

# Agenda of Special Meeting

## The Board of Trustees Seguin ISD

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A Special Meeting of the Board of Trustees of Seguin ISD will be held May 8, 2024, beginning at 6:30 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. **Call to Order**

- A. Establish Quorum
- B. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
- C. Pledges to the United States Flag and Texas Flag. Moment of silence.

2. **Audience with the Board**

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

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

3. **Action Item:**

- A. Consideration and Adoption of Health Education Materials Based on School Health School Advisory Council Recommendation 2
- B. Consider Recommendations for Teacher Term Contracts, Probationary Contracts, and Employment Agreements for Teachers and Other Non-Administrative Staff and Termination of Probationary and Term Contracts 105
- C. Consider Recommendations for Term Contracts, Probationary Contracts, and Employment Agreements for Administrative Personnel 106

4. **Budget Workshop:**

- A. 2024-2025 Budget Development Update 107
  - 1. Information Regarding Property Values and Funding for Fiscal Year 2025 141

5. **Adjourn**

**ACTION ITEM:** **Consideration and Adoption of Health Education Materials Based on School Health School Advisory Council Recommendation**

**RECOMMENDATION:** Recommended that the Board of Trustees consider the recommendation from the School Health Advisory Council to adopt the Mind Matters for use with 6th-12th grade students in Seguin ISD. This recommendation is in response to HB 3908 also known as Tucker's Law.

**RATIONALE:** Texas Education Code (TEC) 28.004(c) requires school boards to consider the recommendation of the local school health advisory council before adopting or changing the district's health education curriculum or instruction in the dangers of opioids, including addiction to and abuse of synthetic opioids such as fentanyl.

**REFERENCE and COMPLIANCE:** EHAA(LEGAL) Basic Instructional Program: Required Instruction (All Levels)

**PAPERWORK IMPACT:** Routine paperwork for updating required notifications and disclosures.

**BUDGET IMPACT/ INFORMATION:** Instructional materials, presentation fees.

**EXHIBITS:** Exhibit 1- Letter of Recommendation from SHAC Chair  
Exhibit 2- Instructional Materials

**RESOURCE PERSONNEL:** Pete Silvius, Director of Whole Child Initiatives

Submitted by: \_\_\_\_\_ Date Submitted: 05/08/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

April 10th 2024

Seguin ISD Board of Trustees

Re: School Health Advisory Council (SHAC) Recommendation- Fentanyl Awareness and Substance Abuse Prevention Program

Dear President Guerra and SISD Trustees,

On March 27th 2024 the SISD SHAC reviewed a substance abuse and fentanyl awareness presentation called Mind Matters. The SHAC held a vote and has approved a recommendation to adopt Mind Matters for use with 6th-12th grade students in Seguin ISD.

[Mind Matters Presentations](#)

Mark Dibble- Chair  
School Health Advisory Council  
Seguin Independent School District



# Seguin ISD



## School Health Advisory Council (SHAC) Recommendation.



# **88 (R) HB 3908**

**HB 3908 (88th Texas Legislature, Regular Session, 2023) , known as Tucker's Law, adds to the duties of a School Health Advisory Council (SHAC) the requirement to recommend to the local board of trustees the appropriate grade levels and and curriculum for instruction in the dangers of opioids, including addiction to and abuse of synthetic opioids such as fentanyl.**

**(Texas Education Code (TEC) 28.004(c))**

# Recommendation

**The Seguin ISD SHAC held a public meeting on March 27 2024 to discuss and consider fentanyl awareness instructional materials.**

**The Seguin ISD SHAC has approved a recommendation to adopt *Mind Matters*, for use with 6th-12th grade students in Seguin ISD.**

**[Mind Matters Presentation Slides](#)**



# DRUGS AND THE BRAIN

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Access this  
presentation  
using the QR code

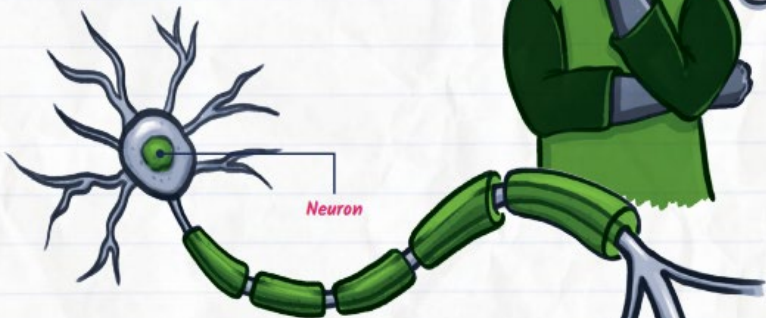
# EXPECTATIONS

## For Today's Lesson

1. This is a safe space.
2. Personal information that is discussed in this room, stays in this room. It is not your place to tell other people's stories.
3. Be mindful and respectful of other people's thoughts and opinions.
4. Listen respectfully and do not interrupt.
5. Fully listen to other people talking to understand their views.
6. Do not criticize.
7. Do not make assumptions.
8. Realize that you are accountable for the words that you say.

## The human brain is a very complicated organ.

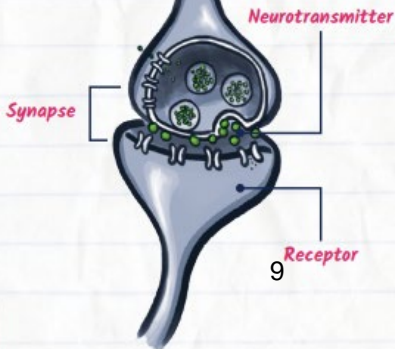
Your brain weighs three pounds and controls everything you do. You need your brain to see, hear, smell, taste, and feel. Your brain is you — everything you think and feel and who you are.



## How does the brain work?

Our body has **special cells called neurons** that carry messages back and forth between the brain and other parts of the body. The neurons send messages to each other by releasing chemical substances called *neurotransmitters* into the gaps between cells. These gaps are called *synapses*.

The neurotransmitter crosses the synapse and attaches to a **receptor** on another neuron, like a key fits into a lock. This is how neurons talk to each other to make your brain and body do things. For example, when you want to walk up a flight of stairs, your brain sends a message to your feet to move, using long chains of neurons.



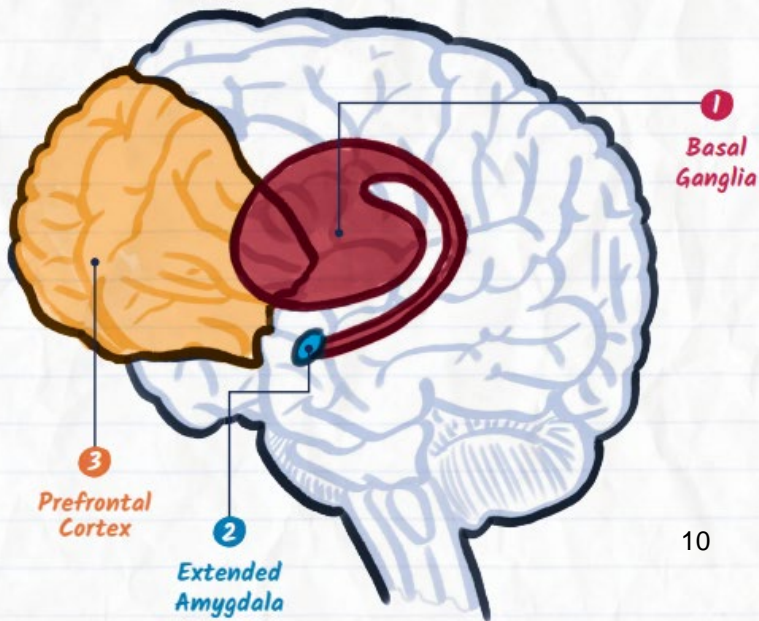
## How do drugs work in the brain?

Drugs change the way that neurons talk to each other. These changes cause neurons to make you act in ways that you normally wouldn't.

*There are three main parts of the brain that are affected by drug use:*

- 1 The basal ganglia** is the part of the brain that motivates us to do healthy activities, like eating or hanging out with friends. Drugs flow into this area of the brain and cause people to feel really happy. But if you use a drug a lot, the basal ganglia can get used to having the drug around and make it hard to feel pleasure from anything but the drug.
- 2 The extended amygdala** is what makes you feel stressed out or cranky. When people use drugs, this part of the brain gets very sensitive. When your body is used to the drugs and you stop, the extended amygdala makes you feel really sick, so people will use drugs again just to get rid of that feeling.
- 3 The prefrontal cortex** helps you think, make decisions, and control your actions. When someone uses drugs, this part of the brain becomes less able to make good judgments or step in to say "no" to a harmful impulse.

Also, some drugs affect other parts of the brain, like the brain stem. The brain stem controls heart rate and breathing. When a person takes certain drugs like opioids, their breathing can become dangerously slow. When the breathing stops, it's called an overdose, and can cause death.



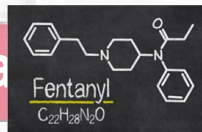
## Video: How do drugs work in the brain?

*How do drugs work in the brain?*

**These changes can cause you to act in ways you normally wouldn't.**



# Opioids like Fenta



- Prescription opioids are used mostly to **treat moderate to severe pain**
- Can be dangerous because they make you feel calm and happy and are **highly addictive**.
- **Fake pills** of opioids like xanax are being illegally made with fentanyl mixed in.
- These pills are often sold on social media.
- It's hard to tell if pills are fake.



## Signs of Overdose

- Small, constricted “pinpoint pupils”
- Falling asleep or losing consciousness
- Slow, weak or no breathing
- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## Why do people keep taking drugs when they know they're bad for you?

**Drugs change the brain** in ways that make quitting hard, even when you want to. This is because when you take drugs, the neurotransmitter dopamine is released in the basal ganglia in large amounts. Dopamine signals in this brain area "teach" other parts of your brain to keep seeking out the drug so you can take it again and again.

When people can't stop using drugs even though they want to, and drug use is causing serious consequences, it is called **addiction**. Their brain has learned to crave the drug all the time.

## What are the long-term effects of drug use?

**Drug use can lead to serious changes in the brain** that affect how a person thinks and acts. It can also cause other medical problems, even death. Some drugs can cause heart disease, cancer, lung problems, and mental health conditions, like depression. A few drugs can even kill cells in your brain and body and make it hard to walk and talk and understand what's happening around you.



Heart



Lungs



Brain



# Video: How do drugs affect your life?

*How do drugs affect your life?*

And it makes it hard for you to enjoy things that used to make you happy.



# Resources

## WHAT TO DO IF YOU THINK SOMEONE IS OVERDOSING:

It may be hard to tell whether a person is high or experiencing an overdose. If you aren't sure, it's best to treat the situation like an overdose—**you could save a life.**

- 1 Call 911 immediately.
- 2 Administer Naloxone or Narcan, if available.
- 3 Try to keep the person awake and breathing.
- 4 Lay the person on their side to prevent choking.
- 5 Stay with them until emergency workers arrive.



**ONLY** take medicine from your parents, guardians, a doctor, or your school nurse.



Medicine or pills from friends or strangers can make you **SICK**.

Some pills may look like candy but they can **HURT** you.



This poster is produced by the Texas Consolidated Independent School Districts as part of the Fighting Fentanyl campaign. Photo of Jordan Vichard is courtesy of the United States Drug Enforcement Administration. Poster production date: October 2020. For artwork resources and reporting, visit [www.texasindependent.org](http://www.texasindependent.org)

Centers for Disease Control and Prevention -

<https://www.cdc.gov/stopoverdose>

Hays CISD Fighting Fentanyl -

<https://www.hayscisd.net/fentanyl>

Hays County Fentanyl Resource Page -

<https://hayscountytexas.com/hays-county-fentanyl-resource-page/>

DrugRehab.com - <https://www.drugrehab.com/teens/middle-school/>

National Institute on Drug Abuse - <https://nida.nih.gov/>



Hays HopeLine

Hays Hope Line - <https://www.hayscisd.net/hopeline>

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\*Created by Hays CISD utilizing information from the above resources.

\*Lessons created based on HB 3908, also known as Tucker's Law

# Q&A

## Discussion

# What is the impact of the Opioid/Fentanyl Epidemic in Texas?

**Epidemic** - a widespread occurrence of a disease or a rapid development, spread, or growth of something, especially something unpleasant.



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# Noah's Story

(video)

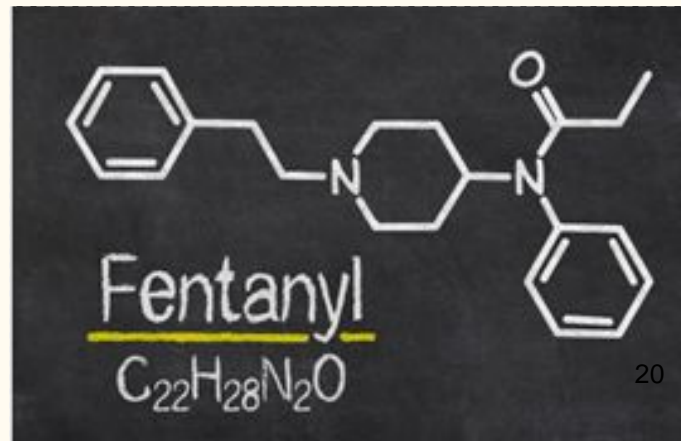


Forever 15 Project



# What are Prescription Opioids?

- Prescription opioids are used mostly to **treat moderate to severe pain**.
- Can be dangerous because they are **highly addictive**.
- **Overdoses and death are common when abused** or not used under a doctor's direct supervision.
- Common Prescription Opioids include:
  - Hydrocodone (Vicodin)
  - Oxycodone (OxyContin, Percocet)
  - Codeine
  - **Fentanyl**





# How do opioids work?

- Opioids affect nerve cells (neurons) in your brain and body.
- They tell your brain to block pain and they also make you feel calm and happy.

## Short-Term Effects

- Feelings of calm, sleepiness, confusion
- Slowed or stopped breathing (can cause fatal overdose)
- Nausea, vomiting
- Constipation

## Long-Term Effects

- Addiction
- Heart infection
- Lung infection
- Muscle pain

# How do people misuse Opioids?



People misuse prescription opioids by:

- Taking the medicine in a way or dose other than prescribed.
  - Taking someone else's prescription medicine.
  - Taking the medicine for the effect it causes.
-

# An opioid/fentanyl epidemic is impacting our country and our community in many ways:

Two types:

## Pharmaceutical:

Prescribed and obtained from a licensed physician or pharmacy.

