## New! Local Policy Overview is replacing Vantage Points

Beginning with Update 116, Policy Service has a newly redesigned publica tion, *Local Policy Overview*, available in both video and written document formats under Policy Manual Update Resources<sup>1</sup> on myTASB. The *Local Policy Overview* replaces *Vantage Points*, previously provided on yellow paper in mailed update packets and available online.



Update 116 contains (LOCAL) policies that require board action before we can incorporate Update 116 into your district's Policy On Line manual.

Please notify Policy Service of your policy adoption by completing the electronic Notify TASB of Policy Adoption form\* on myTASB. As an alternative option, you may complete, scan, and submit this form via email to pol-support@tasb.org.

Updat e 116

220912 Crowley ISD	
Your Name:	
Your Email:	
Previous Updates  ☐ I confirm that all updates prior to Update 116 have been adopted. (Visit Local Manual Updates †to see updates pending adoption. If your district prints its own hard copies, be sure to save a copy of the "Update Packet (PDF)." Local Manual Updates is not a permanent archive.)	
Update 116 Adoption Date:	
Status (please check one):	
☐ Adopted as presented by TASB—place online immediately	
☐ Adopted with further changes, described below	
Policy Changes	· · · ·
If you wish to make changes to policies issued in Update 116, submit those changes with your adoption notification. If you wish to make changes to policies not issued in Update 116, please email those changes directly to your policy consultant.	
Changes will be processed as a Local District Update. Your policy consultant may contact you about policy changes if necessary.	
If you have questions, please call Travis Damron at 800-580-7529.	
* Notify TASB of Policy Adoption: <a href="https://www.tasb.org/apps/PolicyAdmin/">https://www.tasb.org/apps/PolicyAdmin/</a> † Local Manual Updates: <a href="https://www.tasb.org/apps/policyUpdates/index.aspx">https://www.tasb.org/apps/policyUpdates/index.aspx</a> *	

## **TASB Policy Service**

# Localized Policy Manual Update 116 Crowley ISD

You can download a PDF of this update packet, annotated copies of the (LOCAL) pol icies, editable (LOCAL) text, and more under <u>Local Manual Updates</u><sup>2</sup>in the myTASB Policy Service Resource Library.

Other materials, including an overview video of the (LOCAL) policy changes, are available under Policy Manual Update Resources.<sup>3</sup>

**Need help?** Please call your policy consultant at 800-580-7529 or email <a href="Policy.Service@TASB.org">Policy.Service@TASB.org</a>.

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### **Overview**

Update 116 includes policy revisions in response to revised state rules and provisions from the 86th Legislative Session that are effective January 1, 2021.

Your Localized Update 116 packet also contains:

- Explanatory Notes describing the changes to each policy. Please note that, where appropriate, the Explanatory Notes ask you to verify that a particular policy reflects current district practice and to advise us of any changes needed so that our records and the district's policy manual accurately track the district's practice. Explanatory notes may also provide important information about policies not in cluded in the update packet.
- · **Instructions** for incorporating this update into each of the district's Localized Pol icy Manuals after board adoption. Use the enclosed Instruction Sheet as a guide to which policies should be added, replaced, and removed from your manual.



### **New! Local Policy Overview for Update 116**

The newly redesigned publication *Local Policy Overview* is available in the myTASB Policy Service Resource Library. *Local Policy Overview* is presented in both video and written document formats and replaces *Vantage Points*, previously provided on yellow paper in mailed update packets and available online.

Like *Vantage Points*, the *Local Policy Overview* provides a general, high-level overview of the changes to the (LOCAL) policies included in TASB updates. This resource has been redesigned to better present the information and to meet accessibility standards for individuals with visual impairments. Both the video and written formats of the *Local Policy Overview* are available on myTASB in <u>Policy Manual Update Resources</u>. From there, you may forward them electronically or print the written document for distribution to staff and board members.

### **Legal Services Update Memo**

TASB Legal Services' <u>Legal Issues in Update 116 memo</u><sup>5</sup> (available in the myTASB Policy Service Resource Library under Policy Manual Update Resources) describes common legal concerns specific to the local policies recommended in this update for your consideration prior to board adoption of any local policies. Local policies will not be sent for a separate review by Legal Services as part of the update process. If after reviewing the memo you have questions about any specific provisions in your local policies, please contact TASB Legal Services at 800-580-5345.

## (LEGAL) vs. (LOCAL) Policies: Remember the Difference

(LEGAL) policies:

- · Reflect the ever-changing legal context for governance and management of the district
- · Should inform local decision making
- · Should NOT be adopted, but only reviewed

(LOCAL) policies:

· Require close attention by both the administration and the board · Must reflect the practices of the district and the intentions of the board · May only be changed by board action (adopt, revise, or repeal)



If your board adopts changes to the (LOCAL) policies contained in this packet, please notify your policy consultant.

## How to Place Policy Changes on the Agenda for Board Action

TASB recommends that the district address this update on the agenda as follows: "Policy Update 116:

- · (LEGAL) policies
- · (LOCAL) policies (see attached list of codes)"

**(LEGAL) policies sub-item:** TASB recommends that the board review, but not adopt, the (LEGAL) policies issued in the update. If the board may discuss certain issues ad dressed by the updated (LEGAL) policies, particularly if those issues are of interest to the public, then, for purposes of discussion, the relevant policy codes, titles, and subtitles should be listed under the sub-item.

**(LOCAL) policies sub-item:** Board action on the (LOCAL) policies included in the up date must occur within a properly posted, open meeting of the board.

- · You may use the "(LOCAL) Policy Action List" provided online in Local Manual Updates and include the list under the sub-item, or you may compile a list of (LOCAL) policy codes, titles, and subtitles from the Instruction Sheet and Ex planatory Notes included in the update packet.
- · A suggested motion for board action on the (LOCAL) policies included in the up date:

"I move that the board add, revise, or delete (LOCAL) policies as recommended by TASB Policy Service and according to the Instruction Sheet for TASB Local ized Policy Manual Update 116 [with the following changes:]"

### **How to Notify Policy Service of Board Action**

Notify Policy Service of the board's action on Update 116 by completing the electronic Notify TASB of Policy Adoption on myTASB or by using the Update 116 Adoption Notification Form, enclosed, so Policy Service records remain accurate.



### **How to Keep Minutes**

The board's action on Localized Update 116 must be reflected in board minutes. Your minutes should include:

- The list of proposed (LOCAL) policy actions, such as the Instruction Sheet annotated to reflect any changes made by the board
- $\cdot$  The Explanatory Notes for the update (filed as an attachment to the minutes)  $\cdot$

Copies of new, replaced, or rescinded (LOCAL) policies

### **How to Maintain Your Historical Record**

To construct a separate historical record of the manual, you must track the history of

individual (LOCAL) policies. You should maintain a permanent historical record of every (LOCAL) policy adopted, revised, or rescinded by the board.

At a minimum, this record should include the following key pieces of

information: · Policy code

- · Date of board action
- · Text of policy

For more guidance on maintaining this record, please refer to:

- · The Administrator's Guide to Policy Management<sup>7</sup>
- · Tutorial videos<sup>8</sup> on handling an update

These guides are available in the myTASB Policy Service Resource Library.

## How to Keep Your Administrative Regulations Current

<u>Regulations Resource Manual</u><sup>9</sup> Update 62, which includes revisions to model regulations and forms corresponding with Update 116, is now available on myTASB.

Inspect your district's administrative procedures and documents—including (EXHIBIT)s, (REGULATION)s, handbooks, and guides—that may be affected by Update 116 policy changes.

If you must make changes to the (REGULATION)s or (EXHIBIT)s contained in your board policy manual, please notify your policy consultant.



## **Disclaimer and Copyright**

PLEASE NOTE: This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

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<sup>&</sup>lt;sup>1</sup> Policy Manual Update Resources: <a href="https://www.tasb.org/services/policy-service/mytasb/policy-manual">https://www.tasb.org/services/policy-service/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/policy-service/mytasb/policy-manual">https://www.tasb.org/services/policy-service/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/policy-service/mytasb/policy-manual">https://www.tasb.org/services/policy-service/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual">https://www.tasb.org/services/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual">https://www.tasb.org/services/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual">https://www.tasb.org/services/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual">https://www.tasb.org/services/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual">https://www.tasb.org/services/mytasb/policy-manual</a> <a href="https://www.tasb.org/services/mytasb/policy-manual/">https://www.tasb.org/services/mytasb/policy-manual/</a> <a href="https://www.tasb.org/services/mytasb/po

<sup>&</sup>lt;sup>2</sup> Local Manual Updates: <a href="https://www.tasb.org/apps/policyUpdates/GetUpdates.aspx">https://www.tasb.org/apps/policyUpdates/GetUpdates.aspx</a> <sup>3</sup> Policy Manual Update Resources: <a href="https://www.tasb.org/services/policy-service/mytasb/policy-manual-update-resources.aspx">https://www.tasb.org/services/policy-service/mytasb/policy-manual-update-resources.aspx</a> <sup>4</sup> Policy Manual Update Resources: <a href="https://www.tasb.org/services/policy-service/mytasb/policy-manual-update-resources">https://www.tasb.org/services/policy-services/policy-service/mytasb/policy-manual-update-resources</a> <sup>https://www.tasb.org/services/policy-services/policy-service/mytasb/policy-manual-update-resources</a></sup>

<sup>&</sup>lt;u>update-resources.aspx</u>

<sup>5</sup> Legal Issues memo: https://www.tasb.org/services/policy-service/mytasb/policy-manual-update

#### resources/documents/u116\_legal\_issues.aspx

- <sup>6</sup> Notify TASB of Policy Adoption: https://www.tasb.org/apps/PolicyAdmin/
- <sup>7</sup> Administrator's Guide to Policy Management: <a href="https://www.tasb.org/services/policy">https://www.tasb.org/services/policy</a> service/mytasb/guidance-for-policy-administrators.aspx
- 8 Tutorials: https://www.tasb.org/services/policy-service/mytasb/tutorials.aspx
- <sup>9</sup> TASB Regulations Resource Manual: https://www.tasb.org/services/policy-service/mytasb/regulations resource-manual.aspx



### **Instruction Sheet** TASB Localized Policy Manual Update 116

#### **Crowley ISD**

Code Type Ac	tion To Be Taken Note		
ATTN	(NOTE)	No policy enclosed	See explanatory note
A25	(INDEX)	Replace cross-index	Revised cross-index
AIA	(LEGAL)	Replace policy	Revised policy
AIB	(LEGAL)	Replace policy	Revised policy
AIC	(LEGAL)	Replace policy	Revised policy
BE	(LEGAL)	Replace policy	Revised policy
ВЈСВ	(LEGAL)	Replace policy	Revised policy

С	(LEGAL)	Replace table of contents	Revised table of contents
СВВ	(LEGAL)	Replace policy	Revised policy
CCG	(LEGAL)	Replace policy	Revised policy
CE	(LEGAL)	Replace policy	Revised policy
CFC	(LEGAL)	Replace policy	Revised policy
СКВ	(LEGAL)	Replace policy	Revised policy
СО	(LEGAL)	Replace policy	Revised policy
COA	(LEGAL)	Replace policy	Revised policy
COB	(LEGAL)	Replace policy	Revised policy
CQA	(LEGAL)	Replace policy	Revised policy
CQB	(LOCAL)	Replace policy	Revised policy
СХ	(LEGAL)	Replace policy	Revised policy
DAA	(LEGAL)	Replace policy	Revised policy
DBA	(LEGAL)	Replace policy	Revised policy
DCD	(LOCAL)	Replace policy	Revised policy
DCE	(LOCAL)	Replace policy	Revised policy
DEAA	(LEGAL)	Replace policy	Revised policy
DH	(EXHIBIT)	Replace exhibit	Revised exhibit
DIA	(LEGAL)	Replace policy	Revised policy
DP	(LEGAL)	Replace policy	Revised policy
EHAC	(LEGAL)	Replace policy	Revised policy
EHBC	(LEGAL)	Replace policy	Revised policy
EIF	(LEGAL)	Replace policy	Revised policy
EKB	(LEGAL)	Replace policy	Revised policy
EKBA	(LEGAL)	Replace policy	Revised policy
FDD	(LEGAL)	Replace policy	Revised policy

FFAC	(LOCAL)	Replace policy	Revised policy

## Instruction Sheet TASB Localized Policy Manual Update 116

#### **Crowley ISD**

**Code Type Action To Be Taken Note** 

Code Type Ac	tion to be taken note	-	
FFEB	(LEGAL)	Replace policy	Revised policy
FFG	(LEGAL)	Replace policy	Revised policy
FFH	(LEGAL)	Replace policy	Revised policy
FL	(LEGAL)	Replace policy	Revised policy
GKA	(LOCAL)	Replace policy	Revised policy
GNC	(LEGAL)	Replace policy	Revised policy
GRA	(LEGAL)	Replace policy	Revised policy
GRAA	(LEGAL)	Replace policy	Revised policy

## Explanatory Notes TASB Localized Policy Manual Update 116

#### **Crowley ISD**

#### ATTN(NOTE) GENERAL INFORMATION ABOUT THIS UPDATE

**New!** Local Policy Overview for Update 116: The newly redesigned publication *Local Policy Overview* is available in the myTASB Policy Service Resource Library. *Local Policy Overview* is presented in both video and written document formats and replaces *Vantage Points*, previously provided on yellow paper in mailed update packets and available online.

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(LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.

#### A25(INDEX) CROSS-INDEX

The cross-index has been updated to reflect new terms and revisions to content and coding in the policy manual.

#### AIA(LEGAL) ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions from Administrative Code rules incorporate details previously included in the Local Accountabil ity

<u>Systems Guide</u>. The *Guide* is no longer adopted by reference in the Administrative Code but is available online

#### AIB(LEGAL) ACCOUNTABILITY: PERFORMANCE REPORTING

We have added revised Administrative Code rules addressing Results Driven Accountability, a framework to evaluate district performance in regard to certain populations of students in select program areas.

#### AIC(LEGAL) ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Provisions regarding Monitoring Reviews and On-Site Investigations have been revised to better reflect statute.

#### **BE(LEGAL) BOARD MEETINGS**

Provisions at Persons with Hearing Impairments have been revised to better reflect statute.

#### **BJCB(LEGAL) SUPERINTENDENT: PROFESSIONAL DEVELOPMENT**

Details from revised Administrative Code rules have been added to the provision requiring superinten dents to receive training on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.

#### **C(LEGAL) BUSINESS AND SUPPORT SERVICES**

The title of CX has been revised to Contracts for Facilities to better reflect the content.

#### **CBB(LEGAL) STATE AND FEDERAL REVENUE SOURCES: FEDERAL**

Extensive revisions to this legally referenced policy are based on Office of Management and Budget (OMB) amendments to federal regulations addressing awards and grants.

## Explanatory Notes TASB Localized Policy Manual Update 116

#### **Crowley ISD**

#### CCG(LEGAL) LOCAL REVENUE SOURCES: AD VALOREM TAXES

Provisions, effective January 1, 2021, from Senate Bill 2, 86th Legislative Session, have been added and address:

- · Use and submission of the comptroller's tax rate calculation forms to calculate the no-new-revenue and voter-approval tax rates; and
- · Taxpayer injunctions restraining the collection of taxes and prohibiting a district from adopting a tax rate if certain requirements are not met.

Guidance from the Texas Tax Code on calculating the voter approval tax rate has also been added.

#### **CE(LEGAL) ANNUAL OPERATING BUDGET**

We have added a provision requiring the board to attach the forms used to calculate the no-new-revenue and voter-approval tax rates as an appendix to the district's budget. The provision is effective January 1, 2021, and is from Senate Bill 2, 86th Legislative Session.

#### **CFC(LEGAL) ACCOUNTING: AUDITS**

Revised Administrative Code rules clarify that the district's independent auditor must be associated with a certified public accountancy firm licensed by the Texas State Board of Public Accountancy or a state li censing agency from another state.

#### CKB(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT: ACCIDENT PREVENTION AND REPORTS

New Administrative Code rules on mandatory school drills have been added.

#### **CO(LEGAL) FOOD AND NUTRITION MANAGEMENT**

We have updated web links in this legally referenced policy.

#### COA(LEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT We have

updated web links in this legally referenced policy.

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

We have updated web links in this legally referenced policy.

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

A new required internet posting has been added from revised Administrative Code rules. A district with a local accountability system must post on the district's website an explanation of the methodology used to assign local campus accountability performance ratings.

#### **CQB(LOCAL) TECHNOLOGY RESOURCES: CYBERSECURITY**

To ease compliance with state law provisions requiring the board to select a cybersecurity training pro gram and verify and report cybersecurity training by district employees, recommended revisions to this policy provide for the board to delegate these responsibilities to the superintendent.

## Explanatory Notes TASB Localized Policy Manual Update 116

#### **Crowley ISD**

#### **CX(LEGAL) CONTRACTS FOR FACILITIES**

The title to this legally referenced policy has been changed to Contracts for Facilities, and the text has been revised to better reflect statute.

#### DAA(LEGAL) EMPLOYMENT OBJECTIVES: EQUAL EMPLOYMENT OPPORTUNITY

This legally referenced policy has been significantly reorganized to focus on discrimination in hiring and discharging employees. Some details on disability discrimination have been moved to DIA, addressing discrimination, harassment, and retaliation in other aspects of employment.

For clarification a Note has been added to indicate that Title VII, the Americans with Disabilities Act, and the Genetic Information Nondiscrimination Act only apply to employers with 15 or more employees as de scribed in the Note.

#### DBA(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

This legally referenced policy has been updated to clarify that holders of intern or probationary certificates may be employed on an emergency permit under certain circumstances.

#### DCD(LOCAL) EMPLOYMENT PRACTICES: AT-WILL EMPLOYMENT

Recommended revisions clarify that an at-will employee's appeal of dismissal would follow the district's employee grievance policy and not begin with the board.

The *Legal Issues in Update 116* memo describes common legal concerns and best practices specific to this policy topic.

#### DCE(LOCAL) EMPLOYMENT PRACTICES: OTHER TYPES OF CONTRACTS

Recommended revisions clarify that an appeal by an employee whose non-Chapter 21 contract is not re issued at the end of the contract period would follow the district's employee grievance policy and not begin with the board.

The Legal Issues in Update 116 memo describes common legal concerns and best practices specific to this policy topic.

#### DEAA(LEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

References have been added to new Administrative Code rules on optional local teacher designation sys tems and mentor teacher training programs.

#### DH(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT

The Educators' Code of Ethics has been updated to reflect current Administrative Code rules.

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

This legally referenced policy has been significantly reorganized to focus on the prohibition against dis crimination, harassment, and retaliation with respect to compensation, terms, conditions, or privileges of employment.

For clarification a Note has been added to indicate that Title VII, the Americans with Disabilities Act, and the Genetic Information Nondiscrimination Act only apply to employers with 15 or more employees as de scribed in the Note.

## Explanatory Notes TASB Localized Policy Manual Update 116

#### **Crowley ISD**

#### **DP(LEGAL) PERSONNEL POSITIONS**

Revised Administrative Code rules implement House Bill 1501 from the 86th Legislative Session, which created the Texas Behavioral Health Executive Council to regulate psychological services in public schools, including services provided by a licensed specialist in school psychology.

#### EHAC(LEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Revisions from amended Administrative Code rules align the required secondary curriculum with changes to the technology applications and CTE TEKS and legislation from the 86th Legislative Session.

In addition, provisions on personal financial literacy were moved within the policy for clarity.

#### EHBC(LEGAL) SPECIAL PROGRAMS: COMPENSATORY/ACCELERATED SERVICES From amended

Administrative Code rules, we have added provisions explaining:

- · How educationally disadvantaged students are defined for the compensatory education allotment and the methods a district may use to verify eligibility; and
- · The approval process a district must use to claim students receiving a full-time virtual education through TXVSN in their counts of educationally disadvantaged students.

#### **EIF(LEGAL) ACADEMIC ACHIEVEMENT: GRADUATION**

We have added a new Administrative Code rule addressing the option for an elementary school student to complete a course in American Sign Language to satisfy one of the required graduation credits for lan guages other than English.

#### **EKB(LEGAL) TESTING PROGRAMS: STATE ASSESSMENT**

Amended Administrative Code rules require a student in grades 3 through 8 who is enrolled in an acceler ated course and who will complete the high school end-of-course assessment for the content area prior to high school to take the ACT or SAT in high school.

Revisions at Accountability Testing are to better match statutory wording.

#### EKBA(LEGAL) STATE ASSESSMENT: ENGLISH LANGUAGE LEARNERS/LEP STUDENTS

Revised Administrative Code rules address the administration of the alternate English language profi ciency assessment for students with the most significant cognitive disabilities and amend terminology in some places from *English language learner* to *English learner*.

