The purpose of this Career & Technical agreement is to facilitate the opportunity for other school district students to be enrolled and attend Career & Technical Education programs in the **Denton Independent School District**.

Denton Independent School District Equal Opportunity Policy Statement

Denton I.S.D. does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing education or providing access to benefits of education services, activities and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of Rehabilitation Act of 1973, as amended; and the Title II of the Americans with Disabilities Act. For inquiries regarding non-discrimination policies please contact Denton ISD at 940-369-0000.

Memorandum of Understanding

DENTON ISD

Out of District Enrollment for Lake Dallas Independent School District

The Denton Independent School District (Denton I.S.D.) and all other school districts which have students seeking enrollment in Career and Technical Education (CTE) programs presented by Denton ISD enter into this Memorandum of Understanding to facilitate the opportunities for Out of District (OOD) students.

Within this Memorandum of Understanding the following words and phrases shall be defined as:

1. Home District: the independent school districts in which the Out-of-District student is enrolled, not including the Denton Independent School District; and
2. Out-of-District Student: a student enrolled in the Career & Technical Education programs whose home district is not Denton Independent School District.

I. Enrollment

- a. Denton I.S.D. will:
 - i. provide partnering school districts with yearly updated Out of District Procedure Manual to include application information, testing, and deadlines;
 - ii. provide information concerning enrollment opportunities and enrollment packets to Home District counselors;
 - iii. allow enrollment and participation in its CTE courses for Out-of-District students as space is available.; and
 - iv. will coordinate OOD student interviews and testing schedules with Home District counselors.
- b. Home District will:
 - i. Notify their students regarding their selection status; and
 - ii. Complete an enrollment packet for each of their students selected for the CTE program.

II. Attendance

- a. The Denton I.S.D. will provide attendance reports on a weekly basis to the OOD school district and enrollment verification at the beginning of each semester.
- b. The Denton I.S.D. will provide the Home District of an OOD student with the student's grade report at the end of grading periods per school year and at the end of each semester based upon the Denton ISD grading period calendar.
- c. The Home District will handle all attendance documentation and truancy related issues concerning students.
- d. The Denton I.S.D. shall provide appropriate academic, grade and/or instructional records for students who are released from the facility.

III. Billing

- a. Denton ISD will bill Home Districts each semester, no later than the end of October for first semester and end of March for second semester. The Home District shall remit payment to Denton I.S.D. within forty-five (45) days from the date of invoice.
- b. The Denton I.S.D. will bill Home Districts per semester based on annual TEA/ADA formula for your district.
- c. The Home District will be charged for an OOD student's attendance from the date of enrollment to the last day of each semester or until the Home District provides official withdrawal notification to Denton ISD. Billings for students that have withdrawn are prorated based on student's withdrawal date within the semester.

IV. Teacher of Record

- a. The Denton I.S.D. will provide the Home District with report information for "Teacher of Record" per requirements documented in the Student Attendance Accounting Handbook for each OOD student enrolled. The Denton I.S.D. shall award credits when the OOD student has complied with the provisions of the Texas Administrative Code and according to local Denton I.S.D. policy for awarding of credits and/or grade level goals.
- b. Denton I.S.D. instructional personal shall hold the appropriate certification or permits as required by the Texas Education Agency. Official copies of certification shall be filed with the Denton I.S.D. and CTE Director. Denton I.S.D. Human Resources shall provide documentation that all district instructional personnel assigned to the CTE Programs have successfully passed background checks and fingerprint checks to be kept on file at human resources. The documentation should include appropriate certifications and "highly qualified" statements.

V. Student Records

- a. Student records, including the enrollment packet completed by the Home District and attendance records and grade records, pertaining to their enrollment in CTE programs shall be maintained by the registrar in accordance with the Denton I.S.D. records retention policy.
- b. To the extent allowed by Federal and State law, including but not limited to the Individuals with Disabilities Education Improvement Act ("IDEA"), the Family Educational Rights and Privacy Act ("FERPA"), and the Health Insurance Portability and Accountability Act ("HIPAA"), the Denton I.S.D. administrators and professional employees shall have access to medical and juvenile information and records to the extent that it applies to the performance of the terms of the Agreement. Each Denton I.S.D. employee involved in this program shall follow all Denton I.S.D. policies and procedures relating to the confidentiality of student information. No student information shall be released to anyone outside of the Denton I.S.D. for any purpose without appropriate legal authorization.
- c. The Denton I.S.D. shall shred all OOD student records, except for grade and attendance records, at the end of each school year.

VI. Students with Disabilities

- a. Students identified by their Home District as being eligible for receiving Special Education services and enrolling in the CTE programs, will be required to have an ARD meeting attended by a member of the staff/Administration.
- b. Upon enrollment, Home District shall provide Denton I.S.D. documentation for all Special Education and 504 students within the first six weeks of school.
- c. Home District will be responsible for any additional costs associated with Denton I.S.D. complying with the requirements of personnel, teacher training, modifications and/or equipment necessary to accommodate students eligible for receiving Special Education services.
- d. Student special education eligibility folders containing documents for audit under Texas Administrative Code shall be maintained by the Home District. On request from Denton I.S.D. the Home District will make such information available for examination by the auditors from the Texas Education Agency and staff or other eligible persons as defined by the Family Education Rights and Privacy Act of 1972 (Buckley Amendment).

VII. Duties of OOD Students

- a. The Denton I.S.D. Student Code of Conduct is available for all students and parents on line at <http://www.dentonisd.org/Domain/5589>, and a printed copy will be provided upon request. Each OOD student is expected to thoroughly review and will be held responsible for knowledge of the Student Code of Conduct.
- b. OOD Students must provide their own transportation to the campus for attendance of their classes.
- c. OOD Students enrolled in Denton I.S.D. CTE program will adhere to the Denton I.S.D. calendar and attendance will be taken pursuant to the Denton I.S.D. calendar.
- d. OOD Students will be required to have a health card on file with Denton ISD.
- e. OOD Students will be held responsible to the same extent as Denton I.S.D. students for all costs associated with the repair or replacement of damaged property resulting from the action of the student. Damage which equals or exceeds fifty dollars (\$50.00) may result in criminal charges against the student, and other disciplinary actions.
- f. OOD Students are expected to meet all application and testing deadlines.
- g. OOD students that lose credit due to excessive absences must complete the credit recovery process through a campus credit recovery program before the end of April.

