



North East Independent School District

8961 Tesoro Drive, San Antonio, Texas 78217

NOTICE OF MEETING OF THE BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the North East Independent School District will be held on April 14, 2025. The Board will convene in Open Session at 5:30 PM, then move into Executive Session and resume the public portion of the meeting no earlier than 6:15 PM. The Board will meet on the first floor of the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas 78217. Such meeting is a regular meeting.

The open session portion of the meeting is livestreamed, and members of the public may view the meeting by going to the North East Independent School District's YouTube channel. Click the link below or type it into your browser.

<https://www.youtube.com/c/NEISDtv>

Items will not necessarily be discussed or considered in the order they are printed. Anyone wishing exhibit information in accordance with Local Board Policy GBA, must contact the Public Information Officer.

MISSION STATEMENT

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

I. ESTABLISHMENT OF QUORUM AND CALL TO ORDER

II. EXECUTIVE SESSION

A. Personnel, including but not limited to Administrative Appointments pursuant to Government Code Section 551.074

1. Routine Personnel including but not limited to Administrative Appointments

- a. Assistant Principal(s) of Reagan High School
- b. Director of Library Services

2. Termination of Chapter 21 Term Contract Employee

B. Discussion Regarding Intruder Detection Security Audit pursuant to Government Code Section 551.076

C. Purchase, Exchange, Lease, or Value of Real Property pursuant to Government Code Section 551.072

D. Consultation with Board's Attorney pursuant to Government Code Section 551.071

1. Pending and/or Possible Litigation

III. RECONVENE INTO OPEN SESSION

IV. WELCOME FROM THE BOARD PRESIDENT

V. INVOCATION AND PLEDGE OF ALLEGIANCE

A. Harris Middle School

Presenter: Walonda Whitaker, Principal

VI. RECOGNITIONS

A. President's Comments and Acknowledgment of Special Calendar Events

- B. Read to the Final Four, Royal Ridge Elementary
Presenter: Anthony Jarrett, Chief Instructional Officer
- C. 2025 FIRST Robotics World Championship Qualifiers, STEM Legacy High School
Presenter: Anthony Jarrett, Chief Instructional Officer
- D. 2025 VEX IQ Robotics Championship Teams, Jackson, Lopez, and Wood Middle Schools
Presenter: Anthony Jarrett, Chief Instructional Officer
- E. 2025 TMEA All State Finalist
Presenter: Rudy Jimenez, Chief of Schools and Leadership
- F. CTEC SkillsUSA Champions
Presenter: Anthony Jarrett, Chief Instructional Officer
- G. CyberPatriot National Finalist: Open Division, Johnson High School
Presenter: Anthony Jarrett, Chief Instructional Officer
- H. CyberPatriot National Finalist: All-Service Division, Roosevelt High School
Presenter: Anthony Jarrett, Chief Instructional Officer
- I. CyberPatriot Overall Middle School Champion, SETA Middle School
Presenter: Anthony Jarrett, Chief Instructional Officer
- J. CyberPatriot All-Girls Middle School, SETA Middle School
Presenter: Anthony Jarrett, Chief Instructional Officer

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VIII. MATTERS FROM EXECUTIVE SESSION

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- B. Discussion and Possible Action Regarding School Health Advisory Council (SHAC) Member Appointments

Presenter: David Beyer, President, Board of Trustees

C. Legislative Update

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XVI. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in an Executive or Closed Session, the Board will convene in such Executive or Closed Session in accordance with the Open Meetings Act, Texas Government Code, Section 551.071, 551.072, and 551.074.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 11th day of April, no later than 5:30 PM, this notice was posted on a bulletin board located at a place readily accessible and convenient to the public at the Richard A. Middleton Education Center, 8961 Tesoro Drive, San Antonio, Texas.

The North East Independent School District does not discriminate on the basis of race, color, religion, gender, national origin, age or disability



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Rudy Jimenez
Chyla Whitton, Executive
Director for Human
Resources

Subject: Employment of Personnel
New Hires

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

Policy DC (LOCAL) states: "The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in the following categories: central office administrator from the director level and above and campus administrator, including principals and assistant principals." Final authority for employment of contractual personnel in these categories shall be retained by the Board.

ADMINISTRATIVE CONSIDERATION

Campus personnel are recommended for employment by campus principals in accordance with TEC § 11.202(b). All other personnel are recommended by appropriate supervisors. In both cases, the candidate deemed "best qualified" has been selected.

BUDGETARY CONSIDERATION

New hires associated with replacement of personnel have been budgeted prior to the hiring process. New hires associated with recently established positions are covered by a contingency fund established by the Board for this purpose. Should the cost of such positions exceed the funds so budgeted, then a separate budget amendment is brought before the Board prior to additional positions being filled.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District approve the hiring of new personnel as presented.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Rudy Jimenez
Chyla Whitton,
Executive Director,
Human Resources

Subject: Termination of Chapter 21
Term Contract Employee

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

Texas Education Code § 21.251 requires a teacher who wishes to challenge a proposed termination of a term contract to notify the Commissioner of Education and the Board of his or her desire for a hearing within fifteen calendar days of receipt of the notice. In this case, the teacher filed a request for a hearing by the deadline; however, on March 14, 2025 the employee formally withdrew the request for a hearing. As such, the employee has now waived any further right to a hearing and the Board may proceed with a vote to immediately terminate the teacher's contract.

ADMINISTRATIVE CONSIDERATION

Formal approval of the termination of a Chapter 21 term contract employee by the Board of Trustees is required.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District approve the termination of the identified Chapter 21 term contract employee discussed in executive session, and notify the employee of the action.

BOARD ACTION REQUIRED

Approval/Disapproval



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Anthony Jarrett
Chief Instructional Officer

Subject: 2025-2026 Pathways in Technology Early College High School Programs at SETA, DATA, and STEM Related Page(s): None

PRESENTATION

BACKGROUND INFORMATION

In December 2024, the North East Independent School District (NEISD) Office of Learning Support Services applied for our SETA, DATA, and STEM programs to be approved as Pathways in Technology Early College High School (P-TECH) programs. Based on our application, NEISD received official approval from TEA for all our programs to fall under the P-TECH Early College model. This approval sets the stage for a dedicated planning year with TEA throughout the 2025-2026 school year.

Our planning year will focus on integrating post-secondary coursework through our P-TECH pathways in science, technology, engineering, architecture, and design. These pathways will enhance and support all three of our programs, aligning seamlessly with our district's commitment to providing robust technology education. Additionally, this initiative will secure us additional funding to bolster our college readiness programs, ensuring our students are well-prepared for the future.

Throughout this onboarding process, we will gain valuable insights into best practices, the blueprint for P-TECH implementation, and access to planning tools and support offered by CCRSM Leadership Coaches. NEISD currently has a memorandum of understanding (MOU) with Alamo Colleges, which supports their commitment to facilitate college credit earning courses for our students in all programs that meet the P-TECH designation. Their partnership will help our students earn an associate degree and a level I industry-based certification (IBC).



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: David Beyer
President, Board of
Trustees

Subject: State Board Rule on Board
Member Continuing Education
Announcement of Credit

Related Page(s):None

REPORT

BACKGROUND INFORMATION

Texas Education Code section 11.159, Subsection (b) of section 11.159 requires that a trustee complete any training required by the State Board of Education and that the minutes of the last regular meeting of the Board of Trustees held before an election of trustees must reflect whether each trustee has met or is deficient in meeting the training required for the trustee as of the first anniversary of the date of the trustee's election or appointment.

If the minutes reflect that a trustee is deficient, the district shall post the minutes on the district's Internet website within 10 business days of the meeting and maintain the posting until the trustee meets the requirements.

The announcement shall state that completing the annual required continuing education is a basic obligation and expectation of any sitting board member under the State Board of Education rule. The president shall cause the minutes of the local board to reflect the information that Board Members, David Beyer, Terri Chidgey, Lisa Thompson, Melinda Cox, Marsha Landry, Diane Sciba Villarreal and Tracie Shelton have met or exceeded the required continuing education hours to the extent applicable for each Board Member. (19TAC§61.1(j))



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: David Beyer
President,
Board of Trustees

Subject: Candidate Endorsement for
the TASB Board of Directors,
Region 20, Position D

Related Page(s): Attachments

ACTION ITEM

BACKGROUND INFORMATION

The term of Rich Sena, as a TASB Board of Director for Boerne ISD, Region 20, Position D, will expire at the close of the 2025 TASA/TASB Convention. Mr. Sena has indicated that he will be seeking reelection. Upon election to a three-year term, a TASB Director may be reelected for up to three additional terms. As an Active Member District, NEISD may submit a nominee for this position.

