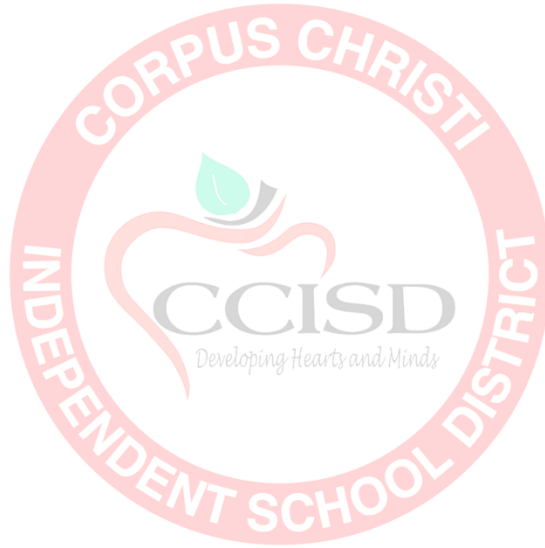




AGENDA

Regular Meeting

August 24, 2026
5:00 PM

Agenda of Regular Meeting

BOARD OF TRUSTEES CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT

A Regular Meeting of the Board of Trustees of the CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT will be held August 24, 2026, beginning at 5:00 PM, in the Board Room, Administration Building, 801 Leopard St., Corpus Christi, TX 78401.

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

1. CALL TO ORDER
2. ROLL CALL-Establishment of Quorum
3. INVOCATION-Ms. Leanne Libby
4. PLEDGE OF ALLEGIANCE-Cullen Place ES
5. DISTRICT MISSION AND VISION-Board of Trustees
6. AUDIENCE PARTICIPATION OF NON-AGENDA COMMENTS-This portion of the meeting is typically held at the beginning of the Board meeting.
7. SPECIAL RECOGNITION(S)-This portion of the meeting is typically held at 5:00 p.m., but may occur earlier or later depending on the time spent on other portions of the agenda.

A. Board Recognitions

Presenter: MS. LEANNE LIBBY

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1. Recognize Grant from Port of Corpus Christi
 2. Recognize College Board Student Qualifiers
 3. Recognize Dolly Gonzales Trolley-LTASB Completion
8. CLOSED SESSION

A. Matters which the Board may Discuss in Closed Session and upon which Action may be taken in Open Session:

1. Legal Matters: [Government Code, Section 551.071]

- a. Receive legal advice related to any listed agenda item.
- b. Receive legal advice related to communications, oral or written, received by the Superintendent, a Board Member, and/or another District employee or officer containing allegations which, if true, might subject the District to legal risk.
- c. Receive legal advice related to status of pending or contemplated litigation and other legal proceedings.
- d. Receive legal advice related to board policies and board operating procedures, including board member request for information about District procedures protected by attorney client privilege.

2. Real Estate Matters: [Government Code, Section 551.072]

- a. Discussion and possible action pertaining to the value of and/or sale of surplus property, to the extent discussions would have a detrimental effect on the position of CCISD in negotiations with third parties. [Government Code, Section 551.072]

3. Personnel Matters: [Government Code, Section 551.074]

- a. Matters relating to the evaluation, employment, reassignment, duties, discipline, or dismissal of various central office personnel and/or a public officer, including a school district trustee.
- b. Matters relating to the evaluation, employment, reassignment, duties, discipline, or dismissal of various field personnel.
- c. Matters relating to a charge or complaint brought against a District employee or public officer, including a school district trustee.
- d. Matters relating to possible complaints against educators who failed, without good cause, to comply with resignation provisions of state law.

9. ADMINISTRATIVE REPORT(S)

- | | |
|---|----|
| A. 2025-2026 Annual School Health Advisory Council (SHAC) Report
Presenter: MS. LEA WATSON | 7 |
| B. District State Accountability Ratings and State Assessment Results
Presenter: MS. SONIA ZYLA | 19 |

10. CONSENT AGENDA ITEM(S)

A. Consent Agenda	38
1. Approval of Ratification and Contractual Agreement for Architectural Services and Foundation Repairs at Coles High School-General Fund (\$200,000 budgeted)	
2. Approval of Bid Award for the Purchase of Copy Paper-Various Funds (approximately \$114,340 per six month period)	
3. Approval of Amendment to the Contractual Agreement with Expedited Reports, LLC for Report Writing-General Fund (\$175,000 budgeted)	
B. Approval of Minutes	
1. August 10, 2026: Regular Meeting Minutes	42
C. Approval of Board Policies from TASB Update 127 Presenter: MR. BRIAN S. NELSON	46
D. Approval of 2026-2027 Budget Amendments Presenter: MS. KAREN GRIFFITH	82
E. Adoption of Resolution to Set the Tax Rate for 2026–2027 and any Other Related Actions Necessary to Effectuate Same Presenter: MS. KAREN GRIFFITH	87
F. Approval of Texas A&M Agrilife Nueces County Resolution for Extracurricular Status of 4-H Organization and Extension Adjunct Faculty Agreement Presenter: DR. BRUCE WILSON	97
G. Approval of Board of Trustees Resolution in Support of Celebrate Freedom Week - September 13-19, 2026 Presenter: MS. DOLLY GONZALES TROLLEY	101
H. Approval of Order Calling the Corpus Christi Independent School District Trustee Election and Any Other Related Actions Necessary to Effectuate Same Presenter: MR. BRIAN S. NELSON	104
11. ACTION ITEM(S)	
A. Approval of Recommended Employee Health Plan Changes for the 2027 Plan Year Presenter: MS. KAREN GRIFFITH	110
B. Approval of Contractual Agreement with NLUC, PLLC (Next Level Urgent Care) for Acute and Primary Care Medical Services Presenter: MS. KRISTI WARNKE	129

12. CALENDAR-This item has been added to the agenda to provide an opportunity to set dates for student and/or teacher hearings or to bring to the Board's attention other special dates.

A. August 26, 2026: Operation K.E.Y.S. Phone Bank, Board Room, 9 a.m.

B. September 7, 2026: Labor Day Holiday

C. September 9, 2026: Ray HS Homecoming Parade and Burning of the T, 6 p.m.

D. September 12, 2026: Operation K.E.Y.S. Walk, Moody HS, 9 a.m.

E. September 14, 2026: Regular Board Meeting, 5 p.m.

F. September 16, 2026: Coastal Bend Area College Expo, TAMUCC-University Ballrooms, 6 p.m.

G. September 28, 2026: Regular Board Meeting, 5 p.m.

13. BOARD OF TRUSTEES AND SUPERINTENDENT REMARKS-Limited to expressions of thanks, congratulations, condolences and attendance at District events.

14. ADJOURNMENT

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: BOARD RECOGNITIONS

DATE: August 24, 2026

PRESENTED BY: Leanne Libby, Chief Communications Officer

SPECIAL PRESENTATIONS

BACKGROUND:

1. Recognize Grant from Port of Corpus Christi
2. Recognize College Board Student Qualifiers
3. Recognize Dolly Gonzales Trolley-LTASB Completion

SUPPORTING DATA

FUNDING SOURCE:

EVALUATION:

ADMINISTRATIVE RECOMMENDATION:

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: **2025-2026 ANNUAL SCHOOL HEALTH ADVISORY
COUNCIL (SHAC) REPORT**

DATE: August 24, 2026

PRESENTED BY: Lea Watson, Director of Student Health Services and
SHAC Coordinator

ACTION

BACKGROUND:

A report will be presented on the status of the School Health Advisory Council (SHAC) for the 2025-2026 school year.

APPLICABLE BOARD POLICIES:

BDF (LEGAL) Board Internal Organization: Advisory Committees

SUPPORTING DATA:

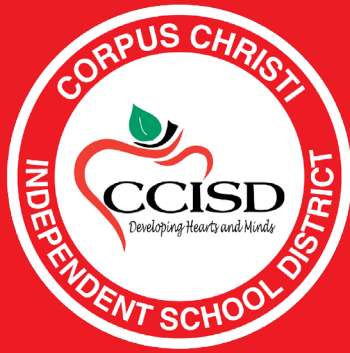
Not Applicable

FUNDING SOURCE:

Not Applicable

ADMINISTRATIVE RECOMMENDATION:

Not Applicable



**OFFICE OF
STUDENT HEALTH SERVICES**

2025-2026 Annual School Health Advisory Council (SHAC) Report

**Lea Watson, BSN, RN,
Director of Student Health Services | SHAC Coordinator**

SHAC in Statute

TEC 28.004

- SHAC assists the district in ensuring health education reflects community values
- SHAC must provide an **annual report** to the Board of Trustees
- Aligns with Board Policy BDF (Legal)

House Bill 1525, 87th Legislature, 2021

- SHAC meetings must have minutes documenting deliberations, votes, and actions
- Agendas posted 72 hours in advance
- Meeting must have audio or video recording
- Minutes and recordings posted **within 10 days**
- Board of Trustees has **final approval** of human sexuality instruction and curriculum
- Parents must provide **written consent** before students receive human sexuality instruction

Senate Bill 9, 87th Legislature, 2021

- Instruction and materials addressing:
 - Child abuse prevention
 - Family and Dating violence
 - Human trafficking
- Board of Trustees has **final approval** of related instruction and curriculum
- Parents must provide **written consent** before students receive human sexuality instruction.

SHAC in Statute

Senate Bill 12, 89th Legislature, 2025 increased parental involvement and consent requirements for school-based health and counseling services.

- School counselors: Parent consent is required for certain mental and behavioral health-related counseling services. However, counselors may continue providing academic, college/career, scheduling, and general educational support without parental consent.
- School nurses: Nurses must follow district procedures regarding parent notification, consent, and documentation for school health services.

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SB 12 expanded the SHAC requirement to open-enrollment charter schools and reinforced the importance of parental involvement and local community input in school health education. For existing district SHACs, the core purpose, membership structure, and advisory role largely remained unchanged.

Coordinated School Health: SHAC Duties

- Policies, procedures, strategies, and curriculum designed to prevent physical and mental health concerns through coordination of:
 - health education
 - physical education and activity
 - nutrition services
 - parental involvement
 - substance abuse prevention
 - school health services (including mental health)
 - comprehensive school counseling program
 - promoting positive school climate
 - safe and healthy school environment
 - school employee wellness



Coordinated School Health: SHAC Duties

- Health education instruction in K - 8th grade and high school course required for graduation
- Instruction for human sexuality, child abuse, family abuse, dating violence, and human trafficking
- Partnership agreements for collaboration between CCISD and community organizations
- Strategies to increase parental awareness regarding:
 - behaviors and early warning signs substance use disorders
 - suicide awareness and early warning signs
 - community programs and services that address risky behaviors
 - curriculum regarding opioid addiction, abuse, and administering an opioid antagonist



2025-2026 SHAC Members & Roles

Michelle Markert	SHAC Chair, CCISD Teacher
Dr. George Woods	Co-Chair, CCISD Parent
Tamala Alejandro	CCISD Parent
Dr. Eric Baggerman	Healthcare Professional
Saara Bindingnavele	District Student
Dwayne Hargis	CCISD Parent
Megan Johnsen	CCISD Parent
Erin Priour	CCISD LSSP
Dr. Ana Salazar	CCISD Parent
Mark Schauer	CCISD Parent, Law Enforcement
Susie Sullivan	CCISD Parent
Fernando Vera	CCISD Employee, Administrator
Dr. Collin Webster	CCISD Parent
Bryan Davis	Guidance Services, District SHAC Representative, Non-voting member
Christy Clewell	Health & PE, District SHAC Representative, Non-voting member
Leigh O Neal	Guidance Services, District SHAC Representative, Non-voting member
Veronica Sisk	Student Health Services, District SHAC Coordinator, Non-voting member
Sonia Zyla	District SHAC Representative, Non-voting member

SHAC Meeting Requirements

SHAC Meeting Requirements

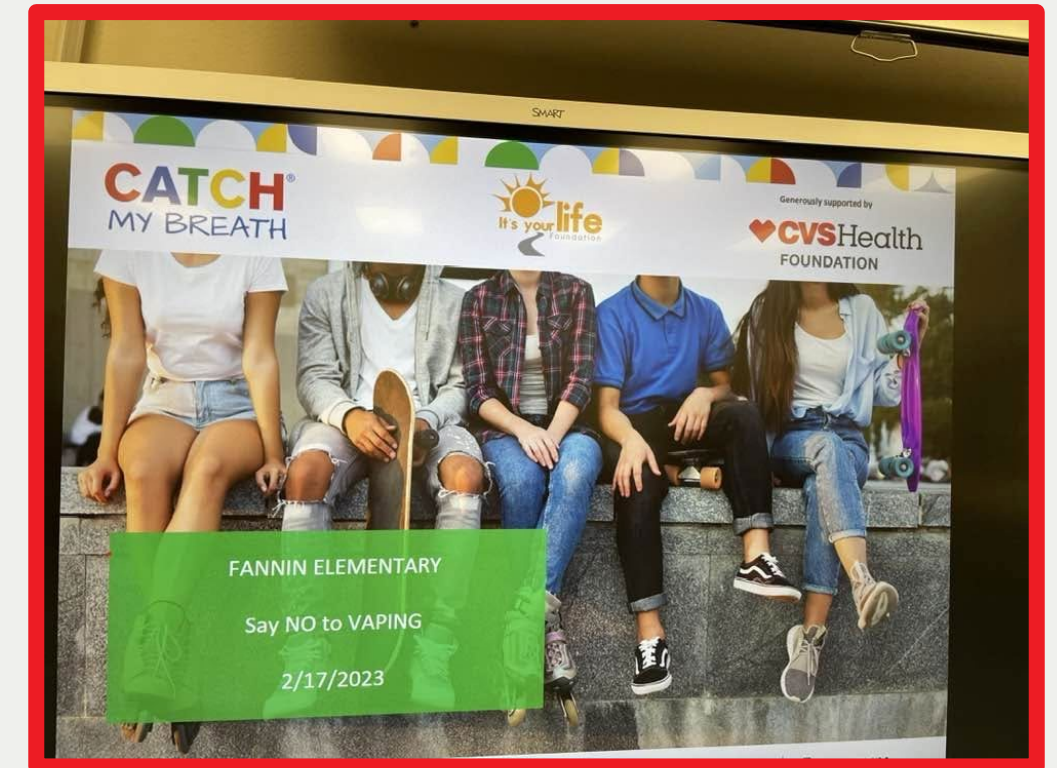
- Must meet **at least 4 times per year**
- Post notice of meeting (date, hour, place, subject) **72 hours in advance**
- Maintain minutes of each meeting
- Record meetings (audio or video)
- Post minutes and recording to district website **within 10 days**

2025-2026 Meeting Dates

- September 25, 2025
- November 20, 2025
- February 5, 2026
- March 19, 2026



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SHAC Subcommittees

- Social/Emotional Learning, Mental Health, and Character Education
Director of Advanced Academics & Guidance Services - District facilitator
- Physical Health and Nutrition
Teaching & Learning Health & PE Specialist - District Facilitator
- Student/Employee Health
Director of Student Health Services - District Facilitator



SHAC Actions for 2025-2026

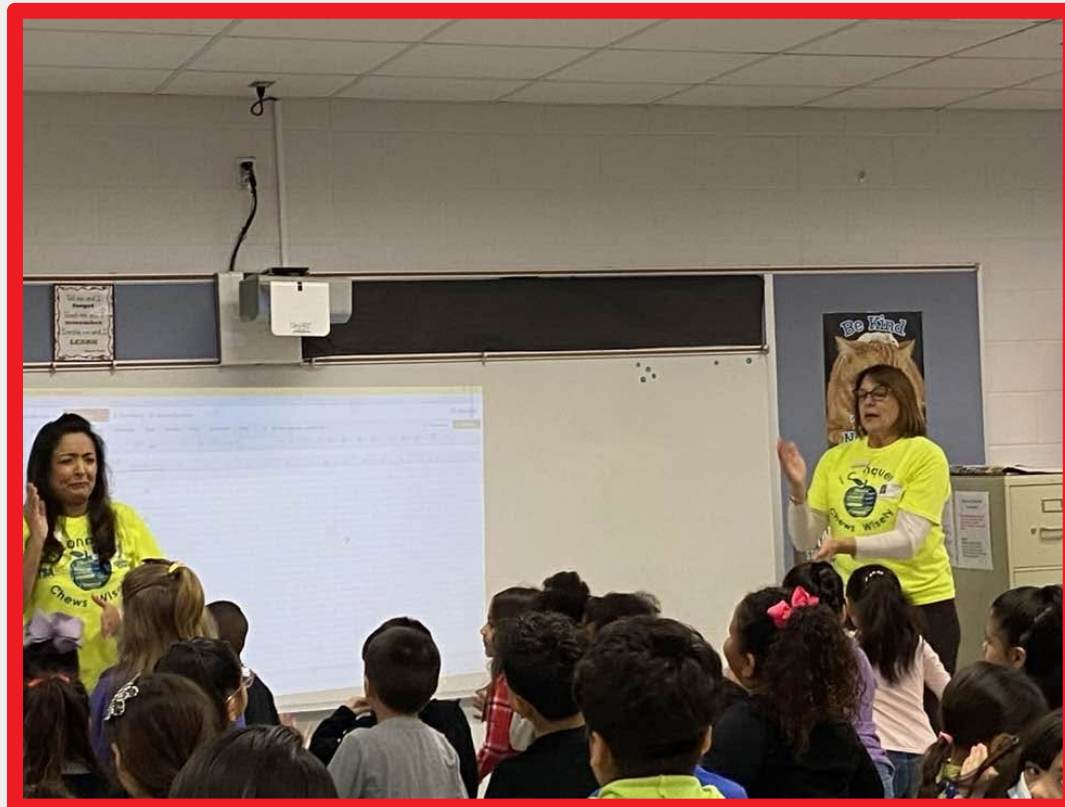
- District of Lifesavers
 - American Heart Association Cardiac Emergency Response Plan All Campuses
- Travis Manion Foundation
 - Curriculum and Mentor Program
- Suicide Prevention - Mr. Randy Paige
 - Share Story and Presentations at Campuses
- Asthma Education Workshop - Breathe CC
 - Asthma Education
- Testicular Torsion Education
 - Place posters at Middle Schools, High Schools, and Nurses Office
- Early Identification System
 - Mental Health Screening/Warning System
- Safety Compass Program*
- Child Safety Program
- Stress Less Program
 - Middle and High School Curriculum for a pilot presentation



* Curriculum required 2 public comment periods, pending Board approval per SB 9

Next Steps for This Year

- Continue to utilize the work of the SHAC subcommittees to further guide the direction of the SHAC.
- Incorporate additional departments into our committee, such as Food Services and Employee Benefits.
- Increase awareness and opportunity of the parent informational events provided in CCISD such as parent preview nights.
- Review existing partnerships and ensure equity of information and access to programs are available.





**Office of
Student Health
Services**

Thank you!

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Feel free to reach out if you have any questions.

SHAC@ccisd.us

CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: DISTRICT STATE ACCOUNTABILITY RATINGS AND STATE
ASSESSMENT RESULTS

DATE: August 24, 2026

PRESENTED BY: Sonia Zyla, Chief Officer of Accountability and Student Support Services

ADMINISTRATIVE REPORT

BACKGROUND:

Staff will provide a report on the State Accountability Ratings and State Assessment Results as required by TEC §§39.361–39.362 and 101.3014. Final accountability and state assessment outcomes for 2025-2026 were released by TEA on August 14, 2026. Two-year comparisons will be provided along with 2026 comparisons to the Region 2 and Texas Urban Council (TUC) districts.

