

Agenda of Regular Meeting

The Board of Trustees Seguin ISD

A Regular Meeting of the Board of Trustees of Seguin ISD will be held July 28, 2026, beginning at 6:00 PM in the Board Room, 1221 E. Kingsbury, Seguin, TX 78155.

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.

1. **Call to Order**

- A. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

2. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(LOCAL):

- A. Those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.

3. **Closed Session**

The Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act.

- A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
- B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).
- C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.
- D. Pursuant to Texas Government code Sections § 551.0821 - Deliberation regarding public school student.

4. **Reconvene to Open Meeting**

The Board will take appropriate action on items, if necessary, as discussed in Closed Session.

A.	Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).	
5.	Pledges to the United States Flag and the Texas Flag, Followed by a Moment of Silence	
6.	Recognition/Campus Presentations	
A.	Superintendent Reports	
B.	Board Member Reports	
7.	Reports/Information Items	
A.	Human Resources	
Jeremy Nueman		
1.	Personnel Information - Professional Employees	4
B.	Business Services	
Liz Banks		
1.	Bond Interest Revenue Improvements	9
2.	New Vendors	11
3.	Purchases made over \$50,000	13
8.	Consent Agenda Items - Consider and Possible Approval as Applicable	
	Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote as applicable.	
A.	Approval of Board Minutes of Regular Meeting - June 30, 2026.	15
Nancy Ramirez		
B.	Approval of Tax Collection Reports for June 2026	27
Liz Banks		
C.	Approval of Proposed Budget Amendment for July 2026	28
Liz Banks		
D.	Approval of Investment Report for the Fourth Quarter Ended June 30, 2026	32
Liz Banks		
E.	Approval of Investment Report for the Fiscal Year Ended June 30, 2026	37
Liz Banks		
F.	Adoption of Resolution Stating Review of Investment Policy and Designation of Investment Officers	41
Liz Banks		
G.	Second Reading and Approval of the Texas Association of School Boards (TASB) Policy Update 127, affecting LEGAL and LOCAL policies and Local District Update (LDU) and BBB(LOCAL)	43
Dr. Jack Lee		

H.	County Extension Agents as Adjunct Staff Members	78
	Dr. Esmeralda Munoz	
I.	Extracurricular Activity Listing for 2026-2027	80
	Dr. Esmeralda Munoz	
J.	Acknowledge Public Information Act Requests June - July 2026	85
	Emily Allen	
9.	Action Items	
A.	Designate Official Voting Delegate and Alternate to the 2026 TASB Delegate Assembly in Houston, Texas, on October 8th - 11th, 2026	88
	Dr. Jack Lee	
10.	Board Comments and Request	
11.	Adjourn	

Information Item	Personnel Information - Professional Employees		
Contact Person(s)	Jeremy Nueman, Chief Human Resources Officer		
Background	FOR BOARD'S ACKNOWLEDGMENT ELECTIONS PROFESSIONALS:		
	Name	Location	Title
	Acosta, Jesus	Seguin High School	Law & Public Safety Teacher
	Adams, Elizabeth	A.J. Briesemeister Middle School	Spanish I Teacher
	*Aguilar, Alexander	A.J. Briesemeister Middle School	Special Education Inclusion Teacher
	*Alexander, Ursula	Jim Barnes Middle School	6 th Grade Math Teacher
	*Baker, Janet	Seguin High School	Counselor
	*Bennett, Angela	Seguin High School	ESL Teacher
	Cardona, Cassandra	A.J. Briesemeister Middle School	8 th Grade Social Studies Teacher
	Casarez, Jesse	Jim Barnes Middle School	7 th Grade Social Studies Teacher
	*Chapman, Robert	Seguin High School	Math Teacher
	Clair, Ashley	Weinert Elementary	5 th Grade RLA Teacher
	Debney II, Charles	A.J. Briesemeister Middle School	8 th Grade Social Studies Teacher
	*DeLeon, Alexis	McQueeney Elementary	1 st Grade Self-Contained Teacher
	Dennes, Ashley	Seguin High School	English Teacher
	Dunn, Heather	Jefferson Elementary	Essential Academics Teacher
	Flores Gonzalez, Carlos Alfredo	Seguin High School	Spanish Teacher
	Garcia III, Rogerio	Seguin High School	PE Teacher
	*Gonzales, Cassandra	Weinert Elementary	Kindergarten Teacher
	Gutierrez III, Joe	Seguin High School	Credit Recovery Teacher
	Haas, Kristen	Jim Barnes Middle School	Art Teacher
	Hayes, Jonathan	Seguin High School	Math Teacher
	Hemingway, Elaine	Matador Special Services Department	Speech Language Pathologist Assistant
	*returning employee		

Name	Location	Title	Effective Date
Hutchinson, Joshua	Seguin High School	English Teacher	8/3/26
Kusmierz, Ashley	Matador Special Services Department	Speech Language Pathologist	8/3/26
Lackey, Chris	Seguin High School	PE Teacher	8/3/26
Landgrebe, Brittany	Seguin High School	English Teacher	8/3/26
*Mahaffey, Megan	Matador Special Services Department	Speech Language Pathologist Assistant	8/3/26
Martinez, Tadeo	A.J. Briesemeister Middle School	6 th Grade Math Teacher	8/3/26
*Mauldin, Daniel	Seguin High School	Social Studies Teacher	8/3/26
Melby, Ryan	A.J. Briesemeister Middle School	Theatre Arts Teacher	8/3/26
Moon, Tasha	Jim Barnes Middle School	7 th Grade Science Teacher	8/3/26
Muscarella, Keri	A.J. Briesemeister Middle School	6 th Grade RLA Teacher	8/3/26
Navarro, Kelly	Jim Barnes Middle School	Librarian	7/27/26
Purtle, Meredith	Vogel Elementary	GT Teacher	8/3/26
Rabideau, Ray	Seguin High School	Ag Mechanics/Welding Teacher	7/21/26
Ramicone, Kristine	Seguin High School	Essential Academics Teacher	8/3/26
Ramos, Carly	Seguin High School	Digital Animation Teacher	8/3/26
Rogers, Natalie	Jim Barnes Middle School	Associate Principal	7/7/26
Ruiz, Kelly	Matador Special Services Department	ARD Facilitator	7/27/26
Spahn, Lauren	Koennecke Elementary	3 rd Grade RLA Teacher	8/3/26
Stillwagon, Haylee	Jefferson Elementary	4 th Grade Math Teacher	8/3/26
*Vidal, Kathy	Jim Barnes Middle School	6 th Grade RLA Teacher	8/3/26
*Welch, Stormy	A.J. Briesemeister Middle School	7 th Grade Science Teacher	8/3/26
Wheeler, Mercedes	Jim Barnes Middle School	8 th Grade Science Teacher	8/3/26

*returning employee

Name	Location	Title	Effective Date
Williams, Veronica	A.J. Briesemeister Middle School	Assistant Principal	7/20/26
Williamson, Whitney	Matador Special Services Department	ARD Facilitator	7/27/26
Wilson, Dallas	Weinert Elementary	Elementary Teacher	8/3/26
Woodyard, Josh	Seguin High School	Special Education Science Resource Teacher	8/3/26

*returning employee

BOARD'S ACKNOWLEDGEMENT RESIGNATIONS:

Aguilar, Brandy, Koennecke Elementary, effective June 1, 2026

Ms. Aguilar, Elementary Teacher, has resigned due to relocation.
Ms. Aguilar has been with Seguin ISD for 6 years.

Alexander, Ursula, Vogel Elementary, effective June 1, 2026

Ms. Alexander, Special Education Interventionist, has resigned due to personal reasons.
Ms. Alexander has been with Seguin ISD for 2 years.

Barlow, Jane, A.J. Briesemeister Middle School, effective June 1, 2026

Ms. Barlow, Spanish Teacher, has resigned due to personal reasons.
Ms. Barlow has been with Seguin ISD for 3 years.

Chapman, Robert, Jim Barnes Middle School, effective June 1, 2026

Mr. Chapman, Special Education Intervention Teacher, has resigned due to personal reasons.
Mr. Chapman has been with Seguin ISD for 1 year.

Flores, Mercadies, Koennecke Elementary, effective June 1, 2026

Ms. Flores, Registered Nurse, has resigned due to family reasons.
Ms. Flores has been with Seguin ISD for 3 years.

Gonzales III, Roger, A.J. Briesemeister Middle School, effective June 23, 2026

Mr. Gonzales, Assistant Principal, has resigned due to other employment.
Mr. Gonzales has been with Seguin ISD for 7 years.

Haas, Madeleine, McQueeney Elementary, effective June 1, 2026

Ms. Haas, Kindergarten Teacher, has resigned due to personal reasons.
Ms. Haas has been with Seguin ISD for 2 years.

Harris, Nancy, Seguin High School, effective June 26, 2026

Ms. Harris, Agriculture Science Teacher, has resigned due to personal reasons.
Ms. Harris has been with Seguin ISD for 1 year.

	<u>Kendall, Veronda, Seguin High School, effective June 1, 2026</u> Ms. Kendall, Credit Recovery Teacher/Coach, has resigned due to personal reasons. Ms. Kendall has been with Seguin ISD for 4 years. <u>Lopez III, Emilio, Seguin High School, effective June 1, 2026</u> Mr. Lopez, Math Teacher, has resigned due to personal reasons. Mr. Lopez has been with Seguin ISD for 5 years. <u>Martinez, Angelina, A.J. Briesemeister Middle School, effective June 1, 2026</u> Ms. Martinez, ESL Teacher, has resigned due to personal reasons. Ms. Martinez has been with Seguin ISD for 7 years. <u>Martinez, Joshua, Matador Special Services Department, effective June 1, 2026</u> Mr. Martinez, Speech Assistant, has resigned due to other employment. Mr. Martinez has been with Seguin ISD for 5 years. <u>McCrohan, Desmond, Jim Barnes Middle School, effective June 1, 2026</u> Mr. McCrohan, Special Education Teacher, has resigned due to other employment. Mr. McCrohan has been with Seguin ISD for 1 year. <u>Podorsky, Christopher, Seguin High School, effective July 31, 2026</u> Mr. Podorsky, Assistant Principal, has resigned due to personal reasons. Mr. Podorsky has been with Seguin ISD for 5 years. <u>Spence, Robert, Seguin High School, effective June 26, 2026</u> Mr. Spence, Agriculture Mechanic Welding Teacher, has resigned due to personal reasons. Mr. Spence has been with Seguin ISD for 6 years. <u>Thomas, Stacy, Jim Barnes Middle School, effective June 23, 2026</u> Ms. Thomas, Assistant Principal, has resigned due to other employment. Ms. Thomas has been with Seguin ISD for 6 years. <u>Valverde, Carli, Seguin High School, effective June 30, 2026</u> Ms. Valverde, CCMR Specialist, has resigned due to personal reasons. Ms. Valverde has been with Seguin ISD for 2 years. <u>REFERENCE and COMPLIANCE:</u> DC (LEGAL), DC (LOCAL), Employment Practices
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☒ Positive Community Culture ☒ Growth-Minded Personnel ☐ Strategic Operational Stewardship

1221 E. Kingsbury
Seguin, TX 78155



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Administration’s Recommendation	The Administration recommends that the Board of Trustees recognize and acknowledge the new professional hires for the 2026-2027 academic year and resignations for the 2025-2026 and 2026-2027 academic year.
Proposed Motion Language	N/A

Information Item	Bond Interest Revenue Improvements
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA
Background	Administration has identified some smaller projects that can be funded with bond interest revenue. The district is going to start the procurement process and then re-evaluate to determine if these items can be funded and scheduled around the summer instructional break. Some items are now complete or will be in August. CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition Updates on status
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration Recommends that the Board receive information on the identification of some smaller projects that are being funded with bond interest revenue.
Proposed Motion Language	N/A

Instructional Break Facilities Improvement - Bond Interest Revenue Informational Report

The District is currently developing a plan for seasonal construction and facility improvement projects. Several projects have been identified that align with the approved bond language and may be funded using accumulated interest revenue.

This is not an all inclusive list of facility items needed by the district. These are items we feel like we can complete timely this year. After the bidding process, administration will re evaluate the scope and timeline.

All applicable projects will follow required procurement and bidding processes.