The TASB Board of Directors is charged with carrying out directives established by the Delegates at the Delegate Assembly. The individual Director is expected to attend four Board meetings each year with one of the meetings being at the same time as the annual TASA/TASB Convention. Additionally, the Director will be asked to serve on a standing committee that will meet as needed, in conjunction with Board meetings. In consideration of a candidate, the Director should be a capable, experienced school board member who can assist in providing the Association with outstanding leadership.

BUDGETARY CONSIDERATION

Lodging and transportation expenses incurred by the Board of Director attending regular spring, summer and December Board meetings are reimbursed by the Association.

RECOMMENDATION

The Board of Trustees of the North East Independent School District wish to submit the nomination of _____ for the Region 20, Position D representative on the TASB Board of Directors.

BOARD ACTION REQUIRED

Approval/Disapproval



ACTIVE MEMBER DIRECTOR NOMINATION FORM

This is to serve as the nomination of a member of our local board to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: _____

SCHOOL DISTRICT: _____

Our school district's board of trustees understands:

1. *The candidate must have served at least 18 months, in the aggregate, on the local board by December 31, 2025.*
2. *Expenses incurred for the candidate to attend the Nominations Committee interview will be the responsibility of the candidate's local school district.*
3. *The local board's nomination shall also serve as its candidate endorsement for that TASB Director position.*
4. *A TASB Director's attendance at TASB Board meetings is important.*
5. *Lodging and transportation expenses incurred by TASB Directors attending regular spring, summer and December Board meetings are reimbursed by the Association and transportation expenses and three nights' lodging incurred attending the Convention Board meeting are reimbursed by the Association.*

This nomination was approved by our board of trustees at a duly called meeting on _____.
(Date)

Signature of board president or officer *(If candidate is the board president or officer, must be signed by another officer)*

PRINTED NAME (of officer): _____

TITLE (of officer): _____

WILLINGNESS TO SERVE (to be completed by the candidate)

I, _____, confirm my willingness to serve, if elected, as a member of the TASB Board of Directors for Region _____, Position _____.

Signature of candidate

This form is to be used to nominate a member of your Local Board as a candidate to fill a position on the TASB Board of Directors.

Form A, B, & C, must be received by TASB on or before May 9, 2025.

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



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

DATE: _____

NAME: _____

MAILING ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE: _____

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

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

E-MAIL: _____

SCHOOL DISTRICT: _____

LOCAL TERM EXPIRES: _____ YEARS ON BOARD: _____
(Month/year)

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

YES ___ NO ___

BOARD POSITIONS HELD (including dates): _____

OCCUPATION: _____

CURRENT EMPLOYER: _____ DATES: _____

EDUCATION-HIGH SCHOOL: _____ COLLEGE: _____

OTHER EDUCATION: _____ DEGREES: _____

HOBBIES/SPECIAL INTERESTS: _____

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

ADDITIONAL COMMENTS: _____

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

8. Describe a critical or serious challenge that your board has faced and tell us about your contributions to the resolution.

9. Excluding public school finance, what do you think are top issues facing public education today? Elaborate on why you think they are critical issues.

10. Describe your involvement at TASB grassroots meetings and/or regional school board association meetings.

11. Additional information: What else would you like for the Committee to know about you?

(Signature of candidate)

(Date)

This form is to be used to nominate a member of your Local Board as a candidate to fill a position on the TASB Board of Directors.

Form A, B, & C, must be received by TASB on or before May 9, 2025.

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

Interviews will be held at TASB Headquarters in Austin on August 15-16, 2025.



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Sean Maika
Superintendent

Subject: Board Policy Update 124

Related Page(s): Attachments

ACTION ITEM

BACKGROUND INFORMATION

Update 124 includes revisions to legal policies based on legislative and regulatory changes. Recommended changes to local policies offered for consideration address the following topics:

Fiscal Management Goals & Objectives- Financial Ethics	Curriculum Design-Special Programs
Other Revenues-Investments	Special Programs-Gifted & Talented Students
Intellectual Property	Student Welfare-Child Abuse and Neglect
Employee Standards of Conduct	Community Relations-Conduct on School Premises
Accounting Units	

Please note that (LEGAL) policies reflect the ever-changing legal context for governance and management of the district and provide the legal framework for key areas of district operations. They should not be adopted, but rather, should inform local decision making.

The (LOCAL) policy recommendations in this update require close attention by both the administration and the board to ensure that the policies reflect the practices of the district and the intentions of the board. Board action is needed to add, adopt, revise, or repeal (LOCAL) policy.

ADMINISTRATIVE RECOMMENDATION

While most of the policies included in this update are (LEGAL) policies, the update recommends the Board add, revise, or delete nine (9) (LOCAL) policies. The following (LOCAL) policies are presented to the Board for consideration.

CAA (LOCAL)	EHB (LOCAL)
CDA (LOCAL)	EHBB (LOCAL)
CFC (LOCAL)	FFG (LOCAL)
CY (LOCAL)	GKA (LOCAL)
DH (LOCAL)	

RECOMMENDATION

It is recommended that the Board approve the above-listed local policies included in Update 124.

BOARD ACTION REQUIRED

Approval/Disapproval

INTERNAL AUDIT

The Board shall maintain a comprehensive program of an internal auditing through the internal audit department, which shall be led by the director of internal audit. The internal audit department shall provide the Board and District management with independent, risk-based, and objective function to provide assurance, advice, insight and foresight to District management and to the Board that, within economic considerations:

- ~~1. Financial statements and reports and underlying financial information are presented with sufficient accuracy to ensure compliance with generally accepted accounting principles.~~
- ~~2. Internal accounting and operational controls are adequate and effective in promoting efficiency and protecting the assets of the District.~~

PURPOSE

The internal audit department shall enhance the District's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

INDEPENDENCE

The internal audit department is most effective when:

- The internal audit department is independently positioned with direct accountability to the Board.
- Internal auditors are free from undue influence and committed to making objective assessments.

COMMITMENT TO GLOBAL INTERNAL AUDIT STANDARDS

The District's internal audit department shall adhere to the required elements of the IIA's International Professional Practices Framework, which are the Global Internal Audit Standards for internal audit departments in the public sector. The Standards require the internal audit department to focus on:

- Ensuring compliance with laws and/or regulations.
- Identifying opportunities to improve the efficiency,

effectiveness, and economy of government processes and programs.

- Assessing whether an organization's performance aligns with its strategic objectives and goals.

MANDATE

Internal audit's authority is created by its direct reporting relationship to the Board. Such authority allows for unrestricted access to the Board.

AUTHORITY

The Board authorizes the internal audit department to:

- Have full and unrestricted access to all functions, data, records, information, physical property and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate internal audit resources, set frequencies, select subjects, determine scopes of work, apply acceptable audit techniques, and issue communications to accomplish the department's objectives.
- Obtain assistance from the necessary personnel of the District and other specialized services from within or outside the District to complete internal audit services.

ORGANIZATIONAL
POSITION AND
REPORTING
RELATIONSHIPS

The Director shall report functionally to the Board and administratively (for example, day-to-day operations) to the Superintendent. This positioning provides the organizational authority and status to bring matters directly to the Superintendent and escalate matters to the Board, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

To establish, maintain, and ensure that the District's internal audit department has sufficient authority to fulfill its duties, the Board shall:

- Discuss with the Director and Superintendent the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit department annually.

- Ensure the Director has unrestricted access to, communicates, and interacts directly with the Board. Ensure any such meetings are held in accordance with laws and/or regulations applicable to public records.
- Discuss with the Director and Superintendent other topics that should be included in the internal audit charter and this policy.
- Approve the internal audit plan annually.
- Provide input to the Superintendent on the appointment and removal of the Director, ensuring adequate competencies and qualifications.
- Review and obtain input from the Superintendent on the Director's performance.
- Receive quarterly communication from the Director about the internal audit department including its performance relative to the audit plan.
- Make appropriate inquiries of the Superintendent and the Director to determine whether scope or resource limitations are inappropriate.

Individual Board members shall have no individual authority to direct audits. Audit selection shall be based on the Director's professional judgement and annual risk assessment, augmented by the direction of the Board acting as a Board Corporate.

For purposes of this policy, "report administratively" shall mean the Superintendent provides appropriate structure for the internal audit department within the District, which includes, but is not limited to:

- Budget, accounting, procurement, and information technology support.
- Human resource administration, including support in hiring personnel and providing compensation.
- Adequate workspace, furniture, and equipment.

- Administration of the District's policies and procedures, to include enforcement of time and attendance, travel, and purchasing requirements.

The Superintendent may suggest but shall not dictate areas to be audited and shall work cooperatively with the Director to ensure access and removal of impediments to audited areas.