VIII. Student Discipline

- a. The Denton I.S.D. policies, guidelines, student handbook and student code of conduct prevail at all times.
- b. Students who are verbally or physically aggressive, who damage property, or who do not come under instructional control may be dismissed from class immediately. The teacher or Administration may initiate the dismissal.
- c. Denton I.S.D. Student Code of Conduct Violations that result in the OOD student being placed in In School Suspension Class (ISSC), Disciplinary Alternative Education Program (ADEP), or Juvenile Justice Alternative Education Program (JJAEP) shall be deemed to be sufficient cause for removal from the CTE programs, with the Home District being

responsible for any further disciplinary actions deemed necessary by the Home District. The date of the OOD student's removal will be considered the date of official withdrawal from the CTE program.

IX. Default and Termination

- a. If either party shall default in the performance of any of the terms or conditions of this Agreement, that party shall have ten (10) days after delivery of written notice of such default within which to cure such default. If the defaulting party fails to cure its default in such period of time, then the non-defaulting party shall have the right without further notice to terminate this Agreement.
- b. This Agreement may be terminated by either party, at its sole decision, with or without cause, and without prejudice to any other remedy to which it may be entitled at law or in equity, by giving written notice no later than April 1 of the prior school year, to the other party of its intention to terminate.

X. Notification

All notices, requests, and other communications under the MOU shall be in writing and mailed to the proper addresses as follows:

DENTON I.S.D.:

Dr. Susannah O'Bara
Superintendent
1307 North Locust Street
Denton, Texas 76201

CTE Department
Geise Support Building
1303 North Elm St
Denton, Texas 76201
Telephone: 940-369-0452

HOME DISTRICT: Lake Dallas Independent School District

XI. Terms of Agreement

- a. This Memorandum of Understanding will be reviewed annually by the signatory districts. This Memorandum of Understanding may be revised, modified or amended at any time upon mutual agreement between the Home District and Denton Independent School District.
- b. No revision, modification, or amendment of this Memorandum of Understanding shall be valid unless in writing and duly executed by the Superintendents of the Denton I.S.D. and Home District.
- c. The failure of the Parties to enforce, or insist upon, compliance with any of the terms or conditions of this Agreement shall not constitute a general waiver or relinquishment of any such terms or conditions, but the same shall be and remain at all times in full force and effect.
- d. Each of the individual affixing their signature below represents to the other party that they are a duly authorized official of their school district with the power to encumber their district with the obligations set forth herein.

WITNESS our signatures as evidence of our agreement to this Memorandum of Understanding and willingness to abide by its stated obligations.

DENTON INDEPENDENT SCHOOL DISTRICT

Lake Dallas Independent School District

Susannah O'Bara, Ed.D., Superintendent

_____, Superintendent
Printed Name

Date: _____

Date: _____



Lake Dallas ISD CTE Innovative Courses 2025-2026 School Year

Innovative courses allow districts to offer state-approved courses to enable students to master knowledge, skills, and competencies not included in the essential knowledge and skills of the required curriculum (Texas Administrative Code [TAC] Section 74.27). With the approval of the local board of trustees, school districts and open-enrollment charters may offer any state-approved innovative course for state elective credit only.

CTE Innovative Courses:

General Employability
Student To Industry Connection
Kinesiology I
Kinesiology II
Principles of Exercise Science and Wellness
Emergency Medical Technician - Basic
Applied Nutrition and Dietetics
Principles of Community Services*
Social and Community Service
Sports and Entertainment Marketing
Sports and Entertainment Marketing II

*Offered at middle school and high school. All others are offered at high school only.



Board Meeting Date: June 16, 2025

Board Policy CDC (Local)

Unsolicited Gifts

The Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District. However, any gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval. Once accepted, a gift becomes the sole property of the District.

Criteria for Acceptance

The District shall not accept any gift that would violate or conflict with policies of or actions by the Board or with federal or state law. Before the Superintendent accepts a gift or recommends acceptance of a gift to the Board, as applicable, the Superintendent shall consider whether the gift:

1. Has a purpose consistent with the District's educational philosophy, goals, and objectives;
2. Places any restrictions on a campus or District program;
3. Would support a program that the Board may be unable or unwilling to continue when the donation of funds is exhausted;
4. Would result in ancillary or ongoing costs for the District;
5. Requires employment of additional personnel;
6. Requires or implies the endorsement of a specific business or product [see GKB for advertising opportunities];
7. Would result in inequitable funding, equipment, or resources among District schools or programs;
8. Obligates the District or a campus to engage in specific actions; or
9. Affects the physical structure of a building or would require extensive maintenance on the part of the District.

The Superintendent recommends the Board of Trustees accepts the following donations:

Campus/Dept.	Donor	Description	Value
Athletic Activity Account	All Sports Booster	Donation of funds from Athletic Director Account to be deposited into an individual sport activity account.	\$875.00
Athletic Activity Account	All Sports Booster	Donation of funds from All Sports Booster Club to be deposited into an individual sport activity account.	\$6,148.47
Athletic Activity Account	All Sports Booster	Donation of funds from All Sports Booster Club to be deposited into an individual sport activity account.	\$1,377.05
Athletic Activity Account	All Sports Booster	Donation of funds from All Sports Booster Club to be deposited into an individual sport activity account.	\$9,819.35



Board Meeting Date: June 16, 2025

Athletic Activity Account	All Sports Booster	Donation of funds from All Sports Booster Club to be deposited into an individual sport activity account.	\$9,505.21
		Total	\$27,725.08



**PARTNERSHIP AGREEMENT BETWEEN
COMMUNITIES IN SCHOOLS OF NORTH TEXAS, Inc.
AND
LAKE DALLAS INDEPENDENT SCHOOL DISTRICT**

This Partnership Agreement, by and between the Lake Dallas Independent School District (hereinafter referred to as LDISD), and Communities In Schools of North Texas, Inc., (hereinafter referred to as CISNT), sets out to establish the relationships and responsibilities of both parties in the implementation of a CISNT school based, school day, case management dropout prevention program on the campuses of:

Lake Dallas Elementary School, Lake Dallas Middle School, Corinth Elementary School, and Shady Shores Elementary School.