SUPPORTING DATA:

Two-year comparisons along with 2026 comparisons to the region and Texas Urban Council

FUNDING SOURCE:

Not Applicable

EVALUATION:

Not Applicable

ADMINISTRATIVE RECOMMENDATION:

Not Applicable



**OFFICE OF
ACCOUNTABILITY &
STUDENT SUPPORT
SERVICES**

District State Accountability Ratings and State Assessment Results

Sonia Zyla, Chief Officer of Accountability and Student Support Services

2026 District Rating

Academic Year	CCISD Rating	Score
2025-2026	B	83
2024-2025	B	81

2026 District Accountability

Campus	2025	2026
A	9	7
B	27	31
C	14	11
D	2	4
F	0	0

- Increased B campuses by 4
 - Decreased C campuses by 3
 - No F campuses
 - 7 elementary campuses improved by 1 letter grade
 - 3 high school campuses improved by 1 letter grade
-
- Calk-Wilson improved from C to B
 - Cullen Place improved from D to C
 - Sanders improved from C to B
 - Schanen Estates improved from C to B
 - Shaw improved from C to B
 - Smith improved from C to B
 - Travis improved from C to B
 - King improved from C to B
 - Miller Metro improved from C to B
 - Moody improved from C to B

Distinction Designations

**Awarded
to 39
Campuses**



Distinction	Elementary Schools	Middle Schools	High Schools	Total Distinctions
RLA	10	5	1	16
Math	10	3	0	13
Science	18	2	2	22
Social Studies		2	0	2
Postsecondary Readiness	18	5	1	24
Academic Growth	17	5	0	22
Closing the Gaps	14	5	0	19
District Totals	87	27	4	118

Elementary School Ratings

Elementary Schools	2026 Scaled Score & Rating		Distinctions (6 possible)
Allen ES	83	B	5
Barnes ES	87	B	1
Berlanga ES	78	C	3
Calk-Wilson ES	82	B	6
Club Estates ES	85	B	3
Creekside ES	92	A	5
Cullen Place ES	76	C	2
Dawson ES	88	B	5
ECDC	87	B	Not Eligible
Fannin ES	60	D	0
Galvan ES	81	B	1

Elementary Schools	2026 Scaled Score & Rating		Distinctions (6 possible)
Garcia ES	74	C	0
Gibson ES	66	D	0
Hicks ES	87	B	3
Houston ES	89	B	4
Jones ES	86	B	2
Kolda ES	79	C	0
Kostoryz ES	73	C	1
Los Encinos ES	80	B	0
Menger ES	79	C	3
Metro E	85	B	4
Mireles ES	84	B	2

Elementary Schools	2026 Scaled Score & Rating		Distinctions (6 possible)
Moore ES	79	C	1
Oak Park ES	75	C	1
Sanders ES	89	B	6
Schanen Estates ES	80	B	3
Shaw ES	81	B	2
Smith ES	89	B	6
Travis ES	82	B	2
Webb ES	89	B	3
Windsor Park ES	98	A	6
Yeager ES	78	C	1
Zavala ES	87	B	6

Middle and High School Ratings

Middle Schools	2026 Scaled Score & Rating		Distinctions (7 possible)
Adkins MS	85	B	4
Baker MS	91	A	6
Browne MS	86	B	7
Cunningham MS at South Park	78	C	0
Driscoll MS	65	D	0
Grant MS	83	B	2
Haas MS	77	C	1
Hamlin MS	80	B	4
Kaffie MS	86	B	2
Lexington MS	86	B	1
Martin MS	69	D	0

High Schools	2026 Scaled Score & Rating		Distinctions (7 possible)
Branch Academy	96	A	0
Carroll HS	85	B	0
Coles HS	93	A	Not Eligible
Collegiate HS	98	A	1
King HS	86	B	1
Miller Metro Prep HS	81	B	0
Moody HS	84	B	1
Ray HS	86	B	1
Veterans Memorial HS	91	A	0

School Improvement Identification

Campuses Identified for School Improvement		
Allen Elementary School	Targeted Supported & Improvement (TSI)	Emergent Bilingual
Gibson Elementary School	Targeted Supported & Improvement (TSI)	Special Education Continuously Enrolled
Shaw Elementary School	Targeted Supported & Improvement (TSI)	Special Education
Driscoll Middle School	Targeted Supported & Improvement (TSI)	Special Education Continuously Enrolled
Martin Middle School	Targeted Supported & Improvement (TSI)	Continuously Enrolled
Cullen Place Elementary School	Comprehensive Support & Improvement - Progress (CSI)	White Continuously Enrolled

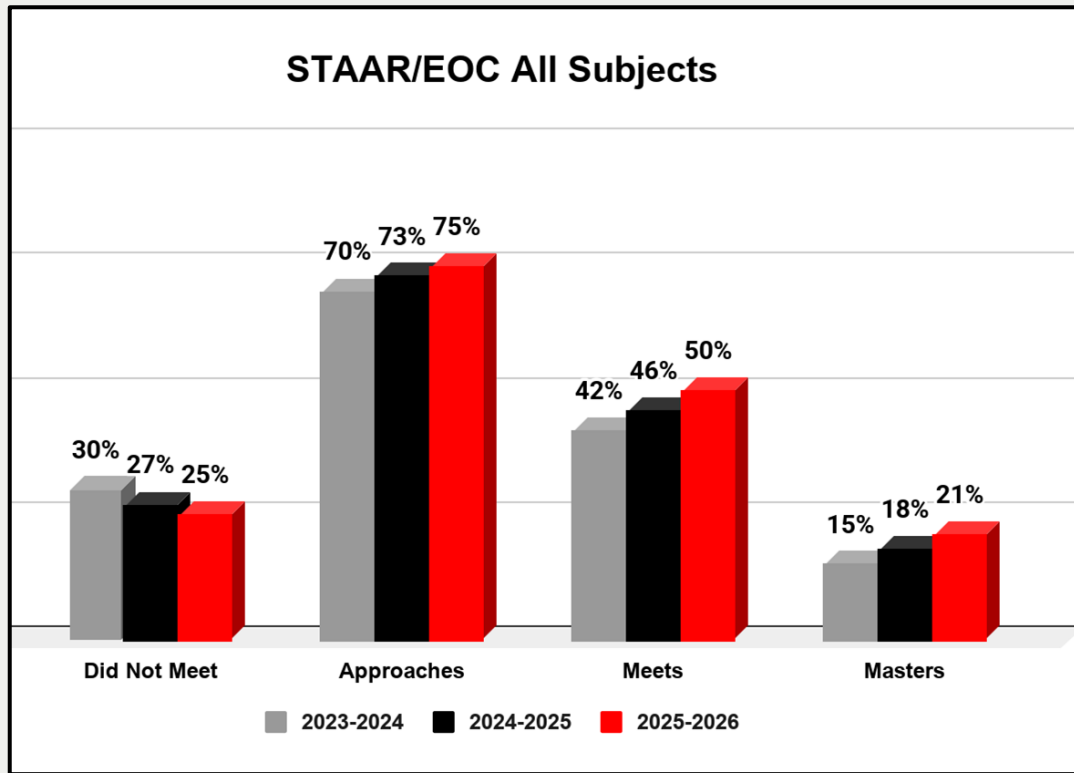
Texas Urban Council Comparison

TUC Districts	2025 Overall Score & Rating		2026 Overall Score & Rating	
Corpus Christi ISD	81	B	83	B
Aldine ISD	73	C	79	C
Alief ISD	75	C	78	C
Austin ISD	79	C	81	B
Brownsville ISD	87	B	87	B
Dallas ISD	83	B	85	B
El Paso ISD	80	B	82	B
Garland ISD	84	B	86	B
Fort Worth ISD	73	C	77	C
Houston ISD	82	B	85	B
Ysleta ISD	89	B	88	B

Region 2 Comparison

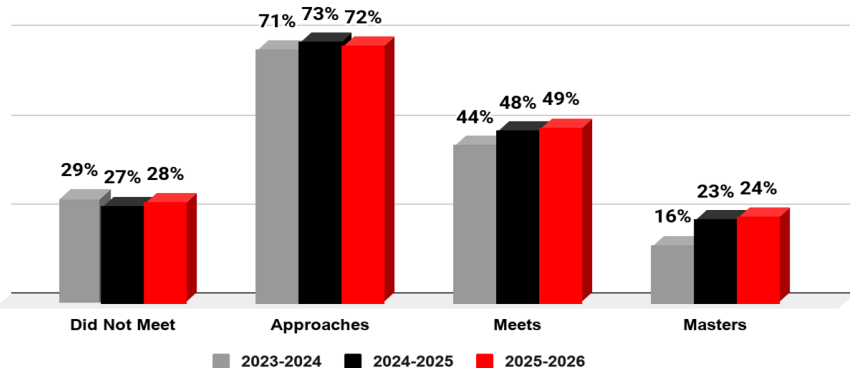
Region 2	2025 Overall Score & Rating		2026 Overall Score & Rating	
Corpus Christi ISD	81	B	83	B
Calallen ISD	87	B	84	B
Flour Bluff ISD	85	B	88	B
Gregory-Portland ISD	82	B	86	B
Kingsville ISD	59	F	66	D
London ISD	89	B	90	A
Robstown ISD	68	D	69	D
Tuloso-Midway ISD	81	B	81	B
West Oso ISD	75	C	69	D

Overall STAAR Performance



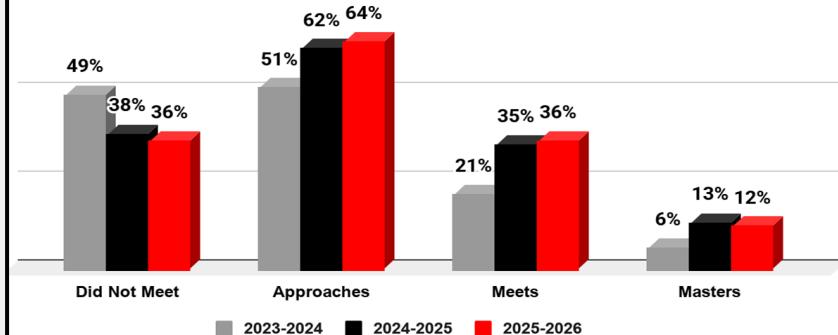
Mathematics STAAR

STAAR Math Grades 3-5



2026 Math Gr. 3-5	Appr.	Meets	Masters
CCISD	72%	49%	24%
State	70%	47%	23%
Region 2	70%	45%	20%

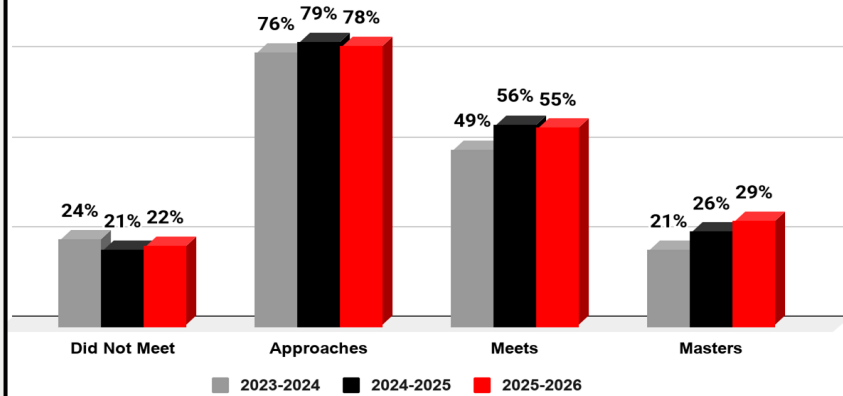
STAAR Math Grades 6-8



2026 Math Gr. 6-8	Appr.	Meets	Masters
CCISD	64%	36%	12%
State	65%	38%	13%
Region 2	65%	37%	11%

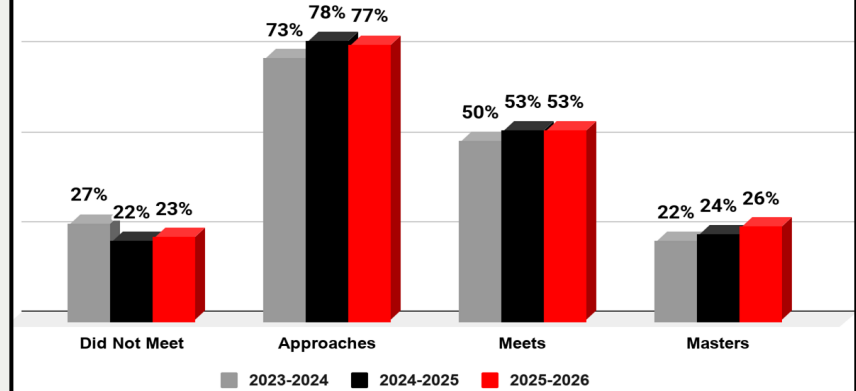
Reading Language Arts STAAR

STAAR RLA Grades 3-5



2026 RLA Gr. 3-5	Appr.	Meets	Masters
CCISD	78%	55%	29%
State	77%	55%	28%
Region 2	77%	52%	26%

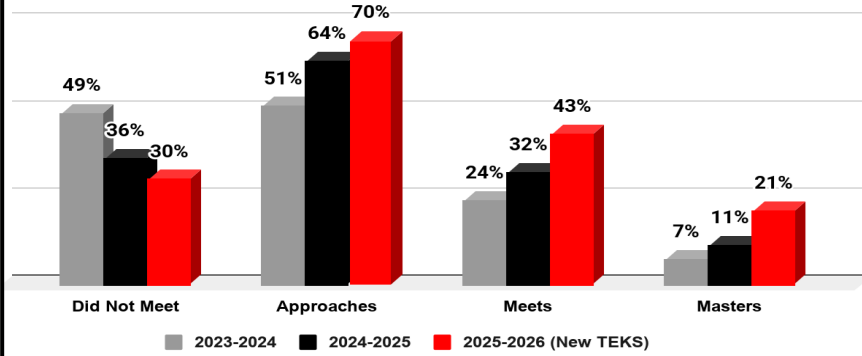
STAAR RLA Grades 6-8



2026 RLA Gr. 6-8	Appr.	Meets	Masters
CCISD	77%	53%	26%
State	78%	56%	31%
Region 2	77%	53%	26%

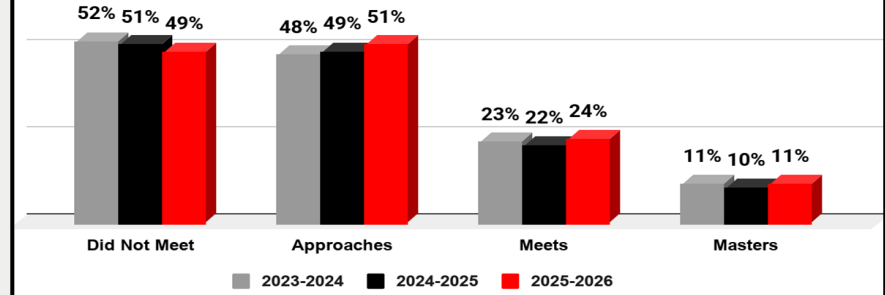
Science and Social Studies STAAR

STAAR Science Grades 5 & 8



2026 Science 5/8	Appr.	Meets	Masters
CCISD	70%	43%	21%
State	70%	46%	24%
Region 2	69%	42%	20%

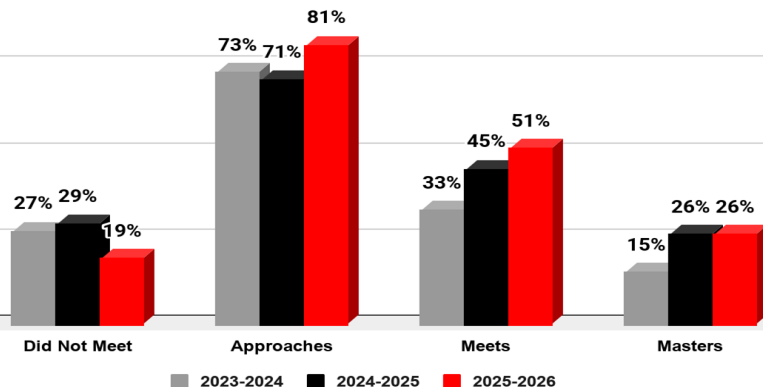
STAAR Social Studies Grade 8



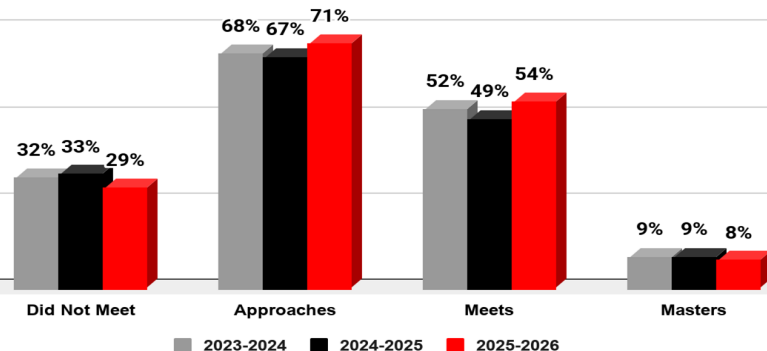
2026 Soc. Stud. 8	Appr.	Meets	Masters
CCISD	51%	24%	11%
State	57%	32%	16%
Region 2	53%	27%	13%

Algebra I EOC and English I & II EOC

Algebra I EOC



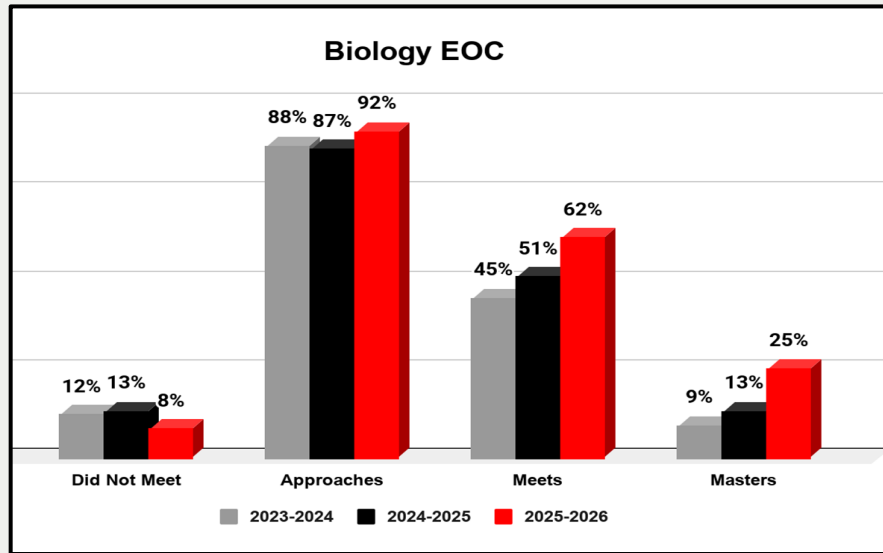
English I & II EOC



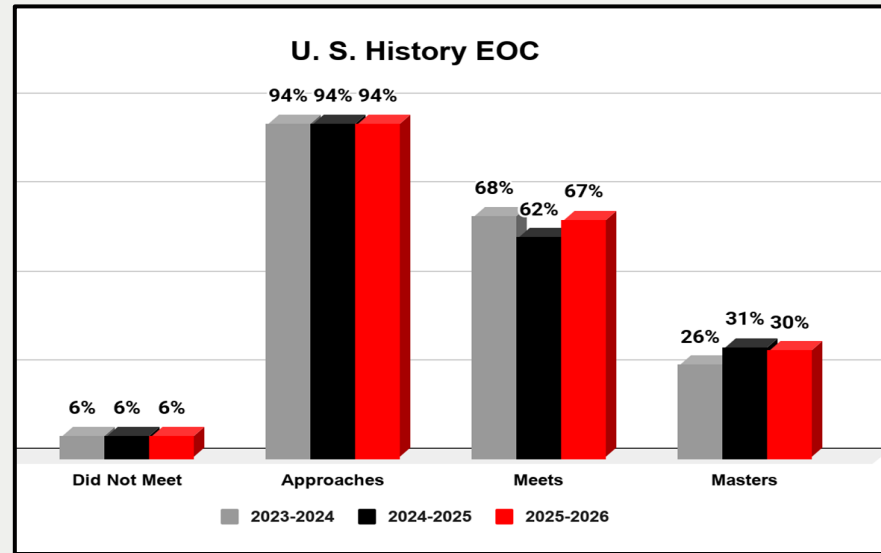
2026 Algebra I	Appr.	Meets	Masters
CCISD	81%	51%	26%
State	82%	54%	30%
Region 2	84%	54%	28%