CHANGES TO THE MANDATE, CHARTER, AND CFC(LOCAL)

Circumstances may justify a follow-up discussion between the Director, Superintendent, and Board on the internal audit mandate or other aspects of the internal audit charter and this policy. Such circumstances may include but are not limited to:

- Changes in the Global Internal Audit Standards.
- Reorganization within the District.
- Changes in the Director, Superintendent, and/or Board.
- Changes to the District's strategies, objectives, risk profile, or the environment in which the District operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

DIRECTOR ROLES AND RESPONSIBILITIES

The Director will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.

ETHICS AND PROFESSIONALISM

- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the District and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote a District culture based in ethics and professionalism.
- Report organizational behavior that is inconsistent

with the District's ethical expectations, as described in applicable policies and procedures.

OBJECTIVITY

The Director shall ensure that the internal audit department remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the Director determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors shall have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgement, including:

- Performing operational duties for the District or its affiliates.
- Initiating or approving transactions external to the internal audit department.
- Directing the activities of any District employee that is not employed by the internal audit department, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors shall:

- Disclose impairments of independence or objectivity, in fact or appearance, to the appropriate parties.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of

interest, bias, and undue influence.

MANAGING THE INTERNAL AUDIT DEPARTMENT

The Director has the responsibility of:

- Annually, develop a risk-based internal audit plan that considers the input of the Board, Superintendent, and the District's senior leadership. Discuss the plan with the Superintendent and Board and submit the plan to the Board for review and approval and communicate, as needed, any substantial ad hoc requests for approval.
- Communicate the impact of resource limitations on the internal audit plan to the Board and Superintendent.
- Review and adjust the internal audit plan, as necessary, in response to changes in the District's business, risks, operations, programs, systems, and controls.
- Communicate with the Superintendent and Board if there are significant interim changes to the internal audit plan.
- Ensure the internal audit department collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact the District and communicate to the Board and Superintendent as appropriate.
- Ensure adherence to the District's relevant policies and procedures.

COMMUNICATION WITH THE BOARD AND SUPERINTENDENT

The Director shall report to the Board and Superintendent regarding:

- The internal audit department's mandate.

- The internal audit plan and performance relative to the plan.
- Significant revisions to the internal audit plan.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results of assurance and advisory services.
- Resource requirements.

SCOPE AND TYPES OF INTERNAL AUDIT SERVICES

The Director of Internal Audit shall develop a comprehensive, annual audit plan to ensure all activities and programs of the District are reviewed at appropriate intervals based on a documented risk analysis. The scope of internal audit activities shall encompass financial, operational, and compliance performance concerns as identified in the assessment of the District's risk. The Director shall reserve space in the audit plan for additional work such as investigative audits and consultative/advisory services.

The nature and scope of advisory services may be agreed upon with the party requesting the service, provided the internal audit department does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities shall be communicated to the appropriate level of management.

RESOLUTION OF DISPUTES

The Internal Audit Department shall make all attempts to resolve at the lowest level any disputes regarding specific findings or recommendation disagreements. In the event internal audit staff cannot resolve the issue, the matter shall be referred to the Superintendent for resolution. In the event the dispute is not satisfactorily resolved or involves the Superintendent, it shall be referred to the Board for adjudication.

Explanatory Notes

TASB Localized Policy Manual Update 124

North East ISD

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

At Alternative Management, new text has been included due to changes to the Administrative Code, which became effective September 10, 2024. At Training of Board of Managers, language has been added relating to training requirements for board members who are appointed to join a board of managers. New rules effective on September 18, 2024, regarding Special Program Performance Determination and cyclical monitoring have also been included. In addition, adjustments to margin notes have been made elsewhere in the policy.

AIE(LEGAL)

ACCOUNTABILITY: INVESTIGATIONS

Language has been added at Compliance Monitoring Activities due to Administrative Code changes effective September 18, 2024. The new section at Supervision Under IDEA reflects recent amendments from the Administrative Code that outline TEA's procedures for investigating and issuing findings related to violations of the Individuals with Disabilities Education Act (IDEA).

CAA(LOCAL)

FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

Recommended revisions to this local policy at Federal Awards Disclosure are to align text with updated rules regarding federal grants found in the Code of Federal Regulations. This guidance became effective October 1, 2024, and is reflected in CBB(LEGAL). The phrase "or designee" is recommended for deletion throughout the policy, except in places where the designation of another individual could be in place of the superintendent or board president and not just the superintendent as is the case in most other policies.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

CBB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

Extensive revisions and additions have been made to this legally referenced policy in light of updated rules about federal grants found in the Code of Federal Regulations, effective October 1, 2024.

CDA(LOCAL)

OTHER REVENUES: INVESTMENTS

The section on Sellers of Investments is recommended for revision to specify that representatives with distributors of investment pools must be registered with the Texas State Securities Board, have membership in the Securities Investor Protection Corporation, and be in good standing with the Financial Industry Regulatory Authority. Distributors of investment pools must also be registered in good standing with the Municipal Securities Rulemaking Board.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

CFA(LEGAL)

ACCOUNTING: FINANCIAL REPORTS AND STATEMENTS

TEA's Financial Accountability System Resource Guide has been updated to version 19, and those updates were adopted by reference in the Administrative Code effective March 31, 2024. The guide's version number has been updated at Account System, Financial Accountability System Resource Guide.

CFC(LEGAL)

ACCOUNTING: AUDITS

TEA's Financial Accountability System Resource Guide has been updated to version 19, and those updates were adopted by reference in the Administrative Code effective March 31, 2024. The guide's ver-

Explanatory Notes

TASB Localized Policy Manual Update 124

North East ISD

sion number has been updated at Financial Accountability System Resource Guide. A reference to material in the Administrative Code has been included in the Financial Accountability Rating System (School FIRST) section of this policy.

CFC(LOCAL) ACCOUNTING: AUDITS

Our records indicate that the district has an internal audit program. The Institute of Internal Auditors published new Global Internal Audit Standards that are effective in January 2025. It is recommended that the district review the [standards](#). Please contact your district's policy consultant for assistance with updates to the district's CFC(LOCAL) if needed.

CH(LEGAL) PURCHASING AND ACQUISITION

General provisions relating to interlocal contracts have been moved to GRB(LEGAL). Language specific to interlocal contracts used for purchasing remains in this legally referenced policy. A note has been added to assist readers in accessing additional provisions related to interlocal agreements.

CKEA(LEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

A section on Medical and Psychological Exams has been added under Required Policies due to policy adoption requirements found in Senate Bill 1445 (88th Regular Session). The Texas Commission on Law Enforcement (TCOLE) has created a model policy that police departments (not the school board) must adopt. The TCOLE model policy was made available in May 2024 with a September 1, 2024, deadline for law enforcement agencies to submit their policies.

CKEB(LEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

A new section on Psychological Fitness includes the requirements and processes outlined in Administrative Code rules to conform with changes to the Occupations Code made by Senate Bill 1445 (88th Regular Session). The new rules require TCOLE to adopt standards and procedures for the psychological examination of school marshal applicants, school marshal licensees, and school marshal licensees for whom there is reason to believe a new examination is necessary to ensure the individuals are able to perform the duties for which the school marshal license is required. There is also a clarification of the reporting requirements for school marshal appointing entities. A new reporting responsibility relating to psychological fitness has been included at District Responsibilities, and a new section at Fit for Duty Review has been added to reflect the new requirements from TCOLE.

CO(LEGAL) FOOD AND NUTRITION MANAGEMENT

The revisions in this legally referenced policy reflect changes to federal rules related to child nutrition programs that became effective July 1, 2024.

COA(LEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

Substantial additions have been made at Conflicts of Interest to reflect rule amendments that became effective on October 1, 2024. A new section on Procurement Training has been added to comply with an addition to the Code of Federal Regulations, effective July 1, 2024.

COB(LEGAL) FOOD AND NUTRITION MANAGEMENT: FREE AND REDUCED-PRICE MEALS

Revisions to this policy reflect amendments to federal rules, effective July 1, 2024, changing terminology from "meal supplements" to "afterschool snacks." At Community Eligibility Provision, the minimum identified student percentage has changed from 40 to 25 based on an amended rule effective October 26,

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2023. This change will give states and schools more flexibility to offer meals to all enrolled students at no cost when financially viable. Reference links have also been updated.

Please note: If your district is participating in the Community Eligibility Provision or Special Assistance Provision 2 program, please review your COB(LOCAL). If the policy is missing language to address the program in place in your district, please contact your policy consultant.

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

The citation at item 48 under Other Required Internet Postings has been updated based on amendments to the Administrative Code.

CQC(LEGAL) TECHNOLOGY RESOURCES: EQUIPMENT

Under Transfer of Equipment to Students, a new subsection on Standards has been added based on guidance recently developed by TEA as required by House Bill 18 (88th Regular Session). The standards provide guidance to districts on what electronic devices and software applications are permissible for use in the district.