Project	Estimated Cost
Ball Playground - August Completion	\$625,000
AJB & Barnes Football Bleachers - August Completion	\$255,000
Replace Gas Lines on Roofs (Saegert) Tested every two years - repairs leaks as we find them, but have never replaced them. Complete	\$128,000
Activity buses (microbuses) (3)- used to transport students	\$339,000
Suburbans (4) - used to transport students	\$248,000
Vogel and Patlan restrooms renovation (Koennecke next summer) on hold	\$600,000
Fuel (diesel) tanks and pumps – Transportation - on hold	\$150-200,000
Resource Building Renovation (pending PD approval) - on hold	Dependent on scope

Information Item	New Vendors
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Jennifer Martinez, Purchasing Coordinator, RTSBA
Background	To provide the Board of Trustees with regular updates on vendors that have responded to Requests for Proposals and are being added to the district's approved vendor list. CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees receive the vendor information as presented.
Proposed Motion Language	N/A

SEGUIN INDEPENDENT SCHOOL DISTRICT
BID VENDOR RESPONSES

VENDOR	REQUEST FOR PROPOSALS	SERVICES PROVIDED
Western Certified Arborists	RFP 24-04: Facilities & Grounds Maintenance, Equipment, Parts, and Services	Tree trimming and tree care
Empower Behavioral Health, LLC	RFP 24-05: SPED Services	Speech language pathology, occupational & physical therapy, psychology, diagnostician services
Integrative Therapy Specialist	RFP 24-05: SPED Services	Speech language pathology, school psychologist
AB Staffing Solutions	RFP 24-05: SPED Services	Diagnostician, Physical Therapy, Occupational Therapy, Speech Language Pathology, Psychology/Counseling
The Tact Corporation of NYC	RFP 24-05: SPED Services	Staffing: Nursing, Pathology, Therapy, Psychology, Diagnostics, Social Work, Counseling, Interpreter, Brailist, Audioly
Medical Edge Recruitment, LLC	RFP 24-05: SPED Services	Diagnostics, Physical & Occupational Therapy, Psychology/Counseling, Speech Language Pathology, Adiology, Translation Services
Bilingual Speech Services	RFP 24-05: SPED Services	Staffing: Diagnosticians, Physical Therapist, Speech Language Pathologist, Occupational Therapist, LSSPs
Gillem Staffing	RFP 24-05: SPED Services	Staffing: SLP/SLPAs, PT/PTA, OT/COTA, Teachers, Diagnosticians, LSSPs
Texas Therapy Specialists, LLC	RFP 24-05: SPED Services	Speech language pathology, evaluations
Communication Helpers of South Houston, Inc	RFP 24-05: SPED Services	Speech therapy, assessments, consultations
Inner Vision International, Inc	RFP 24-06: Educational Consultants	Professional development, training, leadership development, team building, stress management & educator well-being programs
REDII Consultants, LLC	RFP 24-06: Educational Consultants	Educational consulting
Granthropology	RFP 24-06: Educational Consultants	Professional Development, Grant Writing Management, Strategic Planning, Coaching, Leadership & Organizational Development

Note:

Respondents were evaluated based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

Information Item	Purchases Made Over \$50,000
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Jennifer Martinez, Purchasing Coordinator, RTSBA
Background	To provide the Board of Trustees with regular updates on purchases made greater than \$50,000. CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees receive the purchase information as presented.
Proposed Motion Language	N/A

SEGUIN INDEPENDENT SCHOOL DISTRICT
PURCHASE INFORMATION FORM

[illegible]

Minutes of Regular Meeting

The Board of Trustees

Seguin ISD

A regular board meeting of the Board of Trustees of Seguin ISD was held Tuesday, June 30, 2026, beginning at 6:00 p.m. in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright, Lisa Burns, Denise Crettenden, Linda Duncan, William Dwyer, Alejandro R. Guerra, Grace Mueller, and Dr. Jack Lee, Superintendent

Absent: Lisa Burns

Also Present: Elizabeth Banks, Chief Financial Officer; Dr. Ruben Carrillo, Chief Technology and Security Officer; Jeremy Nueman, Chief Human Resources Officer; Dr. Kenneth Vogel, Chief Student Services Officer; Emily Allen, Executive Director of Communications; Jackie Silvius, Lead Librarian; and Nancy Ramirez, Superintendent Secretary.

1. Call to Order

A. Mrs. Crettenden called the meeting to order at 6:02 p.m. and a quorum was established. The meeting of the Seguin ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

2. Audience with the Board

No one signed up to address the Board.

3. Public Meeting to Discuss the Budget and Proposed Tax Rate for the 2026-2027 School Year

The Board met to discuss the Budget and Proposed Tax Rate for the 2026-2027 school year. All questions and comments from the board were addressed. There were no questions from the public.

4. Action Items:

A. Adoption of 2026-2027 Budgets for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund

Mr. Bright moved, seconded by Mr. Guerra, to adopt the budgets as proposed by administration.

Ayes: Bright, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

5. Closed Meeting: The Board went into closed session at 6:46 p.m.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel, including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

1. Discussion and Review of Safety Audit Report

B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).

C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

D. Pursuant to Texas Government Code Section § 551.0821 – Deliberation regarding public school student.

6. Reconvene to Open Meeting: The Board reconvened at 7:08 p.m.

Possible action to approve professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of employee(s).

The Board did not take action on this item.

7. The pledges were led by Mrs. Crettenden, followed by a moment of silence.

8. Recognition/Campus Presentations

A. Superintendent Reports

Dr. Lee provided the board and community with highlights, upcoming key dates and event information since the last board meeting, which included recognizing staff and student achievements, and successes from across the district.

B. Board Member Reports

The Board provided updates and information on recent activities, meetings, conferences, and school events they have participated in or attended.

The Board recessed from 8:03 p.m. until 8:10 p.m.

9. Reports/Information Items:

A. Superintendent / Curriculum and Instruction

1. First Reading for Consideration of the Texas Association of School Boards (TASB) Policy Update 127, affecting LEGAL and LOCAL policies and Local District Update (LDU) BBB(LOCAL)

The Board of Trustees received an overview of the Texas Association of School Boards (TASB) Policy Update 127, affecting LEGAL and LOCAL policies and Local District Update (LDU) BBB(LOCAL). Update 127 includes revisions to legal framework documents based in large part on changes to Administrative Code rules after the 89th Legislative Session. Changes to local policies offered for consideration address the following topics:

- Superintendent nonrenewal
- Term Contracts
- Other types of contracts
- Elective instruction
- Gifted and talented students
- Prekindergarten
- Student safety

Other changes are to accommodate the restructuring of codes in the DH and DP series of the manual and to delete local policies in the FO series for which District of Innovation exemptions are no longer allowed.

The update includes forty-six (46) LEGAL policies, ten (10) LOCAL policies, and one (1) exhibit.

Also LDU BBB(LOCAL) to include revisions to the board member election schedule.

REPLACE:

AIA(LEGAL) – Accountability: Accreditation and Performance Indicators
AIB(LEGAL) – Accountability: Performance Reporting
AIC(LEGAL) – Accountability: Interventions and Sanctions
BAA(LEGAL) – Board Legal Status: Powers and Duties
BJA(LEGAL) – Superintendent: Qualifications and Duties
BJCF(LOCAL) – Superintendent: Nonrenewal
CAA(LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics
CBB(LEGAL) – State and Federal Revenue Sources: Federal
Development
CE(LEGAL) – Annual Operating Budget
CH(LEGAL) – Purchasing and Acquisition
CKEA(LEGAL) – Security Personnel: Commissioned Peace Officers
CKEB(LEGAL) – Security Personnel: School Marshals
CMD(LEGAL) – Equipment and Supplies Management: Instructional Materials Care and
Accounting
CNC(LEGAL) – Transportation Management: Transportation Safety
COA(LEGAL) – Food and Nutrition Management: Procurement
CPC(LEGAL) – Office Management: Records Management
CQA(LEGAL) – Technology Resources: District, Campus, and Classroom Websites
D(LEGAL) – Personnel
DC(LEGAL) – Employment Practices
DC(LOCAL) – Employment Practices
DEAA(LEGAL) – Compensation Plan: Incentives and Stipends
DF(LEGAL) – Termination of Employment
DFBA(LEGAL) – Term Contracts: Suspension/Termination During Contract
DFE(LEGAL) – Termination of Employment: Resignation
DH(LEGAL) – Employee Standards of Conduct
DH(LOCAL) – Employee Standards of Conduct
DHB(LEGAL) – Employee Standards of Conduct: Reports to State Board for Educator
Certification
DHC(LEGAL) – Employee Standards of Conduct: Reports to Texas Education Agency
DK(LEGAL) – Assignment and Schedules
DPB(LEGAL) – Personnel Positions: Other Personnel Positions
EB(LEGAL) – School Year
EFA(LEGAL) – Instructional Resources: Instructional Materials
EHAC(LEGAL) – Basic Instructional Program: Required Instruction (Secondary)
EHBB(LEGAL) – Special Programs: Gifted and Talented Students
EHBB(LOCAL) – Special Programs: Gifted and Talented Students
EHBCA(LEGAL) – Compensatory Services and Intensive Programs: Accelerated Instruction
EHDD(LEGAL) – Alternative Methods for Earning Credit: College Course Work/Dual Credit
EKB(LEGAL) – Testing Programs: State Assessment

CONT'D

FA(LEGAL) – Parent Rights and Responsibilities
 FED(LEGAL) – Attendance: Attendance Enforcement
 FFAC(LEGAL) – Wellness and Health Services: Medical Treatment
 FFEB(LEGAL) – Counseling and Mental Health: Mental Health
 FFF(LOCAL) – Student Welfare: Student Safety
 FM(LEGAL) – Student Activities
 FOA(LEGAL) – Student Discipline: Removal by Teacher or Bus Driver
 GKA(LEGAL) Community Relations: Conduct on School Premises
 GKD(LEGAL) – Community Relations: Nonschool Use of School Facilities
 GNC(LEGAL) – Relations with Educational Entities: Colleges and Universities

ADD:

DHA(LEGAL) – Employee Standards of Conduct: Educator Code of Ethics
 DPA(LEGAL) – Personnel Positions: Principals
 DPA(LOCAL) – Personnel Positions: Principals
 DPB(LOCAL) – Personnel Positions: Other Personnel Positions
 DPC(LEGAL) – Personnel Positions: Substitute, Temporary, and Part-Time Positions

DELETE:

DH(EXHIBIT) – Employee Standards of Conduct
 DP(LEGAL) – Personnel Positions
 DP(LOCAL) – Personnel Positions

NO POLICY:

CFB(LOCAL) – Accounting: Inventories

- B. Human Resources Personnel Information – Professional Employees** The Board of Trustees received information regarding the following new hires for the 2026-2027 academic year and resignations for the 2025-2026 school year listed below:

New Hire Elections:

Name	Location	Title	Effective Date
Abrameit, Cody	A.J. Briesemeister Middle School	6 th Grade Social Studies Teacher	8/3/26
Adamson, Eva	Matador Special Services Department	Speech Language Pathologist Assistant	8/3/26
Aguilar de Alba, Hector	Jefferson Elementary	5 th Grade Math/Science Teacher	8/3/26
Allstott, Leah	Rodriguez Elementary	Essential Academics Teacher	8/3/26
*Baumbach, Lisa	Matador Special Services Department	Essential Academics Specialist	7/27/26
Beaver, Aaron	Seguin High School	Assistant Band Director	8/3/26
Bertelson, Rachel	Seguin High School	Math Teacher	8/3/26
*Bowden, Shannon	Vogel Elementary	1 st Grade Teacher	8/3/26

Butler, Courtney	Seguin High School	Agriculture Science Teacher	7/13/26
Camarillo, Danielle	Ball Early Childhood Center	Counselor	7/27/26
Dennis, Samantha	Seguin High School	Instructional Coach	7/27/26
*Doege, Beatrice	Vogel Elementary	Kindergarten Teacher	8/3/26
Drzymalla, Tamara	Seguin High School	Social Studies Teacher	8/3/26
Evans, Sonya	Rodriguez Elementary	Counselor	7/27/26
Gilbert, Casey	Matador Special Services Department	Essential Academics Specialist	7/27/26
Gold, Kristi	Matador Special Services Department	Educational Diagnostician	7/27/26
Gonzales, Fred	Jim Barnes Middle School	6 th Grade Math Teacher	8/3/26
Gonzalez Garcia, Ana Maria	Rodriguez Elementary	3 rd Grade Dual Language Reading/Social Studies Teacher	8/3/26
Guerra, Alexandra	A.J. Briesemeister Middle School	Art Teacher	8/3/26
Guyote, Christina	Weinert Elementary	Essential Academics Teacher	8/3/26
*Hale, Cynthia	A.J. Briesemeister Middle School	6th Grade Reading and Language Arts Teacher	8/3/26
*Harrelson, Amanda	A.J. Briesemeister Middle School	Essential Academics Teacher	8/3/26
Henke, Sandra	Discipline Alternative School at Saegert	JDC Transition and Intervention Teacher	7/27/26
Hilbert, Jessica	Seguin High School	Algebra I Teacher	8/3/26
Holland, Veronica	Matador Special Services Department	Educational Diagnostician	7/27/26
Hutton, Chris	Patlan Elementary	4th Grade Science/Social Studies Teacher	8/3/26
Johnson, Tommy	Seguin High School	Special Education PLUS Teacher	8/3/26
*Kent, Sarah	Vogel Elementary	1st Grade Teacher	8/3/26
Kerley, Lenora	Discipline Alternative School at Saegert	Social Studies Teacher	8/3/26
Kocenko, Azure	A.J. Briesemeister Middle School	7th Grade Science Teacher	8/3/26
Kruzel, Kelley	Rodriguez Elementary	4th Grade Math Teacher	8/3/26
Lewis, Melody	Rodriguez Elementary	Kindergarten Teacher	8/3/26
*Meier, Grace	McQueeney Elementary	2nd Grade Self-Contained Teacher	8/3/26
*Mendez, Cynthia	Rodriguez Elementary	4th Grade Dual Language Teacher	8/3/26

*Moehrig, Karl	Seguin High School	Assistant Principal	7/20/26
Navarro, Emelyne	Patlan Elementary	1st Grade Dual Language Teacher	8/3/26
*Nix, Danielle	Koennecke Elementary	5th Grade Math Teacher	8/3/26
Owens, Bailey	Jefferson Elementary	Special Education Interventionist	8/3/26
*Patranella, Laura	Rodriguez Elementary	Instructional Coach	7/27/26
Reinhard, Samantha	Seguin High School	Ag Mechanics/Welding Teacher	7/13/26
*Roberts, Trevor	Matador Special Services Department	Behavior Specialist	7/27/26
Rosario, Carolina	Jefferson Elementary	4th Grade RLA Teacher	8/3/26
Rutledge, Carol	Jefferson Elementary	4th Grade RLA Teacher	8/3/26
Salazar, Yvan	Seguin High School	CTE Graphic Design Teacher	8/3/26
*Sather, Madison	Weinert Elementary	4th Grade Teacher	8/3/26
Simien, Isaiah	Patlan Elementary	Special Education Interventionist	8/3/26
Sleek, Donielle	McQueeney Elementary	3rd Grade Reading Teacher	8/3/26
Sosene, WhiteCollar	Jim Barnes Middle School	PE Teacher/Boys Athletic Director	8/3/26
Smith, Heather	McQueeney Elementary	Kindergarten Self-Contained Teacher	8/3/26
Svec, Lauren	Vogel Elementary	1st Grade Teacher	8/3/26
Washington, Clifton	A.J. Briesemeister Middle School	8th Grade Social Studies Teacher	8/3/26
Wheeler, Kara	Weinert Elementary	Elementary Teacher	8/3/26
Wiatrek, Allison	Seguin High School	Science Teacher/Cheer Coach	8/3/26
Whitby, Albert	Weinert Elementary	Counselor	7/27/26
*Womack, Thomas	Seguin High School	Social Studies Teacher	8/3/26

*returning employee

Resignations:

Aguilar, Salvador, Seguin High School, effective June 1, 2026

Mr. Aguilar, Special Education Interventionist, has resigned due to personal reasons.