Dr. Kristen Brown, Superintendent of LDISD, and Mrs. Tasha Moore, Chief Executive Officer of CISNT, ratify and affirm the provisions, relationships and responsibilities set out herein by their execution of this Agreement.

WHEREAS it is the intent of all parties hereto to bring CISNT resources onto campus settings to facilitate the academic and personal success of students who may be experiencing the effects of at-risk environments by providing the full range of CISNT services to those students; and

WHEREAS it is the intent of all parties hereto to maintain a cooperative, interactive and supportive relationship among and between the parties for the benefit of students served;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the receipt and sufficiency of which is hereby acknowledged, the parties to this Service Delivery Agreement agree to the following:

- A. All parties hereto mutually agree as follows:
 - 1. The term of this Service Delivery Agreement shall be from September 1, 2025 through August 31, 2026, and, upon annual evaluation and recommendation by both parties, extended for one additional calendar year beginning the first day of September 2025. Either party for any reason may also cancel this Service Delivery Agreement thirty days after written notification is provided to the other party. The decision to continue or terminate this Service Delivery Agreement will be made on or before August 1, of each year of this contract.

2. CISNT will follow national, State and local CIS policies and ethical standards for service provision under applicable Federal, State, and local laws and will, in cases where written LDISD or campus policies concerning service delivery are more restrictive than CISNT policies, follow the written LDISD or campus policy concerning student service delivery, except as otherwise herein noted or mutually agreed in writing.
3. CISNT maintains and retains case management files on all assigned LDISD students. These files contain all relevant data requisite to the case and to program criteria. All LDISD policies and procedures addressing student confidentiality will be strictly adhered to by CISNT staff. Case management files and/or information contained within such files will be exchanged among LDISD and CISNT professional staff on an "as needed" basis.
4. The CISNT management and staff, and the school principals shall proceed in a joint collaboration to ensure the successful operation of the CISNT program. Communication among these entities will be ongoing, including scheduled meetings to address case management and other programmatic issues.
5. CISNT, in consultation with the principals at each campus site, will develop a Campus Plan for each school year, which will be referenced in the campus improvement plan for respective LDISD campus site. The CISNT Campus Plan will provide all parties with an outline of activities to be undertaken during the upcoming year. LDISD agrees to include CISNT in the campus improvement plan.

B. CISNT agrees to undertake the following:

1. CISNT will provide staff and resources to each mutually agreed upon school campus site, for the benefit of students. CISNT staff members and any volunteers or part time staff of CISNT will constitute a multi-disciplinary team in the provision of all CISNT services.
2. CISNT under its Total Quality and Standards Process and this Agreement, will provide to identified students a program of services which includes: a) Supportive Guidance; b) Academic Enhancement Activities; c) Parental and Family Involvement Activities; d) Health Education and Social Service Referrals; e) Pre-Employment Skills Training and Career Awareness Activities; and f) Educational and Cultural Enrichment Opportunities. CISNT staff should not be engaged in other duties (administrative, clerical, or otherwise) that would normally be assigned to LDISD employees,

without the approval of the CISNT Chief Executive Officer. The minimum annual caseload for each Site Coordinator will be 100 intensively case managed students. In addition, general services will be made available to at least 75% of the entire school population.

3. All CISNT Site Coordinators will be hired by CISNT with the approval of the Campus Principal. All CISNT personnel assigned to school campus sites remain employees of CISNT and will receive direct supervision from the CISNT Program Director who is responsible for their performance and demeanor. However, all CISNT personnel are subject to the rules, regulations and policies of the school site to which they are assigned. All grievances and disciplinary actions involving CISNT employees will be processed in accordance with policies set forth in the CISNT Board approved Personnel Policy manual and in compliance with LDISD policies and procedures.
4. CISNT will provide management, administrative, logistical and technical support to each Campus as warranted, ensuring the success of service delivery initiatives. The CISNT Site Coordinator, under the direction of the CISNT Program Director, Chief Executive Officer and the Board of Directors is responsible for oversight of CISNT Project activities.
5. CISNT will refer to the school Principal and to appropriate legal authorities, cases presented to its staff which involve the following issues: a) Violation of LDISD's Student Code of Conduct; b) Suicide threats; c) Violent behavior; d) Child abuse; e) Sexual abuse or harassment. CISNT will assist in the resolution of any such case is requested to do so by the Principal. CISNT will immediately notify the appropriate School Counselor of any student in crisis.
6. CISNT agrees to reserve a position on the CISNT Board of Directors for the Superintendent of LDISD or their designee. This position may be advisory or participatory at the discretion of the Superintendent.
7. CISNT agrees to indemnify and hold harmless LDISD, its Board of Trustees and representatives of and from any and all claims, damages, and causes of action of any type whatsoever, including attorneys fees, arising out of, or in any way connected to this contract. The parties agree that LDISD will be entitled to recover attorneys fees, pursuant to Local Government Code § 271.159.

C. LDISD agrees to undertake the following:

1. LDISD will assume primary responsibility for all student cases involving violation of LDISD's Student Code of Conduct, suicide threats, violent behavior, child abuse, and sexual harassment. The CISNT staff will adhere to LDISD's policy in addressing the above cases and will work in tandem with the school staff to address problems of the students.
2. In accordance with established policies of LDISD and the Texas Education Agency, CISNT, serving as an agent of LDISD, will have access to relevant student data, campus-wide, including but not limited to free and reduced lunch lists and TEA at-risk lists, attendance lists, as well as discipline and behavior information, which may impact or demonstrate the effectiveness of CISNT service delivery. Such information is necessary only to determine CIS eligibility and document funding requirements. This information will remain confidential for all purposes.
3. LDISD will inform the CISNT Chief Executive Officer of all policy changes or development that may affect the provisions of this Agreement and/or the effectiveness of CISNT service delivery.
4. LDISD agrees to provide on each CISNT-served school campus, Site Coordinator office space and access to a phone, to a dedicated computer, to copy and fax machines, sufficient to facilitate the efficient delivery of services to students. In addition, LDISD agrees to pay CISNT \$36,000 for services to be rendered at the following school campus between September 1, 2025 and August 31, 2026: Lake Dallas Elementary School, Lake Dallas Middle School, and Corinth Elementary School, and \$40,000 for services rendered at Shady Shores Elementary for a total payment of \$148,000. LDISD agrees to provide payment to CISNT on or before October 1, 2025.