CV(LEGAL) FACILITIES CONSTRUCTION

A Note has been added on page 11 to direct readers to other policies related to interlocal contracts generally and interlocal contracts for purchasing good and services, based on organization of those provisions at different codes.

CY(LOCAL) INTELLECTUAL PROPERTY

Revisions are recommended throughout this local policy to clarify the circumstances under which the district's intellectual property may be used and where ownership of intellectual property lies when material is created by a district employee. Other recommended revisions clarify how district employees may use other copyrighted material, including copyrighted material used for performances and displays in instruction.

D(LEGAL) PERSONNEL

Provisions on genetic nondiscrimination, previously at DAB, have been moved to DAA, and policy DAB has been deleted. The D section table of contents has been revised to reflect that change.

DAA(LEGAL) EMPLOYMENT OBJECTIVES: EQUAL EMPLOYMENT OPPORTUNITY

Changes have been made to comport with the new federal Pregnant Workers Fairness Act (PWFA) regulations, effective June 18, 2024.

Because the legal framework is being revised in light of the PWFA, we have taken the opportunity to significantly streamline content on employee nondiscrimination. Provisions regarding employee nondiscrimination were previously divided between DAA(LEGAL), addressing nondiscrimination in hiring and ending employment, and DIA(LEGAL), addressing nondiscrimination in terms, conditions, and privileges of employment. In order to minimize duplication of language and simplify the legally referenced materials, provisions regarding employment nondiscrimination have been moved to this code. Provisions relating to the Genetic Information Nondiscrimination Act (GINA) have also been moved to this legally referenced policy from DAB(LEGAL) to consolidate all nondiscrimination laws into one location.

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DAB(LEGAL) EMPLOYMENT OBJECTIVES: GENETIC NONDISCRIMINATION

Provisions on genetic nondiscrimination have been relocated to DAA(LEGAL) for clarity and continuity, and policy DAB has been deleted. All employment-related nondiscrimination language is now consolidated into DAA(LEGAL).

DBB(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

The policy cross-reference at Genetic Information has been updated to DAA to conform with the recoding of the provision there.

DECA(LEGAL) LEAVES AND ABSENCES: FAMILY AND MEDICAL LEAVE

Cross-references to DAB regarding genetic nondiscrimination have been updated to DAA throughout to conform with provisions recoded at this update.

DECB(LEGAL) LEAVES AND ABSENCES: MILITARY LEAVE

Updated provisions have been included at Federal Military Leave to comport with the Civilian Reservist Emergency Workforce Act of 2022.

DG(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES

A new section on Voting reflects existing provisions from the Election Code related to allowing employees time off to vote. This addition was suggested by a member of the Texas Council of School Attorneys, and we agreed it would be a helpful legal reference.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The provisions addressing tobacco and e-cigarettes are recommended for revision to include nicotine products regardless of whether the product contains tobacco. This language aligns with the language included in the Model Employee Handbook.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

DI(LEGAL) EMPLOYEE WELFARE

Revisions at Reporting Workplace Violence reflect amended Administrative Code rules, which became effective January 8, 2024.

DIA(LEGAL) EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

To eliminate duplication and reduce confusion, this legally referenced policy has been substantially revised to recode employee nondiscrimination provisions to policy DAA(LEGAL).

DMA(LEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

Changes to the subsection on Gifted and Talented Education reflect Administrative Code amendments that became effective September 1, 2024.

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EC(LLEGAL) SCHOOL DAY

At Pledges of Allegiance, a cross-reference has been added to policy FNA for additional information on patriotic observances.

EFB(LLEGAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

The Note at the beginning of this legally referenced policy has been deleted, as all deadlines to appeal in the *Book People, Inc. v. Wong* case have passed and the injunction put in place by the Fifth Circuit Court of Appeals is now permanent. Other citations to the case have been amended accordingly. Also, the statutory definition of “obscene” has been included in this policy as a legal reference.

EHAA(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

The Education Code requirement to obtain written consent of a student’s parent before the student may be provided with human sexuality instruction expired on August 1, 2024. The expired subsection has been removed from this legally referenced policy. TEA has issued [guidance](#) about this change. Districts are encouraged to clarify local expectations for parental consent regarding human sexuality instruction in their local student handbook.

EHAC(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Several revisions have been made to the Middle School Advanced Math Program section based on new Administrative Code rules, effective July 8, 2024. In the CPR and AED Instruction section, revisions regarding the applicability of the requirements have been made based on rule changes effective August 1, 2024.

EHB(LLEGAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

This policy includes substantial revisions, most of which are the result of amended Administrative Code rules effective June 30, 2024. At Parental Notice of Assistance for Learning Difficulties, a phrase has been added to item 3e to clarify the content in the cited Education Code provision. A new section with Definitions now found in the Administrative Code has been added. The provisions at Board Action Required and Screening, Testing, and Identification have been updated. Extensive edits at Parent Education are due to revisions from the Administrative Code. Changes include a new paragraph on Instruction and deletion of text related to a dyslexia reading program.

EHB(LOCAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

Recommended revisions to this local policy on Special Programs reflect updated Administrative Code rules addressing dyslexia and related disorders, specifically inclusion of references to the *Dyslexia Handbook* and admission, review, and dismissal (ARD) committee decisions.

EHBA(LLEGAL) SPECIAL PROGRAMS: SPECIAL EDUCATION

Extensive revisions to this legally referenced policy have been made as a result of Administrative Code revisions, effective August 22, 2024. A section on Policies, Procedures, Programs, and Practices has been added, as have provisions addressing Interventions and Sanctions to identify potential consequences for IDEA violations. The paragraph addressing discipline has been removed as the text is no longer in the Administrative Code. The text addressing Instructional Arrangements and Settings includes revisions throughout all subsections, and revisions have also been made to the provisions regarding Other Program Options, Contracts for Services, and Instructional Day. A reference to the applicable Administrative Code provision has been added at Extended School Year Services.

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EHBAA(LEGAL)

SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

Substantial additions and amendments throughout this legally referenced policy reflect changes to the Administrative Code, effective July 30, 2024. A Student Communication section regarding student evaluation for special education has also been added. The Eligibility and Reevaluations section now includes a Birth Through Age Two subsection to conform to Administrative Code rules.

EHBAB(LEGAL)

SPECIAL EDUCATION: ARD COMMITTEE AND INDIVIDUALIZED EDUCATION PROGRAM

Changes to the Administrative Code resulted in updates throughout this legally referenced policy. Details related to the responsibilities of the admission, review, and dismissal committee have been added, and a provision relating to dyslexia is included in the section about Committee Members. Parent Participation includes revisions that became effective July 30, 2024, and a provision on Content of the IEP has been added. Revisions at Supplemental Special Education Services became effective May 28, 2024. Dyslexia and autism components have been amended, along with the Visual Impairment or Hard of Hearing section. Failure to Reach Agreement has also been amended to increase clarity around requirements. Finally, a section addressing the Eligibility Folder has been added and Teacher Access to IEP amended.

EHBAC(LEGAL)

SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT

Residential Facilities has been revised in accordance with Administrative Code amendments, effective on August 22, 2024. A reference to the Administrative Code at District Placements points readers to an amended rule regarding the district's ability to contract with a nonpublic or nondistrict operated day program provider. An update at School for the Blind and Visually Impaired and School for the Deaf reflects revisions to the Administrative Code effective August 22, 2024.

EHBAD(LEGAL)

SPECIAL EDUCATION: TRANSITION SERVICES

Significant revisions at Individual Transition Planning are due to Administrative Code changes effective July 30, 2024. A new subsection on the Transition and Employment Designee required of each district has been added in accordance with rule changes that became effective August 22, 2024.

EHBAE(LEGAL)

SPECIAL EDUCATION: PROCEDURAL REQUIREMENTS

The Prior Notice and Consent section includes provisions to align with revisions to the Administrative Code, effective July 30, 2024. Substantial revisions at Transfer of Rights to Adult Students are to clarify requirements in the Administrative Code.

EHBB(LEGAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Administrative Code rules regarding gifted and talented students were amended to be effective September 1, 2024. Changes have been made throughout this legally referenced policy to align with the new rules and to clarify requirements.

EHBB(LOCAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Changes to the Texas State Plan for the Education of Gifted/Talented Students, approved by the State Board of Education in September 2024, prompted updates in terminology throughout this local policy. Recommended revisions at Funding are to align the text with requirements in the Education Code and in Administrative Code rules.

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EHBCA(LLEGAL)

COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

Revisions at Accelerated Instruction reflect changes to the Administrative Code, effective May 22, 2024. A new section at Significantly Below Satisfactory has been included in accordance with Administrative Code revisions. Sections on Repeating a High School Course and Ratio Waiver have also been added due to the revised regulatory guidance.