#### FDD(LEGAL) ADMISSIONS: MILITARY DEPENDENTS

Under new Administrative Code rules, a campus may qualify to earn a Purple Star Designation if the cam pus meets criteria demonstrating supports and resources for its military-connected students.

FFAC(LOCAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

Policy Service recommends several revisions to this local policy on student medical treatment to reflect current guidance from the Texas Department of State Health Services (DSHS) and common district prac tices.

· Administrative details on student illness and accidents are recommended for removal.

## Explanatory Notes TASB Localized Policy Manual Update 116

#### **Crowley ISD**

- · Provisions on administering medication provided by parents direct the superintendent to designate the employees authorized to administer medication and refer to administrative regulations for detailed requirements.
- · In accordance with DSHS guidance, the policy now reflects that the district shall not purchase non prescription medication to administer to students. Contact the district's policy consultant if the district purchases or provides any medication for students, including providing nonprescrip tion medication in the district's athletic program, unassigned epinephrine auto-injectors, or unassigned prescription asthma medication.
- · Medical treatment provisions have been updated to clarify who may complete medical treatment au thorization forms and reflect that the district shall seek appropriate emergency care for a student as required or deemed necessary. This new text is recommended to replace previous text that covered emergency treatment forms.

See FFAC in the <u>TASB Regulations Resource Manual</u> for updated procedures and forms.

The Legal Issues in Update 116 memo describes common legal concerns and best practices specific to this policy topic.

#### FFEB(LEGAL) COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

Revised Administrative Code rules adopted by the Texas Behavioral Health Executive Council address consent regarding school psychological services provided by a licensed specialist in school psychology.

#### FFG(LEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Revisions at SBEC Disciplinary Action are from amended Administrative Code rules. We have also added a Note connecting the general child abuse and neglect investigation provisions in this legally referenced policy with the more specific provisions at GRA(LEGAL) addressing investigations of abuse and neglect at school.

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

A revision clarifies that the notification of nondiscrimination required by Title IX does not need to state that it extends to admission.

#### **FL(LEGAL) STUDENT RECORDS**

Revisions have been made to reorganize the provisions for better flow and to better match statutory text. Provisions on flagging records of missing children and notifying law enforcement of subsequent requests for those records have been moved to GRAA(LEGAL). Provisions regarding student information a district receives from law enforcement have been removed, as these provisions are duplicated at GRAA(LE GAL).

#### **GKA(LOCAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES**

A recommended revision specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calen dar" days. This change aligns with changes made at Update 115 to the grievance policies at FNG and GF.

The Legal Issues in Update 116 memo describes common legal concerns and best practices specific to this policy topic.

### **Explanatory Notes**

#### TASB Localized Policy Manual Update 116

#### **Crowley ISD**

#### GNC(LEGAL) RELATIONS WITH EDUCATIONAL ENTITIES: COLLEGES AND UNIVERSITIES

Details on contracting with an institution of higher education for design or construction of instructional or athletic facilities have been removed, as this information is located in CX(LEGAL).

## GRA(LEGAL) RELATIONS WITH GOVERNMENTAL ENTITIES: STATE AND LOCAL GOVERNMENTAL AUTHORITIES

New Administrative Code rules implement the Child Abuse and Treatment Act, resulting in extensive revi sions to this legally referenced policy addressing Department of Family and Protective Services investiga tions of abuse and neglect at school.

## GRAA(LEGAL) STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

Provisions on flagging records of missing children and notifying law enforcement of subsequent requests for those records have been moved to this code from FL(LEGAL).

homeschool transfers FDA, FEA

- A -	nonresident students FD, FDA
	requirements FD, FDA, FFAB
	transfers FDA, FDAA, FDB
	tuition EHBG, FDA
absences	adoption, board action
personnel DEC, DED, DFE, DMD	assessment instruments BEC
student FEA, FEB, FEC, FM	budget CE
abstention from voting, board members BBFA abuse, child BBD, BQ, DG, DGC, DH, DIA, DMA, FFEB, FFG,	college, career, and military readiness plans EA cybersecurity policy CQB
FFH, GRA	discipline management program FNC
abuse of office BBC, BBFB, DBD, DH	district and campus plans BQ, BQA, BQB
academic freedom EMA, EMB	early childhood literacy and mathematics plans
academic guidance FFEA	EA financial exigency CEA
accelerated instruction EHBC, EIE, EKB,	instructional materials BBFB, EFA
FEA acceleration	policies BF
exams for EHDC	sex education instructional materials EFA,
kindergarten EHDC	EHAA student code of conduct FNC, FO
acceptable use of technology BBI, CQ, DH	supplementary materials EFA
accidents	tax rate CCG
medical treatment FFAC	vision statement and goals AE
prevention CK, CKB, CKC reports CK, CKB, DHE	adult education program EHBI advanced/distinguished achievement program EIC,
accountability AI, AIA, AIB, AIC, AID, BQ, BQA, BQB,	EIF advanced placement courses EIC, EIF
EHBD accounting	advertising
attendance FEB	on school buses CNB
reporting and statements CFA	in schools GKB
system CFA, CFC	in student publications GKB
accreditation AIA, AIC	outdoor GKB
achievement indicators AIA	political BBBD, CCA, CPAB, GKB
activities, school-related	use of district mail system CPAB
community-sponsored activities/contests FJ,	advisory committees/councils (See
FMF eligibility for honors and awards EIC, FG	committees) affirmative action DAA
equal access FM, FNAB	after-school care FD, FFC
extracurricular activities FM, FMF	age discrimination (See discrimination and
fees FP	harassment) agenda, board meetings BE, BEC, BED agents, solicitors, vendors CHE, GKC
field trips CNC, FNG, FMG	AHERA (Asbestos Hazard Emergency Response Act)
funds management CFD generally FM, FMA, FMD, FME, FMG, FMH	CKA alcohol awareness instruction EHAC
interscholastic activities/contests FMF	alcohol use
organizations/clubs FM, FNAB, FNCC	by board members BBC
participation eligibility FM	by employees BJCF, DFBB, DH, DHE
performances FME	by students FNCF, FNF, FOC, FOD, FOF
sponsors, clubs DEA, DK, FM	by visitors GKA, GKD
student government FMB	alternate recording time (See attendance)
transportation to FMF, FMG	alternative assessment EIE
use of district vehicles CNB	amendment
activity funds management CFD, GE	board policy BF
ADA/Section 504 coordinator	budget CE
for employees DIA	regulations BP student records FL
for students FB, FFH	Americans With Disabilities Act Amendments Act of 2008
administering medication FFAC, FFAF administration	(ADA)
goals and objectives BI	access to facilities GA
organization BKA	employment procedures DAA
administrative council, cabinets, and committees BM	grievance procedures DGBA, DIA, GF
administrative leave (See suspension)	medical examinations DBB
administrative personnel (See paraprofessional personnel	anabolic steroids FM, FNCF
and professional personnel and support staff)	anaphylaxis FFAC, FFAF
administrative regulations BP	animals in the school DAA, EMG, FBA
admission of students	annual operating budget
children of nonresident staff FDA	board responsibility BAA
eligibility FD, FDAA	financial exigency CEA
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preparation CE	student FB, FNG, FOD
process/deadlines CE	appraisal
public hearings BDAA, CE	personnel DN, DNA, DNB
superintendent's responsibility BJA	superintendent BJCD
annual reports (See reports)	appraisal district CCG, CCH
annuities, salary deductions/reductions CFEA,	apprenticeships EHAD
CRG appeals employee DGBA	architects and engineers BEC, CBB, CH, CS, CV, CVA, CVB, CVC, CVD, CVE, CVF
parent FNG	ARD (Admission, Review, and Dismissal) committee EHBA,
public GF	EHBAA, EHBAB, EHBAC, EHBAD, EHBAE, EIE, EIF,

EKB, FOF arrest of students GRA, GRAA asbestos CKA assault (See also discipline, student) DIA, EHBK, FDE, FFB, FFH, FNCH, GRAA assault (recuperative) leave (See leaves and absences, em ployees) assemblies FNCI, GKA assessments EIE, EK, EKB, EKBA, EKC, EKD assignment of personnel BJA, DK, DP assignment of students attendance zones FC, FDB disciplinary settings (See discipline, student) from home schools FD intradistrict FDB	automatic admission EIC, FFEA automobile use by students CLC, FFFD available school fund CBA average daily attendance FEB award of credit or final grade EI, FEC awards board members BBG employees DJ students FG
parental request FDB, FNG residence requirements FD, FDA, FDB special education EHBA, EHBAA, EHBAB, EHBAC, EHBAD, EHBAE assistance and counseling, student EHBH, FFB, FFBA, FFC, FFE, FFEA, FFEB, FFG, FFH, FFI assistance animal (See service animals) asthma FFAC athletics awards FG facilities CCE, CX, GKD insurance CR, CRB, FFD program FM, FMF	band program EHAD, FM, FMF bank depository BBFA, BBFB, BDAE bankruptcy discrimination DAA basic instructional program EHAA before/after-school activities FM, FNAB behavioral intervention plan EHBAB benefits, employment CRD, CRE, CRG, DE, DEA, DEAA, DEAB, DEB, DEC, DECA, DECB, DED, DEE, DEG bicycle use FFFD bidding bus leases CH competitive CH, CV, CVA
stadium CCA, CCE, CX at-risk students EHBC, EIE, FDAA attendance employees DEC records and reports DEC, FEC, FED students FDA, FDB, FE, FEA, FEB, FEC, FED, FEE, FEF accounting FEB attendance officer FED compulsory FEA for credit or final grade FEC open/closed campus FEE release time FEF zones FC	emergency repairs CH, CV maintenance CH, CV personal property CH professional services CH, CV bids, school depository BDAE bilingual instruction EHBE birth certificate FD block schedules EEC, EED, FM bloodborne pathogens DBB, FFAC board meetings certified agenda BEC closed meeting BE, BEC generally BE media BE, BEE
attorney, board BDD at-will employment DC, DCD audio-visual materials CY, EF, EFA, EFB auditors, independent CFC audits assessments EHDC efficiency CCG energy CL federal awards CBB fiscal accounts CFA, CFC investments CDA records GBA safety and security CK school activity funds CFD authorization agreement FD automated external defibrillator (AED) CH, CKD, DBA, DMA, FFAC, FM	minutes BE organizational meeting after election BDAA press services BEE public hearing (See public hearings) public participation BEC quorum BBBB, BBE, BDB, BE transacting business BBE, BE board of managers AIC board of trustees advisory committees BDF agenda for meetings BE appointment BBC attorney BDD authority BA, BAA, BBE campaigning on school grounds BBBC, GKD candidate qualifications BBA
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visits to district facilities BBE	- C -
bomb threats CKC	
bonded employees CG, CKEA	
bonds	
bonds and bond taxes CCA	cafeteria plan deductions/reductions CFEA
campaigns CCA	cafeteria, school CO, COA, COB
payment and performance CL, CV, CVD, CVE,	cafeteria workers (See support staff)
CVF proceeds CDA	calendar
recreational facilities CCA, CCD, CCE	annual, school year EB
revenue CCA, CCD, CCE, CDBA	appraisal/evaluation of employees BJCD, DN, DNA,
	DNB
booster organizations GE	budget CE
borrowing funds CCF	cameras
Boy Scouts of America GKD	body-worn CKE, CKEA, GBA
breakfast program (See food service)	
breast milk, right to express DG	special education classrooms EHBAF
bribery BBFB, DBD	student surveillance FO
broadcasting and taping	campaign funds BBBC
school board meetings BE	campaigning on district premises BBBD, CPAB, DGA,
sports and special events GBB, GBBA	GKD campus behavior coordinator (CBC) (See discipline,
budget (See annual operating budget)	stu dent)
budget and finance	campus improvement plans and objectives AIC, BQ, BQA,
accounting system CFA	BQB
depository, bank BBFA, BBFB, BDAE	Campus Intervention Team (CIT) AIC
financial exigency CEA	campus, open or closed FEE
payroll procedures CFE, CFEA, DEA	campus planning and decision-making process BQ,
buildings, equipment, grounds	BQB campus program charter EL, ELA
ADA compliance GA	campus ratings AIA, AIB, AIC, AID
ejection from CLA, GKA	campus turnaround plans AIC
•	cannabis FFAC
facility standards CS	capital appreciation bonds CCA
leasing and renting GKD	cardiopulmonary resuscitation CKD, DBA, DMA, EHAC,
maintenance and operations CL, CLB	El career and technical education CNA, EEL, EHBF, EIF
safety and security CK, CKA, CKB, CKC, CKE, CLA,	catastrophes and disasters (See also emergencies) ad
CLC	valorem taxes CCG, CCGA
structural pest control CLB, DI, FD	board meetings BE, BEC
bullying CQ, FFH, FFI	drills (See drills, disaster)
bus (See also transportation)	emergency repairs CH, CLB, CV
accident reports CNC	emergency medical equipment and procedures
conduct, student CNC, FO	CKD financial exigency CEA
contracted bus service CNA	immunity for shelter workers DGC, GKG
drivers, commercial driver's license DBA, DBAA, DBB,	pay provisions DEA
DBE, DHE	plans CK, CKC
emergency evacuation of CNC	purchasing CH, CV
maintenance CNB, CNBA	
purchase or lease CH, CNB	records GBA
routes CNA	suspension of public information requirements GBAA
seat belts CNB. CNC	waiver of contract and operational requirements DC, EB,
video cameras FO	FEB
businesses, relations with GKE	
bylaws (See policy system)	
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CBC (See campus behavior coordinator)	GA classification of students by grade EIE
cellular phones FNCE	class interruptions and disruptions EC, EKB, FNCI,
censorship (See First Amendment)	GKA class rankings EIC
ceremonies and observances CLE	class size EEB
certificate of coursework completion EI, EIF	closed board meetings BE, BEC
	closed campus FEE
certificate of indebtedness CCC, CDA certification	closing of school, emergencies CKC
educator, failure to maintain DFBB	clubs FM, FNAB, FNCC, FP COBRA (Consolidated Omnibus Budget Reconciliation Act)
generally DBA	` ,
lack of DBA, DK, DPB	(See insurance) code of conduct (See discipline, student)
certified agenda BEC, GBA	, , ,
certified personnel (See educator	code of ethics
certification/credentials) change orders CH, CV	board members BBBD, BBF, BBFA, BBFB, CAA,
character education EHAA, EHBK	CBB financial CAA
charter schools AF, AG, AH, CDB, EL, ELA	personnel CAA, CBB, DBD, DH
checking accounts CFF	college course work EHDD
cheerleaders FM, FMF	college preparatory program EHBC, EHDD, EIC, EK,
chemicals, hazardous CKA, CLB, DI	EKB colleges and universities, relations with GNC
child abuse BBD, BQ, DG, DGC, DH, DIA, DMA, FFEB,	college visits FEA
FFG, FFH, GRA	commencement FMH
childcare, district provided FM, FFC	commercial advertising and sponsorship GKB
Children's Internet Protection Act (CIPA) CQ	commercial motor vehicle operators DBA, DBAA, DBB,
child support CFEA	DBE, DHE
chronic health conditions DIA, FFAC, FFAF	commissioner, appeals to DFD, DGBA, FNG,
church, use of school facilities GKD	GF committees
CIPA (See Children's Internet Protection Act)	administrative councils, cabinets, committees BM
· · · · · · · · · · · · · · · · · · ·	admission, review, dismissal (ARD) EHBA, EHBAA,
civic organizations GKE	EHBAB, EHBAC, EHBAD, EHBAE, EIE, EIF, EKB, FOF
civil defense CNB, GKD civil rights DAA, DIA, FB, FFH, FNA, FNAA, FNAB.	attendance DGC, FEC
OIVII IIGIIIO DAA, DIA, ED, EEH, ENA. ENAA. ENAD.	

board BDB, BDF	comparability assurances EHBD
curriculum development (design) EH	compensation and benefits
gifted and talented, selection EHBB	board members BBG
grade placement EIE	employees CRD, CRE, CRG, DE, DEA, DEAA, DEAB,
language proficiency assessment EHBAB, EHBE, EIE,	DEB, DEC, DECA, DECB, DED, DEE, DEG
EKBA (CLIAC) BBE	superintendent BJCA
local school health advisory council (SHAC) BDF,	compensation for extra duties DEA, DEAA, DEAB,
BQ, EFA, EHAA, FFA	DK compensatory instruction EHBC, EIE
nursing peer review DP parent BDF, BQ, BQA, BQB, EHAA, EHBD, FFA,	compensatory time/pay, nonexempt employees DEAB competitions, student FG, FM, FMF
GE placement review FOC	competitive purchasing CBB, CH, CV, CVA, CVB,
planning and decision-making BQ, BQA, BQB, DNA,	CVF complaints/grievances
DNB	against peace officers CKEA
special education advisory EHBH	by personnel DGBA
communicable diseases DIA, DBB, EHAA, FFAD,	by public EFA, GF
FL community	by student/parent FNG
access to programs, services, activities GA	whistleblower complaints DG, DGBA
complaints GF conduct GKA	comprehensive guidance program DP, FFEA
distribution of literature GKDA	compulsory attendance FEA, FED concessions CDG, CFD
public information requests GBA, GBAA	concussions DMA, FM, GKG
representatives of patriotic societies GKE	conditions of employment (See employment)
use of school facilities GKD	conduct
visitors to facilities GKC	on buses FO, FFFF
volunteers GKG	on school premises, public GKA
community colleges, high school credit program	personnel DH
EHDD community involvement	students FNC, FNCA, FNCB, FNCC, FNCD, FNCE,
budget planning CE in board meetings BED	FNCF, FNCG, FNCH, FNCI, FO
instructional resources EF	conferences and conventions board meeting videoconference calls BE
parent-teacher organizations GE	board meeting videoconnerence cans BE board member attendance BBH
planning and decision-making BQ, BQA,	disciplinary FOA, FOC, FOD
BQB policy development BF	parent EIA, FFC
school health advisory council (SHAC) BDF, BQ, EHAA,	personnel DMA, DMD
FFA	confinement (See restraint of students)
site-based decision-making BQ, BQA, BQB	conflict of interest
staff participation in community activities DGA volunteers in public schools GKG	board members CBB, BBFA, BBFB
walking transportation programs CNA	meal service COA
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A25(INDEX)-P	townsingtions (Contownsingtion manager)
personnel CBB, DBD, DGA, DH conservatorship, student CNA, EHBAB, EHBAE, EHDC,	terminations (See termination, personnel) controlled substances DBAA, DGC, DH, DHB, DHE, FNCF,
EHDE, EI, FD, FEA, FEB, FED, FFAB, FFC, FFEA,	FNF, FOB, FOC, FOD, FOF, GRAA
FO	controversial issues EFA, EMB
construction projects CH, CS, CV, CVA, CVB, CVC, CVD,	controversial speakers EMB
CVE, CVF	cooperative purchasing agreements CBB,
consultants	CH coordinated health program BQ, EHAA
access to student records FL	copyrighted material CY
board, external BDE	corporal punishment FO correspondence courses EHDE
bonds CCA facilities CS	counseling and guidance programs EHBH, FFB, FFBA,
federal level lobbyists GR	FFC, FFE, FFEA, FFEB, FFG, FFH, FFI
outside consulting by staff DBD	county tax officials CCG
procuring CH	countywide appraisal district CCG, CCH
consumer credit reports DBAA	course credit EI, EIA, EIF, FEC
contagious diseases (See communicable	course offerings EHA, EHAA, EHAB, EHAC,
diseases) contests for students FG, FM, FMF	EHAD court-related students FFC
continuing contracts	CPR (See cardiopulmonary resuscitation)
employment practices DC, DCC	credit or final grade, award of EI, FEC
reduction in force DFF, DFCA, DFFC	credit by exam with prior instruction EHDB
resignation DFE return to probationary status DFAC	without prior instruction EHDC
suspension/termination DFCA	credit recovery EHDB, FEC, FFC
contracting for instruction with outside agencies EEL, FFC,	criminal activity, reports of DH, DHB, DHC, FL, FOD,
GN, GNA, GNB, GNC, GND, GNE	GRA criminal history record
contractors and agents	contractors CJA
aiding and abetting CJ	employees DBAA
criminal history C.IA	volunteers GKG

federal awards CBB
htracts
construction (See construction projects)
contingent fee for legal services CH
depository BBFA, BBFB, BDAE
employment BJC, DC, DCA, DCB, DCC, DCE,
DK food programs COA
outside services EEL
professionals (lawyer, engineer, auditor) BDD,
CH required provisions CH
resignation DFE

criminal history CJA

employees DBAA
volunteers GKG
crisis management/intervention CKC, FFB, FFBA, FFEB
crossing guards GRB
crowd control GKA
crowdfunding CDC
cultural institutions relations GKF
curriculum
development/design EH, EHA
elective instruction EHAD
enrichment EHAA
extended instructional programs EHDD,
EHDE college course work EHDD