This Service Delivery Agreement constitutes the full and total understanding and agreement of said parties, and any modifications, amendment or alteration hereof must be agreed in writing by all parties hereto.

Executed this _____ day of _____, 2025.



Dr. Kristin N. Brown, Superintendent
Lake Dallas Independent School District

Tasha Moore, Chief Executive Officer
Communities In Schools of North Texas

Note: For purposes of this policy, the terms “gift” and “donation” have the same meaning.

Unsolicited Gifts

Authority to Accept

The Board delegates to the Superintendent the authority to accept solicited or unsolicited gifts on behalf of the District. However, any gift estimated over \$1,000 and that the potential donor has expressly made conditional upon the District’s use for a specified purpose, or any gift of real property, shall re-quire Board approval.

Once accepted, a gift becomes the sole property of the District.

*Criteria for
Acceptance*

The District shall not accept any gift that would violate or conflict with policies of or actions by the Board or with federal or state law.

Before the Superintendent accepts a gift or recommends acceptance of a gift to the Board, as applicable, the Superintendent shall consider whether the gift:

1. Has a purpose consistent with the District’s educational philosophy, goals, and objectives;
2. Places any restrictions on a campus or District program;
3. Would support a program that the Board may be unable or unwilling to continue when the donation of funds is exhausted;
4. Would result in ancillary or ongoing costs for the District;
5. Requires employment of additional personnel;
6. Requires or implies the endorsement of a specific business or product [see GKB for advertising opportunities];
7. Would result in inequitable funding, equipment, or resources among District schools or programs;
8. Obligates the District or a campus to engage in specific actions; or
9. Affects the physical structure of a building or would require extensive maintenance on the part of the District.

Solicitations

An employee who solicits gifts on behalf of the District or for use in the fulfillment of his or her professional responsibilities shall comply with relevant state and federal law and any District administrative regulations.

All donations solicited on behalf of the District, including solicitations in the name of the District or a campus, or donations solicited using District or campus resources, become the sole property of the District.

OTHER REVENUES
GIFTS AND SOLICITATIONS

CDC
(LOCAL)

Web-Based
Solicitations

An employee may solicit web-based donations of money or items for use by the employee in fulfilling his or her professional responsibilities or for the District's use, including "crowdfunding." However, an employee shall obtain prior approval from the employee's supervisor before using the name or image of the District, a campus, or any student.

Classification of Positions

The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “nonexempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).

Exempt

The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.

An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District’s attention, through the District’s complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

Nonexempt

Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for up to and including a 40-hour workweek.

A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

Workweek Defined

For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Monday and end at 11:59 p.m. Sunday.

Compensatory Time

At the District’s option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

Accrual

Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District’s option, the District shall pay the employee for the compensatory time.

Use

An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

Early Dismissal for Staff

At his or her discretion the Superintendent has the authority to adjust the work schedule and end the workday early for specific staff members on special occasions. These occasions may include, but are not limited to, the last day of the school year, the day preceding an extended break or long holiday, graduation commencement, or during district-wide events. This authority, consistent with the finding of a public purpose, allows the Superintendent to exercise discretion in the best interest of the district based on the safety needs of employees, while ensuring that all essential duties and responsibilities are fulfilled prior to dismissal.



2025
2026

STUDENT CALENDAR

GRADING PERIODS

1ST GRADING PERIOD
AUG. 13 - OCT. 8

2ND GRADING PERIOD
OCT. 14 - DEC. 19

3RD GRADING PERIOD
JAN. 7 - MAR. 6

4TH GRADING PERIOD
MAR. 17 - MAY 22

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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

JANUARY

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

FEBRUARY

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

MARCH

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

APRIL

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

MAY

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

- FIRST DAY OF SCHOOL
- NO SCHOOL
- BAD WEATHER MAKE UP DAY
- EARLY RELEASE
- [] BEGINNING/END OF GRADING PERIOD

Explanatory Notes

TASB Localized Policy Manual Update 125

Lake Dallas ISD

AIA(LEGAL) ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions to 19 Administrative Code 97.1003(f)(3), effective February 10, 2025, prompted edits at Local Accountability Plan — Submission and Audit Standards.

AIE(LEGAL) ACCOUNTABILITY: INVESTIGATIONS

A citation to the Administrative Code has been adjusted at the end of the policy.

B(LEGAL) LOCAL GOVERNANCE

The Section B Table of Contents has been updated to reflect revised names for policies BDB, Board Committees, and BDF, Advisory Committees.

BBD(LEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION

19 Administrative Code 61.1051 was repealed on December 6, 2024, but 19 Administrative Code 61.1(b)(7), which references the repealed rule, was not amended. The requirements in the repealed provision were moved to 19 Administrative Code 103.1401. A Note has been added at Identifying and Reporting Abuse to clarify the location of the requirements.

BDAA(LOCAL) OFFICERS AND OFFICIALS: DUTIES AND REQUIREMENTS OF BOARD OFFICERS

Revisions are recommended to this local policy on board officer duties and requirements. At Board Officers, the sentence indicating that the board may assign a district employee to provide clerical assistance is recommended for deletion since the superintendent, rather than the board, manages staff assignments, including providing support to the board.

BDB(LEGAL) BOARD INTERNAL ORGANIZATION: BOARD COMMITTEES

To coordinate with the recommended changes to the local policy at this code, the subtopic has been changed from Internal Committees to Board Committees.

BDB(LOCAL) BOARD INTERNAL ORGANIZATION: BOARD COMMITTEES

This policy has been revised in coordination with BDF(LOCAL) to clarify the difference between board committees and advisory committees. Accordingly, the subtopic of this code has been changed from Internal Committees to Board Committees, and new provisions are recommended to establish how board committees are formed and outline their purpose. Text addressing Dissolution of board committees is also recommended for inclusion. The language previously at Special Committees has been moved to BDF(LOCAL).