EHBG(LLEGAL)

SPECIAL PROGRAMS: PREKINDERGARTEN

Administrative Code revisions that became effective June 9, 2024, prompted several changes to this legally referenced policy. The subsection relating to Eligibility for high-quality prekindergarten programs has been amended. The eligibility requirements are the same as those listed earlier in the policy for tuition-free prekindergarten. Rule changes also required other revisions throughout the policy, including to Teacher Requirements and Supervisor Requirements.

EHDD(LLEGAL)

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

A rewriting of Administrative Code rules, effective May 16, 2024, led to substantial revisions at Dual Credit Programs and at Dual Credit Agreement. The Administrative Code was amended in a way that allowed deletion of the Education Code requirements regarding agreements, as all requirements are now consolidated in one list at Dual Credit Agreement. Provisions addressing the FAST Program have also been amended to reflect revisions to Administrative Code rules.

EI(LLEGAL)

ACADEMIC ACHIEVEMENT

Language relating to instruction in the use of an automated external defibrillators (AED) has been added to the subsection on CPR, pursuant to revisions in the Administrative Code, effective August 1, 2024.

EIE(LLEGAL)

ACADEMIC ACHIEVEMENT: RETENTION AND PROMOTION

At Parental Option to Retain, a subsection on Passing Grades has been added to clarify the legal standard for assignment of grades when a course is retaken after a passing grade.

EIF(LLEGAL)

ACADEMIC ACHIEVEMENT: GRADUATION

A reference has been included in this policy pointing to the Administrative Code rule for further details relating to specific endorsements, including the STEM endorsement, that became effective August 1, 2024. Provisions addressing Physical Education and Other Physical Education Activities have been clarified to align with rule amendments effective August 1, 2024.

EKBA(LLEGAL)

STATE ASSESSMENT: ENGLISH LEARNERS/EMERGENT BILINGUAL STUDENTS

Revisions throughout the policy reflect amended Administrative Code rules, effective September 24, 2024, and the provisions have been reorganized for clarity and ease of reading.

ELA(LLEGAL)

CAMPUS OR PROGRAM CHARTERS: PARTNERSHIP CHARTERS

An expired Administrative Code provision addressing partial year as it relates to charter partnerships has been deleted. Administrative Code changes, effective March 26, 2024, also resulted in the removal of a provision regarding appeals of a decision made by TEA to deny, remove, or return an eligibility approval request.

Explanatory Notes

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North East ISD

FFB(LLEGAL) STUDENT WELFARE: CRISIS INTERVENTION

The subsection previously titled Threat Assessment Team has been revised to include "Safe and Supportive Schools" to align with terminology used by TEA.

FFG(LLEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

The Definitions section of this legally referenced policy has been revised to better define Child Abuse and Neglect by including detailed language from the Family Code.

FFG(LOCAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Under Reporting Child Abuse and Neglect, a new subsection on Oral Reports is recommended to comply with revisions to the Family Code and Administrative Code. Recommended revisions at Making a Report are to clarify new requirements in the Education Code stating that reporting individuals must provide their name and contact information when making a report. The policy still states that the identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law.

FFH(LLEGAL) STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

This legally referenced policy has been updated to remove an editor's note that is no longer applicable since a Texas federal court enjoined the Office for Civil Rights from enforcing this interpretation of the Title IX rules in June 2024. Policy Service issued a Policy Alert notifying districts of this change in July 2024.

FM(LLEGAL) STUDENT ACTIVITIES

In the UIL Allotment section, a robust Definitions section has been added in accordance with revisions to Administrative Code rules, effective on August 4, 2024.

FNA(LLEGAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION

Under Patriotic Observances, a reference to policy EC has been added to provide additional information regarding pledge of allegiance requirements.

FOF(LLEGAL) STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

A paragraph regarding the discipline of students with disabilities been removed from the Students Receiving Special Education Services section due to amendments to the Administrative Code that became effective July 30, 2024.

GA(LLEGAL) ACCESS TO PROGRAMS, SERVICES, AND ACTIVITIES

New provisions addressing Web Content and Mobile App Accessibility have been added based on revisions found in the Code of Federal Regulations.

GKA(LOCAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Recommended language prohibiting electronic vaporizing devices has been added to the Tobacco and E-Cigarettes section of this local policy.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

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North East ISD

GRB(LEGAL)

**RELATIONS WITH GOVERNMENTAL ENTITIES: INTERLOCAL
COOPERATION CONTRACTS**

Revisions to this legally refenced policy are based on the requirements of the Interlocal Cooperation Act. Details that were formerly in CH(LEGAL) have been recoded here to ensure all general interlocal agreement requirements are consolidated into one location. A citation to CNA(LEGAL) has been added to point readers to additional information relating to the operation of a transportation system.



(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.

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
- 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 ~~or designee~~ 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 ~~or designee~~, 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 law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

Protection from Retaliation

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 ~~or designee~~ 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 ~~or designee~~ 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

~~The~~ In connection with federal awards, the District shall promptly disclose, ~~in a timely manner~~ in writing ~~to the federal awarding agency or pass-through entity, all violations~~ 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 ~~potentially affecting~~ found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal ~~grant~~ award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent ~~or designee~~ shall ensure that

appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

DRAFT

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

Training of Personnel

In compliance with the Public Funds Investment Act 2256.008 and District policies, the District shall provide for investment personnel periodic training in investments through courses and seminars offered by professional organizations and associations.

Approved Investment Instruments

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.
10. Corporate bonds as permitted by Government Code 2256.0204.

**Effect of Loss of
Required Rating**

Upon awareness by investment staff of a downgrade in a District investment, prudent measures shall be taken to liquidate an investment that is downgraded to less than the required minimum rating.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment
Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

Pooling of Funds

Except for cash in certain restricted and special funds, the District may consolidate cash balances from all funds to maximize investment earnings.

**Liquidity and
Maturity**

Any internally created pool fund group of the District shall have a maximum weighted maturity of one year. The holding periods of investment funds shall match liquidity needs of the District. The maximum final stated maturity of any investment shall not exceed five years, unless matched to a specific cash flow to coincide with the expected use of funds.

The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed legal limits or limits authorized by District policies. The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

Collateral

The market value of pledged collateral must be at least 110 percent of the principal plus accrued interest for excess cash balances, certificates of deposit, guaranteed investment contracts, and repurchase agreements. Evidence of proper collateralization shall be provided to a District investment officer no less than quarterly. An authorized District representative shall approve and release all pledged collateral.

Investment securities described in Government Code 2256.009(a) shall be eligible for use as collateral of District monies governed by this policy.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds / Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

Operating Funds Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Custodial Funds Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Debt Service Funds Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

Capital Project Funds Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Proprietary Funds	Investment strategies for proprietary funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
Safekeeping and Custody	Securities shall be held by a third-party custodian designated by the District and held in the District's name as evidenced by safekeeping receipts of the institution with which the securities are deposited.
Sellers of Investments	<p>Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]</p> <p>Representatives of brokers/dealers and representatives with distributors of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).</p>
Soliciting Bids	<p>In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, electronically, or by a combination of these methods.</p> <p>For any investment purchased or sold through the secondary market, the District shall obtain at least three proposals from authorized institutions in writing, by telephone, electronically, or by a combination of these methods.</p>
Interest Rate Risk	Interest rate risk is specific to the individual funds and is addressed indirectly under the investment guidelines for each fund. Liquidity and diversity are specifically discussed in other portions of this policy.
Internal Controls	<p>A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:</p> <ol style="list-style-type: none">1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.1. Avoidance of collusion.

2. Custodial safekeeping.
3. Clear delegation of authority.
4. Written confirmation of telephone transactions.
5. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
6. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

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Intellectual Property	All copyrights, trademarks, and other intellectual property rights be- longing to the District shall remain with the District at all times. Ex- cept as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be lim- ited to District-related purposes.
Students	A student shall retain all rights to their own work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student em- ployee, shall not have rights to work he or she creates created on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her District employment, including the right to obtain patents or copyrights.
<i>Employee Ownership</i>	If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own personal time, away from his or her job and with personal equipment and materials, including the right to obtain pa- tents or copyrights.
<i>Permission A District employee may apply to the</i> Exception	The Superintendent or designee shall have the authority to permit use of District materials and equipment in his or her creative devel- oping the employee's own projects, provided the employee agrees either in writing to grant to the District a non-exclusive, non-transfer- able nonexclusive, nontransferable, perpetual, royalty-free, District- wide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
Works Made for Hire Independent Contractors	The District may hire an independent contractor for specially com- missioned work(s) works under a written works-made-for-hire agreement that provides that the District shall own the work prod- uct created under the agreement, as permitted by copyright law. In- dependent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellec- tual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.