custodial services CLB honors program EHBN custodian of records CPC, FL, GBA summer programs EHBC, EHBE, EHDA travel study EHBM cyberbullying CQ, FFH, FFI cybersecurity CQB, DMA, EHAD, GBA foundation EHAA innovative programs EHBJ language other than English EHAB, EHAC magnet schools and programs EHBJ - D parental requests EHA required instructional program EHAA, EHAB, EHAC sex education EFA, EHAA special programs dairy products, purchase of COA adult education EHBI data management BBI, CPC, CQ, CQB at-risk students EHBC, EIE, FDAA dating violence BQ, FFB, FFH bilingual education EHBE days of service DC career and technical education CNA, EEL EHBF, deaf or hearing-impaired BE, EHBA, EHBAA, EHBAB, EIF character education EHBK EHBAC, EHBH, FBA community education EHBI debt service compensatory education EHBC, EIE bonds CCA deaf or hearing-impaired BE, EHBA, EHBAA, certificates CCC EHBAB, EHBAC, EHBH, FBA investments CDA dual language program EHBE loans and notes CCF English as a second language EHBE reports CFA gifted and talented EHBB revenue bonds CCD high school equivalency EHBL tax rate and budget CCG, CE homebound instruction EEH warrants CCB prekindergarten EHBG deductions/reductions, salary CFEA, CRG, DEA, special education EHBA, EHBAA, EHBAB, EHBAC, DFFA deferred compensation CFEA, CRG EHBAD, EHBAE DATE ISSUED: 1/12/2021 5 of 22 UPDATE 116 A25(INDEX)-P defibrillators, automated external (AED) CH, CKD, DBA, board meetings BEC DMA, FFAC, FM campus behavior coordinator (CBC) FO, FOA delinquent taxes (See tax) code of conduct FN, FNC, FO demonstrations and strikes DGA, FNCI, GKA corporal punishment FO depository, bank BBFA, BBFB, BDAE county juvenile board FODA deputy voter registrar (See voter registrar) detention FO destruction of records (See records) disciplinary alternative education program (DAEP), detention (See discipline, student) placement in FOC discipline management program BQ, FNC, FO, FOB, dextromethorphan FFAC FOC, FOD, FOE diabetes discipline management techniques DMA, FO management treatment plan FFAF due process, student discipline FOD, FOE, screening FFAA, FL FOF emergency placement FOE expulsion FOD, FODA, FOE dietary supplements DH, FFAC, FM diplomas EIF, FMH extracurricular standards of behavior FO directory information FL fraternities, gangs, sororities, and other secret organiza disabilities (See also discrimination and harassment) ADA tions FNCC (See Americans with Disabilities Act Amendments Act juvenile justice system FODA of 2008) notice to parents FO, FOA, FOC, FOCA, FOD, IDEA (Individuals with Disabilities Education Act) FOE records FL, FO (See special education) Section 504 (students) EHB, EHBH, EHDE, EIF, FB, FFC, FNG, FOF, GF removal by bus driver or teacher FOA suspension FM, FO, FOB training DMA temporary (employees) DBB, DEC disasters and catastrophes (See also with disabilities EHBA, FOF emergencies) ad valorem taxes CCG, CCGA disclosure, conflict of interest (See conflict of board meetings BE, BEC interest) disclosure of interested parties CH drills (See drills, disaster) discretionary personal leave (See leaves and absences, em emergency medical equipment and procedures ployees) CKD emergency repairs CH, CLB, CV discrimination and harassment financial exigency CEA bankruptcy DAA complaint procedures DGBA, DH, DIA, FFH, FNG, GF immunity for shelter workers DGC, GKG employment DAA, DAB, DAC, DECA, DH, DIA Genetic Information Nondiscrimination Act (GINA) DAB, DECA pay provisions DEA plans CKC purchasing CH, CV programs and services CS, DAA, DIA, FB, GA records GBA Religious Freedom Restoration Act (RFRA) suspension of public information requirements GBAA GA student EHBA, FB, FD, FDA, FDAA, FFH, FNA Title IX DAA, DIA, DGBA, FB, FFH, FNG waiver of contract and operational requirements DC, EB, dismissal, early (of school day) EC disciplinary alternative education program (DAEP) (See dis dismissal, employees (See also termination, personnel)
DCD cipline, student) discipline, employee disorderly student conduct (See conduct: board meetings BEC students) disposal conflicts of interest CBB contract termination (See termination, equipment and supplies (See equipment and personnel) dismissal DCD supplies) instructional materials CMD prohibitions and protections DEC, DG law enforcement vehicles CI standards of conduct DH personal property CI discipline, student

real property CDB, CDBA

Title I EHBD

distance learning EHDE

dispute resolution, homeless students FDC	personnel DH student FNCA
disruptions of board meetings BED	uniforms FNCA
of instruction EC, EKB, FNCI, GKA	drills, disaster CKC
distance learning EHDE	driver education EHAD
distinguished achievement program EIC, EIF	drivers DBA, DBAA, DBB, DBE, DHE
distribution of equipment (See equipment and supplies) distribution of printed material CPAB, FMA, FNAA,	drones GKA dropout prevention/reduction BQA, BQB,
GKDA district-level planning and decision-making	EHBC dropout recovery program GNC
process BQ, BQA	dropout recovery interventions AIC
district teaching permit DBA	Drug-Free Schools Act DH, FNCF
districts of innovation (See innovation districts) dogs, searches DHE, FNF	Drug-Free Workplace Act DH drug screening/testing
donations	athletes/students FNF
by district CE, CO	bus drivers DHE
to district CDC, GE	employees DHE
of leave (See leaves and absences, employees) DOT (U.S. Department of	drug searches by trained dogs DHE, FNF
Transportation) DHE dress and personal grooming	dual contracts DCB, DK dual credit EHDD
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dual language immersion program (DLIP)	FNCE electronic storage CQ
EHBE due process	electronic textbook CMD, EFA
complaints alleging violation of constitutional rights	elementary instruction, required (See curriculum)
DGBA, FNG, GF contracts BJCE, BJCF, DFAA, DFBA, DFBB, DFCA,	emergencies ( <i>See also</i> catastrophes and disasters) board meetings BE, BEC
DFD	budget CE
student (See discipline, student)	bus emergency evacuation training CNC
dues, membership for professional organizations	contractor access CJA
CFEA duplicating and printing CPAA, FL, GBAA	crisis intervention, students FFB
duty-free lunch DL duty schedule DK	first aid CKD, FFAC immunity for shelter workers DGC, GKG
dyslexia and related disorders BQ, EHB, EHBC, EIE, EKB,	management GRC
EKC, EL	medical equipment and procedures CKD
	permits, employment DBA
	pipeline emergency response plan CS placement, student discipline FOE
- E -	plans and procedures, drills CK, CKC
	records, student in health or safety emergency
	· · · · · · · · · · · · · · · · ·
	FL removals, students FFH
early graduation EI, EIC, EIF, FMH	FL removals, students FFH repairs CH, CLB, CV
early mental health intervention BQ, DMA, FFB,	FL removals, students FFH repairs CH, CLB, CV school closings CKC
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections)	FL removals, students FFH repairs CH, CLB, CV
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes)	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education)
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR (See Education Department General Administrative	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB employees (See personnel)
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR (See Education Department General Administrative Regulations)	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB employees (See personnel) employment after retirement DC
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR (See Education Department General Administrative Regulations) education agency relations regional service center GNB	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB employees (See personnel) employment after retirement DC aiding and abetting CJ, DC
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR (See Education Department General Administrative Regulations) education agency relations regional service center GNB state agency GND	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB employees (See personnel) employment after retirement DC aiding and abetting CJ, DC application DC
early mental health intervention BQ, DMA, FFB, FFEB early voting (See elections) early voting clerk (See elections) e-cigarettes (See electronic cigarettes) ECPA (See Electronic Communication Privacy Act) EDGAR (See Education Department General Administrative Regulations) education agency relations regional service center GNB state agency GND voluntary accreditation agency GNE	FL removals, students FFH repairs CH, CLB, CV school closings CKC suicide attempts/threats FFB, FFEB volunteer emergency services personnel GKA emotionally disturbed students (See also special education) FFB, FFEB employees (See personnel) employment after retirement DC aiding and abetting CJ, DC application DC annualized salary DEA
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end-of-course (EOC) assessments EI, EIA, EIC, EKB, FMH endorsements, graduation plan EIF energy conservation CH, CL engineers and architects selection BEC, CBB, CH, CS, CV, CVA, CVB, CVC, CVD, CVE, CVF English as a second language EHBE English language learners EHBC, EHBE, EHBF, EHBG, EIE, EKB, EKBA enrichment curriculum (See also curriculum) EHAA

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A25(INDEX)-P age and residence requirements FD, FDA by attendance zone FC, FDB expelled transfer students FD, FOD health requirements FD, FFAA, FFAB immunizations FD, FDD, FFAB transfers from other districts FDA tuition EHBG, FDA voluntary, students 19 and over FEA epinephrine auto-injectors CKEA, FFAC, FFAF Equal Access Act FNAB, GKD equal educational opportunities EHBA, FB equal employment opportunities DAA, DAB, DAC, DIA equipment and supplies borrowing/loaning CMB, CQC, DG disposal/sales Cl distribution CM, CMA, CMB, CMD equipment maintenance CLB insurance program CR, CRA, CRB inventory CBB, CFB, CMA leasing CMB receiving/warehousing CMA repair CLB ESSA (See Every Student Succeeds Act) E-rate CQ ethics board members BBBD, BBF, BBFA, BBFB, CAA, **CBB** financial CAA personnel CAA, CBB, DBD, DH evacuation diagrams CKC evaluation administrative goals and objectives BI board self-evaluation BG campus charter and program charter schools EL, ELA existing facilities CS personnel DN, DNA, DNB programs BQ superintendent BJCD Every Student Succeeds Act (ESSA) credentials, personnel DBA, DK, EHBD migratory child EEB parent and family engagement BQ recruiters, military FL, GKC school restructuring AIC, EHBD student/parent rights EF technology CQ examinations/assessments for acceleration EHDC credit by examination with prior instruction EHDB without prior instruction EHDC final EIAA state-mandated EKB exchange students FD, FDA, EIF executive session (See board meetings) exempt/nonexempt personnel DEA exit interviews DC exit-level assessment EI, EIF, EKB, FMH expenditures of funds CE, CFD expense reimbursement board members BBG, DEE personnel DEE superintendent BJCA expulsion of students (See discipline, student) extended instructional programs EB, EHBA, EHBC, EHDA, EIE extracurricular activities absences FM

attendance accounting FEB

concussions FM eligibility EHBL, FM, FOA, FOC fees FP generally FM immunity, volunteers GKG safety training, employees DMA standards of behavior FO students who are homeless or in foster care FFC suspension and reinstatement FM transportation to CNA, FMG eye-protective devices CKB

- F facilities community use of GKB, GKD naming CW planning and construction CS, CT, CV, CVA, CVB, CVC, CVD, CVE, CVF portable buildings CS standards CS faculty advisory council BQA, BQB Fair Labor Standards Act (FLSA) DEAB falsification of records (See ethics) Family Educational Rights and Privacy Act (FERPA) FL Family and Medical Leave Act (FMLA) (See leaves and ab sences, employees) FAPE (See Free Appropriate Public Education) federal funds CBB, EHBD Federal Gun-Free Schools Act FNCG, FOD Federal Gun Free School Zones Act GKA fees, fines, and dues copies of records FL, GBAA student FP transcript FL tuition EHBG, FDA felony offenses BBA, BBC, CJA, DBAA, DF, DH, DHB, DHC, DP, FFG, FNCC, FOC, FOD, FODA, FOE, GKA, FERPA (See Family Educational Rights and Privacy Act) field trips CNC, FNG, FMG filling employment vacancies DC final examinations EIAA finality of grades EIE, DGBA, FNG finance foundation school program CBA fund balance CE financial accountability rating system CFC financial ethics BBBD, BBFA, BBFB, CAA, CBB, DBD financial exigency BJC, BJCG, CEA, DFAA, DFBA, DFBB, DFCA, DFD, DFF, DFFA financial reports and statements BR, CFA, CFC firearms CNC, DH, EHAD, FNCG, FOC, FOD, GKA firearm accident prevention program CKEC fire drills CKB, CKC fireworks GKA first aid CKD. FFAC First Amendment BED, CPAB, DG, EMI, FMA, FNA, FNAA, **GKDA** 

fiscal management CA, CAA

FLSA (See Fair Labor Standards Act)

fiscal year CE fixed assets CFB

flag display CLE

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school-based health centers FFAE

Health Information Portability Accountability Act (HIPAA)

hearing examiners BJCE, BJCF, DFAA, DFBA, DFBB,

wellness policy, student FFA

DAB, CRD

FMLA (See leaves and absences, (EOC) assessments) employees) food allergy management plan finality of EIA, DGBA, FNG FFAF guidelines EIA food service partial credit El conflicts of interest COA recording/reporting to parents EIA free and reduced-price COB graduation food donation CO assessments EKB meal programs COB early EI, EIC, EIF, FMH nutrition standards CO, FFA endorsements EIF procurement COA exercises FMH unpaid meal charges CO honor graduates EIC vending/food dispensing machines CFD, COC, individual graduation committee (IGC) EIF, FFA foreign exchange students FD, FDA, EIF EKB of student in conservatorship of DFPS EIF foreign language instruction (See curriculum) foster care CNA, EHBAB, EHBAE, EHDC, EHDE, EI, FD, FEA, FEB, prayer FMH, FNA ranking of graduates EIC FED, FFAB, FFC, FFEA, FO requirements EIF foundation curriculum (See also curriculum) special education students EIF, FMH EHAA foundation high school program EIF grandparent (resident caretaker) CNA, CO, foundation school program (See also finance) CBA FD grants four-year-olds EHBG, FD classroom supply reimbursement DEE fraud (See ethics) employment related DEAA Free Appropriate Public Education (FAPE) EHBA, EHBAA, federally funded CBB ÉHBÁB, EHBAC, EHBAD, EHBAE prekindergarten expansion EHBG free and reduced-price meals program (See food service) public education (PEG) FDAA freedom of association DGA student FFEA free speech (See First Amendment) technology lending grant program CQC fringe benefits (See employment: benefits) tobacco education grant funds CH grievance procedures (See fund balance (See finance) fundraising activities CDC, CO, FJ, GKB complaints/grievances) grooming standards DH, furlough, gifted and talented EHBB FNCA furlough program, employees DEA grounds management CLB group health and life insurance CR, CRD grouping for instruction EEA quest speakers GKC, GKE - G guidance program academic FFEA student assistance/counseling EHBH, FFB, FFBA, FFC, FFE, FFEA, FFEB, FFG, FFH, FFI gangs, gang-related activities FNCC guns (See also discipline, student) CKC, CKE, CKEA, gate receipts CDG CKEB, CKEC, DH, EHAD, FNCG, GKA GED (See general equivalency diploma) gender-based harassment DAA, DIA, FB, FFH, FNC general educational development EHBC, EHBL general equivalency diploma (GED) EHBL, FD, FEA Genetic - H -Information Nondiscrimination Act (GINA) DAB, DECA geographic boundaries AC gifted and talented student programs EHBB gifts handbooks bequests to the district BAA, CDC administrative regulations BP board members BAA, BBFA, BBFB, BBG, student FN EFA employees CAA, CDC, DBD, DHA harassment (See discrimination and instructional materials BBFB, EFA harassment) hate literature FNAA, GKDA public CDC Hazard Communication Act DI special education video/audio equipment hazardous routes CNA EHBAF student CFD hazing FFI, FNCC, FOD GINA (See Genetic Information Nondiscrimination health Act) goals and objectives administering medication FFAC, FFAF administration BI care plans FFAF board BG communicable diseases DIA, DBB, EHAA, FFAD, district AE FL examinations/screenings government, student FMB diabetes FFAA grade advancement testing EIE drug/alcohol DHE, FNF GPA (See grades) dyslexia EHB grade placement committee (GPC) EIE hearing and vision, scoliosis FFAA grades personnel DBB, DHE class rank EIC student health FFAA computation EIA, EIC immunizations FFAB credit or final grade, award of EI, FEC insurance CRD. FFD end-of-course (EOC) assessments (See end-of-course mental health BQ, DMA, FFB, FFEB DATE ISSUED: 1/12/2021 9 of 22 UPDATE 116 A25(INDEX)-P services DBB, FFA, FFAA, FFAC, FFAF DFCA, DFD, DFF, DFFA, DFFB, DFFC