Mr. Aguilar has been with Seguin ISD for 1 year.

Bailey, Samantha, Jefferson Elementary, effective June 1, 2026

Ms. Bailey, Teacher, has resigned due to relocation.

Ms. Bailey has been with Seguin ISD for 1 year.

Brown, Erik, Seguin High School, effective June 1, 2026

Mr. Brown, PE Teacher, has resigned due to personal reasons.

Mr. Brown has been with Seguin ISD for 2 years.

Cardenas, Jacquelyn, Weinert Elementary, effective June 1, 2026

Ms. Cardenas, 2nd Grade Teacher, has resigned due to family reasons.

Ms. Cardenas has been with Seguin ISD for 23 years.

Chapa, Andrea, Rodriguez Elementary, effective June 9, 2026

Ms. Chapa, Instructional Coach, has resigned due to personal reasons.

Ms. Chapa has been with Seguin ISD for 11 years.

Chapman, Christina, Jefferson Elementary, effective June 1, 2026

Ms. Chapman, Special Education Teacher, has resigned due to personal reasons.

Ms. Chapman has been with Seguin ISD for 2 years.

Cowey, Baily, Matador Special Services Department, effective June 1, 2026

Ms. Cowey, Speech-Language Pathology Assistant, has resigned due to personal reasons.

Ms. Cowey has been with Seguin ISD for 4 years.

Crawford, Wylie, Jim Barnes Middle School, effective June 1, 2026

Mr. Crawford, Teacher and Boys Athletic Coordinator, has resigned due to other employment.

Mr. Crawford has been with Seguin ISD for 8 years.

Day, Leslie, Matador Special Services Department, effective June 9, 2026

Ms. Day, Educational Diagnostician, has resigned to work for another school district.

Ms. Day has been with Seguin ISD for 3 years.

DePalermo, Troy, Jim Barnes Middle School, effective June 1, 2026

Mr. DePalermo, Technology Teacher, has resigned due to other employment.

Mr. DePalermo has been with Seguin ISD for 19 years.

Dickerson, Cierra, A.J. Briesemeister Middle School, effective June 1, 2026

Ms. Dickerson, 6th Grade Teacher, has resigned due to relocation.

Ms. Dickerson has been with Seguin ISD for 1 year.

Ford, Keslea, Jim Barnes Middle School, effective June 1, 2026

Ms. Ford, 6th Grade English Language Arts Teacher, has resigned due to personal reasons.

Ms. Ford has been with Seguin ISD for 3 years.

Freeman, Charles, A.J. Briesemeister Middle School, effective June 1, 2026

Mr. Freeman, Special Education Teacher, has resigned due to personal reasons.

Mr. Freeman has been with Seguin ISD for 5 years.

Fuller, Bobbie, Matador Special Services Department, effective June 1, 2026

Ms. Fuller, Speech Language Pathologist, has resigned due to personal reasons.

Ms. Fuller has been with Seguin ISD for 5 years.

Garcia, Ernesto, Seguin High School, effective June 1, 2026

Mr. Garcia, PE Teacher, has resigned to work for another school district.
Mr. Garcia has been with Seguin ISD for 3 years.

Gonzalez Cardona, Vanessa, Rodriguez Elementary, effective June 1, 2026

Ms. Gonzalez Cardona, 3rd Grade Dual Language Teacher, has resigned due to personal reasons.
Ms. Gonzalez Cardona has been with Seguin ISD for 1 year.

Griffin, Lisa, Vogel Elementary, effective June 1, 2026

Ms. Griffin, PE Teacher, has resigned and elected to retire.
Ms. Griffin has been with Seguin ISD for 34 years.

Hall, Madison, Matador Special Services Department, effective June 1, 2026

Ms. Hall, Speech Language Pathologist Assistant, has resigned due to personal reasons.
Ms. Hall has been with Seguin ISD for 3 years.

Harrison, Jamie, Student Support Services Department, effective June 9, 2026

Ms. Harrison, Mental Health Counselor, has resigned due to personal reasons.
Ms. Harrison has been with Seguin ISD for 2 years.

Higginbotham, Allison, Matador Special Services Department, effective June 9, 2026

Ms. Higginbotham, ARD Facilitator, has resigned due to personal reasons.
Ms. Higginbotham has been with Seguin ISD for 10 years.

Jandt, Sarah, Seguin High School, effective June 1, 2026

Ms. Jandt, Science Teacher and Coach, has resigned due to personal reasons.
Ms. Jandt has been with Seguin ISD for 5 years.

Jauregui, Candy, Patlan Elementary, effective June 1, 2026

Ms. Jauregui, Kindergarten Teacher, has resigned due to personal reasons.
Ms. Jauregui has been with Seguin ISD for 10 years.

Johnson, Beverly, Matador Special Services Department, effective June 1, 2026

Ms. Johnson, Speech Language Pathologist, has resigned due to personal reasons.
Ms. Johnson has been with Seguin ISD for 3 years.

Keane, Cami, Koennecke Elementary, effective June 1, 2026

Ms. Keane, Special Education Intervention Teacher and Coach, has resigned due to personal reasons.
Ms. Keane has been with Seguin ISD for 1 year.

Klaerner, Kara, Jim Barnes Middle School, effective June 1, 2026

Ms. Klaerner, 6th Grade Math Teacher and Coach, has resigned due to personal reasons.
Ms. Klaerner has been with Seguin ISD for 3 years.

Long, Ruth, A.J. Briesemeister Middle School, effective June 1, 2026

Ms. Long, 7th Grade Science Teacher, has resigned due to personal reasons.

Ms. Long has been with Seguin ISD for 1 year.

Lopez, Anthony, Jim Barnes Middle School, effective June 1, 2026

Mr. Lopez, 8th Grade US History Teacher, has resigned due to personal reasons.
Mr. Lopez has been with Seguin ISD for 2 years.

Maples, Bily, Discipline Alternative School at Saegert, effective June 9, 2026

Ms. Maples, JDC Transition and Intervention Teacher, has resigned due to other employment.
Ms. Maples has been with Seguin ISD for 5 years.

Moehrig, Jessica, A.J. Briesemeister Middle School, effective June 1, 2026

Ms. Moehrig, 6th Grade Reading and Language Arts Teacher, has resigned due to personal reasons.

Ms. Moehrig has been with Seguin ISD for 6 years.

Moehrig, Karl, Seguin High School, effective June 1, 2026

Mr. Moehrig, Special Education Teacher and Coach, has resigned to work at another school district.

Mr. Moehrig has been with Seguin ISD for 6 years.

Nava, Baldermar, Weinert Elementary, effective June 1, 2026

Mr. Nava, Elementary Teacher, has resigned due to personal reasons.
Mr. Nava has been with Seguin ISD for 6 years.

Nething, Jenna, Rodriguez Elementary, effective June 1, 2026

Ms. Nething, Kindergarten Teacher, has resigned due to personal reasons.
Ms. Nething has been with Seguin ISD for 2 years.

Niles, Heather, Seguin High School, effective June 26, 2026

Ms. Niles, Agriculture Science Teacher, has resigned to work at another school district.
Ms. Niles has been with Seguin ISD for 4 years.

O'Grady, Catherine, Rodriguez Elementary, effective June 1, 2026

Ms. O'Grady, Essential Academics Teacher, has resigned due to personal reasons.
Ms. O'Grady has been with Seguin ISD for 73 days.

Pogue, Tara, Seguin High School, effective June 1, 2026

Ms. Pogue, Math Teacher, has resigned due to personal reasons.
Ms. Pogue has been with Seguin ISD for 5 years.

Ruiz, Tanya, Matador Special Services Department, effective June 1, 2026

Ms. Ruiz, Speech Therapist, has resigned due to relocation.
Ms. Ruiz has been with Seguin ISD for 5 years.

Sanchez, Austin, Seguin High School, effective June 1, 2026

Mr. Sanchez, Geometry Teacher and Assistant Baseball Coach, has resigned due to personal reasons.
Mr. Sanchez has been with Seguin ISD for 2 years.

Shaw, Destri, A.J. Briesemeister Middle School, effective June 1, 2026

Ms. Shaw, 6th Grade Reading and Language Arts Teacher, has resigned due to personal reasons.
Ms. Shaw has been with Seguin ISD for 4 years.

Spofford, Nina, Seguin High School, effective June 1, 2026

Ms. Spofford, Special Education Interventionist, has resigned due to personal reasons.
Ms. Spofford has been with Seguin ISD for 3 years.

Sturm, Karen, Jim Barnes Middle School, effective June 9, 2026

Ms. Sturm, Librarian, has resigned and elected to retire.
Ms. Sturm has been with Seguin ISD for 28 years.

Vidal, Kathy, Patlan Elementary, effective June 1, 2026

Ms. Vidal, 3rd Grade Teacher, has resigned due to personal reasons.
Ms. Vidal has been with Seguin ISD for 2 years.

Weir, Lisa, Seguin High School, effective June 1, 2026

Ms. Weir, English Language Arts Instructional Coach and Department Lead, has resigned and elected to retire.
Ms. Weir has been with Seguin ISD for 29 years.

C. Business Services

1. Bond Interest Revenue Improvements

The Board of Trustees received information on the identification of some smaller projects that can be funded with bond interest revenue.

2. Financial Statements for May 2026

The Board of Trustees received an update regarding the financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund for May 2026.

3. New Vendors

The Board of Trustees received an update regarding vendors that have responded to requests for proposals and are being added to the district's approved vendor list.

4. Purchases Made Over \$50,000

The Board of Trustees received an update regarding purchases made greater than \$50,000.

10. Consent Agenda Items – Consider and Possible Approval:

A. Approval of Board Minutes for:

Regular Meeting, May 19, 2026
Special Meeting, June 2, 2026
Special Meeting, June 9, 2026

B. Approval of Tax Collection Reports for May 2026

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for May 2026. The Texas Property Tax Code requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

C. Approval of Proposed Budget Amendments for June 2026

The Board of Trustees approved the proposed budget amendments for June 2026.

D. Authorization of Agreement Between Seguin ISD and Tangram Rehabilitation

The Board of Trustees authorized the Administration to execute an agreement with Tangram Rehabilitation Network. Tangram Rehabilitation Network provides specialized educational and related services for students with disabilities whose Individualized Education Program (IEP) teams have determined that these services are necessary to provide a free appropriate public education (FAPE) in the least restrictive environment appropriate to the student's needs. In certain circumstances, the District must secure specialized services or placements through approved outside providers when such services are not available within the District or when the ARD Committee has determined that an external provider is required to implement the student's IEP. This agreement supports the District's obligation to comply with the Individuals with Disabilities Education Act (IDEA), Texas Education Code requirements, and Board policies EHBAC (LEGAL) and EHBA (LEGAL).

E. Acknowledge Public Information Act Requests May 2026 – June 2026

The Board of Trustees received information regarding the Public Information Act requests received since May 11, 2026. The purpose of this agenda item is to keep trustees apprised of the District's Public Information program.

Ms. Duncan moved, seconded by Mr. Guerra, to approve the Consent Agenda Items as read:

A. Approval of Board Minutes for:

Regular Meeting, May 19, 2026

Special Meeting, June 2, 2026

Special Meeting, June 9, 2026

B. Approval of Tax Collection Reports for May 2026

C. Approval of Proposed Budget Amendments for June 2026

D. Authorization of Agreement Between Seguin ISD and Tangram Rehabilitation

E. Acknowledge Public Information Act Requests May 2026 – June 2026

Ayes: Bright, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

11. Action Items:

A. Discuss and Take Action on Recommendations of Library Material Challenge Committee

Mrs. Mueller moved, seconded by Mr. Dwyer, to approve the recommendations of the Library Material Challenge Committee.

Ayes: Bright, Crettenden, Duncan, Dwyer, Guerra, and Mueller

Nays: None

12. Board Comments and Request

Mr. Dwyer requested that all presentations and exhibits be given to the Board the day of posting.

Ms. Duncan invited the community to the 4th of July Freedom Fiesta on Saturday.