Copyright

Unless the proposed use of a copyrighted work is an exception under the “fair use” guidelines maintained by the Superintendent ~~or designee~~, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder’s work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

Technology Use

~~All persons are prohibited from using~~ Use of District technology in violation of any law, including copyright law, ~~is prohibited~~. Only appropriately licensed ~~images, applications, programs, or other software~~ may be used with District technology resources. ~~No person shall use the~~ The District’s technology resources shall not be used to post, publicize, or duplicate information in violation of copyright law. The ~~Board shall direct the Superintendent or designee to~~ shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. ~~All persons~~ Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

~~Electronic Media~~

~~Unless a license or permission is obtained, electronic media in the classroom~~ Performances and Displays

The display and performance of copyrighted material, including motion pictures ~~and other audiovisual~~, dramatic works, ~~must be used in~~ musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the ~~course of~~ curriculum;
- During face-to-face teaching activities ~~as defined by law~~;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

Designated Agent

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent’s identity. The District shall include on its ~~Web site~~ website information on how to contact the District’s designated agent and a copy of the District’s copyright policy. Upon notification, the District’s designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District’s technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

INTELLECTUAL PROPERTY

CY
(LOCAL)

Information and and/or Training for Employees	The District shall provide information and/or training to employees regarding the provisions of the United States Copyright Law and shall make available to employees copies of the fair use guidelines on copying and the use of copyrighted materials. Information and training on copyright compliance shall emphasize the ethical responsibility of the employee.
Violations	<p>Disregard of the District copyright policy or guidelines shall be considered a violation of District policy and administrative regulations. Continued disregard of District policy and/or administrative regulations may result in disciplinary action, including termination of employment. Under certain state and federal laws, violations of copyright law may be considered a criminal offense.</p> <p>The District shall cooperate fully with local, state, or federal officials in any investigation concerning or relating to noncompliance with United States Copyright Law.</p>
Trademark	The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.
School-Related Use	The District grants permission to students, student organizations, parent organizations and other District affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent or designee shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.
Public Use	<p>Members of the general public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without the written permission of authorization from the Superintendent or designee. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.</p> <p>Any individual, organization, or business that uses District or campus trademarks without appropriate authorization shall may be subject to legal action.</p>

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)]

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 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 CKE]~~ [see the CKE series];
2. A District employee who holds a Texas handgun license 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

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 ~~or designee~~.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], 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.

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. [See FFH]

As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]

Tobacco and Nicotine Products and E-Cigarettes ~~An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]~~

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
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.

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.

Dyslexia and Related Disorders

The District shall comply with all applicable state rules ~~and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test~~ regarding students ~~for~~with dyslexia and related disorders, including the “Dyslexia Handbook” and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student’s admission, review, and dismissal committee.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

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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	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the assessment identification procedures and services for the program prior to beginning the screening and identification process.</p>
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.
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	A selection 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 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 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	When a student identified as gifted by a previous school district enrolls in the District, the selection 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.
Interdistrict	[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 selection placement committee or a parent determines it is in the best interest of the student to exit 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 selection placement committee regarding selection for or exit from services in the gifted and talented program. Appeals shall be made first to the selection 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 shall be used to modify and update the District and campus im-

provement 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 ~~District's~~ Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program shall address effective use of funds for programs are spent providing and services consistent with the standards in the state plan enhancing the District's program and that a method accounting for expenditures related to the gifted and talented ~~students~~ 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.

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**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of ~~the Texas Department of Family and Protective Services (DFPS)~~ at (800)-252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers.
[See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus princi-

pal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

~~In accordance with state law, the~~The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

¹ Texas Abuse Hotline Website: <http://www.txabusehotline.org>

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Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco products ~~and~~, e-cigarettes, or other electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

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

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. 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]



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Dan Villarreal
Susan Lackorn, Executive Director
Finance and Accounting
Rebecca Carrasco, Treasurer

Subject: Extension of Depository
Contract

Related Page(s): Attachment

ACTION ITEM

BACKGROUND INFORMATION

Section 45.205, Subchapter G of the Texas Education Code pertains to School District Depositories. It states that a school district must renew their depository contract every two years and the contract term and any extension must coincide with the district's fiscal year. A school district and its depository bank may agree to extend a contract for three additional two-year terms. North East Independent School District conducted a bank depository bid for the July 1, 2019 – June 30, 2021 period. The District is eligible to extend this July 1, 2023 – June 30, 2025 depository contract for the third additional two-year term.

ADMINISTRATIVE CONSIDERATION

The District's current depository contract with Wells Fargo Bank, N.A., expires on June 30, 2025. The Texas Education Agency requests the District's decision to award a new contract or extend its current contract by this date.

BUDGETARY CONSIDERATION

This contract extension will not impact the budget.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the North East Independent School District Board of Trustees approve and sign the resolution extending the depository contract with Wells Fargo Bank, N.A.

BOARD ACTION REQUIRED

Approval/Disapproval

**Board Resolution Extending Depository Contract for Funds
Of Independent School Districts Under Texas Education Code,
Chapter 45, Subchapter G, School District Depositories**

Resolved by the North East Independent School District that:

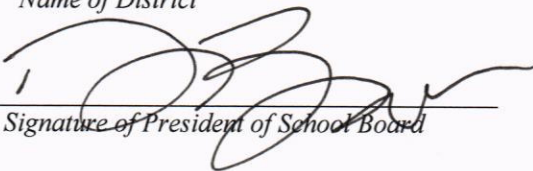
Board of Trustees
Wells Fargo Bank, N.A. located at Travis
(Name of Depository Bank) *(Name of County)*

County, State of Texas, being a bank as defined in section 45.201 of the Texas Education Code, and North East Independent School District (CDN: 015910) agree to extend this depository *(Name of District)*

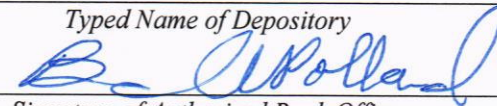
contract pursuant to Texas Education Code Section 45.205, for an additional two-year term from 07/01/2025, through 06/30/2027. Under Texas Education Code Section 45.205(b), a school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The extension constitutes the parties' third two-year term. *(first, second, third)*

Furthermore, under Texas Education Code Section 45.205(c), the contract term and any extension must coincide with the school district's fiscal year.

AGREED AND ACCEPTED on behalf of North East Independent School District
Name of District
this the 14 day of April, 2025.

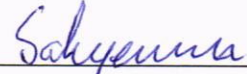

Signature of President of School Board

AGREED AND ACCEPTED on behalf of Depository this the 4TH day of April, 2025.

Wells Fargo Bank, N.A.
Typed Name of Depository

Signature of Authorized Bank Officer
Executive Director Government Banking
Title of Authorized Bank Officer

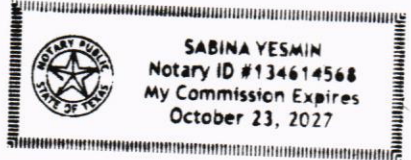
Acknowledgement

Acknowledged before me in Travis County, Texas, on April, 4th, 2025, by Brenda Pollard, bank officer of the Depository named in the preceding document, for the Depository.


Signature of Notary

(SEAL)

Notary Public in and for Travis County, Texas





NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Deb Caldwell
Bill Harrison, Executive
Director, Transportation

Subject: Transportation Adjustments for 2025-2026 School Year Related Page(s): Attachment

ACTION ITEM

BACKGROUND INFORMATION

At the Board meeting on December 9, 2024, the Board of Trustees were presented with a summary of the Efficiency Committee meetings and recommendations. One of the two recommendations was to: "Continue streamlining the efficiency of bus routes by reviewing campus start times and bus stop locations." Following that board meeting, Transportation staff met multiple times to discuss scenarios in response to the committee's recommendation.

Additionally, our Balanced District Scorecard includes: "Our District will systematically evaluate programs, practices and procedures for effectiveness and efficiency." [4.2]

ADMINISTRATIVE CONSIDERATION

Beginning in the 2025-2026 school year, the Transportation Department recommends the following adjustments to improve bus route efficiency:

Recommendation

- Adjust bell times at elementary, middle and high school campuses by 5 minutes
- Adjust the bell time at the North East Alternative Center to match the high school bell schedule
- Minimize middle school and high school bus stops inside gated communities

Route Efficiency Gain

- Eliminates 3 bus routes in the morning and 2 bus routes in the afternoon
- Allows a NEAC bus to complete an additional run
- Eliminates 3 bus routes in the morning and 2 bus routes in the afternoon

BUDGETARY CONSIDERATION

The adjustments result in a combined savings of at least \$167,740.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the recommended adjustments.