hearing impaired BE, EHBA, EHBAA, EHBAB, EHBAC,

challenging content of student records FL

complaints/grievances DGBA, FNG, GF

EHBH, FBA

hearings

employment related BJCF, DFAA, DFBA, DFBB, DFCA,	education program (IEP) EHBA, EHBAA, EHBAB, EHBAC
DFD, DFF, DGBA independent hearing examiner (See hearing	EHBAD, EHBAE individualized health-care plan FFAF
examiners) public hearings AF, AIB, AIC, CCG, CDB,	individualized ricular sare plan TT7 individualized services plan EHBAC
CE, CFA, CKC, CQ, DEA, EFB, EHBC, EHBL, EL,	infection control officer GRC
ELA, GKA	infrastructure partnerships CDH
student discipline FOD, FOE, FOF	information (See records)
higher education visits FEA	innovation districts AF
High School Equivalency Program (HSEP)	innovative programs EHBJ
EHBL highly mobile students FFC	inoculations FFAB
HIPAA (See Health Information Portability Accountability Act) hiring	inspections, district
at-will (noncontractual) DC, DCD	district vehicles CNB
authority BJA, DC	facility CS, CV
contractual DC, DCA, DCB, DCC, DCE	maintenance CLB
internal auditor CFC, DC	safety CKA
nepotism (See nepotism)	instructional arrangements EE, EEA, EEB, EEC, EED, EEH
practices DAC, DC	EEJ, EEL, EEM, EEP instructional contracts with outside agencies EEL, EHBA,
superintendent BJB	EHBAC
HIV (See communicable diseases)	instructional day EC
holidays and vacations	instructional facilities allotment CBA, CCA,
personnel DED	CS instruction facilities design CS
religious holidays DEC, FEA, FEB	instructional goals and objectives (See instructional pro
school vacations EB	gram) ,
holdover doctrine BBC, DBE	instructional materials
homebound instruction EEH, EHBA	accelerated instruction EKB
homeland security BEC, CKC, FD, GRC	allotment CMD
homeless students CNA, EHBAB, EHBC, EHBD, EHDC, EI,	college preparatory courses EHBC
FB, FD, FDC, FFAB, FFC	complaints concerning EF
home-rule school district or charter AG	conflict of interest BBFB, DBD, EFA
homeschool students EHBAA, FD, FEA	copyrighted material CY
homework EIA	generally CMD, EFA
honor graduates EIC	lesson plans EEP
honors courses EHBN, EIC	library, media center EFB
hours of school day EC	parental access to EF, EHAA, FNG
HSEP (See High School Equivalency Program) human sexuality education EFA,	responsibility for CMD, DG
EHAA	selection and adoption BBFB, DBD, EF, EFA instructional program (See also special
hunter safety education EHAD	programs) college course work EHDD
hurricanes (See catastrophes and disasters and emergen	curriculum (See curriculum)
cies)	disciplinary alternative education program
•	FOCA distance learning EHDE
	evaluation of BQ, BQA, BQB
•	extended instructional program EB, EHBA, EHBC,
-1-	EHDA, EIE
	goals and objectives BQ, BQA, BQB, EA
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IDEA (Individuals with Disabilities Education Act) EHBA.	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED
IDEA (Individuals with Disabilities Education Act) EHBA, EHBAA, EHBAB, EHBAC, EHBAD, EHBAE	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB,
IDEA (Individuals with Disabilities Education Act) EHBA, EHBAA, EHBAB, EHBAC, EHBAD, EHBAE illness	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance
EHBAA, EHBAB, EHBAC, EHBAD, EHBAÉ	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV
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EHBAA, EHBAB, EHBAC, EHBAD, EHBAE  illness     personnel DBB, DEC, DECA     student FEC, FFAC, FFAD     immunity (See liability)     immunizations FD, FFAB     incentives BQB, DEAA, DEC     inclement weather procedures (See also catastrophes and         disasters) CKC     income tax, salary deductions for CFEA     increments, salary DEA     independent auditors CFC     independent hearing examiners BJCE, BJCF, DFAA, DFBA     DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC individual     graduation committee (IGC) EIF, EKB individualized  DATE ISSUED: 1/12/2021 10 of 22 UPDATE     A25(INDEX)-P     intellectual property rights CY     interlocal agreements CH, CNA, CRB, CRE, CV, CVF,     GRB internal auditor CFC, DC     international baccalaureate program DK, EHDD, EIC, EIF,	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV deductions/reductions from salary CFEA generally CR Health Insurance Portability and Accountability Act (HIPAA) DAB, CRD health, life, disability CRD liability CRB property CR, CRA retiree contributions DEA student FFD unemployment CRF, workers' compensation CRE, CV
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EHBAA, EHBAB, EHBAC, EHBAD, EHBAE  illness  personnel DBB, DEC, DECA student FEC, FFAC, FFAD immunity (See liability) immunizations FD, FFAB incentives BQB, DEAA, DEC inclement weather procedures (See also catastrophes and disasters) CKC income tax, salary deductions for CFEA increments, salary DEA independent auditors CFC independent hearing examiners BJCE, BJCF, DFAA, DFBA DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC individual graduation committee (IGC) EIF, EKB individualized  DATE ISSUED: 1/12/2021 10 of 22 UPDATE A25(INDEX)-P intellectual property rights CY internsive math and science program EHBC interlocal agreements CH, CNA, CRB, CRE, CV, CVF, GRB internal auditor CFC, DC international baccalaureate program DK, EHDD, EIC, EIF, EK, FM internet (See also website postings)	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV deductions/reductions from salary CFEA generally CR Health Insurance Portability and Accountability Act (HIPAA) DAB, CRD health, life, disability CRD liability CRB property CR, CRA retiree contributions DEA student FFD unemployment CRF, workers' compensation CRE, CV
EHBAA, EHBAB, EHBAC, EHBAD, EHBAE  illness  personnel DBB, DEC, DECA student FEC, FFAC, FFAD immunity (See liability) immunizations FD, FFAB incentives BQB, DEAA, DEC inclement weather procedures (See also catastrophes and disasters) CKC income tax, salary deductions for CFEA increments, salary DEA independent auditors CFC independent hearing examiners BJCE, BJCF, DFAA, DFBA DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC individual graduation committee (IGC) EIF, EKB individualized  DATE ISSUED: 1/12/2021 10 of 22 UPDATE A25(INDEX)-P intellectual property rights CY intensive math and science program EHBC interlocal agreements CH, CNA, CRB, CRE, CV, CVF, GRB internal auditor CFC, DC international baccalaureate program DK, EHDD, EIC, EIF, EK, FM internet (See also website postings) board meetings BE	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV deductions/reductions from salary CFEA generally CR Health Insurance Portability and Accountability Act (HIPAA) DAB, CRD health, life, disability CRD liability CRB property CR, CRA retiree contributions DEA student FFD unemployment CRF workers' compensation CRE, CV  116  Compact on Educational Opportunity for Military Children EHBAB, EIF, EKB, FB, FDD, FEA, FFAB, FL, FM intoxicants BBC, BJCF, DFBB, DH, DHE, FNCF, FNF, FOC, FOD, FOF, GKA, GKD intramural sports FMF intrastate pipeline emergency response plan CS inventories CFB
EHBAA, EHBAB, EHBAC, EHBAD, EHBAE  illness  personnel DBB, DEC, DECA student FEC, FFAC, FFAD immunity (See liability) immunizations FD, FFAB incentives BQB, DEAA, DEC inclement weather procedures (See also catastrophes and disasters) CKC income tax, salary deductions for CFEA increments, salary DEA independent auditors CFC independent hearing examiners BJCE, BJCF, DFAA, DFBA DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC individual graduation committee (IGC) EIF, EKB individualized  DATE ISSUED: 1/12/2021 10 of 22 UPDATE A25(INDEX)-P intellectual property rights CY intensive math and science program EHBC interlocal agreements CH, CNA, CRB, CRE, CV, CVF, GRB internal auditor CFC, DC international baccalaureate program DK, EHDD, EIC, EIF, EK, FM internet (See also website postings) board meetings BE Children's Internet Protection Act CQ	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV deductions/reductions from salary CFEA generally CR Health Insurance Portability and Accountability Act (HIPAA) DAB, CRD health, life, disability CRD liability CRB property CR, CRA retiree contributions DEA student FFD unemployment CRF, workers' compensation CRE, CV
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EHBAA, EHBAB, EHBAC, EHBAD, EHBAE  illness     personnel DBB, DEC, DECA     student FEC, FFAC, FFAD immunity (See liability) immunizations FD, FFAB incentives BQB, DEAA, DEC inclement weather procedures (See also catastrophes and     disasters) CKC     income tax, salary deductions for CFEA     increments, salary DEA     independent auditors CFC     independent hearing examiners BJCE, BJCF, DFAA, DFBA     DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC individual     graduation committee (IGC) EIF, EKB individualized  DATE ISSUED: 1/12/2021 10 of 22 UPDATE  A25(INDEX)-P intellectual property rights CY intensive math and science program EHBC interlocal agreements CH, CNA, CRB, CRE, CV, CVF, GRB internal auditor CFC, DC international baccalaureate program DK, EHDD, EIC, EIF,     EK, FM internet (See also website postings)     board meetings BE     Children's Internet Protection Act CQ     posting CQA     use of, by board members BBI     use of, by employees/students CQ, FNCE	goals and objectives BQ, BQA, BQB, EA innovative and magnet programs EHBJ organization of instruction ED required instructional program EHAA, EHAB, EHAC insurance construction CV deductions/reductions from salary CFEA generally CR Health Insurance Portability and Accountability Act (HIPAA) DAB, CRD health, life, disability CRD liability CRB property CR, CRA retiree contributions DEA student FFD unemployment CRF, workers' compensation CRE, CV  116  Compact on Educational Opportunity for Military Children EHBAB, EIF, EKB, FB, FDD, FEA, FFAB, FL, FM intoxicants BBC, BJCF, DFBB, DH, DHE, FNCF, FNF, FOC, FOD, FOF, GKA, GKD intramural sports FMF intrastate pipeline emergency response plan CS inventories CFB investments CDA

job order contracts CVF	supplies) facilities, buildings, and grounds CDB, GKD
JROTC program CG, DBA, EEL, EHAD, EIF	lease-purchase agreement CHG, CL
junior colleges, high school credit program EHDD jurisdiction	prekindergarten facilities EHBG lease of real property by the district CE, CHG,
district, over students FNC, FO	CX leaves and absences, employees
peace officers CKE, CKEA	assault (recuperative leave) DEC
jury duty DEC, DG	bereavement leave DEC
juvenile justice system (See discipline, student)	concurrent use of DEC
juvenile case manager, compulsory attendance FED juvenile residential facilities EEM	continuation of health benefits CRD
juvenile residential racintes ELM juvenile service providers FL, GRAC	discretionary use of DEC donations of leave DEC
, a. e	extended DEC
	family and medical leave (FML) CRD, DEC, DECA
- K -	infant care/child adoption DEC, DECA
- K -	intermittent leave DEC, DECA
	mandatory court appearances/jury duty DEC maternity leave DEC, DECA
Iran as wheel CLA	military leave/reserve duty CRD, DAA, DEC, DECA,
key control CLA kindergarten	DECB
acceleration EHDC	nondiscretionary use of DEC
class size EEB	offsetting paid leave benefits CRE, DEC
eligibility FD	on-the-job injury CRE, DEC
instructional requirements EHAB	payment for unused leave DEC personal illness DEC, DECA
progress reports EIA	personal leave DEC
retention EIE	professional development leave DEC
school day EC knives DH, FNCG, GKA	qualifying exigency DECA
Kilives DII, I NOO, OKA	sabbatical study/leave DEC
	state personal leave DEC
•	state sick leave DEC temporary disability DEC
-L-	leaving campus, students
	illness/medical appointments FEB, FEC,
	FFAC lunch FEE
labor organizations DGA, DGB	parental permission FEB
land, sale of BAA, CDB, CDBA language other than English (See curriculum)	private lessons FEF
law enforcement	legal services BDD LEP (See Limited English Proficiency)
agencies GRAA	lesson plans EEP
district peace officers CKE, CKEA, GKA	liability
officers on district property GKA, GRA	administering medication/medical services FFAC, FFAF,
records FL, GRAA	FFEB, FM
reports to and from GRAA school resource officers CKE, CKEC, GKA	board members BBE
vehicles CI	charter programs EL child abuse reports FFG
lay-offs (See reduction in force)	construction CV
learning disabilities (See special education)	copyright CY
leasing and renting	federal securities law CCA
authority BAA, GKD	immunizations FFAB
buses CH, CNB charges by district CDD, GKD	insurance CR, CRB, FFD
commitment of funds CE	monitoring, interventions/sanctions AIC parents/students FD, FEA, FNCB
equipment and supplies (See equipment and	parents/students 1 b, 1 LA, 1 Nob
11 (	
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school personnel CRB, DG, DGC, DHB, DHC, FFAC,	
FFG, FOE, GRA	
volunteers FFAC, GKG, GRAA	- M -
liaisons for students FFC	- 141 -
libel FNAA, GKDA library-media center EF, EFB	
lice FEC, FFAA	
life insurance CR, CRD	McKinney-Vento Homeless Education Assistance Improve ments Act of 2001 CNA, EHBD, EHBF, FD, FDC,
life skills programs EHAD	FFAB, FFC
Limited English Proficiency (LEP) (See English language	mail service CPAB
learners)	maintenance
limited open forum FNAB lobbying (restrictions) BBBD, CH	bus maintenance CNB, CNBA
Local Government Records Act CPC	changes and alterations CLB
local health education and health-care advisory council	manifestation determination (IDEA) EHBAE, FFC, FOF married students FND
FFAE	marshal, school CKE, CKEB, GBA
local government relations GRA	master teachers DEAA
local tax revenues CCG, CCGA, CCGB locker searches DHE, FNF	maternity leave (See leaves and absences,
loitering GKA	employees) meal service (See food service)
loss control CK, CKA, CKB, CKC	media and service centers, regional GNB medical examinations DBB, DEC, DECA, DHE, FFAA,
LPAC (Language Proficiency Assessment Committee)	FFAE medical insurance CR, CRD, FFD
ĖHBĖ, EĬE, EKBA	medical treatment FFAC, FFAE
lunchroom maintenance CLB	

Medicare CFEA, CRD news releases and official spokesperson GBBA newspaper medication FFAC, FFAF public notices GC meeting notice BE, BEC, CCG school distribution of FMA meetings (See board meetings and public hearings and pub noncertified personnel DBA, DBAA, DCD, DCE, DF, DHC, lic meetings) memorials CDC, CW DK, DP, DPB noncontract employment DC, DCD mental health intervention and promotion BQ, DMA, FFB, nondiscretionary personal leave (See leaves and absences, mentoring DBA, DEAA, EHBC, FEB, GKG employees) nondiscrimination (See discrimination and metal detectors FNF, GKA harassment) nonschool activities FNAB microfilm CPC, FL, GB, GBAA nonprofit organizations GE, GKD migrant students EHBAA, FEC, FFC nonpublic information FL, GBA, GBAA mileage reimbursement BBG, BJCA, DEE nonrenewal, term contract BJCF, DFBB, military DFFB nonresident students FD, FDA dependents FD, FDD nonservice animals EMG discharge records GBA nonschool employment DBD instruction (JROTC) CG, EEL, EHAD, EIF nonschool literature FNAA, GKDA leave (See leaves and absences, nonschool use of school facilities GKD employees) recruiters FL, GKC No Pass, No Play FM minerals, sale of BAA, BDAA, CDB notice of vacancies DC minimum high school program EIF notice to newspaper GC minimum salary schedule DEA notice to SBEC DF, DFE, DHB minutes of board meetings BE nursing mothers DG mission statement, district AE mobile telephones FNCE modified duty DK mold damage remediation CL, CRB -0moment of silence EC moral turpitude BJCF, CH, CJA, DBAA, DF, DFBB, DH multihazard emergency operations plan CKC music program EHAC, EMI, FM oath of office BBBB objective criteria for personnel decisions DAC obscenity DH, FMA, FNAA, FNCA, **GKDA** - N office management communications CPA computer technology BBI, CQ, CY mail delivery CPAB name, changing district AB printing CPAA National Honor Society FG records and reports CPC National School Lunch and Breakfast Programs COB neighborhood schools EL telephone CPAC officer nepotism BBFB, CCH, DBE, DC, DCD, DK attendance FED new facilities, naming/dedication (See facilities: naming) new hire reporting DC board of trustees BDAA new instructional facilities allotment CBA DATE ISSUED: 1/12/2021 12 of 22 UPDATE 116 A25(INDEX)-P peace/police/school resource CKE, CKEA, CKEC, DEB, public information (records) CPC, GBA, GBAA public information coordinator BBD, CPC, GBAA offsetting paid - P leave benefits (See leaves and absences, employees) open campus FEE open enrollment FDB paging devices FNCE open-enrollment charter school AF, AG, AH, CDB, EL, paperwork reduction BAA, DLB ELA open meetings (See board meetings) paraprofessional personnel open records GBA, GBAA certification DBA operations, maintenance CLB dismissal DCD opioid antagonist medication FFAC hiring DC, DCD Optional Flexible Year Program (See extended instructional Paraprofessional Day EHBK programs) reasonable assurance of re-employment organization charts BKA CRF parent and family engagement organizations advisory committee, deaf or hard of hearing booster clubs GE EHBH campus-level planning committee BQB business, civic, and youth groups GKE citizen advisory committees BDF other schools and/or districts, relations with FD, FDA, conferences EIA discipline management FNC, FO, FOC, FOCA, FOD, FODA, FOE outside agencies, instructional contracts with EEL parent organizations GE district-level planning committee BQA personnel DGA, DGB parent and family engagement plan EHBD educational entities GNA, GNB, GNC, GND, GNE parent-teacher organizations GE governmental entities GR, GRA, GRAA, GRAC, GRC school health advisory council (SHAC) EHAA student FM, FMB, FNAB, FNCC special education EHB, EHBA, EHBAA, EHBAB, orientation/training EHBAC, EHBAD, EHBAE board members BBD wellness EHAA, FFA employees, including substitutes CKC, DMA parent notification outside employment DBD, DECA accreditation AIA overtime DEA, DEAB accountability interventions and sanctions AIC asbestos management plan CKA

attendance FEA	FFEB, FFG
audiobooks EHB	instructional programs EHA, EHAA, FNG
automatic admission EIC	student placement FDB, FNG
comb/terroristic threats CKC	parenting and paternity awareness program
bullying FFI	EHAC parking controls CLC, FFFD
career and technology insurance program CRB	parochial schools FD
college credit and distance learning programs EHDD,	partial credit El
EHDE	partnership charters EL, ELA
cybersecurity breach CQB	part-time employees CRD, DEC, DPB
dyslexia and related disorders EHB	pass/fail courses EHAD
educator misconduct FFF	patents CY
grade advancement requirements and accelerated in	patriotic societies GKD
struction EIE	payment procedures CHF
graduation requirements EIF	payroll procedures CFE, CFEA, DEA
law enforcement investigations GRA	peace/police officers CKE, CKEA, DEB,
medical screenings FFAA	EHAC pediculosis (See lice)
medication administration FFAC	PEG (See public education grant program)
mental health services, consent FFEB	PEIMS (See Public Education Information Management
nondiscrimination FFH	System)
pesticide application CLB, FD	performance bonds CL, CV, CVD, CVE, CVF
public education grants FDAA	performance report, district AIB, BAA, BJCD, BQA, CQA,
school community guidance center, consent	FOC
FFC school safety transfers FDE	performances, student FME, FMF
standardized testing results EKB	permits
student discipline FO, FOC, FOD, FOF	student work FEF
student surveys EF	teaching, issued by school district DBA visitors GKC
student records FL	
uncertified substitutes DBA, DK, DPB	persistently dangerous FDE
unpaid meal charges CO	personal graduation plan EIF
video and audio monitoring FO	personal leave (See leaves and absences,
violent criminal offenses, student victims	employees) personal property disposal Cl
FDE parental rights (See also students: rights)	financing CHH
access to board meetings BE, FNG	purchases BAA, CCA, CH, CHG, CV
access to instructional materials EF, EHAA, FNG access to student records FL	records GBA
consent to counseling of student FFB, FFC, FFEA,	1000143 ODA
consent to counseling of student 11 b, 11 b, 11 b,	

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personnel (See also paraprofessional personnel and profes
                                                              DGA, GE qualifications BJA, DBA, DP
     sional personnel and support staff)
                                                               records
   absences DEC, DED, DFE, DMD
                                                                 confidential, access to DBA, FL, GBA, GBAA
   appraisals BJCD, DN, DNA, DNB
                                                                 credentials DBA
   assignment/transfers BJA, DK, DP
                                                                 custodian of DBA, FL, GBA, GBAA
   compensation DEA, DEAB
                                                                 management officer CPC
   complaints/grievances DGBA
                                                                 requests for copies GBAA
   code of ethics CAA, CBB, DBD, DH
                                                               recruitment DC
   conduct (See conduct: personnel)
                                                               relations with students DH, FFH
   conflicts of interest CBB. DBD. DGA. DH
                                                               resignation DFE
   credentials and records DBA, DK
                                                               retirement DEG
   criminal history record DBAA
                                                               rights and privileges DG, DGA, DGB, DGBA
   development DM, DMA, DMC, DMD
                                                               salary deductions/reductions CFEA, CRG
   exempt/nonexempt DEA, DEAB
                                                               searches DHE
   expense reimbursement DEE
                                                              staff development DMA, DMC
   fringe benefits (See employment: benefits)
                                                              staff meetings DLA
   gifts and solicitations (See gifts)
                                                               standards of conduct (See conduct: personnel)
   health examinations DBB, DHE, DEC, DECA
                                                              temporary and part-time employment CRD, DEC, DPB
   illness DBB, DEC, DECA
                                                              transfer DK
   insurance CRD
                                                              vacancies, employment DC
                                                              vacation DED
   involvement
                                                              welfare DI
      decision-making BQ, BQA, BQB
                                                              work load/schedules DK, DL
      participation at board meetings BED
                                                           personnel-student relations DH, DIA, FFH
      policy development BF
      school health advisory council BDF
                                                           pest control program CLB, DI, FD
                                                           petty cash accounts CHB
      wellness program FFA
   jury duty DEC, DG
                                                           PGP (See personal graduation plan)
   leaves and absences (See leaves and absences, em
                                                              phones, cellular FNCE
         ployees)
                                                              physical education
   liability CRB, DGC, DHB, DHC, FFAC, FFG, FOE.
                                                                 fees FP
         GRA
                                                                  requirements EHAA, EHAB, EHAC, EHBG, EIF,
   medical examinations DBB, DHE, DEC,
                                                                  FB student-to-teacher ratios EEB, EHAA
   DECA nonschool employment DBD
                                                                  use of facilities CX
   objective hiring criteria DAC
                                                              physical examination DBB, DEC, DECA, DHE, FFAA,
   orientation DC, DMA, DPB
                                                              FFAE physical fitness assessment FFAA
   organizations CFEA, CPAB, DGA
                                                              physical restraint, student FO, FOF
   overtime pay (nonexempt) DEA, DEAB
                                                              placement
   nonschool employment DBD
                                                                  alternative setting FOA, FOC, FOCA, FOE,
                                                                  FOF highly mobile students FFC
   paid holidays DED
   part-time and temporary employment CRD, DEC,
                                                                  homeschool students FD
   DPB participation in community/political activities
                                                                  military dependent students FDD
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transfer students FD, FDA placement review committee FOA, FOD, FOE plagiarism EIA planning and preparation time DL planning process BQ, BQA, BQB playgrounds CS pledge of allegiance EC police on school premises CKE, CKEA, CKEC, GKA, GRA policy system attorney involvement BDD community involvement BF, BQA, BQB development, adoption, amendment, distribution, review BF implementation through regulation BP, FN staff involvement BF, BQA, BQB student involvement FNB superintendent authority for recommendations BJA political activities BBBD, CPAB, DGA, GKD political advertising BBBD, CCA, CPAB, GKB politics, participation in DGA, DH pool drains CL portable buildings CS possession/use, alcohol and drugs DH, DHE, FNCF, FNF, FOA, FOCA, FOD, FOE, FOF, GKA postings, required website CQA postsecondary instructional program, fees FP power of attorney FD prayer EC, EMI, FMH, FN, FNA, FNAB	pregnant students EHBC, FB, FED, FFAB, FFAC, FNE prekindergarten EEB, EEL, EHBC, EHBG prevailing wage CV prevention, dropout BQA, BQB, EHBC principals performance incentive BQB qualifications DP evaluation DNB printing and duplicating CPAA, FL, GBAA prior review FNAA, GKDA private lessons/tutoring DBD, FEF private school students FD, FEA private vehicles, use of CLC, CNA, FFFD, FMG probationary contracts employment practices DC, DCA resignation DFE suspension/termination during contract DFAA termination at end of year DFAB probationary status, return to DFAC professional conduct/ethics (See conduct: personnel) professional development board member BBD personnel DM, DMA, DMC, DMD superintendent BJA, BJCB professional leaves and absences (See leaves and absences, employees)
A25(INDEX)-P professional meetings DLA, DMD professional organizations dues CFEA participation in DGA, DGB use of facilities DGA professional personnel (See also personnel) academic freedom EMA, EMB appraisals BJCD, DN, DNA, DNB compensation DEA, DEAA, DEAB, DK consulting BJCC continuing contracts DCC, DFAC, DFC, DFCA, DFE, DFFC contract nonrenewal BJCF, DFBB, DFFB, DFD contracts BJC, DC, DCA, DCB, DCC, DCE, DK ethics, including financial CAA, CBB, DBD, DH hearings before hearing examiner BJCE, DFBB, DFD, DFFA, DFFB, DFFC hiring BJB, DC, DCA, DCB, DCC, DCE leaves and absences (See leaves and absences, em ployees) noncertified personnel DBA, DBAA, DCD, DCE, DF, DHC, DK, DP, DPB non-Chapter 21 contract DCE	board authority BAA care of school CLA, CLB, FNCB equipment (See equipment and supplies) federal awards CBB insurance CR, CRA intellectual property CY lease by the district CE, CHG, CX personal property disposal CI financing CHH purchases BAA, CCA, CH, CHG, CV prohibited use of resources CE real property acquisition BAA, CHG disposal of CDB, CDBA lease to others CDB, CX open meeting exception BEC revenue bonds from proceeds CDBA sale or exchange CDB substantial interest, conflict BBFA records GBA protected health information (PHI) CRD, DAB, FL, GBA psychological services/testing DP, EHBA, EHBAA, EHBAE,