## Illicitly Manufactured:

Made and distributed through illegal drug markets with no quality control. Often marketed on social media as other types of pills (Fake Pills)

**Illicitly means illegal**

What are the dangers?

## Fake pills

Are the reason fentanyl-related deaths are the fastest growing amongst youth.

Among teens, overdose deaths related to synthetic opioids, like fentanyl, **TRIPLED** in the last two years.

Only 36% of teens are aware that fentanyl is being used to create counterfeit pills.

Impacts:

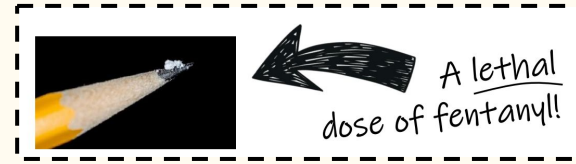
## Fentanyl is cheap

Potent and profitable, which is why it is used to make fake pills.

It is estimated that 250-500 million pills made with fentanyl are in circulation in the US at any time.

Practically all the pills seized by law enforcement are fake, and a majority (60%) contain a potentially lethal amount of fentanyl.

# Fentanyl Fake Pills



- Fentanyl is up to 50 times stronger than heroin and 100 times stronger than morphine.
- Just 2 milligrams of fentanyl, equal to 10 to 15 grains of table salt, is considered a lethal dose.



- Criminal drug networks are mass-producing **fake pills** and falsely marketing them as legitimate prescription pills to deceive the American public.
- Fake prescription pills are easily accessible and **often sold on social media**.
- Many fake pills are made to look just like prescription Xanax (bars), Percocet (perk), opioids (painkillers) like Vicodin and Oxycodone (oxy), and stimulants like Adderall (addy).
- You can't smell or taste Fentanyl or tell if it's in a pill by looking at it.

Do you think our  
community has been  
impacted by the  
opioid/fentanyl epidemic?

# The impact of the fentanyl epidemic in Texas?

**one pill kills**

don't make a deadly decision

## FENTANYL FACTS

**increase in fentanyl-related deaths**



reported in Texas in 2021 compared to 2020.

“The only safe medications are ones that come from licensed and accredited medical professionals. DEA warns that pills purchased outside of a licensed pharmacy are illegal, dangerous, and potentially lethal.”

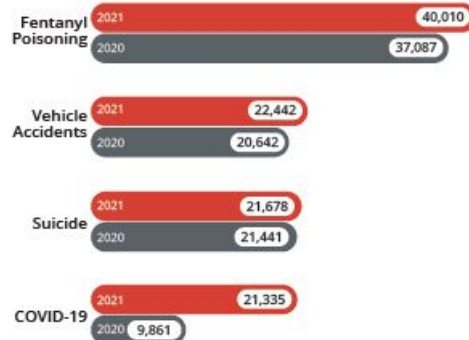


The number of fentanyl-related deaths in Texas has **almost doubled in just 1 year.**



1 icon = 10 fentanyl-related deaths

**Fentanyl poisoning is the leading cause of death for people ages 18 to 45 in the U.S.\***



people die every day from overdoses related to synthetic opioids like fentanyl.

**99%**

of fentanyl overdoses are **accidents.**

**FENTANYL KILLS ONE PERSON**



Source: Centers for Disease Control and Prevention, Drug Enforcement Administration, Office of the Texas Governor.

# Fentanyl in **OUR** community

Austin

Houston

San Antonio

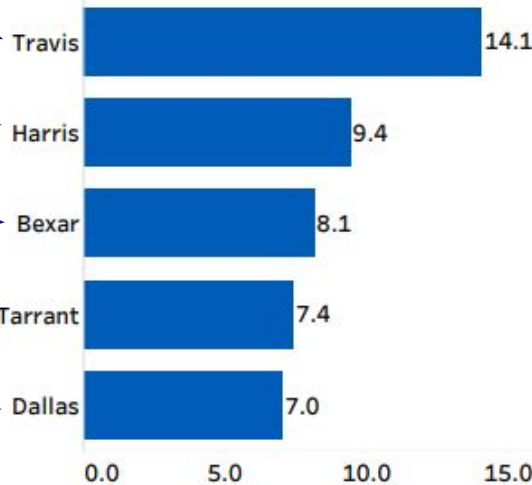
Ft. Worth

Dallas

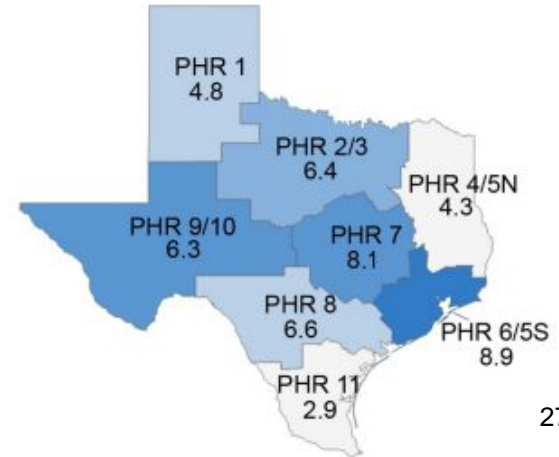
## Texas Geographic and Demographic Trends in Fentanyl Poisoning-Related Deaths

In 2022, Travis County had the highest rate of fentanyl poisoning-related deaths out of the top five most populated Texas counties. When looking by Public Health Region, PHR 6/5S, which includes Harris County, had the highest death rate. Rates for Black Non-Hispanic populations per 100,000 people rose over 8 times from 1.09 per 100,000 people in 2019 to 8.88 in 2022. White Non-Hispanic and Hispanic populations saw a rate increase from 1.50 per 100,000 people in 2019 to 8.96 in 2022 (5.97 times) and 0.75 in 2019 to 4.91 in 2022 (6.55 times), respectively.

**Fentanyl Poisoning-Related Deaths per 100,000 Population for 2022**  
By Top 5 Most Populated Counties



By Public Health Region



# Scenario Activity

Each group will be provided a scenario. With your group, discuss the following:

1. **Define the Problem**

2. **Explore Solutions**

What are your options for actions to take in the scenario?

3. **Consider Consequences and Your Values of those actions**

- Which solutions that you listed represent who you are and the outcome that you would want

4. **Decide on a Solution**

5. **Evaluate Your Decision:**

- Was the outcome positive or negative? Why?
- Did the solution solve the problem, or just help temporarily? Why or why not?
- Would you do anything differently next time? Why or why not?



### —Scenario 1: The Experimentation Dilemma

**Background:** Alex, an 8th grader, is hanging out with friends. Some of the older kids are passing around some xanax, claiming they're just for fun and will help them chill. Alex is curious but uncertain about taking one. One of the older kids says he got them from his older brother in high school and they are legit.

### —Scenario 2: The Offered Substance

**Background:** Sarah is hanging out with friends when one of them offers her a white powder, claiming it's a new, exciting substance. She is unsure about what it is. She is there with two of her very best friends. One of them says they would like to try the new substance.

### —Scenario 3: Peer Pressure to Fit In

**Background:** Kris is with a group of friends just hanging out and studying for a big science test. One of them pulls out a baggie of what they say is their younger sister's ADHD meds. Their friend states it will help them study for the test.

### —Scenario 4: The Anxious Student

**Background:** Mia, a high school freshman, is stressed out with homework, projects and tests. Her anxiety is through the roof. She has talked to her parents about this but they say it is normal because the freshmen year is supposed to be challenging. One of her friends mentions anti-anxiety pills to help her. Mia knows of some classmates that have gotten pills through snapchat. She is considering doing the same.

# One Pill Can Kill

(video)



What can we  
do as a  
community?



# Signs of Overdose

Recognizing the signs of opioid overdose can save a life. Here are some things to look for:

- Small, constricted “pinpoint pupils”
- Falling asleep or losing consciousness
- Slow, weak or no breathing
- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## WHAT TO DO IF YOU THINK SOMEONE IS OVERDOSING:

It may be hard to tell whether a person is high or experiencing an overdose. If you aren't sure, it's best to treat the situation like an overdose—**you could save a life.**

- 1** Call 911 immediately.
- 2** Administer Naloxone or Narcan, if available.
- 3** Try to keep the person awake and breathing.
- 4** Lay the person on their side to prevent choking.
- 5** Stay with them until emergency workers arrive.

Be  
**SMART!**  
About Medicine & Pills



**ONLY** take medicine from your parents, guardians, a doctor, or your school nurse.



Medicine or pills from friends or strangers can make you **SICK**.

Some pills may look like candy but they can **HURT** you.



**THIS IS NOT CANDY!**



Why do you think some kids would still take the risk of taking pills – even if they don't know what's in them?

# Summary

- Everyone in the community has a responsibility to do their part in preventing and treating the opioid/fentanyl epidemic.
- Being educated about opioid/fentanyl use is something that we can do to help us make good decisions that are healthy for us.

# Test Your Knowledge

—

## Question #1

Majority of teens are aware of the fentanyl dangers.

1 - True

2 - False

# Question #1

Majority of teens are aware of the fentanyl dangers.

1 - True

2 - False

4-in-10 young adults and half of teens say they aren't knowledgeable about the issue

## Question #2

What proportion of fentanyl-laced fake prescription pills contain a potentially lethal dose of fentanyl?

1 - Two out of ten

2 - Four out of ten

3 - Six out of ten

4 - Eight out of ten

## Question #2

What proportion of fentanyl-laced fake prescription pills contain a potentially lethal dose of fentanyl?

1 - Two out of ten

2 - Four out of ten

3 - Six out of ten

4 - Eight out of ten

Six in ten fentanyl-laced fake prescription pills contain a potentially lethal dose of fentanyl.

This figure is up from four in ten in 2021.

Source: DEA Issues New Public Safety Alert | Campus Drug Prevention

## Question #3

Which of these photos of Adderall is of the real drug and not a fake version?

1



2



## Question #3

Which of these photos of Adderall is of the real drug and not a fake version?

1



2

Most professionals can't tell the difference between real and fake pills without chemical lab testing.

## Question #4

If fentanyl is mixed into another drug, which of the following senses can help you identify it?

1 - Sight

2 - Smell

3 - Taste

4 - None of the above

## Question #4

If fentanyl is mixed into another drug, which of the following senses can help you identify it?

1 - Sight

2 - Smell

3 - Taste

4 - None of the above

Your senses alone cannot help you identify fentanyl. The only safe medications are ones prescribed by a trusted medical professional and dispensed by a licensed pharmacist.

Source: Protect yourself from the dangers of fentanyl (:60) - Centers for Disease Control and Prevention

## Question #5

What are the physical and mental effects of fentanyl?

- 1 - Heightened energy and concentration
- 2 - Confusion, drowsiness, dizziness, nausea, vomiting, changes in pupil size, cold and clammy skin, coma, and respiratory failure
- 3 - Relaxation and calmness

## Question #5

What are the physical and mental effects of fentanyl?

- 1 - Heightened energy and concentration
- 2 - Confusion, drowsiness, dizziness, nausea, vomiting, changes in pupil size, cold and clammy skin, coma, and respiratory failure
- 3 - Relaxation and calmness

# Resources

Centers for Disease Control and Prevention - <https://www.cdc.gov/stopoverdose>

Hays CISD Fighting Fentanyl - <https://www.hayscisd.net/fentanyl>

Hays County Fentanyl Resource Page - <https://hayscountytexas.com/hays-county-fentanyl-resource-page/>

Forever15Project - [forever15project.org](https://forever15project.org)

Song for Charlie - <https://www.songforcharlie.org/>

Just Think Twice - [justthinktwice.gov](https://www.justthinktwice.gov)

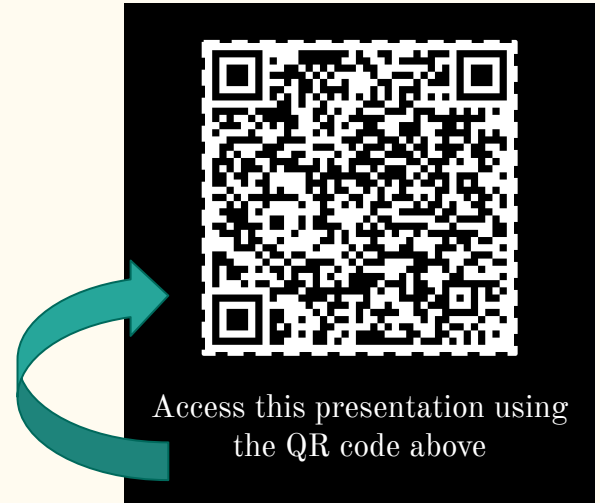


<https://www.hayscisd.net/hopeline>



<https://www.samhsa.gov/find-help>

1-800-662-HELP



\*Created by Hays CISD utilizing information from the above resources.

\*Lessons created based on HB 3908, also known as Tucker's Law



*THE BODY'S RESPONSE TO*  
**NICOTINE, TOBACCO,  
AND VAPING**



Access this  
presentation  
using the QR code

# *EXPECTATIONS*

## *For Today's Lesson*

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8. Realize that you are accountable for the words that you say.

## What is nicotine?

Tobacco is a leafy plant grown all around the world. Tobacco is used by so many people because it contains a powerful drug called nicotine. **Nicotine is very addictive.**



## How do people use tobacco and nicotine?

People can **smoke, sniff, chew, or inhale** the vapors of tobacco and nicotine products.

### SOME PRODUCTS THAT YOU SMOKE OR INHALE:



CIGARETTES



CIGARS



VAPING DEVICES



HOOKAHS

### SMOKELESS PRODUCTS:



CHEWING  
TOBACCO



SNUFF

Ground tobacco that can be sniffed  
or put between your cheek and gums



DIP

Wet snuff that is chewed



SNUS

Small pouch of wet snuff

## How does nicotine work?

Nicotine is absorbed into your bloodstream and goes to your adrenal glands just above your kidneys. The glands release adrenaline which **increases your blood pressure, breathing, and heart rate**. Adrenaline also gives you a lot of good feelings all at once.

**Just being around people who are smoking can be dangerous.**

Breathing other people's smoke can lead to lung cancer and heart disease.

## What are other health effects?

While nicotine is addictive, most of the health effects come from other tobacco chemicals. Tobacco use harms every organ in your body. Smoking tobacco products can cause lung, mouth, stomach, kidney, and bladder cancers. It can also cause lung problems, like coughing, and lead to heart disease, eye problems, and yellow teeth.