2026 English I/II	Appr.	Meets	Masters
CCISD	71%	54%	8%
State	72%	58%	11%
Region 2	75%	59%	10%

Biology and U.S. History End-of-Course



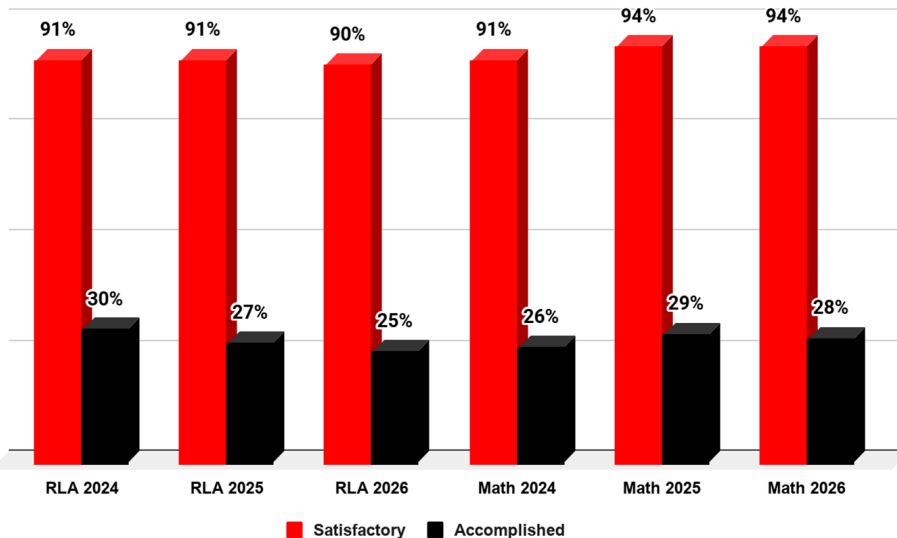
2026 Biology	Appr.	Meets	Masters
CCISD	92%	62%	25%
State	93%	71%	35%
Region 2	94%	68%	29%



2026 US History	Appr.	Meets	Masters
CCISD	94%	67%	30%
State	93%	70%	37%
Region 2	94%	69%	31%

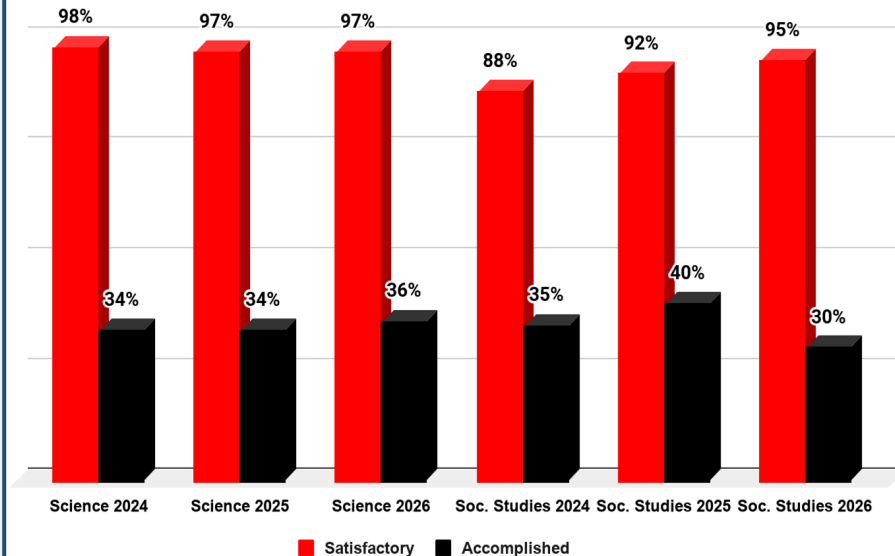
STAAR Alternate 2

STAAR Alternate-2 RLA & Math



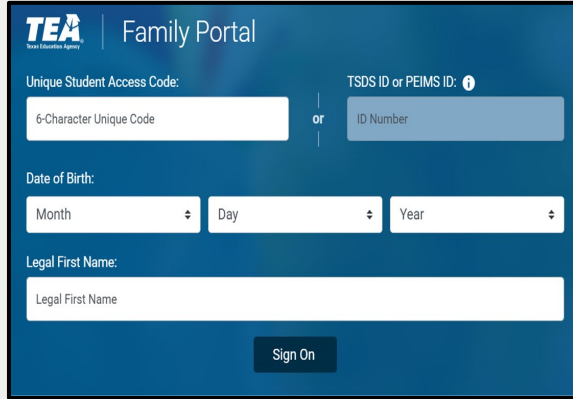
- Grades 3-8 RLA and English I & II EOC
- Grades 3-8 Math and Algebra I EOC

STAAR Alternate-2 Science & Social Studies



- Grades 5 & 8 Science and Biology EOC
- Grade 8 Social Studies & US History EOC

Parent Notification



TEA Family Portal

Unique Student Access Code: 6-Character Unique Code

or

TSDS ID or PEIMS ID: ID Number

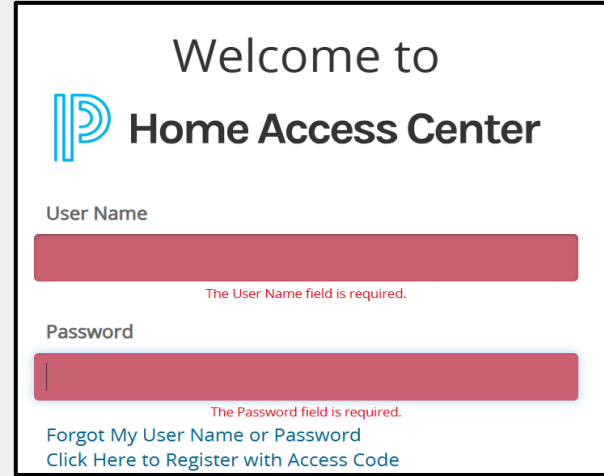
Date of Birth:

Month Day Year

Legal First Name:

Legal First Name

[Sign On](#)



Welcome to

 Home Access Center

User Name

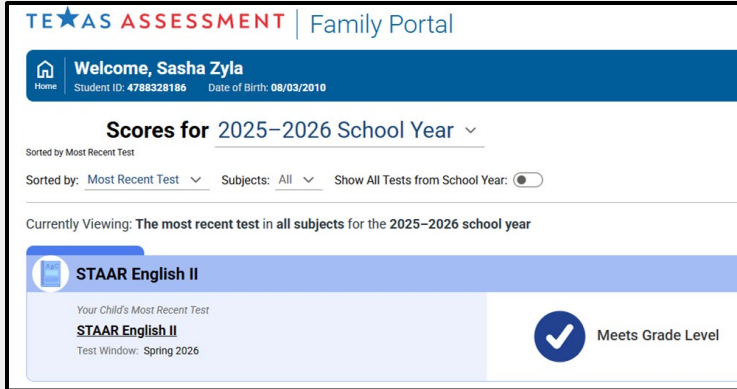
The User Name field is required.

Password

The Password field is required.

[Forgot My User Name or Password](#)

[Click Here to Register with Access Code](#)



TEAS ASSESSMENT Family Portal

Welcome, Sasha Zyla

Student ID: 4788328186 Date of Birth: 08/03/2010

Scores for 2025–2026 School Year

Sorted by Most Recent Test

Sorted by: Most Recent Test Subjects: All Show All Tests from School Year: ☐

Currently Viewing: The most recent test in all subjects for the 2025–2026 school year

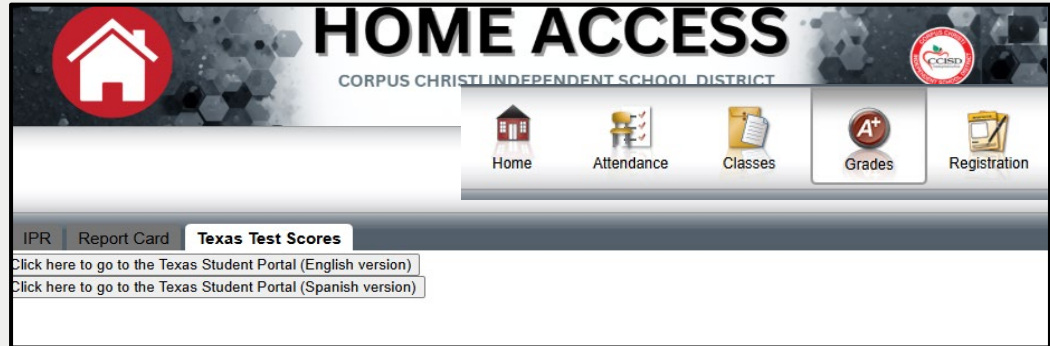
STAAR English II

Your Child's Most Recent Test

STAAR English II

Test Window: Spring 2026

 Meets Grade Level



HOME ACCESS

CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT

 Home  Attendance  Classes  Grades  Registration

IPR Report Card Texas Test Scores

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BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: CONSENT AGENDA

DATE: August 24, 2026

PRESENTED BY: Dr. Roland Hernandez
Superintendent of Schools

CONSENT ITEMS

1. APPROVAL OF RATIFICATION AND CONTRACTUAL AGREEMENT FOR ARCHITECTURAL SERVICES AND FOUNDATION REPAIRS AT COLES HIGH SCHOOL

BACKGROUND:

The Office of Construction Project Management, Trent Wagner, Executive Director, is requesting approval of ratification and contractual agreement for architectural services and foundation repairs at Coles High School. On February 9, 2026, the Board of Trustees approved the designation of approved architectural services for all Districtwide and bond related projects. A proposal was received on August 12, 2026, in the Office of Purchasing and Distribution.

SUPPORTING DATA:

The District has identified the need for foundation repairs at Coles High School due to floor settlement issues in six (6) existing classrooms. Architectural services are needed to evaluate the existing conditions and develop the necessary plans, specifications, and related documents for the foundation repair project.

This project is considered a priority due to potential safety concerns associated with the existing floor settlement in the affected classrooms. Timely completion of the proposed repairs is necessary to address the existing conditions and reduce the potential for injury to students and staff.

To expedite the repairs, the architect will contract directly with the repair company and bill the District for the repair work as a pass-through cost.

The total lump-sum amount for architectural design services, construction administration, and the associated foundation repair work at Coles High School is \$200,000.

FUNDING SOURCE:

General Fund (\$200,000 budgeted)

EVALUATION:

The Architect was selected based on Education Code 2254.004, contract for Professional services of Architect, Engineer, or Surveyor.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the ratification and contractual agreement for architectural services and foundation repairs at Coles High School with Amtech Solutions, LLC in the amount of \$200,000 and designate the Superintendent of Schools to sign all contractual and subsequent agreements.

2. APPROVAL OF BID AWARD FOR THE PURCHASE OF COPY PAPER

BACKGROUND:

The Office of Purchasing and Distribution, Arnulfo Gonzalez, Director, is requesting approval of bid award for the purchase of copy paper. Bids were received on July 27, 2026, in the Office of Purchasing and Distribution. Over the last six (6) months, the District spent approximately \$114,340 on copy paper.

SUPPORTING DATA:

The District is establishing unit bid pricing for copy paper. Copy paper is a stockroom item currently in inventory and is requisitioned by departments and campuses on an as needed basis.

FUNDING SOURCE:

Various Funds (approximately \$114,340 per six month period)

EVALUATION:

An evaluation committee comprised of staff members from the Office of Purchasing and Central Stockroom evaluated the bids based on factors in accordance with the Texas Education Code Paragraph 44.031(b) and Board Policy CH (Legal) criteria. Purchases of items will be made from vendors that submitted the lowest unit bid prices for acceptable items. The District reserves the right to award by individual line item or by the grouping of line items when it is in the best interest of the District.

The following vendors responded:

<u>VENDOR</u>	<u>LOCATION</u>	<u>BID AWARD</u>
BRW Western	Austin, TX	Yes
Fasclampitt Paper	Corpus Christi, TX	Yes

Gateway Printing & Office	San Antonio, TX	Yes
Imperial Dade	Jersey City, NJ	No
Liberty Paper	Los Angeles, CA	Yes
Quill	Lincolnshire, IL	No
Veritiv	Jacksonville, FL	No

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the bid award for the purchase of copy paper with BRW Western, Fasclampitt Paper, Gateway Printing & Office, and Liberty Paper through January 31, 2027.

3. APPROVAL OF AMENDMENT TO THE CONTRACTUAL AGREEMENT WITH EXPEDITED REPORTS, LLC FOR REPORT WRITING

BACKGROUND:

The Department for Special Education, Jennifer Arismendi, Ed.D, Chief Officer, is requesting approval of amendment to the contractual agreement with Expedited Reports, LLC for report writing. Last year, the District spent \$315,000.

SUPPORTING DATA:

Last year Expedited reports produced more than 1,084 reports for our initial evaluations. When compared to outsourcing evaluations, we can contract roughly 4 reports for the price of one contracted evaluation, providing our teams a much better return on investment with regards to time saved. When working with local contract providers, our team has expressed concerns over the quality of evaluations provided. Additionally, our contract evaluators have struggled themselves to provide sufficient staffing to meet our needs. This creative solution circumvents these concerns.

The original contract amount was \$140,000, which did not require Board approval. However, we are now seeking to increase the contract by an additional \$175,000, bringing the total contract amount to \$315,000. This increase now requires Board approval in accordance with Board Policy.

FUNDING SOURCE:

General Fund (\$175,000 budgeted)

EVALUATION:

Items purchased through the interlocal agreement with Region 19, Allied States Cooperative have been competitively bid and satisfy all required bid laws and procedures in accordance with the Texas Education Code. 44.031(a)(4)

<u>VENDOR</u>	<u>LOCATION</u>	<u>ESTIMATED AMOUNT*</u>
Expedited Reports, LLC	The Woodlands TX	\$175,000

*Subject to change based on ADA, student or staff participation, staff requirements or needs.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the amendment to the contractual agreement with Expedited Reports, LLC for report writing in the amount of \$175,000 and designate the Superintendent of Schools to execute all contracts and subsequent documents accordingly.

Minutes of Regular Meeting

The Board of Trustees

CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT

A Regular Meeting of the Board of Trustees of Corpus Christi Independent School District was held August 10, 2026, beginning at 5:00 p.m., in the Board Room, Administration Building, 801 Leopard, Corpus Christi, Texas.

1. CALL TO ORDER at 5:04 p.m.
2. ROLL CALL-Establishment of Quorum

BOARD MEMBERS PRESENT

Ms. Dolly Gonzales Trolley, President
Mr. Eric Villarreal, Vice President
Mr. S. Jaime Arredondo, Secretary
Mr. Steve Barrera, Assistant Secretary
Mr. Marty Bell, Trustee
Mr. Don Clark, Trustee
Dr. Alice Upshaw Hawkins, Trustee

STAFF MEMBERS PRESENT

Dr. Roland Hernandez, Superintendent of Schools
Dr. Kelsie Wagner, Deputy Superintendent for Curriculum and Instruction
Ms. Karen Griffith, Deputy Superintendent for Business and Support Services
Ms. Leanne Libby, Chief Communications Officer
Mr. Brian S. Nelson, General Counsel and Chief Legal Officer
Mr. Phillip Fraissinet, Outside Counsel

3. INVOCATION—Mr. Brian S. Nelson
4. PLEDGE OF ALLEGIANCE—Mr. Brian S. Nelson
5. DISTRICT MISSION AND VISION-Board of Trustees
6. AUDIENCE PARTICIPATION OF NON-AGENDA COMMENTS-This portion of the meeting is typically held at the beginning of the Board meeting.

Ms. Virginia Garza, grandparent of CCISD student, spoke on bullying and bullying reports made during the 2025-2026 school year.

7. SPECIAL RECOGNITION(S)-This portion of the meeting is typically held at 5:00 p.m., but may occur earlier or later depending on the time spent on other portions of the agenda.

A. Board Recognitions

Presenter: MS. LEANNE LIBBY

1. Recognize Corpus Christi Under 40 honorees

8. CLOSED SESSION

The Board of Trustees entered into Closed session at 5:16 p.m. and returned at 5:34 p.m.

Upon a motion by Mr. Eric Villarreal, seconded by Dr. Alice Upshaw Hawkins, the board of trustees voted 6-0-1 to rescind the Board's prior award of the sale of certain property, disqualify the awarded bidder, and seek best and final offers from remaining bidders as described in closed session. Ms. Dolly Gonzales Trolley abstained.

A. Matters which the Board may Discuss in Closed Session and upon which Action may be taken in Open Session:

1. Legal Matters: [Government Code, Section 551.071]

- a. Receive legal advice related to any listed agenda item.
- b. Receive legal advice related to communications, oral or written, received by the Superintendent, a Board Member, and/or another District employee or officer containing allegations which, if true, might subject the District to legal risk.
- c. Receive legal advice related to status of pending or contemplated litigation and other legal proceedings.
- d. Receive legal advice related to board policies and board operating procedures, including board member request for information about District procedures protected by attorney client privilege.

2. Real Estate Matters: [Government Code, Section 551.072]

- a. Discussion and possible action pertaining to the value of and/or sale of surplus property, to the extent discussions would have a detrimental effect on the position of CCISD in negotiations with third parties. [Government Code, Section 551.072]

3. Personnel Matters: [Government Code, Section 551.074]

- a. Matters relating to the evaluation, employment, reassignment, duties, discipline, or dismissal of various central office personnel and/or a public officer, including a school district trustee.
- b. Matters relating to the evaluation, employment, reassignment, duties, discipline, or dismissal of various field personnel.
- c. Matters relating to a charge or complaint brought against a District employee or public officer, including a school district trustee.

9. ADMINISTRATIVE REPORT(S)

Ms. Cindy Perez provided a report that included information on the approved Continuing Education and Training Clearinghouse regarding specific required trainings. The district is in compliance with SB 1267. The district is Preparing and Retaining Educators through Partnerships Allotment (PREP): Grow Your Own, Preservice Residency, Mentorship Program.

A. CCISD Professional Development Plan for 2026-2027

Presenter: MS. CINDY PEREZ

10. CONSENT AGENDA ITEM(S)

Consent Agenda Item A1 was pulled for discussion.

Upon a motion by Mr. Don Clark, seconded by Mr. Eric Villarreal Consent Agenda Items A2, A3, B, C, & D were approved by a vote of 7-0.

Upon a motion by Mr. Eric Villarreal, seconded by Mr. Don Clark, the Board of Trustees voted to approve Consent Agenda Item A1 by a vote of 6-1. Mr. Marty Bell voted no.

A. Consent Agenda

- 1. Approval of Contractual Agreements for the Demolition of Seven (7) Campuses Districtwide-Bond 2022 proceeds (\$3,280,579 budgeted)

2. Approval of Change Order to Reduce Construction Costs by Unused Balances for Roof Replacements at Allen and Club Estates Elementary Schools Project-Capital Projects Fund-(\$19,413.33 decrease)

3. Approval of Monetary Donation for Windsor Park Elementary School

B. Approval of Minutes

1. July 27, 2026: Regular Meeting

C. Approval of Recognition of Employee Organizations

Presenter: MS. KAREN GRIFFITH

D. Approval to Accept the Port of Corpus Christi Education Grant for the STEM Innovation Labs Initiative

Presenter: DR. CYNTHIA HERNANDEZ

11. CALENDAR-This item has been added to the agenda to provide an opportunity to set dates for student and/or teacher hearings or to bring to the Board's attention other special dates.

A. August 24, 2026: Regular Board Meeting, Board Room, 5 p.m.

B. September 12, 2026: Operation K.E.Y.S., Moody HS, 9 a.m.

C. September 14, 2026: Regular Board Meeting, 5 p.m.

D. September 28, 2026: Regular Board Meeting, 5 p.m.

12. BOARD OF TRUSTEES AND SUPERINTENDENT REMARKS-Limited to expressions of thanks, congratulations, condolences and attendance at District events.