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non-Chapter 21 contract DCE
                                                                        EHBH, FFAC, FFB, FFC, FFE, FFEB, FFG
    principals, qualifications/duties DP
                                                                psychotropics FFAC, FFEB, FFG
    probationary contract DC, DCA, DFAA, DFAB, DFAC,
                                                                publications
                                                                    distribution CPAB, FMA, FNAA, GKDA
    probationary status, return to DFAC
                                                                    news releases GBBA
    qualifications/credentials DBA, DK, DPB,
                                                                    prior review/nonschool-sponsored FNAA,
    ÉHBD reassignment DK
                                                                GKDA public complaints GF
    reduction in force DFF
                                                                public education grant (PEG) program FDAA
      continuing contracts DFCA, DFFC
                                                                Public Education Information Management System (PEIMS)
      financial exigency BJC, BJCG, CEA, DFAA, DFBA,
                                                                      CBA
         DFBB, DFCA, DFD, DFF, DFFA
                                                                public facilities corporations CDH
       program change DFFB
                                                                Public Funds Investment Act CDA
    resignation BJCG, DFE
                                                                public gifts (See gifts)
    retirement BJCG, DEG
                                                                   public hearings AF, AIB, AIC, CCG, CDB, CE, CFA,
    sabbaticals DEC
                                                                   CKC, CQ, DEA, EFB, EHBC, EHBL, EL, ELA, GKA
   superintendent BJA
                                                                public information GBA, GBAA
   supplemental duty DEAA, DK
                                                                Public Information Chapter of Government Code GBA,
    suspension DFAA, DFBA, DFCA
                                                                      GBAA
   term contract DC, DCB, DFBA, DFBB termination DF, DFA, DFAA, DFAB, DFAC,
                                                                public meetings AF, AIA, BDAA, BE, BED, BQA, BQB,
                                                                      CBB, CCA, CCG, CE, CFA, CH, CNC, CVA, DEA,
    DFBA, DFBB, DFCA, DFD, DFFA, DFFB, DFFC
                                                                      DGBA, EA, FNG, GF
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                                                                public notices GC
program change DFFB
                                                                public official, defined BBFA, BBFB, DBE
programs, special (See curriculum: special
                                                                public participation at board meetings BE, BED Public Property Finance Act (PPFA) CCA, CHG,
programs) prohibited weapons DH, FNCG, GKA
promotion and retention, students EIE
                                                                CHH public records GBA, GBAA
property
                                                                public servant, defined BBFA, BBFB, DBD,
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DH purchasing
authority CH, CV
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bids and proposals CH, CV, CVA, CVB
bus purchase or lease CH, CNB
computers CH
construction CV, CVA, CVB, CVC, CVD, CVE,
CVF cooperative purchasing agreements CBB, CH
food CH, COA
fuel CH
lease-purchase agreement CHG, CL
payment procedures CHF
professional services CH, CV
property (See property)
purchase orders and contracts CH, CVF

- Q -

qualifications
board members BBA
principal DP
superintendent BJA
teachers DBA, EHBD
qualifying exigency for FMLA DECA
questioning and searches DHE, FNF, GRA
quorum, board meetings BBBB, BBE, BDB, BE

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racial discrimination (See discrimination and harassment) raffles CDC, GKB reading academies DMA real property acquisition BAA, CHG disposal of CDB, CDBA lease to others CDB, CX open meeting exception BEC revenue bonds from proceeds CDBA sale or exchange CDB substantial interest, conflict BBFA reasonable absence control DEC reasonable assurance of employment CRF receiving equipment and supplies (See equipment and sup plies) recognition and awards BBG, DJ, FG recommended high school program EIF academic achievement record EI access by board members BBE copies FL, GBAA custodian of records CPC, FL, GBA generally GB, GBA, GBAA highly mobile students FFC law enforcement FL, GRAA microfilm CPC, FL, GB, GBAA records administrator defined and duties BBFA retention and destruction CPC, FL, **GBAA** student records FL transcripts and permanent record EI, EIA, EIF, FL transfer of cumulative records FL records management functions officer for public information CPC, GBA, GBAA public information coordinator BBD, CPC GBAA records administrator BBFA, CHE, CPC records management officer CPC records management plan CPC recreational facilities bonds CCD recruitment of personnel BJB, DC recycling CH, CL redistricting BBB reduction in force financial exigency, due to BJC, BJCG, CEA, DFAA, DFBA, DFBB, DFCA, DFD, DFF, DFFA continuing contract DFCA, DFFC generally DFF not under contract DCD probationary contract DFAB program change, due to DFFB term contract DFF, DFFA, DFFB referenda, bond CCA

regional service centers (See education service centers) regulations, administrative BP reimbursement for expenses BBG, BJCA, DEE reinvestment zones CCGB release time, personnel DMD releasing students from school FEB, FEE, FEF religion, study of DMA, EMI religious discrimination (See discrimination and harassment) Religious Freedom Restoration Act (RFRA) GA religious holy days, absence for DEAA, DEC, FEA, FEB, FEC religious matters, neutrality in EMI, FNA, GA Religious Viewpoint Antidiscrimination Act FNA remedial instruction EHBC, EHDD, EIE removal board members, from office BBC individuals, from school premises BED, GKA discipline removals (See discipline, student) by parents from class EF, EHA, EHAA rental (See leasing and renting) repairs buildings, grounds, and equipment CH, CLB, CV bus CNB renovations (See facilities) report cards campus AIB, BQB district AIB. BQA student EIA reports audit CFC board member information requests BBE board training BBD child abuse investigations GRA child abuse, neglect, and maltreatment FFG college credit program EHDD educator misconduct DHB, DHC, FFF financial BBFA, CAA, CDA, CFA fraud or financial impropriety CAA generally BR inventories CFB law enforcement GRAA leave (See leaves and absences, employees) limited English proficient students EHBE natural gas CS on-the-job injuries CRE PEIMS CBA performance, district and campus AIB records management CPC report card/progress reports EIA restraint reports, student FO safety and security audit CK SBEĆ, to DF, DFÉ, DHB special education students (See ARD

committee) student attendance FEB

student discipline FO, FOA, FOC board members BBC, DBE student health screenings FFAA contract personnel DFE student immunization FFAB personnel not under contract DFE student physical fitness FFAA superintendent BJCG student progress EIA, EIE, EKC restraint of students FO. FOF retaliation CAA, CRE, DAA, DG, DGBA, DH, DIA, FB, FFH, required instruction (See curriculum) residence requirements FFI, FNG, FOC, FOD, GF retention and destruction of records CPC. FL. board members BBA, BBC GBAA retention of students EIE elections BBB retirement personnel DB benefits DEG student enrollment FD, FDA, FDB incentives DEAA superintendent BJC reemployment DC, DCA resignations DATE ISSUED: 1/12/2021 16 of 22 UPDATE 116 A25(INDEX)-P TRS withholding CFEA school board (See board of trustees) payment for unused leave (See leaves and absences, em school closing EB, CKC, DEA school-community guidance center FFC ployees) return to work CRE, DEC, DECA, DECB, DK school day (See schedules) revenue sources school facility planning and construction (See facilities) ad valorem taxes CCG, CCGA, CCGB school fairs FJ athletic stadium authorities CCE school health advisory council (SHAC) BDF, BQ, EFA, bonds and bond taxes CCA. CCD EHAA. FFA school holidays DED, EB certificates of indebtedness CCC school marshal CKE, CKEB, GBA federal CBB gate receipts CDG school publications FMA gifts and solicitations CDC school property, student care of FNCB school resource officer (SRO) CKE, CKEC, GKA investments CDA rentals and service charges CDD, GKD school safety center (See Texas School Safety Center) school safety transfers FDE royalties CDF school supplies CMD, DBD, FP school-owned property CDB, CDBA shop sales CDE school volunteers FH, GKG school year EB short-term notes CCF state CBA screening dyslexia and related disorders EHB time warrants CCB risk management CK, CKA, CKB, CKC, CKD, medical, student FFAA medical, employee DBB, DEC, DECA CKE rodeo safety training FM Roth contribution programs CRG searches employees DHE rules metal detectors FNF, GKA administrative BP discipline management FNC, FO police GRA employee conduct/code of ethics (See conduct: person students FNF telecommunications devices FNCE nel) Robert's Rules of Order BE trained dogs FNF student code of conduct (See discipline, seclusion (See restraint of students) secondary instruction electives EHAD required EHAC student) - S secret societies FNCC Section 504 DAA, DIA, EHAB, EHAC, EHB, FB, FFH, FOF security and safety accident prevention CKB audit, safety and security BEC, CK, CKC sabbaticals DEC bomb threat procedures CKC safe harbor (See Fair Labor Standards Act) breach in electronic communication system safety program (See security and safety) CQB buildings and grounds CLB, CLC bus CNA incentives DEAA closing of schools, emergency CKC deductions/reductions CFEA, CRG, DEA, DFFA schedules DEA, DK committee CK criteria for building CS sales (See disposal) disturbances, disorders, or demonstrations CKC, FNCI, Sarbanes-Oxley (See financial ethics) savings program, school-based EHAD emergency plans CKC SBEC (See State Board for Educator Certification) schedules eye-protective devices CKB fire drills and safety precautions CKC annual calendar EB before/after-school activities FM, FNAB inspections CKA motor vehicle rules CLC. FFFD block EEC, EED, FM employee duty DK, DL multihazard emergency operations plan CKC narcotics, dangerous drugs, or alcohol DH, DHE, FNCF, FNF, FOA, FOCA, FOD, FOE, FOF, GKA meal repayment CO salary DEÁ peace officers, marshals, and school resource officers school day EC CKE, CKEA, CKEB, CKEC transportation, student CNA year-round schools (See extended instructional pro playgrounds CS registered sex offenders FOE, GKC, GRAA grams) safe schools FDE, FFF, FFFA, FFFB, FFFD, scholarships EI, EIC, FG school assemblies FNCI, GKA FFFF safety program CK, CKA, CKC, CKE safety-sensitive positions DHE school attendance areas FC safety rules CLA school attorney BDD security personnel CKE, CKEA, CKEB. school-based health centers FFAE CKEC student transportation CNA

senior class activities FJ, FMD, FMG, FMH, FNCC service animals DAA, FBA service awards DJ

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service center, regional education (See education service	Title I EHBD
centers)	tutorials EHBC
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sex discrimination (See discrimination and	CVF
harassment) sex education EFA, EHAA	sports (See athletics)
sex offender registration CJA, DBAA, DF, FOE, GKC,	SRC (School Report Card) (See report
GRAA sexting FFF	cards) SRO (See school resource officer)
sexual abuse BBD, BQ, DG, DGC, DH, DIA, DMA, FFEB,	SSI (See Student Success Initiative)
FFG, FFH, GRA	STAAR (See State of Texas Assessments of
sexual harassment and discrimination DAA, DIA, FB, FFH,	
FNC	Academic Readiness)
	staff (See personnel; see also professional personnel and
SHAC (See school health advisory council)	support staff)
shared services arrangements BQ, DBAA, DF, DP, EHAD,	State Board for Educator Certification (SBEC) DBA, DBAA,
EHBB, FOCA, GNB	DC, DF, DFE, DH, DHB, DP
shop sales CDE	State of Texas Assessments of Academic
short-term notes CCF	Readiness (STAAR) EI, EIA, EIC, EIE, EKB, EKBA,
sick leave (See leaves and absences,	FMH state virtual school network EHDE
employees) site-based decision-making BQ,	"stay put" IDEA students EHBAE
BQA, BQB	steroids FM, FNCF
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smoking BDF, DH, EHAA, FNCD, GKA, GKD	strikes, employee DGA
social media and networking CQ, DH	structural pest control CLB, DI, FD
social security deductions CFEA	students
social services, student FDC, FFB, FFBA, FFC, FFE, FFEA,	absences and excuses FEA, FEB, FEC, FM
FFEB	academic freedom EMA, EMB
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solicitation of funds CDC, DHA, FJ	activities
sororities FNCC	eligibility for honors and awards EIC, FG
Southern Association of Colleges and Schools	equal access FM, FNAB
EHDD special board meetings BE	
special education	extracurricular activities FM, FMF
academic assessment EKB	fees FP
	field trips CNC, FNG, FMG
ARD committee EHBAB	funds management CFD
certificate of attendance FMH	interscholastic activities/contests FMF
contracting for EEL, EHBA, EHBAC	organizations/clubs FM, FNAB, FNCC
diplomas/graduation EIF, FMH	participation eligibility FM
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IDEA (Individuals with Disabilities Education Act) EHB,	social events FMD
EHBA, EHBAA, EHBAB, EHBAC, EHBAD,	
EHBAE	sponsors, clubs DEA, DK, FM
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EHBAC, EHBAD, EHBAE	transportation to FMF, FMG
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	admission
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EHBAC, EHBAD, EHBAE, EHBB, EHBC, EHBD,	falsification of records FD
EHBE, EHBF, EHBG, EHBH, EHBI, EHBK, EHBL,	homeless FD, FDC
EHBM, EHBN	
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at-risk EHBC, EIE, FDAA	requirements FD, FDA, FFAB
bilingual education EHBE	transfers FDA, FDAA, FDB
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	alcohol/drug use or possession FNCF, FNF, FOA,
or hearing-impaired BE, EHBA, EHBAA, EHBAB,	FOCĂ, FOD, FOE, FOF
EHBAC, EHBH, FBA	allergies FFAF
driver education EHAD	arrests FL, GRA, GRAA
dropout BQA, BQB, EHBC	
dyslexia BQ, EHB, EHBC, EIE, EKB, EKC,	assaults on others (See discipline, student)
EL equivalency EHBL	assemblies FNCI
gifted and talented students EHBB	assessment EIE, EK, EKB, EKBA, EKC, EKD, FD
homebound instruction EEH	assignment
hunter education/firearm safety EHAD	attendance zones FC, FDB
mental health intervention BQ, DMA, FFB,	disciplinary settings (See discipline, student)
FFEB prekindergarten EEB, EEL, EHBC, EHBG	from homeschools FD
remedial/compensatory instruction EHBC, EHDD,	intradistrict FDB
	parental request FDB, FNG
EIE special education (See special education)	residence requirements FD, FDA, FDB
suicide prevention BQ, DMA, FFB, FFE, FFEB	residence requirements ( D, 1 DA, 1 DD

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attendance FEA, FEB, FEC	leaving campus during day FEA, FEE,
automobile use CLC, FFFD	FEF married students FND mental health intervention BQ, DMA, FFB,
awards and scholarships EI, EIC, FG bicycle use FFFD	FFEB nonresident FD, FDA
bullying CQ, FFH, FFI	organizations FM, FNAB, FNCC
care of school property FNCB	performances FME
child abuse/neglect BBD, BQ, DG, DGC, DH, DIA, DMA, FFEB, FFG, FFH, GRA	physical examinations FFAA, FFAE placement EIE, FD, FDD
clubs, gangs FNCC	placement in alternative settings FOA, FOC, FOCA,
complaints FNG concussions FM	FOE, FOF possession of telecommunications/electronic devices
conduct	FNCE
code of conduct FNC, FO	prayer EC, EMI, FMH, FN, FNA, FNAB
extracurricular standards of behavior FM, FO generally FNC, FNCA, FNCB, FNCC, FNCD, FNCE,	pregnant students EHBC, FB, FED, FFAB, FFAC, FNE progress reports EIA
FNCF, FNCG, FNCH, FNCI, FO	promotion and retention EIE
on buses FFFF, FO	psychological services DP, EHBA, EHBAA, EHBAE,
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FFAB, FFAC, FFEA	records academic achievement record EI
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FOE, FOF	directory information FL
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drug testing, extracurricular activities FNF	immunization FFAB
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elections FMB	release for health or safety emergencies FFAC, FL
emergency placement FOE	release of information on more than one student
employment FEF	FL release to juvenile service providers GRAC
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individual graduation committee (IGC) EIF,	pregnant students FB, FNE publications, school- and nonschool-sponsored FMA,
EKB of student in conservatorship of DFPS EIF	FNAA
prayer FMH, FNA	right to pray EC, FMH, FNA, FN, FNA,
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special education students EIF, FMH	special education EHBA, EHBAA, EHBAB, EHBAC,
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hazing FFI, FNCC, FOD	FFFF searches FNF
health requirements/services FFA, FFAA, FFAB, FFAC,	schedules EEC, EED
FFAD, FFAE, FFAF homeless CNA, EHBAB, EHBC, EHBD, EHDC, EI, FB,	sexting FFF
FD, FDC, FFAB, FFC	sexual abuse BBD, BQ, DG, DGC, DH, DIA, DMA, FFEB, FFG, FFH, GRA
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EHDC, EHDE, EI, FD, FEA, FEB, FED, FFAB, FFC,	FNCD, GKA, GKD social media CQ
FFEA, FO	social services FDC, FFB, FFBA, FFC, FFE, FFEA,
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substitutes, parent notification DBA, DK, DPB	exemptions CCGA
suicide prevention BQ, DMA, FFB, FFE, FFEB summer lunch program COB	tax-sheltered annuities CRG TEA (See Texas Education Agency, relations
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severance BJCE	lum) telecommunications devices FNCE
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EFA support staff (See also personnel)	temporary and part-time employment CRD, DEC,
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of employees back pay DFBA	exams for acceleration EHDC
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not under contract DCD	parental review EF, EKB, FNG
under probationary contract DFAA	Texas Economic Development Act CCGB Texas Education Agency (TEA), relations with GND Texas
under term contract DFBA	Juvenile Justice Department (TJJD) EEM, EHBL, FD, FFG,
with or without pay DFAA, DFBA, DFCA	FOCA, FODA
of policies BF of students (See discipline, student)	Texas Open Meetings Act (TOMA) (See board meetings)
- T -	Texas Principal Evaluation and Support System (T-PESS)
-1-	DNB Texas School Safety Center CK, CKC, FFB, FFF Texas
	Teacher Evaluation and Support System (T-TESS) DNA
tordinaca EEC	Texas Virtual School Network (TXVSN)
tardiness FEC task forces, community GK	EHDE textbooks (See instructional materials)
tax	threat assessment FFB
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percent EIC	foster and surrogate parents EHBAE gifted and talented EHBB
tornado warnings CKC	hazardous chemicals DI
tournaments (See extracurricular activities)	homeless liaison FFC
T-PESS (See Texas Principal Evaluation and Support Sys	identifying and reporting abuse BJCB
tem) trademarks CY	instructional materials CMD
traffic and parking controls CLC, FFFD	investment responsibilities CDA Job Corps FEA
training	juvenile case manager FED
appraisals BJCD, DNA, DNB	language proficiency assessment committee
asbestos standards CKA	EHBE medication administration FFAC
board of managers AIC	mental health first aid DGC
board member BBD coordinated health program EHAA	mentor teachers DEAA
CPR and first aid DBA, EHAC	pest control CLB prekindergarten teacher EHBG
crisis intervention FFB	principal appraisal BJCD, DNB
cybersecurity CQB	public information coordinator GBAA
dating violence FFH	•