**Smokeless tobacco products are dangerous, too.** They can cause oral cancer and heart and gum disease.



Eyes



Mouth



Heart



Stomach



Bladder



Kidney

## How do you become addicted to nicotine?

Over time, the nicotine in tobacco can change the way your brain works. If you stop using it, your body can get confused and you can start to feel really sick. This makes it hard to stop using these products even when you know it's bad for you. This is called addiction.

**It can be very hard to stop smoking, but there are some medications that can help.**



## *How do you become addicted to nicotine?*

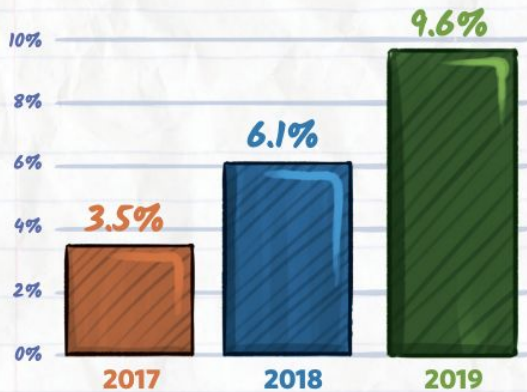


*How do you become addicted to nicotine?*

If you stop using it, your body can get confused and you can start to feel really sick.



## 8TH GRADERS WHO VAPED IN THE PAST MONTH



### Tobacco and Nicotine Vaping Threatens Progress

In 2019, 0.8% of 8th graders said they smoked cigarettes daily, but 1.9% said they vaped nicotine daily.

### What are vaping devices?

You might have heard people talking about vape pens, vapes, or e-cigarettes (e-cigs). These are names for battery-operated devices that people use to inhale nicotine, flavoring, or other chemicals.

**They can look like cigarettes, pipes, pens, or USB memory sticks.**

### How do vaping devices work?

Puffing on a vape pen or e-cig heats up the device, which turns the liquid in the device into vapor. The person then inhales the vapor and the flavor or nicotine goes into their body.



### Can vaping devices help you stop smoking?

Some people think that vaping can help you stop <sup>51</sup>smoking. But actually, **there is not enough science to prove this.** In fact, some research shows that non-smoking preteens and teens who vape nicotine might go on to use other tobacco products like cigarettes.

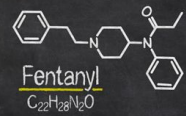
## *How do vaping devices work?*

### *How do vaping devices work?*

Vaping an e-cigarette heats up the device, which turns the liquid in the device into vapor.



# Opioids: Fentanyl



- Prescription opioids are used mostly to **treat moderate to severe pain**.
- Can be dangerous because they make you feel calm and happy and are **highly addictive**.
- **Fake pills** of opioids like xanax are being illegally made with fentanyl mixed in.
- These pills are often sold on social media.
- It's hard to tell if pills are fake.



Be **SMART!**




About Medicine & Pills

**ONLY** take medicine from your parents, guardians, a doctor, or your school nurse.

Medicine or pills from friends or strangers can make you **SICK**.

Some pills may look like candy but they can **HURT** you.

THIS IS NOT CANDY!



This poster is provided by The Family Communication Enhancement Project (FACE) as part of the "Helping Families Connect: Promote of Communication National Initiative of the National Center on Substance Abuse Treatment (NCSAT) and the National Center on Addiction and Substance Abuse (CASA) at Columbia University. © 2014 NCSAT and CASA.

**AUTHENTIC**  
oxycodone  
M30 tablets

**\*FAKE**  
oxycodone M30 tablets  
containing fentanyl

53

# Signs of Fentanyl Overdose

- Small, constricted “pinpoint pupils”
- Falling asleep or losing consciousness
- Slow, weak or no breathing
- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## WHAT TO DO IF YOU THINK SOMEONE IS OVERDOSING:

It may be hard to tell whether a person is high or experiencing an overdose. If you aren't sure, it's best to treat the situation like an overdose—**you could save a life.**

- 1** Call 911 immediately.
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*THE BODY'S RESPONSE TO*

# INHALANTS



Access this  
presentation  
using the QR code

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6. Do not criticize.
7. Do not make assumptions.
8. Realize that you are accountable for the words that you say.

## What are inhalants?

Inhalants are chemicals that are found in everyday household products that some people use to get high. Because these items are found around the house, some people don't think that they can be dangerous. **But these chemicals can be very harmful to the brain.**

## How do people use inhalants?

People who use inhalants breathe in the fumes through their nose or mouth. This is called "sniffing," "snorting," or "huffing." Because the high only lasts a few seconds or minutes, some people who use inhalants use them repeatedly to feel a longer high.

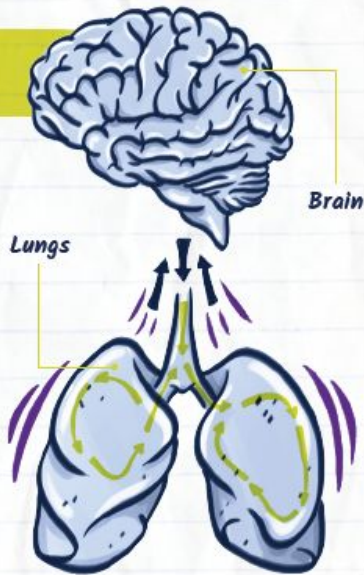
### SOME PRODUCTS THAT PEOPLE INHALE:

- 1 Lighters
- 2 Nail polish remover
- 3 Felt-tip markers
- 4 Room fragrances
- 5 Spray paint
- 6 Paint thinner
- 7 Hair spray
- 8 Whipped cream cans
- 9 Cleaning products
- 10 Keyboard cleaner



## How do inhalants work?

Inhalants can change the way your brain talks to other parts of the body, and may cause you to feel drunk or high. Many inhalants affect the brain in ways similar to depressants like tranquilizers, sedatives, or alcohol, although the effects are usually shorter-lasting. Other inhalants like nitrites can make your blood vessels larger and your heart beat faster. Nitrites are found in some room fragrances and medicines. This can cause you to feel very warm and jumpy.



When inhaled, the chemicals go into the lungs. Within seconds, the chemicals reach the brain.

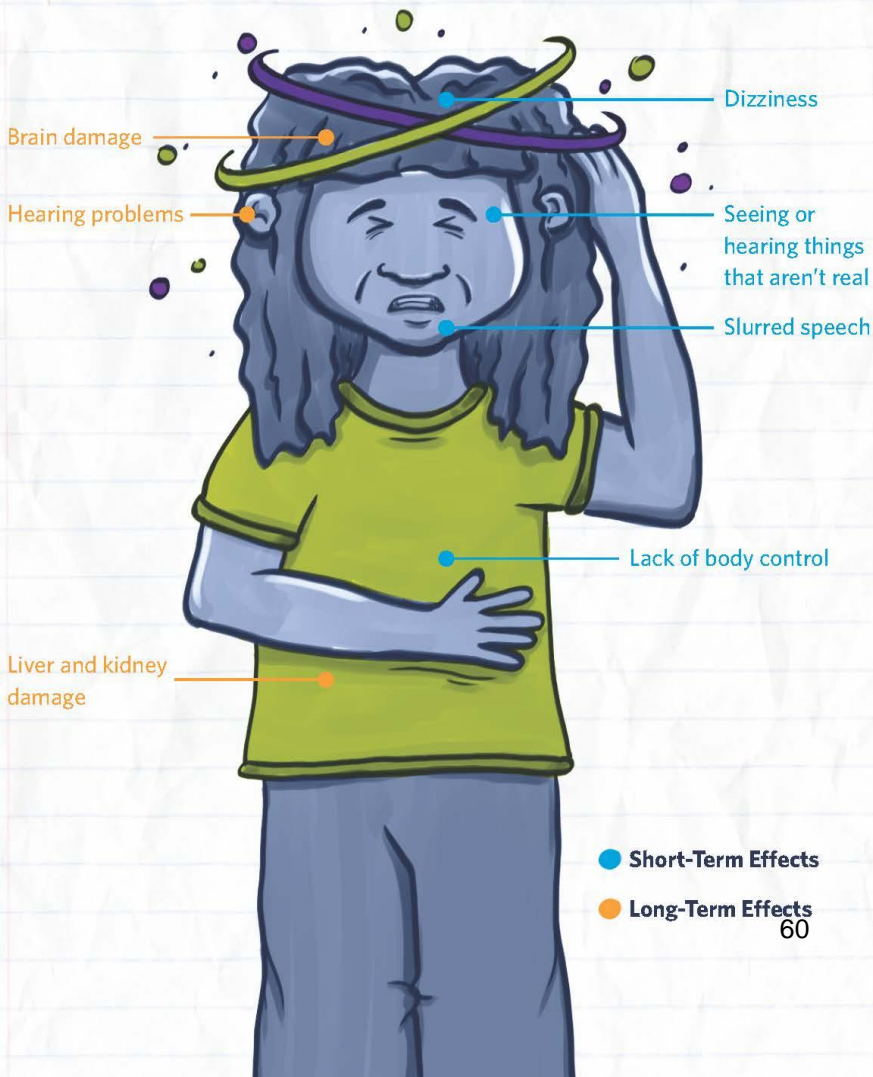


## Can you become addicted to inhalants?

It is not very common, but **yes, you can** become addicted to inhalants. Over time, inhalants can change the way your brain works, and you can feel really sick when you are not using them. This can make it hard to stop using inhalants. **This is called an addiction.**

**Don't forget that anyone can become addicted to inhalants. It doesn't matter where you live or how smart you are. There is no way to predict who will become addicted.**

## How do inhalants affect your brain and body?

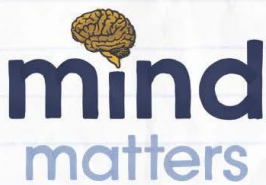


## Can you become addicted to inhalants?

Can you become  
addicted to inhalants?

It's not very common, **but it can happen.**





THE BODY'S RESPONSE TO

# K2/SPICE AND BATH SALTS

---

## What are synthetic drugs?

Some drugs, like cocaine and marijuana, come from plants that grow in the earth. But synthetic drugs are made in labs. Both kinds can be dangerous.

Two common synthetic drugs are bath salts and K2/Spice. K2 and Spice are brand names for **synthetic cannabinoids**. Bath salts are an example of **synthetic cathinones**, but should not be confused with products such as Epsom salt that people use during bathing.

Epsom salt, bath fizzers, and other bathing products are not used as synthetic drugs.



## K2/Spice (Synthetic Cannabinoids)

**K2 and Spice are chemicals that can alter your mind and make you see, feel, or hear things that aren't there.** These chemicals are sprayed onto dried leaves to look like marijuana, or are sold as liquids. Some of the chemicals are similar to the ones found in the marijuana plant, but it is a very different drug.

You may have seen K2 and Spice in stores in bright packages that say they are a natural product. But don't be fooled! **These products have lots of chemicals in them that are not safe.** These products are also known as herbal or liquid incense.

## How do people use K2/Spice?

People use K2 and Spice by smoking the chemical-sprayed leaves or inhaling the liquids in e-vaporizers or other products. They can also put the liquids into tea to drink.



## How do K2/Spice affect your brain and body?

### Short-Term Effects

- Feeling really relaxed
- Seeing and hearing things that aren't there
- Being very confused
- Feeling anxious
- Fast heart rate
- Vomiting

### Long-Term Effects

- Kidney problems
- Seizures



## Bath Salts

"Bath Salts" are a brand name for a class of drugs called synthetic cathinones. Cathinones are drugs similar to the chemicals in the khat plant that grows in Africa. But the human-made version is much stronger and can be very dangerous. They look like little white or brown crystals. But they are not like the products you put in your bath to make it fizz. They are usually found in plastic or foil packages and are used to get high. Bath salts are sold under many different names like **Bliss, Cloud Nine, Lunar Wave, Vanilla Sky, and White Lightning.**

Bath salts are stimulants that can cause extreme energy, alertness, and attention. They can also alter your perceptions and cause you to act strangely or even violently. They are chemically similar to drugs like amphetamines and cocaine.

## How do people use bath salts?

People swallow bath salts. They can also snort them up their nose or mix them with water and inject them into their body.



## How do bath salts affect your brain and body?

### Short-Term Effects

- Fast heart rate
- Feeling really friendly
- Having panic attacks
- Seeing things that aren't real
- Feeling very angry and being violent

### Long-Term Effects

- Kidney problems
- Weak muscles
- Heart problems



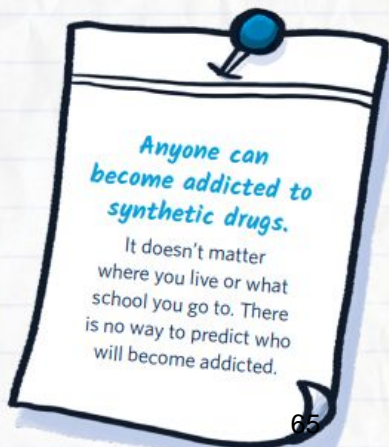
## How do K2/Spice, and bath salts work?

Compared to drugs like cocaine and marijuana, there is less research on how K2/Spice and bath salts work in the brain. Researchers do know that these drugs attach to the same areas in the brain, called receptors, where chemicals in cocaine and marijuana attach. Researchers have also found that K2/Spice can produce stronger effects than marijuana and that bath salts can produce stronger effects than cocaine.

## Can you become addicted to synthetic drugs?

**Yes, you can.** Over time, all drugs can change the way your brain works. If you stop, you can start to feel really sad and sick. This makes it hard to stop using them. **This is called addiction.**

The right treatment can help someone who is addicted feel better and stop using synthetic drugs, but treatment is hard work and it can take many years to recover from addiction. The best approach is to never start using the drug in the first place.

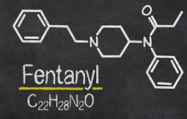


*Anyone can become addicted to synthetic drugs. It doesn't matter where you live or what school you go to. There is no way to predict who will become addicted.*

Read the statement above. Knowing that dangers of addiction, why do you think people still choose to try drugs and continue to use them.

Turn and share your thoughts with a partner.


# Fentanyl



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This poster is produced by the Public Consultation Independent Review Group as part of the 'Fentanyl' campaign. Photos of various brands of medicine and other medicines are for illustrative purposes only. © 2018. All rights reserved. For more information visit: [www.fentanyl.org.uk](http://www.fentanyl.org.uk)



# Signs of Fentanyl Overdose

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THE BODY'S RESPONSE TO

# OPIOIDS



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You may have heard a lot about opioids lately. It's possible you know them as drugs called **Oxy** or **Vikes**.