Ms. Dolly Gonzales Trolley congratulated the new campus leaders and those who have moved into new leadership roles. She wished everyone luck tomorrow on the first day of school and she looks forward to seeing everyone and her fellow board members out there tomorrow. She saw Grease yesterday with her daughter. It was such a delight. Kudos to our Fine Arts Department. It was fantastic.

Mr. Eric Villarreal wished good luck to everybody starting the new school year tomorrow. He looks forward to being out and about in the community.

Mr. Don Clark congratulated the new campus and administrative leaders. Congratulations to Dr. Wilson. We wish you the best.

Dr. Alice Upshaw Hawkins echoed the same expressions of congratulations.

Dr. Roland Hernandez congratulated Dr. Wilson. We are proud of you. San Diego is getting a good one. We are excited about the first day tomorrow. A reminder to our parents; be careful as you drive to and from school. There will be lots of school zones in the community.

Mr. Marty Bell congratulated everyone on a great convocation. He enjoyed the student speaker. He and his wife enjoyed the Grease performance. He congratulated the students and their sponsors who dedicated their summer hours to learning choreography. Good luck to the students on the first day of school. Congratulation to the new leadership in this building. Good luck.

Mr. S. Jaime Arredondo extended congratulations to the field administrators, principals, assistant principals and all the resource staff that helps each of the schools in their promotions. We are starting the year with lots of enthusiasm relative to the results we had last year and doing the work to continue the success. Congratulations to the inner administrative staff here. Having done some of this work in the past, we work with our staff and schools and leadership on our campuses. You become the people they trust. As questions come up, you continue to support and give the appropriate responses that are necessary. Everyone have a safe beginning of school year. He looks forward to being out at the campuses tomorrow and more often this school year. He pledges for himself

to work with the schools that he is responsible for and all the other schools that are part of the success of our community and the students. Thank you very much.

Mr. Barrera gave a special shout out to Sandy who was a special student at Montclair. They all did a wonderful job. What a fine job from our Fine Arts department. Way to go Natalie, super proud of you. To all our transportation, our custodians, everyone who works day and night to get ready for the opening day, you matter, we see you, we love you and we hope you have the best year ever. We look forward to seeing you tomorrow.

13. ADJOURNMENT – Having no further business, the Board of Trustees adjourned at 6:13 p.m.

ATTEST:

Ms. Dolly Gonzales Trolley, President

Secretary or other appropriate officer

Board of Trustees
Corpus Christi Independent School District

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: APPROVAL OF BOARD POLICIES FROM TASB UPDATE 127

DATE: August 24, 2026

PRESENTED BY: Brian S. Nelson
General Counsel

ACTION

BACKGROUND:

Review and possible action pertaining to the policies listed below:

TASB Policy Update 127:

1. AF(LOCAL) – Innovation Districts
2. BJCF(LOCAL) – Superintendent: Nonrenewal
3. CAA(LOCAL) – Fiscal Management Goals and Objectives: Financial Ethics
4. DC(LOCAL) – Employment Practices
5. DH(LOCAL) – Employee Standards of Conduct
6. DH(EXHIBIT) - Employee Standards of Conduct
7. DK(EXHIBIT) – Assignment and Schedules
8. DP(LOCAL) – Personnel Positions
9. DPA(LOCAL) – Personnel Positions: Principals
10. DPB(LOCAL) – Personnel Positions: Other Personnel Positions
11. EHBB(LOCAL) – Special Programs: Gifted and Talented Students
12. EHBG(LOCAL) - Special Programs: Prekindergarten
13. FFF(LOCAL) – Student Welfare: Student Safety

APPLICABLE BOARD POLICIES:

BF(LOCAL) – Board Policies.

SUPPORTING DATA:

1. AF(LOCAL) – Innovation Districts (ADD) – Per TASB, “the enclosed policy is recommended for your policy manual to reflect that the district does have an innovation plan.”
2. BJCF(LOCAL) – Superintendent: Nonrenewal (REPLACE) - Per TASB, “recommended revisions to this local policy on nonrenewal of a superintendent align with language at DFB(LOCAL) relating to accommodations of disability

and the addition of two nonrenewal reasons included in Update 126 that were related to Senate Bill 12 from the 89th Legislature.”

3. CAA(LOCAL – Fiscal Management Goals and Objectives: Financial Ethics (REPLACE) – Per TASB, “a cross-reference in the Note has been updated to reflect changes to the DH series of policies.”
4. DC(LOCAL) – Employment Practices (REPLACE) - Per TASB, “the cross-reference at Employment Assistance Prohibited has been updated to reflect changes to the DH series of policies. Standard policy language at BJA(LOCAL) notes that the superintendent may delegate responsibilities to other employees of the district but shall remain accountable to the board for the performance of all duties, delegated or otherwise. For this reason, TASB recommends removing “or designee” from the Posting Vacancies section.”
5. DH(LOCAL) – Employee Standards of Conduct (REPLACE) - Per TASB, “the two cross-references to DH(EXHIBIT) have been revised to reflect changes to the DH series of policies.”
6. DH(EXHIBIT) – Employee Standards of Conduct (DELETE) - Per TASB, “this exhibit is being deleted from the manual, and the Educators’ Code of Ethics is being recoded to DHA(LEGAL).”
7. DK(EXHIBIT) – Assignment and Schedules (REPLACE) - TASB has “added a note indicating that the board has adopted an innovation plan what affects application of provisions in this exhibit.”
8. DP(LOCAL) – Personnel Positions (DELETE) - Per TASB, “to accommodate the restricting of the DP series due to the requirements specific to principals, this local policy is recommended for deletion. Materials regarding principal qualifications has been moved to a new code at DPA(LOCAL), and the language relating to school counselors has been moved to DPB(LOCAL).”
9. DPA(LOCAL) – Personnel Positions: Principals (ADD) - Per TASB, “this new code specifically related to principals now houses principal qualification language that was previously at DP(LOCAL). Minor revisions have been made to the text at Qualifications to align with the model job description provided by TASB HR Services. Any posting for a principal position would, at minimum, include the items provided in this list. Other qualifications may be included as provided by the last item in the list.”
10. DPB(LOCAL) – Personnel Positions: Other Personnel Positions (ADD) - Per TASB, “this new policy houses text relating to school counselors that was pre at DP(LOCAL).”

11. EHBB(LOCAL) – Special Programs: Gifted and Talented Students (REPLACE) - Per TASB, “recommended changes at Identification Criteria are the result of amendments to 19 Administrative Code 89.1.”
12. EHBG(LOCAL) – Special Programs: Prekindergarten (REPLACE) - Per TASB, “to align with the requirements of HB 2 from the 89th Legislature and clarify that children of district employees who are classroom teachers are eligible for enrollment in prekindergarten the same as other resident students who meet the eligibility requirements in state law, minor adjustments are recommended for this policy.”
13. FFF(LOCAL) – Student Welfare: Student Safety (REPLACE) - Per TASB, “the definition of misconduct has been amended to include provisions from Senate Bill 571 from the 89th Legislative Session. The misconduct definition has also been reformatted to improve readability.”

FUNDING SOURCE:

Not applicable

EVALUATION:

Not applicable

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the Local Board Policies and Exhibits from Update 127 listed above as proposed.

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an innovation plan.¹

¹ Innovation Plan: <https://www.ccisd.us>

Reasons

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

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

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

28. [Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.](#)
29. Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

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

Request for Hearing

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

Hearing Procedure

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

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

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

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

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

6. Closing arguments may be made by each party.

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

Board Decision

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

No Hearing

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

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

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

Fraud and Financial Impropriety

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

Definition

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

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

**Financial Controls
and Oversight**

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

Fraud Prevention

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

Reports

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

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

EMPLOYMENT PRACTICES

DC
(LOCAL)

Definitions

In this employment policy:

1. **Code** means the Texas Education Code as it presently exists and as it subsequently may be amended.
2. **At-will employee** means any employee of the District whose employment relationship with the District is governed by the Texas Common Law Employment-At-Will Doctrine. [See DCD] Such employees are not employed by written contract and are sometimes referred to as “noncontract” employees.
3. **Administrative employee** means a noncertified professional employee, administrative officer, executive officer, or other key employee who is not required to hold a teaching certificate or teaching permit, but who has been designated as being entitled to an administrative term contract or term contract.
4. **Administrator** means a superintendent, principal or other professional supervisory employee employed in a position for which a teaching certificate is required.
5. **Auxiliary employee** means any District employee who is employed in the following capacity: paraprofessional, technician, educational office personnel (such as secretaries and clerks), administrative support personnel, food service worker, custodian, bus driver, maintenance/operations personnel, and all other full-time hourly employees.
6. **Administrative term contract** means a written contract between the District and an administrative employee for a fixed term. The employment relationship between the employee and the District is governed by the contract but not by Chapter 21 of the Code. [See DCE(LOCAL)]
7. **Classroom teacher** means an educator who is employed by the District and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. [See 5.001(2), Code]
8. **Continuing contract** means a written contract between a classroom teacher and the District complying with the provisions of Subchapter D, Chapter 21, Code.
9. **Educator** means an employee who is required to hold a certificate issued under Subchapter B, Chapter 21, Code. [See 5.0001(5), Code]

EMPLOYMENT PRACTICES

DC
(LOCAL)

10. **Employment policies** means the Board policies beginning with the letter “D” as they currently exist and as they subsequently may be amended.
11. **Principal** means the instructional leader of a school, as specified in Section 11.202(a), Code.
12. **Probationary contract** means a written contract between a teacher (as hereafter defined), except the Superintendent, and the District complying with the provisions of Subchapter C, Chapter 21, Code.
13. **Professional personnel** means employees who may or may not be required to hold a certificate under Subchapter B, Chapter 21, but who otherwise have attained a professional status by virtue of advanced degrees, professional licenses, or certificates governed by other state or national authorities (aside from TEA or the SBEC), and job experience.
14. **Teacher** means a superintendent, principal, assistant principal, supervisor, librarian, classroom teacher, counselor or other full-time professional employee who is required to hold a certificate issued under Subchapter B, Chapter 21, Code, or a nurse.
15. **Term contract** means any contract of employment for a fixed term between the District and a teacher that is governed by Subchapter E, Chapter 21, Code.
16. **Superintendent** means the educational leader and chief executive officer of the District. [See 11.201(a), Code]

Posting Vacancies

The Superintendent ~~or designee~~ shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board’s commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.

Applications

All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.

[For information related to the evaluation of criminal history records, see DBAA.]

**Superintendent’s
Authority**

Personnel Duties

All powers and duties relating to the employment and duties of District personnel, which are within the statutory authority of the Board and which are not covered by Board policy, are delegated to the

EMPLOYMENT PRACTICES

DC
(LOCAL)

**Employment of
Contractual
Personnel**

Superintendent as the Board's designee, including but not limited to, specifying the duties of all District personnel, the duties of which are not specified in the employment policies.

Except as provided below, the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.

The Board retains final authority for the selection and employment of Level I administrators, as reflected in DCB(EXHIBIT), and for all other employment positions subject to Government Code 573.041 and 11.1513(f), Code.

The Board delegates to the Superintendent final authority for employment of all other contractual personnel. However, in the event the position of Superintendent is filled by an interim appointment, approval of Level I and Level II administrator appointments shall rest with the Board.

Each principal must approve each teacher or staff appointment to the principal's campus in accordance with and subject to the limitations imposed by Section 11.202, Code.

Teachers shall be employed initially under a probationary contract, followed by a term contract, unless the teacher was previously employed under a continuing contract [see DCC]. [See also DCA and DCB]

All teachers shall be hired initially under a probationary contract for the maximum period permitted by Section 21.102, Code, unless the Superintendent specifically elects a shorter probationary period for a specific employee. [See DCA and DCB]

The qualifications required for a campus principal are set forth in Board policy DP(LOCAL). The method to be utilized in selecting a campus principal is set forth in DCB(REGULATION).

A written evaluation of each classroom teacher must be made in accordance with DNA(LOCAL).

**Employment of
Noncontractual
Personnel**

Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).

The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]

All auxiliary employees shall be at-will employees, subject to the provisions hereafter set forth, except those administrative employees who are employed under an administrative contract. The Board

EMPLOYMENT PRACTICES

DC
(LOCAL)

**Employment
Assistance
Prohibited**

reserves the right to designate, based on the job description, that an administrative position be offered an administrative contract, and the term thereof. Once the position is posted and an individual hired, the Superintendent shall decide whether an administrative contract shall be offered.

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and ~~DH(EXHIBIT)~~ DHA(LEGAL) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Employee
Collegiality
Standards**

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

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

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

The Board affirms its commitment to the establishment and maintenance of a safe, non-bullying environment that is conducive to effective teaching and learning. Respect and collegiality among District employees and between employees and parents, students, and community members shall be required of all District employees at all times.

Employee misconduct under this policy occurs when an employee engages in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that is belittling or has the effect of causing physical harm, damaging property, or placing another person in reasonable fear of imminent harm or of damage to property, or is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment.

Workplace bullying does not include the legitimate exercise of employee management, including task assignment, employee coaching, and work-related employee discipline.

A person seeking redress for alleged violations of the District's employee collegiality standards shall refer to the appropriate District grievance policy. [See DGBA, FNG, or GF, as appropriate]

**Violations of
Standards of
Conduct**

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

Exceptions No violation of this policy occurs when:

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

Electronic Communication

Use with Students

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

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

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

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

In accordance with ethical standards applicable to all District employees [see ~~DH(EXHIBIT)~~ [DHA\(LEGAL\)](#)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety;

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

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

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual.

As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct.

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

Tobacco and Nicotine Products and E-Cigarettes

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

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

Alcohol and Drugs / Notice of Drug-Free Workplace

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

Exceptions

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

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

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

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

Notice

Employees shall receive a copy of this policy.

A copy of this policy, a purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each school year or upon employment.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

Warnings Warnings may be given to an employee who engages in misconduct.

Employee Investigations An internal investigation into possible employee misconduct may lead to administrative leave/suspension or dismissal of an employee. Such administrative leave/suspension or dismissal shall be authorized by the Superintendent or the Superintendent's designees (chief financial officer, chief administrative officer, or deputy superintendent). It is, therefore, advisable that principals and supervisors inform the Superintendent, chief financial officer, chief administrative officer, or deputy superintendent of the possible need for an internal investigation and obtain direction relative to any such investigation.

Investigations shall be conducted under the following guidelines:

1. When an internal investigation has been authorized, each person involved shall be advised by the investigator of the

EMPLOYEE STANDARDS OF CONDUCT

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(LOCAL)

general procedure that will be followed and the right to have a copy of his or her statement at the conclusion of the person's interview with the investigator. Any person suspected of wrongdoing shall be advised of the right to have representation available to him or her.

2. Each person involved shall receive a notice of investigation, describing the general procedures of the investigation. Each person involved shall be required to:
 - a. Fully cooperate with the investigator;
 - b. Give a statement, both orally and in writing, to the investigator within five working days of receipt of the notice of investigation;
 - c. Refrain from contacting or communication with any District employee, student, or potential witness until the investigation is completed; and
 - d. Refrain from any act or omission that may be considered as retaliation against anyone involved in the investigation.
3. Any witness shall also be required to provide the investigator with oral and written statements.
4. In the event of allegations or complaints being made against an employee that could result in negative information being placed in the employee's official personnel file, the investigation shall not be concluded until such time as the employee receives the nature of the allegations or complaints and has had an opportunity to respond.
5. Information that has not been substantiated shall not be used as the basis for additional or unrelated investigations or for any disciplinary action.
6. A copy of the final written investigative report summary shall be provided to the employee under investigation. The report summary shall not reflect student names and student identifiable information or otherwise private, non-public information, i.e., name of complainant or witness(es), including employee identifiable information, health or medical condition, or information confidential by law, including information that may be protected from disclosure pursuant to the Public Information Act.

Educators' Code of Ethics

~~The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. 19 TAC 247.1~~

Professional Ethical Conduct, Practices, and Performance

~~Standard 1.1. The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the school district, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.~~

~~Standard 1.2. The educator shall not intentionally, knowingly, or recklessly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.~~

~~Standard 1.3. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.~~

~~Standard 1.4. The educator shall not use institutional or professional privileges for personal or partisan advantage.~~

~~Standard 1.5. The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or that are used to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.~~

~~Standard 1.6. The educator shall not falsify records, or direct or coerce others to do so.~~

~~Standard 1.7. The educator shall comply with state regulations, written local school board policies, and other state and federal laws.~~

~~Standard 1.8. The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.~~

~~Standard 1.9. The educator shall not make threats of violence against school district employees, school board members, students, or parents of students.~~

~~Standard 1.10. The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.~~

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

~~Standard 1.11. The educator shall not intentionally, knowingly, or recklessly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.~~

~~Standard 1.12. The educator shall refrain from the illegal use, abuse, or distribution of controlled substances, prescription drugs, and toxic inhalants.~~

~~Standard 1.13. The educator shall not be under the influence of alcohol or consume alcoholic beverages on school property or during school activities when students are present.~~

Ethical Conduct Toward Professional Colleagues

~~Standard 2.1. The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.~~

~~Standard 2.2. The educator shall not harm others by knowingly making false statements about a colleague or the school system.~~

~~Standard 2.3. The educator shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.~~

~~Standard 2.4. The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.~~

~~Standard 2.5. The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation.~~

~~Standard 2.6. The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.~~

~~Standard 2.7. The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.~~

~~Standard 2.8. The educator shall not intentionally or knowingly subject a colleague to sexual harassment.~~

Ethical Conduct Toward Students

~~Standard 3.1. The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.~~

~~Standard 3.2. The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.~~

~~Standard 3.3. The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.~~

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

~~Standard 3.4. The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation.~~

~~Standard 3.5. The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.~~

~~Standard 3.6. The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.~~

~~Standard 3.7. The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.~~

~~Standard 3.8. The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.~~

~~Standard 3.9. The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:~~

- ~~1. The nature, purpose, timing, and amount of the communication;~~
- ~~2. The subject matter of the communication;~~
- ~~3. Whether the communication was made openly or the educator attempted to conceal the communication;~~
- ~~4. Whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;~~
- ~~5. Whether the communication was sexually explicit; and~~
- ~~6. Whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.~~

~~19 TAC 247.2~~

State Board for Educator Certification Criteria for Assignment of Public School Personnel

Note: [The Board has adopted an innovation plan that affects application of provisions of this exhibit. \[See AF\(LOCAL\)\].](#)

A public school employee must have the appropriate credentials for his or her current assignment unless the appropriate permit has been issued. The credentials appropriate to each assignment are set forth in the State Board for Educator Certification (SBEC) rules at 19 Administrative Code Chapter 231.

The following sections indicate where the credentialing requirements for various positions are located in the SBEC rules.

Teachers in general

Grade Level	SBEC Rule
Prekindergarten–Grade 6	19 TAC 231, Subchapter B
Grades 6–8	19 TAC 231, Subchapter C
Grades 9–12	19 TAC 231, Subchapter E

Teachers of elective, disciplinary, local credit, and innovative courses for grades 6–12

The following positions and assignments are addressed at 19 Administrative Code 231, Subchapter D.

- ROTC
- Athletics, cheerleading, drill team, and marching band
- Disciplinary alternative education programs
- Innovative course
- Local credit course
- Advanced Placement and International Baccalaureate courses
- Driver education

Teachers of special education and related services personnel

The following positions and assignments are addressed at 19 Administrative Code 231, Subchapter F.

ASSIGNMENT AND SCHEDULES

DK
(EXHIBIT)

- Special education teacher
- Teacher of adaptive physical education
- Full-time teacher of orthopedically impaired or other health impaired in a hospital class or home-based instruction
- Teacher of students with visual impairments
- Teacher of students with auditory impairments
- Teacher of gifted and talented students
- Special education counseling services
- Educational diagnostician
- Speech therapy services
- Vocational adjustment coordinator

Paraprofessional personnel

Educational aides are addressed at 19 Administrative Code 231.751.

Administrators and other instructional and professional support personnel

The following positions are addressed at 19 Administrative Code 231.753.