restraint, use of FOF	trauma-informed care FFBA
safety CK, CNC, DH, DMA, FM, GKC	travel and trips
school nutrition program director CO security personnel CKE, CKEA, CKEB	expense reimbursement BBG, BJCA, DEE field trips CNC, FNG, FMG
special education FOF	professional DMC, DMD
staff development DMA	student FMG
student records FL	study program EHBM
test security EKB	UIL travel FMF
Title IX DIA, FFH	use of district vehicles CNB
trauma-informed care FFBA	trespassing GKA
traumatic injury response protocols CKD transcripts and permanent records EI, EIA, EIF,	trips ( <i>See</i> travel) truancy
FL transfer	generally FEA, FED
at-risk students FDAA	prevention facilitator FED
criteria FDA, FDAA, FDB	prevention measures FED
cumulative records FL	T-TESS (See Texas Teacher Evaluation and Support
due to bullying FDB	Sys tem)
expelled students FD, FOD homeschool transfers FDA, FEA	tuition exemption
interdistrict FDA	for employees' children FDA
intradistrict FDB	for foreign students FD
of leave (See leaves and absences,	nonresident students FDA
employees) from low-performing schools FDAA	prekindergarten students EHBG
personnel DK	prohibitions FDAA, FDD
petition, students FDAA, FDB revocation of transfer FDA	waiver FDA, FFC, FP
school safety FDE	tutorial program EHBC tutoring for pay DBD
tuition EHBG, FDA	TXVSN (See Texas Virtual School
transition assistance	177 OT COO TOXAGO VIITAGII GONOGI
exiting DAEP FOCA	
highly mobile students FFC	Network) - <b>U</b> -
transportation	Network) - O -
bus driver credentials DBA, DBAA, DBB, DBE, DHE career and technology programs CNA	
emergency bus evacuation training CNC	
bus maintenance CNB, CNBA	UDCA (Unlicensed Diabetes Care Assistant)
contract with public companies CNA	FFAF UIL (University Interscholastic League) FM,
eligible students CNA	FMF unaccompanied youth FFC, FDC
extracurricular and school activities CNA, FMF,	unauthorized person on school property CLA, GKA,
FMG hazardous routes CNA safety of students CNC	GKC uncertified teachers DBA, DK, DPB
special use of school buses CNB	unemployment insurance CRF unexpired term, board members BBC
state reimbursement CNA	uniforms FNCA
student conduct on buses FO	unions, staff membership in DGA, DGB
students with disabilities CNA, CNB	universities GNC
students in foster care CNA	
students who are homeless CNA	
walking transportation programs CNA	
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unsafe schools FDE	special education EHBAF
use of school facilities GKB, GKD	students, with parental consent FL
	students, without parental consent EHA, FM, FL, FO
	Virginia Graeme Baker Pool and Spa Safety Act CL virtual school network (See Texas Virtual School
- V -	Network) vision statement, district AE
-	visitors
	board members BBE
vacancies	generally GKC
board member BBC	law enforcement and other agencies GRA
school personnel DC	registered sex offenders GKC
vacations and holidays	right to eject CLA, GKA visual materials, depiction of minors FFF
personnel DED	volunteers
religious holidays DEC, FEA, FEB	authorized to administer epinephrine auto injectors
school vacations EB	FFAC
vaccinations FFAB valedictorian/salutatorian awards EIC	bloodborne pathogen exposure control testing
vandalism CLA, FNCB	DBB criminal history record check GKG
vehicle identification insignia CI, CLC	emergency services personnel GKA, GRC immunity from liability FFAC, GKG, GRAA
vehicle operation and parking control CNA, CNB, CLC,	prohibition on secluding or applying aversive techniques
FFFD	to students FO
vending machines CFD, COC, FFA vendor relations GKC	school volunteer program GKG
veterans CCGA, DECB, EIF, FDD, FEA, FFEA, FP,	student volunteers FH
GBA videoconference call (board meetings) BE	training on automated external defibrillators DMA volunteer medical services FFAC
videotaping/monitoring	voter registrar AC, BBB, BBBA, CCA, CCG,
board meetings BE, GBBA	DP voting
conduct on school buses, in buildings FO	abstention from BBFA

- W wages CV, DEA, DEAB waivers fees FP insurance FFD planning BQA, BQB policy BF walkers and riders, bus CNA warehousing CMA warning systems CKC warrants, money CCB warrants for student arrest GRA weapons DH, FNCG, GKA website postings CQA weighted grades EIC welfare authorities relations GRA welfare, employee DI welfare, student FF, FFA, FFAA, FFAB, FFAC, FFAD, FFAE, FFAF, FFB, FFBA, FFC, FFD, FFE, FFEA, FFEB, FFF, FFFA, FFFB, FFFD, FFFF, FFG, FFH, FFI

at board meetings BE

election of board officers BDAA

early BBBA

wellness BDF, EHAA, FFA
whistleblower complaints DG, DGBA
withdrawal, student FD, FEA
witnesses in expulsion hearings FOD
work calendars DEA, DK
workers' compensation
coordination with paid leave benefits CRE,
DEC indefinite absence CRE
required for construction contractor CV
work load DL
work schedules DK
workshops, board members BBH
work strikes/stoppages DGA
work-study employment EHAD
written expression, student FMA, FNA, FNAA

- X - Y - Z -

yearbooks FMA year-round schools (See extended instructional programs) zoning authorities relations GRA

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ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

#### **Accreditation**

Statuses

**Annual Evaluation** Each district must be accredited by Texas Education Agency (TEA). A district that is not accredited may not receive funds from TEA or means the district exhibits deficiencies in hold itself out as operating a public school of this state. Ed ucation Code 11.001, 39.052(f)

District accreditation is determined in accordance with Education Code Chapter 39, Subchapter C and rules adopted by the commis sioner of education at 19 Administrative Code, Chapter 97, Sub chapter EE (Accreditation Status, Standards, and Sanctions). Edu cation Code 39.051

The commissioner shall determine criteria for the following accredi tation statuses:

- 1. Accredited. Accredited means TEA recognizes the district as a public school of this state that meets the standards deter mined by the commissioner under Education Code 39.052(b) and (c), and specified in 19 Administrative Code 97.1059; and is not currently assigned an accreditation status of Accredited Warned or Accredited-Probation;
- 2. Accredited-Warned. Accredited-Warned means the district ex hibits deficiencies in performance, as specified in 19 Adminis trative Code 97.1055(b), that, if not addressed, will lead to probation or revocation of its

accreditation status;

- 3. Accredited-Probation. Accredited-Probation performance, as specified in 19 Ad ministrative Code 97.1055(c), that must be addressed to avoid revocation of its accreditation status; and
- 4. Not Accredited-Revoked. Not Accredited-Revoked means TEA does not recognize the district as a Texas public school because the district's performance has failed to meet stand ards adopted by the commissioner under Education Code 39.052(b) and (c), and specified in 19 Administrative Code 97.1055(d).

Education Code 39.051; 19 TAC 97.1055(a)(1)

Each year, the commissioner shall determine the accreditation sta tus of each district. In determining the accreditation status of a dis trict, the commissioner:

- 1. Shall evaluate and consider performance:
- a. On achievement indicators under Education Code 39.053 [see Performance Indicators, below]; and

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ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

(1) Reporting data through the Public Education Infor mation Management System (PEIMS) or other re ports required by state or federal law or court

order; (2) High school graduation

requirements; or

- (3) Extracurricular activities, student health and safety, purchasing, elementary class size limits, removal of a disruptive student from the classroom, at-risk pro grams, and prekindergarten programs;
- b. The effectiveness of the district's programs for special populations; and
- c. The effectiveness of the district's career and technology program.

Based on a district's performance, the commissioner shall assign each district an accreditation status or revoke the accreditation of the district and order closure of the district.

A district's accreditation status may be raised or lowered based on the district's performance or may be lowered based on the perfor mance of one or more campuses in the district that is below a standard required by Education Code Chapter 39, Subchapter C.

Education Code 7.056(e)(3)(C)-(I), 39.052; 19 TAC 97.1055

For additional information on the commissioner process for assign ing accreditation status, see 19 Administrative Code 97.1055.

The commissioner shall notify a district if the district has received an accreditation status of accredited-warned or accredited-probation, or a campus's performance is below standard. *Education Code* 39.052(e)

A district assigned an accreditation status of accredited-warned, accredited-probation, or not accredited-revoked shall notify the par ents of students enrolled in the district and property owners in the district as specified in 19 Administrative Code 97.1055. The dis trict's notice must contain information about the accreditation sta

**Notice of Status** 

To Parents and Property Owners b. Under the financial accountability rating system devel oped under Education Code, Chapter 39, Subchapter D [see CFA].

- 2. May evaluate and consider:
- a. The district's compliance with statutory trict's notice must co requirements and requirements imposed by the accreditation starule of the commissioner or State Board of Education that relate to:

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### ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

remain until the district is assigned the accredited status; and

- 2. Appear in a newspaper of general circulation, as defined in 19 Administrative Code 97.1051 (Definitions), in the district for three consecutive days as follows:
- a. From Sunday through Tuesday of the second week fol lowing assignment of the status; or
- b. If the newspaper is not published from Sunday through Tuesday, then for three consecutive issues of the news paper beginning the second week following assignment of the status; or
- 3. Not later than 30 calendar days after the status is assigned, be sent by first class mail addressed individually to each par ent of a student enrolled in the district and each property owner in the district; or
- 4. Not later than 30 calendar days after the status is assigned, be presented as a discussion item in a public meeting of the board of trustees conducted at a time and location that allows parents of students enrolled in the district and property own ers in the district to attend and provide public comment.

A district required to act under this subsection shall send the following to TEA via certified mail, return receipt requested:

- 1. The universal resource locator (URL) for the link to the notifi cation required above;
- showing dates of publi cation, or a paid invoice showing the notice content and its dates of publication; or
- 3. Copies of the notice sent by mail and copies of all mailing lists and postage
- 4. Copies of the notice presented at a public meeting and copies of the board of trustees meeting notice and minutes for the

## To TEA

tus, the implications of such status, and the and steps the district is tak ing to address the areas of deficiency identified by the commis 2. Copies of the notice in the newspaper sioner. The district's notice shall use the format and language de termined by the commissioner.

The district's notice must:

1. Not later than 30 calendar days after the receipts; or accreditation status is assigned, appear on the home page of the district's web site, with a link to the required notification, and

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# ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

achievement indicators. [See Achievement Indicators, below] *Education Code* 39.053(a)

The indicators must measure and evaluate districts and campuses with respect to:

- 1. Improving student preparedness for success in subsequent grade levels and entering the workforce, the military, or post secondary education;
- 2. Reducing, with the goal of eliminating, student academic achievement differentials among students from different racial and ethnic groups and socioeconomic backgrounds; and
- 3. Informing parents and the community regarding campus and district performance.

Education Code 39.053(a-1)

Districts and campuses must be evaluated based on indicators of achievement grouped in three domains:

- 1. Student achievement domain;
- 2. School progress domain; and
- 3. Closing the gaps domain.

Education Code 39.053(c)

Performance on the achievement indicators in the three domains shall be compared to state-established standards. The indicators must be based on information that is disaggregated by race, eth nicity, and socioeconomic status. *Education Code 39.053(b)* 

Each school district shall submit the data required for the indicators to the commissioner. *Education Code* 39.053(i)

The commissioner shall adopt rules to evaluate district and cam pus performance and assign each district and campus an overall performance rating of A, B, C, D, or F.

In addition to the overall performance rating, the commissioner shall assign each district and campus a separate domain perfor mance rating of A, B, C, D, or F for each domain under Education Code 39.053(c) [see Achievement Indicators, above].

Performance Indicators

Achievement Indicators

# **A-F Performance Ratings**

board meeting in which the notice was presented and publicly discussed.

19 TAC 97.1055(f)

The commissioner shall adopt a set of indicators of the quality of learning and achievement, including three domains of

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domain performance rating of D or F. A reference in law to an acceptable rating or acceptable performance includes an overall or domain performance rating of A, B, C, or D or exemplary, recog nized, or acceptable performance, or performance that needs im provement.

For purposes of assigning districts and campuses an overall and a domain performance rating, the commissioner shall ensure that the method used to evaluate performance is implemented in a manner that provides the mathematical possibility that all districts and cam puses receive an A rating.

Not later than August 15 of each year, the performance ratings of each district and campus shall be made publicly available as pro vided by rules adopted by the commissioner.

Education Code 39.054(a), (a-3), (b)

The local accountability system standards established by the com missioner under Education Code 39.0544 shall be used by districts to develop a plan to locally evaluate the performance of their cam puses. 19 TAC 97.1003(a)

A local accountability plan created by a district must include do main performance ratings assigned by the commissioner under Ed ucation Code 39.054, and performance ratings based on locally developed domains or sets of accountability measures. 19 TAC 97.1003(b)

A district must create its local accountability plan based on school type. The four school types are elementary school, middle school. high school, and kindergarten-grade 12. The plan must include all campuses within a school type. The district may also request to identify an additional school group within a school type for which to customize its local accountability plan. Otherwise, all campuses within a school type must be evaluated on a common set of com A district may not receive an overall or domain ponents determined by the district. A district

# **Local Accountability System**

Local Accountability Plan An overall or domain performance rating of:

- 1. A reflects exemplary performance.
- 2. B reflects recognized performance.
- 3. C reflects acceptable performance.
- 4. D reflects performance that needs improvement. 5. F reflects unacceptable performance.

performance rating of A if the district includes may also request to any campus with a corresponding overall or

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ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

Plan Components

Campus Performance Ratings identify a campus rated under alternative education accountability provisions as a unique school type. 19 TAC 97.1003(b)(4)

A locally developed domain or set of accountability measures is re ferred to as a plan component. Plan components must describe each item and the reason for its inclusion in the plan. A district must assign each component to one of the following five domains: academics, culture and climate, extra- and co-curricular, future ready learning, and locally determined. The weight of all plan com ponents must equal 100 percent. 19 TAC 97.1003(b)(1)

A district may assign weights to each plan component, as deter mined by the district, provided that the plan components must in the aggregate account for no more than 50 percent of the com bined overall performance rating. A local accountability plan may include no fewer than two and no more than ten components weighted between 5 percent and 60 percent. 19 TAC 97.1003(c)

Each plan component must contain levels of performance that allow for differentiation, with assigned standards for achieving the dif ferentiated levels that are aligned to a letter grade of A, B, C, D, or F and meet the requirements of 19 Administrative Code 97.1003(d)(1)–(3). 19 TAC 97.1003(d)

Each plan component measure must meet standards for reliability and validity as required by 19 Administrative Code 97.1003(e)(1)-(3). 19 TAC 97.1003(e)

For the purposes of assigning state Campuses without STAAR or State Ratings accountability ratings, a cam pus that does not serve any grade level for which a State of Texas Assessments of Academic Readiness (STAAR) examination is ad ministered is paired with a campus in its district that serves grade levels for which STAAR examinations are administered.

> A campus not rated under the state accountability system is not eli gible to combine state and local ratings. Local accountability data for a campus without state ratings may be displayed on TEA, dis trict, and campus websites but will not be combined with state ac countability data. The state accountability manual adopted under 19 Administrative Code 97.1001 (Accountability Rating System) provides information about campus ratings and eligibility for appli cable years.

19 TAC 97.1003(b)(3)

A district authorized to assign campus performance ratings shall evaluate the performance of each campus and assign each cam pus a performance rating of A, B, C, D, or F for overall perfor

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# ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

Calculations for each plan component and overall performance rat ings must be capable of being audited by a third party.

A district must use a one-to-one correspondence when converting campus grades based on plan component measures to a standard scale of 30-100 where A=90-100, B=80-89, C=70-79, D=60-69, and F=30-59. Categorical data, or data not on a continuous scale.

must be converted to the standard scale of A=90-100, B=80-89, C=70-79, D=60-69, and F=30-59 by assigning the maximum value for each scaled score interval with the corresponding cate gory used in the campus rating scale.

A district is required to submit local accountability plan component, domain, and overall scaled scores and ratings to TEA by the first week of July of the applicable accountability year.

All scaled scores and letter grades submitted by a school district are subject to audit. Any data discrepancies or any indication that data have been compromised may result in verification and audit of district and campus data used to assign local accountability rat the public as pro vided by commissioner rule. ings. The audit process may include requests for data used for campus-level calculation of component and domain scaled scores.

> On an annual basis, TEA will randomly select districts for local ac countability audits, and, for each such audit, TEA will randomly se lect components for review. Selected districts must submit the re quested data for review within the timeframe specified. A district must maintain documentation of its local accountability plan, along with all associated data used to assign campus ratings, for two years after the end of the plan implementation period.

Submission and Audit Standards mance and for each locally developed domain or set of accounta bility measures. Not later than a date established by the commis sioner, the district shall:

- 1. Report the performance ratings to the agency; and
- 2. Make the performance ratings available to

### Education Code 39.0544(e)

Each campus with an approved district plan is eligible to receive a local accountability rating. A campus with an overall state account ability rating of C or higher based on ratings derived from student performance at the campus is eligible to combine an overall local

accountability rating with the overall state accountability rating to determine the combined rating. 19 TAC 97.1003(b)(2); Education Code 39.054(a)

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19 TAC 97.1003(f)(1)-(6)

A district must produce a campus scorecard and make available on the district website an explanation of the methodology used to as sign local accountability performance ratings. The campus score card shall include, at a minimum, the scaled score and rating for each component and domain along with the overall rating. A link to the local accountability ratings posted by the district must be pro vided to TEA and may be included on the agency-developed school report card. 19 TAC 97.1003(a)

An appeal of a local accountability rating may be submitted by the superintendent once ratings are released. The local accountability appeals timeline follows the appeal deadline dates and processes as described in the state accountability manual adopted under 19 Administrative Code 97.1001 of this title for the applicable year. 19 TAC 97.1003(f)(7)

Ratings may be revised as a result of investigative activities by the commissioner as authorized under Education Code 39.057(d) and (e). 19 TAC 97.1003(h)

The commissioner shall award distinction designations for out standing performance. A distinction designation awarded to a dis trict or campus shall be referenced directly in connection with the performance rating assigned to the district or campus and made publicly available together with the A–F performance ratings.

A district or campus may not be awarded a distinction designation unless the district or campus has acceptable performance under the A–F performance ratings.

Education Code 39 201

The commissioner shall establish an academic distinction designa tion for districts and campuses for outstanding performance in at tainment of postsecondary readiness based on the commissioner's adopted criteria. *Education Code 39.202* 

The commissioner shall award a campus a distinction designation for outstanding performance in:

1. Improvement in student achievement;

Scorecard and Website

Appeal and Revision

Distinction
Designations for Outstanding
Performance

Academic Distinction

**Campus Distinction** 

Responsibility for the accuracy and quality of data used to deter mine local accountability ratings rests with each district. Superin tendent certification of data accuracy during the ratings submission process shall include an assurance that calculations have been verified to ensure that all data were included as appropriate for all components.

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#### ACCOUNTABILITY AIA ACCREDITATION AND PERFORMANCE INDICATORS (LEGAL)

- 2. Requirements imposed by federal law or rule, including re quirements for special education or bilingual education pro grams;
- 3. A requirement, restriction, or prohibition relating to:
- a. Curriculum essential knowledge and skills or high school graduation requirements;
- b. Public school accountability;
- c. Extracurricular activities;
- d. Health and safety;
- e. Purchasing;
- 3. Academic achievement in English language f. Elementary class size limits; arts, mathemat ics, science, or social studies.

2. Closing student achievement differentials;

Education Code 39.203

**Excellence Exemptions** 

The commissioner may award a distinction designation for out standing performance in advanced middle or junior high school stu dent j. Rights and benefits of school employees; achievement. Education Code 39.203(d)

Except as listed below, a district or campus that is rated A (exem plary) is exempt from requirements and prohibitions imposed under the Education Code, including regulations adopted under the Edu cation Code.

from: 1. A prohibition on conduct that

constitutes a criminal offense;

g. Removal of a disruptive student from the classroom; h. At-risk programs;

- i. Prekindergarten programs;
- k. Special education programs; or
- I. Bilingual education programs.

The commissioner may exempt an exemplary campus from class size limits if the campus submits a written plan showing steps that will An exemplary campus or district is not exempt be taken to ensure that the exemption will not be harmful to the academic achievement of the students on the school campus. If

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granted, the exemption remains in effect until the commissioner de termines that achievement levels of the campus have declined.

Education Code 39,232

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#### ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

# **District Annual** Report

**Texas Academic** Performance Report (TAPR)

Other Annual **Report Information** 

The board shall publish an annual report describing the educational performance of the 3. The district's current special education district and of each campus in the district that compliance status with the agency; includes uniform student performance and descriptive infor mation as determined under rules adopted by the commissioner of education. Education Code 39.306(a)

Education Agency (TEA) under Education Code 39.306 shall be termed the Texas Ac ademic Performance Report (TAPR). The intent of the TAPR is to inform the public about the educational performance of the district and of each campus in the district in relation to the district, the state, and a comparable group of schools. The TAPR will present the campus performance information as well as the student, staff, and financial

information required by statute. It will also include any explanations and additional information deemed appropriate to the intent of the report.

The district may not alter the report provided by TEA. However, the district may concurrently provide additional information to the pub lic that supplements or explains information in the TAPR.