BDF(LEGAL) BOARD INTERNAL ORGANIZATION: ADVISORY COMMITTEES

To coordinate with the recommended changes to the local policy at this code, the subtopic has been changed from Citizen Advisory Committees to Advisory Committees.

BDF(LOCAL) BOARD INTERNAL ORGANIZATION: ADVISORY COMMITTEES

This new local policy is recommended for inclusion to coordinate with the changes at BDB. The subtopic of this code has been changed from Citizen Advisory Committees to Advisory Committees. Language has been moved here from BDB(LOCAL) and updated to clarify how advisory committees are formed and the parameters of their responsibilities. A section on Dissolution of the committees is also recommended for inclusion.

Explanatory Notes

TASB Localized Policy Manual Update 125

Lake Dallas ISD

BJB(LLEGAL)

SUPERINTENDENT: RECRUITMENT AND APPOINTMENT

New rules at 19 Administrative Code 103.1213 regarding the Sentinel system were adopted on December 13, 2024, and a new section on required reporting in that system after a superintendent change has been added to this legal framework.

CBA(LLEGAL)

STATE AND FEDERAL REVENUE SOURCES: STATE

Revisions reflect amendments at 19 Administrative Code 61.1034, effective April 13, 2025, to clarify the criteria a district must meet to be eligible for the New Instructional Facility Allotment (NIFA). Additional information about NIFA has also been included to outline eligibility provisions and the application process. NIFA was created in 1999 for districts to provide for operational expenses associated with the opening of a new instructional facility and is available to all public school districts that meet the requirements of the statute and rule.

CKA(LLEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: SAFETY AND SECURITY AUDITS AND MONITORING

New rules at 19 Administrative Code 103.1213, effective December 15, 2024, relating to the Sentinel system prompted revisions to this legal framework on safety and security audits and monitoring. A section on Reporting Through Sentinel has been added, and additional changes reflecting new reporting requirements for vulnerability assessments and intruder detection audits have been made.

CKC(LLEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

The new rules regarding the Sentinel system necessitated additional language regarding the Texas School Safety Center's uploading of multihazard emergency operation plans to that system. The new rules became effective December 15, 2024, and are found at 19 Administrative Code 103.1213.

CLA(LLEGAL)

BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT: SECURITY

New requirements have been added at Human Trafficking Warning Signs to reflect a new rule adopted at 19 Administrative Code 103.1403, effective December 11, 2024.

CMD(LLEGAL)

EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

Changes at 19 Administrative Code 67.1315, effective December 15, 2024, prompted revisions relating to the requirement for districts to adopt an open education resource instructional materials plan unless otherwise exempt.

CNB(LLEGAL)

TRANSPORTATION MANAGEMENT: DISTRICT VEHICLES

A cross-reference to CNC has been added at School Bus Advertising for clarity regarding reporting requirements for crashes involving buses with advertising.

CNC(LLEGAL)

TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

At Annual Report to TEA, revisions to this legal framework were required after 19 Administrative Code 61.1028 was repealed and provisions moved to the new 19 Administrative Code 103.1231, effective March 10, 2025. Other revisions have been made for clarity.

Explanatory Notes

TASB Localized Policy Manual Update 125

Lake Dallas ISD

DEAB(LLEGAL) COMPENSATION PLAN: WAGE AND HOUR LAWS

At Exempt Employees — Academic Administrators, the salary/fee rate has been removed and replaced with a reference to the established weekly threshold to prevent the need for continuous updating as the Fair Labor Standards Act rules are amended over time.

DMA(LLEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

A citation change at Child Abuse, Trafficking, and Maltreatment reflects provisions from the Administrative Code that were repealed on December 11, 2024, and moved to 19 Administrative Code 103.1401. At Mental Health, provisions have been added to reflect the adoption of 19 Administrative Code 153.1015, effective December 2, 2024.

EHBAA(LLEGAL) SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

At Evaluation for Change in Eligibility, provisions have been removed to reflect amendments to 19 Administrative Code 89.1070, adopted November 1, 2024. A cross-reference to EIF has been added for clarity.

EHBAD(LLEGAL) SPECIAL EDUCATION: TRANSITION SERVICES

Provisions at Graduation have been revised to reflect amendments to 19 Administrative Code 89.1070, adopted November 1, 2024.

EHBAF(LLEGAL) SPECIAL EDUCATION: VIDEO/AUDIO MONITORING

19 Administrative Code 61.1051 was repealed on December 6, 2024, but 19 Administrative Code 103.1301, which references the repealed rule, was not amended. The requirements in the repealed provision were moved to 19 Administrative Code 103.1401. A Note has been added at Confidentiality — Duty to Report to clarify the location of the requirements.

EHBE(LLEGAL) SPECIAL PROGRAMS: BILINGUAL EDUCATION/ESL

Extensive revisions throughout this legal framework reflect amendments to numerous Administrative Code rules, effective February 7, 2025, relating to bilingual and ESL programs.

EHDE(LLEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: DISTANCE LEARNING

Changes throughout this legal framework reflect amendments to the Administrative Code adopted on February 14, 2025.

EI(LOCAL) ACADEMIC ACHIEVEMENT

At Partial Credit, recommended revisions replace the phrase "combined grade for" with "average of" to more accurately reflect the determination of awarding credit when a student earns a passing grade in only half of a course.

EIF(LLEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

Revisions to this legal framework are a result of amendments to 19 Administrative Code 89.1070, adopted November 1, 2024.

FDA(LLEGAL) ADMISSIONS: INTERDISTRICT TRANSFERS

A paragraph has been added at Discipline and Threat Assessment Records as a result of the new Sentinel rules found at 19 Administrative Code 103.1213, effective December 15, 2024.

Explanatory Notes

TASB Localized Policy Manual Update 125

Lake Dallas ISD

FDE(LOCAL)

ADMISSIONS: SCHOOL SAFETY TRANSFERS

At Safe Schools Data, "bullying" is recommended for inclusion as an offense for which the district must collect and maintain data. The revision aligns with the Unsafe School Choice Option Guidance Handbook.