Mrs. Crettenden invited the community to the 4th of July parade; Dr. Lee, students and staff will be participating.

All prior Board requests have been addressed.

13. Adjourn

Mr. Bright moved, seconded by Mr. Guerra, to adjourn the meeting. The meeting adjourned at 8:45 p.m.

Ayes: Bright, Crettenden, Duncan, Dwyer, Guerra, and Mueller
Nays: None

Secretary/July 28, 2026

President/July 28, 2026

Consent Action Item	Approval of Tax Collection Report for June 2026																
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Sally Eckhart, Budget Coordinator																
Background	The Texas Property Tax Code BDAD (LEGAL) requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.																
Fiscal Implication(s)	Tax payments are received by direct deposit to the District's accounts at Lone Star Investment Pool. Payments are remitted to the District two days after the County receives them. Total Tax Collections for the month of June 2026: <table> <tr> <td>Current</td><td>\$ 422,451</td></tr> <tr> <td>Delinquent</td><td>31,277</td></tr> <tr> <td>Penalty and Interest</td><td>76,124</td></tr> <tr> <td>Total Monthly Collections</td><td><u>\$ 529,852</u></td></tr> </table> <table> <tr> <td>Total Tax Collections Year to Date</td><td><u>\$ 55,653,585</u></td></tr> </table> <table> <tr> <td>Delinquent Tax Levy</td><td>\$ 3,424,932</td></tr> <tr> <td>Percent Collected through June 2026</td><td>63.49%</td></tr> <tr> <td>Percent of Tax Levy Collected last year</td><td>60.54%</td></tr> </table>	Current	\$ 422,451	Delinquent	31,277	Penalty and Interest	76,124	Total Monthly Collections	<u>\$ 529,852</u>	Total Tax Collections Year to Date	<u>\$ 55,653,585</u>	Delinquent Tax Levy	\$ 3,424,932	Percent Collected through June 2026	63.49%	Percent of Tax Levy Collected last year	60.54%
Current	\$ 422,451																
Delinquent	31,277																
Penalty and Interest	76,124																
Total Monthly Collections	<u>\$ 529,852</u>																
Total Tax Collections Year to Date	<u>\$ 55,653,585</u>																
Delinquent Tax Levy	\$ 3,424,932																
Percent Collected through June 2026	63.49%																
Percent of Tax Levy Collected last year	60.54%																
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship																
Administration's Recommendation	The Administration recommends that the Board of Trustees approve the Guadalupe County Tax Office monthly recap from Daryl John, Guadalupe County Tax Assessor-Collector for June 2026.																
Proposed Motion Language	I move to approve the Tax collection report for the month of June 2026.																

Consent Action Item	Approval of Proposed Budget Amendment for July 2026
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Sally Eckhart, Budget Coordinator
Background	The District's official budget includes the General Fund, Child Nutrition Fund, and Debt Service Fund. The adoption of the budgets associated with these funds and subsequent amendments should be approved by the Board of Trustees. This budget amendment will account for small budget transfer requests from campuses and departments and well as a redistribution of funds to cover the 26-27 QZAB payment. Revenue and expenditure will be increased to record insurance recovery for the replacement of one maintenance vehicle.
Fiscal Implication(s)	Budget amendments reflected in this report require approval by the Board of Trustees.
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees approve the proposed budget amendments for the General Fund, Child Nutrition Fund, and Debt Service Fund as of July, 2026.
Proposed Motion Language	I move to approve the proposed budget amendments for the month of July 2026.

**SEGUIN ISD
GENERAL FUND
PROPOSED BUDGET AMENDMENT
JULY 2026**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 35,544,699	\$ 41,403	\$ 35,586,102
58XX	State Revenue	\$ 46,495,748		\$ 46,495,748
59XX	Federal Revenue	\$ 667,000		\$ 667,000
	Revenue Budget	\$ 82,707,447	\$ 41,403	\$ 82,748,850
Expense:				
11 - Instruction		\$ 50,110,126	\$ (348,000)	\$ 49,762,126
12 - Instructional Resources & Media Svcs		\$ 1,081,643	\$ -	\$ 1,081,643
13 - Curr & Instructional Staff Development		\$ 549,269	\$ -	\$ 549,269
21 - Instructional Leadership		\$ 2,717,005	\$ -	\$ 2,717,005
23 - School Leadership		\$ 5,517,691	\$ (15,000)	\$ 5,502,691
31 - Guidance & Counseling Services		\$ 3,887,549	\$ -	\$ 3,887,549
32 - Social Work Services		\$ 791,844	\$ -	\$ 791,844
33 - Health Services		\$ 871,098	\$ -	\$ 871,098
34 - Student Transportation		\$ 3,734,487	\$ (50,000)	\$ 3,684,487
35 - Food Service		\$ -	\$ -	\$ -
36 - Co-curricular Activities		\$ 2,208,922	\$ (2,000)	\$ 2,206,922
41 - General Administration		\$ 3,534,984	\$ (85,000)	\$ 3,449,984
51 - Plant Maintenance & Operations		\$ 9,343,263	\$ (103,597)	\$ 9,239,666
52 - Security & Monitoring Services		\$ 1,662,135	\$ -	\$ 1,662,135
53 - Data Services		\$ 2,484,927	\$ (20,000)	\$ 2,464,927
61 - Community Services		\$ 26,845	\$ -	\$ 26,845
71 - Debt Services		\$ -	\$ 665,000	\$ 665,000
81 - Facilities Acquisition & Construction		\$ -	\$ -	\$ -
93 - Payments to Fiscal Agent/SSA		\$ -	\$ -	\$ -
99 - Intergovernmental Charges (Appraisal Servs)		\$ 999,940	\$ -	\$ 999,940
	Expenditure Budget	\$ 89,521,728	\$ 41,403	\$ 89,563,131
	Assigned Fund Balance	\$ -	\$ -	\$ -
	Unassigned Fund Balance (Budget Deficit)	\$ (6,814,281)	\$ -	\$ (6,814,281)

**SEGUIN ISD
CHILD NUTRITION
PROPOSED BUDGET AMENDMENT
JULY 2026**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 380,500	\$ -	\$ 380,500
58XX	State Revenue	\$ 55,500	\$ -	\$ 55,500
59XX	Federal Revenue	\$ 7,234,000	\$ -	\$ 7,234,000
	Revenue Budget	\$ 7,670,000	\$ -	\$ 7,670,000
Expense:				
11 - Instruction		\$ -	\$ -	\$ -
12 - Instructional Resources & Media Svcs		\$ -	\$ -	\$ -
13 - Curr & Instructional Staff Development		\$ -	\$ -	\$ -
21 - Instructional Leadership		\$ -	\$ -	\$ -
23 - School Leadership		\$ -	\$ -	\$ -
31 - Guidance & Counseling Services		\$ -	\$ -	\$ -
32 - Social Work Services		\$ -	\$ -	\$ -
33 - Health Services		\$ -	\$ -	\$ -
34 - Student Transportation		\$ -	\$ -	\$ -
35 - Food Service		\$ 7,643,500	\$ -	\$ 7,643,500
36 - Co-curricular Activities		\$ -	\$ -	\$ -
41 - General Administration		\$ -	\$ -	\$ -
51 - Plant Maintenance & Operations		\$ 19,500		\$ 19,500
52 - Security & Monitoring Services		\$ 7,000	\$ -	\$ 7,000
53 - Data Services		\$ -	\$ -	\$ -
61 - Community Services		\$ -	\$ -	\$ -
71 - Debt Services		\$ -	\$ -	\$ -
81 - Facilities Acquisition & Construction		\$ -	\$ -	\$ -
93 - Payments to Fiscal Agent/SSA		\$ -	\$ -	\$ -
99 - Intergovernmental Charges (Appraisal Servs)		\$ -		\$ -
	Expenditure Budget	\$ 7,670,000	\$ -	\$ 7,670,000
	Assigned Fund Balance	\$ -	\$ -	\$ -
	Unassigned Fund Balance (Budget Deficit)	\$ -	\$ -	\$ -

**SEGUIN ISD
DEBT SERVICE
PROPOSED BUDGET AMENDMENT
JULY 2026**

	Description	Approved Budget	Increase (Decrease)	Proposed Budget
Revenue:				
57XX	Local Revenue	\$ 20,555,000	\$ -	\$ 20,555,000
58XX	State Revenue	\$ 400,000	\$ -	\$ 400,000
59XX	Federal Revenue	\$ 2,912,055	\$ -	\$ 2,912,055
	Revenue Budget	\$ 23,867,055	\$ -	\$ 23,867,055
Expense:				
11 -	Instruction	\$ -	\$ -	\$ -
12 -	Instructional Resources & Media Svcs	\$ -	\$ -	\$ -
13 -	Curr & Instructional Staff Development	\$ -	\$ -	\$ -
21 -	Instructional Leadership	\$ -	\$ -	\$ -
23 -	School Leadership	\$ -	\$ -	\$ -
31 -	Guidance & Counseling Services	\$ -	\$ -	\$ -
32 -	Social Work Services	\$ -	\$ -	\$ -
33 -	Health Services	\$ -	\$ -	\$ -
34 -	Student Transportation	\$ -	\$ -	\$ -
35 -	Food Service	\$ -	\$ -	\$ -
36 -	Co-curricular Activities	\$ -	\$ -	\$ -
41 -	General Administration	\$ -	\$ -	\$ -
51 -	Plant Maintenance & Operations	\$ -		\$ -
52 -	Security & Monitoring Services	\$ -	\$ -	\$ -
53 -	Data Services	\$ -	\$ -	\$ -
61 -	Community Services	\$ -	\$ -	\$ -
71 -	Debt Services	\$ 23,867,055	\$ -	\$ 23,867,055
81 -	Facilities Acquisition & Construction	\$ -	\$ -	\$ -
93 -	Payments to Fiscal Agent/SSA	\$ -	\$ -	\$ -
99 -	Intergovernmental Charges (Appraisal Servs)	\$ -		\$ -
	Expenditure Budget	\$ 23,867,055	\$ -	\$ 23,867,055
	Assigned Fund Balance	\$ -	\$ -	\$ -
	Unassigned Fund Balance (Budget Deficit)	\$ -	\$ -	\$ -

Consent Action Item	Approval of Investment Report for the Fourth Quarter Ended June 30, 2026
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Perla Nevarez, Comptroller, RTSBA
Background	State law and Board Policy require quarterly reports regarding the District’s investments. This report is designed to allow the Board of Trustees to review the investment activity for the Fourth Quarter Ended June 30, 2026. The District’s earnings rates, investment position, and yield information are presented for the period. The District currently invests exclusively in interlocal governmental investment pools (“pools”), which allow withdrawals on a same day basis. The book value of pools is considered to be the market value and is reflected accordingly in the attached Investment Report. CDA (LEGAL) and CDA (LOCAL) Other Revenues - Investments
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration’s Recommendation	The Administration recommends that the Board of Trustees approve the Investment Report for the Fourth Quarter Ended June 30, 2026.
Proposed Motion Language	I move to approve the Investment Report for the Fourth Quarter Ended June 30, 2026

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FOURTH QUARTER ENDED JUNE 30, 2026**

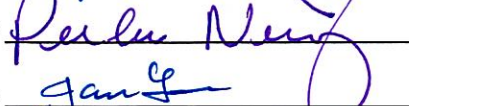
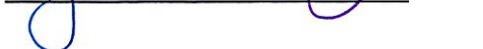
<u>INVENTORY OF INVESTMENTS</u>	Weighted Average Maturity 1.0 Day	Balance <u>6/30/2026</u>
GENERAL OPERATING FUND 199		
TexPool - Local Maintenance		1,400,085
Lone Star		13,641,145
Logic		609,423
MBIA		10,710,072
TOTAL GENERAL OPERATING FUND		\$ 26,360,725
	Weighted Average Maturity	
CHILD NUTRITION FUND 240		
Lone Star		\$ 1,140,154
	Weighted Average Maturity	
INTEREST & SINKING FUND 599		
TexPool		1,304,235
Lone Star		18,015,424
TOTAL INTEREST & SINKING FUND		\$ 19,319,660
	Weighted Average Maturity	
COMBINED SCHOOL BOND FUNDS 62X		
Lone Star		\$ 26,374,060
OAK PARK MALL ENTERPRISE FUND 711		
TexPool		\$ 17,656
WORKER'S COMPENSATION SELF-INSURANCE FUND 753		
TexPool		954,559
Lone Star		5,130,182
TOTAL WORKERS' COMPENSATION FUND		\$ 6,084,741
	Weighted Average Maturity	
STUDENT ACTIVITY TRUST & AGENCY FUND 865		
TexPool		\$ 85,601
	Weighted Average Maturity	
GRAND TOTALS		\$ 79,382,598

The investments of the District are in compliance with Investment Policy and the Public Funds Investments Act.