19 TAC 61.1022(a)-(b), (e); Education Code

39.306(d) The annual report must also

#### include:

- 1. Campus performance objectives established under Education Code 11.253 and the progress of each campus toward those objectives, which shall be available to the public;
- 2. Information indicating the district's accreditation status and identifying each district campus awarded a distinction desig nation or considered an unacceptable campus under Education Code Chapter 39A;
- 4. A statement of the number, rate, and type of violent or crimi nal incidents that occurred on each district campus, to the ex tent permitted under the Family Educational Rights and Pri The performance report provided by the Texas vacy Act of 1974 (20 U.S.C. 1232g);
  - 5. Information concerning school violence prevention and vio lence intervention policies and procedures that the district is using to protect students;
  - 6. The findings that result from evaluations conducted under the Safe and Drug-Free Schools and Communities Act of 1994 (20 U.S.C. 7101 et seq.);

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ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

#### Education Code 39.306(a)

The report must include a statement of the amount, if any, of the district's unencumbered surplus fund balance as of the last day of the preceding fiscal year and the percentage of the preceding year's budget that the surplus represents.

Education Code 39.306(g)

The report must also include the number of school counselors providing counseling services at each campus. *Education Code* 39.306(d-1)

The report may include the following information:

- 1. Student information, including total enrollment, enrollment by ethnicity, socioeconomic status, and grade groupings and re tention rates;
- 2. Financial information, including revenues and expenditures;
- 3. Staff information, including number and type of staff by sex, ethnicity, years of experience, and highest degree held; teacher and administrator salaries; and teacher turnover;
- 4. Program information, including student enrollment by pro gram, teachers by program, and instructional operating ex penditures by program; and
- 5. The number of students placed in a disciplinary alternative education program (DAEP) under Education Code Chapter 37.

Education Code 39.306(e)

Supplemental information to be included in the reports shall be de termined by the board. *Education Code 39.306(b)* 

The board shall hold a hearing for public discussion of the report. The board shall give notice of the hearing to property owners in the district and parents of and other persons standing in parental relation to a district student. The notice of hearing must include notice to a newspaper of general circulation in the district and notice to electronic media serving the district. Education Code 39.306(c)

#### **Public Hearing**

- 7. Information received under Education Code 51.403(e) for each high school campus in the district, presented in a form determined by the commissioner; and
- 8. Progress of the district and each campus include notice to a newspaper of gen in the district toward meeting the goals set incirculation in the district and notice to the district's early childhood literacy and mathematics proficiency plans and college, career, and military readiness plans [see

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# ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

**Publication** 

Report Uses

Campus
Performance Report Distribution

A board shall hold a hearing for public discussion of the TAPR within 90 days after the report is received from TEA. The hearing may take place during a regularly scheduled or special meeting of the board. 19 TAC 61.1022(c)

The TAPR must be published within two weeks after the public hearing, in the same format as it was received from TEA. 19 TAC 61.1022(d)

The board shall disseminate the report by posting it on the district website and in public places, such as each school office, local busi nesses, and public libraries. *Education Code* 39.306(c); 19 TAC 61.1022(f)

The information in the annual report shall be a primary consideration in district and campus planning. It shall also be a primary con sideration of the board in the evaluation of the performance of the superintendent, and of the superintendent in the evaluation of the performance of campus principals. *Education Code* 39.307

Each school year, TEA shall prepare and distribute to each district a report card for each campus. The campus report card distributed by TEA shall be termed the "school" report card (SRC). The intent of the SRC is to inform each student's parents or guardians about the school's performance and characteristics. The SRC will present the student, staff, financial, and performance information required by statute, as well as any explanations and additional information deemed appropriate to the intent of the report.

The district must disseminate each SRC within six weeks after the SRC is received from TEA. The school may not alter the report provided by TEA; however, it may concurrently provide additional in formation to the parents or guardians that supplements or explains information in the SRC.

The SRC must be distributed to the parent, guardian, conservator, or other person having lawful control of each student at the cam pus. On written request, a district shall provide a copy of the SRC to any other party.

The campus administration may provide the SRC in the same manner it would normally transmit official communications to par ents and guardians, such as including the SRC in a weekly folder sent home with each student, mailing it to the student's residence, providing it at a teacher-parent conference, enclosing it with the student report card, or sending it via electronic mail.

Education Code 39.305; 19 TAC 61.1021

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ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

#### **Website Notices**

# **Student Performance Report**

Notice to Parents

Notice to Teachers and Students Not later than the tenth day after the first day of instruction of each school year, a district that maintains an internet website shall make the following information available:

- 1. The information in the most recent campus report card for each campus in the district;
- 2. The information contained in the most recent performance re port for the district;
- 3. The most recent accreditation status and performance rating of the district; and

4. A definition and explanation of each accreditation status, based on commissioner rule.

Education Code 39.362

Each year, TEA shall report to a district whether each student fell below, met, or exceeded the necessary target for improvement necessary to be prepared to perform satisfactorily on, as applica ble, the grade five assessments, the grade eight assessments, and the end-of-course assessments required for graduation. Education Code 39.034, .302

The district a student attends shall provide a record of the annual improvement information from TEA in a written notice to the stu dent's parent or other person standing in parental relationship. If a student failed to perform satisfactorily on a state assessment, the district shall include in the notice specific information relating to ac cess to online educational resources at the appropriate assess ment instrument content level, including educational resources and assessment instrument questions and released answers. *Educa tion Code* 39.303

A district shall prepare a report of the annual improvement infor mation and provide the report at the beginning of the school year to:

- 1. Each teacher for all students, including incoming students, who took a state assessment; and
- 2. All students who were provided instruction by that teacher in the subject for which the assessment instrument was adminis tered.

The report shall indicate whether the student performed satisfactorily or, if the student did not perform satisfactorily, whether the student met the standard for annual improvement.

Education Code 39.304

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# ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

### **Quality of Learning Indicators**

The commissioner shall also adopt indicators of the quality of learning for the purpose of

preparing performance reports. Perfor mance on the indicators shall be evaluated in the same manner provided for evaluation of the achievement indicators under Educa tion Code 39.053(c) [see Achievement Indicators, AIA].

- meet the course requirements for the foundation high school program, the dis tinguished level of achievement under the foundation high school program, and each endorsement described by Educa tion Code 28.025(c-1) [see EIF];
- 2. The results of the SAT, ACT, and certified workforce training programs;
- 3. For students who have failed to satisfy the 6. The percentage of students of limited state standard on an assessment, the performance of those students on subse quentadministration of an assessment; assessments, aggregated by grade level and subject area;
- 4. For each campus, the number of students, disaggregated by major student subpopulations, who take courses under the foundation high school program and take additional courses to earn an endorsement, disaggregated by type of endorse ment;
- 5. The percentage of students, aggregated by English proficiency;

grade level, pro vided accelerated instruction under after unsatisfactory perfor mance on a The quality of learning indicators must include: state assessment; the results of assessment 1. The percentage of graduating students who in struments administered under the accelerated instruction program; the percentage of students promoted through the grade placement committee process; the subject of the as sessment instrument on which each student failed to perform satisfactorily under each performance standard; and the per formance of those students in the school year following that promotion on the state assessments;

- English proficiency ex empted from the
- 7. The percentage of students in a special education program assessed through alternative assessment instruments;
- 8. The percentage of students who satisfy the college readiness measure;
- 9. The measure of progress toward dual language proficiency for students of limited

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ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

**Results Driven** Accountability (RDA) Minimum Requirements

- 10. The percentage of students who are not educationally disad vantaged;
- 11. The percentage of students who enroll and begin instruction at an institution of higher education in the school year follow ing high school graduation; and
- 12. The percentage of students who successfully complete the first year of instruction at an institution of higher education without needing a developmental education course.

Education Code 39.301

In accordance with Education Code 7.028(a), the purpose of the Results Driven Accountability (RDA) framework is to evaluate and report annually on the performance of

**Federal Report Card Implementation** 

districts for certain popula tions of students included in selected program areas. The perfor

mance of a district is included on the RDA report through indicators of student performance and program effectiveness and by the commissioner. 19 TAC 97.1005; Education Code 7.028(a)

A district that receives Title I funding shall prepare and disseminate an annual federal report card that includes information on the dis trict as a whole and each school within the district.

The federal report card shall be concise; presented in an under standable and uniform format, and to the extent practicable, in a language that parents can understand; and accessible to the pub lic, which shall include placing the report card on the district's web

site. If the district does not operate a website, the information in the report card must be provided to the public in another manner deter mined by the district.

The federal report card shall include the corre sponding performance levels established information required in the annual state report card described at 20 U.S.C. 6311(h)(1)(C), as applied to the district and each school served by the district, including:

- 1. In the case of the district, information that shows how stu dents served by the district achieved on state academic as sessments compared to students in the state as a whole;
- 2. In the case of a school, information that shows how the school's students' achievement on state academic assess ments compared to students served by the district and the state as a whole; and

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### ACCOUNTABILITY AIB PERFORMANCE REPORTING (LEGAL)

#### The website must:

- 1. Include district information, disaggregated by campus, grade, sex, race, academic quarter or semester, as applicable, and school year, regarding the following:
- a. Student academic achievement and growth;
- b. Teacher and student attendance; and
- c. Student discipline records; and
- 2. Be updated at least once each quarter of the school year.

The commissioner shall provide information that permits a board member to compare the academic performance of other districts of similar size and racial and economic demographics.

A district must provide requested information to the commissioner for the creation of the website. Confidential information received by the commissioner remains confidential. The commissioner shall de sign the website to ensure that public information is made available to the public, and information

# **District Data on Academic** Achievement

3. Any other information that the district determines is appropri ate and will best provide parents, students, and other mem bers of the public with information regarding the progress of each public school served by the district, whether or not such information is district's academic performance with the included in the annual state report card.

20 U.S.C. 6311(h)(2)

On request by the board, TEA shall create a website that members of the board may use to review campus and district academic achievement data. The website must also be made available to campuses in a similar manner that access is provided to the board.

submitted by districts noted as confi dential is may not release information submitted by a not made available to the public.

district that is noted as confidential information.

A request for public information under this provision shall be sub mitted to the district that Education Code 11.1516 provides the agency with the information. TEA

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ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL) Code 39.057.

#### Interventions and Sanctions for School **Districts**

Grounds for Commissioner Action

Authorized Commissioner Actions

Chapter 39A, Subchapter A, to the ex tent the submission of the plan to the com commissioner determines necessary if:

- 1. A district does not satisfy:
- a. The accreditation criteria under Education Code 39.052 [see AIA];
- b. The academic performance standards under Education Code 39.053 or 39.054 [see and explain the district's low performance, AIA]; or
- c. Any financial accountability standard as determined by commissioner rule [see CFA]; or
- 2. The commissioner considers the action to be appropriate on the basis of a special accreditation investigation under Educa tion

Education Code 39A.001

If a district is subject to commissioner action, the commissioner may:

- 1. Issue public notice of the deficiency to the board:
- 2. Order a hearing to be conducted by the board to notify the public of:
- a. The insufficient performance:
- b. The improvements in performance expected by the Texas Education Agency (TEA); and
- c. The interventions and sanctions that may be imposed if the performance does not improve;
- 3. Order the preparation of a student achievement improvement plan that addresses each academic achievement The commissioner of education shall take any indicator un der Education Code 39.053(c) for of the actions au thorized by Education Code, which the district's perfor mance is insufficient, missioner for approval, and the implementation of the plan;
  - 4. Order a hearing to be held before the commissioner or the commissioner's designee at which the president of the board and the district's superintendent shall appear lack of improvement, and plans for improvement;
  - 5. Arrange a monitoring review of the district;
  - 6. Appoint a TEA monitor to participate in and report to TEA on the activities of the board or superintendent;

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performance.

#### Education Code 39A.002

Regardless of whether the commissioner lowers a district's status or rating, the commissioner may take action under Education Code Chapters 39 and 39A or 19 Administrative Code 97.1057 if the commissioner determines that the action is necessary to improve any area of performance by the district or campus.

Subject to 19 Administrative Code 97.1057(h)–(k), once the com missioner takes action under 19 Administrative Code Subchapter EE (accreditation status, standards, and sanctions), the commis sioner may impose on the district or campus any other sanction un der Education Code Chapter 39 or 39A, or Subchapter EE, singly or in combination, to the extent the commissioner determines is reasonably required to achieve the purposes specified in 19 Ad ministrative Code 97.1053.

19 TAC 97.1057(c), (e)

In making a determination to impose district and campus accredita tion sanctions under 19 Administrative Code Chapter 97, Subchapter EE, the commissioner shall meet the requirements of 19 Admin istrative Code 97.1059. 19 TAC 97.1059

The commissioner shall clearly define the powers and duties of a conservator or management team appointed to oversee the opera tions of a district.

At least every 90 days, the commissioner shall review the need for the conservator or management team and shall remove the conservator or management team unless the commissioner deter mines that continued appointment is necessary for effective governance of the district or delivery of instructional services.

A conservator or management team, if directed by the commis sioner, shall prepare a plan for the implementation of the appoint ment of a board of managers or the revocation of accreditation.

Conservator or Management Team 7. Appoint a conservator to oversee the operations of the dis trict;

- 8. Appoint a management team to direct the operations of the district in areas of insufficient performance or require the district to obtain certain services under a contract with another person; or
- 9. Authorize the district to enter into a memorandum of under standing with an institution of higher education that provides for the assistance of the institution of higher education in im proving the district's

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principal of a cam pus, the superintendent of the district, or the board.

The conservator or management team may not:

- 1. Take any action concerning a district election, including order ing or canceling an election or altering the date of or the polling places for an election;
- 2. Change the number of or method of selecting the board; 3. Set a tax rate for the district; and
- 4. Adopt a budget for the district that provides for spending a dif ferent amount, exclusive of required debt service, from that previously adopted by the board.

#### Education Code 39A.003

Regardless of whether a district has satisfied the accreditation cri teria, if for two consecutive school years, including the current school year, a district has had a conservator or management team assigned, the commissioner may appoint a board of managers, a majority of whom must be residents of the district, to exercise the powers and duties of the board of trustees. For purposes of this subsection, a school year begins on the first day of instruction and includes any portion of the school year. 19 TAC 97.1057(d); Education Code 39A.006(b)

The commissioner may appoint a board of managers to exercise the powers and duties of a district's board if the district is subject to commissioner action and:

- 1. Has a current accreditation status of accredited-warned or ac credited-probation;
- 2. Fails to satisfy any standard under Education Code 39.054(e); or
- 3. Fails to satisfy financial accountability standards as deter mined by commissioner rule.

The commissioner may revoke the subject to commissioner action, and for two consecutive school years, including the current school year, the district has:

**Board of Managers** 

Revocation of Accreditation

The conservator or management team may: Education Code 39A,004

- 1. Direct an action to be taken by the principal of a campus, the superintendent of accreditation of a district if the district is the district, or the board; and
- 2. Approve or disapprove any action of the

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#### ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

ule

In addition to revoking a district's accreditation, the commissioner may:

- 1. Order closure of the district and annex the district to one or more adjoining districts under Education Code 13.054; or
- 2. In the case of a home-rule school district, order closure of all programs operated under the district's charter.

#### Education Code 39A.005

If a district is subject to commissioner action and the district has failed to satisfy any standard under Education Code 39.054(e) be cause of the district's dropout rates, the commissioner may impose sanctions against a district designed to improve high school com pletion rates, including:

- 1. Ordering the development of a dropout prevention plan for ap proval by the commissioner;
- 2. Restructuring the district or appropriate campuses to improve identification of and service to students who are at risk of dropping out of school, as defined by Education Code 29.081;
- 3. Ordering lower student-to-counselor ratios on campuses with high dropout rates; and
- 4. Ordering the use of any other intervention strategy effective in reducing dropout rates, including mentor programs and flexi ble class scheduling.

#### Education Code 39A.007

If the performance of a campus is below any standard under Edu cation Code 39.054(e), the commissioner shall:

- 1. Take actions, to the extent the commissioner determines nec essary, as provided by Education Code, Chapter 39A; and
- 2. Assign a campus intervention team.

To the extent the commissioner determines necessary, the com missioner may:

Intervention to Improve High School Completion Rate

# Campus Intervention Team and Targeted Improvement Plan

Actions Based on Campus Performance

- 1. Received an accreditation status of accredited-warned or ac credited-probation;
- 2. Failed to satisfy any standard under Education Code 39.054(e); or
- 3. Failed to satisfy financial accountability standards as deter mined by commissioner

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#### ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

team as outlined in 19 Administrative Code 97.1063 and Education Code 39A.052. The campus shall establish a campus leadership team (CLT) that includes the campus princi pal and other campus leaders responsible for the development, im plementation, and monitoring of the targeted improvement plan.

If a campus is assigned an unacceptable rating under Education Code 39.054(e):

- 1. For a second consecutive year, the campus must engage in the processes outlined in this provision, and the campus must develop a campus turnaround plan to be approved by the commissioner.
- 2. For a third or fourth consecutive year, the campus must en gage in the processes outlined in this provision, and the cam pus must implement the commissioner-approved campus turnaround plan as described in 19 Administrative Code 97.1064.
- 3. For a fifth consecutive year, the commissioner shall order the appointment of a board of managers to govern the district or the closure of the campus.

Based on a campus's progress toward improvement, the commis sioner may order a hearing if a campus's performance is below any standard under Education Code 39.054(e).

Interventions and sanctions listed under this provision begin upon release of preliminary ratings and may be adjusted based on final accountability ratings.

19 TAC 97.1061(a)–(c), (e)–(i)

Texas Accountability Intervention System

- 1. Order a hearing to be held before the commissioner or the commissioner's designee at which the president of the board, the superintendent, and the campus principal shall appear and explain the campus's low performance, lack of improve ment, and plans for improvement; or outlined in this provision, and to must implement the commission and the campus turnaround plan as defining the provision, and the commission and the commission and the commission are sufficiently provision, and the commission and the commission are sufficiently provision, and the commission are sufficiently provision. The commission are sufficiently provision and the commission are sufficiently provision. The commission are sufficiently provision and the commission are sufficiently provision. The commission are sufficiently provision and the commission are sufficiently provided and the commission are sufficiently provide
- 2. Establish a school community partnership team composed of members of the campus-level planning and decision-making committee and additional community representatives as de termined appropriate by the commissioner.

Education Code 39A.051

If a campus's performance is below any standard under Education Code 39.054(e), the campus shall engage in interventions as de scribed by TEA. The commissioner shall assign members to a campus intervention

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ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

Campus Intervention Team

On-Site Needs Assessment The campus intervention team shall follow the requirements of 19 Administrative Code 97.1061 and Education Code 39.106.

A campus intervention team assigned by the commissioner may in clude teachers, principals, other educational professionals, and su perintendents recognized for excellence in their roles and ap pointed by the commissioner to serve as members of a team. Education Code 39A.052

A campus intervention team must include a district coordinator of school improvement (DCSI) and the campus principal's direct su pervisor, if the DCSI is not the campus principal's direct supervisor. The DCSI must submit qualifications to TEA for approval.

An education professional, approved through an application either by TEA or TEA's technical assistance provider, who is not an em ployee of the campus or district, shall assist with the needs assess ment.

19 TAC 97.1063(b)-(c)

A campus intervention team shall:

1. Conduct, with the involvement and advice of the school com munity partnership team, if Education Code 39A.053

applicable:

- a. If the commissioner determines necessary, a compre hensive on-site needs assessment; or
- b. A targeted on-site needs assessment relevant to an area of insufficient performance of the campus; and
- 2. Recommend appropriate actions as provided by Education Code 39A.054.

An on-site needs assessment must determine the factors resulting in the campus's low performance and lack of progress, including the contributing education-related factors.

In conducting a comprehensive on-site needs assessment, the campus intervention team shall use each of the guidelines and pro cedures at Education Code 39A.053(c) and 19 Administrative Code 97.1061(d).

In conducting a targeted on-site needs assessment, the campus in tervention team shall use the appropriate guidelines and proce dures described above relevant to each area of insufficient perfor mance.

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ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

Recommen dations

**Targeted** Improvement Plan

Notice of Public Meeting On completing the on-site needs assessment, the campus inter vention team improvement plan [see Notice of Public shall, with the involvement and advice of the school community partnership team, if applicable, recommend actions re lating to any area of insufficient performance, including:

- 1. Reallocation of resources;
- 2. Technical assistance;
- 3. Changes in school procedures or operations;
- 4. Staff development for instructional and administrative staff; 5. Intervention for individual administrators or teachers; 6. Waivers from state statutes or rules;
- 7. Teacher recruitment or retention

strategies and incentives provided by the district to attract and retain appropriately certi fied and experienced teachers; or

8. Other actions the campus intervention team considers appro priate.

#### Education Code 39A.054

In addition to the duties relating to the onsite needs assessment, the campus intervention team shall:

- 1. Assist the campus in developing a targeted improvement plan;
- 2. Conduct a public meeting at the campus with the campus principal, the members of the campus-level planning and de cisionmaking committee, parents of students attending the campus, and community members residing in the district to review the campus performance rating and solicit input for the development of the targeted Meeting, below];
- 3. Assist the campus in submitting the targeted improvement plan to the board for approval and presenting the plan in a public hearing [see Public Hearing, below]; and
- 4. Assist the commissioner in monitoring the progress of the campus in executing the targeted improvement plan.