FEC(LOCAL)

ATTENDANCE: ATTENDANCE FOR CREDIT

Revisions throughout this policy are recommended for clarity.

The information in the first sentence of the policy has been incorporated at Absences Considered for improved readability. Rather than directing the board to establish attendance committees, the policy now authorizes the establishment of those committees by the administration. At Methods for Regaining Credit or Awarding a Final Grade, specifics regarding petitions for credit are recommended for deletion in favor of a reference to administrative regulations.

Revisions at Imposing Conditions for Awarding Credit or a Final Grade are recommended to clarify requirements regarding "seat time." For more information, see the TASB.org article [TEKS Mastery, Not Seat Time, Required for Attendance for Credit](#).

The [Legal Tips for Policy Development](#), available in the Policy Online® Governance and Management Library (TASB login required), describe common legal concerns and best practices specific to this policy's topic.

FFAC(LEGAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

Extensive changes throughout this legal framework have been made for clarity and to reflect new Department of State Health Services rules on Maintenance and Administration of Medication for Respiratory Distress.

FFAC(LOCAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

The revisions to the legal framework at this code reflect the new Department of State Health Services rules on unassigned medication for respiratory distress. If your district currently maintains medication that can be used when a person is experiencing respiratory distress, please contact your policy consultant for appropriate text to include in your local policy.

FFB(LEGAL)

STUDENT WELFARE: CRISIS INTERVENTION

A section on Use of Sentinel Assessment Instrument, Manual, and Field Guide has been added to reflect the new Sentinel rules found at 19 Administrative Code 103.1213, effective December 15, 2024.

FOC(LEGAL)

STUDENT DISCIPLINE: PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING

Revisions to this legal framework at Determination of Violent Conduct reflect new language at 19 Administrative Code 103.1205, effective October 29, 2024.

FOF(LEGAL)

STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

A new section on Peace Officer or Security Personnel Use of Restraint or Taser has been added to reflect new language at 19 Administrative Code 89.1053, effective October 7, 2024.



(LOCAL) Policy Comparisons

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

In this packet, you will find:

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

Annotations are shown as follows:

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

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

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

Contact us:

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

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

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. The Board may assign a District employee to provide clerical assistance to the Board. Officers shall be elected by majority vote of the members present and voting.
Vacancy	A vacancy among officers of the Board shall be filled by majority action of the Board.
Term and Duties	Board officers shall serve for a term of one year one year or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.
President	In addition to the duties required by law, the President of the Board shall: <ol style="list-style-type: none">1. Preside at all Board meetings unless unable to attend.2. Have the right to discuss, make motions and, propose resolutions, and vote on all matters coming before the Board.
Vice President	The Vice President of the Board shall: <ol style="list-style-type: none">1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.2. Become President only upon being elected to the position.
Secretary	The Secretary of the Board shall: <ol style="list-style-type: none">1. Ensure that an accurate record is kept of the proceedings of each Board meeting.2. Ensure that notices of Board meetings are posted and sent as required by law.3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.4. Sign or countersign documents as directed by action of the Board.

Special Committees

~~The President shall appoint members to special~~**Note:** For ad-
visory committees ~~created by the Board to fulfill specific~~
~~assignments, unless otherwise provided that include~~
staff, parents, community members, or students, see
BDF.

Board Committees

For purposes of this policy, a Board committee is a committee com-
posed only of current Board members.

Formation of a Board committee shall be by Board action. ~~These~~
~~committees may include District personnel~~When establishing a
Board committee, the Board action shall, at a minimum, specify
the:

- Number of Board members on the committee;
- Process to appoint Board members to the committee;
- Term of committee membership; and ~~citizens. The function of~~
~~committees~~
- Responsibilities of the committee.

A Board committee shall be fact-finding, deliberative, and advisory,
~~but not administrative. Special~~and shall make recommendations in
the areas of their responsibility. Board committees shall report their
findings and recommendations to the Board and shall ~~be dissolved~~
~~upon completion of the assigned task or vote of the Board~~not as-
sume administrative duties or responsibilities.

~~The President of the Board and the Superintendent shall be ex offi-~~
~~cio members of all Board committees, unless otherwise provided~~
~~by Board action.~~

Transacting
Business

~~Committees may transact business only within the specific author-~~
~~ity granted~~Unless specified by the Board. ~~To be binding, all such~~
~~business~~, a Board committee shall not have final decision-making
authority. Board committee recommendations must be reported to
the Board at ~~the next~~a regular or special meeting ~~for approval and~~
~~entry into the minutes as a public record.~~ The Board shall not ac-
cept a Board committee's recommendation without due considera-
tion of the matter.

Dissolution

A Board committee shall be dissolved upon Board action.

Note: For committees composed only of current Board members, see BDB.

**Advisory
Committees**

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students. An advisory committee may also include Board members in numbers less than a quorum of the Board.

Formation of an advisory committee shall be by Board action. When establishing an advisory committee, the Board action shall, at a minimum, specify the:

- Number of members on the committee;
- Process to appoint members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

An advisory committee shall be fact-finding, deliberative, and advisory and shall not assume administrative duties or responsibilities. Advisory committees shall report their findings and recommendations to the Board.

Transacting
Business

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of the assigned task or Board action.

ACADEMIC ACHIEVEMENT

EI
(LOCAL)

**Certificate of
Coursework
Completion**

The District shall not issue a certificate of coursework completion to a student who fails to meet all state and local requirements for graduation. [See EIF, FMH]

Partial Credit

When a student earns a passing grade in only half of a course and the ~~combined grade for~~ average of both halves is lower than 70, the District shall award the student credit for the half with the passing grade.

Safe Schools Data

The Superintendent shall ensure that the District complies with Texas Education Agency (TEA) guidelines for the collection and maintenance of data regarding:

1. Mandatory expellable offenses committed at school or at a school-related or school-sponsored activity, on or off school property [see FOD]; and
2. Any student who becomes a victim of one of the following violent criminal offenses, ~~as defined by the Penal Code~~, while on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property:
 - a. Attempted murder;
 - b. Indecency with a child;
 - c. Aggravated kidnapping;
 - d. Aggravated assault on someone other than a District employee or volunteer;
 - e. Sexual assault or aggravated sexual assault against someone other than a District employee or volunteer;
 - f. Aggravated robbery; ~~or~~
 - g. Continuous sexual abuse of a young child or disabled individual; ~~or~~
 - ~~g~~-h. Bullying.