BOARD ACTION REQUIRED

Approval/Disapproval

**Transportation adjustments
for 2025-2026 school year**

Attachment: Recommended Changes to middle school & high school bus stops in gated communities

NO CHANGE TO STOPS INSIDE GATED COMMUNITY				
<i>REASON: NO REASONABLE STOP AREA NEAR ENTRANCE</i>				
Terminal	Neighborhood	Location	Current	Action
BAC	Alon	NW Military	Stops located inside	No Change
TNT	Canyon Rim	Stone Oak	Stops located inside	No Change
TNT	Champions Run	Canyon Golf	Stops located inside	No Change
TNT	Folonari	Blanco Rd	Stops located inside	No Change
TNT	Oaks @ Sonterra	Huebner	Stops located inside	No Change
TNT	Prestonwood	Marshall Rd	Stops located inside	No Change
TNT	Rogers Ranch	Loop 1604	Stops located inside	No Change
TNT	The Cliffs at Cibolo	Marshall Rd	Stops located inside	No Change
TNT	The Highlands @ Sonterra	Huebner	Stops located inside	No Change
TNT	The Lynx	Canyon Golf	Stops located inside	No Change
TNT	The Oaklands	Hwy 281	Stops located inside	No Change
TNT	The Ridge	Wilderness Oak	Stops located inside	No Change
BAC	Village at Inwood	W Bitters	Stops located inside	No Change
TNT	Winding Oaks	Evans Rd	Stops located inside	No Change
NO CHANGE TO STOPS ALREADY OUTSIDE GATED COMMUNITY				
<i>REASON: STOPS OUTSIDE COMMUNITY WITH NO ISSUES</i>				
Terminal	Neighborhood	Location	Current	Action
TNT	Altamira	Wilderness Oak	Stop on Wilderness Oak @ Entrance	No Change
BAC	Canyon Creek Bluffs	Blanco Rd	Stop on Blanco @ Entrance	No Change
BAC	Canyon Creek Village	Blanco Rd	Stop on Blanco @ Entrance	No Change
TNT	Canyon View	Hardy Oak	Stop on Hardy Oak @ Entrance	No Change
TNT	Cielos	Bulverde Green	Stop on Bulverde Road @ Entrance	No Change
TNT	Hidden Canyon	Canyon Golf	Stop at Front Gate	No Change
BAC	Oakwood	Huebner	Stop on Huebner @ Entrance	No Change
TNT	Palacios	TPC Pkwy	Stop @ walkgate on Bulverde Green	No Change
TNT	Redland Heights	Redland Rd	Stop on Redland Rd @ Entrance	No Change
TNT	Renaissance	Huebner	Stop on Huebner @ Entrance	No Change
TNT	San Miguel	Canyon Golf	Stop on Canyon Golf @ Entrance	No Change
TNT	Stone Oak Meadows	Wilderness Oak	Stop on Wilderness Oak @ Entrance	No Change
TNT	Stone Oak Parke	Blanco Rd	Stop on Blanco @ Entrance	No Change
BAC	The Heights N	W Bitters	Stop on W Bitters @ Entrance	No Change
BAC	The Heights S	W Bitters	Stop on E Bitters @ Entrance	No Change
TNT	The Hills @ Sonterra	Huebner	Stop on Huebner @ Entrance	No Change
TNT	The Province	Huebner	Stop on Huebner @ Entrance	No Change
TNT	The Summit	Hardy Oak	Stop on Hardy Oak @ Entrance	No Change
TNT	The Vistas	Blanco Rd	Stop on Blanco @ Entrance	No Change
TNT	Tuscany	Huebner	Stop on Huebner @ Entrance	No Change
TNT	Tuscany Heights	Mountain Lodge	Stop on Mountain Lodge @ Entrance	No Change
BAC	Woods of Deerfield	Huebner	Stop on Huebner @ Entrance	No Change

GATED COMMUNITIES - STAY INSIDE COMMUNITY W/ REDUCED STOPS				
<i>REASON: MINIMIZE STOPS INSIDE COMMUNITY FOR GREATER EFFICIENCY/TIMELINESS OF ROUTES</i>				
Terminal	Neighborhood	Location	Current	Action
TNT	Canyon Springs Estates	Canyon Golf	6 stops inside	Reduce to 1 stop inside
TNT	Cavalo Creek	Evans Rd	3 stops inside	Reduce to 1 stop inside
BAC	Churchill Estates	Churchill Estates	2 stops located inside	Reduce to 1 stop inside
TNT	Emerald Forest	Loop 1604	4 stops inside	Reduce to 1 stop inside
TNT	Fairway Bridge	Wilderness Oak	4 stops inside	Reduce to 1 stop inside
TNT	Greystone Ridge	Blanco Rd	4 stops inside	Reduce to 1 stop inside
TNT	Heights	Hardy Oak	8 stops inside	Reduce to 2 stops inside
TNT	Mesa Grande	Hardy Oak	4 stops inside	Reduce to 1 stop inside
TNT	Mountain Lodge	Wilderness Oak	6 stops inside	Reduce to 2 stops inside
TNT	Sendero Ranch	Hwy 281	6 stops inside	Reduce to 4 stops inside
TNT	Summerglen	Wilderness Oak	5 stops inside	Reduce to 1 stop inside
TNT	The Mesas	Wilderness Oak	3 stops inside	Reduce to 1 stop inside
GATED COMMUNITIES - STOP MOVED TO OUTSIDE GATED COMMUNITY				
<i>REASON: STOPS MOVED FOR GREATER EFFICIENCY/TIMELINESS OF ROUTES</i>				
Terminal	Neighborhood	Location	Current	Action
BAC	Blanco Bluffs	Blanco Rd	1 stop located inside	Stop moved to Blanco @ Entrance
BAC	Canyon Creek Estates	Blanco Rd	1 stop located inside	Stop moved to Blanco & Country Club Dr
TNT	Champions Way	Canyon Golf	3 stops located inside	Stop moved to inside front gate
TNT	Coronado	Hwy 281	3 stops located inside	Stop moved to outside front gate
TNT	Echo Canyon	Hardy Oak	2 stops located inside	Stop moved to Hardy Oak @ Entrance
TNT	Fossil Creek	Bulverde Rd	4 stops located inside	Stop on Bulverde Road @ Entrance
TNT	Fossil Ridge	Evans Rd	2 stops located inside	Stop moved to outside front gate
TNT	Panther Creek	Blanco Rd	2 stops located inside	Stop moved to inside front gate
BAC	Park @ Deerfield	Huebner	2 stops located inside	Stop moved to Huebner @ Entrance
BAC	Rosewood Garden	Huebner	1 stop located inside	Stop moved to Huebner @ Entrance
BAC	Salado Bluff	Huebner	1 stop located inside	Stop moved to Huebner @ Entrance
TNT	Stone Valley	Wilderness Oak	2 stops located inside	Stop moved to Wilderness Oak @ Entrance
TNT	The Enclave	Huebner	2 stops located inside	Stop moved to Huebner @ Entrance
TNT	The Oaks	Mountain Lodge	2 stops located inside	Stop moved to Mountain Lodge @ Entrance
TNT	The Peak at Promintory (North)	Wilderness Oak	1 stop located inside	Stop moved to Wilderness Oak @ Entrance
TNT	The Peak at Promintory (South)	Knights Cross	1 stop located inside	Stop moved to Knights Cross @ Entrance
TNT	The Suenos	TPC Pkwy	2 stops located inside	Stop moved to TPC Pkwy @ Entrance
TNT	The Vallitas	TPC Pkwy	2 stops located inside	Stop moved to TPC Pkwy @ Entrance
TNT	The Ventanas	TPC Pkwy	2 stops located inside	Stop moved to TPC Pkwy @ Entrance
BAC	The Waters @ Deerfield	Huebner	1 stop located inside	Stop moved to Huebner @ Entrance
TNT	The Waters at Canyon Springs	Canyon Golf	2 stops located inside	Stop moved to Canyon Golf @ Entrance



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Rudy Jimenez
Chyla Whitton,
Executive Director,
Human Resources

Subject: Approval of T-PESS
Appraiser(s)

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

In accordance with Board Policy DNB (Legal) and the Texas Education Code Section 150.1024, the principal appraisal process requires at least one certified appraiser. An appraiser must be the principal's supervisor or a person approved by the Board of Trustees.

ADMINISTRATIVE RECOMMENDATION

The list of qualified appraiser(s) who may appraise a principal in place of the principal's supervisor shall be approved by the Board. The qualified appraiser(s) may include school based administrators as well as central office personnel. The appraiser(s) presented meet all of the established requirements.

BUDGETARY CONSIDERATION

Not Applicable

ADMINISTRATIVE RECOMMENDATION

It is recommended that the attached list of administrator(s) be approved as appraisers.