- Superintendent
- Principal
- Assistant principal
- School counselor
- Librarian
- Athletic director

Licensed professional support personnel

The following positions are addressed at 19 Administrative Code 231.755.

- Associate school psychologist
- Audiologist
- Licensed professional counselor
- Marriage and family therapist

ASSIGNMENT AND SCHEDULES

DK
(EXHIBIT)

- Nurse
- Occupational therapist
- Physical therapist
- Physician
- School psychologist
- Social worker
- Speech language pathologist

PERSONNEL POSITIONS

DP
(LOCAL)

**Principal
Qualifications**

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

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

School Counselors

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

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

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

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

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

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

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

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

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral

Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.

Screening and
Identification
Process

The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.

The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.

Parental Consent

The District shall conduct screening for the gifted and talented program for each resident kindergarten student unless the parent submits a signed copy of the District's opt-out form.

The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process for all other students.

All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.

Selection

Identification
Criteria

The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.

Assessments

Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.

Matrix or
Threshold
System

If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.

Selection

Placement
Committee

A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

in the nature and needs and identification of gifted students, as required by law.

Notification

The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment

Once identified, the District shall not reassess students for continued services in the gifted and talented program.

Transfer Students

Interdistrict

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

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

Intradistrict

A kindergarten student who transfers from one campus in the District to another District campus shall continue to receive services in the District's gifted and talented program. The District serves all other students in the District's gifted and talented program at specified campuses.

Furloughs

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

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

Exit Provisions

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

Appeals

A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

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

Funding

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

Community Awareness

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

Admission Priorities

After ~~the District has admitted any child who resides~~ admitting children who reside in the District ~~and who is eligible for enrollment in prekindergarten under state law~~ or are children of District employees, and who meet the state eligibility requirements [see EHBG(LEGAL)], the District shall make prekindergarten classes available for other children as space permits at the various campuses in both the four-year-old and three-year-old programs. The District shall charge tuition in accordance with administrative regulations, and admission shall be prioritized in accordance with the following:

1. Children of District employees who do not ~~meeting~~ meet the state eligibility requirements for enrollment in prekindergarten.
2. Children who reside in the District, ~~but who are not children of District employees~~ and do not meet the state eligibility requirements for enrollment in prekindergarten.
3. Children who do not reside in the District, but ~~who~~ do meet the state eligibility requirements for enrollment in prekindergarten.
4. Children who do not reside in the District and do not meet the state eligibility requirements for enrollment in prekindergarten.

If the child of a District employee or a District resident who ~~is eligible~~ meets state eligibility requirements for prekindergarten enrolls during the school year, the District shall not withdraw enrolled students who do not meet the state eligibility criteria; however, the District shall withdraw any student who is not in compliance with attendance requirements. [See FEA(LOCAL)]

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

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

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

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

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

**Notice of Suspected
Criminal Offense**

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

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

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: APPROVAL OF 2026-2027 BUDGET AMENDMENTS

DATE: August 24, 2026

PRESENTED BY: Karen Griffith
Deputy Supt of Business Support Services

ACTION

BACKGROUND:

General Operating Fund

Budget Amendments for 2026-2027 are attached for the General Operating Fund. Revenues and expenditures have a net change of \$0. The projected net activity is at a deficit of \$2,730,879.

Special Revenue Funds

Budget Amendments for 2026-2027 are attached for the Special Revenue Funds. Revenues and expenditures have a net change of \$0.

APPLICABLE BOARD POLICIES:

Per Board Policy CE(LOCAL) budget amendments shall be presented when a change is made increasing or decreasing any one of the functional spending categories or increasing or decreasing revenue object accounts and other resources for the legally adopted budget.

General Operating Fund

1. Special Education – redirect payroll accounts to support conversion of 14 teacher FTEs to the newly approved Special Education Instructional and Compliance Coach FTE - \$1,023,994 (net effect \$0)
2. Curriculum and Instruction – redirect for STAAR test rescore appeals - \$140,000 (net effect \$0)
3. State Compensatory Education At-Risk – redirect K-12 licenses for the Bilingual department - \$60,500 (net effect \$0)

4. Human Resources- redirect of Senior HR Programmer position to Technology - \$77,459 (net effect \$0)

Special Revenue Funds

1. State & Federal Programs – redirect for software - \$14,915 (net effect \$0)

FUNDING SOURCE:

General Operating Fund

Special Revenue Funds

EVALUATION:

Each campus/department reviews their budgets and determines any budget amendments as needed. The Office of Finance reviews all budget amendments requests for proper account coding, proper budget amounts and overall reasonableness evaluation. Any net increases, which will reduce the General Operating Fund Balance, must be approved by the Superintendent.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the 2026-2027 budget amendments be approved as proposed.

SUMMARY OF BUDGET AMENDMENT ACTIVITY

fiscal year July 1, 2026 to June 30, 2027

	DATE	ADOPTED	AMENDMENTS	TOTAL REVISED
REVENUE (ADOPTED)	07/01/26	\$ 365,318,058		
Establish ECSE Educators to Improve Student Outcome Grant	07/27/26		83,772	
TOTAL REVISED REVENUE				\$ 365,401,830
EXPENDITURES (ADOPTED)	07/01/26	\$ (368,048,937)		
Establish ECSE Educators to Improve Student Outcome Grant	07/27/26		(83,772)	
TOTAL REVISED EXPENDITURES				\$ (368,132,709)
OTHER SOURCES (ADOPTED)	07/01/26	\$ -		
TOTAL REVISED OTHER SOURCES				\$ -
OTHER USES (ADOPTED)	07/01/26	\$ -		
TOTAL REVISED OTHER USES				\$ -
TOTAL NET CHANGE		\$ (2,730,879)		\$ (2,730,879)

✓

**CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
GENERAL FUND 2026-27 AMENDMENTS
FOR AUGUST 2026 BOARD OF TRUSTEES MEETING**

	2026-2027		DIFFERENCE INCREASE (DECREASE)	2026-2027		
	CURRENT BUDGET			AMENDED BUDGET		
	AMOUNT	%		AMOUNT	%	
REVENUE						
Property Taxes	\$ 121,005,585	33.1%	\$ -	\$ 121,005,585	33.1%	
Other Local Sources	12,074,000	3.3%	-	12,074,000	3.3%	
State Sources	227,378,473	62.2%	-	227,378,473	62.2%	
Federal Sources	4,943,772	1.4%	-	4,943,772	1.4%	
TOTAL REVENUE	\$ 365,401,830	100.0%	\$ -	\$ 365,401,830	100.0%	
EXPENDITURES						
Instruction	11 \$ 207,617,518	56.4%	\$ (1,183,359)	\$ 206,434,159	56.1%	
Instr Resources/Media Svcs	12 4,793,407	1.3%	-	4,793,407	1.3%	
Curr & Inst Staff Develop	13 2,080,490	0.6%	1,084,494	3,164,984	0.9%	
Instructional Leadership	21 7,152,256	1.9%	-	7,152,256	1.9%	
School Leadership	23 20,599,264	5.6%	-	20,599,264	5.6%	
Guidance & Counseling	31 15,855,685	4.3%	98,865	15,954,550	4.3%	
Social Work Services	32 3,063,677	0.8%	-	3,063,677	0.8%	
Health Services	33 4,316,347	1.2%	-	4,316,347	1.2%	
Student Transportation	34 10,047,625	2.7%	-	10,047,625	2.7%	
Cocurricular Activities	36 13,234,671	3.6%	-	13,234,671	3.6%	
General Administration	41 9,073,055	2.5%	(77,459)	8,995,596	2.4%	
Plant Maintenance	51 45,975,878	12.5%	-	45,975,878	12.5%	
Security Services	52 8,456,882	2.3%	-	8,456,882	2.3%	
Data Processing Services	53 10,415,837	2.8%	77,459	10,493,296	2.9%	
Community Services	61 1,050,643	0.3%	-	1,050,643	0.3%	
Debt Service	71 691,438	0.2%	-	691,438	0.2%	
Facilities Acquisition & Const	81 -	0.0%	-	-	0.0%	
Pmts to fiscal agent	93 775,000	0.2%	-	775,000	0.2%	
Juvenile Justice AEP	95 333,036	0.1%	-	333,036	0.1%	
Intergovernmental Charges	99 2,600,000	0.7%	-	2,600,000	0.7%	
TOTAL EXPENDITURES	\$ 368,132,709	100.0%	\$ -	\$ 368,132,709	100.0%	
Plus Other Sources	\$ -	0.0%	\$ -	\$ -	0.0%	
Less Other Uses	-	0.0%	\$ -	-	0.0%	
NET ACTIVITY FOR YEAR	\$ (2,730,879)		\$ -	\$ (2,730,879)		

**CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
LEGALLY ADOPTED SPECIAL REVENUE FUND AMENDMENTS*
FOR AUGUST 2026 BOARD OF TRUSTEES MEETING**

	2026-2027		DIFFERENCE INCREASE (DECREASE)	2026-2027		
	CURRENT BUDGET AMOUNT	%		AMENDED BUDGET AMOUNT	%	
REVENUE						
State Sources	\$ 4,340,486	14.3%	\$ -	\$ 4,340,486	14.3%	
Federal Sources	26,065,652	85.7%	-	26,065,652	85.7%	
TOTAL REVENUE	\$ 30,406,138	100.0%	\$ -	\$ 30,406,138	100.0%	
EXPENDITURES						
Instruction	11 \$ 17,619,710	57.9%	\$ (14,915)	\$ 17,604,795	57.9%	
Instr Resources/Media Svcs	12 103,300	0.3%	-	103,300	0.3%	
Curr & Inst Staff Develop	13 7,348,854	24.2%	-	7,348,854	24.2%	
Instructional Leadership	21 2,350,794	7.7%	-	2,350,794	7.7%	
School Leadership	23 170,833	0.6%	-	170,833	0.6%	
Guidance & Counseling	31 1,959,194	6.4%	14,915	1,974,109	6.5%	
Social Work Services	32 14,250	0.0%	-	14,250	0.0%	
Health Services	33 89,203	0.3%	-	89,203	0.3%	
Student Transportation	34 -	0.0%	-	-	0.0%	
Food Service	35 -	0.0%	-	-	0.0%	
Cocurricular Activities	36 -	0.0%	-	-	0.0%	
General Administration	41 500	0.0%	-	500	0.0%	
Plant Maintenance	51 -	0.0%	-	-	0.0%	
Security Services	52 -	0.0%	-	-	0.0%	
Data Processing Services	53 5,500	0.0%	-	5,500	0.0%	
Community Services	61 744,000	2.4%	-	744,000	2.4%	
Debt Service	71 -	0.0%	-	-	0.0%	
Facilities Acquisition & Const	81 -	0.0%	-	-	0.0%	
Pmts to fiscal agent	93 -	0.0%	-	-	0.0%	
Juvenile Justice AEP	95 -	0.0%	-	-	0.0%	
Intergovernmental Charges	99 -	0.0%	-	-	0.0%	
TOTAL EXPENDITURES	\$ 30,406,138	100.0%	\$ -	\$ 30,406,138	100.0%	
Plus Other Sources	\$ -	0.0%	\$ -	\$ -	0.0%	
Less Other Uses	-	0.0%	-	-	0.0%	
NET ACTIVITY FOR YEAR	\$ -		\$ -	\$ -		

* Fund 211 Title I
Fund 224 IDEA, Part B - Formula
Fund 255 Title II, Part A - Training
Fund 289 Title IV, Part A - Subpart 1
Fund 410 EMAT Allotment

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

**SUBJECT: ADOPTION OF RESOLUTION TO SET THE TAX RATE FOR
2026-2027 AND ANY OTHER RELATED ACTIONS NECESSARY
TO EFFECTUATE SAME**

DATE: August 24, 2026

PRESENTED BY: Karen Griffith
Deputy Superintendent of Business Support Services

ACTION

BACKGROUND:

The 2026-2027 Budget of the Corpus Christi Independent School District was adopted by the Board of Trustees on June 8, 2026. The proposed total tax rate for the District was anticipated to be \$0.6783 for General Fund Maintenance and Operating (M&O) and \$0.2800 for Debt Service Interest and Sinking (I&S) per \$100 property valuation totaling \$0.9583. The anticipated General Fund M&O tax revenue was \$121.0 million, and Debt Service I&S tax revenue was \$54.8 million for a total of \$175.8 million.

The "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate" was published on May 29, 2026. The proposed tax rate in the notice reflected a total tax rate of \$0.9583. The tax rates being adopted by the Board must each be less than or equal to the rate published in the notice.

Certified appraised values from the Nueces County Appraisal District submitted in July 2026 were \$0.7 billion less than anticipated at \$19,155,401,359 primarily due to Texas House Bill 9 which became effective January 1, 2026, raising the business personal property tax exemption from \$2,500 to \$125,000 in addition to a flat market with fluctuations on the decline in the Corpus Christi Independent School District property base.

Staff propose that the Board of Trustees of the Corpus Christi Independent School District approve the following tax rates per \$100 of valuation that are required to fund the 2026-2027 operations budget and to pay principal and interest on outstanding bonds:

Maintenance & Operations Rate (General Operating Fund)	\$0.6783
--	----------

Interest & Sinking Rate (Debt Service Fund)
Total Tax Rate

0.2800
\$0.9583

Staff propose to adopt the attached Resolution to Set the Tax Rate and the attached Resolution Providing for Ad Valorem Tax Exemptions for 2026.

APPLICABLE BOARD POLICIES
CCG (LEGAL) AND CE (LEGAL)

SUPPORTING DATA:
Not Applicable

FUNDING SOURCE:
Not Applicable

BOARD COMMITTEE ACTION:
Not Applicable

EVALUATION:
Not Applicable

ADMINISTRATIVE RECOMMENDATION:

It is recommended that a tax rate of \$0.9583 for each \$100 property valuation for 2026 be adopted in the attached Resolution to Set the Tax Levy and the attached Resolution Providing for Ad Valorem Tax Exemptions for 2026, be approved as proposed.

**RESOLUTION OF THE BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
TO SET TAX RATE**

On this date, we, the Board of Trustees of the Corpus Christi Independent School District, hereby levy or set the tax rate on \$100 valuation for the District for the tax year 2026 at a total tax rate of \$0.9583, to be assessed and collected by the duly specified assessor and collector as follows:

Maintenance & Operations Rate (General Operating Fund)	\$0.6783
Interest & Sinking Rate (Debt Service Fund)	<u>0.2800</u>
Total Tax Rate	<u>\$0.9583</u>

Such taxes are to be assessed and collected by the tax officials designated by the District.

Adopted on this 24th day of August 2026, by the Board of Trustees.

IN CERTIFICATION THEREOF:

Signed: _____
Dolly Gonzales Trolley, President
BOARD OF TRUSTEES
Corpus Christi Independent School District

Attest: _____
S. Jaime Arrendondo, Secretary
BOARD OF TRUSTEES
Corpus Christi Independent School District

(Seal)

**RESOLUTION OF THE BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
PROVIDING FOR AD VALOREM TAX EXEMPTIONS FOR 2026**

RESOLVED, by the Board of Trustees of the Corpus Christi Independent School District that the following ad valorem tax exemptions, and none other, are available for the year 2026 to persons who qualify for such exemptions, to wit:

1. Each adult is entitled to the mandatory exemption from taxation of \$140,000.00 of the appraised value of his/her residence homestead in accord with the provisions of Section 11.13(b) of the Property Tax Code ("Code").

2. Each adult who is disabled or is 65 years old, or older, is entitled to the mandatory exemption of \$60,000.00 of the appraised value of his residence homestead in accord with the provisions of Section 11.13 (c) of the Code.

3. Each individual who is disabled or is 65 years old, or older, is hereby granted an additional exemption from taxation of \$50,000.00 of the appraised value of his residence homestead, in accord with the provisions of Section 11.13 (d) of the Code.

4. Each disabled veteran is entitled to the mandatory exemption provided in Section 11.22 of the Code.

5. Each individual who is disabled or is 65 years old, or older, is entitled to the limitation on tax in accord with the provisions of Section 11.26 of the Code.

The foregoing Resolution was duly offered, seconded, and after discussion, was adopted by the Board of Trustees of the Corpus Christi Independent School District by a vote of _____ at a meeting duly called and held in Corpus Christi, Texas, on August 24, 2026, at which a quorum was present.

IN CERTIFICATION THEREOF:

Signed:

Dolly Gonzales Trolley, President
BOARD OF TRUSTEES
Corpus Christi Independent School District

Attest:

S. Jaime Arrendondo, Secretary
BOARD OF TRUSTEES
Corpus Christi Independent School District

(Seal)

2026 Tax Rate Calculation Worksheet

School Districts without Chapter 313 and JETI Agreements

Form 50-859

Corpus Christi ISD

School District's Name

801 Leopard ST, Corpus Christi, Texas 78401

School District's Address, City, State, ZIP Code

361-695-7200

Phone (area code and number)

ccisd.us

School District's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for **school districts without Tax Code Chapter 313 or Government Code Chapter 403, Subchapter T, Texas Jobs, Energy, Technology, and Innovation Act (JETI) agreements only**. School districts that have a Chapter 313 or JETI agreement should use Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School Districts with Chapter 313 and JETI Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form. Use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

All other taxing units should use Comptroller Form 50-856 *Tax Rate Calculation, Taxing Units Other Than School Districts or Water Districts*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

Taxing units must include a hyperlink to a document that evidences the accuracy of each entry in the worksheet other than an entry making a mathematical calculation.¹
Source materials must contain data for all worksheets used.