Opioids have been used for thousands of years. Some opioids come from plants. Others are made in a lab.

Prescription opioids are used as medicine but can also be misused. Illegal opioids are only used to get high. Misusing prescription opioids or taking any illegal opioid can be dangerous.



## What are opioids?

### MEDICINE

- Doctors prescribe opioids to people who are in serious pain from things like dental surgery, sports injuries, and cancer.
- If people follow their doctor's instructions and take the right amount of medicine, opioids can help their pain go away.
- But these medicines can also be dangerous if misused.

Examples of opioid pills are **OxyContin**®, **Percocet**®, and **Vicodin**®. People sometimes call opioid medicines different names like **Happy Pills**, **Hillbilly Heroin**, **OC**, **Oxy**, **Percs**, or **Vikes**.

### HEROIN AND FENTANYL

- Heroin is an illegal opioid that people use to get high, often with a needle.
- It can be a white or brown powder, or a black sticky substance called black tar heroin.
- Sometimes people call heroin names like **big H**, **horse**, **brown sugar**, **hell dust**, and **smack**.
- Another illegal opioid is fentanyl, a white powder many times more powerful than heroin.
- Sometimes street heroin is laced (mixed) with fentanyl, and this causes many overdoses.

**Both opioid medicine and illegal opioids like heroin and fentanyl can cause addiction, overdose, or even death.**



## Video: What are opioids?

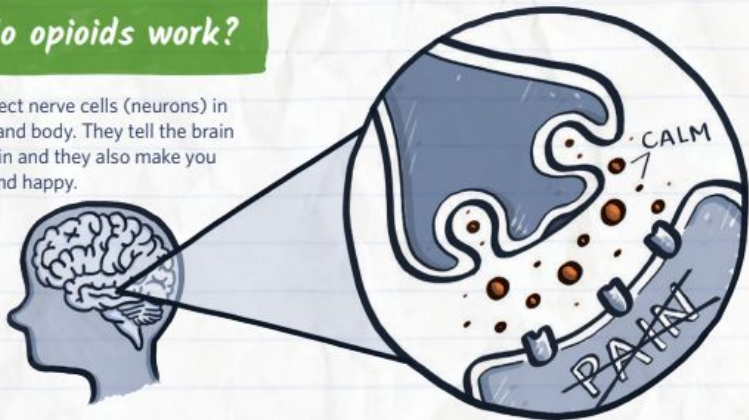
### What are opioids?

If people follow their doctor's instructions and take the right amount of medicine, opioids can help their pain go away.



## How do opioids work?

Opioids affect nerve cells (neurons) in your brain and body. They tell the brain to block pain and they also make you feel calm and happy.



## What are opioids' effects?

### Short-Term Effects

- 1 Feelings of calm, sleepiness, confusion
- 2 Slowed or stopped breathing (can cause fatal overdose)
- 3 Nausea, vomiting
- 4 Constipation

### Long-Term Effects

- 1 Addiction
- 2 Heart infection
- 3 Lung infection
- 4 Muscle pain



## How do you become addicted to opioids?

Over time, the body gets used to having the drug and feels terrible without it. **Withdrawal** is like having the flu but much worse, and it can make it hard to stop taking the drug. If a person starts seeking and taking an opioid despite how it is interfering with work, school, or relationships, it is called **addiction**.

It's important to know that **anyone can become addicted to opioids**. It doesn't matter where you live or how smart you are. There is no way to predict who is likely to become addicted.

More people die from  
opioid overdoses than  
from other drugs.

## How do opioids affect your life?

If you are addicted to opioids, the drug can take over your life. Getting more opioids and getting high can become all you think about. And it makes it hard for you to enjoy things that used to make you happy.

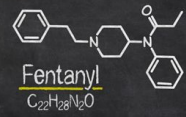
*Can you imagine if the things you loved no longer made you feel happy?*



**Mia, a high school freshman, is stressed out with homework, projects and tests. Her anxiety is through the roof. She has talked to her parents about this but they say it is normal because the sophomore year is supposed to be challenging. One of her friends mentions anti-anxiety pills to help her. Mia knows of some classmates that have gotten pills through snapchat. She is considering doing the same.**

- 1. What are your options for actions to take in the scenario?**
- 2. Which option gives you the outcome that you want?**

# Opioids - Fentanyl



- Fentanyl is up to 50 times stronger than heroin and 100 times stronger than morphine.
- Just 2 milligrams of fentanyl, equal to 10 to 15 grains of table salt, is considered a lethal dose.



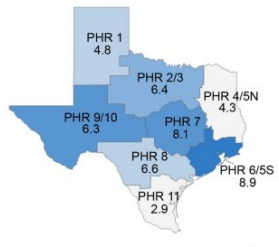
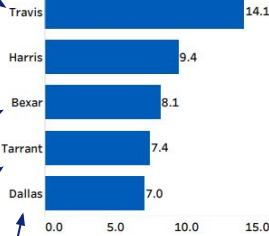
- Criminal drug networks are mass-producing **fake pills** and falsely marketing them as legitimate prescription pills to deceive the American public.
- Fake prescription pills are easily accessible and **often sold on social media**.
- Many fake pills are made to look just like prescription Xanax (bars), Percocet (perk), opioids (painkillers) like Vicodin and Oxycodone (oxy), and stimulants like Adderall (addy).
- You can't smell or taste Fentanyl or tell if it's in a pill by looking at it.

# Fentanyl in **OUR** community

## Texas Geographic and Demographic Trends in Fentanyl Poisoning-Related Deaths

In 2022, Travis County had the highest rate of fentanyl poisoning-related deaths out of the top five most populated Texas counties. When looking by Public Health Region, PHR 6/5S, which includes Harris County, had the highest death rate. Rates for Black Non-Hispanic populations per 100,000 people rose over 8 times from 1.09 per 100,000 people in 2019 to 8.88 in 2022. White Non-Hispanic and Hispanic populations saw a rate increase from 1.50 per 100,000 people in 2019 to 8.96 in 2022 (5.97 times) and 0.75 in 2019 to 4.91 in 2022 (6.55 times), respectively.

Fentanyl Poisoning-Related Deaths per 100,000 Population for 2022  
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Austin

Houston

San Antonio

Ft. Worth

Dallas



A lethal dose of fentanyl!!

Be

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# Signs of Overdose

- Small, constricted “pinpoint pupils”
- Falling asleep or losing consciousness
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- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## WHAT TO DO IF YOU THINK SOMEONE IS OVERDOSING:

It may be hard to tell whether a person is high or experiencing an overdose. If you aren't sure, it's best to treat the situation like an overdose—**you could save a life.**

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THE BODY'S RESPONSE TO

# PRESCRIPTION STIMULANTS



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## What are prescription stimulants?



Prescription stimulants are a type of medicine that doctors give people to help them with attention deficit hyperactivity disorders (ADHD) or serious sleep problems. You might have heard of stimulants like **Adderall®** and **Ritalin®**. They are usually given as pills.

If you have ADHD, prescription stimulants can make you more alert, increase your attention, help you focus, and give you more energy.



## Why do people misuse prescription stimulants?

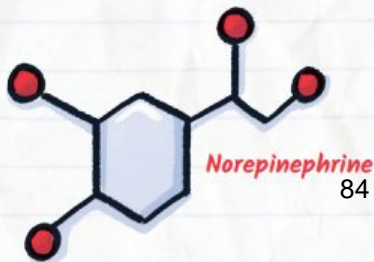
When people who need these medications follow their doctor's instructions and take the right amount of medicine, they can feel better and focus better in school.

**But some people misuse these stimulants to get high**, feel more alert, or to try to get better grades. **If you do not have ADHD**, there are no studies to show these medicines improve your grades, but there could be many other reasons these young people are not doing well in school.



## How do prescription stimulants work?

Prescription stimulants change the way the brain works by acting on the chemicals **dopamine** and **norepinephrine**. Dopamine makes you want to take the drug again and again. Norepinephrine gets your brain and body ready for action.

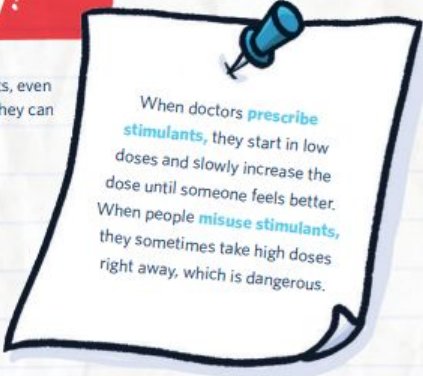


## How do prescription stimulants affect your brain and body?

Prescription stimulants can have uncomfortable side effects, even when prescribed by a doctor. When people misuse them, they can be especially dangerous.

### Misusing stimulants can cause:

- High blood pressure
- Fast heartbeat
- High body temperature
- Sleeping problems
- Angry reactions
- Heart problems



When doctors **prescribe stimulants**, they start in low doses and slowly increase the dose until someone feels better. When people **misuse stimulants**, they sometimes take high doses right away, which is dangerous.



## Can you become addicted to prescription stimulants?

**Yes, you can.** Over time, misusing stimulants can change the way your brain works, and you can become addicted. Addiction means you want to continue to take a drug even if bad things start happening to you — like getting poor grades or having problems with family and friends.

You can also go into withdrawal if you stop taking them all of a sudden. This can be unpleasant, painful, and make you feel really bad. It makes it very hard to stop taking the drug.

**This is why it is very important that people take stimulants exactly as their doctor says.**

People who can't stop taking the drug could be addicted. It doesn't matter where you live or how smart you are. There is no way to predict who will become addicted.

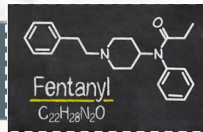
The right treatment can help someone who is addicted feel better and stop misusing prescription stimulants, but treatment is hard work and it can take many years to recover from addiction. The best approach is to never start using the drug in the first place.

## *Video: Prescription stimulants*

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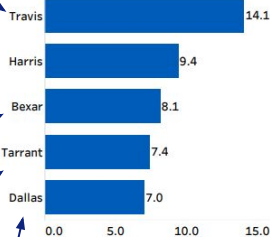
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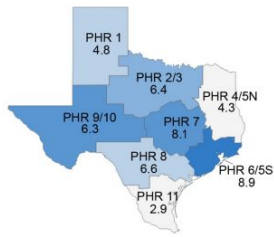
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DrugRehab.com -

<https://www.drugrehab.com/teens/middle-school/>

National Institute on Drug Abuse - <https://nida.nih.gov/>

Just Think Twice - [justthinktwice.gov](http://justthinktwice.gov)



Hays HopeLine

Hays Hope Line - <https://www.hayscisd.net/hopeline>

**SAMHSA**

Substance Abuse and Mental Health  
Services Administration

<https://www.samhsa.gov/find-help>

1-800-662-HELP



*THE BODY'S RESPONSE TO*  
**COCAINE**



Access this  
presentation  
using the QR  
code

# *EXPECTATIONS*

## *For Today's Lesson*

1. This is a safe space.
2. Personal information that is discussed in this room, stays in this room. It is not your place to tell other people's stories.
3. Be mindful and respectful of other people's thoughts and opinions.
4. Listen respectfully and do not interrupt.
5. Fully listen to other people talking to understand their views.
6. Do not criticize.
7. Do not make assumptions.
8. Realize that you are accountable for the words that you say.

## What is cocaine?

**Cocaine is a drug that is made of dried leaves from the South American coca plant. Cocaine is also called other names like blow, coke, or snow.**

Illegal cocaine looks like a very fine, white powder. Sometimes drug dealers mix it with flour or corn starch to increase profits.

Cocaine is a stimulant that can make you feel like you have more energy and are extra alert. But it can also make you feel restless, grouchy, anxious, panicked, and paranoid. It can even cause a heart attack, stroke, or coma.

Cocaine is mostly available as an illegal drug that some people use to get high. In rare cases, it is also used as a prescription drug for certain surgeries.

## How do people use cocaine?

People use cocaine by snorting the powder through their nose, or by rubbing it on their gums. They can also mix it with water and inject it into their bodies. Some people smoke cocaine that has been heated to make a rock crystal, called crack, which refers to the crackling sound as it's heated.



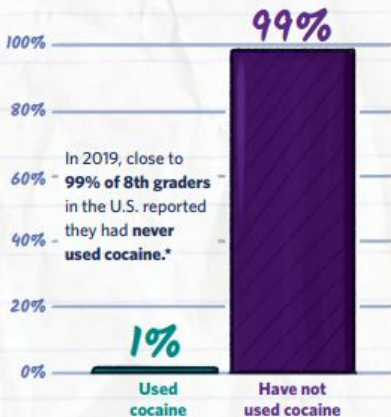
*Cocaine by itself is a dangerous drug.*

But some drug dealers are adding a very powerful drug to it called **fenfanyl** without users knowing. Adding drugs like fentanyl to cocaine can **increase the chance of a drug overdose.**



## How does cocaine work?

Cocaine changes how the brain works by increasing the amount of a chemical called **dopamine** in parts of the brain that control reward and motivation. If you use it often, your brain will get used to the large amount of dopamine produced by the drug, and other healthy activities will seem less interesting or fun. You will want more and more of the drug just to feel normal.



## Can you become addicted to cocaine?

**Yes, you can.** Over time, cocaine can change the way your brain works. If you stop, you can start to feel really sad and sick. This makes it hard to stop using cocaine.