Elizabeth Banks, Chief Financial Officer

Perla Nevarez, Comptroller

Dr. Jack Lee, Superintendent

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FOURTH QUARTER ENDED JUNE 30, 2026**

<u>INVESTMENT TRANSACTIONS</u>	<u>QUARTER BEGINNING BALANCE 4/1/2026</u>	<u>NET CHANGE</u>	<u>QUARTER ENDING BALANCE 6/30/2026</u>
GENERAL OPERATING FUND 199			
TexPool	1,256,188	143,898	1,400,085
Lone Star	25,510,097	(11,868,953)	13,641,145
Logic	504,677	104,746	609,423
MBIA	10,610,078	99,994	10,710,072
TOTAL GENERAL OPERATING FUND	\$ 37,881,040	\$ (11,520,315)	\$ 26,360,725
CHILD NUTRITION FUND 240			
Lone Star	\$ 986,484	\$ 153,670	\$ 1,140,154
INTEREST AND SINKING FUND 599			
TexPool	1,292,461	11,774	1,304,235
Lone Star	17,170,638	844,786	18,015,424
TOTAL INTEREST AND SINKING FUND	\$ 18,463,099	\$ 856,561	\$ 19,319,660
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 31,029,908	\$ (4,655,848)	\$ 26,374,060
OAK PARK MALL FUND 711			
TexPool	\$ 56,294	\$ (38,637)	\$ 17,656
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	945,942	8,618	954,559
Lone Star	4,951,955	178,227	5,130,182
TOTAL WORKERS' COMPENSATION FUND	\$ 5,897,897	\$ 186,844	\$ 6,084,741
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 177,290	\$ (91,688)	\$ 85,601
GRAND TOTALS	\$ 94,492,012	\$ (15,109,414)	\$ 79,382,598

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FOURTH QUARTER ENDED JUNE 30, 2026**

<u>YIELD ON INVESTMENTS</u>	<u>AVERAGE BALANCE</u>	<u>INTEREST INCOME</u>	<u>YIELD</u>
GENERAL OPERATING FUND 199			
TexPool - Local Maintenance	1,325,519	12,037	3.642%
Lone Star	18,916,551	180,002	3.817%
Logic	506,260	4,746	3.760%
MBIA	10,661,154	99,994	3.762%
TOTAL GENERAL OPERATING FUND	\$ 31,409,484	\$ 296,779	3.790%
CHILD NUTRITION FUND 240			
Lone Star	\$ 924,235	\$ 8,799	3.819%
INTEREST AND SINKING FUND 599			
TexPool	1,296,599	11,774	3.642%
Lone Star	17,621,780	167,703	3.817%
TOTAL INTEREST & SINKING FUND	\$ 18,918,378	\$ 179,477	3.805%
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 28,789,446	\$ 273,966	3.817%
OAK PARK MALL ENTERPRISE FUND 711			
TexPool	\$ 39,969	\$ 363	3.642%
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	948,970	8,618	3.642%
Lone Star	5,015,913	47,735	3.817%
TOTAL WORKER'S COMPENSATION FUND	\$ 5,964,883	\$ 56,353	3.789%
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 129,052	\$ 1,172	3.643%
TOTAL INTEREST FOR ALL FUNDS	\$ 86,175,448	\$ 816,909	3.735%

SEGUIN INDEPENDENT SCHOOL DISTRICT
FOURTH QUARTER ENDED JUNE 30, 2026

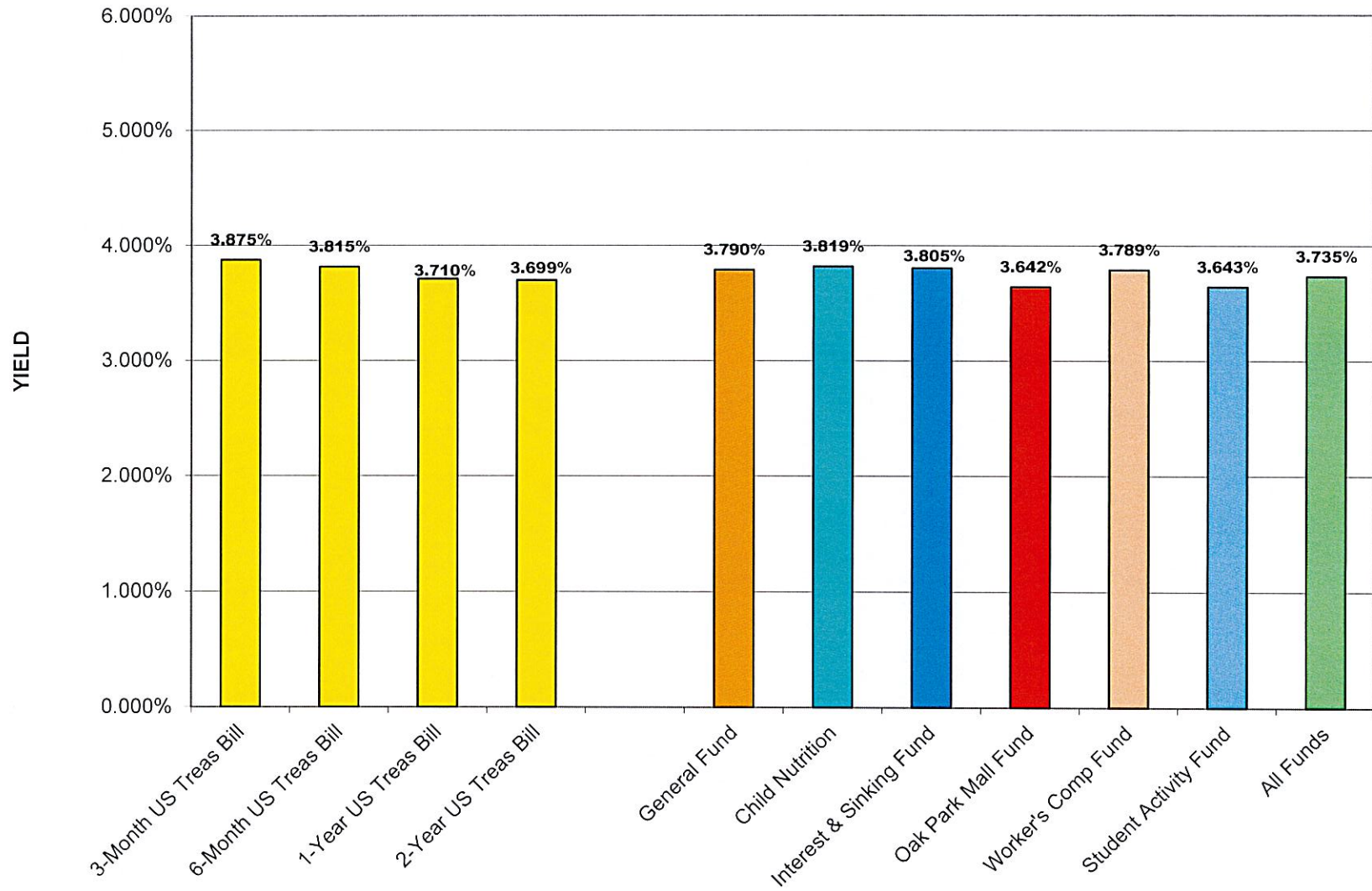


Exhibit - Investment Report

Consent Action Item	Approval of Investment Report for the Fiscal Year Ended June 30, 2026
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Perla Nevarez, Comptroller, RTSBA
Background	State law and Board Policy require quarterly reports regarding the District's investments. This report is designed to allow the Board of Trustees to review the investment activity for the Fiscal Year Ended June 30, 2026. The District's earnings rates, investment position, and yield information are presented for the period. The District currently invests exclusively in interlocal governmental investment pools ("pools"), which allow withdrawals on a same day basis. The book value of pools is considered to be the market value and is reflected accordingly in the attached Investment Report. CDA (LEGAL) and CDA (LOCAL) Other Revenues - Investments
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees Approve the Investment Report for the Fiscal Year Ended June 30, 2026.
Proposed Motion Language	I move to approve the Investment Report for the Fiscal Year Ended June 30, 2026,

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FISCAL YEAR ENDED JUNE 30, 2026**

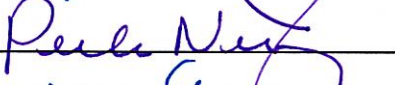
<u>INVENTORY OF INVESTMENTS</u>	Weighted Average Maturity 1.0 Day	Balance <u>6/30/2026</u>
GENERAL OPERATING FUND 199		
TexPool - Local Maintenance		1,400,085
Lone Star		13,641,145
Logic		609,423
MBIA		10,710,072
TOTAL GENERAL OPERATING FUND		<u>\$ 26,360,725</u>
	Weighted Average Maturity	
CHILD NUTRITION FUND 240		
Lone Star		<u>\$ 1,140,154</u>
	Weighted Average Maturity	
INTEREST & SINKING FUND 599		
TexPool		1,304,235
Lone Star		18,015,424
TOTAL INTEREST & SINKING FUND		<u>\$ 19,319,660</u>
	Weighted Average Maturity	
COMBINED SCHOOL BOND FUNDS 62X		
Lone Star		<u>\$ 26,374,060</u>
OAK PARK MALL ENTERPRISE FUND 711		
TexPool		<u>\$ 17,656</u>
WORKER'S COMPENSATION SELF-INSURANCE FUND 753		
TexPool		954,559
Lone Star		5,130,182
TOTAL WORKERS' COMPENSATION FUND		<u>\$ 6,084,741</u>
	Weighted Average Maturity	
STUDENT ACTIVITY TRUST & AGENCY FUND 865		
TexPool		<u>\$ 85,601</u>
	Weighted Average Maturity	
GRAND TOTALS		<u><u>\$ 79,382,598</u></u>

The investments of the District are in compliance with Investment Policy and the Public Funds Investments Act.

Elizabeth Banks, Chief Financial Officer

Perla Nevarez, Comptroller

Dr. Jack Lee, Superintendent


**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FISCAL YEAR ENDED JUNE 30, 2026**

<u>INVESTMENT TRANSACTIONS</u>	<u>FISCAL YEAR BEGINNING BALANCE 7/1/2025</u>	<u>NET CHANGE</u>	<u>FISCAL YEAR ENDING BALANCE 6/30/2026</u>
GENERAL OPERATING FUND 199			
TexPool	1,213,568	186,517	1,400,085
Lone Star	18,085,494	(4,444,349)	13,641,145
Logic	489,409	120,014	609,423
MBIA	10,288,092	421,980	10,710,072
TOTAL GENERAL OPERATING FUND	\$ 30,076,563	\$ (3,715,838)	\$ 26,360,725
CHILD NUTRITION FUND 240			
Lone Star	\$ 2,404,012	\$ (1,263,858)	\$ 1,140,154
INTEREST AND SINKING FUND 599			
TexPool	1,254,385	49,851	1,304,235
Lone Star	13,762,505	4,252,919	18,015,424
TOTAL INTEREST AND SINKING FUND	\$ 15,016,890	\$ 4,302,770	\$ 19,319,660
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 71,247,170	\$ (44,873,110)	\$ 26,374,060
OAK PARK MALL FUND 711			
TexPool	\$ 60,247	\$ (42,590)	\$ 17,656
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	918,074	36,485	954,559
Lone Star	4,489,046	641,136	5,130,182
TOTAL WORKERS' COMPENSATION FUND	\$ 5,407,120	\$ 677,621	\$ 6,084,741
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 172,066	\$ (86,465)	\$ 85,601
GRAND TOTALS	\$ 124,384,068	\$ (45,001,470)	\$ 79,382,598

**SEGUIN INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
FISCAL YEAR ENDED JUNE 30, 2026**

<u>YIELD ON INVESTMENTS</u>	<u>AVERAGE BALANCE</u>	<u>INTEREST INCOME</u>	<u>YIELD</u>
GENERAL OPERATING FUND 199			
TexPool - Local Maintenance	1,264,047	49,245	3.896%
Lone Star	20,673,665	827,773	4.004%
Logic	498,898	20,013	4.012%
MBIA	10,507,006	421,980	4.016%
TOTAL GENERAL OPERATING FUND	\$ 32,943,616	\$ 1,319,011	4.004%
CHILD NUTRITION FUND 240			
Lone Star	\$ 1,187,371	\$ 49,119	4.137%
INTEREST AND SINKING FUND 599			
TexPool	2,247,380	49,851	2.218%
Lone Star	13,019,564	514,331	3.950%
TOTAL INTEREST & SINKING FUND	\$ 15,266,944	\$ 564,182	3.695%
COMBINED SCHOOL BOND FUNDS 62X			
Lone Star	\$ 43,025,943	\$ 20,013	4.012%
OAK PARK MALL ENTERPRISE FUND 711			
TexPool	\$ 46,265	\$ 1,821	3.937%
WORKER'S COMPENSATION SELF-INSURANCE FUND 753			
TexPool	935,589	36,485	3.900%
Lone Star	4,764,634	192,952	4.050%
TOTAL WORKER'S COMPENSATION FUND	\$ 5,700,223	\$ 229,437	4.025%
STUDENT ACTIVITY TRUST & AGENCY FUND 865			
TexPool	\$ 163,155	\$ 6,395	3.920%
TOTAL INTEREST FOR ALL FUNDS	\$ 98,333,517	\$ 2,189,980	3.838%

Consent Action Item	Adoption of Resolution Stating Review of Investment Policy and Designation of Investment Officers
Contact Person(s)	Elizabeth Banks, Chief Financial Officer, RTSBA Perla Nevarez, Comptroller, RTSBA
Background	The attached resolution states that the Board of Trustees has reviewed the investment policy, and names the Superintendent, the Chief Financial Officer, and the Comptroller as the District's investment officers. The investment policy of the District primarily emphasizes safety or principal and liquidity with additional consideration of diversification of the portfolio and investment yield. Authorized investments are designated and are all authorized by the Texas Public Funds Investment Act. Policies CDA (Legal) and CDA (Local) have been reviewed by the Chief Financial Officer. There have been no legislative changes to CDA (Legal) and no changes are recommended for CDA (Local). Both policies are attached.
Fiscal Implication(s)	N/A
District Goals	☐ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees adopt the attached resolution stating review of investment policy and investment strategies for the Seguin Independent School District and naming Investment Officers for the District.
Proposed Motion Language	I move to adopt the attached resolution stating review of investment policy and investment strategies for the Seguin Independent School District and naming Investment Officers for the District.