Insert hyperlink:

SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	Prior year total taxable value. Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). ²	\$ 18,393,048,722
2.	Prior year tax ceilings. Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ³	\$ 766,790,680
3.	Preliminary prior year adjusted taxable value. Subtract Line 2 from Line 1.	\$ 17,626,258,042
4.	Prior year total adopted tax rate.	\$ 0.958300 /\$100
5.	Prior year taxable value lost because court appeals of ARB decisions reduced prior year appraised value.	
	A. Original prior year ARB values:	\$ 1,207,013,497
	B. Prior year values resulting from final court decisions:	– \$ 978,668,658
	C. Prior year value loss. Subtract B from A. ⁴	\$ 228,344,839

¹ Tex. Tax Code §§5.07(g)(4) and 26.04(d-1)

² Tex. Tax Code §26.012(14)

³ Tex. Tax Code §26.012(14)

⁴ Tex. Tax Code §26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
6.	Prior year taxable value subject to an appeal under Chapter 42, as of July 25. A. Prior year ARB certified value: \$ 821,827,332 B. Prior year disputed value: - \$ 691,906,945 C. Prior year undisputed value. Subtract B from A. ⁵	\$ 129,920,387
7.	Prior year Chapter 42-related adjusted values. Add Line 5 and 6.	\$ 358,265,226
8.	Prior year taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	\$ 17,984,523,268
9.	Prior year taxable value of property in territory the school deannexed after Jan. 1, of the prior year. Enter the prior year value of property in deannexed territory. ⁶	\$ 0
10.	Prior year taxable value lost because property first qualified for an exemption in the current year. If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport goods-in-transit, or temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value. A. Absolute exemptions. Use prior year market value: \$ 96,675,750 B. Partial exemptions. Current year exemption amount or current year percentage exemption times prior year value: ... + \$ 678,517,672 C. Value loss. Add A and B. ⁷	\$ 775,193,422
11.	Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in the current year. Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year. A. Prior year market value. \$ 0 B. Current year productivity or special appraised value: - \$ 0 C. Value loss. Subtract B from A. ⁸	\$ 0
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	\$ 775,193,422
13.	Adjusted prior year taxable value. Subtract Line 12 from Line 8.	\$ 17,209,329,846
14.	Adjusted prior year total levy. Multiply Line 4 by Line 13 and divide by \$100.	\$ 164,917,007
15.	Taxes refunded for years preceding prior year. Enter the amount of taxes refunded by the district for tax years preceding the prior year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. ⁹	\$ 1,643,120
16.	Adjusted prior year levy with refunds. Add Line 14 and Line 15. ¹⁰ Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of taxes the governing body dedicated to the junior college district in the prior year from the result.	\$ 166,560,127

⁵ Tex. Tax Code §26.012(13)⁶ Tex. Tax Code §26.012(15)⁷ Tex. Tax Code §26.012(15)⁸ Tex. Tax Code §26.012(15)⁹ Tex. Tax Code §26.012(13)¹⁰ Tex. Tax Code §26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
17.	Total current year taxable value on the current year certified appraisal roll today. This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 19). These homesteads include homeowners age 65 or older or disabled. ¹¹ A. Certified values. ¹² \$ 18,824,407,092 B. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ 0 C. Total current year value. Subtract B from A.	\$ 18,824,407,092
18.	Total value of properties under protest or not included on certified appraisal roll. ¹³ A. Current year taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. ¹⁴ \$ 330,994,268 B. Current year value of properties not under protest or included on certified appraisal roll. The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value not on the roll. ¹⁵ + \$ 0 C. Total value under protest or not certified. Add A and B.	\$ 330,994,268
19.	Current year tax ceilings. Enter current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ¹⁶	\$ 803,514,659
20.	Anticipated contested value. Affected taxing units enter the contested taxable value for all property that is subject to anticipated substantial litigation. ¹⁷ An affected taxing unit is wholly or partly located in a county that has a population of less than 500,000 and is located on the Gulf of Mexico. ¹⁸ If completing this section, the taxing unit must include supporting documentation in Section 6. ¹⁹ Taxing units that are not affected, enter 0.	\$ 0
21.	Current year total taxable value. Add Lines 17C and 18C. Subtract Lines 19 and 20. ²⁰	\$ 18,351,886,701
22.	Total current year taxable value of properties in territory annexed after Jan. 1, of the prior year. Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	\$ 0
23.	Total current year taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1, of the prior year, and be located in a new improvement.	\$ 198,780,286
24.	Total adjustments to the current year taxable value. Add lines 22 and 23.	\$ 198,780,286
25.	Adjusted current year taxable value. Subtract line 24 from line 21.	\$ 18,153,106,415
26.	Current year NNR tax rate. Divide line 16 by line 25 and multiply by \$100.	\$ 0.917529 /\$100

¹¹ Tex. Tax Code §§26.012 and 26.04(c-2)¹² Tex. Tax Code §26.012(6)¹³ Tex. Tax Code §26.01(c) and (d)¹⁴ Tex. Tax Code §26.01(c)¹⁵ Tex. Tax Code §26.01(d)¹⁶ Tex. Tax Code §26.012(6)(B)¹⁷ Tex. Tax Code §§26.012(6)(C) and 26.012(1-b)¹⁸ Tex. Tax Code §26.012(1-a)¹⁹ Tex. Tax Code §26.04(d-3)²⁰ Tex. Tax Code §26.012(6)

Voter Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.²¹

SECTION 2: Maximum Compressed, Enrichment and Debt Tax Rate Worksheet

This section calculates three components of the voter-approval tax rate:

- Maximum Compressed Tax Rate (MCR):** A district's maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.²²
- Enrichment Tax Rate:**²³ A district's enrichment tax rate is defined as any tax effort in excess of the district's MCR and less than \$0.17. The enrichment tax rate is divided into golden pennies and copper pennies. School districts can claim up to 8 golden pennies, not subject to compression, and 9 copper pennies which are subject to compression.²⁴
- Debt Rate:** The debt rate includes the minimum dollar amount required to be paid toward the school district's debt service for the current year.²⁵ This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district's maintenance and operations (M&O) tax rate. Districts cannot increase the district's M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district's debt service.²⁶

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district's website 30 days prior to the election.²⁷ Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the *declaration without conducting an efficiency audit*.²⁸ Districts should review information from TEA when calculating their voter-approval tax rate.

Line	MCR, Enrichment and Debt Tax Rate Worksheet	Amount/Rate
27.	Current year maximum compressed tax rate (MCR). TEA will publish compression rates based on district and statewide property value growth. Enter the school districts' maximum compressed rate based on guidance from TEA. ²⁹	\$ 0.618300 / \$100
28.	Current year enrichment tax rate. Enter the greater of A and B. ³⁰ A. Enter the district's prior year enrichment tax rate \$ 0.060000 / \$100 B. \$0.05 per \$100 of taxable value \$ 0.0500 / \$100	\$ 0.060000 / \$100
29.	Current year maintenance and operations (M&O) tax rate. Add Lines 27 and 28. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compressed rate. ³¹	\$ 0.678300 / \$100
30.	Total current year debt to be paid with property tax revenue. Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes; (2) Are secured by property taxes; (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. Debt includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. ³² Enter debt amount: \$ 81,176,786 B. Subtract unencumbered fund amount used to reduce total debt. - \$ 28,003,700 C. Subtract state aid received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program. - \$ 0 D. Adjust debt: Subtract B and C from A.	\$ 53,173,086

²¹ Tex. Tax Code §26.08(n)

²² Tex. Edu. Code §48.2551(a)(3)

²³ Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032

²⁴ Tex. Edu. Code §548.202(a-1)(2)

²⁵ Tex. Tax Code §26.012(3)

²⁶ Tex. Edu. Code §45.0021(a)

²⁷ Tex. Edu. Code §111.184(b)

²⁸ Tex. Edu. Code §111.184(b-1)

²⁹ Tex. Edu. Code §548.255, 48.2551(b)(1) and (b)(2)

³⁰ Tex. Tax Code §26.08(n)(2)

³¹ Tex. Edu. Code §45.003(d)

³² Tex. Tax Code §26.012(7)

Line	MCR, Enrichment and Debt Tax Rate Worksheet	Amount/Rate
31.	Certified prior year excess debt collections. Enter the amount certified by the collector. ³³	\$ 4,356,984
32.	Adjusted current year debt. Subtract line 31 from line 30D.	\$ 48,816,102
33.	Current year anticipated collection rate. If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³⁴ A. Enter the current year anticipated collection rate certified by the collector. ³⁵ 95.00 % B. Enter the prior year actual collection rate 96.25 % C. Enter the 2024 actual collection rate 96.08 % D. Enter the 2023 actual collection rate 89.89 %	95.00 %
34.	Current year debt adjusted for collections. Divide Line 32 by Line 33. Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, add the amount of taxes the governing body proposes to dedicate to the junior college district in the current year to the result.	\$ 51,385,370
35.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 18,351,886,701
36.	Current year debt rate. Divide Line 34 by Line 35 and multiply by \$100.	\$ 0.280000 /\$100
37.	Current year voter-approval tax rate. Add Lines 29 and 36. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 29 and 36. ³⁶	\$ 0.958300 /\$100

SECTION 3: Adjustment for Pollution Control

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
38.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³⁷ The school district shall provide its tax assessor with a copy of the letter. ³⁸	\$ 0
39.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 18,351,886,701
40.	Additional rate for pollution control. Divide line 38 by line 39 and multiply by \$100.	\$ 0.000000 /\$100
41.	Current year voter-approval tax rate, adjusted for pollution control. Add line 37 and line 40.	\$ 0.958300 /\$100

SECTION 4: Prior Year Disaster Tax Rate Adjustment

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year.³⁹ As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
42.	Prior year adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.958300 /\$100
43.	Prior voter-approval tax rate. If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	\$ 0.000000 /\$100

³³ Tex. Tax Code §§26.012(10) and 26.04(b)

³⁴ Tex. Tax Code §§26.04(h), (h-1) and (h-2)

³⁵ Tex. Tax Code §26.04(b)

³⁶ Tex. Tax Code §26.08(g)

³⁷ Tex. Tax Code §26.045(d)

³⁸ Tex. Tax Code §26.045(i)

³⁹ Tex. Tax Code §26.042(f) and Tex. Edu. Code §45.0032(d)

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
44.	Increase in the prior year tax rate due to disaster (disaster pennies). Subtract Line 43 from Line 42.	\$ 0.000000 / \$100
45.	Current year voter-approval tax rate, adjusted for prior year disaster. Subtract Line 44 from one of the following lines (as applicable): Line 37 or Line 41 (school districts with pollution control).	\$ 0.958300 / \$100

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate \$ 0.917529 / \$100

Enter the current year NNR tax rate from Line 26.

Voter-Approval Tax Rate \$ 0.958300 / \$100

As applicable, enter the current year voter-approval tax rate from Line 37, Line 41 or Line 45. Indicate the line number used: 37**SECTION 6: Addendum**

An affected taxing unit that enters an amount described by Tax Code Section 26.012(6)(C) in Line 20 must include the following as an addendum:

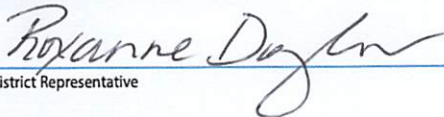
1. Documentation that supports the exclusion of value under Tax Code Section 26.012(6)(C); and
2. Each statement submitted to the designated officer or employee by the property owner or entity as required by Tax Code Section 41.48(c)(2) for that tax year.

Insert hyperlinks to supporting documentation:

SECTION 7: School District Representative Name and SignatureEnter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.⁴⁰**print
here** ➤

Roxanne Douglas

Printed Name of School District Representative

**sign
here** ➤


School District Representative

Date

8-12-26

⁴⁰ Tex. Tax Code §26.04(c)

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

**SUBJECT: APPROVAL OF TEXAS A&M AGRILIFE NUECES COUNTY
RESOLUTION FOR EXTRACURRICULAR STATUS OF 4-H
ORGANIZATION AND EXTENSION ADJUNCT FACULTY
AGREEMENT**

DATE: August 12, 2026

PRESENTED BY: Dr. Bruce Wilson
Assistant Superintendent for School Leadership

ACTION

BACKGROUND:

The State Board of Education passed an amendment to 19 TAC§129.21 (k)(1). Requirements for Student Attendance Accounting for State Funding Purposes allows public school students to be considered "in attendance" when participating in off- campus activities with an adjunct staff member of the school district.

Adjunct faculty member shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty member for which notice shall be given to School District administrative personnel.

SUPPORTING DATA:

Resolution Regarding Extracurricular Status of 4-H Organization approved by the Superintendent as the designee of the Board of Trustees.

FUNDING SOURCE:

Not Applicable

EVALUATION:

Not Applicable

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the Adjunct Faculty Agreement and Resolution of 4-H Organization, thereby sanctioning the Adjunct faculty member to direct the activities and participation of students of the school district in sponsored and approved activities.

ADJUNCT FACULTY AGREEMENT

THE STATE OF TEXAS

COUNTY OF _____

On this date, at regularly scheduled and posted meeting, came the Board of Trustees of the Corpus Christi Independent School District, hereinafter referred to as "District." A quorum having been established; the Board proceeded to consider the appointment of the herein named individuals as adjunct faculty members of the Corpus Christi Independent School District.

Upon consideration and vote of _____ in favor, Lynn Bradshaw, Daisy Castillo, Emma Hernandez, Jaime Lopez, and Danielle Wells are hereby named as adjunct faculty members of the Corpus Christi Independent School District subject to the following considerations of such appointment to wit:

1. This appointment shall commence on the _____ day of _____, 20____ and remain in effect until the _____ day of _____, 20____.

2. This appointment will include the Texas A&M AgriLife Extension Service employees listed below:

NAME	TITLE	DEGREE	INSTITUTION	DATE
Lynn Bradshaw	Extension Agent - Healthy South Texas	Master of Public Health	Benedictine University	May 2022
Daisy Castillo	County Extension Agent - Horticulture	Master of Science & Agriculture	Texas A&M University, Kingsville	December 2018
Emma Hernandez	County Extension Agent - Family & Community Health	Bachelor of Science - Nutritional Sciences	Texas A&M University, College Station	December 2015
Jaime Lopez	County Extension Agent - Agriculture & Natural Resources	Bachelor of Science - Ag Education & Minor in Ag Economics	Texas A&I University, Kingsville	December 1987
Danielle Wells	County Extension Agent - 4-H & Youth Development	Bachelor of Science - Family Consumer Science	East Central University, Ada OK	May 2007

3. Adjunct faculty members will receive no compensation, salary, or remuneration from Corpus Christi Independent School District.

4. Adjunct faculty member is and shall remain an employee, in good standing, of Texas A&M AgriLife Extension Service.

5. Adjunct faculty member is and shall remain under the direct supervision of either the District Extension Administrator of District 11 or Nueces County Extension Director.

6. Adjunct faculty members shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. The District shall have no responsibility for any of such benefits or plans.

Adjunct faculty members shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty members for which notice shall be given to School District administrative personnel. Adjunct faculty members' activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Administrator or County Extension Director. Adjunct faculty members are not the employees of School District, and School District does not nor shall not supervise, direct, or control the activities and/or participation of such Nueces County Extension Agents who have been herein designated as adjunct faculty members.

This appointment is made by the Independent School District by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21(j)(1) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named Nueces County Extension Agents Lynn Bradshaw, Daisy Castillo, Emma Hernandez, Jaime Lopez, and Danielle Wells (Extension employees) are not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by Corpus Christi Independent School District or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this _____ day of _____, 20____.

Corpus Christi Independent School District

By: _____

RESOLUTION

EXTRACURRICULAR STATUS OF 4-H ORGANIZATION

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

Corpus Christi Independent School District

meeting in public with a quorum present and certified,
did adopt this resolution that recognizes the

NUECES COUNTY

Texas 4-H Organization as approved for recognition and eligible
for extracurricular status consideration under 19 Texas Administrative Code,
Chapter 76.1, pertaining to extracurricular activities.

Participation by 4-H members under provisions of this resolution are subject
to all rules and regulations set forth under the 19 Texas Administrative Code
as interpreted by this Board and designated officials of this school district.

A local representative of the Texas A&M AgriLife Extension
will request academic eligibility for all 4-H competitive activities,
regardless if a school absence is or is not required,
and for non-competitive purposes when an absence is required.

Approved this _____ day of _____, 20_____.

Board of Trustees

Superintendent

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

**SUBJECT: APPROVAL OF BOARD OF TRUSTEES RESOLUTION IN SUPPORT OF
CELEBRATE FREEDOM WEEK – SEPTEMBER 13-19, 2026**

DATE: August 24, 2026

PRESENTED BY: Dolly Gonzales Trolley, Board President

ACTION

BACKGROUND:

Texas Education Code § 29.907 officially designates Celebrate Freedom Week in Texas for all Texas public schools during the week in which September 17, 2026, occurs. Celebrate Freedom Week (which also coincides with Constitution Day and Citizenship Day throughout Texas and the United States) will be celebrated throughout all schools within our School District during the week of September 13th through September 19th, 2026.

SUPPORTING DATA:

Not applicable

FUNDING SOURCE:

Not applicable

EVALUATION:

Not applicable

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve a Resolution in support of Celebrate Freedom Week, Constitutional Day and Citizenship Day within the District during September 13-19, 2026.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
IN SUPPORT OF
CELEBRATE FREEDOM WEEK
(TEXAS EDUCATION CODE § 29.907)
SEPTEMBER 13-19, 2026**

WHEREAS, on September 17, 1787, delegates to the Constitutional Convention signed the United States Constitution.

WHEREAS, on December 8, 2004, the United States Congress enacted a law (Federal Mandate 108-447) requiring all educational institutions to hold educational programs for their students pertaining to the United States Constitution on September 17th of each year.

WHEREAS, this Resolution affirms our support for the Congressional Act on December 8, 2004 by the passage of this Resolution Supporting Constitution Day and Citizenship Day Celebration on September 17, 2026.

WHEREAS, many elected and appointed public officials are required by federal or state law to take an oath supporting the Constitution of the United States and, where applicable, the constitution of their state.

NOW, THEREFORE, BE IT RESOLVED, that as an elected School Board in the United States of America, we acknowledge the week of September 13th- September 19th in all schools celebrating the Constitution of the United States.

BE IT FURTHER RESOLVED, that the week in which September 17, 2026 occurs is dedicated as Celebrate Freedom Week in the State of Texas.

BE IT FURTHER RESOLVED, that September 17, 2026 is dedicated as Constitution Day and Citizenship Day in America.

BE IT FURTHER RESOLVED, that as a School Board in the United States of America we affirm our support for the Constitution of the United States of America.

BE IT FURTHER RESOLVED, that in solidarity with the students in the United States of America, we commit to reciting the “Preamble” of the United States Constitution to express our support for Constitution Day.

BE IT FURTHER RESOLVED, that Celebrate Freedom Week and Constitution Day and Citizenship Day will be celebrated throughout the Schools within our School District during the week of September 13th through September 19th, 2026. Since September 17th falls on a Thursday, our Schools will celebrate and study the Constitution and Citizenship in every class September 13th thru September 19th, 2026.

PASSED AND ADOPTED this 24th day of August 2026.

Dolly Gonzales Trolley
President, Board of Trustees

ATTEST:

S. Jaime Arredondo
Secretary, Board of Trustees

BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

SUBJECT: **APPROVAL OF ORDER CALLING THE CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT TRUSTEE ELECTION AND ANY OTHER RELATED ACTIONS NECESSARY TO EFFECTUATE SAME**

DATE: August 24, 2026

PRESENTED BY: Brian S. Nelson, General Counsel

ACTION

BACKGROUND:

The election order is presented to the Board of Trustees for its adoption and for the purpose of approving a trustee election to be held on Tuesday November 3, 2026. Three trustee positions are up for election. Single Member District One (1), Single Member District Three (3) and Single Member District Four (4).

Early voting and election day voting by personal appearance will be conducted at various campus and administration locations. The locations are requested and determined by the Nueces County Election Department.

The District is required by law to have a joint election with Nueces County and to enter into required agreements with Nueces County to effectuate same.

SUPPORTING DATA:

A copy of the election order, Corpus Christi ISD Single Member Districts, and proposed and early and election day voting sites is attached, as applicable.

FUNDING SOURCE:

General Fund

BOARD COMMITTEE ACTION:

Not Applicable

EVALUATION:

Not Applicable

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the order calling the trustee election and attached exhibits, as presented.

THE STATE OF TEXAS
COUNTY OF NUECES

ORDER CALLING 2026 TRUSTEE ELECTION AND NOTICE OF ELECTION

On this 24th day of August 2026, the Board of Trustees of the Corpus Christi Independent School District convened in a regular meeting at the School Administration Building, 801 Leopard Street, Corpus Christi, Texas, after due notice to all members of the Board. The following members were present:

Dolly Gonzales Trolley	President
Eric Villarreal	Vice President
S. Jaime Arredondo	Secretary
Steve Barrera	Assistant Secretary
Marty Bell	Trustee
Don Clark	Trustee
Alice Upshaw Hawkins	Trustee

A quorum being present, the following business, among other business, was transacted. _____ introduced for consideration an order and moved that it be made, adopted and entered by the Board. The motion was seconded by _____. The order was discussed and then made, adopted and entered by the following vote.

Ayes: _____
Noes: _____
Absent: _____

The President of the Board announced that the order had been duly made, adopted and entered as follows:

It is hereby **ORDERED** by the Board of Trustees of the Corpus Christi Independent School District, Nueces County, Texas (hereafter at times referred to as the "District"), that:

1. An election be held in said Corpus Christi Independent School District on November 3, 2026, (such date being the first Tuesday after the first Monday in November 2026, for the purpose of electing three members to the Board of Trustees of the Corpus Christi Independent School District to hold the Single Member District One (1), Single Member District Three (3) and Single Member District Four (4) positions on such Board. The single member district candidates receiving a plurality of the votes cast by electors residing in Single Member District One (1), Single Member District Three (3) and Single Member District Four (4), as designated on Exhibit A, attached hereto and made a part hereof, shall be elected as the Single Member District Trustees.

2. Brian S. Nelson, whose office is situated at 801 Leopard Street, Corpus Christi, Texas, is hereby appointed the official for the District for conducting the election as permitted by law, and he is hereby authorized and directed to make all necessary arrangements for the holding of said election and to serve as representative to oversee and coordinate with the County Election's Manager in conducting the required joint election in accord with and subject to the laws of this State, and to recommend required agreements with Nueces County to effectuate same. Brian S. Nelson is appointed to hold such election in accord with the laws of this State.