Education Code 39A.055; 19 TAC 97.1061(d)(3)–(4)

The campus intervention team must provide written notice of the public meeting to the parents of students attending the campus and post notice of the meeting on the campus's internet website.

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**Public Hearing** 

Submission to Commissioner

**Executing Plan** The notice must include the date, time, and place of the meeting. Education Code 39A.056

The public must be notified of the meeting 15 research-based practices for curriculum days prior to the meeting by way of the district and campus website, local newspa pers, or other media that reach the general public, and the parent liaison, if present on

the campus. 19 TAC 97.1061(d)(3)(A)(2)

After a targeted improvement plan or an updated targeted improve ment plan is submitted to the board, the board shall conduct a hearing to:

- 1. Notify the public of:
- a. The insufficient performance of the campus;
- b. The improvements in performance expected by TEA; and
- c. The intervention measures or sanctions that may be im posed under Education Code, Chapter 39A if the perfor mance does not improve within a designated period; and
- 2. Solicit public comment on the targeted improvement plan or updated targeted improvement plan.

The board must post the targeted improvement plan on the dis trict's internet website before the hearing.

The board may conduct one hearing relating to one or more cam puses subject to a targeted improvement plan or an updated tar geted improvement plan.

Education Code 39A.057

The board shall submit the targeted improvement plan or updated targeted improvement plan to the commissioner for approval. The campus intervention team shall assist the campus in submitting the targeted improvement plan to the commissioner. Education Code 39A.058

In executing the targeted improvement plan, the campus interven tion team shall, if appropriate:

1. Assist the campus in implementing development and classroom instruction, includ ing bilingual education and special education programs, and financial management;

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2. Submit each updated targeted improvement plan to the board.

Education Code 39A.060

improve ment; and

If a district or campus is assigned an overall or domain perfor mance rating of D:

improvement plan to identify and analyze areas of growth and areas that require

- 1. The commissioner shall order the district or campus to de velop and implement a targeted improvement plan approved by the board; and
- 2. The interventions and sanctions provided by Education Code, Chapter 39A based on failure to satisfy performance stand ards under Education Code 39.054(e) apply to the district or campus only as provided below.

The interventions and sanctions based on failure to satisfy perfor mance standards under Education Code 39.054(e) apply to a dis trict or campus ordered to develop and implement a targeted im provement plan if the district or campus is assigned:

- 1. An overall or domain performance rating of
- F; or 2. An overall performance rating of D as

performance rating of D for a school year after the district or campus is ordered to de velop and implement a targeted improvement plan, the commis sioner shall implement interventions and sanctions that apply to an unacceptable campus and those interventions and sanctions shall

Continuing Duties of the Campus Intervention Team

Needs Improvement Rating 2. Provide research-based technical assistance, including data analysis, academic deficiency identification, intervention im plementation, and budget analysis, to strengthen and improve the instructional programs at the campus; and

3. Require the district to develop a teacher recruitment and re tention plan to address the provided below. qualifications and retention of the teachers at If a district or campus is assigned an overall

#### Education Code 39A.059

For each year a campus is assigned an unacceptable performance rating, the campus intervention team shall:

1. Assist in updating the targeted

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ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

Campus Planning and Site-Based **Decision-Making** 

Campus Improvement Plan

Compliance Through Federal Accountability

# **Campus Turnaround Plan**

Updated Targeted Improvement Plan continue for each consecutive school year overall performance rating of D.

Education Code 39A.0545

The commissioner may authorize a school community partnership team established under Education Code 39A.051 to supersede the authority of and satisfy the requirements of establishing and main taining a campuslevel planning and decision-making committee.

The commissioner may authorize a targeted improvement plan or an updated targeted improvement plan to supersede the provisions turnaround plan to be implemented by the of and satisfy the requirements of developing, campus; reviewing, and revis ing a campus improvement plan.

Education Code 39A.061

If the performance of a campus satisfies

performance standards under Education Code 39.054(e) for the current school year but would not satisfy the performance standards if the standards to be used for the following school year were applied to the current school year, on the request of the commissioner, the campus-level planning and decision-making committee shall revise and submit to the commissioner the portions of the campus improvement plan that are relevant to those areas for which the campus would not satisfy performance standards. The revised portions of the im provement plan must be submitted in an electronic format. Educa tion Code 39A.062

Notwithstanding the provisions of Education Code Chapter 39A, if the commissioner determines that a campus subject to interven tions or sanctions has implemented substantially similar interven tion measures under federal accountability requirements, the com missioner may accept the substantially thereafter in which the campus is assigned an similar intervention measures as measures in compliance with Education Code Chap ter 39A. Education Code 39A.063

> If a campus has been identified as unacceptable for two consecu tive school years, the commissioner shall order the campus to pre pare and submit a campus turnaround plan.

A campus intervention team shall assist the campus in:

- 1. Developing an updated targeted improvement plan, including a campus
- 2. Submitting the updated targeted improvement plan to the board for approval and presenting the plan in a public hearing as provided by Education Code 39A.057;

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Public Notice	
Submission and Approval	
Implementation Required Contents	
3. Obtaining approval of the updated plan from the commis sioner; and	
1. Executing the undated plan on approval by the commissioner	

4. Executing the updated plan on approval by the commissioner.

The updated targeted improvement plan submitted to the board must include all plans and details that are required to execute the campus turnaround plan without any additional action or approval by the board.

Education Code 39A.101

Within 60 days of receiving a campus's preliminary accountability rating, the district must notify parents, community members, and stakeholders that the campus received an unacceptable rating for two consecutive years and request assistance in developing the campus turnaround plan in accordance with 19 Administrative Code 97.1064. 19 TAC 97.1064(d)

Upon approval of the board, the district must submit the campus turnaround plan electronically to TEA by March 1 unless otherwise specified. Not later than June 15 of each year, the commissioner must either approve or reject any campus turnaround plan pre pared and submitted by a district. 19 TAC 97.1064(g)–(h); Educa tion Code 39A.103–.104

A campus may implement, modify, or withdraw its campus turna round plan with board approval if the campus receives an academi cally acceptable rating for the school year following the develop ment of the campus turnaround plan.

A campus that has received an unacceptable rating for the school year following the development of the campus turnaround plan must implement its commissioner-approved campus turnaround plan with fidelity until the campus operates for two consecutive school years without an unacceptable rating.

The commissioner may appoint a monitor, conservator, manage ment team, or board of managers for a school district that has a campus that has been ordered to implement an updated targeted improvement plan. The commissioner may order any of the inter ventions as necessary to ensure district-level support for the low performing campus and the implementation of the updated tar geted improvement plan. The commissioner may make the ap pointment at any time during which the campus is required to im plement the updated targeted improvement plan.

19 TAC 97.1064(j)-(k)

A campus turnaround plan must include:

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- b. Length of school day and school year;
- c. Academic credit and promotion criteria; and
- d. Programs to serve special student populations;
- 3. If a district charter is to be granted for the campus under Edu cation Code 12.0522:
- a. The term of the charter; and
- b. Information on the implementation of the charter; 4. Written comments from:
- a. The campus-level committee established under Educa tion Code 11.251, if applicable;
- b. Parents: and
- c. Teachers at the campus;
- 5. A detailed description of the budget, staffing, and financial re sources required to implement the plan, including any supple mental resources to be provided by the district or other identi fied sources; and
- 6. A detailed description for developing and supporting the over sight of academic achievement and student performance by the board of trustees under Education Code 11.1515.

Education Code 39A.105(a) [Acts of the 85th Legislative Session, Senate Bill 1566, amended former Education Code 39.107(b-1) to include the information provided at Subsection (6)]

A campus may submit an accelerated campus excellence (ACE) turnaround plan. The plan must provide:

- 1. The assignment of a principal to the campus who has demon strated a history of improvement in student academic growth at campuses in which the principal has previously worked;
- 2. That the principal has final authority over personnel decisions at the campus;

ACE Turnaround Plan

- 1. Details on the method for restructuring, reforming, or reconstituting the campus;
- 2. A detailed description of the academic programs to be offered at the campus, including:
- a. Instructional methods;

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- 3. That at least 60 percent of the classroom teachers assigned to the campus be teachers who demonstrated instructional ef fectiveness during the previous school year, with instructional effectiveness determined by:
  - a. For a teacher who taught in the district during the previous school year:
    - The teacher's impact on student growth as deter mined using a locally developed value-added model that measures student performance on at least one assessment selected by the district; and
    - (2) An evaluation of the teacher based on classroom observation; and
  - b. For a teacher who did not teach in the district during the previous school year, data and other evidence indicating that if the teacher had taught in the district during the previous school year, the teacher would have performed in the top half of teachers in the district;
- 4. A detailed description of the employment and compensation structures for the principal and classroom teachers, which must include significant incentives for a high-performing prin cipal or teacher to remain at the campus and a three-year commitment by the district to continue incentives for the prin cipal and teachers;
- 5. Policies and procedures for the implementation of best practices at the campus, including:
  - a. Data-driven instructional practices;
  - b. A system of observation of and feedback for classroom teachers;
    - c. Positive student culture on the campus;
    - d. Family and community engagement, including partner ships with parent and community groups;
  - e. Extended learning opportunities for students, which may include service or workforce learning opportunities; and
  - f. Providing student services before or after the instructional day that improve student performance, which may include tutoring, extracurricular activities, counseling ser vices, and offering breakfast, lunch, and dinner to all students at the campus; and

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shall consider individu als who have demonstrated success in managing campuses with student populations similar to the campus at which the individual appointed will serve.

Education Code 39A.102, .108

A campus turnaround plan must take effect not later than the school year following the third consecutive school year that the campus has received an unacceptable performance rating. Educa tion Code 39A.106

Not later than June 15 of each year, the commissioner shall, in writing, either approve or reject any campus turnaround plan pre pared and submitted to the commissioner by a district. If the com missioner rejects a campus turnaround plan, the commissioner must also send the district an outline of the specific concerns re garding the turnaround plan that resulted in the rejection. Education Code 39A.107(a-1)

If the commissioner rejects a campus turnaround plan, the district must create a modified plan with assistance from TEA staff and submit the modified plan to the 6. Assistance by a third-party provider that is commissioner for approval not later than the 60th day after the date the commissioner rejects the cam pus turnaround plan. The commissioner shall notify the district in writing of the commissioner's decision regarding the modified plan not later than the 15th day after the date the commissioner turnaround plan shall im plement the updatedre ceives the modified plan. Education Code 39A.107(a-2)

The commissioner may approve a campus turnaround plan only if the commissioner conservator, manage ment team, or board of determines that the campus will satisfy all stu dent performance standards required under Education Code 39.054(e) not later than the second year the campus receives a performance rating following the implementation of the campus turnaround plan.

Implementing Entities

Effective Date

Commissioner Approval or Rejection

approved by the commissioner in the development and implementation of the district's plan.

Education Code 39A.105(b)

A campus ordered to prepare a campus targeted improvement plan as approved by the commissioner.

The commissioner may appoint a monitor, managers to the district to ensure and over see district-level support to low-performing campuses and the im plementation of the updated targeted improvement plan.

In making appointments, the commissioner

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govern the district; 2. Alternative management of the campus; or

3. Closure of the campus.

Education Code 39A.107; 19 TAC 97.1065

Following approval of a campus turnaround plan by the commis sioner, the district, in consultation with the campus intervention team, may take any actions needed to prepare for the implementa tion of the plan. *Education Code 39A.108* 

A district may:

- 1. Request that a regional education service center provide as sistance in the development and implementation of a campus turnaround plan; or
- 2. Partner with an institution of higher education to develop and implement a campus turnaround plan.

Education Code 39A.109

If a campus for which a campus turnaround plan has been ordered receives an acceptable performance rating for the school year following the order, the board may:

- 1. Implement the campus turnaround plan;
- 2. Implement a modified version of the campus turnaround plan; or
- 3. Withdraw the campus turnaround plan.

A district required to implement a campus turnaround plan may modify the plan if the campus receives an acceptable performance rating for two consecutive school years following implementation of the plan.

Education Code 39A.110

Implementation

Assistance and Partnerships

Change in Campus Performance Rating Education Code 12.0522(b) does not apply to a district charter ap proved by the commissioner. An approved district charter may be renewed or continue in effect after the campus is no longer subject to the commissioner's order under Education Code 39A.101.

If the commissioner does not approve a rating for two consecutive school year campus turnaround plan, the commissioner following implementation of the plan.

1. Appointment of a board of managers to

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ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)
Performance Rating

Continued Unacceptable

Repurposing of Closed Campus If a campus is considered to have an unacceptable performance rating for three or dered to submit a campus turnaround plan, the commissioner shall order:

1. Appointment of a board of managers to govern the district; or 2. Closure of the campus.

Education Code 39A.111; 19 TAC 97.1065(a)(2)

"Parent" means the parent who is indicated on the student registra tion form at that campus and the signature of only one parent Code of 1986 that: of a student is required.

If the commissioner is presented, in the time and manner specified by commissioner rule, b. Has a successful history of operating with a written petition signed by the parents of a majority of the students enrolled at a

campus with an unac ceptable performance rating for three consecutive school years, specifying an authorized action that the parents request the com missioner to order, the commissioner shall order the specific action requested.

If the board presents to the commissioner, in the time and manner specified by commissioner rule, a written request that the commis sioner order specific authorized action other than the specific ac tion requested in the parents' petition and a written explanation of the basis for the board's request, the commissioner may order the action requested by the board.

Education Code 12.051, 39A.112; 19 TAC 97.1065(d)

If the commissioner orders the closure of a campus, that campus may be repurposed to serve students at that campus location only consecutive school years after the campus is if the commissioner finds that the repurposed campus offers a dis tinctly different academic program and approves a new campus identification number for the repurposed campus. A campus may be repurposed if the campus:

- 1. Serves a majority of grade levels not served at the original campus; or
- 2. Is operated under a contract, approved by the school board, with a nonprofit organization exempt from federal taxation un der Section 501(c)(3), Internal Revenue
- a. Has a governing board that is independent of the district;
- school district cam puses or open-enrollment charter schools:

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Student Enrollment and Assignment

39.054 for the preceding school year. Any student assigned to a campus that has been closed must be allowed to transfer to any other campus in the district that serves

c. Has been assigned an overall performance rating of B or higher under Education Code

that student's grade level and on request must be provided trans portation to the other campus.

The commissioner may grant an exemption allowing students as signed to a closed campus to attend the repurposed campus if there is no other campus in the district at which the students may enroll.

The majority of students assigned to a campus that has been closed and repurposed may not have attended that campus in the previous school year if the campus was repurposed to serve a ma jority of grade levels not served at the original campus.

A contract approved by the school board with a nonprofit organiza tion must provide that a student residing in the attendance zone of the campus immediately before the campus was repurposed shall be admitted for enrollment at the repurposed campus.

Education Code 39A.113

If the commissioner determines that the basis for the unacceptable performance of a campus for more than two consecutive school years is limited to a specific condition that may be remedied with targeted technical assistance, the commissioner may require the district to contract for the appropriate technical assistance. Education Code 39A.114

A decision by the commissioner under the campus turnaround plan subchapter of the Education Code is final and may not be ap pealed. Education Code 39A.116

The commissioner shall appoint a monitor, conservator, manage ment team, or board of managers whenever such action is re quired, as determined by 19 Administrative Code 1073. Action un der any other section of 19 Administrative Code Chapter 97, Subchapter EE is not a prerequisite to acting under this section. 19 TAC 97.1073

Noncontracted Repurposed Campus

Enrollment Provision in Contract

Targeted Technical Assistance

Commissioner Authority

# **Alternative** Management

- (1) That cumulatively serve 10,000 or more students; and
- (2) A majority of which have been assigned an overall performance rating of B or higher under Education Code 39.054 for the preceding school year;

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and

#### Solicitation of Proposals

Qualifications of Managing Entity If the commissioner orders alternative management of a campus, the commissioner shall solicit proposals from qualified nonprofit en tities to assume management of the campus or appoint a school district as provided below. The commissioner may solicit proposals from qualified for-profit entities if a nonprofit entity 4. A proven record of financial ability to has not re sponded to the commissioner's request for proposals.

The commissioner may appoint a school district to assume man agement of the campus if the district:

- 1. Is not the district in which the campus is located; and
- 2. Is located within the boundaries of the same regional education service center as

the campus.

If a school district is appointed, the district shall assume manage ment of the campus in the same manner as a qualified entity or in accordance with commissioner rule.

The commissioner may annually solicit proposals for the alternative management of a campus. The commissioner shall notify a quali fied entity that has been approved as a provider under this section.

#### Education Code 39A.151

To qualify for consideration as a managing entity, the entity must submit a proposal that provides information relating to the entity's management and leadership team that will participate in manage ment of the campus under consideration, including information re lating to individuals who have:

- 1. Documented success in whole school interventions that in creased the educational and performance levels of students in campuses considered to have an unacceptable perfor mance rating;
- 2. A proven record of effectiveness with programs assisting low performing students;
- 3. A proven ability to apply research-based school intervention strategies;
- perform under the man agement contract; and
- 5. Any other experience or qualifications the commissioner de termines necessary.

In selecting a managing entity, the commissioner shall give prefer ence to a qualified entity that:

1. Meets any of the commissioner's qualifications; and

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Contract with Managing Entity

Extension of Management Contract

Evaluation of Managing Entity

2. Has documented success in educating students from similar demographic groups and with similar educational needs as the students who attend the campus to be operated by the managing entity.

Education Code 39A.152

If the commissioner has ordered alternative management of a cam pus, the district shall execute a contract with an approved provider nonperformance or breach of contract; and to serve as a managing entity for the

campus. The term of the con tract may not exceed five years with an option to renew the con tract. The district must execute the contract and relinquish control of the campus before January 1 of the school year.

The management contract must include:

- 1. A provision describing the district's responsibilities in support ing the operation of the campus; and
- 2. Provisions approved by the commissioner requiring the man aging entity to demonstrate improvement in campus perfor mance, including negotiated performance measures

Performance measures must be consistent with the priorities of Ed ucation Code Chapters 39 and 39A.

The management contract must be approved by the commissioner before the contract is executed. As appropriate, the commissioner may require the district, as a term of the contract, to support the campus in the same manner as the district was required to support the campus before the execution of the contract.

Education Code 39A.153; 19 TAC 97.1067

The commissioner may require a district to extend the term of a management contract with a managing entity if the commissioner determines that extending the contract on expiration of the initial term is in the best interest of the students attending the campus. The terms of the contract must be approved by the commissioner. Education Code 39A.154

The commissioner shall evaluate a managing entity's performance on the first and second anniversaries of the date of the manage ment contract.

If the evaluation fails to demonstrate improvement as negotiated under the management contract by the first anniversary of the date of the contract, the district may:

1. Terminate the contract, with the commissioner's consent, for

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# ACCOUNTABILITY AIC INTERVENTIONS AND SANCTIONS (LEGAL)

2. Select another provider from an approved list provided by the commissioner or resume operation of the campus if approved by the commissioner.

If the commissioner approves the district's resumed operation of the campus, the commissioner shall assign a technical assistance team to assist the campus.

Education Code 39A.155

If a campus receives an unacceptable performance rating for two consecutive school years after a managing entity assumes man agement of the campus, the commissioner shall cancel the con tract with the managing entity. Education Code 39A.156

Unless a campus has an unacceptable performance rating for three consecutive school years [see Continued Unacceptable Per formance Rating, above], at the end of a management contract term or on the cancellation of a management contract, the board shall resume management of the campus. Education Code 39A.157

Each campus operated by a managing entity is subject to Educa tion Code Chapters 39 and 39A in the same manner as any other campus in the district. Education Code 39A.158

The funding for a campus operated by a managing entity may not be less than the funding of the other campuses in the district on a per student basis so that the managing entity receives at least the same funding the campus would otherwise have received. Educa tion Code 39A.159

With respect to the management of a campus by a managing en tity:

1. A managing entity is considered to be a Texas Open Meetings Act and Public In formation Act: and

Cancellation of Management Contract

Return of Management to District

Applicability of Accountability **Provisions** 

**Funding** 

Open Meetings and Public Information 2. Select another provider from an approved list provided by the commissioner.

If the evaluation fails to demonstrate significant improvement, as determined by the commissioner, by the second anniversary governmental body for purposes of the of the date of the management contract, the district shall:

1. Terminate the contract; and

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