**Resolution Stating Review of Investment Policy
And Investment Strategies for the
Seguin Independent School District**

Whereas, School Board policy CDA (Legal) requires the Board of Trustees to review its investment policy and investment strategies not less than annually;

Whereas, the Board of Trustees of the Seguin Independent School District, "District", adopted Investment Policies for the District, in the form attached hereto as Exhibit "2," pursuant to Board policy CDA (Legal);

And Whereas, the Board of Trustees wishes to designate one or more employees of the District as investment officer to be responsible for the investment of its funds consistent with the Investment Policy;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE
SEGUIN INDEPENDENT SCHOOL DISTRICT THAT:**

Section 1. The Investment Policy, in the form attached hereto as Exhibit "2," and investment strategies contained in such policy has been reviewed and is hereby adopted with no changes.

Section 2. The Superintendent – Dr. Jack Lee, the Chief Financial Officer – Elizabeth Banks, and the Comptroller – Perla Nevarez are hereby named as investment officers of the District to be responsible for the investment of its funds consistent with the Investment Policy.

Section 3. The provisions of the Resolution shall be effective as of the date of adoption and shall remain in effect until modified by action of the Board of Trustees.

Adopted this 27th Day of July 2026.

Signature of President, Board of Trustees

Attest:

Signature of Secretary, Board of Trustees

Consent Agenda Item	Second Reading for Approval of the Texas Association of School Boards (TASB) Policy Update 127, affecting LEGAL and LOCAL policies and Local District Update (LDU) BBB(LOCAL)
Contact Person(s)	Dr. Jack Lee, Superintendent
Background	Update 127 includes revisions to legal framework documents based in large part on changes to Administrative Code rules after the 89th Legislative Session. Changes to local policies offered for consideration address the following topics: • Superintendent nonrenewal • Term Contracts • Other types of contracts • Elective instruction • Gifted and talented students • Prekindergarten • Student safety Other changes are to accommodate the restructuring of codes in the DH and DP series of the manual and to delete local policies in the FO series for which District of Innovation exemptions are no longer allowed. The update includes forty-six (46) LEGAL policies, ten (10) LOCAL policies, and one (1) exhibit. Also LDU BBB(LOCAL) to include revisions to the board member election schedule. <u>REPLACE:</u> AIA(LEGAL) – Accountability: Accreditation and Performance Indicators AIB(LEGAL) – Accountability: Performance Reporting AIC(LEGAL) – Accountability: Interventions and Sanctions BAA(LEGAL) – Board Legal Status: Powers and Duties BJA(LEGAL) – Superintendent: Qualifications and Duties BJCF(LOCAL) – Superintendent: Nonrenewal CAA(LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics CBB(LEGAL) – State and Federal Revenue Sources: Federal Development CE(LEGAL) – Annual Operating Budget CH(LEGAL) – Purchasing and Acquisition CKEA(LEGAL) – Security Personnel: Commissioned Peace Officers CKEB(LEGAL) – Security Personnel: School Marshals

CONT'D

CMD(LEGAL) – Equipment and Supplies Management: Instructional Materials Care and Accounting
CNC(LEGAL) – Transportation Management: Transportation Safety
COA(LEGAL) – Food and Nutrition Management: Procurement
CPC(LEGAL) – Office Management: Records Management
CQA(LEGAL) – Technology Resources: District, Campus, and Classroom Websites
D(LEGAL) – Personnel
DC(LEGAL) – Employment Practices
DC(LOCAL) – Employment Practices
DEAA(LEGAL) – Compensation Plan: Incentives and Stipends
DF(LEGAL) – Termination of Employment
DFBA(LEGAL) – Term Contracts: Suspension/Termination During Contract
DFE(LEGAL) – Termination of Employment: Resignation
DH(LEGAL) – Employee Standards of Conduct
DH(LOCAL) – Employee Standards of Conduct
DHB(LEGAL) – Employee Standards of Conduct: Reports to State Board for Educator Certification
DHC(LEGAL) – Employee Standards of Conduct: Reports to Texas Education Agency
DK(LEGAL) – Assignment and Schedules
DPB(LEGAL) – Personnel Positions: Other Personnel Positions
EB(LEGAL) – School Year
EFA(LEGAL) – Instructional Resources: Instructional Materials
EHAC(LEGAL) – Basic Instructional Program: Required Instruction (Secondary)
EHBB(LEGAL) – Special Programs: Gifted and Talented Students
EHBB(LOCAL) – Special Programs: Gifted and Talented Students
EHBCA(LEGAL) – Compensatory Services and Intensive Programs: Accelerated Instruction
EHDD(LEGAL) – Alternative Methods for Earning Credit: College Course Work/Dual Credit
EKB(LEGAL) – Testing Programs: State Assessment
FA(LEGAL) – Parent Rights and Responsibilities
FED(LEGAL) – Attendance: Attendance Enforcement
FFAC(LEGAL) – Wellness and Health Services: Medical Treatment
FFEB(LEGAL) – Counseling and Mental Health: Mental Health
FFF(LOCAL) – Student Welfare: Student Safety
FM(LEGAL) – Student Activities
FOA(LEGAL) – Student Discipline: Removal by Teacher or Bus Driver
GKA(LEGAL) Community Relations: Conduct on School Premises
GKD(LEGAL) – Community Relations: Nonschool Use of School Facilities
GNC(LEGAL) – Relations with Educational Entities: Colleges and Universities

	<u>ADD:</u> DHA(LEGAL) – Employee Standards of Conduct: Educator Code of Ethics DPA(LEGAL) – Personnel Positions: Principals DPA(LOCAL) – Personnel Positions: Principals DPB(LOCAL) – Personnel Positions: Other Personnel Positions DPC(LEGAL) – Personnel Positions: Substitute, Temporary, and Part-Time Positions <u>DELETE:</u> DH(EXHIBIT) – Employee Standards of Conduct DP(LEGAL) – Personnel Positions DP(LOCAL) – Personnel Positions <u>NO POLICY:</u> CFB(LOCAL) – Accounting: Inventories
Fiscal Implication(s)	N/A
District Goals	☒ Challenging & Meaningful Learning Experiences ☒ Life-Ready Students ☒ Positive Community Culture ☒ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees approves the TASB Policy Update 127, which affects LEGAL and LOCAL policies, as well as LDU BBB(LOCAL).
Proposed Motion Language	I move to approve the recommendations of the TASB Policy Update 127, which affects LEGAL and LOCAL policies, as well as LDU BBB(LOCAL).

Instruction Sheet

TASB Localized Policy Manual Update 127

Seguin ISD

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

Instruction Sheet

TASB Localized Policy Manual Update 127

Seguin ISD

Code	Type	Action To Be Taken	Note
DP	(LOCAL)	DELETE policy	See explanatory note
DPA	(LEGAL)	ADD policy	See explanatory note
DPA	(LOCAL)	ADD policy	See explanatory note
DPB	(LEGAL)	Replace policy	Revised policy
DPB	(LOCAL)	ADD policy	See explanatory note
DPC	(LEGAL)	ADD policy	See explanatory note
EB	(LEGAL)	Replace policy	Revised policy
EFA	(LEGAL)	Replace policy	Revised policy
EHAC	(LEGAL)	Replace policy	Revised policy
EHBB	(LEGAL)	Replace policy	Revised policy
EHBB	(LOCAL)	Replace policy	Revised policy
EHBCA	(LEGAL)	Replace policy	Revised policy
EHDD	(LEGAL)	Replace policy	Revised policy
EKB	(LEGAL)	Replace policy	Revised policy
FA	(LEGAL)	Replace policy	Revised policy
FED	(LEGAL)	Replace policy	Revised policy
FFAC	(LEGAL)	Replace policy	Revised policy
FFEB	(LEGAL)	Replace policy	Revised policy
FFF	(LOCAL)	Replace policy	Revised policy
FM	(LEGAL)	Replace policy	Revised policy
FOA	(LEGAL)	Replace policy	Revised policy
GKA	(LEGAL)	Replace policy	Revised policy
GKD	(LEGAL)	Replace policy	Revised policy
GNC	(LEGAL)	Replace policy	Revised policy

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

All changes to the legal framework provided in this update are currently effective unless otherwise indicated in the explanatory note for that code.

AIA(LEGAL)

ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions throughout the A-F Performance Ratings section of this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

Citations have been updated in accordance with redesignated Administrative Code rules.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. This legislation repealed some provisions and amended others.

BAA(LEGAL)

BOARD LEGAL STATUS: POWERS AND DUTIES

An obsolete cross-reference has been deleted at Discretionary Powers and Duties.

BJA(LEGAL)

SUPERINTENDENT: QUALIFICATIONS AND DUTIES

A cross-reference has been updated due to recoding material in the DP series of policies.

BJCF(LOCAL)

SUPERINTENDENT: NONRENEWAL

Recommended revisions to this local policy on nonrenewal of a superintendent align with language at DFBB(LOCAL) relating to accommodations of disability and the addition of two nonrenewal reasons included in Update 126 that were related to Senate Bill 12 from the 89th Legislature.

CAA(LOCAL)

FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

A cross-reference in the Note has been updated to reflect changes to the DH series of policies, which are described in more detail below.

CBB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

The Federal Acquisition Regulation has increased the micro-purchase threshold limit to \$15,000 and increased the simplified acquisition threshold to \$350,000. The language under Procurement Methods has been adjusted accordingly.

CE(LEGAL)

ANNUAL OPERATING BUDGET

Revisions at Authorized Expenditures are due to House Bill 8 from the Second Special Session of the 89th Legislature. Section 3.006 of the bill amends Education Code 45.105(c-1).

CFB(LOCAL)

ACCOUNTING: INVENTORIES

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

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

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

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

CHE(LEGAL) PURCHASING AND ACQUISITION: VENDOR DISCLOSURES AND CONTRACTS

Citations in the Required Contract Provisions section relating to Energy Companies have been updated after redesignation of the material by House Bill 4595 and to correct a typographical error.

CKEA(LEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Substantive revisions are due to rule changes. For readability, additional margin notes have been included. A note has been added under the Required Policies section to point the reader to TCOLE model policies and forms available on the TCOLE website.

CKEB(LEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

The citation has been corrected at Fit for Duty Review.

CMD(LEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

19 Administrative Code 67.1001(e) has been amended. On page 4, the list at Permitted Expenditures adds items to implement Senate Bill 13 from the 89th Texas Legislature by updating the allowable expenditures from a district's instructional materials and technology allotment.

CNC(LEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

Language has been added from the Texas Administrative Code. The amended provisions regarding safety standards changed requirements that were once placed on manufacturers of school buses to now be requirements for school districts. The citation to the Transportation Code has been removed, as it is not necessary.

COA(LEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

A citation has been corrected at Procurement Training.

CPC(LEGAL) OFFICE MANAGEMENT: RECORDS MANAGEMENT

13 Administrative Code 7.125 has been repealed, and separate rules for each retention schedule have been adopted. Citations relating to the TSLAC Retention Schedules have been updated accordingly.

CQA(LEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

The Required Website Postings section has been revised to reflect new statutory and rule requirements for postings, and the format has been modified to provide a clear citation to each requirement. The Note preceding the list has been revised to provide information regarding why the requirements are posted in the order that has been chosen by TASB.

D(LEGAL) PERSONNEL

Restructuring of codes in the DH section and the DP section necessitates an update to the D section table of contents.

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

DC(LEGAL) EMPLOYMENT PRACTICES

A cross-reference in the Employment Policies section has been updated to reflect changes to the DP series of policies.

DC(LOCAL) EMPLOYMENT PRACTICES

The cross-reference at Employment Assistance Prohibited has been updated to reflect changes to the DH series of policies. Standard policy language at BJA(LOCAL) notes that the superintendent may delegate responsibilities to other employees of the district but shall remain accountable to the board for the performance of all duties, delegated or otherwise. For this reason, TASB recommends removing "or designee" from the Posting Vacancies section.

The policy also reflects revisions at Employment of Contractual Personnel adopted by the board on March 24, 2026.

DEAA(LEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

House Bill 2, Article 2.20(b) from the 89th Legislature repealed Education Code 48.114 effective September 1, 2026. TASB has opted to include this repeal with Update 127, as it will be the Update closest in time to the effective date.

DF(LEGAL) TERMINATION OF EMPLOYMENT

The cross-reference at Report to Superintendent has been updated to reflect changes to the DP series of policies. We have also updated the cross-reference at Prohibited Classroom Instruction to reflect policy EMB.

DFBA(LEGAL) TERM CONTRACTS: SUSPENSION/TERMINATION DURING CONTRACT

The cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DFE(LEGAL) TERMINATION OF EMPLOYMENT: RESIGNATION

The cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DH(LEGAL) EMPLOYEE STANDARDS OF CONDUCT

Because DHA(LEGAL) has been created to focus on educator ethics, the section by that name has been deleted from this code. In addition, the Duty to Report section of this legal framework has been bolstered with additional text around the duty to report child abuse or neglect.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The two cross-references to DH(EXHIBIT) have been revised to reflect changes to the DH series of policies, which are described in more detail below.