**This is called addiction.**

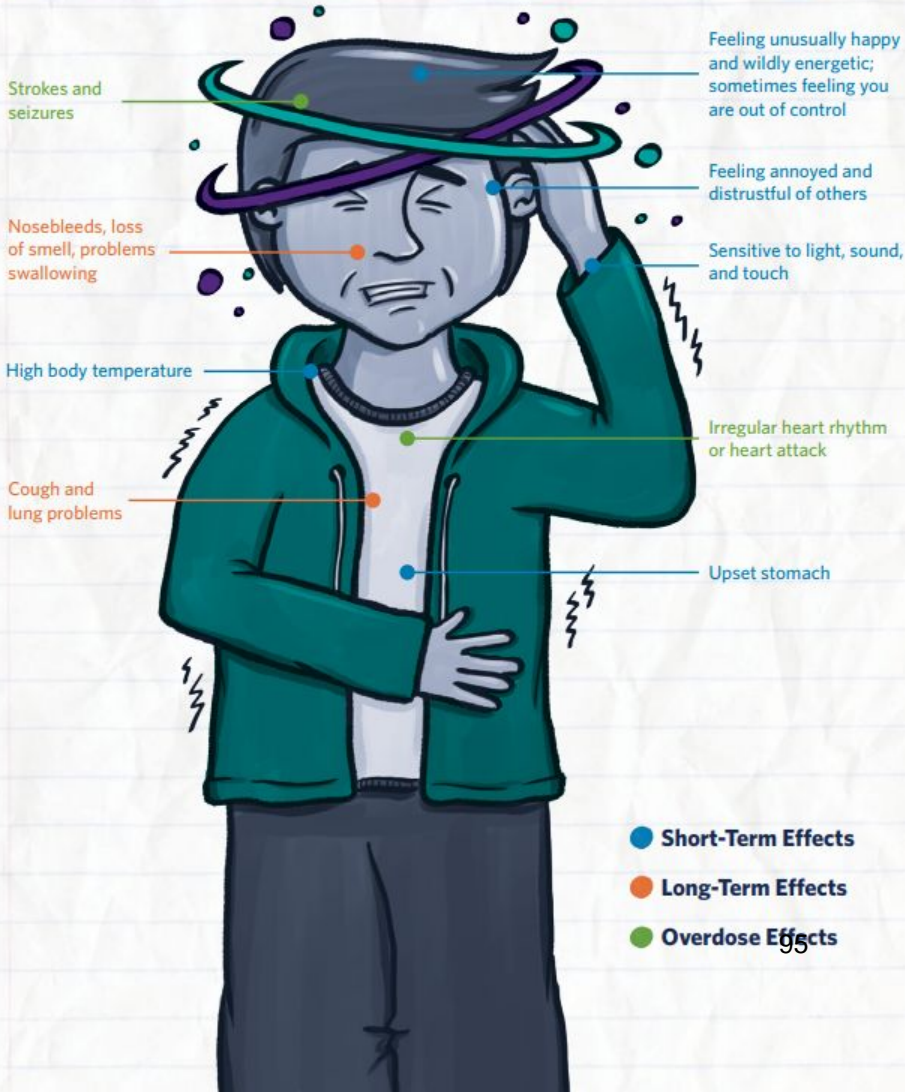
Anyone can become addicted to cocaine. It doesn't matter where you live or what school you go to. There is no way to predict who will become addicted.

The right treatment can help someone who is addicted feel better and stop using cocaine, but it is hard work and takes many years to stay in recovery from addiction.

The best approach is to never start using the drug in the first place.



## How can cocaine affect your brain and body?





*THE BODY'S RESPONSE TO*

# **METHAMPHETAMINE**

---

## What is methamphetamine?

**Methamphetamine is a stimulant drug that can make you feel extra energized.** It can look like a white powder, or it can be made into a clear crystal shape. Most methamphetamine is made in big labs, but people sometimes try to make it in their homes by mixing chemicals with certain types of cold medicines.

Methamphetamine labs can be dangerous because cooking these chemicals can cause toxic fumes and explosions.

### Did you know?

More than  
**99% of 8th graders**  
in the U.S. have  
**never used**  
methamphetamine.\*

Illegal methamphetamine is called "meth." Other names for meth are "**speed,**" "**crystal,**" and "**ice.**"


Methamphetamine

Crystal Methamphetamine

## How do people use methamphetamine?

People can smoke methamphetamine or snort the powder up their nose. They can also inject methamphetamine into their bodies with a needle. People use the crystal version of methamphetamine by smoking it in a glass pipe.

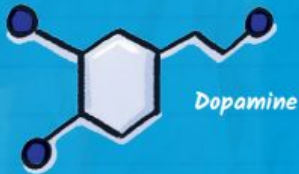
Some people take the drug again and again over a long period of time. This is because the high that people feel from taking methamphetamine doesn't last long. This is called **a binge**.



When people are on a **meth binge**, they might give up **food and sleep** for days.

## How does methamphetamine work?

Methamphetamine creates more of the chemical **dopamine** in your brain. These large amounts of dopamine can change the way the brain works and can lead you to look for the drug again and again.

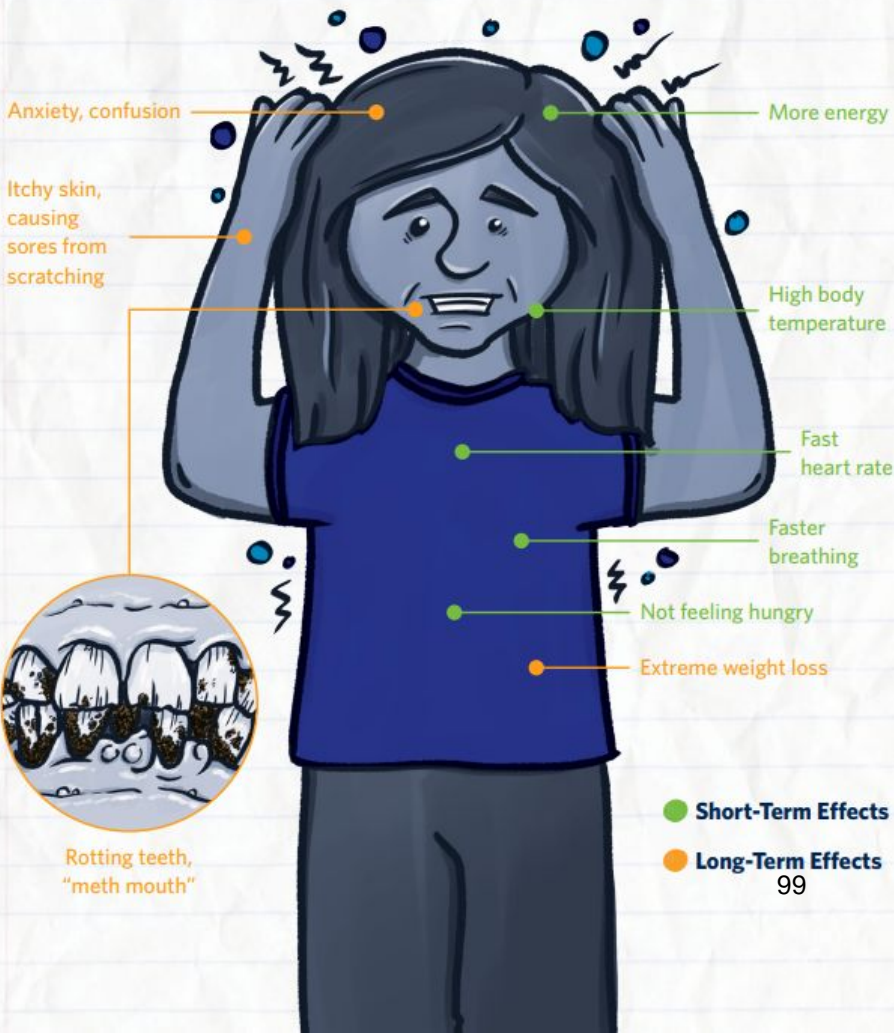


## Can you become addicted to methamphetamine?

**Yes, you can.** Methamphetamine is very addictive. Over time, methamphetamine can change the way your brain works. If you stop using methamphetamine, you can start to feel really sick. This makes it hard to stop. **This is called addiction.**

**Anyone can become addicted to methamphetamine.** It doesn't matter where you live or how smart you are. There is no way to predict who is likely to become addicted. The right treatment can help someone who is addicted feel better and stop using methamphetamine, but treatment is hard work and it can take many years to recover from addiction. **The best approach is to never start using the drug in the first place.**

## How does methamphetamine affect your brain and body?

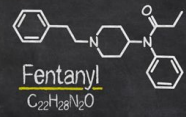


*Anyone can become addicted to these drugs. It doesn't matter where you live or what school you go to. There is no way to predict who will become addicted.*

Read the statement above. Knowing that dangers of addiction, why do you think people still choose to try drugs and continue to use them.

Turn and share your thoughts with a partner.

# Opioids - Fentanyl



- Fentanyl is up to 50 times stronger than heroin and 100 times stronger than morphine.
- Just 2 milligrams of fentanyl, equal to 10 to 15 grains of table salt, is considered a lethal dose.



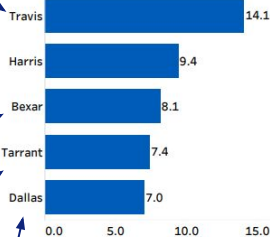
- Criminal drug networks are mass-producing **fake pills** and falsely marketing them as legitimate prescription pills to deceive the American public.
- Fake prescription pills are easily accessible and **often sold on social media**.
- Many fake pills are made to look just like prescription Xanax (bars), Percocet (perk), opioids (painkillers) like Vicodin and Oxycodone (oxy), and stimulants like Adderall (addy).
- You can't smell or taste Fentanyl or tell if it's in a pill by looking at it.

# Fentanyl in **OUR** community

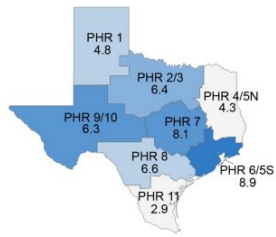
## Texas Geographic and Demographic Trends in Fentanyl Poisoning-Related Deaths

In 2022, Travis County had the highest rate of fentanyl poisoning-related deaths out of the top five most populated Texas counties. When looking by Public Health Region, PHR 6/5S, which includes Harris County, had the highest death rate. Rates for Black Non-Hispanic populations per 100,000 people rose over 8 times from 1.09 per 100,000 people in 2019 to 8.88 in 2022. White Non-Hispanic and Hispanic populations saw a rate increase from 1.50 per 100,000 people in 2019 to 8.96 in 2022 (5.97 times) and 0.75 in 2019 to 4.91 in 2022 (6.55 times), respectively.

Fentanyl Poisoning-Related Deaths per 100,000 Population for 2022  
By Top 5 Most Populated Counties



By Public Health Region



Austin

Houston

San Antonio

Ft. Worth

Dallas



A lethal dose of fentanyl!!

Be

**SMART!**



About Medicine & Pills

**ONLY** take medicine from your parents, guardians, a doctor, or your school nurse.



Medicine or pills from friends or strangers can make you **SICK**.

Some pills may look like candy but they can **HURT** you.

THIS IS NOT CANDY!



# Signs of Overdose

- Small, constricted “pinpoint pupils”
- Falling asleep or losing consciousness
- Slow, weak or no breathing
- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## WHAT TO DO IF YOU THINK SOMEONE IS OVERDOSING:

It may be hard to tell whether a person is high or experiencing an overdose. If you aren't sure, it's best to treat the situation like an overdose—**you could save a life.**

- 1 Call 911 immediately.
- 2 Administer Naloxone or Narcan, if available.
- 3 Try to keep the person awake and breathing.
- 4 Lay the person on their side to prevent choking.
- 5 Stay with them until emergency workers arrive.

# Resources

Centers for Disease Control and Prevention -

<https://www.cdc.gov/stopoverdose>

Hays CISD Fighting Fentanyl -

<https://www.hayscisd.net/fentanyl>

Hays County Fentanyl Resource Page -

<https://hayscountytx.com/hays-county-fentanyl-resource-page/>

DrugRehab.com -

<https://www.drugrehab.com/teens/middle-school/>

National Institute on Drug Abuse - <https://nida.nih.gov/>

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**SAMHSA**

Substance Abuse and Mental Health  
Services Administration

<https://www.samhsa.gov/find-help>

1-800-662-HELP

**ACTION ITEM:** **Consider Recommendations for Teacher Term Contracts, Probationary Contracts, and Employment Agreements for Teachers and Other Non-Administrative Staff and Termination of Probationary and Term Contracts**

**RECOMMENDATION:** That the Board approves the Superintendent’s recommendations for probationary contract, term contract renewals, employment agreements for teachers and other non-administrative staff contracts, and termination of probationary contracts.

**RATIONALE:** According to Board Policy DC (LEGAL) Employment Practices, contracts and employment agreements for teachers and other professionals, are considered annually and must be approved by the Board.

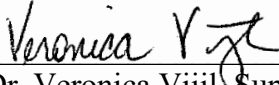
**REFERENCE and COMPLIANCE:** DC (LEGAL), DC (LOCAL), Employment Practices Strategic Priority 3: Create the conditions in Seguin ISD to recruit, retain, and engage employees

**BUDGET IMPACT/ INFORMATION:** None

**PAPERWORK IMPACT:** For contract renewals, employment agreements, and/or extensions that are approved, employees will receive an electronic and/or a written contract or employment agreement. For contract renewals, employment agreements, and/or extensions that are not approved, employees will be notified in writing.

**EXHIBITS:** Contract and Employment Agreement Recommendations for Teachers

**RESOURCE PERSONNEL:** Joel S. Treviño, Chief Human Resources Officer

Submitted by:  Date Submitted: 05/08/24  
(Signature) Dr. Veronica Vijil, Superintendent  
(Name) 1221 E. Kingsbury St., Seguin, TX 78155  
(Address) (830) 401-8614  
(Telephone)

**ACTION ITEM:** **Consider Recommendations for Term Contracts, Probationary Contracts, and Employment Agreements for Administrative Personnel**

**RECOMMENDATION:** That the Board approves contract renewals, employment agreements, and/or extensions for administrative personnel as recommended.

**RATIONALE:** As stated in Board Policy DC (Local), General Provision: All term contracts shall be in writing in a form approved by the School Board setting forth the length of the contract and other terms and conditions of employment.

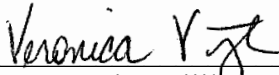
**REFERENCE and COMPLIANCE:** DC (LEGAL), DC (LOCAL), Employment Practices Strategic Priority 3: Create the conditions in Seguin ISD to recruit, retain, and engage employees

**BUDGET IMPACT/ INFORMATION:** None

**PAPERWORK IMPACT:** For contract renewals, employment agreements, and/or extensions that are approved, employees will receive an electronic and/or a written contract or employment agreement. For contract renewals, employment agreements, and/or extensions that are not approved, employees will be notified in writing.