School Safety Transfers

The parent of a student who becomes a victim of a violent criminal offense as described in the state guidance for unsafe school choice options or who is assigned to a campus identified by TEA as persistently dangerous shall be offered a transfer to a safe public or charter school within the District.

For each transfer requested, the District shall explore transfer options, as appropriate. Options may include a transfer agreement with another school district.

From a Persistently Dangerous School

The parent of a student attending a school identified as persistently dangerous shall be provided notification of his or her right to request a transfer. Notification shall occur at least 14 days prior to the start of the school year or, for a student enrolling subsequently, upon the student's enrollment.

The parent must submit to the Superintendent an application for transfer. The Superintendent shall complete the transfer prior to the

beginning of the school year, if applicable, or within 14 calendar days of the request for a subsequently enrolling student.

Any transfer arranged for a student from a campus identified by TEA as persistently dangerous shall be renewed so long as the campus from which the student transferred retains that designation.

The District shall maintain, in accordance with the District's record retention schedule, documentation of notification to parents of the transfer option, transfer applications submitted, and action taken.

For a Victim of a
Violent Criminal
Offense

Within 14 calendar days after a violent criminal offense described above occurs in or on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property, the District shall notify the parent of a student who is a victim of the offense of the parent's right to request a transfer. The parent must submit to the Superintendent an application for transfer. The Superintendent shall approve or disapprove the request within 14 calendar days of its submission.

Any transfer arranged for a student who was a victim of a violent crime as described above shall be renewed so long as the threat to the student exists at the campus to which the student would typically be assigned.

For each offense, the District shall maintain for at least five years documentation of the nature and date of the offense, notification to the parent of the transfer option, transfer applications submitted, action taken, and other relevant information regarding the offense.

**Additional Transfer
Options**

In circumstances described by Education Code 25.0341, a parent of a student who has been the victim of a sexual assault, regardless of whether the offense occurred on or off school property, may request a transfer of the parent's child or the student assailant from the same campus.

[For other transfer provisions, see also FDA and FDB.]

~~This policy shall apply to a student who has not been in attendance for 90 percent of the days the class is offered.~~

**Absences
Considered**

Except as otherwise provided by law, all absences incurred while enrolled in the District shall be considered in determining whether a student has ~~attended~~ **been in attendance for 90 percent of the re-** ~~quired percentage of days under this policy~~ **the class is offered.**

**Attendance
Committees**

The Board ~~shall establish~~ **authorizes the establishment of** an attendance committee or as many **attendance** committees as necessary for efficient implementation of ~~Education Code 25.092~~ **state law.**

The Superintendent ~~shall~~ **is authorized to** make the specific appointments in accordance with legal requirements.

**Parental Notice of
Excessive Absences**

A student and the student's parent or guardian shall be given written notice prior to and at such time when a student's attendance in any class drops below 90 percent of the days the class is offered.

**Methods for
Regaining Credit or
Awarding a Final
Grade**

When a student's attendance drops below 90 percent but remains at least at 75 percent of the days the class is offered, the student may earn credit for the class or a final grade by completing a plan approved by the principal. This plan must provide for the student to meet the instructional requirements of the class as determined by the principal.

If the student fails to successfully complete the plan, or when a student's attendance drops below 75 percent of the days the class is offered, the student, parent, or representative may request award of credit or a final grade by submitting a written petition to the appropriate attendance committee.

~~Petitions~~ **A petition** for credit or a final grade may be filed ~~at any time the student receives notice but, in any event, no later than the last day of classes.~~

in accordance with administrative regulations. The attendance committee shall review the student's entire attendance record and the reasons for absences and shall determine whether to award credit or a final grade. ~~The~~ **[See Imposing Conditions for Awarding Credit or a Final Grade, below]**

Regardless of whether a petition is filed, the attendance committee may also, ~~whether a petition is filed or not,~~ review the records of all students whose attendance drops below 90 percent of the days the class is offered.

A student who has lost credit or has not received a final grade because of excessive absences may regain credit or be awarded a final grade by fulfilling the requirements established by the attendance committee.

Personal Illness

The principal or attendance committee may require verification from a health-care provider in accordance with administrative regulations as a condition of classifying an absence for personal illness as one for which there are extenuating circumstances.

Best Interest Standard

In reaching consensus regarding a student's absences and how the student can be awarded credit or a final grade, the attendance committee shall attempt to ensure that its decision is in the best interest of the student. The Superintendent shall develop administrative regulations to document the attendance committee's decision.

Guidelines on Extenuating Circumstances

The attendance committee shall consider whether a student has mastered the essential knowledge and skills and maintained passing grades in the course or subject.

When makeup work is completed satisfactorily, the attendance committee shall consider extracurricular absences and other excused absences as days of attendance for award of credit or a final grade. [See FEA]

The attendance committee shall consider whether the reasons for the absences were out of the parent's or student's control and whether documentation for the absence is acceptable.

The student or parent shall be given an opportunity to present any information to the committee about the absences and to discuss ways to earn or regain credit or be awarded a final grade.

Imposing Conditions for Awarding Credit or a Final Grade

The attendance committee or principal, as applicable, is not required to assign a student to attend a specified program for an amount of time equivalent to the student's absences (i.e., "seat time").

The attendance committee or principal, as applicable, shall consider the student's unique circumstances and, if necessary, shall impose other conditions for awarding credit or a final grade that permit the student to meet the instructional requirements of the class ~~rather than assigning a student to attend a specified program for an amount of time equivalent to the student's absences.~~ Conditions may include:

1. Maintaining attendance standards for the rest of the semester.
2. Completing additional assignments, as specified by the committee or teacher.

3. Attending tutorial sessions as scheduled.
4. Completing other instructional programs, as specified by the committee.
5. Taking an examination to earn credit. [See EHDB]

In all cases, the student must earn a passing grade in order to receive credit.