DH(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT

This exhibit is being deleted from the manual, and the Educators' Code of Ethics is being recoded to DHA(LEGAL).

DHA(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: EDUCATOR CODE OF ETHICS

This new legal framework has been created to house information relating to the Educators' Code of Ethics. This material has been recoded to clarify that elements 3.8 and 3.9 of the Code of Ethics now

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

form the basis of the reporting requirements for educator misconduct that changed during the 89th Legislature. Prior to Update 127, the Educators' Code of Ethics was housed as an exhibit to the manual at DH(EXHIBIT). Because the definitions relating to inappropriate communication and boundaries are from the Code of Ethics, they are now in this new legal framework.

DHB(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO STATE BOARD FOR EDUCATOR CERTIFICATION

The cross-reference at Deadline to Report After Termination or Resignation has been updated to reflect changes to the DP series of policies.

DHC(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO TEXAS EDUCATION AGENCY

The cross-reference at Deadline to Report has been updated to reflect changes to the DP series of policies. A citation has been corrected in the Contents of Report section.

DK(LEGAL) ASSIGNMENT AND SCHEDULES

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DP(LEGAL) PERSONNEL POSITIONS

Material at DP(LEGAL) is being recoded to DPA, regarding principals, and DPB, regarding other personnel positions, as the requirements specific to principals have expanded sufficiently to warrant a separate legal framework.

DP(LOCAL) PERSONNEL POSITIONS

To accommodate the restructuring of the DP series due to the requirements specific to principals, this local policy is recommended for deletion. Materials regarding principal qualifications have been moved to a new code at DPA(LOCAL), and the language relating to school counselors has been moved to DPB(LOCAL).

DPA(LEGAL) PERSONNEL POSITIONS: PRINCIPALS

Information relating to principals previously found at DP has been relocated to this new code. In addition, a note relating to the requirement to report child abuse or neglect has been added so all reporting requirements for principals are housed in one location for clarity.

DPA(LOCAL) PERSONNEL POSITIONS: PRINCIPALS

This new code specifically related to principals now houses principal qualification language that was previously at DP(LOCAL). Minor revisions have been made to the text at Qualifications to align with the model job description provided by TASB HR Services. Any posting for a principal position would, at minimum, include the items provided in this list. Other qualifications may be included as provided by the last item in the list.

DPB(LEGAL) PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

All information previously at DP(LEGAL) that is not related to principals (now at DPA) and substitutes (now at DPC) has been moved to this legal framework. The School Psychological Services section has been amended to reflect changes in 22 Administrative Code 465.38(b)-(c).

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

DPB(LOCAL)

PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

This new policy now houses text relating to school counselors that was previously at DP(LOCAL).

DPC(LEGAL)

PERSONNEL POSITIONS: SUBSTITUTE, TEMPORARY, AND PART-TIME POSITIONS

This new legal framework now houses information formerly in DPB(LEGAL) relating to substitute positions.

EB(LEGAL)

SCHOOL YEAR

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

EFA(LEGAL)

INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

Substantive revisions are due to amendments to 19 Administrative Code 67.1501 and 67.1502 regarding TEA standards for review of instructional materials. Additional revisions have been made for organization and to margin notes to improve clarity and readability.

EHAC(LEGAL)

BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Changes to this policy regarding course offerings in grades 9-12 were needed after amendments to 19 Administrative Code 74.3. Citations have also been updated to conform with the new amendments.

EHBB(LEGAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Revisions to this legal framework are due to amendments to 19 Administrative Code 89.1.

EHBB(LOCAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Recommended changes at Identification Criteria are the result of amendments to 19 Administrative Code 89.1.

EHBCA(LEGAL)

COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. Please note that the English II end-of-course (EOC) assessment is still a requirement for the 2026 and 2027 graduating classes.

EHDD(LEGAL)

ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

The FAST Program section has been revised due to amendments to 19 Administrative Code 13.503(a)-(b). Deletions throughout are due to repealed provisions from the Administrative Code.

EKB(LEGAL)

TESTING PROGRAMS: STATE ASSESSMENT

Revisions throughout this legal framework are due to changes from House Bill 8 from the Second Special Session of the 89th Legislature.

Explanatory Notes

TASB Localized Policy Manual Update 127

Seguin ISD

FA(LEGAL)

PARENT RIGHTS AND RESPONSIBILITIES

A section prohibiting infringement on parental rights has been added after voters approved Senate Joint Resolution 34 from the 89th Legislature.

FED(LEGAL)

ATTENDANCE: ATTENDANCE ENFORCEMENT

Changes regarding sanctions as they relate to truancy prevention measures are due to revisions at 19 Administrative Code 129.1047.

FFAC(LEGAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

13 Administrative Code 7.125, which contained all the TSLAC retention schedules, was repealed and replaced with 13 Administrative Code 7.126-.137. Each rule now contains a single retention schedule. The Records of Public School Districts schedule is now located at 13 Administrative Code 7.131. The revision at Records in the section on the Maintenance and Administration of Epinephrine Delivery Systems reflects this change. Related revisions also appear in CPC(LEGAL).

FFEB(LEGAL)

COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

The cross-reference in the Exception: Court Order section has been updated to reflect changes to the DP series of policies.

FFF(LOCAL)

STUDENT WELFARE: STUDENT SAFETY

The definition of misconduct has been amended to include provisions from Senate Bill 571 from the 89th Legislative Session. The misconduct definition has also been reformatted to improve readability.

FM(LEGAL)

STUDENT ACTIVITIES

In the Limits on Participation and Practice section, "one activity" has been revised to "two activities" due to amendments to 19 Administrative Code 76.1001(d).

FOA(LEGAL)

STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

At Appeals, a citation error has been corrected, and margin notes have been added to assist with clarity and readability.

GKA(LEGAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

A citation in the Tobacco and E-Cigarettes section has been updated after 20 U.S.C. 7183 was redesignated to 20 U.S.C. 7973.

GKD(LEGAL)

COMMUNITY RELATIONS: NONSCHOOL USE OF SCHOOL FACILITIES

Substantial revisions have been made regarding Facilities Use by Religious Organizations based on Senate Bill 2986 from the 89th Legislature.

GNC(LEGAL)

RELATIONS WITH EDUCATIONAL ENTITIES: COLLEGES AND UNIVERSITIES

19 Administrative Code 9.141-9.144, 9.146, and 9.147 have been repealed, which led to substantive changes to this legal framework. Provisions that are duplicative of those in EHDD(LEGAL) have been deleted.

(LOCAL) Policy Comparisons

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

In this packet, you will find:

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

Annotations are shown as follows:

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

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

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

Contact us:

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

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

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, [with or without reasonable accommodation](#).
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. [Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. \[See EMB\]](#)

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

~~27-29.~~ Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the Superintendent fails to request a hearing, the Board shall take the appropriate action and notify the Superintendent in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District’s financial transactions shall act with integrity and diligence in duties involving the District’s fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — ~~DH~~DHA
- Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District’s investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls
and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.
<i>Protection from Retaliation</i>	Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]
Fraud Investigations	In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.
Response	If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration. If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor. When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds. The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.
Federal Awards Disclosure	In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]
Analysis of Fraud	After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent ~~or designee~~ shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. [For information related to the evaluation of criminal history records, see DBAA.]
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in ~~at the position other than teacher, librarian, school counselor, or school nurse~~of campus principal and District-level administrators at the director level and above. The Board retains final authority for employment of contractual personnel in ~~at the position other than teacher, librarian, school counselor, or school nurse~~of campus principal and District-level administrators at the director level and above. The Board delegates to the Superintendent the authority to employ ~~teachers, librarians, school counselors, and school nurses~~all other contractual personnel. The Superintendent shall inform the Board of any person hired under this authority. [See DCA, DCB, DCC, and DCE as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL). The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions]

relating to contractors and agents and ~~DH~~(EXHIBIT DHA)(LEGAL)
for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See ~~DH~~(~~EXHIBIT~~DHA(~~LEGAL~~))]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

**Violations of
Standards of
Conduct**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

**Electronic
Communication**

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see ~~DH~~(EXHIBIT ~~DHA~~(LEGAL))], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities	An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].
Prohibited Diversity, Equity, and Inclusion Duties	An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly: • Engages in diversity, equity, and inclusion (DEI) duties. • Assigns to another individual DEI duties. [See BT(LEGAL)]
Social Transitioning	An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.
Safety Requirements	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Harassment or Abuse	An employee shall not engage in prohibited harassment, including sexual harassment, of: 1. Other employees. [See DIA] 2. Students. [See FFH; see FFG regarding child abuse and neglect.] While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents. An employee shall report child abuse or neglect as required by law. [See FFG]
Relationships with Students	An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. [See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Tobacco and
Nicotine Products
and E-Cigarettes**

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PERSONNEL POSITIONS

DP
(LOCAL)

**Principal
Qualifications**

In addition to the minimal certification requirement, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to explain policy, procedures, and data;
5. Strong communications, public relations, and interpersonal skills;
6. Prior experience in instructional leadership roles; and
7. Other qualifications deemed necessary by the Board and included in the job description.

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year. The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Selection	
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
~~Selection~~ Matrix or Threshold System	If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.
Placement Committee	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment

If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.

Transfer Students

Interdistrict

When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.

[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]

Intradistrict

A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.

Furloughs

The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.

In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.

Exit Provisions

The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.

Appeals

A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

**Community
Awareness**

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom a District employee or a person acting as a service provider for the District is alleged to have engaged in misconduct, informing the parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an individual's **alleged:**

1. **Alleged** abuse or commission of an otherwise unlawful act with a student ~~or involvement in~~;
2. **Involvement in or soliciting** a romantic relationship, or soliciting or engaging in sexual contact, **with a student**;
3. **Engaging in inappropriate communications with a student**; or
- ~~4.~~ **Failing to maintain appropriate boundaries** with a student.

Notice of Suspected Criminal Offense

Except as provided by state law regarding child abuse investigations, the District shall notify a parent not later than one business day after the date an employee first suspects that a criminal offense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse and FFH for parental notification requirements regarding prohibited conduct as defined by that policy.]

PROPOSED REVISIONS

Membership	The Board shall consist of seven members.
Method of Election	Election of Board members shall be by single-member districts.
Election Date	General election of Board members shall be on the November uniform election date.
Terms and Election Schedule	Board members shall be elected for ~~four~~ <u>three</u> -year terms, with elections conducted ~~biennially~~ <u>annually</u> , as follows: Districts 2, ~~4, and 5, and 7~~ <u>Districts 4 and 7</u> Districts 1, 3, and 6
Method of Voting Plurality	The election for single-member districts 2, ~~4, and 5, and 7~~ shall be held in ~~2018, 2022,~~ 2026, <u>2029, 2032,</u> and in ~~four~~ <u>three</u> -year intervals thereafter. <u>The election for single-member districts 4 and 7 shall be held in 2027, 2030, 2033, and in three-year intervals thereafter.</u> The election for single-member districts 1, 3, and 6 shall be held in ~~2020, 2024,~~ 2028, <u>2031, 2034,</u> and in ~~four~~ <u>three</u> -year intervals thereafter. To be elected, a candidate must receive more votes than any other candidate for the single-member district.

Consent Action Item	County Extension Agents as Adjunct Staff Members						
Contact Person(s)	Dr. Esmeralda Munoz, Chief Academic Officer Jeremy Nueman, Chief Human Resources Officer						
Background	In 1994, the State Board of Education adopted a rule allowing local school boards to recognize County Extension Agents as adjunct staff members and to consider students who are participating in approved off-campus activities with an adjunct staff member of the school district present for student attendance accounting (ADA) purposes. In order to qualify as an adjunct staff member, the individual must certify that he/she has a minimum of a bachelor's degree and is eligible for participation in the Texas Teacher Retirement System. All of the above named persons meet this criteria. In previous years, the Board of Trustees has approved the County Extension Agents to serve as adjunct District staff members. Extension Service regulations require annual approval of their members to serve as adjunct staff members; thus, once again approval is being requested. County Extension Agents: Travis Franke, Jeff Hanselka, Matt Miranda, and Dru Benavides. Approval of this item will enable students participating in an approved extracurricular activity under the supervision of the County Extension Agent to continue to be counted in attendance for ADA purposes. County Extension Agents receive no monetary compensation from the District as a result of their adjunct status.						
Fiscal Implication(s)	N/A						
District Goals	<table><tr><td>☒ Challenging & Meaningful Learning Experiences</td><td>☒ Life-Ready Students</td></tr><tr><td>☒ Positive Community Culture</td><td>☒ Growth-Minded Personnel</td></tr><tr><td>☒ Strategic Operational Stewardship</td><td></td></tr></table>	☒ Challenging & Meaningful Learning Experiences	☒ Life-Ready Students	☒ Positive Community Culture	☒ Growth-Minded Personnel	☒ Strategic Operational Stewardship	
☒ Challenging & Meaningful Learning Experiences	☒ Life-Ready Students						
☒ Positive Community Culture	☒ Growth-Minded Personnel						
☒ Strategic Operational Stewardship							
Administration's Recommendation	The Administration recommends that the Board of Trustees approve the County Extension Agents as Adjunct Staff Members.						
Proposed Motion Language	I move to approve the County Extension Agents as Adjunct Staff Members.						