**EXHIBITS:** Contract and Employment Agreement Recommendations for Administrators

**RESOURCE PERSONNEL:** Joel S. Treviño, Chief Human Resources Officer

Submitted by:  Date Submitted: 05/08/24  
(Signature) Dr. Veronica Vijil, Superintendent  
(Name) 1221 E. Kingsbury St., Seguin, TX 78155  
(Address) (830) 401-8614  
(Telephone)



# SeguinISD

## Budget Workshop

2024-2025

Child Nutrition & General Fund  
Liz Oaks, Chief Financial Officer

# Child Nutrition 2024-2025

- 22-23 Ending Fund Balance - \$2.9 million
  - Excess fund plans in progress with some large purchases pending
    - Equipment purchases (Encumbered)
    - Warehouse Walkins (Pending RFP)
    - Serving lines for Vogel and Koennecke (Pending RFP)
- Revenue 2023-2024 - project to add \$350,000 - \$400,000 to fund balance

# Child Nutrition 2024-2025

## Grants

Local Food for Schools Grant - \$85,000  
Supply Chain Assistance - Round 4 -  
\$270,000

- Minimally processed foods



# Child Nutrition 2024-2025

- 24-25 Revenue Factors
  - CEP claiming % for free rate will drop slightly
  - Anticipated annual raise in rates from TDA will offset % decrease
- Big goal for 24-25
  - Get away from continuous excess fund plans by working expenses into current year budget
  - Excess fund plans to date have invested in equipment needs and upgrading of food
  - Future plans to invest in people

# Child Nutrition 2024-2025

Child Nutrition - More than "Food Service"

Staff Celebrations and Acknowledgements

Halloween 2023 & Pumpkin Contest

Makes work fun for staff

Makes school exciting for students



Best Overall - 1st Place  
Ashley Vann



Best Overall - 2nd Place  
Brenda Hernandez



Best Overall - 3rd Place  
Mary Laird

2023-24  
Pumpkin Contest  
Winners



Best Spooky - San Juana Cortes



Best Food/Beverage  
Bertha Gonzalez

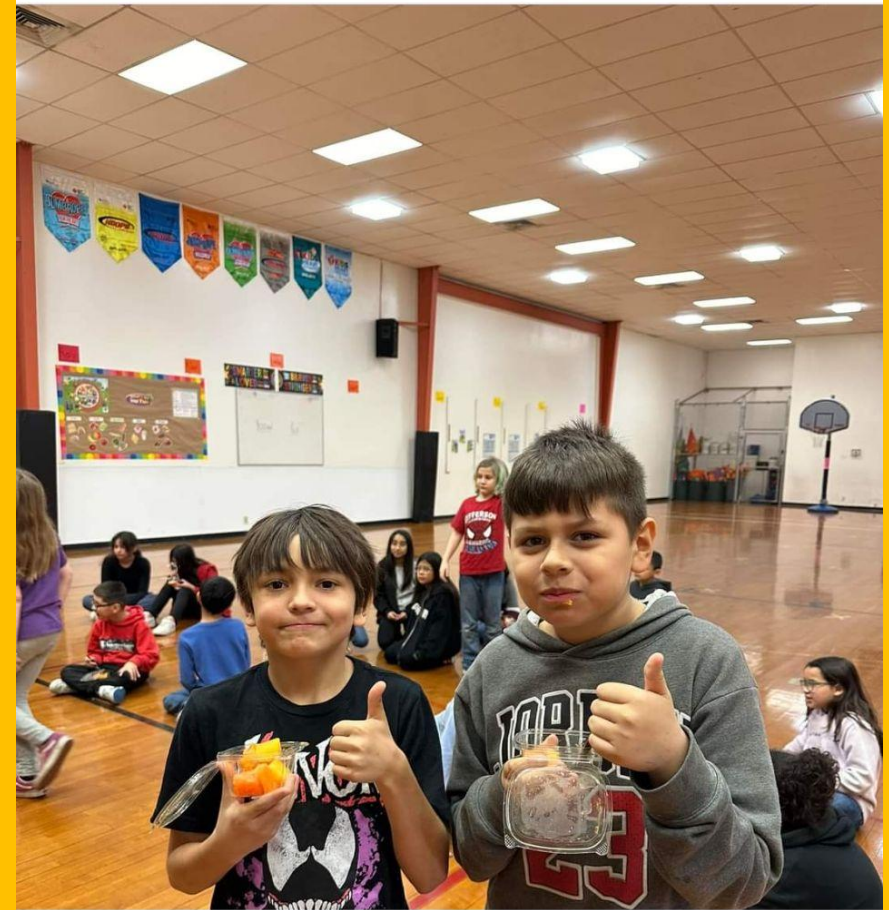
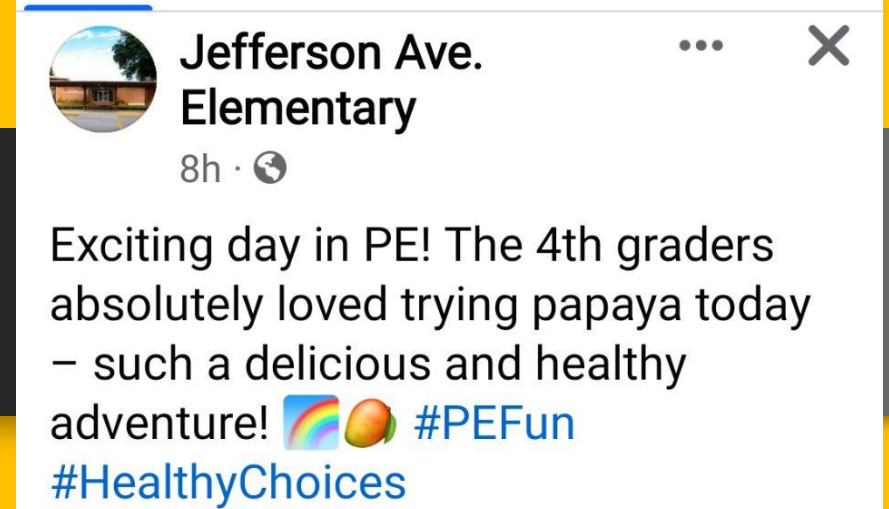
# Child Nutrition 2024-2025

## Fresh Fruit and Vegetable Program (FFVP)

TDA invited Jefferson Elementary to participate in the FFVP for the 2023-24 SY and again in the 2024-25 SY.

The goal of the FFVP is to increase nutrition education for students by introducing them to fruits and vegetables they otherwise may not encounter.

HUGE thanks to our for Coach Stephens for helping us by serving fruits and vegetables in PE four times a week!



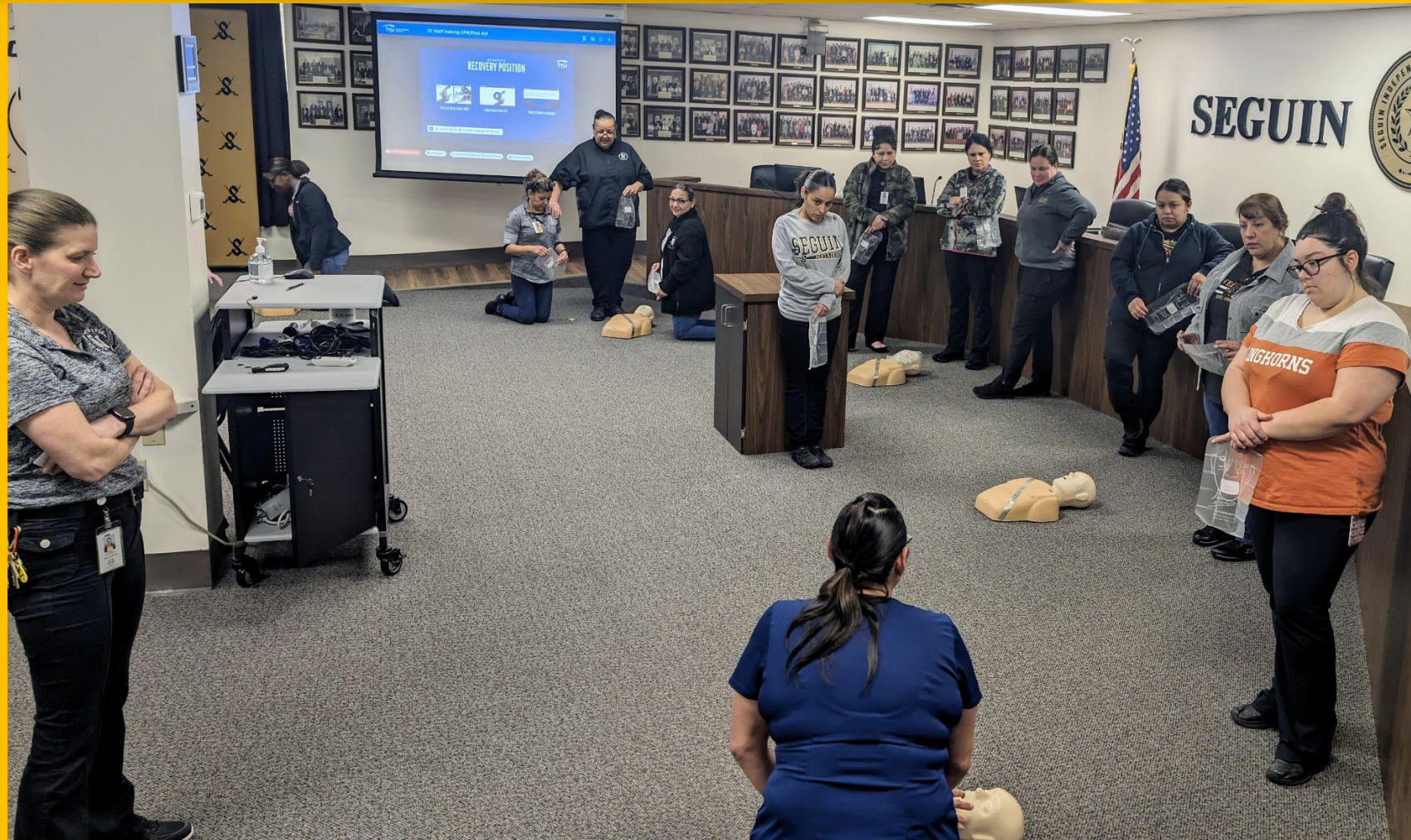
# Child Nutrition 2024-2025

## Going Above & Beyond for our Students

CPR Training 2024

All CN Managers are CPR  
certified.

*Kara Hall and Michele Flores  
are excellent trainers!*



# Child Nutrition 2024-2025

## Always Improving

### CN Manager Pizza Training

All pizzas in Seguin ISD are proofed and put together by hand.



# Child Nutrition 2024-2025

**Summer Workshop 2024 is coming up!**

All CN staff are required to take 6 hours or more of Professional Development annually

*Photo:  
Summer Workshop 2023 @ Manor ISD*



# Child Nutrition

- Total Meals Served in 2023-2024 - 1.3 million - projected 1.7 million
  - Highest breakfast participation by campus - Ball - 76%
  - Highest lunch participation by campus - Patlan - 79%

# Proposed Child Nutrition 24-25 Budget

	<b>23-24 Current Budget</b>	<b>24-25 Proposed</b>	<b>Proposed change to budget</b>
Revenue	\$6,610,000	\$7,090,000	+ 480,000
Payroll Expenditures	\$2,710,400	\$3,028,400	+ \$318,000
Contracted Services	\$143,700	\$143,700	0
Supplies	\$3,559,605	\$3,741,500	+ 181,895
Travel, dues, fees	\$76,515	\$56,400	- 19,215
Capital Items	\$1,038,883	\$100,000	- 938,883
Utilities/Security	\$20,000	\$20,000	0
<b>Totals</b>	<b>(939,103)</b>	<b>0</b>	

# Budget & Tax Rate Timeline

- June 19 - Deadline to Propose Budget
- June final board meeting - Adopt budget - notice posted 10-30 days prior
- July 25 - Certified values due from CAD
- August 2024
  - Local Property Value Survey submitted to TEA
  - TEA sets MCR (maximum compressed rate)
  - Board adopts tax rate

# Revenue and funding

- Local – Property Tax Collections
- State – funding provided by the state to meet the needs of our kids, district, staff
  - FSP – Foundation School Program
  - ASF – Available School Fund - based on kids at school (ADA)
- Expenses – also tied to kids, district and staff

# Foundation School Program (FSP)

- Foundation School Program – Tier 1 & Tier 2
- Tier One - about 75% of total FSP funding
  - Basic Allotment \$6,160 per student
  - Plus Allotments
    - Size of district
    - Special programs – dyslexia, at risk kids (comp ed)
    - Special Ed
    - School safety
    - Career & Technology
    - Fast growth
    - Teacher Incentive Allotment
    - Mentor Program Allotment
    - Transportation
    - New Instructional Facility

ADA - Average Daily Attendance

the number of actual students in attendance each day for the year

Divided by

the number of days of instruction

# Tax Rate and Tier 1 FSP Funding

## Tier One Tax Collections

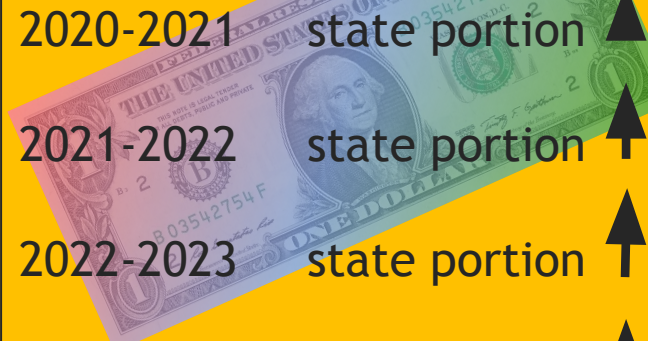
MAXIMUM COMPRESSED TAX RATE (MCR)