BOARD ACTION REQUIRED

Approval/Disapproval

Texas Principal Evaluation and Support System (T-PESS)

Appraisers 2024-2025

- Rodriguez-Staufert, Martha Former Executive Director, School Administration

USDA Commodity Foods Processing And Commercial Pricing RFP #15-25

On Wednesday, January 8, 2025, at 9:00 a.m. RFP #15-25 was received on the purchase of food products utilizing USDA provided commodity ingredients for District cafeterias. The proposal for food products, for the 2025-2026 school year, consists of 60 items including entrées, grains, fruits meats and vegetables for a total bid amount of \$4,053,015.24. It is recommended that the bid be awarded to the following companies for the various items for the total amounts shown. The recommendation is based on the lowest bid meeting specifications for each item.

Bid requests were mailed to all known companies and advertised in the Hart Beat Newspaper.

Vendor	No. of Items Awarded	Total
Buena Vista Foods	2	\$89,464.32
Cavendish Farms	1	\$104,949.00
Chef's Corner Foods	1	\$106,029.00
Con Agra Brands, Inc.	1	\$267,666.42
ES Foods	1	\$56,847.36
Foster Farms	2	\$156,520.08
Goodman Food Products dba Don Lee Farms	1	\$157,290.00
Idahoan Foods	1	\$81,043.20
J.T.M. Food Group	3	\$161,052.50
Kraft Heinz	2	\$35,010.08
Land O Lakes	7	\$273,784.49
McCain Foods	4	\$229,734.20
Michael Foods, Inc.	2	\$35,604.53
Nardone Brothers Pizza	1	\$94,964.40
National Food Group	2	\$18,400.00
Peterson Farms Fresh, LLC	3	\$214,895.52
Pilgrim's Pride Corporation	3	\$316,054.08
Red Gold LLC	3	\$95,393.60
Rich Products	4	\$153,527.08
Rodriguez Foods, Ltd.	1	\$187,296.00
Schwan's Food Service, Inc.	5	\$529,867.71
Tasty Brands	6	\$392,073.12
Tyson	4	\$295,548.55
Grand Total	60	\$4,053,015.24

Locally Raised Texas Beef and Chicken Products RFP #17-25

On Wednesday, January 8, 2025, at 9:00 a.m. RFP# 17-25 was received for the purchase of raw beef and chicken products from animals raised and processed in Texas for District cafeterias. The district may purchase a total of \$ 315,000 from the approved suppliers. The recommendation is based on the bid meeting specifications for each item.

Bid requests were mailed to all known companies and advertised in the Hart Beat Newspaper.

Vendor	
Pro Valley Foods LLC	\$175, 000
Walnut Creek Farms	\$140,000
Grand Total	\$315,000

**Ice Cream Products with Freezer Units for
School Nutrition Services RFP #22-25**

On Wednesday, February 26, 2025, at 9:00 a.m. Central Standard Time, RFP# 22-25 was received for the purchase of Ice Cream Products with Freezer Units for District cafeterias for the 2025-26 school year. There is a two-year extension option upon mutual agreement and satisfactory performance. The proposal for Ice Cream Products consists of low-fat, whole grain rich ice cream products that meet the USDA smart snack criteria for a total bid amount of \$98,005. It is recommended that the bid be awarded to Blue Bonnet DSD. The recommendation for purchase is based on the lowest bid meeting the specifications and conditions as established by the district.

Bid requests were mailed to all known companies and advertised in Hart Beat.

Vendor	Total
Blue Bonnet DSD San Antonio Inc.	\$98,005
Southern Ice Cream	\$114,860
La Costenita Distributor Inc.	Vendor service did not meet criteria
Yumi Ice Cream Co., Inc.	Vendor product did not meet criteria



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Dan Villarreal
Valerie Rueda, Executive Director
Procurement & eCommerce

Subject: \$50,000 Purchases

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

Texas Education Code §44.031 requires all school district contracts, except contracts for the purchase of produce or vehicle fuel, valued at \$50,000 or more in the aggregate for each 12-month period shall be made by one of the methods listed in the Code providing the best value for the district. Board Policy CH (LOCAL) states, "The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services costing \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place."

ADMINISTRATIVE CONSIDERATION

The purpose of this consent item is to ask for Board authorization to expend funds for previously approved budgeted expenditures for 2024-2025, which meet or exceed \$50,000 from the attached listed vendors. The attachment reflects categories of purchases, vendor names, descriptions of goods or services and estimated 2024-2025 expenditures. These purchases comply with applicable bid laws. The attachment includes estimated aggregate expenditures exceeding \$50,000 during the school year.

By approving this consent item, each approved budgeted item will not have to be presented again, saving considerable time and resources.

BUDGETARY CONSIDERATION

The estimated expenditure amounts are budgeted in various District accounts which were approved at the Board of Trustees meeting on June 17, 2024. Funds being expended include general funds, bond funds, grant funds, special revenue funds, internal service funds and enterprise funds.

ADMINISTRATIVE RECOMMENDATION

The Superintendent recommends the Department of Procurement & eCommerce be authorized to expend funds listed in the attachment for fiscal year 2024-2025.

BOARD ACTION REQUIRED

Approval/Disapproval

ATTACHMENT
BUDGETED PURCHASES OF GOODS OR SERVICES COSTING \$50,000 OR MORE
NEISD BOARD MEETING
APRIL 14, 2025

Category	Vendor(s) Name	Description of Goods/Services	Estimated Expenditures 2024-2025	Bid Compliance	Notes
Construction Management	DIRTT/Alfred Williams	Furniture, Fixtures & Equipment (FF&E)	\$310,000	Omnia Partners Co-Op	Purchases over \$50,000 require board approval. This purchase is to support small group instruction classroom space and will be paid for using Title I funds .
Instructional Technology	InTech Southwest	Desktop replacement for classroom labs	\$830,000	Region 20 Co-op	June 2024 Board approved \$80,000. Additional \$750,000 needed. Will be paid for using the Instructional Materials and Technology Allotment (IMTA) .
Network Technology Services	Education Service Center Region 20 for Linewize	State Mandated Internet Content Filtering System	\$198,000	Interlocal Agreement	Purchases over \$50,000 require board approval.
Safety & Security	SAFEWARE	Weapons Detection System	\$143,000	Omnia Partners Co-Op	Purchases over \$50,000 require board approval. Will be paid for using SAFE Cycle 2 grant funds.
School Board	Schulman, Lopez, Hoffer, & Adelstein LLP	Legal Services	\$725,000	Professional Services	June 2024 Board approved \$475,000. Additional \$250,000 needed.
School Improvement	Samegoal	Emergent Bilingual Software	\$326,774	17-23	June 2024 Board approved \$282,000. Additional \$44,774 needed for software licenses.
School Nutrition Services	Con Agra Brands, Inc.	Commodity Food Products	\$326,355	08-24	March 2024 Board approved \$236,355. Additional \$90,000 needed.
School Nutrition Services	Danone	Food Products Direct from Manufacturer	\$763,844	25-24	June 2024 Board approved \$613,844. Additional \$150,000 needed.
School Nutrition Services	Pilgrim's Pride Corp.	Commodity Food Products	\$275,374	08-24	March 2024 Board approved \$225,374. Additional \$50,000 needed.



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: April 14, 2025

Presenter: Dan Villarreal
Susan Lackorn, Executive Director
Finance and Accounting

Subject: Waiver of Penalties and Interest

Related Page(s): Attachment

CONSENT ITEM

BACKGROUND INFORMATION

In accordance with §33.011 of the Texas Property Tax Code, the governing body of a taxing unit shall waive penalties and interest on a delinquent tax if an act or omission of an employee of the taxing unit or appraisal district resulted in the taxpayer's failure to pay the tax before delinquency.

ADMINISTRATIVE CONSIDERATION

The Bexar County Tax Assessor-Collector determined that the following penalties and interest were assessed as a result of an error by the Assessor-Collector or the Bexar Appraisal District:

<i>Tax Account 19220-011-0040:</i>	<i>Penalties = \$641.20</i>	<i>Interest = \$94.20</i>
<i>Tax Account 17285-001-0470:</i>	<i>Penalties = \$149.04</i>	<i>Interest = \$24.84</i>
<i>Tax Account 16334-056-0020:</i>	<i>Penalties = \$43.44</i>	<i>Interest = \$7.24</i>

The Assessor-Collector has requested the District waive the penalties and interest in accordance with §33.011 of the Texas Property Tax Code.

BUDGETARY CONSIDERATION

No budgetary consideration required.

RECOMMENDATION

It is recommended that the Board of Trustees waive the penalties and interest on the accounts listed above as presented.

BOARD ACTION REQUIRED

Approval/Disapproval