3. In order to have his/her name appear on the official ballot, each candidate not later than 5:00 o'clock p.m., August 17, 2026, has filed his/her written sworn application for a place on the ballot as a candidate for such office with Brian S. Nelson, electronically at elections@ccisd.us or at his office at 801 Leopard Street, Corpus Christi, Texas.

4. The order in which the names of the candidates shall appear on the ballot shall be determined by drawing lots, which drawing shall be held in the Board Room of the District Administration Building, 801 Leopard Street, at 10:00 a.m., on Monday August 31, 2026. Each candidate may appear in person or by his/her duly authorized representative at said time and place for the purpose of drawing lots to determine such order; and, if candidate fails to appear in person or by his/her representative, a disinterested person shall then be appointed to draw him/her in his/her place and stead.

5. No party designations shall appear on the official ballot of said election and all candidates for each office of trustee shall be listed in one column.

6. The voting places for this election are hereby designated to be those set forth on the instrument attached hereto and marked Exhibit A, which instrument is incorporated herein and made a part hereof.

7. Voting machines provided by the Nueces County Elections Department shall be used for the conduct of said election on Election Day, and the polls shall be open 7:00 a.m. to 7:00 p.m.

8. Early voting by personal appearance shall be conducted at the Exhibit A District locations and times, as modified and to be determined during the hours from 8:00 a.m. to 5:00 p.m., beginning October 19, 2026, and continuing through October 26, 2026, during the hours from 8:00 a.m. to 5:00 p.m. on each day which is not an official State holiday; except that, early voting by personal appearance shall also be conducted on Saturday, October 24, 2026, during the hours from 7:00 a.m. to 7:00 p.m. and Sunday, October 25, 2026, during the hours from 12:00 p.m. to 6:00 p.m. Modifications of early voting times for the appropriate weekends and District locations to be determined and provided by Nueces County if needed. Ms. Kara Sands, Nueces County Clerk, is hereby designated the Early Voting Clerk. Deputy early voting clerks for the branch locations for early voting by personal appearance shall be appointed by the County Clerk. The main early voting location is the Nueces County Courthouse.

9. Other early voting and election day locations and times may be designated by and determined and provided by Nueces County at a later date.

10. Early voting by mail shall be conducted by paper ballot. The Early Voting Clerk's mailing address to which ballot applications and ballots voted by mail may be sent is:

Kara Sands
Nueces County Clerk
901 Leopard St., Suite 201
Corpus Christi, Texas 78401

Applications for ballots by mail must be received no later than 5:00 pm on Friday, October 23, 2026.

11. A Central Counting Station will be used to process the results of the early voting ballots. Diane Munguia is hereby designated as Counting Station Manager, Presiding Judge of such Central Counting Station and Nueces County Election's Manager. Kenneth Villarreal is hereby appointed as Tabulation Supervisor of this Central Counting Station.

12. Notice of said election shall be given as required by law.

ADOPTED, MADE, ENTERED AND APPROVED on the date specified above.

ATTEST:

/s/ Dolly Gonzales Trolley

/s/ S. Jaime Arredondo

Dolly Gonzales Trolley, President
Board of Trustees
Corpus Christi Independent School District

S. Jaime Arredondo, Secretary
Board of Trustees
Corpus Christi Independent School District

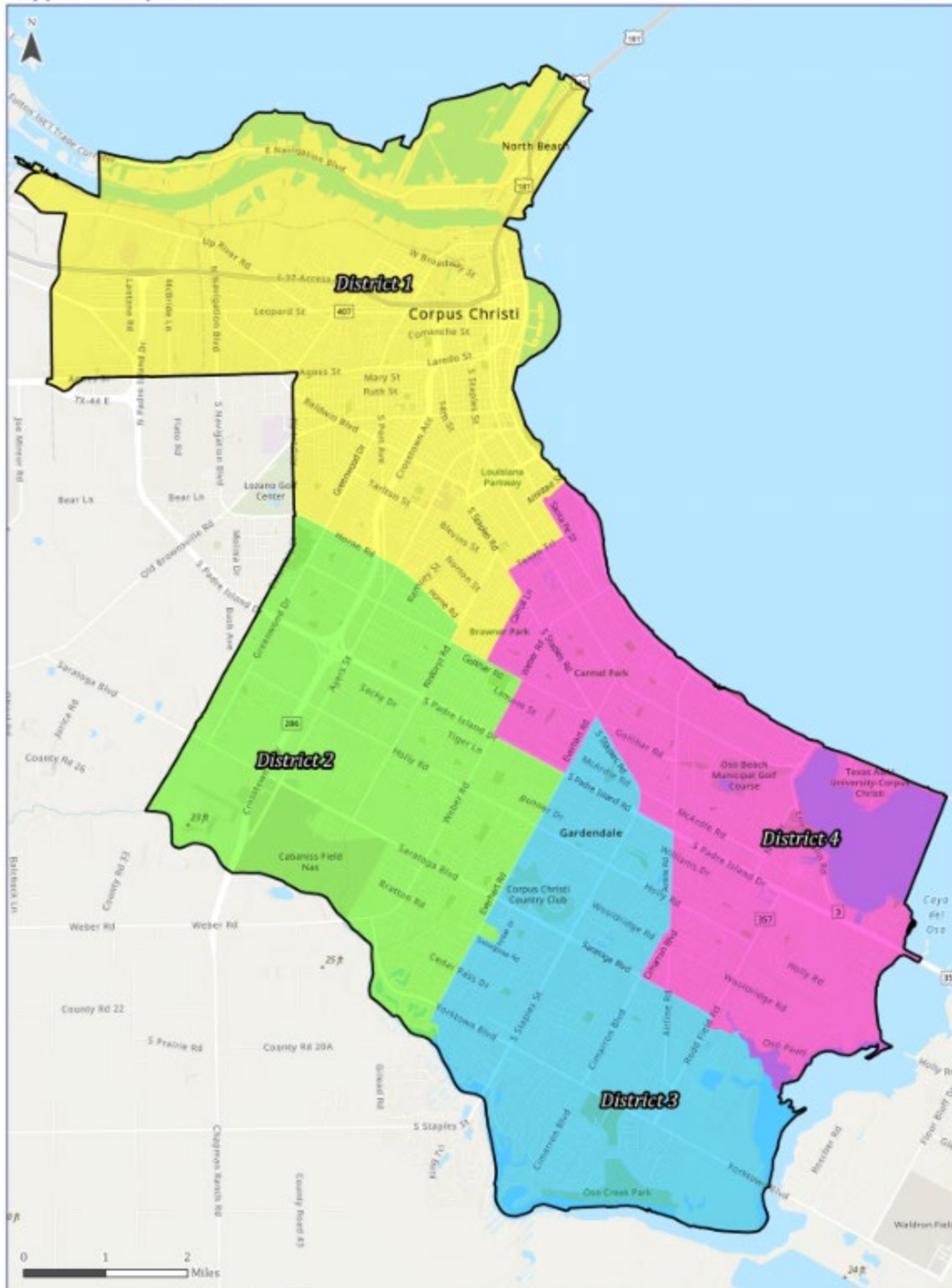
EXHIBIT A

Early Voting Locations

- Windsor Park Elementary
- Schanen Estates Elementary
- Foy H. Moody High School
- Roy Miller High School
- Carl O. Hamlin Middle School
- Elliott Grant Middle School
- Gloria Hicks Elementary
- Mary Carroll High School
- Dorothy Adkins Middle School
- Veterans Memorial High School

Election Day Voting Locations

- Calk-Wilson Elementary
- Blanche Moore Elementary
- Club Estates Elementary
- Mary Carroll High School
- Cunningham Middle School at South Park
- Cecil O. Hamlin Middle School
- Rafael Galvan Elementary
- Weldon Gibson Elementary
- Los Encinos Elementary
- Veterans Memorial High School



BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT

CORPUS CHRISTI, TEXAS

**SUBJECT: APPROVAL OF RECOMMENDED EMPLOYEE HEALTH PLAN
CHANGES FOR THE 2027 PLAN YEAR**

DATE: August 24, 2026

PRESENTED BY: Karen Griffith, Deputy Superintendent of Business and Support
Services

ACTION

BACKGROUND:

The Office of Employee Benefits and Risk Management, Kristi Warnke, Director, is requesting approval of the district's employee health insurance with Blue Cross Blue Shield of Texas to provide group health plan services for the 2027 plan year.

SUPPORTING DATA:

The district currently offers two (2) plans, the High-Deductible Health Plan and the Traditional Plan. Due to the rising costs, several plan changes are necessary for the stability of the plan. In addition to the plan changes, the district is offering an additional plan for a total of three (3) health plans to choose from. The district's contribution is \$685 per employee per month.

FUNDING SOURCE:

General Fund
Federal Funds
Employee Contributions

EVALUATION:

An evaluation committee comprised of the Deputy Superintendent of Business and Support Services, the Chief Financial Officer, and the Director of the Office of Employee Benefits and Risk Management, with Walker and Associates, the District's Health Plan Consultant, evaluated the plan changes to ensure that District employees received the richest benefits within reasonable plan increases.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the employee health plan changes for 2027.



OFFICE OF EMPLOYEE BENEFITS
AND RISK MANAGEMENT

Health Plan Review



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2026 Plan Performance & 2027 Renewal

WA Walker & Associates

Fully Insured vs Self Funded, what's the difference?

The main difference between self-funded and fully insured health plans is who pays for medical claims and takes the financial risk.

Fully Insured plan - employer pays a set monthly fee to an insurance carrier, and the carrier covers all medical costs. No opportunity to customize or save.

Self Funded plan - the employer pays for actual medical claims out of pocket as they happen, sets the benefits and the premiums, may use reinsurance to protect for catastrophic claims.

Key advantages of Self Funded Health Plans:

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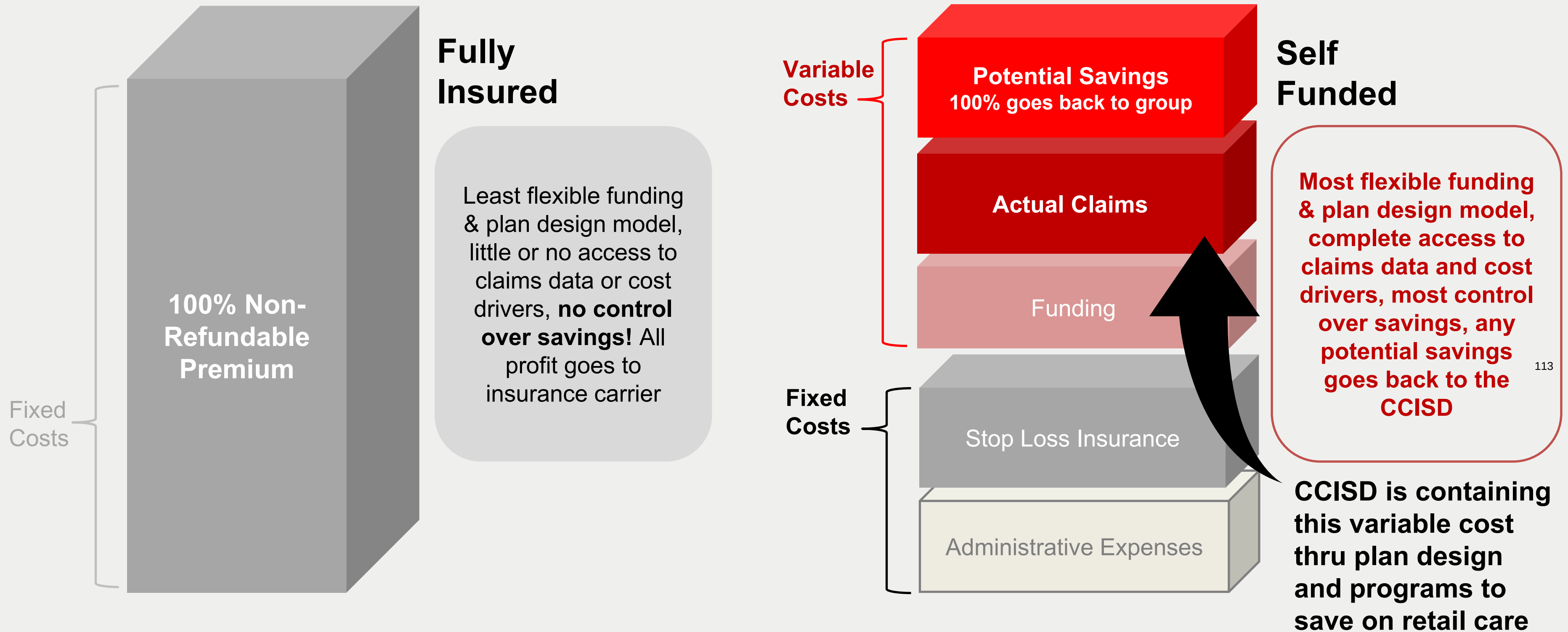
Retained savings: If employee health claims end up lower than expected during a plan year, the leftover money stays with your business instead of going to an insurer.



Custom benefits: You can build a benefits package tailored specifically to the unique needs of your workforce and budget rather than choosing pre-packaged health plan product from insurer.

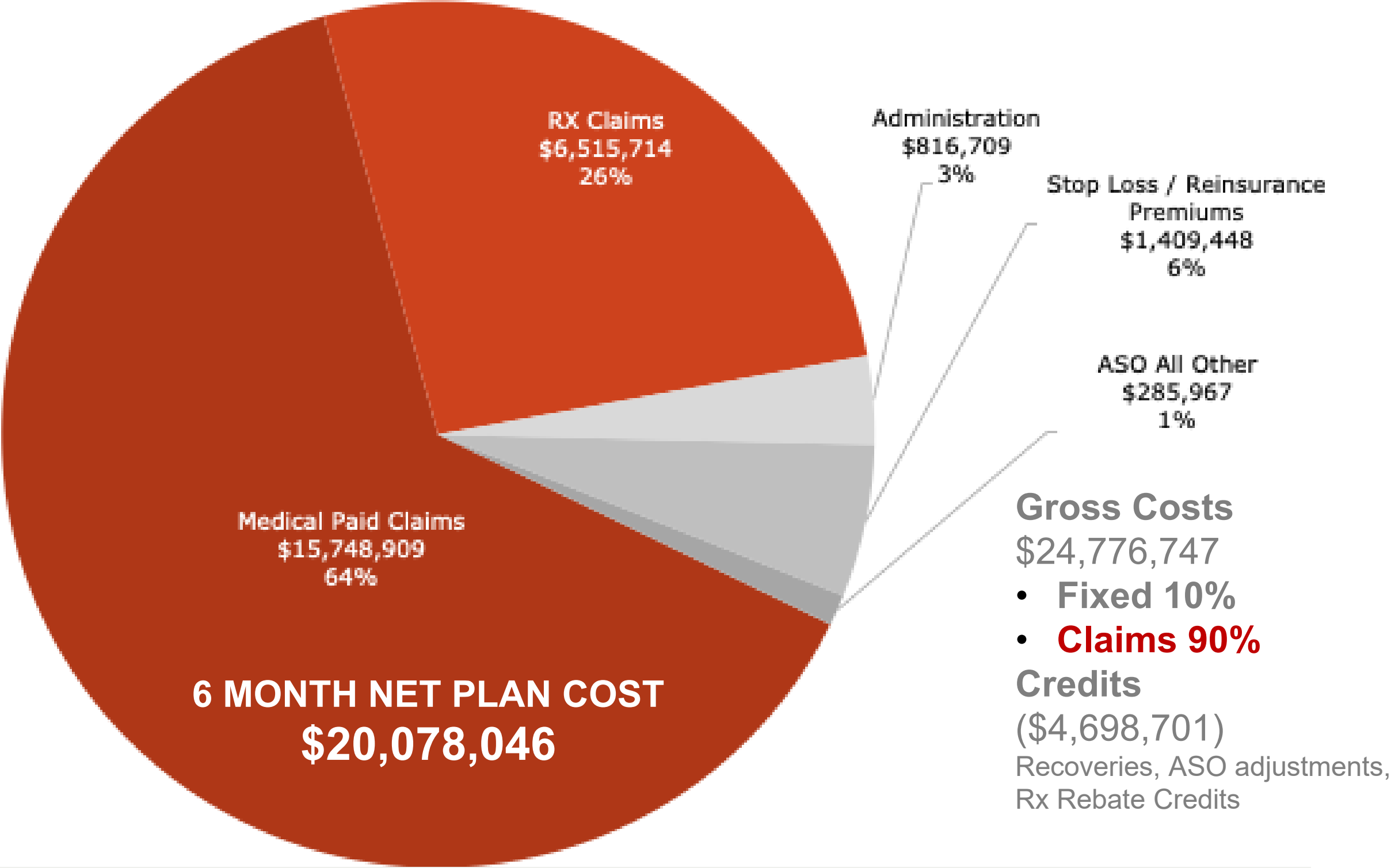


Data access: Detailed reports on employee utilization help you spot cost trends, target wellness programs, and manage long-term costs & budgeting.



Fully Insured vs Self Funded

CCISD Health Plan 2026 – 6 Months



Projected
Net Plan Cost
Plan YR 2026
\$40,156,092

Based on 6 months of claims

Net Plan Cost 2026
\$40,262,178
Presented to CCISD BOT 9/25
Based on adjusted ACV & plan changes

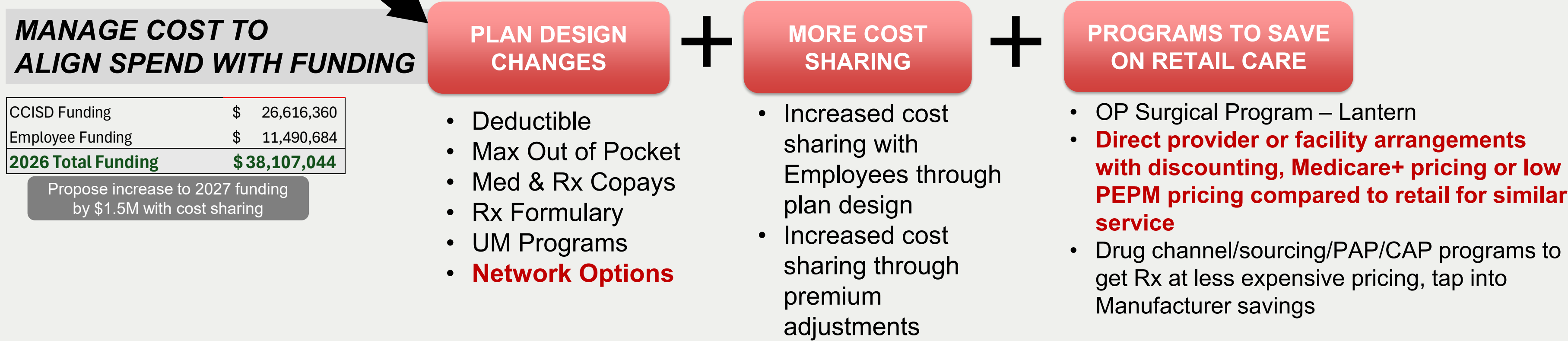
**Claim spend represents
90% of the total cost of
the CCISD health plan.**

Health Plan Claims & Cost Containment



Claims are the largest cost driver to the CCISD health plan. In 2026 we deployed a multi faceted approach to control and contain claim spend.

Goal is to align the health plan spend with health plan funding comprised of CCISD monthly contributions and employee premiums.