2020-2021	.9164	
2021-2022	.8396	▼
2022-2023	.8046	▼
2023-2024	.6716	▼

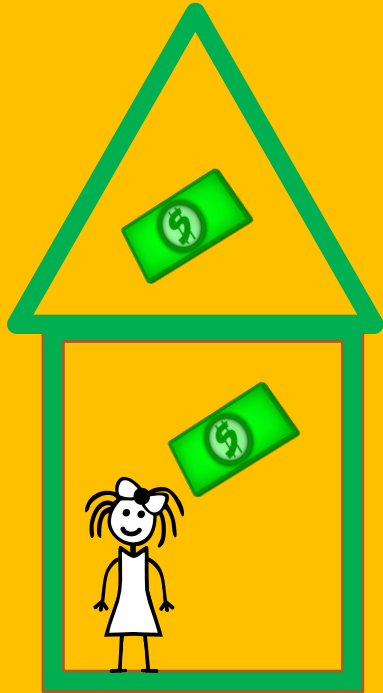
## Tier One State Funding

IF KIDS STAYED EXACTLY THE SAME



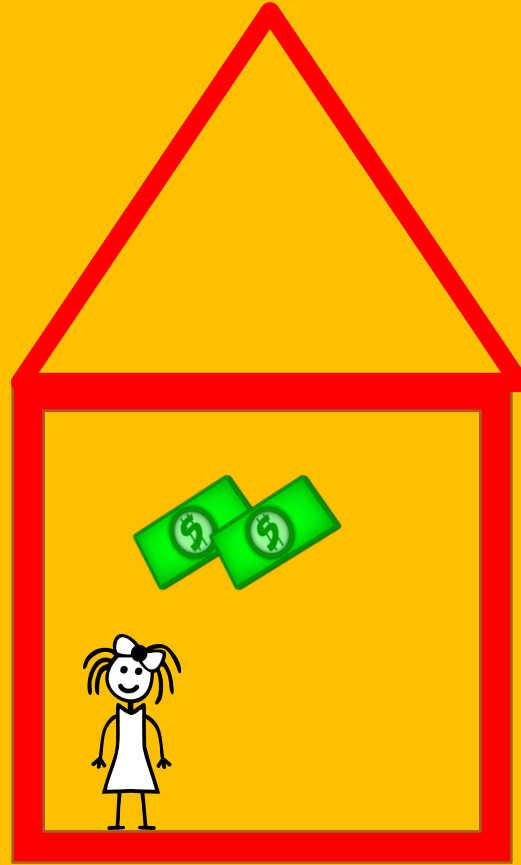
2020-2021	state portion	▲
2021-2022	state portion	▲
2022-2023	state portion	▲
2023-2024	state portion	▲

District A



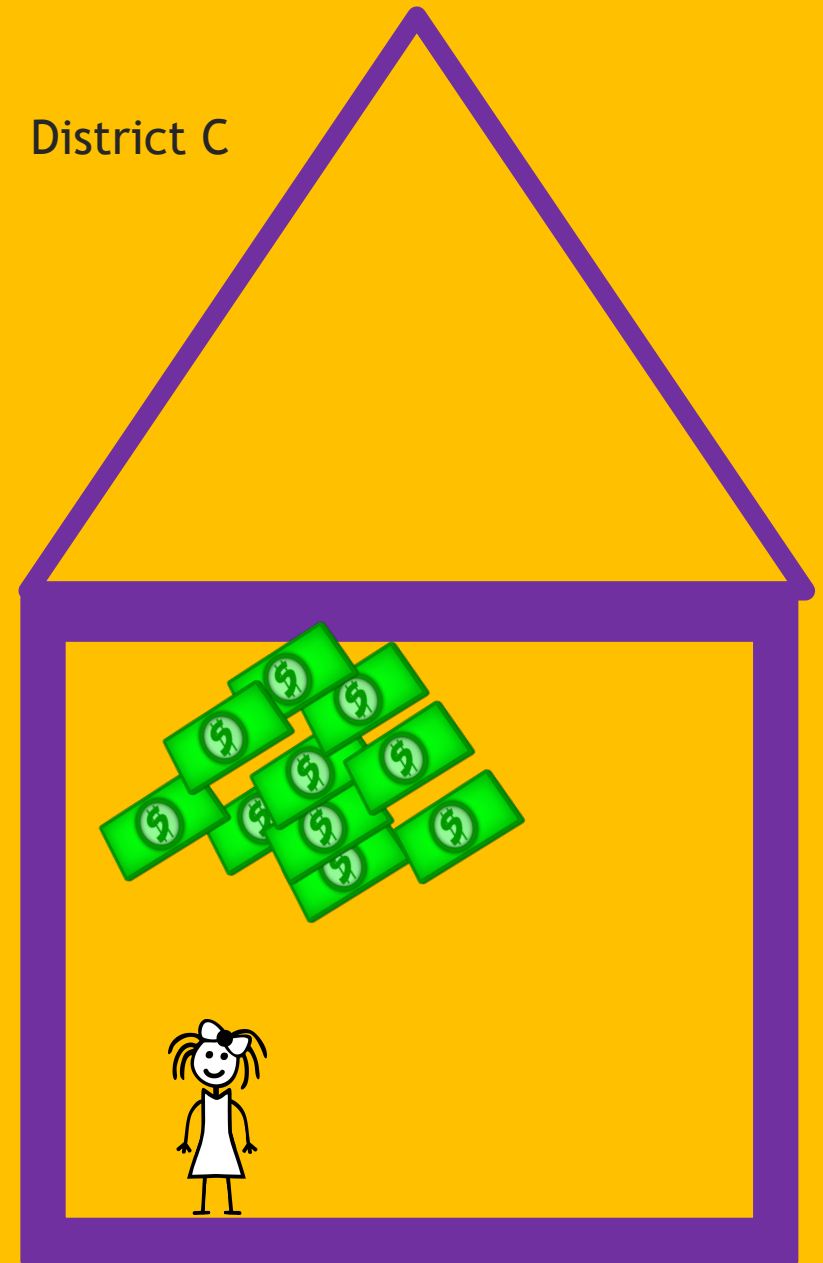
\$100,000

District B



\$200,000

District C



\$1,000,000

MCR = \$1.00

# Tax Rate and Tier 2 FSP Funding

- Enrichment funding
- Based on districts tax effort that is above the MCR – golden & copper pennies
- WADA (Weighted Average Daily Attendance)

School Safety, Gifted, Career Tech,  
Public Education, Early Education....

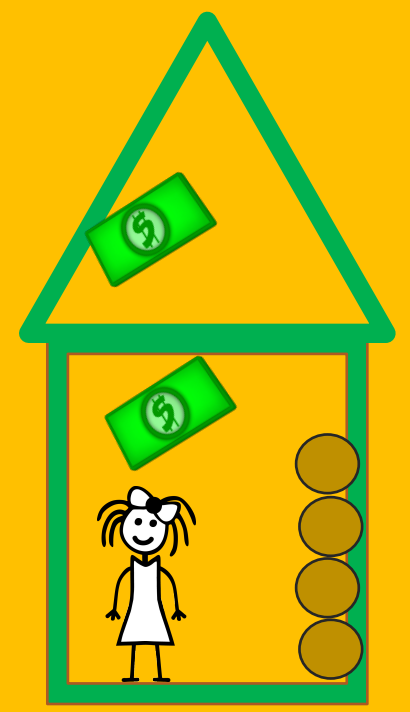
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Basic Allotment - \$6,160



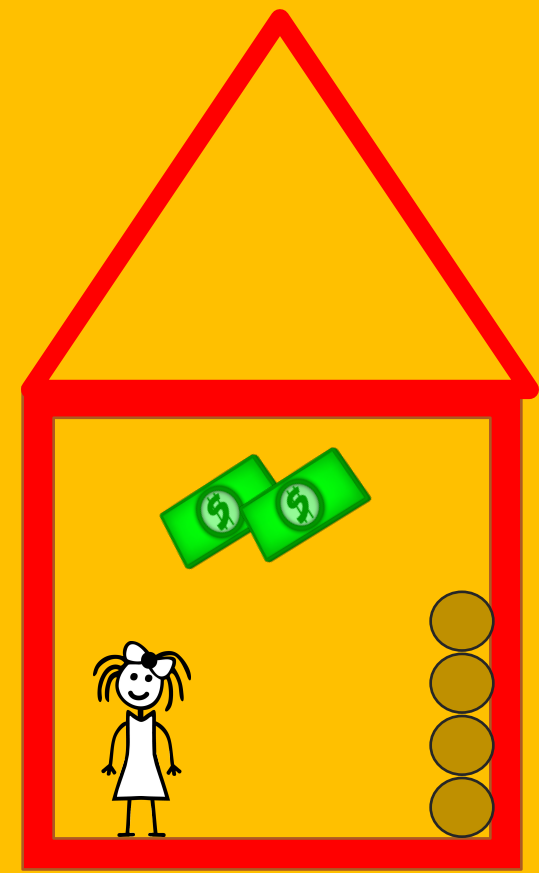
Up to 8 golden pennies  
Up to 9 copper pennies

District A



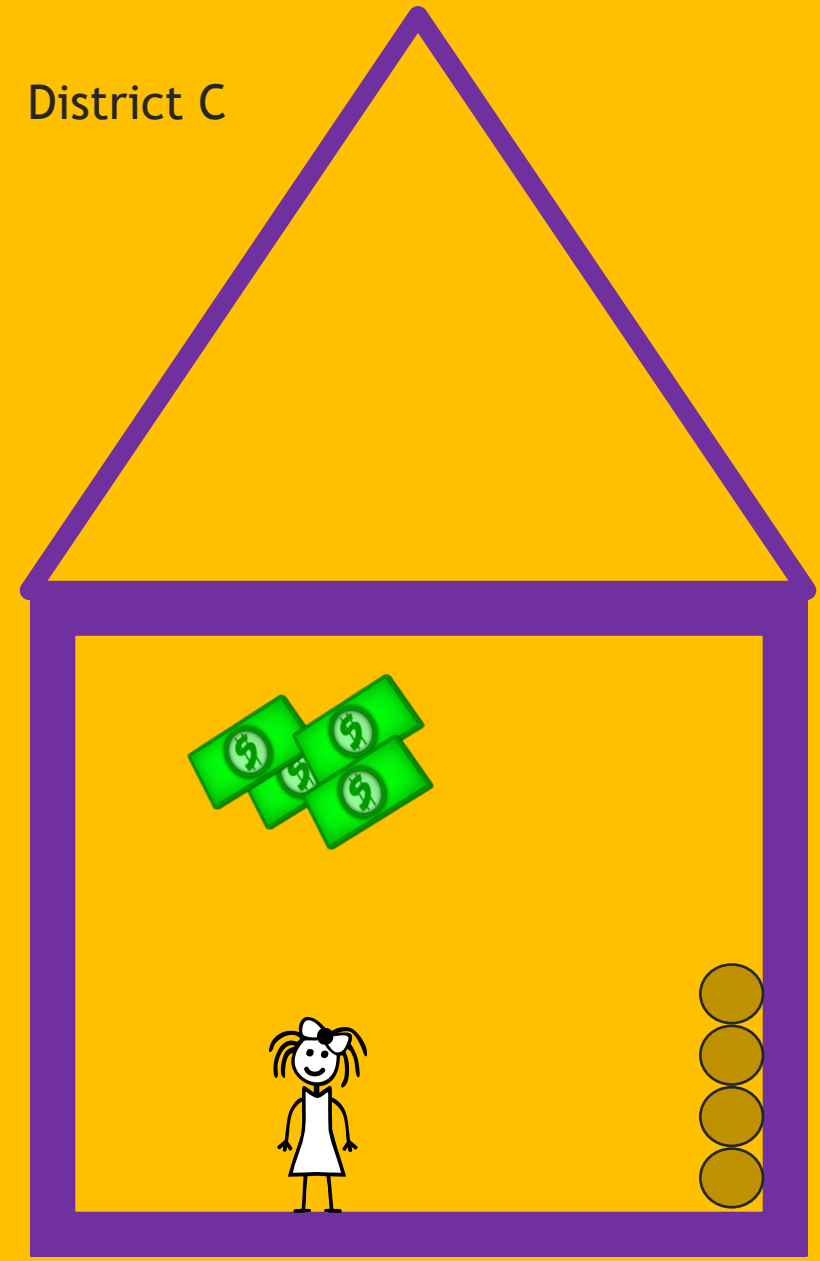
\$100,000  
\$40 Tax Collections

District B



\$200,000  
\$80 Tax Collections

District C



\$1,000,000  
\$400 Tax Collections

# What does this mean for Seguin ISD in 24-25?

- Last legislative session - no increase in funding
- Current law - Golden penny yield
  - 2023-2024 - increased by \$27.65 / golden penny - about \$1.5 million in increased revenue
  - 2024-2025 - increased by \$3.3 / golden penny - about \$180,000 in increased revenue
- Going into a legislative year...
- Hopeful, but conservative approach on budget
- Even with no raises we are looking at a deficit

# Known expense increases for 24-25

- ILOLC added facility - trash, staff, utilities - \$350,000
- Maintenance & Operation cost increases - \$225,000
- Property, student accident, fleet, cybersecurity - \$130,000
- Software increases - \$40,000
- Overall travel costs for students - \$25,000

# Scenario #1 - Same

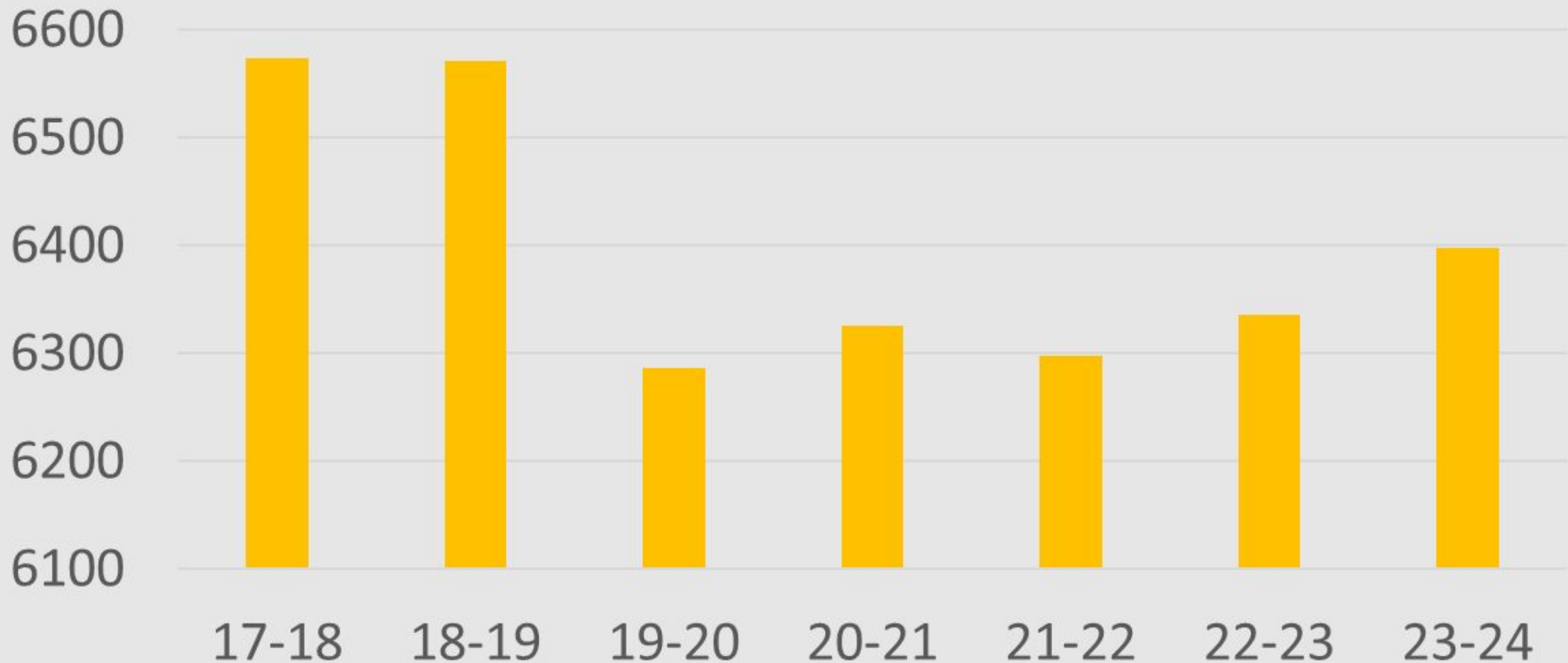
- Assume everything stays the same
  - Same students
  - Same staff
  - Stay with current teacher pay table - move up one step
  - No other raises
  - Moving approximately \$400,000 in salaries to federal programs
  - Taking into account increase in golden penny yield
  - Expecting substantial increase in property insurance
  - No other big additions