Appeal Process

A parent or student may appeal the decision of the attendance committee in accordance with FNG(LOCAL).

TASB Director Candidates

*Indicates Large District Director Positions

(I) Incumbents

<u>REGION/POSITION</u>	<u>DIRECTOR</u>	<u>DISTRICT</u>	<u>TERM</u>
Region 1, Position B	Ester Cardoza-White	Monte Alto ISD	2025–2028
	Rudy Corona	San Benito CISD	
	Sylvia Sánchez Garza (I)	South Texas ISD	
Region 2	Moises Alfaro (I)	Mathis ISD	2025–2028
	Jessica Quintanilla	Brooks County ISD	
Region 4, Position C	Crystal Carbone (I)	Pearland ISD	2025–2027
Region 4, Position E*	Rebecca Fox (I)	Katy ISD	2025–2028
Region 4, Position F*	Todd LeCompte	Cypress-Fairbanks ISD	2025–2027
Region 6, Position A	Elizabeth Ivey	Montgomery ISD	2025–2028
Region 6, Position B*	Vacant	Conroe ISD	2025–2028
Region 7	Tony Raymond (I)	Sabine ISD	2025–2028
Region 9	Mark Lukert (I)	Wichita Falls ISD	2025–2028
Region 10, Position A	Nichole Bentley	Coppell ISD	2025–2027
	Misty Koerkenmeier	Ferris ISD	
	Robert Selders, Jr.	Garland ISD	
	Jessica Ward	Midlothian ISD	
Region 10, Position B	Regina Harris	Richardson ISD	2025–2028
	Lee Mathew	Sunnyvale ISD	
	Carma Morgan	Cedar Hill ISD	
Region 10, Position C*	Dan Micciche (I)	Dallas ISD	2025–2028
Region 11, Position A	Julie Cole (I)	Hurst-Euless-Bedford ISD	2025–2028
Region 13, Position A*	Lynn Boswell (I)	Austin ISD	2025–2028
Region 16	Cindy Spanel (I)	Highland Park ISD-Potter County	2025–2028
Region 20, Position D	Louie Luna	Harlandale ISD	2025–2028
	Rich Sena (I)	Boerne ISD	



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

DATE: 4/10/2025

NAME: Julie Cole

MAILING ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE: _____

CELL PHONE: _____ FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail. Please list your preferred email address.

E-MAIL: _____

SCHOOL DISTRICT: Hurst Euless Bedford ISD

LOCAL TERM EXPIRES: May 2027 YEARS ON BOARD: 13
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

YES NO

BOARD POSITIONS HELD (including dates): Board Vice President – May 2021 to present, Board President May 2017-May 2021, Vice President May 2016-2017, Secretary May 2015-2016 _____

OCCUPATION: Senior Manager, Customer Experience Analytics

CURRENT EMPLOYER: Fidelity Investments DATES: February 2016 to present _____

EDUCATION-HIGH SCHOOL: St. Pius X High School _____ COLLEGE: University of Kansas _____

OTHER EDUCATION: _____ DEGREES: _____

HOBBIES/SPECIAL INTERESTS: I like to cook and bake, I enjoy watching sports, and I enjoy spending time with family and friends

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (offices held including dates): _____

*VIPS volunteer and PTA member since 2003 * Past President (2009-2012) and Advisory Board member (since 2013), Trinity Trojans Football Booster Club *Board Member, HEB Education Foundation 2009-2023 *Member HEB Chamber of Commerce *HEB Economic Development Council 2016-2021 *Trojan Talk Mentor at Trinity High School since 2015 * North Texas Area Association of School Boards – Board Member, President 2022-2025 * TASB Director, Region 11 2023-present

ADDITIONAL COMMENTS: _____

Please attach a short bio and include a current picture in jpeg format.



Julie Cole has served as a Trustee for the Hurst Euless Bedford ISD School Board since May of 2013. She has served in multiple officer positions including Secretary, Vice President, and President. Julie moved to Texas with her husband [REDACTED] and two sons [REDACTED] (Trinity HS class of 2011) and [REDACTED] (Trinity HS class of 2016) in 2002 and was drawn to the HEB area for its small town within a big city atmosphere, strong sense of community, and excellent quality education. After serving on PTA and several volunteer committees, Julie spent several years leading the Trinity Trojan Football Booster Club which gave her a chance to support students from diverse backgrounds who had varied needs. Julie is passionate about providing all students with opportunities for successful academic and personal outcomes.

Julie has been employed at Fidelity Investments since 2016 as part of the Customer Knowledge and Strategic Insights group, leading the Interaction Analytics team and before that spent 18 years at American Airlines in various roles. Julie is active in many community organizations including the HEB ISD Education Foundation, the HEB Chamber of Commerce and the HEB Economic Development Foundation. Julie is a 2018 Master Trustee graduate of Leadership TASB, a Board member and current President for the North Texas Area Association of School Boards (NTAASB), and serves as a Director Representing Region 11 for the Texas Association of School Boards (TASB).



TASB ENDORSEMENT FORM

DATE: _____

Our school board endorses the candidacy of the following individual nominated to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: _____

SCHOOL DISTRICT: _____

****Board action must be taken no earlier than May 12, 2025, and no later than August 1, 2025****

This endorsement was approved by our school district's board of trustees at a duly called meeting on

(Date)

Best regards,

(Signature of board president or officer)

PRINTED NAME: _____

SCHOOL DISTRICT: _____

MAILING ADDRESS: _____

CITY: _____ ZIP: _____

This form is to be used to endorse a nominated individual from a board of trustees within your TASB Region who is a timely candidate for a position on the TASB Board of Directors.

Must be received by TASB on or before AUGUST 1, 2025.

RETURN TO: E-mail: boardcommunications@tasb.org

June 16-July 21, 2025



UPCOMING EVENTS

Lake Dallas Independent School District

June			
LDISD Board of Trustees Meeting	16	5:30 PM	Central Services
SLI Fort Worth	18-21		Omni Fort Worth
Texas School Safety Conference	22-26		San Antonio

July			
PTA Launch 25	18-20		Hilton Anatole, Dallas
LDISD Board of Trustees Meeting	21	5:30 PM	Central Services