CCISD Cost Drivers

2026 claim spend nearly flat from 2025, paid PEPM up only 2.6% at 6 months

Medical \$31,448,894 + Pharmacy \$13,031,428 ↓ = **\$44,480,322 estimated 2026 Claim Spend**
• \$43,179,481 in 2025

HIGH COST CLAIMS

NEOPLASMS
(CANCER)
\$1.3M

SURGICAL & ER

SURGICAL (IP/OP)
& EMERGENCY RM
\$3.4M

- ↑ Neoplasms top category of High-Cost Claim spend, cost driver to additional service lines of care
- ↑ OP Surgical increased 34.9%, average cost per visit \$3077, but as high as \$5072 at some facilities
- ↑ ER cost increased by 47.1%, paid per visit up 12.6% to \$2131, 39.5% of ER visits potentially non-emergent
- ↑ Professional (office visits) cost per visit up to \$191

Cancer Costs

Top 5 Cancer Dx	Number of Claimants	\$ Paid / Claimant
Bone	1	\$206,360
Leukemia	4	\$50,336
Endocrine	14	\$12,125
Urinary	5	\$26,013
Breast	10	\$8,464

High-cost claims driven by cancer Dx, cancer represents 35% of top 20 high-cost claims over \$50K

**Cancer Claim Paid / Claimant
\$7,241 to CCISD PLAN**

Emergency Room Visits, Cost up 12.6%

Emergency Room Leading Diagnoses

Average ER Paid / Visit \$2,131
to CCISD PLAN

Top ER Diagnoses for Jan 2026 - Apr 2026

ER Diagnosis	Paid	Claimants	Visits	%Visits Potentially Non-Emergent *
Respiratory	\$270,177	106	124	75.0%
Injury/Poisoning	\$212,921	97	102	7.8%
Symptoms/Ill-Defined	\$261,403	86	93	46.2%
Musculoskeletal	\$108,980	59	69	50.7%
Circulatory	\$134,387	56	60	26.7%
Genitourinary	\$89,462	53	60	51.7%
Digestive	\$139,651	44	46	45.7%
Infectious/Parasitic	\$57,310	34	34	32.4%
Skin	\$40,196	19	21	9.5%
Ear	\$18,783	19	20	70.0%
All Others	\$214,106	83	100	14.0%
Summary	\$1,547,375	553	726	39.5%

In 6 months, nearly 40% of ER visits were potentially non – emergent, primarily common colds and illnesses. Steering non-emergent visits to lower cost care setting, potential annual savings to plan - \$1.2M in ER spend.

Outpatient Costs

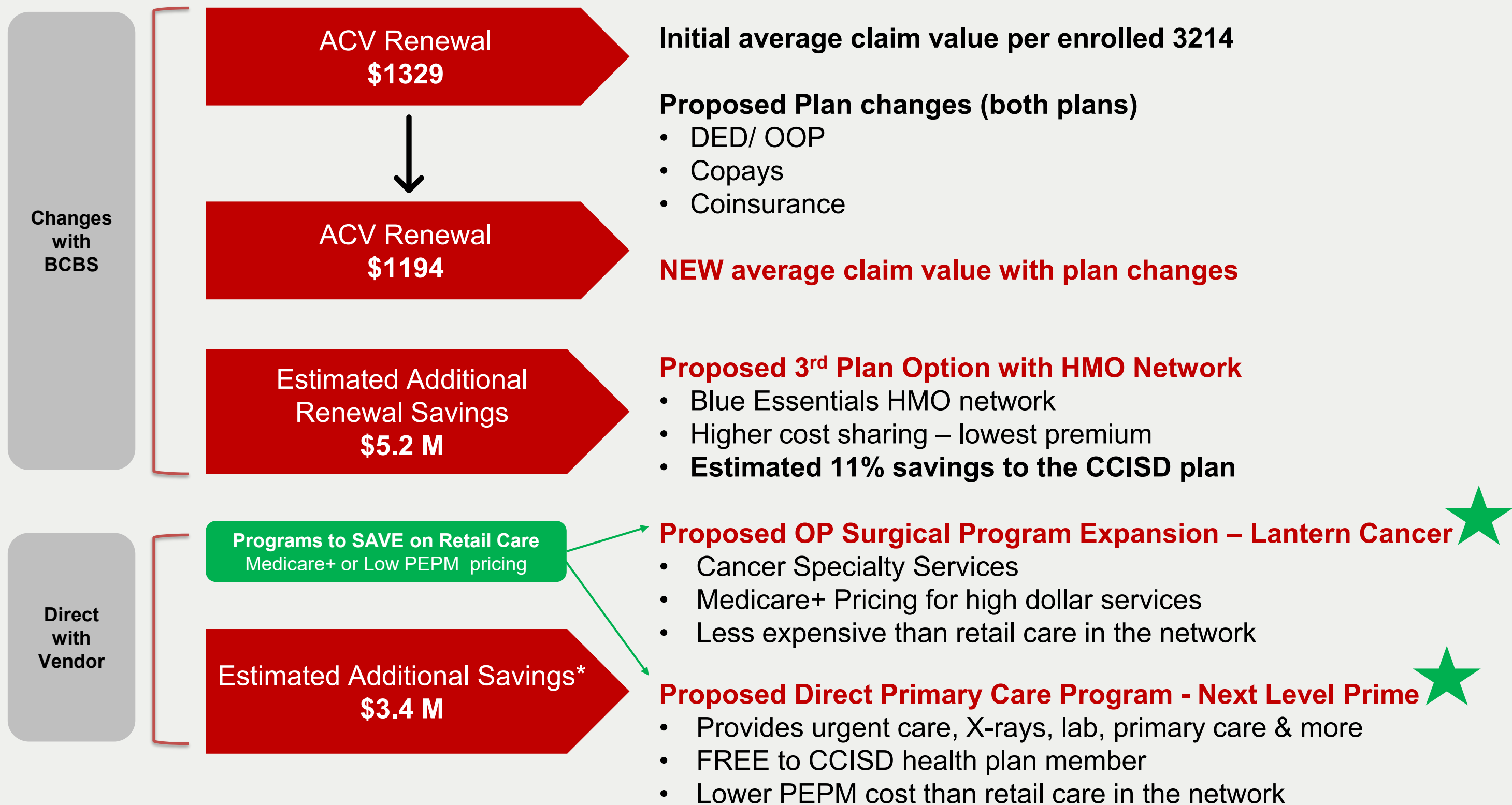
Top 5 Outpatient Providers	Number of Visits	\$ Paid / Visit
Provider / Facility 1	85	\$5,072.07
Provider / Facility 2	63	\$3,387.94
Provider / Facility 3	71	\$2,795.70
Provider / Facility 4	770	\$2,436.60
Provider / Facility 5	331	\$1,697.12

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Outpatient spend, primarily driven by outpatient surgical procedures, paid/visit up 34.9%

**Top 5 OP Service Paid / Visit
\$3,077 to CCISD PLAN**

2027 Plan Savings Breakdown



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*DPC cost and savings not included in Projected Cost & 2027 Renewal



**OFFICE OF EMPLOYEE BENEFITS
AND RISK MANAGEMENT**

Projected Cost & 2027 Renewal

ANNUAL COST	2025 BCBS Renewal	2025 Actual	2026 Initial BCBS Renewal	2026 Negotiated	2027 Negotiated	
ISL	300K ISL	300K ISL	300K ISL	400K ISL	400K ISL	\$400K ISL 15% increase assumed
Enrollment	3314	3314	3238	3238	3214	
Specific Stop Loss	2,750,753	2,750,753	3,652,464	2,812,397	3,210,015	
Administration	(4,150,188)	(4,150,188)	(3,650,521)	(4,550,038)	(5,242,163)	Rx Rebate Credit \$-165→\$-185.40
Total Fixed Cost	(\$1,399,436)	(\$1,399,436)	\$1,943	(\$1,737,640)	(\$2,032,148)	
Claims Liability	34,796,602	43,179,299	49,015,678	46,394,064	46,079,889	Plan changes, HMO & Lantern Cancer
Plan changes				(5,638,520)	(5,245,289)	
Redi MD	240,000	240,000	240,000	240,000	0	
HSA Account Funding	1,500,000	1,500,000	1,000,000	1,000,000	750,000	
CCISD Health Plan Cost	\$35,137,166	\$43,519,863	\$50,359,621	\$40,257,904	\$39,552,452	Changes reduce spend, align to funding levels
Funding	\$36,032,532	\$36,032,532	\$38,107,044	\$38,107,044	\$39,646,476	
Funding Difference	\$895,366	(\$7,487,331)	(\$12,252,577)	(\$2,150,860)	\$94,024	
Notes	2025 BCBS Renewal	Actual 2025 \$43,313,797	300K ISL/WL remove	400K ISL/negotitated Rx rebate credit	ISL RFP, plan changes, add HMO	
ACV (average claim value)	\$874.99	\$1,089.16	\$1,261.47	\$1215.41 (BCBS renewal)	\$1194.77 based on 3214	

Next Level Prime – Direct Primary Care

Cost of Retail Care
Based on in network CCISD claims

Cost of Retail Care in CC vs Next Level Prime



ER Cost
\$2131/visit



FREE TO EMPLOYEE

30% savings
on ER cost

Primary Care Cost
\$191/visit



FREE TO EMPLOYEE

30% savings
on PCP cost

Urgent Care Cost
\$135/visit



FREE TO EMPLOYEE

95% savings
on UC cost

Lab Cost
\$125/visit
Cost varies by location



FREE TO EMPLOYEE

40% savings
on Lab cost

\$3.4M
Estimated
Savings

\$8.3M
COST OF RETAIL CARE SETTINGS

\$30/\$60
PEPM COST CCISD (emp/family)

\$1.6M
ANNUAL COST CCISD

\$1.7M
NET SAVINGS TO CCISD PLAN

By getting retail care for a lower PEP, CCISD can potentially save the plan \$3.4M annually on expensive retail care. Cost to CCISD nearly the same as cost of ER visits in 6 months of 2026, \$1.5M

CCISD Plan Design Changes 2027

	HMO		HDHP		Traditional
Plan Features	Proposed	Current	Proposed	Current	Proposed
Deductible (I/F)	5000/10,000	4000/8000	4500/9000	3500/7000	3500/7000
Maximum OOP (I/F)	9800/19600	8500/17000	8700/17400	9100/18200	9500/19000
Medical Copays					
Primary Care	\$45	10% after Ded.	20% after Ded.	\$30	\$50
Specialty Care	\$90	10% after Ded.	20% after Ded.	\$55	\$75
Urgent Care	\$150	10% after Ded.	20% after Ded.	\$75	\$100
Retail Clinic	\$30	10% after Ded.	20% after Ded.	\$30	\$30
Telehealth	\$30	10% after Ded.	20% after Ded.	\$30	\$30
ER Copay	\$500, then 30%	\$150, then 10%	20% after Ded.	\$500	\$500
(Includes Hospital/Freestanding)					
Non emergent visits	\$500, then 30%	\$150, then 10%	\$500, then 20%	\$150, then 20%	\$500, then 30%
Coinsurance After DED	30%	10%	20%	20%	30%
Rx Copays					
Generic	\$25	10% after Ded.	20% after Ded.	\$10	\$20
Preferred Brand	\$90	10% after Ded.	20% after Ded.	\$75	\$75
Non-Preferred Brand	\$175	10% after Ded.	20% after Ded.	\$150	\$150
Specialty	\$300, then 30%	10% after Ded.	20% after Ded.	\$250 copay, then 20%	\$250 copay, then 20%
Drug List (formualry)	Performance Select	Performance Select	Performance Select	Performance Select	Performance Select



TRS Comparison

Benefit	TRS Primary + (PCP ✓)	CCISD HMO New (PCP ✓)	TRS HD	CCISD HD	TRS Primary	CCISD Traditional
Deductible • Individual • Family	\$1250 \$2400	\$5000 \$10000	\$3400 \$6600	\$4500 \$9000	\$2500 \$5000	\$3500 \$7000
Maximum OOP • Individual • Family	\$8050 \$16100	\$9800 \$19600	\$8300 \$16600	\$8700 \$17400	\$8050 \$16100	\$9500 \$19000
Coinsurance	Member pays 30%	Member pays 30%	Member pays 30%	Member pays 20%	Member pays 30%	Member pays 30%
Office Visits • PCP • Specialist	\$15 \$70	\$45 \$90	30% coinsurance	20% coinsurance	\$30 \$70	\$50 \$75
Pharmacy • Generic • Brand P • Brand NP • Specialty	coinsurance \$15 25% 50% 20% Rx Brand DED \$200 applies before coinsurance	copays/coinsurance \$25 \$90 \$175 \$300 then 30% Rx Brand DED \$100 applies before copay/coinsurance	coinsurance 20% 25% 50% 20%	coinsurance 20%	copay/coinsurance \$15 30% 50% 30%	copays/coinsurance \$20 \$75 \$150 \$250 then 20%
CCISD Contribution*	\$0	\$685	\$0	\$685 + HSA Match	\$0	\$685
Employee Only Employee Spouse Employee Child Employee Family	\$675 \$1755 \$1148 \$2228	\$76 \$536 \$200 \$588	\$574 \$1550 \$976 \$1952	\$125 \$611 \$275 \$738	\$590 \$1593 \$1003 \$2006	\$296 \$961 \$478 \$1115

Current Health Plan Enrollment

Plan name	Product name	Coverage Tier	Employees	Members
BCBS	High-Deductible Health Plan	Emp Only	972	972
		Emp + Spouse	60	120
		Emp + Child	274	746
		Emp + Fam	140	565
BCBS	Traditional	Emp Only	1,032	1,032
		Emp + Spouse	52	104
		Emp + Child	509	1,459
		Emp + Fam	175	733

Local ISD Premium Comparison



**OFFICE OF EMPLOYEE
BENEFITS AND
RISK MANAGEMENT**

School	Insurance	District Contribution	Employee Only	Employee Spouse	Employee Children	Employee Family
CCISD	BCBS-Self Funded	\$685	\$ 296	\$ 961	\$ 478	\$ 1,115
Kingsville	Healthy Highway	\$479	\$ 83	\$ 425	\$ 343	\$ 665
Calallen	Curative	\$375	\$ 100	\$ 618	\$ 360	\$ 876
Alice	Healthy Highway	\$375	\$ 134	\$ 1,000	\$ 491	\$ 1,356
Taft	*TRS BCBS	\$400	\$ 174	\$ 1,150	\$ 576	\$ 1,552
Gregory-Portland	*TRS BCBS	\$400	\$ 174	\$ 1,150	\$ 576	\$ 1,552
Premont	*TRS BCBS	\$358	\$ 217	\$ 1,193	\$ 619	\$ 1,595
West Oso	*TRS BCBS	\$325	\$ 249	\$ 1,225	\$ 651	\$ 1,627
Flour Bluff	Aetna-Self Funded	\$550	\$ 255	\$ 920	\$ 754	\$ 1,418
Tuloso-Midway	*TRS BCBS	\$300	\$ 274	\$ 1,250	\$ 676	\$ 1,652
London	*TRS BCBS	\$255	\$ 319	\$ 1,295	\$ 721	\$ 1,697
Bishop	BCBS-Self Funded	\$450	\$ 386	\$ 1,400	\$ 728	\$ 1,624

Schools Highlighted in yellow are 25/26 plan cost

Contact us

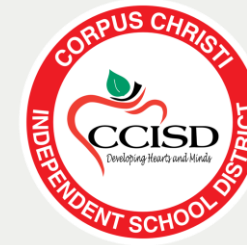
Laura Gwaltney

 Walker & Associates

361.993.7600 office 530.574.5867 mobile

Email us

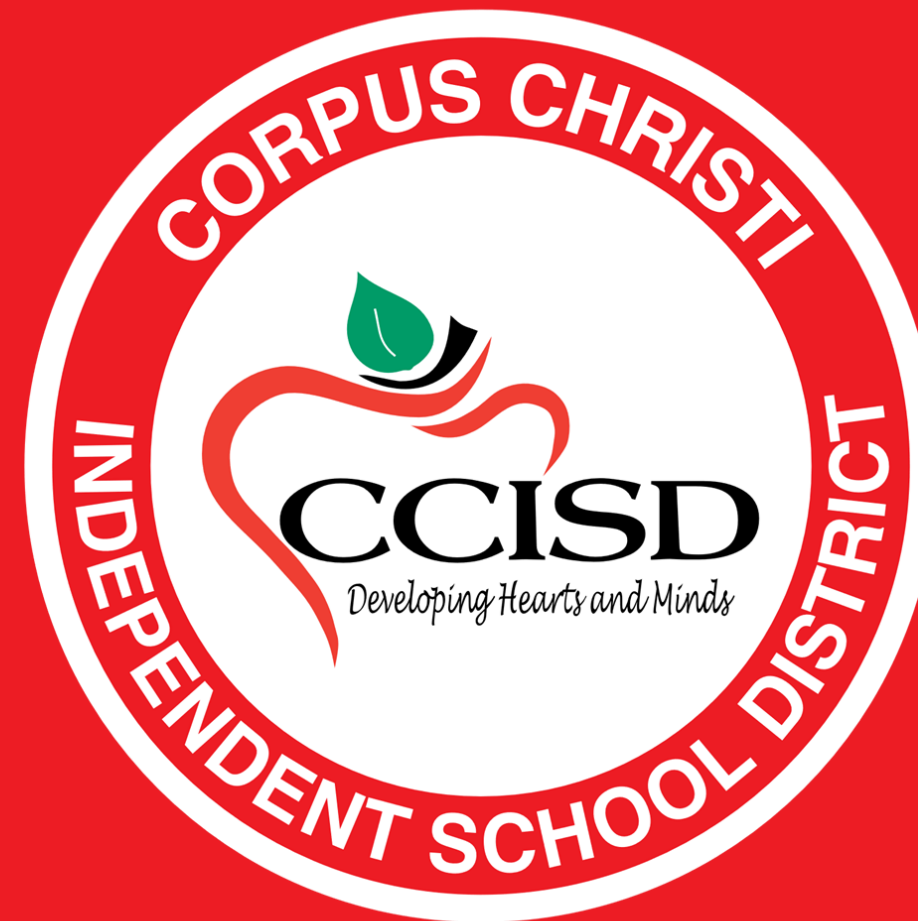
lgwaltney@walkerbenefitspro.com



**OFFICE OF
EMPLOYEE
BENEFITS AND
RISK MANAGEMENT**

Questions?

Thank you for your time and &
participation¹²⁷



BOARD OF TRUSTEES
CORPUS CHRISTI INDEPENDENT SCHOOL DISTRICT

CORPUS CHRISTI, TEXAS

SUBJECT: APPROVAL OF CONTRACTUAL AGREEMENT WITH NLUC, PLLC (NEXT LEVEL URGENT CARE) FOR ACUTE AND PRIMARY CARE MEDICAL SERVICES

DATE: August 24, 2026

PRESENTED BY: Ms. Kristi Warnke
Director for Employee Benefits and Risk Management

ACTION

BACKGROUND:

The Office of Employee Benefits and Risk Management, Kristi Warnke, Director, is requesting the approval of contractual agreement with NLUC, PLLC (Next Level Urgent Care) for acute and primary care medical services. A quote was received in the Office of Purchasing and Distribution on April 29, 2026.

SUPPORTING DATA:

Next Level will provide a Program at no cost to the employee and/or dependents who are participants in the District's health plan. Services will include unlimited number of visits with a Medical Provider to seek medical evaluation and management visits related to chronic illnesses, and urgent care services for sudden illness or injury.

The Services covered shall include visits with a Provider, x-rays, IV fluids, casting, and CLIA-waived laboratory testing such as rapid strep, flu, RSV, Mono, Covid, trichomonas, urine pregnancy, and urinalysis. Other commonly utilized Services such as durable medical equipment, vaccines, Covid-related testing and non-CLIA waived laboratory testing are included.

The Services shall not include: (a) any treatment or testing administered at a hospital visit (or any other healthcare facility) in connection with a chronic illness; (b) any visits to other physicians (including specialists) in connection with the chronic illness or in connection with complications from the chronic illness; or (c) any services not specifically mentioned in this definition.

FUNDING SOURCE:

Health Insurance Funds (\$1,616,400 budgeted)

EVALUATION:

Items purchased through the interlocal agreement with the Choice Partners National Purchasing Cooperative have been competitively bid and satisfy all required bid laws and procedures in accordance with the Texas Education Code. 44.031(a)(4).

APPROVED VENDOR

Next Level Prime

LOCATION

Houston TX

TOTAL AMOUNT

\$1,616,400*

*Subject to change based on ADA, student or staff participation, pricing, staff requirements or needs.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Trustees approve the contractual agreement with NLUC, PLLC (Next Level Urgent Care) for acute and primary care medical services in the estimated amount of \$1,616,400 and designate the Superintendent of Schools to execute all contractual and subsequent documents accordingly.