\$3.7 million deficit\*

\*subject to change prior to May 8 workshop

# Will we grow next year?

Seguin ISD Refined ADA



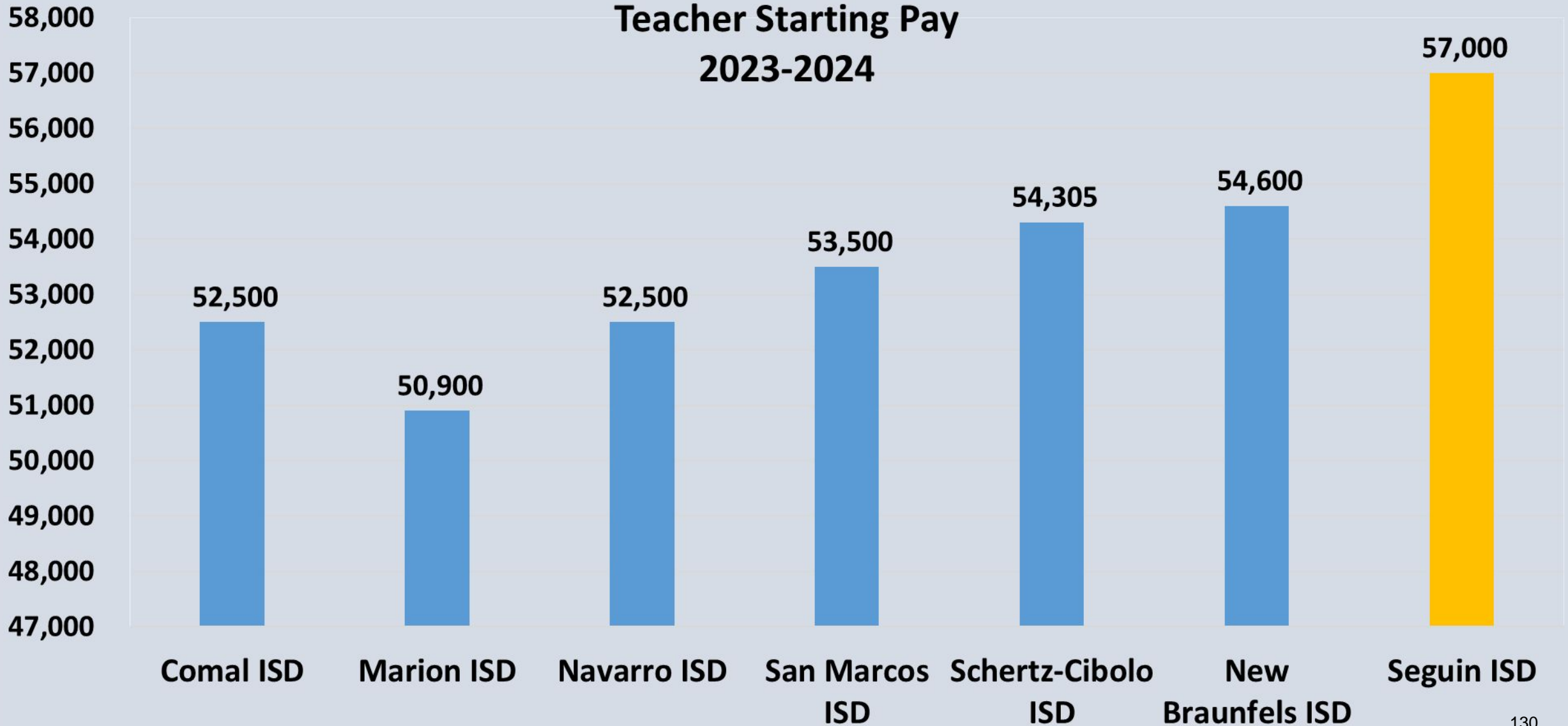
# Teacher pay scale

All of Region 13 & Region 20  
All enrollment levels

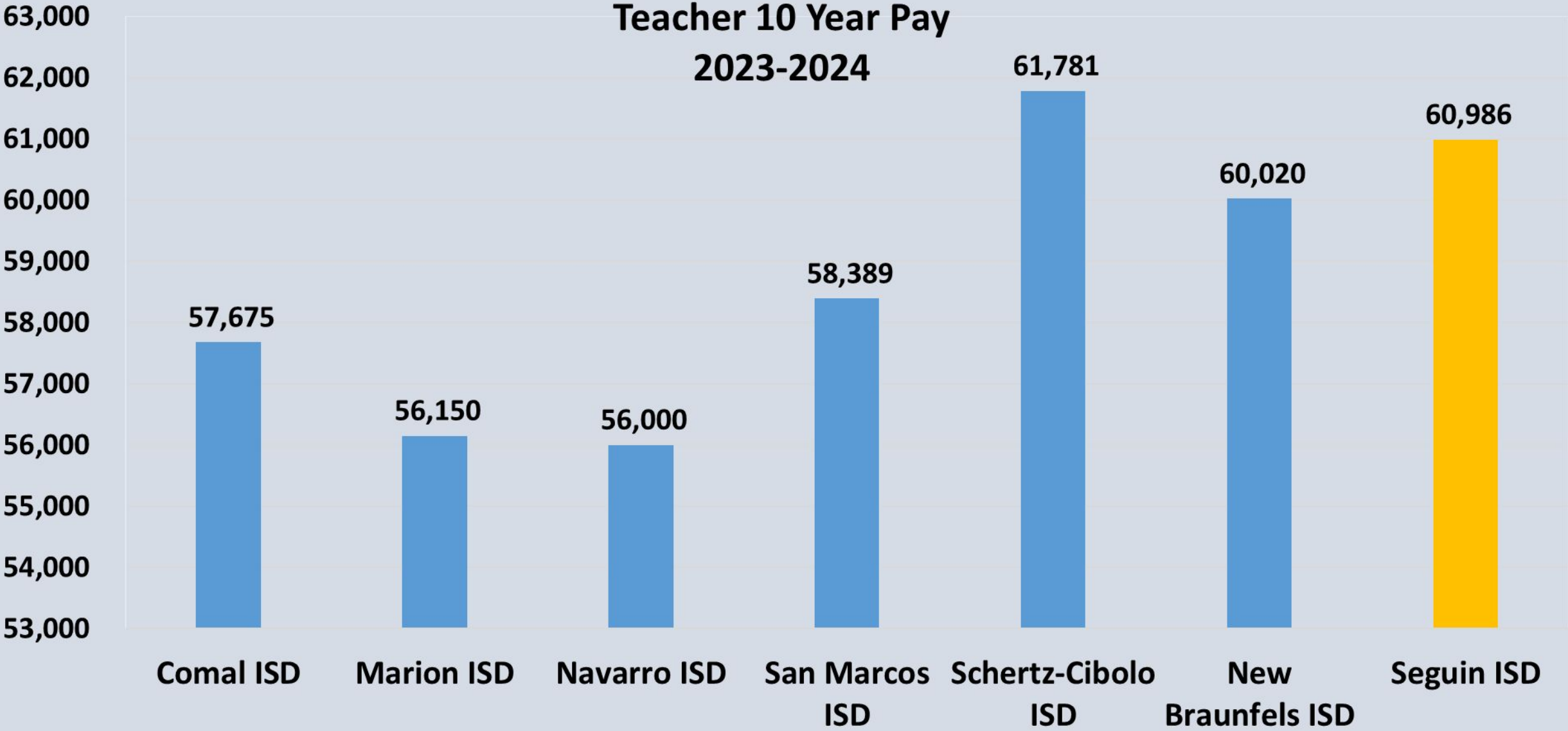
	<b>Comparison to Market</b>
Year 0	107%
Year 5	103%
Year 10	104%
Year 15	104%
Year 20	105%



## Teacher Starting Pay 2023-2024



# Teacher 10 Year Pay 2023-2024



# How did we get here?

1. COVID funds were used to fund positions that were already funded by the General Fund.
  2. Additional staff were brought in - (not necessarily specific to COVID).
  3. Hires were made specific to ESSER.
- ❖ There would be enough growth to fund some of these positions by the time the COVID money was gone.
  - ❖ The hires specific to ESSER would cease to exist when that fund source was gone.
  - ❖ Last legislative year there was hope schools would be allocated additional funding.

# How can we fix this?

Absorb through attrition - \$490,000 savings already implemented for 24-25\*

Evaluate staff stipends for equity compared to other districts

Evaluate staffing ratios

Evaluate resources for cost effectiveness

Eliminate federal programs carryover - about \$400,000 in salaries implemented for 24-25

Find additional funding - CTE?

Legislation???

\*subject to change prior to May 8 workshop

# Past Raises

	2018-2019	2019-2020 ****	2020-2021	2021-2022	2022-2023	2023-2024
Teachers, Nurses, Librarians, Counselors	2.00%	\$2500 Steps 0-5 yrs \$3500 Steps 6-25 yrs \$3750 Steps over 26 yrs	Step increase only	3.00%	4.50%	4.00%
Campus Administration	2.00%	4%	0	2.50%	4.00%	3.50%
Other Professionals	2.00%	3.50%	0	2.50%	4.00%	3.50%
Clerical	2.50%	\$1.00 per hour	0	\$.45 per hour	4.50%	4.00%
Maintenance & Custodial	2.50%	\$1.00 per hour	0	\$.45 per hour	\$2.00 per hour	4.00%
Transportation	2.50%	\$1.00 per hour	0	\$.45 per hour	\$3.00 per hour	4.00%
Food Service	2.50%	\$1.00 per hour	0	\$.45 per hour	\$2.00 per hour	\$1.50 per hour
**** District contribution for Health Insurance increase by \$53.00 per employee						

# Scenario #2- Student Growth .5%

- Assume we have some growth
  - Same students
  - Same staff
  - Stay with current teacher pay table - move up one step
  - No other raises
  - Moving approximately \$400,000 in salaries to federal programs
  - Taking into account increase in golden penny yield
  - Expecting substantial increase in property insurance
  - No other big additions

\$3.5 million deficit\*

\*subject to change prior to May 8 workshop

# Scenario #3- Student Growth .5%, 2% Raise

- Assume we have some growth
  - Same students
  - Same staff
  - Stay with current teacher pay table - move up one step
  - Give all staff a 2% raise
  - Moving approximately \$400,000 in salaries to federal programs
  - Taking into account increase in golden penny yield
  - Expecting substantial increase in property insurance
  - No other big additions

\$4.7 million deficit\*

\*subject to change prior to May 8 workshop

# Fund Balance

● 23-24 Beginning Fund Balance - \$34,750,830	\$34,750,830
	-\$11,766,362
● Assigned Fund Balances - \$11,766,362	<u>-\$760,000</u>
	\$22,224,468
● Additional recurring assigned - \$760,000	
	\$22,224,468
● 25% Unassigned Fund Balance Criteria -	<u>-\$18,400,606</u>
\$18,400,606 (based on 23-24 budgeted	\$3,823,862**
expenses)	

\*\*numbers subject to change prior to May 8th board workshop<sup>137</sup>

# Property Tax Values

- House Bill 3 (2019) - Maximum compressed tax rate (MCR)
  - Did not benefit all taxpayers (Over 65 or disabled)
    - Tax Ceiling - limit on amount taxpayer pays - can only increase with new additions to the home
    - Reminder - School districts state revenue increased to offset the loss in collections
- Senate Bill 12 (2021)
  - Reduction of tax ceiling for over 65 or disabled based on taxpayer qualified for ceiling (2019, 2020, 2021, 2022, or prior to 2019)
  - Limit would go into effect in 2023 (23-24 school year) - this year's tax bill
  - School district's state revenue increased to offset this

# Property Tax Values

- Senate Bill 2 (2023)
  - Further reduced MCR
  - \$40,000 homestead exemption increased to \$100,000 (this was reflected on tax bills)
  - Further revised formula for over 65 or disabled to be sure they benefit as well
- Software companies used by appraisal districts across state struggled
  - Function within software
  - Interpretation of the law
- Freeze forms submitted to Texas Comptroller discrepancies
  - Report on value lost because of the school tax limitation on homestead of the elderly/disabled)

# Property Tax Values

- Maximum compressed tax rate needed to be entered in the software used by appraisal districts and tax offices.
- This is necessary for the calculation for those who qualified (over 65 or disabled) to account for past years
- This correction has been made

Questions?

**INFORMATION ITEM:** **Information Regarding Property Values and Funding for Fiscal Year 2025**

**RECOMMENDATION:** None

**RATIONALE:** This is to document that property values and funding were discussed for Fiscal Year 2025 prior to budget adoption to comply with School FIRST indicator.

**REFERENCE and COMPLIANCE:** CE(LEGAL) and CE (LOCAL) Annual Operating Budget

**BUDGET IMPACT / INFORMATION:** None

**EXHIBITS:** None

**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA

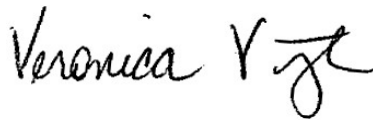
Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 05/08/24

Dr. Veronica Vijil, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614