**RESOLUTION
regarding
EXTRACURRICULAR STATUS OF 4-H ORGANIZATION**

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

Sequin Independent School District

meeting in public with a quorum present and certified did adopt this resolution that recognizes the ***Guadalupe County, Texas 4-H Organization*** as approved for recognition and eligible for extracurricular status consideration under 19 Texas Administrative Code, Chapter 76.1, pertaining to extracurricular activities, as well as the approval of the County Extension Agents as Adjunct Faculty of the district. Participation by 4-H members under provisions of this resolution are subject to all rules and regulations set forth under the 19 Texas Administrative Code as interpreted by this Board and designated officials of this school district whose rulings shall be final.

Approved this ____ day of _____, 2026.

(For Board of Trustees)

(Superintendent)

Consent Action Item	Extracurricular Activity Listing for 2026-2027
Contact Person(s)	Dr. Esmeralda Munoz, Chief Academic Officer
Background	Each local Board of Trustees must approve the organizations for which participation in activities sponsored by these organizations would result in an excused absence, in accordance with Board-approved provisions for extracurricular absences. If the Board chooses not to recognize an organization on the list, students would not be entitled to excused absences for participation in the organization's activities. Such an organization, in turn, would not be expected to enforce the "no pass – no play" rule.
Fiscal Implication(s)	N/A
District Goals	☒ Challenging & Meaningful Learning Experiences ☒ Life-Ready Students ☒ Positive Community Culture ☒ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees approve the Extracurricular Activity Listing for 2026-2027 for which student participating during the school day will result in an excused absence.
Proposed Motion Language	I move to approve the Extracurricular Activity Listing for 2026-2027.

Extracurricular Organizations Approved for Excused Absences 2026 - 2027

Alamo Regional Science Fair
American Cheer Power
American Drill Team School
American Field Services Exchange Program (AFS)
American Gymnastics Association
American Heart Association (Jump Rope Demonstration)
American High School Mathematics Examination American
Legion, The
American Legion Baseball Playoffs
American Miniature Horse Association
American Miniature Horse Registry
American Quarter Horse Association
Art and Technology Club
Art Club
Association of Texas Small School Bands
Athletics
AVID Club
Bands of America
Basketball Congress International of Texas
Boy Scouts of America
Business Professionals of America
Camp Fire, Inc.
Central Texas Regional Science Fair
Cheer Texas Association (CTA)
Cheerleading
Cheers
Choir
Close Up Foundation
Colorguard
Congressional Youth Leadership Council/(National Young Leaders Conf.)
Contest of Champions/Four Seasons Tours
Cool 2 be KIND club
Crowd Pleasers Dance Camps, Inc.
Dance Team/Starsteppers
Destination Imagination (DI)
Distinguished Achievement Program Mentorships
Distributive Education Clubs of America
Elks' Hoop Shoot
eSports
FCCLA – Family, Community, Career Leaders of America
Fellowship of Christian Athletes
First Texas Battalion Drum and Fife of San Antonio 4-
H Program
Flag Runners
Freedoms Foundation at Valley Forge
French National Honor Society
Future Business Leaders of America
Future Farmers of America and Junior FFA
Gay Straight Alliance (Ally Mats)

Girl Scouts of the USA
 Halftime, U.S.A., Inc.
 Health Occupations Students of America
 HTE Dance and Spirit Group
 Hugh O'Brian Youth Foundation
 Interact Club
 International Association of Lions Clubs
 International/Intercultural Programs (American Field Services)
 International Science and Engineering Fair and Texas Regional Science Fairs affiliated with ISEF
 International Thespian Honor Society Troupe 5897
 Junior Engineering Technical Society
 Junior Naval Reserve Officer Training Corps (drill meets)
 Key Club International/Keywanette
 Law Enforcement Club
 Local Theater, Choral, and Band Performances
 Marching Auxiliaries
 Mariachi Veritas de Harvard
 Mathematical Olympiads for Elementary Schools
 Meet in the Middle
 Miss Drill Team USA International
 Miss T.E.E.N. Pageant (TEENS ENCOURAGING EXCELLENCE NATIONALLY)
 National Academy of Science
 National Aeronautics and Space Administration (NASA)
 National Barrel Horse Association
 National Cheerleaders Association
 National Conference of Christians & Jews, Inc.
 National Cutting Horse Association
 National Forensic League
 National Geographic Society (National Geography Bee)
 National High School Cheerleading Championship
 National High School Rodeo
 National Hispanic Institute Young Leaders and Debate
 National Honor Society
 National Junior Honor Society
 National Science Symposium
 National Technical Honor Society
 National Youth Leadership Forum's
 No Place for Hate Club
 Psychology Club
 Robotics
 Rotary International
 San Antonio Dance Theatre
 San Antonio Performing Arts Association
 Seguin Chamber of Commerce – Seguin Area Youth Leadership Academy
 Seguin FFA
 Seguin Leadership Initiative ShowMakers
 of America
 Showtime Drill Team Camps, Inc.
 Showtime International SkillsUSA
 Spanish Honor Society Club

Special Olympics
Speech and Debate Club
Starmakers
STEMatadors Club
Student Council
Sunshine Kids
Superstar Drill Team Camps
Teatro de Artes de Juan Seguin, including the Ballet Folklorico, Conjunto and Mariachi groups
Texas Academic Decathlon
Texas Academy of Mathematics
Texas Academy of Science
Texas Art Education Association
Texas Association for Educational Technology
Texas Association of Future Educators
Texas Association of German Students
Texas Association of Journalism Educators
Texas Association of Student Councils
Texas Cheerleading and Drill Team Associations
Texas Chess Association
Texas Computer Education Association
Texas Creative Problem Solving / Destination Imagination
Texas Dance Drill Team Directors Association
Texas Educational Theater Association
Texas Farm Bureau
Texas Future Music Educators
Texas Future Problem Solving
Texas Future Teachers of America - (Texas State Teachers Association)
Texas Girls Choir
Texas High School Bowling Club
Texas High School Mock Trial
Texas High School Mountain Bike League
Texas High School Press Association
Texas High School Rodeo
Texas Junior Science, Engineering, and Humanities Symposium
Texas Lions' Center for Outdoor Education
Texas Longhorn Breeders Association of America
Texas Math and Science Coaches Association
Texas Mathematics League
Texas Music Educators Association
Texas Powerlifting Association
Texas Quarter Horse Association
Texas Science Olympiad
Texas Speech Communication Association (includes Texas Forensic Association)
Texas State Color Guard Association
Texas State Conference of NAACP Branches
Texas State German Contest
Texas State Historical Association
Texas State Mathematics League
Texas State Mu Alpha Theta
Texas Technology Student Association (TSA)
Texas Tennis Association

Texas Thespian Society
Texas Young Lawyers Association
Texas Youth Hunting Program (sponsored by Texas Parks & Wildlife)
Theatre
UIL Academics
United Spirit Association
United States Golf Association Junior Golf Association
United States Olympics Shooting Team
United States Soccer Federation
United States Space Camp
United States Tennis Association
United States Volleyball Association
Universal Cheerleading Association (UCA)
Universal Dance Association
Westinghouse Talent Search
Yearbook Club
Young Women's Christian Association (REACH Career Day Seminar)
Youth Leadership Corpus Christi
Youth Rodeo Association (YRA)

Consent Information Item	Acknowledge Public Information Act Requests for June - July 2026
Contact Person(s)	Emily Allen, Executive Director of Communications
Background	The purpose of this agenda item is to keep trustees apprised of the District's Public Information program. Reference and Compliance: GB (LEGAL) Public Information Program
Fiscal Implication(s)	N/A
District Goals	☒ Challenging & Meaningful Learning Experiences ☒ Life-Ready Students ☒ Positive Community Culture ☒ Growth-Minded Personnel ☒ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees acknowledge the Public Information Act requests received between June 19 and July 16, 2026.
Proposed Motion Language	I move to approve the Public Information Act Requests for June – July 2026 as presented.

Seguin ISD PIA Requests received from June 19 - July 17, 2026				
Date	Requester	Requested Documents	Status	Action
001 June 18, 2026	Ella Gray & Hanni Noh, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Document shared
002 June 19, 2026	Ella Gray & Thomas Nickerson, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Document shared
003 June 19, 2026	Macy Evans & Brent Lowell, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Document shared
004 June 20, 2026	Daniel Waits, TXI Insurance Brokerage Agency	Records related to insurance & risk management program	Completed	Document shared
005 June 22, 2026	Tim Lee, Texas Retired Teachers Association	Names & addresses of district retirees	Completed	Document shared
006 June 24, 2026	Patrick Harmon & Adaline Watkins, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Responded
007 June 29, 2026	CT Mills, Public Info Access LLC	District phone numbers for Central Office staff	Completed	Document shared
008 June 30, 2026	Jared Stockwell & Dixie Radcliffe, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Document shared
009 July 3, 2026	Blair Kensington & Doreen Donahue, The Data Branch	Vendor procurement records for specific vendors from 2022-present	Completed	Responded
010 July 6, 2026	Susan Park & Emma Busby, The Data Branch	Purchase order report from March 2026 through present	Completed	Document shared
011 July 10, 2026	April Conway & Colin Ash, The Data Branch	Vendor purchase records for specific vendors from 2022-present	Completed	Document shared
012 July 14, 2026	Isabella Foster, The Data Branch	Vendor purchase records for specific vendors from 2022-present	Completed	Document shared
013 July 15, 2026	Laura Wegter, Upgraid RE	Utility & facility records for Seguin ISD	Completed	Responded

014 July 16, 2026	Isacc Delton, The Data Branch	Vendor purchase records for specific vendors from 2022-present	Completed	Document shared
015 July 17, 2026	Fiona McBride, The Data Branch	Vendor procurement records for specific vendors from 2022-present	In progress	

Action Item	Designate Official Voting Delegate and Alternate to the 2026 TASB Delegate Assembly in Houston, Texas, on October 8 th - 11 th , 2026
Contact Person(s)	Dr. Jack Lee, Superintendent
Background	The names of the official voting delegate and alternate will be submitted to the Texas Association of School Boards (TASB).
Fiscal Implication(s)	N/A
District Goals	☒ Challenging & Meaningful Learning Experiences ☐ Life-Ready Students ☐ Positive Community Culture ☐ Growth-Minded Personnel ☐ Strategic Operational Stewardship
Administration's Recommendation	The Administration recommends that the Board of Trustees designate a delegate and alternate to the 2026 TASB Delegate Assembly held in Houston.
Proposed Motion Language	I move to name “trustee___” as the Official Voting Delegate and “trustee ___” as the Alternate to the 2026 TASB Delegate Assembly.

Discover the Delegate Experience

About Delegate Assembly

Simply put, the TASB Delegate Assembly is your annual membership meeting. Most importantly, this event is where all members have a voice in the overall direction of the organization — from electing who will serve on the TASB Board to approving the education issues that will be included in the TASB Advocacy Agenda.

Your Board's Voice

As an Active Member of TASB, your board has the exclusive right to have a voting Delegate and Alternate at the Assembly. Your Delegate will be the voice for your board, ensuring the priorities for your district and community are reflected in TASB's work. Your Delegate must be a trustee on your board. Your Alternate, also a trustee, serves as a backup for your Delegate, ensuring your board's voting privileges are covered on the Assembly floor.

What to Expect as a Delegate and Alternate

As your board's representative, you serve as the voice not just for your board, but also your district, your students, and your community. Here are the key things you need to know to prepare for your role as a Delegate or Alternate.

20 Days Before the Assembly

The Delegate Handbook and Nominations Committee Report will be posted 20 days before the Assembly. You will receive an email when the materials are posted at tasb.org/delegate. These materials cover the action items under consideration by this year's Assembly.

Then, it's time to prepare for the meeting.

- 1. Review the materials.** Make sure you are familiar with all the items under consideration.
- 2. Come prepared to share your district's voice.** Work with your fellow board members to determine how your board stands on the action items and if you have concerns to take to the Assembly.
- 3. Study the Delegate Assembly rules and Action Form.** Like any governing body, there are rules and processes to ensure a productive meeting.
- 4. Watch your mail!** You will receive an envelope with your Delegate (or Alternate) ribbon, which you can attach to your name badge when you arrive at the txEDCON. This ribbon will grant you access to all of the Delegate Assembly activities.

Discover the Delegate Experience

Day of the Assembly

Regional Caucus

You will start your Delegate duties by attending your regional caucus. This is a great opportunity to meet with colleagues from your region, including your TASB Directors. You will discuss the agenda items and get answers to any questions you may have about the Assembly and processes.

Action Forms

You may use the Action Form at the back of the Handbook to pull items for individual consideration or to propose an amendment to an item. The forms must be turned in to the Action Form Desk near the Assembly floor entrance 15 minutes before the start of the Assembly.

The Assembly

You will go directly from your regional caucus to the Assembly, so you can find your section on the floor and turn in Action Forms, if needed. The floor is divided by TASB region. TASB staff members, holding red clipboards, are assigned to each area to check you in and assist you during the meeting.

But What About...?

If you have any questions about Delegate Assembly, we are here to help! Your TASB Directors will be with you every step of the way, leading your regional caucus and sitting near you on the Assembly floor. TASB staff will be stationed at the Information Tables near the main entrance of the Assembly floor.

If you have questions before the meeting, contact the TASB Board and Management Services team at **800-580-8272** or **membercommunications@tasb.org**.

2026 Delegate Assembly

When:

Friday, Oct. 9

10 a.m., Regional Caucuses

11:15 a.m., Action Form Deadline

11:30 a.m., Delegate Assembly
(includes lunch)

Where:

**George R. Brown
Convention Center,
Houston**

(Held in conjunction with txEDCON)

Complimentary lunch is provided to Delegates and Alternates.